

EMN FOCUSED STUDY 2015
**Integration of beneficiaries of international/humanitarian
protection into the labour market: policies and good practices**
Contribution of the Slovak Republic
December 2015

Abbreviations

AMIF – Asylum, Migration and Integration Fund

BBAP PFP – Bureau of Border and Alien Police of the Police Force Presidium

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

ERF –European Refugee Fund

EU – European Union

IOM – International Organization for Migration

MEKOMIC – Inter-Sectoral Expert Committee for Foreigners' Migration and Integration

MoESRS SR – Ministry of Education, Science, Research and Sports SR

MoI SR – Ministry of Interior of the Slovak Republic

MoLSAF SR - Ministry of Social Affairs and Family of the Slovak Republic

MO MoI SR – Migration Office of the Ministry of Interior of the Slovak Republic

MS – EU Member State(s)

NGO(s) – non-governmental organisation(s)

SCC – Slovak Catholic Charity

SR – Slovak Republic

VZP – Všeobecná zdravotná poisťovňa (state health insurance company)

EMN FOCUSED STUDY 2015

Integration of beneficiaries of international/humanitarian protection into the labour market: policies and good practices

Top-line “Factsheet” (National Contribution)

National contribution (one page only)

Overview of the National Contribution – introducing the study and drawing out key facts and figures from across all sections of the Focussed Study, with a particular emphasis on elements that will be of relevance to (national) policymakers.

The topic of the focussed study of the European Migration Network (EMN) Integration of beneficiaries of international protection into the labour market in the Slovak Republic: Legislation and Good Practices, to be prepared by Member States and Norway, was chosen by the EMN Steering Committee in the framework of the EMN Work Programme 2015. The study aims to inform about the application of support integration measures for beneficiaries of international protection with regard to access to and participation in the labour market as well as identification of good practices and policies.

The Slovak Republic (SR) grants international protection either in the form of asylum or subsidiary protection. These instruments are harmonised at the EU level by means of the Qualification Directive¹ and have been transposed into Slovak legislation through the Act on Asylum. The SR may also grant asylum to a foreigner on humanitarian grounds, which is a non-harmonised type of protection and is also regulated by the Act on Asylum². Such asylum may be granted under asylum procedures³. Foreigners who have been granted asylum on humanitarian grounds are subject to all integration and other measures (with the exception of the right to family reunification) in the same manner, due to which this study makes no specific differentiation between these two categories, i.e. any reference to a person granted asylum also refers to a person who is granted asylum on humanitarian grounds.

Historically, Slovakia was, and remains a source or transit country of migration. However, it is gradually also becoming a country of destination for foreigners who have come to Slovakia for various reasons. Foreigners in Slovakia make up 1.56 per cent of the total population and, compared to previous years, their number is slowly, yet slowly increasing. From the total number of 84,787 foreigners with valid residence in Slovakia in 2015, third-country nationals made up over a third.⁴ Regarding international protection, the number of submitted asylum applications has been continuously declining. In 2015, there were 330 asylum applications, and the SR granted eight asylums and 41 subsidiary protections.

According to information from the Migration Office of the Ministry of Interior SR (MO MoI SR), approximately 120 beneficiaries of international protection (i.e. persons granted asylum and persons granted subsidiary protection) were actively integrated in 2015. Their integration was performed mainly in co-operation with the contractual partners of the MoI SR from the third sector, while ensuring professional supervision of the quality of the activities by the MO MoI SR. Particular emphasis was placed on ensuring accommodation, Slovak language instruction, job-seeking, as well as provision of social, psychological and legal counselling.

Even though entry in the labour market in Slovakia was not the primary reason for arrival of these persons in the country, it is one of the most important aspects of their integration. In order to be able to work, persons who are granted asylum or subsidiary protection do not need a work permit and are even

¹ Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 on standards for the qualification of third-country nationals or stateless persons as beneficiaries of international protection, for a uniform status for refugees or for persons eligible for subsidiary protection, and for the content of the protection granted.

² Under Article 9 of the Act No. 480/2002 Coll. on Asylum and on changes and amendments to some acts.

³ For more information see ŠNÍREROVÁ, M., VOLANSKÁ M. The Different National Practices Concerning Granting of Non-EU Harmonised Protection Statuses in the Slovak Republic. European Migration Network, IOM Bratislava, 2009.

⁴ As of 31 December 2015, the number of valid residence permits for third-country nationals attained 35,261. In: Statistical overview of regular and irregular migration in the Slovak Republic 2014, Ministry of Interior of the Slovak Republic, BBAP PFP, 2015. Available at: www.minv.sk/?rocenky.

considered to be in the position of disadvantaged job seekers on the labour market.⁵ In spite of that, they have problems finding jobs, for example, given their cultural specificities, absence of documents on completed education from their country of origin or due to their poor knowledge of the Slovak language.

In general, the labour position of workers, whether it is migrants or not, is highly disputable in the globalised world. As a result, both migrants and the majority can understand their position on the labour market as mutually threatening, which largely complicates the access to the labour market for beneficiaries of international protection.

The first condition for foreigners in order to gain access to the labour market in Slovakia is the obtaining a residence permit in the Slovak territory. Section 1 therefore deals with the types of residence permits granted to beneficiaries of international protection in Slovakia and the conditions for the access to the labour market by categories of beneficiaries of international protection in terms of legislation and practice. Both categories of beneficiaries of international protection have free access to the labour market. This section also lists conditions for the obtaining Slovak citizenship.

