

## **EMN FOCUSED STUDY 2018**

# **Labour market integration of third-country nationals in EU Member States**

## **National contribution: Slovenia**

The study has been prepared by Legal-Informational Centre for Non-Governmental Organisations (*Pravno-informacijski center nevladnih organizacij* – PIC) in cooperation with the European Migration Network National Focal Point in the Republic of Slovenia, Ministry of Interior and the Ministry of Labour, Family, Social Affairs and Equal Opportunities. Within the research process, interview has been implemented with Mr. Miho Šepec, Legal Affairs Department, Employment Service of Slovenia (Ljubljana, 28 September 2018), and Mr. Grega Malec, and Ms. Anja Dangubič, Labour Migration Department, Ministry of Labour, Family, Social Affairs and Equal Opportunities (Ljubljana, 2 October 2018).

European Migration Network has been established due to the need for exchange of information on all aspects of migrations and for the establishment of common asylum and migration policy. The European Migration Network reviews migration policies of third-country nationals or non-EU citizens, the scope of EU citizens is considered only supplementary to the European Migration Network' studies and other documents. The Council Decision 2008/381/EC, which provides a legal basis for the establishment of the European Migration Network, was adopted on May 14, 2008.

More information on the European Migration Network is available at: [www.emm.si](http://www.emm.si).

***Disclaimer:** The following responses have been provided primarily for the purpose of completing a Synthesis Report for the above-titled EMN Focused Study. The contributing EMN NCPs have provided information that is, to the best of their knowledge, up-to-date, objective and reliable within the context and confines of this study. The information may thus not provide a complete description and may not represent the entirety of the official policy of an EMN NCPs' Member State.*

## TOP-LINE "FACTSHEET"

### National contribution

In 2017, 150,787 foreigners (or 7.3% of the population) had a valid residence permit or certificate of registration of residence in the Republic of Slovenia (RS). 91,632 foreigners had a permanent residence permit, while 59,155 foreigners had temporary residence permit. More than 60% of valid permits are for permanent residence, while among valid permits for temporary residence, 43% represent valid single permits for work and residence, 46% family reunification and less than 5% for education purposes. The majority of foreigners holding residence permits were citizens of Bosnia and Herzegovina, followed by citizens of Kosovo, Serbia and Macedonia. In the structure of third-country nationals living in Slovenia, persons with recognized international protection represent a small proportion. According to the Employment Service of Slovenia (ESS), in 2016, the majority of consents for the issuance of a single work and residence permit were issued for transport and warehousing, construction, manufacturing and other diversified business activities. The highest inflow of foreign workers is with vocational and secondary education, employed foreigners with a university degree represent less than 10%.

The integration of foreigners into the Slovenian society is regulated by the Foreigners Act, and the Decree on ways and scope of providing programs of support for integration of third country nationals determines the modalities and scope of the provision of assistance programs. With the aim of supporting the integration of foreigners into Slovenian society, the Ministry of Interior (MoI) finances the program "Initial Integration of Immigrants" (*Začetna integracija priseljencev - ZIP*) – a program of learning the Slovene language, which includes also the contents of acquainting with Slovenian history, culture and constitutional system. Third-country nationals are also entitled to free first Slovenian language exam at the basic level.

Integration, including integration policy, is also defined in the Resolution on the migration policy of RS, while the integration of third-country nationals into the labor market is partly addressed by the Economic Migration Strategy for the 2010–2020 period. Employment of foreigners is regulated more in detail by the Employment, Self-employment and Work of Foreigners Act, which regulates the procedure for granting consent of the ESS to a single work and residence permit. Article 14 of the Act enables foreigners the right to free choice of the employer (or free access to the labor market) after two or three years, which essentially facilitates their further work.

Regarding the employment of third-country nationals, the ESS explains that within new jobs postings, priority is given to domestic candidates, if they are available. When granting consent to the single work and residence permit, the ESS enables the employment of foreigners only with solid employers, while it also ensures rights of foreigners in procedures, as foreign workers are a more vulnerable category than domestic workers.

The Ministry of Labor, Family, Social Affairs and Equal Opportunities (MLFSAEO) assesses the use of the Slovenian language as a key challenge in case of foreigners performing work that requires contact with clients. Due to the labor market situation, third-country nationals who do not possess this knowledge are nevertheless employed. Integration measures are only implemented when foreigners are already present in Slovenia, pre-integration measures are not in place. Among the shortcomings, they identify the lack of knowledge of labor legislation, rights and obligations, as well as basic, functional, life skills (e.g. opening a bank account, access to health care).

The ESS adds that the integration of third-country nationals into the labor market is based on the economic needs of the state, but does not take into account other trends, e.g. demographic (ageing of the population). They perceive a gap (including with reference to the Economic Migration Strategy for the 2010–2020 period between the country's desire to attract highly qualified employees with high added value, and practice where most of them employ foreign employees with vocational and secondary education.

The MLFSAEO adds that for employment purposes, foreigners from linguistically, culturally and historically related backgrounds (the countries of the former Yugoslavia) mostly come from Slovenia, usually this refers to short-term employment due to better working conditions, and they later return to their country of origin (also due to the geographical proximity of the home country), and it does not refer to long-term or permanent settlement to Slovenia.

## 1 Part I: General and labour market integration policies

### 1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

#### **Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals.**

a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

In 2017, 150,787 foreigners (or 7.3% of the population) had a valid residence permit or certificate of registration of residence in RS. 91,632 foreigners had a permanent residence permit, while 59,155 foreigners had temporary residence permit. The data shows that the majority of valid residence permits (more than 60%) are permanent residence permits, while among temporary residence permits, majority represent valid single permits for work and residence (25,687 permits), followed by family reunification (27,710 permits) and education purposes (2,491 permits). The majority of foreigners holding residence permits, referring both to permanent residence permits (43,984) and temporary residence permits (22,721), were citizens of Bosnia and Herzegovina, followed by citizens of Kosovo (17,987), Serbia (14,193) and Macedonia (12,929), and in lesser numbers, citizens of the Russian federation follow with 3,923 valid residence permits<sup>1</sup>.

In the structure of third-country nationals living in Slovenia, persons with recognized international protection represent a small proportion. In the period 1995-2017, 716 persons were recognized international protection in RS, of which 152 persons were recognized international protection in 2017 (21.2%); 139 persons were granted refugee status and 13 subsidiary protection status<sup>2</sup>.

From 2014, the number of all valid residence permits is increasing (in 2014: 117,506; in 2015: 126,085; in 2016: 135,536; and in 2017: 150,787), and in line with this trend, the number of residence permits for third-country nationals is also increasing (in 2014: 67,737, in 2015: 71,574, in 2016: 76,034 and in 2017: 80,482). Hence, the number of all valid residence permits issued in RS increased by 28.3% between 2014 and 2017, while the number of third-country nationals' residence permits increased by 18.8%. The annual report of the Migration Office notes that the number of valid permanent residence permits increases faster with third-country nationals<sup>3</sup>.

