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**Encouraging employment of third-country nationals
through social dialogue**

Deliverable D3.1

List of measures

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Executive summary

The deliverable D3.1, List of measures, presents measures to address labour market needs that address matching supply and demand in the labour market through the employment of third-country nationals. The proposed list of measures presents a starting point for further work in WP3 where project partners will prepare policy recommendations based on the findings from the research phase of the project and the identified list of measures.

Due to the specifics of the labour market in each participating country, we structured this deliverable in two parts. The first part of the deliverable presents a summary of a common list of measures that were identified and can be implemented across all partner states. This part is in the English language. The second part of the deliverable presents a detailed list of measures by each participating country (listed alphabetically) which also incorporates all the specifics of the labour market in the participating countries. In this way, we can present the national status in more detail as well as the common findings that are valid in all participating countries. The second part is in English as well as in the national language of each country.

The proposed list of measures in this deliverable presents a starting point for the policy recommendations preparation which will be the final deliverable of WP3.

1. Summary of the common list of measures for all participating countries

The shortage of skilled labour workforce in Europe is becoming an ever more challenging problem for member states. To fill the gap in the needed workforce, third-country nationals are being hired in increasing numbers by companies that face numerous challenges in doing so.

To improve and speed up the process of hiring third-country workers, the Recruit4Tomorrow consortium has prepared a list of measures (based on the previous research part of the project; desk research, focus groups, and the survey among employers) with which we wish to address the identified challenges in the process of employment of third-country nationals and later on propose policy recommendations to simplify and speed up the whole process. Even though the participating countries (Bulgaria, Croatia, Hungary, Slovakia and Slovenia) have very different labour market needs and regulations regarding the employment of third-country nationals, there are several areas where the challenges and the gaps in the legislation are common. Therefore, we present a common list of measures that could help the process in all countries.

Improvement of processes for the employment of third-country nationals (TCN)

- Accelerating work permit issuance
 - Lessening the administrative burden of the employers in the process of employment of third-country nationals. This would subsequently also speed up the process in the administrative units and cause fewer delays.
 - Enhancing the efficiency of the current procedure through personnel reinforcement and digitalization of the whole process.
 - Improving the capacity of the representative offices abroad (embassies, consulates etc.) which would speed up and ease the process of obtaining Visas.
 - Better collaboration between different state institutions responsible for the issuance of permits and simplification and unification of the requirements between different institutions so that everyone interprets and understands the requirements in the same way.
 - Eliminate local restrictions of the administrative units for the issuance of work permits. Enable all administrative units, regardless of the area where the employer is registered, to process applications of third-country workers (note: this is already in progress in some countries).
 - Strengthening the social dialogue and better inclusion of social partners in the preparation of measures and legislation in this area.

All participating countries need a more simplified and faster employment process which is now simply too long. Companies and workers can wait up to one year to get all the necessary permits. Additionally, because the process is not digitalized, it can happen that the companies and workers have to submit the same documentation multiple times which further prolongs the whole process. Intensive and meaningful social dialogue between all the stakeholders is essential for developing appropriate legislation. We also emphasise that collective bargaining and social dialogue at the workplace level could contribute to the integration and retention of

foreign workers, their effective integration, and can improve cooperation among workers in diverse workplaces and between employers and workers.

Easing access to the labour market for third-country workers

- Establishing a better system of identification of labour market needs and the needs of the employers for third-country workers
- Reforming shortage occupation identification and more regular and faster updating of the list of shortage professions which would facilitate the employment of foreigners, as these professions do not require verification (“test”) of the local labour market.
- Raise the quotas for Visas and % of foreigners allowed to work in companies where this is regulated by the country in connection with identified needs in the labour market or the industry.
- Identification of third parties in foreign countries that are verified as legally compliant and competent/reliable partners for the identification of foreign workers abroad.
- Allowing temporary work agencies to be able to recruit foreign workers who are then referred to companies. In countries where this is possible, better regulation and oversight of those agencies so that all labour law requirements are met.
- Greater activity of the state in finding personnel abroad in the form of organizing job fairs abroad, promoting the state, etc. Not only in nearby countries but also throughout the world (in regions where the most employment is generated).

Simplifying and accelerating the recognition of education and qualifications

- A unified and digitalized national contact point to assist foreigners in their process of certification of foreign diplomas, certificates etc.
- Expanding international agreements on mutual recognition of diplomas and certifications with key countries from which most third-country nationals are employed.
- Introduce a certification system that would recognize experience gained abroad and also recognize informally acquired education and experience in the fields where occupations are not regulated.

Education and training

- Expanding training programmes for shortage professions which also include third-country nationals.
- Cooperating with countries of origin of third-country workers to establish pre-training of candidates before arrival in the destination country.
- Encourage the study of foreigners with an emphasis on the labour market needs and long-term integration into the labour market.
- Strengthening cooperation between educational institutions and companies to adapt educational programmes to the needs of the labour market.
- Closing the gap in language skills and communication difficulties. The state could develop and introduce an online education system or application where foreigners could learn the basics of the national language and thus have at least basic language skills when they arrive in the country.



2. List of measures for Bulgaria

BACKGROUND:

The [Report on the Impact of Demographic Change in the EU](#)¹ shows that Europe's population is shrinking and ageing and that skills shortages need to be addressed.

Although the institutions are making efforts to improve the process, the procedure for importing workers from third countries remains too bureaucratic, digitalization of the process is needed, as well as changes in the regulatory framework – both at the European and national levels if we want Europe to participate in the global race to attract talent.

Hiring workers from third countries on the labour market offers a significant competitive advantage on the global stage. It is essential that politicians support companies in hiring workers who are not available in the internal labour market.

PROPOSALS FOR MEASURES

1. Taking timely legislative measures to propose amendments to the current legislation aimed at speeding up the procedures and improving the conditions for access to the labour market for third-country nationals, taking into account the interest of the Bulgarian labour market and the interest of Bulgarian workers, including:
 - Creation of a legislative basis for the functioning of the already established **electronic platform for the production and issuance of work permits** - a centralized web-based system that provides: electronic movement and distribution of files and the possibility of simultaneous work with them; automated checks in other systems; fully electronic communication of employers in administrations (creation of a single employer profile); possibility for collective submission The digitalization of processes will significantly contribute to the optimization of procedures, tracking of files, shortening the processing time for documents for issuing work permits to third-country workers, as well as creating conditions for easier feedback from institutions in the process of issuing work permits.
 - Revision, with regard to **priority sectors and/or professions**, of the requirements for a percentage ratio of foreigners to the total number of employees (no more than 20 per cent of the average number of employees under an employment relationship, and for small and medium-sized enterprises - 35 per cent).
 - Transposition of **Directive (EU) 2024/1233** of the European Parliament and of the Council of 24 April 2024 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State, by introducing the possibility **for holders of a single permit to change employers after a certain period of time**, as well as **the establishment of rules applicable in the event that a single authorisation holder loses his or her job**. The

¹ https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/new-push-european-democracy/impact-demographic-change-europe_bg



legislative act recasting and updating the current 2011 Directive², aims to attract and retain the skills and talent that the EU needs and address shortcomings in terms of legal migration to the EU.