Section 2 describes the cooperation between the MO MoI SR and other state authorities, since the MO MoI SR is the competent organisation regarding asylum procedures. The integration of beneficiaries of international protection falls under the competences of the MO MoI SR and the Ministry of Labour, Social Affairs and Family of the Slovak Republic (MoLSAF SR). The MO MoI SR also monitors activities which include actions to support the integration of foreigners under international protection in Slovakia which are implemented by non-profit organisations in co-operation with the MoI SR as their contractual partner. This section briefly summarises the support measures related to the facilitation of access to the labour market, in particular their classification in accordance with the standards and regulations in place, as well as coordination between the respective state authorities and other organisations in the field of integration.

Section 3 examines the individual supporting tools related to access to the labour market for beneficiaries of international protection. These tools include, in particular, Slovak language and social-orientation courses which are provided through non-governmental organisations, however, they lack a systemic approach. Beneficiaries of international protection also have access to re-training courses and vocational training but, in practice, they face obstacles such as poor Slovak language skills. The same applies to psychological and labour counselling for beneficiaries of international protection and the ways of its implementation. Section 3 also describes the ways of recognition of qualifications as defined in the law, but may entail problems which also relate to language barriers and the impossibility to obtain qualifications certificates from the country of origin. This part also deals with one of the key pillars of the integration of beneficiaries of international protection – housing, which needs to be addressed, as beneficiaries of international protection have limited access to housing. Furthermore, this section describes the minimum resources guaranteed by Slovak legislation under the same conditions as for Slovak citizens who are in material need.

Section 4 maps the structure of occupied jobs on the labour market. Since the required statistical data is not available, it is not possible to specify the jobs which are the most occupied by beneficiaries of international protection. Practical experience, however, shows that beneficiaries of international protection usually take lower-paid and low-qualified jobs. The reason for this is mainly due to poor Slovak language skills, employers' unwillingness to employ persons with temporary residence (refers to persons under subsidiary protection), as well as ethnic or religious reasons.

Section 5 contains a summary which suggests that in spite of the fact that beneficiaries of international protection have access to all measures aimed at facilitating their access to the labour market and are classified as disadvantaged job seekers on the labour market, their employment rate continues to be

⁵ Under Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts.

very low. The legislative framework favours these persons, but from a practical point of view they face many barriers, the key one being poor or no knowledge of the Slovak language.

In order to be able to compare the data provided herein, Section 6 presents complementary information (in the form of tables) on the different parts concerning access to the labour market, eligibility or taking use of the measures which support the employability of beneficiaries of international protection, the state authorities responsible for such measures, the conditions for taking such measures, as well as related statistical data.

Section 1: Accessing the labour market: residence permits and the legal right to access the labour market

This section aims to provide an overview of the legal and policy framework and practices concerning the right to access employment for refugees, beneficiaries of subsidiary and humanitarian protection. This section will first provide an overview of the residence permits granted to refugees and beneficiaries of subsidiary and humanitarian protection and will subsequently review the legal right to access employment linked to the residence permits. It will then examine in particular whether any administrative conditions/requirements apply in law and/or in practice to access the labour market.

NB: Please note that you are requested to provide information on the residence permits and legal right to access the labour market granted to:

- beneficiaries of international protection; i.e. those granted international protection status, either as a refugee or a beneficiary of subsidiary protection as stipulated in the Qualification Directive and its recast;*
- Persons granted humanitarian protection status in the framework of an asylum procedure due to obligations under international refugee or human rights instruments⁶.*

Thus, third-country nationals granted alternative statuses (e.g. tolerated stay for medical reasons, illness, disability etc.⁷) are beyond the scope of this Study.

Q1 Please provide a brief overview of the legal and policy framework and practices concerning residence rights and labour market access rights granted to refugees, beneficiaries of subsidiary and humanitarian protection, linking the (type of) residence permit granted to labour market access rights⁸. Please distinguish and highlight any differences between the type of residence permit and accompanying labour market access rights between those granted to: a) refugees; b) beneficiaries of subsidiary protection, and; c) persons granted humanitarian protection

In the Slovak Republic, persons granted asylum or subsidiary protection are granted long-term residence permit under Council Directive 2003/109/EC of 25 November 2003 concerning the status of third-country nationals who are long-term residents. The difference between beneficiaries of international protection and other foreigners lies in the fact that beneficiaries of international protection automatically acquire permanent or temporary residence in the SR at the moment of being granted international protection.

Beneficiaries of subsidiary protection differ by the type of their residence, which depends on the type of international protection granted to them.

Persons granted asylum in the Slovak Republic have permanent residence. The foreigner's eligibility to obtain permanent residence arises under the respective provisions of the Act on Asylum. The police department of the MoI SR only issues a residence document to this person, but makes no decision on granting residence. On the day of receipt of the application for residence document, the MoI SR issues to the person granted asylum a certificate of permanent residence free of charge. This certificate is temporary and is valid for a period of 30 days from the date of issue and will be replaced by a permanent residence document. The MoI SR then registers the person granted asylum with the address stated in the application for issuing a residence document.