At the ESS, they explain that the highest inflow refers to foreign workers with vocational and secondary education, mainly due to construction, assembly, and accommodation and food service activities. According to the structure, employed foreigners with a university degree represent less than 10%. For many years, the structure has been similar, despite the country's desires/aspirations to employ foreigners with high added value, highly qualified employees. The positions usually refer to more difficult jobs and working conditions (e.g. fieldwork, physical work), where in the past, there has been no significant interest of the domestic workforce, and in recent times, the unemployment rate in Slovenia (or the number of registered employment seekers with the ESS) also significantly decreased. This also refers to structural disparities, while among the unemployed, almost half of the population is female, while majority of foreigners are employed in construction and similar activities, where women are not interested in this kind of employment.

---

<sup>1</sup> MNZ (2018): Poročilo o delu Urada za migracije za leto 2017. Accessible at: [http://www.mnz.gov.si/fileadmin/mnz.gov.si/pageuploads/DUNZMN\\_2013/DUNZMN\\_2014/DUNZMN\\_2015/DUNZMN\\_2016/DUNZMN\\_2017/DUNZMN\\_2018/Porocilo\\_2017\\_SLO\\_1652018.pdf](http://www.mnz.gov.si/fileadmin/mnz.gov.si/pageuploads/DUNZMN_2013/DUNZMN_2014/DUNZMN_2015/DUNZMN_2016/DUNZMN_2017/DUNZMN_2018/Porocilo_2017_SLO_1652018.pdf).

<sup>2</sup> Evropska migracijska mreža: Tujci v Sloveniji; Splošni podatki o tujcih v Republiki Sloveniji za leto 2017. Accessible at: <https://emm.si/migracije-in-slovenija/tujci-v-sloveniji/>.

<sup>3</sup> MNZ (2018): Poročilo o delu Urada za migracije za leto 2017. Accessible at: [http://www.mnz.gov.si/fileadmin/mnz.gov.si/pageuploads/DUNZMN\\_2013/DUNZMN\\_2014/DUNZMN\\_2015/DUNZMN\\_2016/DUNZMN\\_2017/DUNZMN\\_2018/Porocilo\\_2017\\_SLO\\_1652018.pdf](http://www.mnz.gov.si/fileadmin/mnz.gov.si/pageuploads/DUNZMN_2013/DUNZMN_2014/DUNZMN_2015/DUNZMN_2016/DUNZMN_2017/DUNZMN_2018/Porocilo_2017_SLO_1652018.pdf).

- b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

The single work and residence permit permitting foreigners from third countries to enter Slovenia and temporarily reside, get employed and work in Slovenia, are issued in a single procedure by administrative units which have thus become unified entry points for foreigners (in line with the one-stop-shop principle). In this procedure, the ESS issues a consent to the single permit if the legal conditions for a particular type of consent are fulfilled. In 2016, total of 11,158 consents for single permits have been issued. Most consents were issued for transport and warehousing, construction, manufacturing and other diversified business activities. According to the Employment and Work of Foreigners Act<sup>4</sup>, 7,033 work permits were issued in 2016, which is 52.5% less than in 2015. Most work permits were issued for construction, for transport and storage, and for manufacturing<sup>5</sup>. Employment Service does not record the (un)employment rate of foreign nationals.

In addition to the above-mentioned sectors, the ESS adds that the majority of foreigners are employed in construction, assembly, accommodation and food service, agriculture, seasonal and international transport sectors. There are very few applications for mid-medical staff in Slovenia for issuing consent to the single work and residence permit, which refers also to employment of doctors, where the number of applications is somewhat higher, but the scope is not large with regard to the doctors' deficit (but it also refers to a complicated procedure for recognizing competences).

- c) What are the main integration challenges your Member State focuses on? Describe briefly.

In the assessment upon the occasion of the tenth anniversary of implementation of the policy on the integration of foreigners into Slovene society in the last decade, the MoI, responsible for coordinating the tasks of integration of foreigners, notes that an inclusive environment, especially on local level, is essential for successful integration of immigrants into Slovenian society. For integration measures to be effective, it shall be borne in mind that the state cannot ensure implementation of measures at the local level. For several years, the Ministry has been promoting the active involvement of local non-governmental and other civil organizations in the activities and / or implementation of programs that, through the publication of public tenders for individual more burdened areas, help to better integrate immigrants into the local environment, recognizing the need for human resources at the local level, which are key to the implementation of the integration policy<sup>6</sup>.

The MLFSAEO adds that the integration policy of foreigners in Slovenia is not given much attention, since most foreigners come with the purpose of employment. Foreigners from linguistically, culturally and historically related backgrounds (the countries of the former Yugoslavia) are mainly coming to Slovenia for the purpose of employment in Slovenia; this usually refers to temporary work with the aim of better working conditions, with later return to the country of origin (also due to the geographical proximity of the home country), and not to long-term/permanent emigration to Slovenia.

**Q2. Is the term "integration" defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.**

The integration of foreigners into the Slovenian society is regulated by Section X of the Foreigners Act<sup>7</sup> entitled "Integration of foreigners":

<sup>4</sup> Official Gazette of RS, Nr. 26/11, 21/13 – ZUTD-A, 100/13 – ZUTD-C and 47/15 – ZZSDT.

<sup>5</sup> ZRSZ (2017): Letno poročilo 2016. Accessible at: [https://www.ess.gov.si/\\_files/11198/letno\\_porocilo\\_2016.pdf](https://www.ess.gov.si/_files/11198/letno_porocilo_2016.pdf).

<sup>6</sup> MNZ (2018): Pri vključevanju tujcev v slovensko družbo smo v zadnjih desetih letih naredili pomembne korake naprej. Accessible at: [http://www.mnz.gov.si/si/novinarsko\\_sredisce/novica/10286/](http://www.mnz.gov.si/si/novinarsko_sredisce/novica/10286/).

<sup>7</sup> Official Gazette of RS, Nr. 50/11, 57/11., 26/14, 45/14 – UPB1, 90/14, 19/15, 47/15 – ZZSDT, 5/17, 16/17 – UPB2, 59/17, 1/18 – UPB3, 9/18.