- Providing an opportunity for health insurance to holders of a "Single Residence and Work Permit".
 - Abolition of the mandatory condition to provide evidence of insured housing in advance for both those applying for an EU Blue Card and those applying for a single residence and work permit³ (SRWP). This will lead to a reduction in costs and administrative burden for employers.
 - Regulation of the possibility and procedure for changing the position⁴ within the existing employment relationship for holders of an EU Blue Card, in accordance with Article 15, paragraphs 2 and 3 of Directive (EU) 2021/1883. The lack of an explicitly regulated procedure for changing the position held within the company (career growth) is a problem for employers, related to both the attraction of highly qualified and motivated personnel and the outflow of such.
 - Easing the possibility of proving and certifying professional experience and skills for highly qualified professionals – removing the requirement to present an official document issued by a competent authority (the Directive does not require the proof of professional experience to be done with an official document⁵).
 - Providing for the possibility of granting a permit for access to the labour market to a foreigner from a third country who has concluded an employment contract with an agency for the provision of temporary work⁶, registered under the Bulgarian legislation.
- ❖ Taking the relevant institutional measures related to the implementation of policies in this area, namely **improving the coordination and interaction of the competent state structures**, unifying similar requirements in the different procedures, increasing the administrative and expert capacity of the administrations in the competent state and local structures, as well as establishing leadership of the process.
 - ❖ Taking measures related to improving the capacity and quality of service in Bulgaria's foreign missions in third countries, identified as priorities for business, in order to avoid the recent frequent cases of **significant delays in scheduling visa interviews**. The postponement of visa interviews creates prerequisites for the expiration of the validity of documents, as well as the delay in the process of legalizing them, and hence the overall extension of the procedures.
 - ❖ Strengthening the role of the National Council on Labour Migration and Labour Mobility (NSTMM) as a **social dialogue body** on key issues related to: the regime for access to the Bulgarian labour market of the TCN, the improvement of the legal framework in this area,

² Directive 2011/98/EU on a single application procedure for a single permit for third-country nationals to reside and work within the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State.

³ Bulgarian Trade union position - For Blue Card holders, the requirement may be dropped, other workers from third countries should have housing provided

⁴ Bulgarian Trade union position - The change of position is possible after the expiration of a certain period and within the period for which the person has a work permit

⁵ Bulgarian Trade union position - the norm of equality and equal treatment must be observed, if the same position is required for a Bulgarian worker

⁶ Bulgarian Trade union (CITUB) and the trade unions in Europe do not agree with this

the agreements regulating labour migration, EU initiatives and agreements in the field of labour migration, opportunities to attract talent (including the Draft Regulation of the European Parliament and of the Council establishing an EU reserve and the other proposals of the EC under the Skills and Talent Mobility Package).

- ❖ Taking measures to create a unified system for **researching the needs of the business for TCN workers**, which will take into account the different types of employment that the business needs, as well as the time horizon and duration of employment.
- ❖ Identification of third parties whose workers are suitable for the Bulgarian labour market (based on feedback from companies) and negotiation of annual quotas for import of labour force.
- ❖ Taking measures related to faster recognition and validation of skills, diplomas and qualifications.
- ❖ Awareness-raising measures on training and qualification programmes, language training courses, career guidance, consultancy services of state institutions (employment agencies) and/or projects of various organisations.
- ❖ Encouraging the employment of refugees with humanitarian status. Measures to increase the motivation of refugees and beneficiaries of international or temporary protection in Bulgaria for rapid integration into the labour market. Taking measures related to the early integration and inclusion of refugees and beneficiaries of protection in the labour market is key to achieving independence, including financial, for these vulnerable groups of people.
 - Providing data and information on the profiles of migrants who are on the territory of the Republic of Bulgaria: education, qualifications, skills, in order to more easily connect workers with suitable employment.
 - Supporting employers in the selection of migrant workers and acquiring skills for intercultural communication.
 - Raising the awareness of current and potential stakeholders (both migrants, refugees and persons with protection or asylum seekers, as well as employers) regarding the opportunities for integration into the labour market in Bulgaria. Employers also do not have enough information about the procedures for hiring the most vulnerable categories of foreign citizens, according to their status - asylum seekers, humanitarian or refugee status - who and when has the right to work, and what documents are required. This often discourages them from hiring such persons, even though they are on the territory of the country and have much easier access to them, and they prefer to take advantage of other opportunities for legal employment of third-country nationals, where the procedures are clearer, albeit more expensive.
 - Promoting cooperation between business and non-governmental organizations dealing with migrants, as well as responsible state institutions, in order to facilitate the employment of migrants and their successful integration into the workplace as much as possible.
- ❖ Negative public attitudes against migrants are a problem for employers, especially when renting accommodation, access to various services related to ensuring normal living conditions for workers and their families, accommodation in nurseries, kindergartens, and schools.
- ❖ Organizing information campaigns to promote Bulgaria as an attractive place to work.



2.1. Списък на мерките за посрещане на нуждите на пазара на труда и заетостта на граждани от трети страни в България

Мотиви:

От [Доклада за въздействието на демографските промени в ЕС](#) е видно, че населението в Европа намалява и застарява и че трябва да бъде намерено решение във връзка с недостига на умения.

Въпреки че институциите полагат усилия да подобрят процеса, процедурата по внос на работници от трети страни продължава да е твърде бюрократична, необходима е дигитализация на процеса, както и промени в нормативната уредба – и на европейско, и на национално ниво, ако искаме Европа да участва в световната надпревара за привличане на таланти.

Наемането на работници от трети държави на пазара на труда предлага значително конкурентно предимство на световната сцена. От съществено значение е политиките да подкрепят фирмите при наемането на работници, които не са на разположение на вътрешния пазар на труда.

ПРЕДЛОЖЕНИЯ ЗА МЕРКИ

- ❖ Предприемане на навременни законодателни мерки за предлагане на промени в действащото законодателство, насочени към ускоряване на процедурите и подобряване условията за достъп на пазара на труда на граждани на трети държави, при отчитане интереса на българския пазар на труда и интереса на българските работници, в т.ч.:
 - Създаването на законодателна основа за функционирането на вече изградената **електронна платформа за производство и издаване на разрешения за работа** - централизирана уеб-базирана система, предвиждаща: електронно движение и разпределение на досиетата и възможност за едновременна работа с тях; автоматизирани проверки в други системи; изцяло електронна комуникация на работодателите в администрациите (създаване на единен профил на работодателя); възможност за колективно подаване на заявления, за наемане на цели екипи и т.н. Дигитализацията на процесите ще допринесе чувствително за оптимизиране на процедурите, проследяване на преписките, съкращаване на сроковете за обработка на документите за издаване на разрешение за работа на работници от трети страни, както и създаване на условия за по-лесна обратна връзка от институциите в процеса на издаване на разрешително за работа.
 - Преразглеждане, по отношение на **приоритетни сектори и/или професии**, на изискванията за процентно съотношение на чужденците спрямо общия брой наети лица (не повече от 20 на сто от средносписъчната численост на наетите по трудово правоотношение, а за малки и средни предприятия - 35 на сто).
 - Транспониране на **Директива (ЕС) 2024/1233** на Европейския парламент и на Съвета от 24 април 2024 г. относно единна процедура за кандидатстване на граждани на трети държави за единно разрешение за пребиваване и работа на територията на държава членка и относно общ набор от права за работници от трети държави, законно пребиваващи в държава членка, като се въведе



ВЪЗМОЖНОСТ притежателите на единно разрешение да сменят работодателя си след определен срок, както и установяването на правила, приложими, в случай, че притежател на единно разрешение загуби работата си. Законодателният акт, с който се преработва и актуализира действащата понастоящем директива от 2011 г.⁷, има за цел да привлече и задържи уменията и талантите, от които се нуждае ЕС, и да отстрани недостатъците по отношение на законната миграция към ЕС.