Persons granted subsidiary protection have temporary residence in the Slovak Republic. The foreigner's eligibility to obtain temporary residence again arises from the respective provisions of the

⁶ See Eurostat definition of "authorisation to stay for humanitarian reasons" which stipulates: "a person covered by a decision granting authorisation to stay for humanitarian reasons under national law concerning international protection by administrative or judicial bodies. It includes persons who are not eligible for international protection as currently defined in the Qualifications Directive (Directive 2011/95/EU) but are nonetheless protected against removal under the obligations that are imposed on all Member States by international refugee or human rights instruments or on the basis of principles flowing from such instruments. [...] persons granted a permission to stay for humanitarian reasons but who have not previously applied for international protection are not included under this concept."

⁷ See for example the EMN Study on Non-EU Harmonised Protection Statuses.

⁸ Please only report on the labour market access rights linked to first residence permits and renewals – see Art. 24 recast Qualification Directive (excluding permanent residence and citizenship permits).

Act on Asylum. Again, the police department of the MoI SR only issues a residence document to this persons but makes no decision on granting residence. Beneficiaries of subsidiary protection are eligible to apply for permanent residence after five years of legal residence within the SR, since one of the conditions for applying for permanent residence is continuous stay within the SR of five years. The granting of permanent residence is decided by the MoI SR.

Under the Act on Residence of Aliens,⁹ a foreigner who has been granted asylum shall be given by the police department a document of residence which contains the designation “Person Granted Asylum”. The validity of the document of residence is ten years. In the case of a person granted asylum for three years¹⁰, the validity of the document of residence is three years. The police department shall issue to a foreigner who was provided subsidiary protection a document of residence within 15 days, containing the designation “Subsidiary Protection”; the validity of the document of residence is for a maximum of one year. After the expiry of the document of residence, the police department shall issue to the person granted subsidiary protection a new document of residence with two-year validity. Prior to the expiry of validity of the document of residence, the validity of such a document may expire in case the refugee status or the status of a person granted subsidiary protection has ceased to exist.¹¹

Both categories of beneficiaries of international protection have free access to the labour market immediately after being granted one of the forms of international protection. After nine months from the submission of the asylum application, asylum seekers also have free access to the labour market in spite of the on-going asylum procedure. Persons granted asylum or subsidiary protection do not need a work permit¹² for entering employment, and are classified as disadvantaged job seekers on the labour market.¹³ Employment of these groups is also possible through work performed outside of employment contract.

Q2. This question serves to collect comparative information on the national legal/policy framework on residence permits granted to refugees and beneficiaries of subsidiary and humanitarian protection, indicating their duration (by law and in practice) as well as the conditions for applying for permanent residence and citizenship. Please complete the table below, distinguishing between refugees, beneficiaries of subsidiary protection and humanitarian protection.

Table 1 Residence permits granted to refugees, beneficiaries of subsidiary protection and persons granted humanitarian protection

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection*	Comments
Minimum duration of residence permit (by law)	The document’s validity is 10 years.	The document’s validity is one year.		If asylum is granted for three years (asylum for the purposes of family reunification), the document is also issued for a period of three years (and not for 10 years).
Maximum duration (including renewals ¹⁴)	The document’s validity is 10 years.	The document’s validity is two years.		Prior to the expiry of the document; the document’s validity

⁹ Under Article 73(11) of Act No. 404/2011 Coll. on Residence of Aliens and on changes and amendments to some acts as amended.

¹⁰ Under Article 20(2) of the Act on Asylum, asylum for the purposes of family reunification is first granted for a period of three years.

¹¹ Under Article 73(7) of Act No. 404/2011 Coll. on Residence of Aliens and on changes and amendments to some acts as amended.

¹² Under Article 23a(1)(h) of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts.

¹³ Under Article 8(1)(f) of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts.

¹⁴ Including possible renewal (but excluding permanent residence permits and permits granted after application for citizenship)

residence permit in months/years (by law)				ends also upon expiry of asylum or subsidiary protection.
Mean length of residence permit ¹⁵ in months/years (in practice)	10 years	First residence permit – for one year. Next residence permits – always for two years.		
After how many years of authorised stay can an application for permanent residence be made?	A foreigner who has been granted asylum is eligible for permanent residence directly under the Act on Asylum. The police department shall issue to such foreigner a document of residence which is valid for ten years.	After 5 years.		
What are the conditions for permanent residence?	The only condition is being granted asylum within the SR, which automatically makes them eligible to obtain permanent residence in the SR.	A five-year continuous authorised stay in the SR prior to the submission of the application for long-term residence.		Persons granted asylum or subsidiary protection are granted long-term residence under Directive 109/2003/EU.
After how many years of authorised stay can an application for citizenship be made?	Under Article 7(2)(e) of the Act on the Citizenship of the Slovak Republic ¹⁶ , the condition for obtaining the citizenship of the SR to a person granted asylum is at least four years of permanent residence in the SR prior to applying for the citizenship of the SR. The exception for persons granted asylum is incorporated in the law.	Regarding citizenship of the SR, a beneficiary of subsidiary protection may be subject to an exception as per Article 7(2)(g) of the Act on the Citizenship of the Slovak Republic. ¹⁷ According to this exception, the statutory condition of eight years of permanent residence needs not be fulfilled if the foreigner stayed in the SR during a continuous period of at least ten years and has been granted permanent residence at the time of applying for the citizenship of the SR.		
What are the conditions for citizenship?	The general conditions for the granting of citizenship of the Slovak Republic to a foreigner are stipulated in Article 7(1) of the Act on the Citizenship of the SR ¹⁸ – e.g. eight years of permanent residence in the SR; clean criminal record; proving proof of Slovak language skills, both spoken and written, and of general knowledge about Slovakia; fulfilment of foreigner’s obligations under the Slovak legislation (health insurance, social security contributions, fees and duties under the Act on Residence of Aliens ¹⁹). In case the is granted asylum at least four years immediately preceding the submission of the application for the citizenship of the SR, the citizenship may	The general conditions for the granting of citizenship of the Slovak Republic to a foreigner are stipulated in Article 7(1) of the Act on the Citizenship of the SR ²⁰ – e.g. the eight-year permanent residence in the SR; clean criminal record; proving proof of Slovak language skills, both spoken and written, and of general knowledge about Slovakia; fulfilment of foreigner’s obligations under the Slovak legislation (health insurance, social security contributions, fees and duties under the Act on Residence of		