*Article 105*

*(general provision)*

- (1) /RS/ provides conditions for integration of foreigners who have a residence permit or certificate of registration of residence in /RS/, in cultural, economic and social life in /RS/.*
- (2) State and other bodies, organizations and associations, shall with their activities provide protection against any discrimination on grounds of racial, religious, national, ethnic or other differentiation of foreigners.*
- (3) When implementing the tasks of integration, the competent ministries shall cooperate with each other and with domestic and international professional organizations, other countries' authorities and other contractors, and coordinate activities for faster integration of non-EU nationals in cultural, economic and social life or the educational system of /RS/. The ministry responsible for internal affairs is responsible for coordinating the tasks of integrating foreigners.*
- (4) The ministry responsible for internal affairs shall provide foreigners the information necessary for their inclusion into the Slovenian society, in particular with regard to their rights and duties.*
- (5) Integration of foreigners in the educational system of /RS/ is implemented in line with the regulations governing the field of education.*

*Article 106*

*(assistance with integration of foreigners who are not EU citizens)*

*(1) Foreign nationals who are not EU citizens are entitled to programs that ensure faster integration into cultural, economic and social life of /RS/, i.e.:*

- programs of Slovene language courses, including acquaintance with Slovene history, culture and constitutional order (hereinafter referred to as "getting to know the Slovene society"),*
- programs of mutual familiarity and understanding with Slovene citizens,*
- information regarding their integration into the Slovenian society.*

*(2) Foreigners who are not EU citizens are entitled to free-of-charge participation in Slovene language course programs and getting to know Slovene society; that applies to non EU citizens who:*

- reside in /RS/ based on a permanent residence permit, the right applies also to their family members who have a temporary residence permit in /RS/ for the purpose of family reunification, regardless of the length of stay in /RS/ and the validity of the permit;*
- reside in /RS/ based on a temporary residence permit issued with a validity of at least one year;*
- are family members of Slovenian citizens or EU citizens who reside in /RS/ based on a residence permit for a family member, irrespective of the length of stay and the validity of the permit.*

*(3) Foreign students who have completed their education at any level in /RS/, are eligible for participation in the Slovenian language course program, are enrolled in a regular educational program in /RS/ taking place in Slovene language, or have already obtained a certificate of successfully passing the examination of the knowledge of the Slovenian language at least at the basic level. Foreigners who have completed their education at any level in /RS/ are not entitled to the program of getting to know the Slovene society.*

*(4) The Government of /RS/ determines the modalities and extent of assistance programs for the integration of non-EU nationals with a regulation.*

*Article 107*

*(Competence)*

*(1) The ministry responsible for internal affairs has the competence for implementation of Slovene language course programs, programs of getting acquainted with the Slovene society, and providing information to foreigners who are not EU citizens.*

*(2) The ministry responsible for education has the competence to develop the Slovenian language learning programs and programs for getting acquainted with the Slovenian society.*

*(3) The ministry responsible for internal affairs, in cooperation with the ministry responsible for culture, provides programs for the promotion of mutual familiarity and understanding.*

*(4) For procedures at the first instance related to the integration of foreigners in /RS/, the administrative units in which the foreigner resides are competent.*

*Article 108*

*(Provision of financial resources)*

*(1) The ministry responsible for internal affairs provides funding for implementation of Slovenian language learning programs, acquaintance with the Slovene society, and informing foreigners about integration programs, and ensures coordination of integration measures.*

*(2) The ministry responsible for education provides funding for development of programs for learning the Slovene language and getting acquainted with Slovene society.*

*(3) The ministry responsible for culture provides funding for implementation of programs of cultural activities that enable mutual familiarity and understanding of minority ethnic communities and immigrants with the aim of enabling foreigners to participate in the cultural life of /RS/.*

Decree on ways and scope of providing programs of support for integration of third country nationals<sup>8</sup> further specifies the modalities and scope of provision of assistance programs, including the implementation of Slovene language learning programs and acquaintance with Slovenian history, culture and constitutional system.

Integration, including the integration policy, is defined also in the Resolution on the migration policy of RS<sup>9</sup>. Integration is indicated between the foundations of migration policy (Chapter 5) and integration policy between elements of migration policy: "Systemicity or consistency built on the interconnections of migration policy, which consists of: asylum policy, immigration policy, migration flow management policy, and integration policy or policy towards immigrants" (Chapter 6). The same chapter sets out in more detail the integration policy: "Integration policy or, in the narrower sense, immigration policy towards present and future immigrants, which refers to state and society measures, that provide favorable conditions for the quality of life of immigrants, including active prevention of discrimination, xenophobia and racism, promote integration and enable immigrants to become responsible participants in the social development of Slovenia. For the purposes of this resolution, as an immigrant, each person is considered after one year from the residence registration in /RS/." Chapter 7 defines the activities for implementation of the migration policy of RS, including

<sup>8</sup> Official Gazette of RS, Nr. 70/12, 58/16.

<sup>9</sup> Official Gazette of RS, Nr. 106/02.

the integration policy: "enforcement of an integration policy whose objectives are based on the fundamental principles and values of equality, freedom and mutual cooperation. In this context, equality means ensuring equal social, economic and civil rights; freedom of the right to express cultural identity while ensuring respect for the integrity and dignity of each individual, and preserving one's own culture in accordance with laws and fundamental values of /RS/; and mutual cooperation as the right to participate and the responsibility of everyone in the continuous process of creating a joint state." The activities also address ensuring non-discrimination: "the adoption of measures to ensure non-discriminatory procedures and treatment of immigrants in economic, social and cultural life, and granting rights and obligations with which, in line with the length of stay, immigrants will be entitled to a more equal status in relation to citizens of /RS/ towards full citizenship" and the coordination of immigration with labor market needs: "coordination of immigration by balancing the necessary inflow into the active population of Slovenia, setting criteria and priorities in line with the interests of /RS/; development plans and programs and demand in the labor market; facilitating the immigration of family members, both of Slovenian citizens and foreign immigrants, in accordance with ratified international treaties; promoting immigration and return of Slovene citizens and foreigners of Slovenian origin; compliance with international treaties on the free movement of persons and other bilateral or multilateral agreements; considering asylum in accordance with the Geneva Convention on the Status of Refugees, for humanitarian reasons and reasons under the temporary asylum act as an integral, albeit substantively different form of immigration." Among the measures (Chapter 8), the Resolution states "the implementation of the principles of integration policy, which requires certain legal frameworks and social measures, both within the framework of the general social policy and targeted programs for certain groups of immigrants that will promote integration of immigrants into Slovenian society, prevent discrimination and societal periphery, and enable immigrants to express and cultivate their own culture and values on the basis of respect for personal integrity and dignity in accordance with the laws of /RS/." Among the principles of migration policy of /RS/, the resolution states "the principle of equality, freedom and mutual cooperation, mostly referring to integration policy" (Chapter 3), and among bases of the strategy for a common migration and asylum policy in the EU, the Resolution states "measure(s) for fair treatment of third-country nationals, notably through a stronger integration policy and non-discrimination in economic, social and cultural life, for prevention of discrimination, xenophobia and racism, and the approximation of the legal status of immigrants to the status of nationals of a Member State with the possibility of obtaining citizenship" (Chapter 4).

The integration of third-country nationals into the labor market is partly addressed by the Economic Migration Strategy for the period 2010-2020<sup>10</sup>, which will be further discussed later in the national contribution. Employment of foreigners is further regulated by the Employment, Self-employment and Work of Foreigners Act<sup>11</sup>, which regulates the procedure for the issuance of the consent of the Employment Service to the single permit, and the issuance of a permit for seasonal work, as well as the provision of services with posted workers. It also defines restrictions on employment, self-employment and work of foreigners.