- Осигуряване на възможност за здравно осигуряване на притежателите на „Единно разрешение за пребиваване и работа“.
- Премахване на задължителното условие за предварително предоставяне на доказателства за осигурено жилище, както за кандидатстващите за Синя карта на ЕС, така и за тези, които кандидатстват за еднократно разрешение за пребиваване и работа⁸ (ЕРПР). Това ще доведе до намаляване на разходите и административната тежест за работодателите.
- Регламентиране на възможността и процедурата за промяна на длъжността⁹ в рамките на съществуващото трудово правоотношение за притежателите на „Синя карта на ЕС“, в съответствие с чл. 15, пар. 2 и 3 от Директива (ЕС) 2021/1883. Липсата на изрично уредена процедура за промяна на заеманата позиция в рамките на фирмата (израстване в кариерата), е проблем за работодателите, свързан както с привличането на висококвалифицирани и мотивирани кадри, така и с отлив на такива.
- Облекчаване на възможността за доказване и удостоверяване на професионален опит и умения за висококвалифицираните специалисти – премахване на изискването за представяне на официален документ, издаден от компетентен орган (Директивата не изисква доказването на професионалния опит да става с официален документ¹⁰).
- Предвиждане на възможност за предоставяне на разрешение за достъп до пазара на труда на чужденец от трета държава, сключил трудов договор с предприятие за осигуряване на временна работа¹¹, регистрирано по българското законодателство.
- Предприемане на съответните институционални мерки, свързани с прилагане на политиките в тази област, а именно подобряване на координацията и взаимодействието на компетентните държавни структури, унификация на сходни изисквания при различните процедури, увеличаване на административният и експертен капацитет на администрациите в компетентните държавни и местни структури, както и да се установи лидерство на процеса.

⁷ Директива 2011/98/ЕС относно единна процедура за кандидатстване на граждани на трети държави за единно разрешение за пребиваване и работа на територията на държава-членка и относно общ набор от права за работници от трети държави, законно пребиваващи в държава-членка.

⁸ Позиция на българския синдикат - За притежателите на синя карта изискването може да бъде премахнато, други работници от трети страни трябва да получат жилище.

⁹ Позиция на българския синдикат - Смяната на длъжността е възможна след изтичане на определен срок и в рамките на периода, за който лицето има разрешение за работа.

¹⁰ Позиция на българския синдикат - трябва да се спазва нормата за равенство и равно третиране, ако същото се изисква за български работник.

¹¹ Позиция на българския синдикат - КНСБ, а и синдикатите в Европа не са съгласни с това.

- ❖ Предприемане на мерки, свързани с **подобряване на капацитета и качеството на обслужване в задграничните представителства на България** в трети страни, идентифицирани като приоритетни за бизнеса, за да се избегнат зачестилите напоследък случаи на **значително забавяне при насрочването на интервюта за виза**. Отлагането във времето на провеждането на интервюта за виза създава предпоставки за изтичане валидността на документи, както и забавянето на процеса по легализирането им, а оттам цялостно удължаване на процедурите.
- ❖ Засилване на ролята на Националния съвет по трудова миграция и трудова мобилност (НСТМТМ), като **орган на социалния диалог**, по ключови въпроси, свързани с: режима за достъп до българския пазар на труда на ГТС, подобряването на нормативната уредба в тази област, спогодбите за регулиране на трудовата миграция, инициативи и споразумения на ЕС в областта на трудовата миграция, възможностите за привличане на таланти (вкл. Проекта на регламент на Европейския парламент и съвета за създаване на резерв на ЕС и останалите предложения на ЕК в рамките на пакета за мобилност на умения и таланти).
- ❖ Предприемане на мерки за създаване на единна система за **проучване на потребностите на бизнеса от работници ГТД**, която да отчита различните видове заетост, от които има нужда бизнеса, както и времевия хоризонт и продължителност на заетостта.
- ❖ Идентифициране на трети страни, чиито работници са подходящи за българския трудов пазар (на база на обратна връзка от компаниите) и договаряне на годишни квоти за внос на работна сила.
- ❖ Предприемане на мерки, свързани с по-бързото признаване и валидиране на умения, дипломи и квалификации.
- ❖ Мерки, свързани с повишаване на осведомеността относно програми за обучение и квалификация, курсове по езикова подготовка, професионална ориентация, консултантски услуги на държавни институции (АЗ) и /или по проекти на различни организации.
- ❖ Насърчаване наемането на работа на бежанци с предоставен хуманитарен статут. Мерки за повишаване на мотивацията на бежанците и на лицата с предоставена международна или временна закрила в България за бързо приобщаване към пазара на труда. Предприемането на мерки, свързани с ранна интеграция и приобщаване на бежанците и лицата с предоставена закрила на пазара на труда е ключово за постигането на самостоятелност, включително и финансова, на тези уязвими групи лица.
 - Осигуряване на данни и информация за профилите на мигрантите, които са на територията на РБългария: образование, квалификация, умения, за да се свържат по-лесно работниците с подходящата заетост.
 - Подпомагане на работодателите при подбора на работници мигранти и придобиване на умения за межкултурно общуване.
 - Повишаване на информираността на настоящите и потенциалните заинтересовани страни (както на самите мигранти, бежанци и лица със закрила или търсещи закрила, така и на работодателите) по отношение на възможностите за интеграция на пазара на труда в България. Работодателите нямат и достатъчно информация за процедурите по наемане на работа на най-уязвимите категории чужди граждани, спрямо техния статут - търсещите закрила, с хуманитарен или бежански статут – кой и кога има право на работа, какви документи се изискват.



- Това често ги демотивира да наемат такива лица, макар те да са на територията на страната и да имат много по-лесен достъп до тях, като те предпочитат да се възползват от другите възможности за легално наемане на граждани на трети държави, по които процедурите са по-ясни, макар и по-скъпи.
- Насърчаване на сътрудничеството между бизнеса и неправителствените организации, занимаващи се с мигранти, както и отговорните държавни институции, за да се улесни максимално наемането на работа на мигрантите и тяхната успешна интеграция на работното място.
 - ❖ Мерки, способстващи за промяна на обществените нагласи към чужденците. Негативните обществени нагласи срещу мигрантите, са проблем за работодателите, особено при наемане на квартири, достъп до различни услуги, свързани с осигуряване на нормални условия за живот за работниците и техните семейства, настаняване в ясли, детски градини, училище.
 - ❖ Организиране на информационни кампании за популяризиране на България като привлекателно място за работа.



3. List of measures for Croatia

Streamlining employment processes for third-country nationals (TCNs)

The process of employing third-country nationals (TCNs) in Croatia involves three key steps:

1. Obtaining a residence and work permit (RWP).
2. Applying for a visa.
3. Receiving a residence card and personal identification number (OIB).

This process often takes six months or more, primarily due to **implementation issues rather than legal requirements**, including:

- **Delays in meeting legal deadlines:** The process frequently exceeds the legally prescribed timeframes.
- **Inconsistent rules across institutions:** Local police stations follow non-public instructions from the Ministry of Interior, resulting in legal uncertainty and an inability to plan business activities.

Challenges in administrative processes:

- Overlap in responsibilities between agencies (e.g., Ministry of Interior, Croatian Employment Services, and Ministry of Foreign and European Affairs).
- Redundant procedures, such as two separate security checks and fingerprint submissions.

Proposals for improvement:

- Develop interoperable digital platforms to allow institutions to share data, reducing redundant requirements.
- Enable digital verification of RWPs, eliminating the need for employers to visit police stations, thereby reducing wait times and workload.

Regulating agencies that employ foreign workers

Since the Aliens Act was updated on January 1, 2020, there has been a sharp increase in temporary employment agencies with over 800 agencies now registered compared to 255 in 2019. Those new agencies primarily deal with the employment of foreign workers. This rapid growth has raised concerns about unethical practices, including:

- Non-compliant postings organized by non-registered entities (e.g., travel agencies or consultants).
- Agencies illegally charging TCNs job placement fees (contrary to Article 44, paragraph 6 of the Labor Act and contrary to Article 6, paragraph 3 of the Temporary Agency Work Directive).
- Failure to register workers for mandatory insurance.
- Agencies ceasing operations after completing only a few postings.

Proposals for agency regulation:

- Require agencies to meet minimum standards, such as having office space, internet access, and a full-time employee certified in labour relations.



- Obtain certification from foreign authorities for agencies operating internationally.
- Publish transparent terms of business, including detailed descriptions of agency responsibilities.
- Mandate a bank guarantee to ensure financial accountability.