¹⁵ First residence permit including possible renewal (excluding permanent residence permits and permits granted after application for citizenship)

¹⁶ Act No. 40/1993 Coll. on Citizenship of the Slovak Republic as amended.

¹⁷ Ibid.

¹⁸ Ibid.

¹⁹ Act No. 404/2011 of Act No. 404/2011 Coll. on Residence of Aliens and on changes and amendments to some acts as amended.

²⁰ Act No. 40/1993 Coll. on Citizenship of the Slovak Republic as amended.

	be granted without the need to fulfil the condition of the eight-year continuous permanent residence in the SR.	Aliens).		
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* The same applies as stated in the first column “Refugees” or in, in the context of the SR, “persons granted asylum”.

The Act on the Citizenship of the Slovak Republic²¹ stipulates the conditions for granting of citizenship of the SR. Beneficiaries of international protection in Slovakia may obtain citizenship of the SR upon fulfilling the statutory requirements. The general conditions for the granting of citizenship of the SR are laid down in Article 7(1) of the Act on Citizenship of the SR²² and the exceptions from the duration of stay (eight years of permanent residence in the SR as per Article 7(1)) are stipulated in Article 7(2 to 6) of the Act on the Citizenship of the SR²³ (for the spouse of a Slovak citizen, persons granted asylum, minors, stateless persons, persons with the status of Slovaks living abroad, persons released from the state bond of the Slovak Republic, former Czechoslovak citizens, etc.).

Further to the above, it can be concluded that in case the person is granted asylum at least four years immediately preceding the submission of the application for citizenship of the SR, citizenship may be granted without the need to fulfil the condition of the eighty-year continuous permanent residence in the Slovak Republic. All the other conditions must be met.

Upon submission of the application for citizenship of the SR, it is necessary to fill in the applicant’s questionnaire. During the filling in of the questionnaire, the knowledge of the Slovak language is examined by a committee composed of three members. The Slovak language skills are examined by means of an interview, reading aloud a randomly chosen press article, and by writing a summary of that article. The other general conditions for obtaining citizenship of the SR include clean criminal record, a proof of general knowledge about the SR, fulfilment of foreigner’s obligations under the Slovak legislation, such as health insurance, social security contributions, fees and duties as per the Act on Residence of Aliens. The foreigner has no legal entitlement to be granted citizenship of the SR. The MoI SR is not obliged to grant citizenship even if all the statutory conditions have been met.

Q3. Please set out in the table below any conditions that apply to access the labour market (as laid down in national legislation or practice), highlighting any differences with regard to conditions that apply to refugees, beneficiaries of subsidiary and humanitarian protection. In addition, to ensure comparability with regard to the specific conditions that apply (whether laid down in national legislation or applied in practice), please complete a more detailed table setting out the specific conditions in Annex 1.

²¹ Act No. 40/1993 Coll. on Citizenship of the Slovak Republic as amended.

²² Act No. 40/1993 Coll. on Citizenship of the Slovak Republic as amended.

²³ Ibid.

Table 2 Conditions linked to access to the labour market for refugees, beneficiaries of subsidiary protection and humanitarian protection

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection*	Comments / summary of main differences amongst the categories (if any)
Conditions for labour market access laid down in national legislation ²⁴	<p>Access to the labour market without a work permit or a confirmation of the possibility to fill a vacancy.</p> <p>A third-country national who has been granted asylum²⁵ is not required to present a confirmation on the possibility to fill a vacancy corresponding to a highly-qualified employment to enter the Slovak labour market.</p>	<p>Access to the labour market without a work permit or a confirmation of the possibility to fill a vacancy.</p> <p>A third-country national who has been subsidiary protection²⁶ is not required to present a confirmation on the possibility to fill a vacancy corresponding to a highly-qualified employment to enter the Slovak labour market.</p>		This applies after nine months following the submission of the asylum application.
Conditions for labour market access that apply in practice ²⁷	Slovak language skills, qualifications.	Slovak language skills, qualifications.		Depends on the specific job.
Main differences in conditions (as set out in legislation or in practice) concerning labour market access when compared with other third-country nationals legally residing on the territory	After being granted asylum, the person access the labour market.	After being granted subsidiary protection, the person is free to access the labour market.		In general, access to the labour market by third-country nationals is preceded by labour market testing. Third-country nationals, except for those meeting the conditions under Article 23a of the Act on Employment Services ²⁸ , are required to present a confirmation of the possibility to fill a vacancy corresponding to highly-qualified employment to enter the labour market. Persons granted asylum or subsidiary protection, however, are not required to meet these conditions and are free to enter the labour market.