The regulation of integration of foreigners thus reflects, to a large extent, the Common Basic Principles for Immigrant Integration Policy in the European Union (EU)<sup>12</sup>.

**Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study?  YES/ NO**

<sup>10</sup> Accessible at:

[http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti\\_pdf/Strategija\\_ekonomskih\\_migracij-2010-2020.pdf](http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/Strategija_ekonomskih_migracij-2010-2020.pdf).

<sup>11</sup> Official Gazette of RS, Nr. 47/15, 10/17 – ZČmIS, 59/17, 1/18 – UPB1, 31/18.

<sup>12</sup> Accessible at: [https://www.eesc.europa.eu/resources/docs/common-basic-principles\\_en.pdf](https://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf).

**If YES please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight**

Integration, including the integration policy, is defined in the Resolution on the migration policy of RS<sup>13</sup>, adopted in 2002: *“Integration policy or, in the narrower sense, immigration policy towards present and future immigrants, which refers to state and society measures, that provide favorable conditions for the quality of life of immigrants, including active prevention of discrimination, xenophobia and racism, promote integration and enable immigrants to become responsible participants in the social development of Slovenia. For the purposes of this resolution, as an immigrant, each person is considered after one year from the residence registration in /RS/”* (Chapter 6). Chapter 8 of the Resolution states: *“In order to realize all planned measures, the Government of /RS/ shall, within 6 months from the Resolution entering into force, appoint a working group composed of experts from MFLSAEO, Ministry of the Economy, Ministry of Culture, Ministry of Defense, Ministry of Education, Science and Sport, Ministry of Foreign Affairs, Slovenian Security Intelligence Agency, the Immigration and Refugee Office and other organizations and individuals, in order to prepare the implementation of possible measures for the implementation of the principles and objectives of migration policy.”*

The integration of third-country nationals into the labor market is partially regulated by the Economic Migration Strategy for the period from 2010 to 2020<sup>14</sup>. The Economic Migration Strategy goals follow the main development goals of the Slovenia's Development Strategy from 2005, which define the economic, social, intergenerational and sustainable development goal, and Slovenia's development goal in international environment<sup>15</sup>. The aim of the strategy is to define guidelines, directions and measures for (Chapter I):

- *providing immigration that will mitigate the effects of reducing the working age and labour active population, and reduce short-term labor market disparities;*
- *promoting immigration, which will increase innovation and entrepreneurial activity, preserve or promote the competitiveness of the economy, and increase human resources;*
- *ensuring the acquisition of work experience of domestic workforce abroad, reducing brain drain by encouraging the circulation of professionals.*

The strategy defines 10 guidelines and measures and responsible institutions for implementation of individual guidelines. The 9<sup>th</sup> guideline determines improved effectiveness of management of economic migration, and MLFSAEO, Ministry of Public Administration, MoI, Ministry of Foreign Affairs, the Employment Service and other institutions within their competencies, and representatives of non-governmental organizations are responsible for implementation of the guideline. Within the framework of the 10<sup>th</sup> guideline, which aims to improve the integrated system of managing economic migration, the following directions are defined:

1. *Providing an effective mechanism for data collection and analysis of economic migration and migration in general;*
2. *Establishment of an interdepartmental working group for the developing measures for implementation of the Economic Migration Strategy in /RS/;*

<sup>13</sup> Official Gazette of RS, Nr. 106/02.

<sup>14</sup> Accessible at:

[http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti\\_pdf/Strategija\\_ekonomskih\\_migracij-2010-2020.pdf](http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/Strategija_ekonomskih_migracij-2010-2020.pdf).

<sup>15</sup> In the interim period, a new development strategy of Slovenia has been adopted, ie. Slovenia's Development Strategy 2030, adopted at the 159th regular session of the Government of RS on 7th December 2017. Accessible at: [http://www.vlada.si/fileadmin/dokumenti/si/projekti/2017/srs2030/Strategija\\_razvoja\\_Slovenije\\_2030.pdf](http://www.vlada.si/fileadmin/dokumenti/si/projekti/2017/srs2030/Strategija_razvoja_Slovenije_2030.pdf).

3. *Continuing and strengthening inter-ministerial cooperation in the wider migration area.*

Based on the directions, the Strategy defines following measures:

- *On the basis of proposal by the interdepartmental working group, identification of priorities in implementation of the Strategy measures;*
- *Regular monitoring of implementation of the measures defined in the Action Plan;*
- *Drafting of a bi-annual report on implementation of the Action Plan of the Economic Migration Strategy, and reporting to the Government of /RS/.*

It also defines the responsible institutions: the MLFSAEO, the Ministry of Public Administration, the MoI, the Ministry of Foreign Affairs or other ministries within the scope of their competencies, and the Statistical Office of RS.

**If NO, do you have a mainstream integration approach? Please very briefly describe (around 200 words)**

/

If your Member State has a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study:

**Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/ strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)? Please briefly list.**

The key measures are defined by sectoral legislation, i.e. Article 106 of the Foreigners Act:

*Article 106*

*(assistance with integration of foreigners who are not EU citizens)*

*(1) Foreign nationals who are not EU citizens are entitled to programs that ensure faster integration into cultural, economic and social life of /RS/, i.e.:*

- *programs of Slovene language courses, including acquaintance with Slovene history, culture and constitutional order (hereinafter referred to as "getting to know the Slovene society"),*
- *programs of mutual familiarity and understanding with Slovene citizens,*
- *information regarding their integration into the Slovenian society.*

*(3) Foreign students who have completed their education at any level in /RS/, are eligible for participation in the Slovenian language course program, are enrolled in a regular educational program in /RS/ taking place in Slovene language, or have already obtained a certificate of successfully passing the examination of the knowledge of the Slovenian language at least at the basic level. Foreigners who have completed their education at any level in /RS/ are not entitled to the program of getting to know the Slovene society.*

To support the integration of foreigners into the Slovene society, the MoI, with the support of the Asylum, Migration and Integration Fund (AMIF), finances the program "Initial Integration of Immigrants" (*Začetna integracija priseljencev*) - a Slovene language learning program, which includes contents of

acquainting with Slovenian history, culture and constitutional system. Third-country nationals are also entitled to free first language exam at the basic level<sup>16</sup>.

The MoI started implementing the integration programs for immigrants in November 2008, when free-of-charge programs for learning the Slovene language and getting acquainted with Slovenian history, culture and constitutional system were launched. These programs were accompanied by intercultural dialogue programs and information provision programs. Since September 2012, Slovene language learning programs and programs for getting acquainted with society are implemented on the basis of a unified, publicly-recognized program "Initial Integration of Immigrants", in which learners are getting to know the Slovene society through learning the Slovene language. Over 6,500 third-country nationals from 86 different countries attended the free-of-charge program in the first five years of its implementation. Most of the program participants were citizens of Bosnia and Herzegovina, Serbia, Kosovo, Macedonia and Russia. Almost 63% participants were women, and the most common age was between 31 and 35 years. In five years, the program has been implemented in 34 locations throughout Slovenia, by more than 20 educational institutions. The Ministry also covers the costs of the first Slovenian language exam for third-country nationals who have attended the program "Initial Integration of Immigrants" in at least 80% hours. In 2017, the exam has been passed by 771 third-country nationals, for which 99,626.71 Euros were allocated. The exam was successfully completed by more than 62% of the participants<sup>17</sup>.