Improving health services for foreign workers

A large number of foreign workers in Croatia are employed in construction, tourism, transport, and trade, with many coming from countries like Nepal, India, and the Philippines. They face significant barriers to accessing healthcare, including:

- Lack of time and knowledge to select a general practitioner (GP) upon arrival. This becomes a problem when they later need medical assistance.
- Limited availability of doctors in smaller towns and islands.
- Reluctance by some doctors to treat insured foreign workers, mostly due to the language barriers. Employers often send Croatian colleagues to translate for foreign workers during medical appointments, which is not a sustainable solution.

Proposals for improvement:

- Conduct medical screenings based on workers' countries of origin, guided by World Health Organization (WHO) data.
- Initiate bilateral agreements between Croatia and the countries where most workers originate. This would enable contact between competent health authorities in both countries for the purpose of creating protocols and exchanging information to reduce health risks. For this purpose, it would be useful to use diplomatic missions and consular representations and WHO's local offices.
- Assign English-speaking GPs in major cities to care for foreign nationals.

Extending benefits to non-EU students

Croatia aims to attract more non-EU students to strengthen its pool of highly skilled workers. However, current policies exclude non-EU students from receiving benefits available to local and EU students, such as subsidized food and housing.

Proposals:

- Amend EU Directive 2003/109/EC (concerning the status of third-country nationals who are long-term residents), article 4 paragraph 2, to allow the time TCN students spend studying to fully count towards long-term residency eligibility instead of only half of the period.
- Offer full-time non-EU students the same subsidized food and housing benefits as EU and Croatian students. Current regulations from the Ministry of Science and Education limit these subsidies to EU citizens, excluding full-time students from third countries.

Promoting Croatian language learning among TCNs

Currently, TCNs can only access government-subsidized Croatian language courses after residing in Croatia for over a year. This delay hampers integration and contributes to high



worker turnover, as some TCNs leave Croatia for other EU member states shortly after their arrival.

Proposal

- Provide Croatian language training for TCNs immediately or shortly after their arrival to improve integration and retention.

3.1. Popis mjera za Hrvatsko

Pojednostavljenje postupaka zapošljavanja državljana trećih zemalja (DTZ)

Zapošljavanje DTZ-a u Hrvatskoj uključuje tri ključna koraka:

1. Dobivanje dozvole za boravak i rad (DBR).
2. Podnošenje zahtjeva za vizu.
3. Dobivanje boravišne iskaznice i osobnog identifikacijskog broja (OIB).

Ovaj proces često traje šest mjeseci ili dulje, uglavnom zbog operativnih problema, a manje zbog zakonskih prepreka, a što uključuje:

- **Kašnjenja u poštivanju zakonskih rokova:** Postupci često premašuju propisane rokove.
- **Nepostojanje jedinstvenih pravila:** Lokalne policijske postaje / policijske uprave slijede interne upute Ministarstva unutarnjih poslova koje nisu javno dostupne, što izaziva pravnu nesigurnost i nemogućnost predviđanja poslovnih procesa.

Administrativne prepreke:

- Preklapanje zadaća i ovlasti između institucija (npr. Ministarstvo unutarnjih poslova, Hrvatski zavod za zapošljavanje, Ministarstvo vanjskih i europskih poslova).
- Nepotrebni postupci, poput dvostrukih sigurnosnih provjera i uzimanja otisaka prstiju.

Prijedlozi za poboljšanje:

- Razviti interoperabilne digitalne platforme za dijeljenje podataka među institucijama kako bi se smanjila dupliciranja.
- Uvesti digitalnu provjeru DBR-a, čime bi se smanjila potreba za posjetima policijskim postajama kako bi se ubrzao proces i smanjilo opterećenje za poslodavce i djelatnike MUP-a.

Regulacija agencija za zapošljavanje stranih radnika

Od novog Zakona o strancima koji je stupio na snagu 1. siječnja 2020., broj agencija za privremeno zapošljavanje je naglo porastao – s 255 na preko 800 registriranih agencija. Ove nove agencije se isključivo bave zapošljavanjem stranih radnika. Ovo je dovelo do zabrinutosti zbog neetičnih praksi, uključujući:

- Nezakonita zapošljavanja putem neregistriranih subjekata (npr. turističkih agencija ili konzultanata).
- Nezakonito naplaćivanje naknada za pronalazak posla prema radnicima, što je protivno Zakonu o radu i Direktivi 2008/104 o radu preko poduzeća za privremeno zapošljavanje.
- Neprijavlivanje radnika na obvezna osiguranja.



- Naglo zatvaranje agencija nakon nekoliko angažmana.

Prijedlozi za uređenje poslovanja agencija:

- Uvođenje minimalnih tehničkih i poslovnih standarda za agencije (obveza posjedovanja uredskog prostora, pristupa agencijama preko Internet stranica, obveza zapošljavanja barem jedno stručnjaka iz područja radnog prava na puno radno vrijeme).
- Pribavljanje certifikata od strane inozemnih tijela u slučaju međunarodnog poslovanja.
- Transparentno objavljivanje uvjeta poslovanja, uključujući popis obaveza koje ima agencija.
- Obvezno osiguranje financijske odgovornosti kroz bankovne garancije.

Poboljšanje zdravstvenih usluga za strane radnike

Veliki broj stranih radnika u Hrvatskoj su zaposleni u sektorima građevinarstva, turizma, prometa i trgovine te dolaze iz država kao što su Nepal, Indija i Filipini. Oni se suočavaju s preprekama u pristupu zdravstvenim uslugama, uključujući:

- Nedostatak vremena i znanja za odabir liječnika opće prakse po dolasku. Ovo poglavito postaje problem kada trebaju medicinsku pomoć.
- Ograničena dostupnost liječnika u manjim mjestima i na otocima.
- Nevoljkost dijela liječnika za liječenje stranih radnika zbog jezičnih barijera. Poslodavci često šalju hrvatske kolege da prevode tijekom zdravstvenog pregleda, ali to nije održivo rješenje.

Prijedlozi za poboljšanje:

- Provođenje zdravstvenih pregleda radnika temeljem mjesta od kuda dolaze, sukladno podacima Svjetske zdravstvene organizacije (WHO).
- Inicirati bilateralne sporazume između Hrvatske i država iz kojih dolazi većina radnika. Time bi se omogućio kontakt između nadležnih zdravstvenih tijela u obje zemlje u svrhu izrade protokola i razmjene informacija za smanjenje zdravstvenih rizika. U tu svrhu bilo bi korisno koristiti diplomatske misije i konzularna predstavništva te lokalne urede SZO-a.
- Dodjela liječnika opće medicine u većim gradovima koji govore engleski.

Proširenje pogodnosti za studente izvan EU

Hrvatska ima za cilj privući što više studenata izvan EU kako bi ojačala bazen dostupnih visokoobrazovanih radnika. Međutim, trenutna zakonodavna rješenja onemogućuju studentima izvan EU pogodnosti koje su dostupne hrvatskim i EU studentima, kao što su subvencionirana hrana i smještaj.

Prijedlozi:

- Izmijeniti članak 4. stavak 2. Direktive EU-a 2003/109/EK (o statusu državljanina trećih zemalja koji su dugotrajni rezidenti) kako bi se omogućilo da se vrijeme koje studenti iz trećih zemalja provedu studirajući u potpunosti uračunava u pravo na dugotrajni boravak umjesto samo pola razdoblja.



- Ponuditi redovitim studentima izvan EU iste subvencionirane pogodnosti za hranu i smještaj kao studentima iz EU i Hrvatske. Trenutačni propisi Ministarstva znanosti i obrazovanja ograničavaju ove subvencije na građane EU-a, isključujući redovite studente iz trećih zemalja.

Promicanje učenja hrvatskog jezika među DTZ-ima

Trenutačno državljani trećih zemalja mogu pristupiti tečajevima hrvatskog jezika koje subvencionira država samo ako u Hrvatskoj borave dulje od godinu dana. Ovo kašnjenje otežava integraciju i pridonosi velikoj fluktuaciji radnika, budući da neki državljani trećih zemalja napuštaju Hrvatsku u druge države članice EU-a ubrzo nakon dolaska.