²⁴ This can for example include the requirement to be in possession of a residence permit/work permit, or restrictions can apply in time (duration), to a specific employer, or employment sector, preference being given to EU citizens in general or for specific jobs, other?

²⁵ Under Article 23a(1)(i) of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts.

²⁶ Ibid.

²⁷ Even if no specific conditions are laid down in legislation, certain conditions may still apply in practice. These could be similar to the examples given for the conditions as laid down in legislation in footnote 14 above. If these apply in practice, but are not laid down in national legislation, please describe these in this row.

²⁸ Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts.

* The same applies as stated in the first column “Refugees” or in, in the Slovak context, “persons granted asylum”.

According to the Act on Employment Services²⁹, beneficiaries of international protection are considered disadvantaged job seekers and are not required to have a work permit.

In order to ensure earlier acquisition of economic self-sufficiency, professional self-realisation, development of their professional and work skills, as well as social and cultural integration with the citizens of the receiving country, these selected groups of third-country nationals are not required to present a confirmation of the possibility to fill a vacancy corresponding to a highly-qualified employment or the confirmation of the possibility to fill a vacancy to enter the Slovak labour market.

The Labour Code³⁰ defines four types of labour relations which are available both to persons granted asylum and persons granted subsidiary protection. The main type of labour relation defined by the Labour Code is employment. The Labour Code also specifies contracts for works performed outside employment, such as a contract on work performance, work activity and on student's temporary work.

Beneficiaries of international protection enjoy the same legal status as Slovak citizens, i.e. they have the same rights and obligations on the labour market. The Labour Code guarantees the right to a leave and regular wage; general access to public health insurance arising upon entry into a labour relationship with the employer; and defines the forms of social security, such as employee's rights during periods of inability to work, maternal leave, etc.

Section 2: Labour market integration policy and its organisation

Section 2.1: Overview of labour market integration policies for refugees, beneficiaries of subsidiary and humanitarian protection

Q4. Please give an overall summary of your relevant national policies related to labour market integration for refugees, beneficiaries of subsidiary protection and humanitarian protection indicating:

- What the main components of your labour market integration policy are (e.g. orientation/language courses, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling, access to housing etc. Any other?)

- For each component briefly describe the sub-elements, if necessary: For example, the concepts "orientation courses", "education", "counselling", "access to housing" are broad; within the delineation of the focus of the Study (please refer back to the definitions section) please describe what activities they cover. Also, in relation to guaranteed minimum resources, please list the benefits and/or programmes available in your Member State under the MISSOC category³¹ "guaranteed minimum resources".

- Whether the policy is specific to refugees, beneficiaries of subsidiary and humanitarian protection or more generic to all third-country nationals legally residing on your Member State's territory. If it is specifically tailored to refugees and beneficiaries of subsidiary and humanitarian protection could you briefly explain why this is the case? E.g. what are the reasons based upon which your government decided to specifically tailor policy to refugees, beneficiaries of subsidiary and humanitarian protection? (e.g. *because their specific needs are acknowledged and it is considered important to address these by specific measures tailored to their situation?*)

Regarding integration of foreigners, there is a fundamental framework document in place in Slovakia – the Integration Policy of the Slovak Republic, approved by Government Resolution No. 45 on 29 January 2014. The implementation of the integration policy is based on a coordinated co-operation between state authorities, local authorities, self-governments, as well as foreigners' communities, and assumes the involvement of non-governmental and other organisations working in the field of foreigners' integration. The Integration Policy of the SR defines eight interlinked priority areas: self-governing regions, housing, cultural and social integration, healthcare, education and social protection, citizenship of the SR and unaccompanied minors. Specifically, the Integration Policy of the SR addresses the entry of beneficiaries of international protection into the labour market. The document emphasises the importance of labour integration of foreigners in Slovakia, including gender issues. Besides facilitating the administrative burden related to the access of foreigners under international protection into the labour market, the policy considers it necessary to facilitate the access of such persons to the labour market and to improve their competitiveness compared to domestic workers. The

²⁹ Ibid.

³⁰ Act No. 311/2001 Coll. Labour Code and on changes and amendments to some acts, as amended.

³¹ MISSOC (2012), "Cross-cutting introduction to guaranteed minimum resources", available at: http://www.missoc.org/MISSOC/INFORMATIONBASE/COMPARATIVE/COMPARATIVE/INTRO/Introduction_Table_11.pdf

Integration Policy of the SR also places emphasis on the creation of conditions for the re-training of persons granted asylum and subsidiary protection with concrete practical use at the local and regional levels.

Given the current challenges in this field, the MO MoI SR is elaborating the Integration Policy with regard to beneficiaries of international protection. The state integration programme for beneficiaries of international protection is expected to be prepared in the course of 2016.³² In order to prepare this programme, a working group for asylum focused on integration of beneficiaries of international protection has been initiated within the Ministry of Interior.

The main integration policy tools with respect to the labour market, as detailed below in this study in line with the specifications, include language and orientation courses, vocational training, recognition of qualifications, guaranteed minimum resources, counselling, and access to housing.

Language courses are ensured through the integration project of the non-governmental organisation Slovak Catholic Charity (SCC) as a contractual partner of the MoI SR. The language courses include Slovak language instruction of at least six hours per week. Orientation courses include courses of cultural realities organised in co-operation with the SCC NGO and courses targeting orientation and labour market integration as part of the services provided by the COLSAF.