Within the framework of a project implemented by the MoI, a manual for easier communication in health services has been developed in 2018. The Faculty of Arts, the Faculty of Medicine and the Faculty of Health Science of the University of Ljubljana, and the Medical Chamber of Slovenia and the National Institute of Public Health took part in drafting the manual/handbook. The manual is intended to facilitate communication between foreigners and health professionals at the primary level. It is available in four language variations: Slovenian / English / French, Slovenian / Russian / Chinese, Slovenian / Arabic / Farsi and Slovenian / Albanian. 14 trainings for health professionals were also organized within the framework of the project<sup>18</sup>.

The key channel of providing information to third-country nationals about their integration into the Slovenian society is the web portal infotujci.si. The most visited content on the website in 2017 related to temporary residence permit, work permit, Slovenian language courses and citizenship. The website provides information for both: foreigners who are already in Slovenia, and those who are preparing to come to Slovenia<sup>19</sup>.

With the purpose of cooperation among state and other bodies, institutions and associations in effective implementation of immigrant integration measures (hence a wider group of immigrants), the Government of RS adopted in October 2008 a decision on establishment of the Council for the Integration of Foreigners. Council members are representatives of ministries, non-governmental organizations and associations of municipalities. The tasks of the Council are to provide opinions and recommendations to national programs relevant to integration of foreigners, to participate in law-making procedures and other regulations that affect the field of integration of foreigners, to monitor the implementation of integration activities, to analyze the situation in this field, and to report to the Government of RS. A special achievement in the framework of the Council for the Integration of Foreigners was inclusion of representatives of immigrants in the functioning of the Council. In 2015, three representatives of immigrants representing the immigrant community in the Council, have been elected in a separate electoral procedure (implemented with the support of a non-governmental organization). The Council members are appointed by a decision of the Government of RS for a four-year mandate. The Council is headed by a representative of the MoI<sup>20</sup>.

<sup>16</sup> MNZ (2018): Integracija tujcev. Accessible at: [http://www.mnz.gov.si/si/mnz\\_za\\_vas/tujci\\_v\\_sloveniji/integracija\\_tujcev/](http://www.mnz.gov.si/si/mnz_za_vas/tujci_v_sloveniji/integracija_tujcev/).

<sup>17</sup> MNZ (2018): Pri vključevanju tujcev v slovensko družbo smo v zadnjih desetih letih naredili pomembne korake naprej. Accessible at: [http://www.mnz.gov.si/si/novinarsko\\_sredisce/novica/10286/](http://www.mnz.gov.si/si/novinarsko_sredisce/novica/10286/).

<sup>18</sup> MNZ (2018): Pri vključevanju tujcev v slovensko družbo smo v zadnjih desetih letih naredili pomembne korake naprej. Accessible at: [http://www.mnz.gov.si/si/novinarsko\\_sredisce/novica/10286/](http://www.mnz.gov.si/si/novinarsko_sredisce/novica/10286/).

<sup>19</sup> MNZ (2018): Pri vključevanju tujcev v slovensko družbo smo v zadnjih desetih letih naredili pomembne korake naprej. Accessible at: [http://www.mnz.gov.si/si/novinarsko\\_sredisce/novica/10286/](http://www.mnz.gov.si/si/novinarsko_sredisce/novica/10286/).

<sup>20</sup> MNZ (2018): Pri vključevanju tujcev v slovensko družbo smo v zadnjih desetih letih naredili pomembne korake naprej. Accessible at: [http://www.mnz.gov.si/si/novinarsko\\_sredisce/novica/10286/](http://www.mnz.gov.si/si/novinarsko_sredisce/novica/10286/).

## 1.2. LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES

### Q5. Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study?

YES/NO (partly)

If YES: Please describe:

a) is it part of a general integration policy/strategy?

Slovenia does not have a separate, standalone policy / strategic document / model solely for integration of third-country nationals into the labor market, nevertheless, the integration of third-country nationals into the labor market is partially regulated by the Economic Migration Strategy for the period 2010 to 2020<sup>21</sup>, which defines economic migration in the context of the economic effects of the common EU immigration policies and demand in the Slovenian labor market.

The Strategy defines 10 guidelines of the Economic Migration Strategy, most of which are aimed at immigrants, namely:

- *Guideline 1: Promotion of immigration for employment and work purposes, reducing disparities in the labor market and strengthening human resources;*
- *Guideline 2: Promotion of entrepreneurship of immigrants;*
- *Guideline 3: Recognition and assessment of education, skills and knowledge acquired abroad;*
- *Guideline 4: Promotion of mobility and immigration of researchers and students;*
- *Guideline 5: Reducing the risk of brain drain;*
- *Guideline 6: Promoting the return of Slovenian emigrants from abroad and obtaining their work experience;*
- *Guideline 7: Promotion of Slovenia as an attractive factor for economic migration;*
- *Guideline 8: Ensuring rights and integration of migrants*
- *Guideline 9: Improving the effectiveness of economic migration management;*
- *- Guideline 10: Improving the integrated management system.*

b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).

The Economic Migration Strategy for the period from 2010 to 2020 was adopted in November 2010. The strategy recognizes that "Slovenia / ... / is joining those developed countries that will soon face the shortage of labor as a result of the aging of the active part of the population.

*The fact is that, due to the aging of the population, there is a high risk of long-term sustainability of public finances and a decline in economic growth. The demographic challenge needs to be constructively addressed with various sets of policies and measures related to promotion of demographic reconstruction, labor activity, productivity and dynamism, with an emphasis on development of the internal market, better regulation and promotion of investment in human resources in the context of the*

<sup>21</sup> Accessible at:

[http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti\\_pdf/Strategija\\_ekonomskih\\_migracij-2010-2020.pdf](http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/Strategija_ekonomskih_migracij-2010-2020.pdf).

*renewed Lisbon strategy. The sustainability of public finances that provide adequate social security and intergenerational equity is another important factor. An active immigration policy is also included among these measures.*

*Given that labor shortages can seriously jeopardize the achievement of the goals of the Lisbon Strategy, in Slovenia, we shall, as soon as possible, respond to the question of our future labor market, taking into account demographic trends and the needs of the economy. Undoubtedly, the deficit of the appropriate staff that cannot be provided to employers on the Slovenian labor market or the labor market of /EU/ will continue to be covered by workers from third countries, but the search for suitable employers shall be carried out in a planned and selective manner, and the activities shall be planned well in advance."*

The MLFSAEO explains that the process of developing the Strategy started in 2007, and the Strategy was adopted at the end of 2010 with validity until 2020. Among reasons for drafting the Strategy were increase in the arrival of third-country nationals due to labor market needs, as well as social aspects of integration of third-country nationals into the labor market, and combating discrimination.

c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?