Prijedlog:

- Osigurati obuku hrvatskog jezika za državljane trećih zemalja odmah ili nakon proteka kraćeg razdoblja po dolasku kako bi se poboljšala integracija i zadržavanje.

4. List of measures for Hungary

MGYOSZ-BusinessHungary and VASAS consider the employment of third-country nationals to be the most important labour market regulation issue in Hungary presently. Based on the project's research results and domestic experience, the two organisations formulate their position on the employment of guest workers as follows.

The domestic experience of using guest workers is greatly influenced not only by the labour market and employment environment in Hungary but also by the labour shortage in Europe and the regulatory boom that is taking place alongside it. Thus, MGYOSZ and VASAS expect that competition between EU Member States for more highly qualified and productive foreign labour will intensify, and the countries of the CEE region mustn't be left behind. In this competition, Hungary is starting from a disadvantaged position due to low wages. Therefore, it is considered of the utmost importance to monitor the legislative environment continuously and to be flexible in adapting it to market conditions through intense social dialogue.

In the long term, it should be taken into account that small and medium enterprises (SMEs) are affected by labour shortages in the same way as large enterprises. It is necessary to consider and examine how administrative burdens can be reduced in a way that makes it more predictable for SMEs to employ third-country nationals. It is understood that SMEs do not have the same capacity as large companies when it comes to supporting the integration of migrant workers and helping them overcome obstacles.

A time limit (2+1 years) for a particular guest worker to work in Hungary will make it difficult in the long run to replace workers from third countries, while in the long run, the worker could become a valuable worker and would be willing to stay in Hungary. Meanwhile, the employer's investment in the training and integration of the worker will not be recouped, and the costs of recruiting and supporting the integration of new workers in their place will be further increased by costs that are not recoverable or only recoverable in the short term.

We believe it is important to keep an accurate record of the professional qualifications of the guest workers who arrive in our country and to ensure the rapid and flexible recognition of professional qualifications acquired at home in Hungary.

Although public funds are available for companies to build shelters for workers, it is important to note that even subsidiaries of foreign multinationals cannot organise this and cannot be expected to prepare for it. Therefore, we believe that local authorities can play a crucial role in the coordinated construction and maintenance of workforce accommodation, by continuously monitoring local labour market needs and working closely with economic operators. This is also important to ensure that housing needs reflect the actual needs of the labour market in the area, regardless of company size and sector, rather than the needs of a single company. Monitoring these can help to ensure the peaceful coexistence of nationalities, which requires a collective effort and cannot be the sole responsibility of companies.

We can see from the regulatory trends in different countries that the possibility of family reunification plays a very important role in attracting and retaining foreign workers, and

therefore in the long run Hungarian legislators should also examine the possibilities of family reunification for guest workers.

Effective labour inspection is a key element in ensuring fair and transparent employment and promoting long-term sustainability in employment, in line with social and economic sustainability.

For the time being, MGYOSZ and VASAS see no sign of growing non-compliant employers' practices that breach the law, third-country nationals are used to being employed on the same legal conditions as their local colleagues. To maintain this situation and not deteriorate the Hungarian wage level and working conditions, it is important that the social partners work together to ensure compliance with labour regulations. This includes not hindering migrant workers from joining trade unions by any means and starting a proper social dialogue about the role of intermediaries in the employment of third-country nationals.

The employment of third-country nationals should adapt to market needs and contribute to meeting the labour needs of the economy efficiently. It must also ensure that both foreign and domestic workers enjoy decent living and working conditions. For this reason, MGYOSZ and VASAS believe that intensive and meaningful social dialogue is essential for developing appropriate legislation. We also draw attention to the fact that collective bargaining and social dialogue at the workplace level can contribute to the integration and retention of migrant workers, their effective integration, and can improve cooperation among workers in diverse workplaces and between employers and workers.

4.1. Az Recruit4Tomorrow projekt magyarországi projektpartnereinek ajánlásai a harmadik országok állampolgárainak magyarországi foglalkoztatásáról

Az MGYOSZ-BusinessHungary és a VASAS a harmadik országbeli állampolgárok foglalkoztatását tartja jelenleg a legfontosabb munkaerő-piaci szabályozási kérdésnek Magyarországon. A projekt kutatási eredményei és a hazai tapasztalatok alapján a két szervezet a következőképpen fogalmazza meg álláspontját a vendégmunkások foglalkoztatásával kapcsolatban.

A vendégmunkások alkalmazásának hazai tapasztalatait nemcsak a magyarországi munkaerő-piaci és foglalkoztatási környezet, hanem az európai munkaerőhiány és az ezzel párhuzamosan zajló szabályozási hullám is nagyban befolyásolja. Így az MGYOSZ és a VASAS arra számít, hogy az EU-tagállamok között kielemeződik a verseny a magasabban képzett és termelékenyebb külföldi munkaerőért, és a közép-kelet-európai régió országai sem maradhatnak le. Ebben a versenyben Magyarország az alacsony bérek miatt hátrányos helyzetből indul. Ezért kiemelten fontosnak tartják a jogszabályi környezet folyamatos figyelemmel kísérését és a piaci viszonyokhoz való rugalmas alkalmazkodást intenzív társadalmi párbeszéddel.

Hosszú távon figyelembe kell venni, hogy a kis- és középvállalkozásokat (kkv-k) ugyanúgy érinti a munkaerőhiány, mint a nagyvállalatokat. Meg kell fontolni és meg kell vizsgálni, hogyan lehetne az adminisztratív terheket úgy csökkenteni, hogy a kkv-k számára kiszámíthatóbbá váljon a harmadik országbeli állampolgárok foglalkoztatása. Magától értetődő, hogy a kkv-k

nem rendelkeznek a nagyvállalatokkal azonos kapacitással, amikor a migráns munkavállalók integrációjának támogatásáról és az akadályok leküzdésének segítéséről van szó.

Ha egy adott vendégmunkás számára időbeli korlátot (2+1 év) állapítanak meg, hogy Magyarországon dolgozhasson, az hosszú távon megnehezíti a harmadik országból érkező munkavállalók pótlását, míg hosszú távon a munkavállaló értékes munkaerővé válhat, és hajlandó lenne Magyarországon maradni. Eközben a munkáltatónak a munkavállaló képzésébe és beilleszkedésébe történő befektetése nem térül meg, és a helyükre érkező új munkavállalók toborzásának és beilleszkedésének támogatásának költségeit tovább növelik a nem vagy csak rövid távon megtérülő költségek.

Fontosnak tartjuk a hazánkba érkező vendégmunkások szakképzettségének pontos nyilvántartását, valamint az itthon megszerzett szakképesítések gyors és rugalmas elismerését Magyarországon.

Bár állami források állnak rendelkezésre, hogy a cégek szálláshelyeket építsenek a munkavállalók számára, fontos megjegyezni, hogy ezt még a külföldi multinacionális cégek leányvállalatai sem tudják megszervezni, és nem várható el tőlük, hogy erre felkészüljenek. Ezért úgy véljük, hogy a helyi önkormányzatok a helyi munkaerő-piaci igények folyamatos figyelemmel kísérésével és a gazdasági szereplőkkel való szoros együttműködéssel meghatározó szerepet játszhatnak a munkásszállók összehangolt építésében és fenntartásában. Ez azért is fontos, hogy a lakhatási igények a térség munkaerőpiacának tényleges igényeit tükrözzék, függetlenül a vállalat méretétől és ágazatától, nem pedig egyetlen vállalat igényeit. Ezek figyelemmel kísérése segíthet a nemzetiségek békés egymás mellett élésének biztosításában, ami közös erőfeszítést igényel, és nem lehet kizárólag a vállalatok felelőssége.