Vocational training for beneficiaries of international protection involves the Ministry of Education, Science, Research and Sports of the SR (MoESRS SR). With the aim to ensure better access to further education of adults, the ministry regularly publishes on its website, in the framework of the Continuing Education Information System, a database of all accredited education programmes leading to the obtaining, extending or deepening of qualifications. Information about each accredited education programme includes the name and scope of the programme, the graduate student profile, and names of the sponsor and lecturers. The ministry also publishes a list of all entities which may perform tests to check the professional skills for each qualification. By passing such exams, prerequisites are created to obtain a trade licence on the basis of which the graduates, if interested and upon meeting the other conditions, can set up a business in the field of craft trades. These databases form a reference for entities providing continuing education for adults and counselling, and serve for their better orientation with the aim to adapt the education process to each individual's needs. They are also a reference for trade offices which regulate commercial activity.

The recognition of qualifications of beneficiaries of international protection falls under the competence of the MoESRS SR. It is a complex and comprehensive process as it concerns persons who do not have the possibility to present documents on acquired education or qualifications.

The guaranteed minimum resources are specified in the common social security information system.

Beneficiaries of international protection may use resources from the social system, which are also defined within guaranteed minimum resources, in the same way as Slovak citizens, provided that they meet the statutory requirements, i.e. that they find themselves in material need. They can receive various benefits, such as housing allowance, child allowance, allowance in material need, protection allowance, activity-related compensation and dependent child allowance.

All kinds of counselling: social, psychological, labour and legal counselling is provided by means of partner NGOs which implement projects financed from EU funds.

Issues related to housing on the national level belong under the competence of the Ministry of Transport, Construction and Regional Development of the Slovak Republic. Housing for beneficiaries of international protection is currently ensured by a non-governmental organisation which implements

³² This programme is being prepared based on the Slovak Government Resolution No. 568/2015 from 21 October 2015 on Information on supporting NGO activities related to provision of humanitarian and integration support to refugees presented by initiators of the petition "A Plea for Humanity".

a project targeting the integration of beneficiaries of international protection under the supervision of the MO MoI SR.

A third-country national who has met the conditions for registration in the job seekers records of the COLSAF and has been included in this register is entitled to take use of active labour market measures as per the Act on Employment Services³³ under the same conditions as Slovak citizens. These measures concern education, preparation of job seekers for the labour market, and the support for employing disadvantaged job seekers and their mobility. Third-country nationals who have been granted asylum or subsidiary protection are considered disadvantaged job seekers³⁴, provided that they have been included in the job seekers register, and they are also provided with professional counselling services to support them in finding a job. In spite of the fact that they belong to the category of disadvantaged job seekers, their employability on the labour market is very low. Thus it could be concluded that their job placement is more likely to be in the area where companies offer job professions without the Slovak language requirement (such as assembly works).

Beneficiaries of international protection are subject to the same conditions as Slovak citizens classified as disadvantaged job seekers.

Foreigners including beneficiaries of international protection can obtain information about access to the labour market directly from the website of the MoLSAF SR: <http://www.employment.gov.sk/sk/informacie-cudzincov/>. Other sources of information in this field include information published on the website of the Migration Information Centre of the International Organization for Migration (“MIC IOM”): <http://www.mic.iom.sk/sk/>.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Have you set out the main components/support measures of labour market integration policy for refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Have you described the sub-elements of each component/support measure where necessary (at a minimum in relation to orientation courses, education, vocational education and training, counselling, and guaranteed minimum resources)?	Where information available - yes
Have you indicated whether the policy is specific to refugees, beneficiaries of subsidiary humanitarian protection, or to TCNs in general?	<input checked="" type="checkbox"/>
If the policy is/is not specific, have you explained why this is the case?	N/I

Section 2.2: Organisation of employment-related support measures

The following questions aim to get an overview of your Member State’s organisational approach to labour market integration policy for refugees, beneficiaries of subsidiary and humanitarian protection. Please note that the focus of the Study is on retrieving how your government organises employment-related support measures (i.e. any support measures provided by NGO’s without any (financial) involvement of the government is beyond the scope of this Study). In relation to these, the Study would like to provide an overview of your Member State’s organisational approach, examining whether and how coordination takes place between different actors involved.

Q5a. Please describe your Member State’s overall organisational approach with regard to labour market integration policy³⁵ to refugees, beneficiaries of subsidiary and humanitarian protection: who are the main state actors responsible for the provision of support measures? At what level is it implemented (national, regional, local) and does your Member State involve any third parties (international organisations/NGOs/other) and if so for what actions and based on what agreement?

³³ Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts as amended.

³⁴ Under Article 8 of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts as amended.

³⁵ *I.e. the support measures as included in the scope of this Study, namely: language courses, orientation courses, education, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling and access to housing.*

E.g. has your Member States concluded any contract/(cooperation) agreement with aforementioned partners (if so which) to implement employment-related support measures and to facilitate access to the labour market?

The sponsor of the Integration Policy of the SR is the MoLSAF SR. The MO MoI SR is also responsible for the integration of beneficiaries of international protection as the competent authority in the field of asylum and subsidiary protection. The institution coordinating the activities related to foreigners' access to the labour market in Slovakia and competent in this field is the Central Office of Labour, Social Affairs and Family of the SR (COLSAF).