*The Economic Migration Strategy for the period from 2010 to 2020<sup>22</sup> focuses mainly on "third-country nationals who come to Slovenia for temporary or permanent work, employment or self-employment (economic migrant workers). For the purpose of attracting potentially highly skilled workforce, the Strategy devotes a lot of attention to foreigners who come to Slovenia for the purpose of studying, training and research work. Any foreigner who intends to or actually resides in Slovenia for at least one year is considered as an immigrant."*

d) Does your Member State provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency? Please elaborate.

*According to the Economic Migration Strategy for the period from 2010 to 2020<sup>23</sup>, "a/ny foreigner who intends to or actually resides in Slovenia for at least one year is considered as an immigrant."*

e) What are the main objectives of the labour market integration strategy?

The aim of the Economic Migration Strategy for the period from 2010 to 2020<sup>24</sup> is to define guidelines, directions and measures for (Chapter I):

- *providing immigration that will mitigate the effects of reducing the working age and labour active population, and reduce short-term labor market disparities;*
- *promoting immigration, which will increase innovation and entrepreneurial activity, preserve or promote the competitiveness of the economy, and increase human resources;*
- *ensuring the acquisition of work experience of domestic workforce abroad, reducing brain drain by encouraging the circulation of professionals.*

If NO: does your MS have a mainstream approach with regard to labour market integration?

/

<sup>22</sup> Accessible at:

[http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti\\_pdf/Strategija\\_ekonomskih\\_migracij-2010-2020.pdf](http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/Strategija_ekonomskih_migracij-2010-2020.pdf).

<sup>23</sup> Accessible at:

[http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti\\_pdf/Strategija\\_ekonomskih\\_migracij-2010-2020.pdf](http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/Strategija_ekonomskih_migracij-2010-2020.pdf).

<sup>24</sup> Accessible at:

[http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti\\_pdf/Strategija\\_ekonomskih\\_migracij-2010-2020.pdf](http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/Strategija_ekonomskih_migracij-2010-2020.pdf).

**Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.**

The MLFSAEO assesses that the strengthened migration flow in 2015 has not affected the policy of integration of third-country nationals into the labor market, since the strengthened migration flow has not referred to citizens of countries that mainly migrate to Slovenia with a view to employment. Slovenia's integration system in the field of labor migration is based exclusively on the expression of employers' needs, which means that foreigners need an employer if they want to enter RS for the purpose of work. Migration flows throughout the country therefore do not affect the labor market or employment of foreigners (with the exception of those who are recognized as international protection beneficiaries and are integrated in the labor market under the same conditions as the citizens of RS).

The ESS adds that the increased labour market needs also affect the changes and adaptation of legislation. Some authorization procedures have been simplified, e.g. for deficient professions (where there is no labor market control), for employment in companies with high added value, in start-up companies, official bodies obtain all information *ex officio* and also check other conditions *ex officio*. The legislation therefore follows the needs of the economy. In addition, they add that a single work and residence permit provides a simplified procedure for clients, but requires additional training and a different organization of staff on the side of the official bodies.

Slovenia has concluded an Employment Agreement with Bosnia and Herzegovina, which specifies the conditions for employment of citizens of Bosnia and Herzegovina, and procedures for issuing work permits, but does not include the right to reside in RS. The agreement allows the employment of registered unemployed citizens of Bosnia and Herzegovina in Slovenia, when there are no suitable domestic candidates on the labor market in Slovenia for the offered vacant job, and the employer meets the legal conditions for the employment of a foreigner. In the future, a similar agreement will also be concluded with Serbia<sup>25</sup>.

Article 14 of the Employment, Self-employment and Work of Foreigners Act allows foreigners to have the right to free choice of the employer (or free access to the labor market) after two or three years of employment with a Slovene employer, which significantly facilitates their further work. For foreigners with at least vocational education, the condition is that they have been employed for 20 months in the last two years, and for those without vocational education, that they have been employed for 30 months in the last three years.

The ESS explains that in new employments, priority is given to domestic candidates, if they are available. When granting consent to a single work and residence permit, the ESS ensures that foreign workers are only employed by solid employers (reviewing active performance of the employer, impunity, all charges being settled). At the same time, the ESS also ensures the rights of foreigners in the procedures, since foreign workers are a more vulnerable category than domestic workers.

**Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.**

The MLFSAEO and MoI regularly follow and participate in public debates. In May this year, the National Council of RS discussed the integration of foreigners. The National Council proposed to the Government of RS to establish an inter-ministerial working group for drafting a program for integration of foreigners with permanent or temporary residence in Slovenia, which should define the activities and program of state measures in the field of the integration of foreigners with permanent or temporary residence in Slovenia, and the financial frameworks for its implementation; or it should strengthen the cooperation of the relevant line ministries and complement the work of the Council for the Integration of Foreigners.

<sup>25</sup> ZRSZ: Zaposlovanje državljanov BiH. Accessible at: [https://www.ess.gov.si/tujci/delo\\_v\\_sloveniji/zaposlovanje-drzavljanov-bih](https://www.ess.gov.si/tujci/delo_v_sloveniji/zaposlovanje-drzavljanov-bih).

The state should invite local communities and stakeholders in the fields of economy, education, social care and health to participate in the development of measures and policies for successful integration of foreigners into Slovenian society, or strengthen cooperation with these stakeholders. In the discussion, state councilors pointed out that more and more immigrants, who enter the country legally, are causing conflict situations in local communities, primarily due to lack of knowledge of the Slovenian language, which prevents the integration of immigrants into the educational system, communication with employees is also difficult in other public institutions, such as health centers, centers for social work, etc. A special problem is registration of a large number of foreigners at the same address, in individual housing units. Even if they would wish, local communities do not have an active influence on how to handle this issue<sup>26</sup>.

**Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?**

At the time of the study, a new government was formed in Slovenia, therefore it is difficult to answer this question. The ESS assesses integration of foreign citizens into the labor market as one of its priorities, as the economy is short of employers. In case there is no domestic recruitment staff, foreign employers should be provided in accordance with the applicable conditions.

### 1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

**Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.**

While the MoI is responsible for development of general integration policies, the MLFSAEO is responsible for developing policies for entering the labor market, and the labor market measures. The Administrative Units are responsible for the issuance of a single work and residence permit, while the ESS grants consent to a single work and residence permit, and assesses the needs of the labor market (local level).

**Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2010?**

The data on employment of third-country nationals are monitored monthly by the ESS, and published in the annual report. Specific indicators regarding the integration of foreigners into the labor market are not monitored. Integration measures are generally monitored by the Council for the Integration of Foreigners.

**Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State?**

The MLFSAEO assesses the use of the Slovenian language as a key challenge, when foreigners perform work where they are in contact with customers. Due to the labor market situation, third-country nationals who do not possess this knowledge, are nevertheless employed. Integration measures are only implemented when foreigners are already in Slovenia, pre-integration measures are not in place. Among shortcomings, they identify lack of knowledge of labor legislation, rights and obligations, as well as basic, functional, life skills (e.g. opening a bank account, access to health care).

The ESS explains that the integration of third-country nationals into the labor market is based on the economic needs of the state, but does not take into account other trends, e.g. demographic (ageing

<sup>26</sup> Državni svet RS (2018): 7. redna seja Državnega sveta RS. Accessible at: <http://www.ds-rs.si/?q=novice/7-redna-seja-drzavnega-sveta-republike-slovenije>.

population). They perceive the gap (also in the Economic Migration Strategy) between the aspirations of the state to attract highly qualified staff with high added value, and practice, where majority of them employ foreign workers with vocational and secondary education. They also identify that in practice, insufficient scope of inspections are carried out (with the exception of law violations). Because the residence permit and the work of foreigners are linked to their employment, they rarely report possible violations. It is estimated that a clearer differentiation of good, solid companies would be needed, since the same procedure applies for newly established, micro companies and large, well-established, well-performing companies.

The MLFSAEO believes that the country would need a specific strategic document on integration of third-country nationals into the labor market. A comprehensive integration strategy should go beyond measures when a foreigner is already in the country, with the introduction of pre-integration measures. Integration measures should be designed broader than only learning the Slovene language.

## 2 Part II: Member States measures and practices facilitating labour market integration of third-country nationals

### 2.1 OVERVIEW OF MAIN INTEGRATION AREAS

**Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.**

The MLFSAEO and ESS explain that such measures are not in place – with the exception of the program “Initial Integration of Immigrants”, which is not intended solely to support the integration of third-country nationals into the labor market, but for general integration into society.

Area/component	General overview	Stakeholders
1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)	/	Such measures are in the domain of employers who employ third-country nationals.
2. Enhancement of (soft) skills	<p><b>Initial Integration of Immigrants (ZIP)</b></p> <p>For the purpose of integrating foreigners into the Slovenian society, the MoI, with the support of the AMIF, finances a program of learning the Slovene language, which includes the contents of acquainting with Slovenian history, culture and constitutional arrangements.</p> <p>The free-of-charge (and voluntary) ZIP program is implemented in the form of a 180-, 120- and 60-hour course. The extent of program to which the third-country nationals are eligible, depends on their time of residence in RS, and the type of residence permit.</p> <p>Third-country nationals are entitled to free-of-charge participation in the program, who:</p> <ul style="list-style-type: none"> <li>- reside in RS based on a permanent residence permit, the right applies also to their family members who have a temporary residence permit in RS for the purpose of family reunification, regardless of the length of stay in RS and the validity of the permit;</li> <li>- have a temporary residence permit in RS, with the validity of this permit and the validity of previous temporary residence permits sums up for least 24 months, and their family members,</li> </ul>	MoI

	<p>if they have a residence permit issued in RS for the purpose of family reunification. In the period of validity of the permit(s) for 24 months, the residence time based on the certificate of application for an extension, or issue of a further temporary residence permit is also counted;</p> <ul style="list-style-type: none"> <li>- are family members of Slovenian citizens or EU citizens who reside in RS based on a residence permit for a family member;</li> <li>- reside in RS based on a temporary residence permit issued with a validity of at least one year, and within this one-year period, the time from the filing of the application for the issue of this authorization is also included.</li> </ul> <p><b>Free-of-charge first exam of Slovenian language knowledge:</b> for the free-of-charge first test of Slovenian language knowledge at basic level, third-country nationals are eligible who have attended a 180-hour or 120-hour course of the Slovenian language with at least 80% participation in the course, and fulfill the stated conditions of stay in RS.</p>	
3. Provision of information and counselling	The information is provided by the ESS, and published on the infotujci.si web portal.	ESS, MoI
4. Enhancement of intercultural/civic relations in the workplace	/	
5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	/	
6. Incentive measures for migrants or employers	/	
7. Support for self-employment	/	

## 2.2 PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES

The MLFSAEO and ESS explain that such measures are not in place – with the exception of the program “Initial Integration of Immigrants”, which is not intended solely to support the integration of third-country nationals into the labor market, but for general integration into society. Participation in the Slovenian language course is voluntary. The structure of employers does not require the knowledge of Slovenian language – foreign workers often come from linguistically and historically related areas, which is sufficient for employers. The MLFSAEO assesses that establishment of measures for integration of third-country nationals into the labor market would be necessary, including pre-integration measures.

### Labour integration areas

1. **Training and Qualification** (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)
2. **Enhancement of (soft) skills** (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)
3. **Provision of information and counselling** (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)
4. **Enhancement of intercultural/civic relations in the work place inclusion** (e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace)
5. **Tailor made measures** to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
6. **Incentive measures for migrants or employers** (e.g. measures to encourage employers to hire migrants or migrants to take a job)
7. **Support for self-employment** (e.g. entrepreneurship courses, courses on how to set up a company)

### Type of measures

1. Programme and systematic measures (multi-year / long term)
2. Projects (ad-hoc)
3. Legislative/policy (structural) measure

Please fill out the table describing the measures and please copy the table below for further measures.

Measure 1	
Overview	
<b>Name</b>	Please insert name of the measure here.
<b>Type</b>	Choose from drop down menu here
<b>Area</b>	Choose from drop down menu here
<b>Access</b>	Please describe who has access to the measure. I.e. all third-country nationals; all third-country and (EU) nationals; specific groups such as vulnerable or disadvantaged persons, workers, third-country national family members, seasonal workers, au-pairs, other specific groups
<b>Target group</b>	<input type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure
<b>Coverage</b>	Choose an item. If "other", please add further information here
<b>Budget</b>	The budget is approx. Please provide approximate budget here It is provided by Please provide funding body here (i.e. State, EU funds, donations/private funding, other)
<b>Link</b>	Please provide hyperlink to source/project here, if available
Description	
<p><b>M1.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	
<p><b>M1.Q2. Please describe briefly the context in which the measure has started:</b></p> <p>a) When was the measure introduced and what was/is its duration?</p> <p>b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</p> <p>c) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</p> <p>d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)</p> <p>e) Key activities</p>	

<p><b>M1.Q3. Please briefly describe the implementation modalities, notably:</b></p> <p>a) <i>By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?</i></p> <p>b) <i>If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?</i></p> <p>c) <i>How and by whom is it promoted to third-country nationals?</i></p>
<p><b>M1.Q4. Please briefly describe the impact of the measure and notably:</b></p> <p>a) <i>Did it meet the anticipated objectives? YES/NO/Partly</i></p> <p>b) <i>What are the main outcomes</i></p> <p>c) <i>Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)</i></p> <p>d) <i>Challenges during implementation and remedies applied</i></p> <p>e) <i>Likelihood of continuation of the measure. If discontinued, please explain why</i></p>

### 2.3 PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

The ESS explains that the employment of foreigners in Slovenia is based on the private sector initiative – the employer applies for a single work and residence permit for a third-country national whom he wishes to employ. Private sector initiatives are also followed by changes in legislation; given the shortage of workforce, the private sector initiatives mainly address the simplification of the employment of foreigners. Nevertheless, the state reviews the fulfillment of conditions for employment of foreigners. Otherwise, legislation is adapting to labor market conditions and employers' needs: during the economic downturn between 2009-2010, the procedures were stricter and the review was more extensive, and recently a trend of simplifying procedures can be noted. Nevertheless, the two key stakeholders have not recognized any private sector initiatives / measures to facilitate the integration of third-country nationals into the labor market.