A különböző országok szabályozási tendenciái azt mutatják, hogy a családegyesítés lehetősége nagyon fontos szerepet játszik a külföldi munkavállalók vonzásában és megtartásában. Ezért hosszú távon a magyar jogalkotóknak is meg kellene vizsgálniuk a vendégmunkások családegyesítési lehetőségeit.

A hatékony munkaügyi ellenőrzés kulcsfontosságú eleme a tisztességes és átlátható foglalkoztatás biztosításának, valamint a foglalkoztatás hosszú távú fenntarthatóságának elősegítésének, összhangban a társadalmi és gazdasági fenntarthatósággal.

Az MGYOSZ és a VASAS egyelőre nem látja jelét a törvénytörő munkáltatói gyakorlatok növekedésének, a harmadik országbeli állampolgárok megszokták, hogy a helyi kollégáikkal azonos jogi feltételek mellett foglalkoztatják őket. Ennek a helyzetnek a fenntartása, a magyar bérszínvonal és munkakörülmények fenntartása érdekében fontos, hogy a szociális partnerek együttműködjenek a munkaügyi szabályok betartása érdekében. Ez magában foglalja azt is, hogy a migráns munkavállalókat semmilyen eszközzel nem akadályozzák a szakszervezetekhez való csatlakozásban, és megfelelő társadalmi párbeszédet indítanak a közvetítők szerepéről a harmadik országbeli állampolgárok foglalkoztatásával kapcsolatban.

A harmadik országbeli állampolgárok foglalkoztatásának alkalmazkodnia kell a piaci igényekhez, és hozzá kell járulnia a gazdaság munkaerőigényének hatékony kielégítéséhez. Biztosítani kell továbbá, hogy mind a külföldi, mind a hazai munkavállalók tisztességes élet- és munkakörülményeket élvezzenek. Ezért az MGYOSZ és a VASAS úgy véli, hogy a megfelelő



jogszabályok kidolgozásához elengedhetetlen az intenzív és érdemi társadalmi párbeszéd. Felhívjuk a figyelmet arra is, hogy a kollektív tárgyalások és a munkahelyi szintű szociális párbeszéd hozzájárulhat a migráns munkavállalók integrációjához és megtartásához, valamint javíthatja a különböző munkahelyeken dolgozók közötti, illetve a munkaadók és munkavállalók közötti együttműködést.



5. List of measures for Slovakia

Improvement of Processes

- Addressing “Bots” at the European Level: Systems using bots frequently book appointments at consulates and the Foreigners’ Police, preventing employers from progressing with their employees’ processes.
- Streamlining Consular and Foreigners’ Police Operations: Enhance efficiency through personnel reinforcement, digitization of processes, and similar measures.
- Accelerating Work Permit Issuance: Current delays in granting work permits to third-country nationals hinder employers’ ability to meet labour demands flexibly.
- Addressing Temporary Protection Amid the Ukraine Crisis: A surge in third-country nationals with information cards (without work permits) has been observed. Legislative adjustments are necessary to manage temporary protection if the conflict escalates.
- Reforming Shortage Occupation Identification: Current methods based on registered vacancies are outdated and inefficient. Better utilization of data from the Statistical Office, Social Insurance Agency, and recruitment agencies is recommended.
- Linking Shortage Occupations with Lifelong Learning Systems: This would enable quick retraining of unemployed individuals, reducing reliance on foreign workers for such roles.

Current Migration Policy Continuation

- Slovakia’s migration policy effectively manages the inflow of foreign workers while minimizing illegal migration, which remains a minor issue. Continuing this policy with enhanced legislative and administrative measures to ensure controlled, legal workforce inflow is recommended.
- Increasing National Visa Quotas: Employers emphasize the need to raise national visa quotas to meet labour market demands.

Targeted Inflow of Skilled Workforce

- Sector-Specific Focus: Migration policy should address sectoral and regional labour needs. A mismatch exists between foreign workers’ qualifications and available jobs, often due to complex recognition processes and language barriers.
- Recruitment in Priority Sectors: Healthcare (doctors, nurses), high-value industrial sectors (engineers, IT specialists), and education should be prioritized.
- Regional Targeting: Incentives, such as tax benefits and housing subsidies, should encourage skilled workers to settle in underdeveloped regions.

Mitigating Risks from Low-Skilled Workforce Influx

- Diversifying Workforce Sources: Expand recruitment beyond Ukraine and Serbia to other countries, including the former Yugoslav states and parts of Asia, to attract skilled professionals.
- Supporting Workforce Upskilling: Develop programs to equip low-skilled migrants with additional skills, enhancing their economic contribution.

Support for Foreign Students and Their Retention in Slovakia



- Expanding Recruitment: Universities should focus on culturally and linguistically similar countries (e.g., Serbia, Ukraine) while exploring Asian markets (e.g., China) for long-term growth.
- Facilitating Integration: Provide language courses, housing, scholarships, and individualized support during the initial months of study.
- Retaining Graduates: Simplify the citizenship process for foreign graduates and introduce incentives such as tax breaks and expedited work/residency permits.

Improving Slovakia's Education System

- Reforming Higher Education: Modernize infrastructure, enhance teaching quality, and reduce the number of public universities to boost attractiveness.
- Fostering International Collaboration: Establish partnerships with foreign institutions and offer more English-taught programs.
- Increasing Investments: Invest in student housing, campus development, and library facilities to enhance competitiveness.

Simplifying and Accelerating Recognition of Education and Qualifications

- Creating Unified Contact Points: Establish centres to assist foreign workers in navigating the recognition process efficiently.
- Digitizing Processes: Implement electronic applications for qualification recognition with clear multilingual guidelines.
- Expanding International Agreements: Strengthen bilateral agreements on mutual recognition of diplomas and certifications with key source countries.

Better Regulation of Agencies Employing Foreign Workers

- Strengthen existing monitoring and penalty mechanisms for recruitment agencies employing foreign workers.

5.1. Zoznam opatrení – Slovenská republika

Zlepšenie procesov

- Na európskej úrovni sa venovať problematike „botov“. Je bežnou praxou, že takto nasadené systémy vybookujú termíny na zastupiteľstvách a cudzineckej polícii a zamestnávateľa tak nemajú možnosť svojich zamestnancov procesne posúvať.
- Zefektívnenie fungovania siete zastupiteľských úradov a cudzineckej polície napr. personálnym posilnením, elektronizáciou procesov a pod.
- Je nutné urýchliť proces udeľovania povolení na zamestnávanie štátnych príslušníkov tretích krajín. Neustále pretrvávajú problémy s lehotami udeľovania povolenia na zamestnanie pre štátnych príslušníkov tretích krajín. Nevieme tak flexibilne reagovať na požiadavky zamestnávateľov vo väzbe na obsadzovanie voľných pracovných miest takýmito zamestnancami.
- V súvislosti s vojnou na Ukrajine je na Slovensku zaznamenaný dynamický nárast počtu občanov tretích krajín s informačnou kartou (bez povolenia na zamestnanie). V prípade eskalácie konfliktu je nutné legislatívne doriešiť poskytovanie dočasného útočiska.
- Úprava spôsobu akým sa identifikujú tzv. nedostatkové profesie. Momentálne sa to u nás robí, podľa voľných pracovných miest nahlásených na Úrady práce, čo je úplne



zastaralý a neefektívny spôsob hľadania zamestnancov, nakoľko zamestnávateľia voľné pracovné miesta nenahlasujú. Malo by sa lepšie pracovať s dátami napr. zo Štatistického úradu, Sociálnej poisťovne, prípadne od personálnych agentúr.

- Prepojiť systém nedostatkových profesií na systém celoživotného vzdelávania (vzdelávania dospelých), tak aby sme vedeli povedať ktorého nezamestnaného dokážeme v krátkom čase rekvafikovať (a tým pádom nie je potrebné hľadať zamestnanca z tretej krajiny).