The integration measures, including integration in the labour market, are implemented by means of projects financed from the European Union (EU) funds. These projects were implemented and funded from the European Refugee Fund (ERF) from 2004 until March 2015, and from the Asylum, Migration and Integration Fund (AMIF) from the end of 2015. During the temporary period when there was a gap between these two funds, emergency financing of the integration of the beneficiaries of international protection was ensured from the state budget funds.

This suggests that all integration activities have been recently conducted exclusively by means of NGO projects financed from EU funds on the basis of grant contracts between the MoI SR and the particular NGO. The MO MoI SR executes the function of the factual sponsor and sets the guidelines for, as well as checks the quality of services provided under integration projects.

Regarding projects financed from the EU funds, non-governmental organisations provide services, such as labour counselling, assistance in seeking a suitable job, preparation of persons granted asylum or subsidiary protection for job interviews or with the drafting of a CV, ensuring language courses, assistance in seeking suitable accommodation, organisation of various orientation courses, social and psychological counselling, legal counselling, and assistance in the recognition of qualifications. The services are provided all over Slovakia.

Q5b. Please indicate whether the provision of the different support measures³⁶ to recipients is in any way centrally coordinated? (i.e. is there one body that coordinates access to the different measures or alternatively do the different authorities structurally exchange information between each other etc.?)

If yes, please provide more information on how the support measures are coordinated? Please elaborate on:

- The coordination mechanisms (e.g. agreements/contracts/cooperation agreements/conventions/coordinating / intermediary bodies); and

- Please indicate at what level coordination takes place: at national, regional, or local level?

At present, Slovakia does not have a single institution providing complex coverage and central coordination of support measures related to foreigners' integration in the labour market.

Section 3: Support measures to access the labour market

This section explores in more detail employment-related support measures that aim to advance labour market integration for refugees, and beneficiaries of subsidiary and humanitarian protection. The support measures include: language courses, orientation courses, education, vocational training, recognition of qualifications, guaranteed minimum resources, counselling, and access to housing. It will explore how your Member State applies various support measures to enhance access to employment for the target groups identified, the organisational approach for the support measure, the implementation of the support measure as well as good practices in the provision of support measures. More specifically, for each of the main components of your labour market integration policy, you are requested to briefly indicate:

- How does your government organise the provision of the specific support measure; i.e. who is financially and executively responsible?

- How and by whom is the support measure implemented in practice; which authorities are involved on a daily basis? If implemented by third parties (international organisation/NGOs and other) please indicate the contractual basis for their involvement and the rationale)

- Do the actors who are involved on a daily basis receive support or training to focus the services to meet the needs of refugees, beneficiaries of subsidiary and humanitarian protection? If yes, by whom (state authorities or third parties? And if it's the latter is it based on an agreement with the state?)

³⁶ The support measures as included in the scope of this Study, namely: language courses, orientation courses, education, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling and access to housing.

- Are the services under the support measure in any way specifically tailored to meeting the employment access needs of refugees, beneficiaries of subsidiary and humanitarian protection? If so, how? And how do they differ from support measures available to other third-country nationals legally present on your Member State territory?
- What are the obstacles (if any) to access the support measure in practice? Please also explain whether these apply equally to refugees, beneficiaries of subsidiary and humanitarian protection as well as to all third-country nationals legally residing on your Member States' territory
- Describe any good practices for the provision of the support measure and if possible support this with evidence (e.g. studies/evaluations, other publicly available information etc.). This can include a good practice in general, i.e. when the measure works well in facilitating access to the labour market, also if the support measure is not specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection.

NB: Please note that we would like you to complete additional tables in Section 6 in relation to employment-related support measures. These tables complement the information provided in this section and will ensure comparability between Member States.

Language courses

Q6. In relation to language courses, please explain the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure. *When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed*

The Integration Policy of the Slovak Republic emphasises the key importance of the foreigners' education, particularly with regard to mastering the language of instruction at schools in the case of children, as well as Slovak language skills in the case of adults upon entering the labour market.

In terms of legislation, Slovak language instruction in this context is based on the Act on Asylum³⁷, according to which the MoI SR shall ensure Slovak language courses to persons granted asylum or subsidiary protection. Slovak language instruction is ensured on a subcontracting basis through contractual partners of the MoI SR, mainly third-sector organisations. These organisations have experience in working with beneficiaries of international protection and have worked in this field for several years. NGO staff members who teach Slovak are qualified in this field and are prepared for work with the target group, but are not trained formally to teach Slovak for foreigners. The MO MoI SR monitors the material aspects of the activities, the attendance of beneficiaries of international protection, as well as the content of instruction.

In practice, Slovak language instruction is organised in such a way that the non-governmental organisation ensures, in the framework of comprehensive services provided by means of its integration project for beneficiaries of international protection, a lecturer of Slovak language directly in the Slovak region in which the organisation runs its activities and where it has its project office (mainly Bratislava, Žilina and Košice). The Slovak language teacher is usually employed on the basis of a contract on work performance. The instruction runs in groups 2- to 3-times per week for the duration of 2 hours. Further to the individual assessment of their situation by the Migration Office, some families attend individual Slovak language lessons, particularly in towns and cities outside of Bratislava. According to the possibilities of the non-governmental organisation, Slovak language courses are split into courses for beginners and for advanced learners. Naturally, Slovak language instruction is adapted to the specific needs of beneficiaries of international protection - both persons granted asylum and persons granted subsidiary protection.