The MLFSAEO explains that regulation of integration of third-country nationals into the labor market is linked to the fulfillment of the conditions of both the employer and the foreigner, but it refers to regulating access to the labor market and not to the integration policy. For foreigners who have status in Slovenia (persons with recognized international protection), the state should establish measures to promote their employment. In particular, for persons with recognized international protection in Slovenia who often do not have evidence of previously acquired education and professional experience, measures should be put in place to test these skills / competences. Comprehensive labor market integration measures should include both measures for language proficiency, recognition of professional competences and the proving formal education in the absence of evidence, as well as inclusion into the labor market with the aim of empowering foreigners for independent living and social inclusion.

The situation of persons with recognized international protection differs from third-country nationals who come to Slovenia for the purpose of employment, and predominantly come from former Yugoslav countries. Measures to promote employment should take into account different starting points. For both groups, the MLFSAEO identifies a deficit in the understanding of labor law and of functional life skills.

**Size of Private Sector Organisation**

- 1. Micro: <10 Employees
- 2. Small: 10 – 49 Employees
- 3. Medium: 50 - 249 Employees
- 4. Large: >250 Employees

**Example Categories**

- 1. Low-skilled workers
- 2. Medium-skilled workers
- 3. High qualified workers
- 4. Seasonal workers
- 5. Family members of nationals and third-country nationals
- 6. Domestic workers

**Type of Private Sector Organisation**

- 1. National
- 2. International (e.g. with subsidiaries in the Member State)

**Industry Sectors**

- 1. Agriculture, forestry and fishing
- 2. Energy and water
- 3. Manufacturing
- 4. Construction
- 5. Wholesale and retail trade, hotels and restaurants
- 6. Transport and communication
- 7. Financial and business services
- 8. Public admin, education and health
- 9. Domestic work sector
- 10. Other services

**Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (YES/NO).**

NO

**Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place? Please indicate a maximum of two sectors.**

/

Please fill out the table describing private sector measures and please copy the table below for further measures.

Private Sector - Measure 1	
Overview	
<b>Name</b>	Please insert name of the measure here.
<b>Company size</b>	Choose from drop down menu here
<b>Company type</b>	Choose from drop down menu here
<b>Sector</b>	Choose from drop down menu here

<b>Area</b>	Choose from drop down menu here
<b>Access</b>	Please describe who has access to the measure. I.e. all third-country nationals; all third-country and (EU) nationals; specific groups such as vulnerable or disadvantaged persons, workers, third-country national family members, seasonal workers, au-pairs, other specific groups
<b>Target group</b>	<input type="checkbox"/> Low skilled, <input type="checkbox"/> Medium skilled, <input type="checkbox"/> High skilled <input type="checkbox"/> Specific group such us vulnerable, young, female, seasonal workers, etc.
<b>Coverage</b>	Choose from drop down menu here If "other", please add further information here
<b>Budget</b>	The budget is approx. Please provide approximate budget here It is provided by Please provide funding body here (i.e. State, EU funds, donations/private funding, other)
<b>Link</b>	Please provide hyperlink to source/project here, if available
<b>Description</b>	
<p><b>PSM1.Q1. Please briefly describe the main feature of the measure, notably:</b></p> <ul style="list-style-type: none"> <li>a) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)</li> <li>b) Objective and main activities</li> <li>c) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.</li> <li>d) How can third-country nationals access the measure? Are they selected?</li> </ul> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	
<p><b>PSM1.Q2. Please briefly assess the impact of the initiative, namely:</b></p> <ul style="list-style-type: none"> <li>a) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)</li> <li>b) Elaborate on achievements of set objectives and main outcomes</li> <li>c) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)</li> </ul> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	

### Conclusions (optional)

**Q15.** With regard to the aims of this study, what conclusions would you draw from your findings?

Slovenia does not have a specific strategy for integration of third-country nationals into the labor market, but this issue is partially regulated by the Economic Migration Strategy for the period 2010 to 2020, which defines economic migration in the context of economic effects, the EU's overall immigration policy and demand for Slovenian labor market.

The ESS explains that the employment of foreigners in Slovenia is based on the private sector initiative – the employer applies for a single work and residence permit for a third-country national whom he wishes to employ. Nevertheless, the two key stakeholders (MLFSAEO and ESS) have not recognized any private sector initiatives / measures to facilitate the integration of third-country nationals into the labor market.

The MLFSAEO explains that regulation of integration of third-country nationals into the labor market is linked to the fulfillment of the conditions of both the employer and the foreigner, but it refers to regulating access to the labor market and not to the integration policy. For foreigners who have a regulated status in Slovenia (persons with recognized international protection), the state should establish measures to promote their employment. In particular, for persons with recognized international protection in Slovenia who often do not have evidence of previously acquired education and professional experience, measures should be put in place to test these skills / competences. Comprehensive labor market integration measures should include both measures for language proficiency, recognition of professional competences and the proving formal education in the absence of evidence, as well as inclusion into the labor market with the aim of empowering foreigners for independent living and social inclusion. The situation of persons with recognized international protection differs from third-country nationals who come to Slovenia for the purpose of employment, and predominantly come from former Yugoslav countries. Measures to promote employment should take into account different starting points. For both groups, the MLFSAEO identifies a deficit in the understanding of labor law and of functional life skills.

The MLFSAEO and ESS explain that measures for facilitating or promoting employment of third-country nationals are not in place – with the exception of the program “Initial Integration of Immigrants”, which is not intended solely to support the integration of third-country nationals into the labor market, but for general integration into society. Participation in the Slovenian language course is voluntary. The structure of employers does not require the knowledge of Slovenian language – foreign workers often come from linguistically and historically related areas, which is sufficient for employers. The MLFSAEO assesses that establishment of measures for integration of third-country nationals into the labor market would be necessary, including pre-integration measures. The MLFSAEO assesses that the country would need a specific strategic document for the integration of third-country nationals into the labor market. A comprehensive integration strategy should go beyond measures when a foreigner is already present in the country, with the introduction of pre-integration measures. Integration measures should be designed broader than only learning the Slovene language.