Pokračovanie v súčasnej migračnej politike

Súčasná migračná politika Slovenska sa ukazuje ako efektívna v zmysle riadenia počtu zahraničných pracovníkov a minimalizácie nelegálnej migrácie, ktorá zatiaľ nepredstavuje zásadný problém. Vzhľadom na trvalý rast počtu zahraničných pracovníkov sa odporúča pokračovať v tejto politike s dôrazom na legislatívne a administratívne opatrenia, ktoré zabezpečia kontrolovaný a legálny prílev pracovnej sily. To zahŕňa zlepšenie procesov udeľovania pracovných povolení a udržiavanie transparentnosti migračného systému.

Zamestnávateľia však poukazujú na potrebu zvýšenia kvót národných víz. Aktuálne zavedené kvóty nepokrývajú potreby trhu práce.

Cielený prílev kvalifikovanej pracovnej sily

Migračná politika by sa mala viac zameriavať na sektorovo a regionálne špecifické potreby trhu práce.

Porovnaním štruktúry cudzincov z hľadiska klasifikácie zamestnaní a voľných pracovných miest možno konštatovať, že počty a štruktúra cudzincov nezodpovedajú štruktúre voľných pracovných miest. Z evidovaných údajov možno predpokladať, že cudzinci sú ochotní napriek svojej kvalifikácii vykonávať prácu aj miestach vyžadujúcich nižšiu kvalifikáciu. Spôsobené je to najmä zložitejším procesom uznávania vzdelávania a kvalifikácií, či jazykovými bariérami. Nesúlad dopytu nad ponukou voľných pracovných miest je najmä u vyššie kvalifikovaných zamestnaní.

- **Prijímanie pracovníkov do deficitných odvetví:** Prioritné sektory zahŕňajú zdravotníctvo (lekári, zdravotné sestry), priemyselné odvetvia s vyššou pridanou hodnotou (inžinieri, IT odborníci) a vzdelávanie. Tieto profesie sú kľúčové pre dlhodobý rozvoj ekonomiky.
- **Regionálne zacielenie:** V niektorých regiónoch Slovenska, najmä v menej rozvinutých oblastiach, je pracovná sila potrebná viac než inde. Opatrenia by mali motivovať kvalifikovaných pracovníkov, aby sa usadili práve v týchto oblastiach prostredníctvom daňových úľav, subvencovania bývania alebo iných foriem podpory.

Zníženie rizík spojených s prílevom menej kvalifikovanej pracovnej sily

Hoci aktuálny prílev pracovníkov z Ukrajiny a Srbska rieši nedostatok zamestnancov v nízko kvalifikovaných sektoroch (napr. výroba, logistika), môže viesť k dlhodobým rizikám, ako je nárast závislosti na nízkej pridanej hodnote v ekonomike.

- **Diversifikácia zdrojov pracovnej sily:** Navrhuje sa rozšíriť zameranie migračnej politiky aj na ďalšie krajiny s potenciálom pre získavanie kvalifikovaných pracovníkov. Okrem Ukrajiny a Srbska by mohli byť cieľovými oblasťami krajiny bývalej Juhoslávie a potenciálne aj Ázia, kde je možné čerpať zo zdrojov vzdelaných odborníkov.
- **Podpora vzdelávania pracovníkov:** Slovensko by mohlo rozvíjať programy, ktoré pomôžu menej kvalifikovaným migrantom získať ďalšie zručnosti a zvýšiť ich pridanú hodnotu na trhu práce.



Podpora zahraničných študentov a ich udržanie na Slovensku

Zahranční študenti predstavujú významný potenciál pre slovenský trh práce, avšak ich integrácia a udržanie po ukončení štúdia je kľúčové.

- **Rozšírenie náboru zahraničných študentov:** Vysoké školy by mali zvýšiť svoje náborové aktivity v krajinách s kultúrnou a jazykovou blízkosťou, ako sú Srbsko, Ukrajina a krajiny bývalej Juhoslávie. V dlhodobom horizonte by sa mali zamerať aj na ázijské krajiny, napríklad Čínu, ktoré predstavujú rastúci zdroj kvalifikovaných študentov.
- **Uľahčenie integrácie:** Aktivity zamerané na integráciu, ako sú jazykové kurzy, individuálna podpora v úvodných mesiacoch, ubytovanie a štipendiá, by mali byť zo strany štátu a univerzít systematicky podporované.
- **Udržanie absolventov na trhu práce:** Odporúča sa zjednodušiť proces získavania slovenského občianstva pre zahraničných absolventov slovenských univerzít. Zároveň by mali byť zavedené motivácie, ako sú daňové úľavy alebo zrýchlené povolenia na prácu a pobyt.

Zlepšenie vzdelávacieho systému na Slovensku

Kvalitné školstvo je nevyhnutné nielen pre udržanie domácich študentov, ale aj pre prilákanie zahraničných.

- **Reforma vysokého školstva:** Modernizácia infraštruktúry, zlepšenie kvality výučby a zníženie počtu verejných vysokých škôl môžu zvýšiť atraktivitu slovenského vzdelávania.
- **Podpora medzinárodnej spolupráce:** Univerzity by mali rozvíjať partnerstvá so zahraničnými vzdelávacími inštitúciami a ponúkať viac programov v angličtine.
- **Zvýšenie investícií:** Investície do rekonštrukcie ubytovacích zariadení, budovania kampusov a knižníc sú nevyhnutné. Tieto kroky prispievajú k zvýšeniu konkurencieschopnosti Slovenska v oblasti vzdelávania.

Zjednodušenie a urýchlenie uznávania vzdelania a kvalifikácie

- **Zriadenie jednotného kontaktného miesta:** Centrá, ktoré by pomáhali zahraničným pracovníkom rýchlo a efektívne prejsť procesom uznávania ich vzdelania a kvalifikácie.
- **Digitalizácia procesu:** Elektronická správa žiadostí o uznanie vzdelania, s jasnými pokynmi v cudzích jazykoch.
- **Medzinárodné dohody:** Rozšírenie bilaterálnych dohôd o vzájomnom uznávaní diplomov a odborných certifikátov s kľúčovými krajinami pôvodu migrantov.

Lepšia regulácia agentúr zamestnávajúcich cudzincov: Sprísnenie existujúcich kontrol a sankčných mechanizmov.



6. List of measures for Slovenia

Easier access to the labour market for foreigners

- Optimize the process of identifying shortage occupations and faster and more frequent updates of the list of shortage occupations. This would make it easier for companies to hire foreigners, as these professions do not require a check (test) of the local labour market.
- In professions where the nature of work is seasonal, more flexible types of contracts for foreigners should be introduced, which would facilitate seasonal work, where there is a distinctly high need for labour from abroad.
- Extension of permitted activities for seasonal work and renewal of authorisation for the duration of such work.
- Greater activity of the state and institutions in finding staff abroad in the form of organizing job fairs abroad, country presentations, etc. Not only in nearby countries but also all over the world (and especially in the regions from which the most employment is done).
- Change legislation to allow temporary work agencies to hire foreigners for temporary work.
- Provide a system of supervision (certification) over temporary work agencies with temporary work staff. In this way, a system of control against abuses of this system would be established.
- Updating the criteria of required education and experience (which would also recognize non-formal education or experience) so that no specific education or at least 5 years of work experience is required.

Facilitating the employment and integration of foreigners with an employer

- Preparation of common general documentation related to each industry (general instructions for workplaces, general instructions on safety and health at the workplace, summary of the basic rights of the worker etc.), which would be translated into the most common languages of foreigners. In this way, it would be much easier and more comprehensive for foreigners to become aware of their rights and obligations.
- The state authorities could establish contacts with the countries from which we have the most foreigners, or from which it is strategically expected and predicted that there will be the most employment in the future and would connect with companies that would be "tested" beforehand and thus confirm that they are credible and trustworthy. These companies would then be able to look for foreign workers abroad, making it easier for employers to access this staff (especially for SMEs).
- Better cooperation between individual countries in their representations abroad. If smaller countries were to connect and be able to carry out inspections at their representations abroad etc. for other countries as well, this would make the employment process easier in terms of making it easier to obtain documentation from foreigners.
- To establish a unified system of integration of foreigners into society so that they can adapt to life in a foreign country more easily and better.



Process improvements in the employment of foreigners

- Reduce the administrative and bureaucratic aspects of the process of recruiting foreigners and fully digitize it. As a result, delays in processing applications from foreigners and issuing permits will also be reduced (currently, there is a wait of more than half a year).
- Submission of all employment documentation electronically. Additionally, establishing a unified and connected system of all state institutions involved in the process of employing a third-country worker. This will shorten the time and complexity of submitting applications, avoid double sending of documentation, etc.
- Unify the system and improve cooperation between administrative units and the Employment Service (at the administrative everything is already prepared until the submission of fingerprints, but the Employment Service still does not issue the "information sheet" because they have additional conditions and requirements).
- Unification of documentation requirements and "scale of criteria" at the government institutions, as it happens that clerks in different institutions have different requirements on what needs to be submitted or what they consider appropriate.
- Establish a single point in the country that would assist employers in the procedures of employing foreigners (following the example of the "SPOT point" for advising entrepreneurs on opening a business) and carry out a preliminary check that all documentation is adequate. In this way, the burden on administrative units will be greatly reduced, as employers' applications would be much better and complete when they come to the administrative unit for evaluation.

Education and training

- Extension of training programmes for professions in short supply, including third-country nationals.
- Cooperation with the countries of origin of foreign workers to establish preliminary training of candidates before they arrive in Slovenia.
- Promotion of the study of foreigners in Slovenia with an emphasis on the connection with the economy and long-term integration into the labour market.
- Strengthening cooperation between educational institutions and enterprises to adapt educational programmes to the needs of the labour market.
- Introduce a certification system that would allow for faster verification and recognition of experience gained abroad.
- A major challenge that we have identified is also the lack of language skills and communication difficulties. The government could develop and introduce an online education system or application where foreigners could learn the basics of the Slovenian language and thus have at least a basic knowledge of the language when they arrive in the country.



6.1. Seznam ukrepov za Slovenijo

Lažji dostop na trg dela za tujce

- Optimizirati proces identifikacije deficitarnih poklicev ter hitrejše in bolj pogosto posodabljanja seznama deficitarnih poklicev. To bi podjetjem olajšalo zaposlovanje tujcev, saj za te poklice kontrola (test) lokalnega trga dela ni potrebna.
- V poklicih, katerih narava dela je sezonska uvesti bolj fleksibilne tipe pogodb za tujce, s čimer bi olajšali sezonsko delo, kjer je izrazito velika potreba po delovni sili iz tujine.
- Razširitev dovoljenih dejavnosti za sezonsko delo in podaljšanje dovoljenja za trajanje takšnega dela
- Večja aktivnost države in institucij pri iskanju kadra v tujini v obliki organizacije zaposlitvenih sejmov v tujini, predstavitve države ipd. Ne samo v bližnjih državah, temveč tudi po celem svetu (predvsem pa v regijah od koder se največ zaposluje).
- Spremeniti zakonodajo, da bo zaposlitvenim agencijam dovoljeno, da bodo lahko zaposlovala tujce za posredovanje delodajalcem.
- Zagotoviti sistem nadzora (certifikacije) nad zaposlitvenimi agencijami pri posredovanju tuje delovne sile. Na ta način bi se vzpostavil sistem kontrole pred zlorabami tega sistema.
- Posodobitev kriterijev zahtevane izobrazbe in izkušenj (ki bi priznaval tudi neformalno pridobljeno izobrazbo oz. izkušnje), da ni potrebna točno določena izobrazba oz. vsaj 5 let delovnih izkušenj.

Olajšanje zaposlovanja in integracije tujcev pri delodajalcu

- Priprava skupne generalne dokumentacije, vezane na posamezno panogo (splošna navodila za delovna mesta, splošna navodila o varnosti in zdravju na delovnem mestu, povzetek osnovnih pravic delavca ipd.), ki bi bila prevedena v najpogostejše jezike tujcev. Na ta način bi se tujci veliko lažje in bolj celostno seznanili s svojimi pravicami in obveznostmi.
- Državni organi bi lahko z državami, od koder imamo največ tujcev, oz., od koder se strateško pričakuje in napoveduje, da bo v prihodnje največ zaposlovanja, vzpostavila kontakte in bi se povezala s podjetji, ki bi jih predhodno »testirali« in tako potrdili, da so verodostojna in zaupanja vredna. Ta podjetja bi nato lahko v tujini iskala tuje delavce s čimer bi se delodajalcem olajšal dostop do tega kadra (še posebej za MSP podjetja).
- Boljše sodelovanje med posameznimi državami v njihovih predstavništvih v tujini. Če bi se manjše države med seboj povezale in bi na njihovih predstavništvih v tujini lahko izvajali kontrole ipd. tudi za druge države, bi to olajšalo zaposlitev iz vidika lažjega pridobivanja dokumentacije od tujcev.
- Vzpostaviti enotni sistem integracije tujcev v družbo, da se bodo tako lažje in boljše prilagodili na življenje v tuji državi.

Procesne izboljšave zaposlovanja tujcev

- Zmanjšati administrativno birokratični vidik postopka zaposlovanja tujcev in ga v celoti digitalizirati. Posledično se bodo zmanjšale tudi zamude pri obravnavi vlog tujcev in izdaji dovoljenj (trenutno se čaka tudi več kot pol leta).



- Oddaja celotne dokumentacije elektronsko ter enoten in povezan sistem vseh državnih institucij, ki so vključene v postopek zaposlitve tujca. Tako se skrajšata čas in kompleksnost oddajanja vlog, izogiba dvojnemu pošiljanju dokumentacije ipd.
- Poenotiti sistem in izboljšati sodelovanje med upravnimi enotami in Zavodom za zaposlovanje (na upravni enoti je urejeno že vse do oddaje prstnih odtisov, Zavod za zaposlovanje pa še vedno ne izda informativnega lista, ker imajo dodatne pogoje in zahteve).
- Poenotenje zahtev glede dokumentacije in »lestvice kriterija« pri pristojnih institucijah, saj se dogaja, da imajo referenti različne zahteve, kaj vse je treba predložiti oz. kaj vse upoštevajo kot primerno.
- Vzpostaviti enotno točko v državi, ki bi pomagala delodajalcem pri postopkih zaposlovanja tujcev (po vzoru SPOT točke za svetovanje podjetnikom pri odpiranju podjetja) in opravila predhodno kontrolo ali je vsa dokumentacija primerna. Na ta način boi se breme upravnih enot močno zmanjšalo, saj bi bile vloge delodajalcev veliko boljše in popolne, ko pridejo na obravnavo na upravno enoto.

Izobraževanje in usposabljanje

- Razširitev programov usposabljanja za deficitarne poklice, ki vključujejo tudi državljane tretjih držav.
- Sodelovanje z državami izvora tujih delavcev za vzpostavitev predhodnega usposabljanja kandidatov pred prihodom v Slovenijo.
- Spodbujanje študija tujcev v Sloveniji s poudarkom na povezavi z gospodarstvom in dolgoročnim vključevanjem na trg dela.
- Krepitev sodelovanja med izobraževalnimi ustanovami in podjetji, da se prilagodijo izobraževalni programi potrebam trga dela.
- Uvesti certifikacijski sistem, s katerim bi lahko hitreje verificirali in priznali pridobljene izkušnje iz tujine.
- Velik izziv, ki smo ga identificirali, je tudi pomanjkanje znanja jezika in težave v sporazumevanju. Država bi lahko razvila in uvedla on-line izobraževalni sistem ali aplikacijo, kjer bi se tujci lahko učili osnov slovenskega jezika ter tako imeli vsaj osnovno znanje jezika, ko pridejo v državo.