In the Slovak context, however, there is no state integration programme for beneficiaries of international protection at the moment, which has an impact on Slovak language instruction. Language courses are not organised in a systemic way, there is no single teaching methodology, and the courses are not intensive as their financing is influenced by the amount of the allocation for comprehensive services in the framework of project-based integration. The attained level of language skills is not tested. Another problem is the fact that no stable and continuous financing is ensured.

The practical obstacles relate, in particular, to the individual family situation of the beneficiaries of international protection when, for example, a single mother has a problem with childcare while

³⁷ Act No. 480/2002 Coll. on Asylum and on changes and amendments to some acts.

attending a course, etc. There is often a lack of opportunities for further practicing of Slovak as beneficiaries of international protection often fear being actively involved in interactions with the general population.

Once international protection has been granted, Slovak language teaching for beneficiaries of international protection is mandatory during the period of being provided financial support under integration projects (six months with possible extension upon individual assessment by the Migration Office of the vulnerability of beneficiaries of international protection). Good practice includes the incorporation of the condition of mandatory participation of beneficiaries of international protection in Slovak language instruction into the integration contract concluded with the non-governmental organisation. If the beneficiary of international protection misses more than 25 per cent of the course without justification, the material and financial assistance under the NGO project is reduced, which is an important incentive factor.

Beneficiaries of international protection also have the opportunity to attend education in Slovak language by means of courses organised by language schools or some higher education institutions, but such courses must be paid by the beneficiaries themselves. They can also improve their Slovak through the on-line system, for example, on the website www.slovake.eu.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Description of obstacles (if any)	<input checked="" type="checkbox"/>
Identification of good practices (if any)	<input checked="" type="checkbox"/>

Orientation courses

Q7. In relation to orientation courses³⁸, please explain the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure. *When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question pose.*

Orientation courses in Slovakia include courses on cultural realities ensured by partner NGOs, and courses provided as part of the COLSAF services targeting orientation and inclusion in the labour market.

Courses on cultural realities provided by non-governmental organisations

Courses on cultural realities are organised in groups in the project offices of the partner NGOs in Bratislava, Žilina and Košice, or individually in the framework of cultural or social counselling, and target the specific needs of beneficiaries of international protection. Emphasis is placed on the most vulnerable persons. The social workers of partner NGOs are qualified in the given field and specially trained for the provision of such courses. The MO MoI SR monitors the quality of courses provided by such NGOs.

³⁸ Orientation courses typically provide factual information about the country of destination but may also aim to foster positive attitudes for successful adaptation in the long run. These could include opportunities for migrants to gain (and practice) the necessary skills needed to facilitate their integration and to develop helpful attitudes including pro-activity, self-sufficiency and resourcefulness (knowing how to find the information they are seeking); skills include knowing how to conduct oneself in certain situations, time management and goal-setting, as well as being able to navigate complex systems including banking, social, health and emergency services, transportation etc. (Source: IOM Best Practices IOM’s migrant training and pre-departure orientation programmes).

Similarly as language courses, courses on cultural realities for beneficiaries of international protection are not organised in a systemic way. Even though the Integration Policy of the SR stresses the importance of cultural and social integration of foreigners, such courses for beneficiaries of international protection are performed mainly in the framework of comprehensive services integration projects for beneficiaries of international protection on a subcontracting basis through the contractual partners of the MoI SR within their possibilities. If the beneficiaries of international protection are included in the register of job seekers or in the list of disadvantaged job seekers, the COLSAF can ensure training and preparation for the labour market.³⁹

Courses targeting orientation and integration in the labour market, provided by the COLSAF

In general, courses targeting orientation and integration in the labour market are provided to disadvantaged job seekers. This category includes beneficiaries of international protection who can take use of such courses. Courses for beneficiaries of international protection are run in the same format as for Slovak citizens which means that they do not take into account the specific needs of this target group. This also relates to the fact that they cannot take use of such courses until they master Slovak, which can be a lengthy process. For this reason, beneficiaries of international protection attend the courses provided by the COLSAF very seldom.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Description of obstacles (if any)	<input checked="" type="checkbox"/>
Identification of good practices (if any)	N.A.

Education

*NB: For education, please only provide information on support provided to the target groups that has a **specific focus on access to education that has a direct link to employment**, for example, by providing support for the development of higher level (non-vocational) skills. Please do not report on access to education more generally for these groups. **The focus is on education for those of employment age that might lead towards employment.***

Q8. In relation to access to education, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed

Regarding education and preparation for the labour market, no special programme for beneficiaries of international protection has been set up, and there is no space for special preparation of the participants involved in the education of this target group. The School Act⁴⁰ falls under the competence of the MoESRS SR and lays down compulsory ten-year school attendance which also applies to beneficiaries of international protection. Beneficiaries of international protection have access to tertiary education under the same conditions as Slovak citizens. Under the Act on Higher Education Institutions⁴¹, beneficiaries of international protection may be admitted to university studies only on the basis of the results of a regular admission procedure further to which they can study in Slovak language. The legislation in place does not allow for any exceptions for beneficiaries of international protection or for

³⁹ Under Article 46 of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts as amended.

⁴⁰ Under Article 19(2) of Act No. 245/2008 Coll. on Education (School Act) and on changes and amendments to some acts.

⁴¹ Act No. 131/2002 Coll. on Higher Education Institutions and on changes and amendments to some acts.

any other way of admission or study at higher education institutions than those available to Slovak applicants for study. A tuition fee must be usually paid for study in a foreign language. At some higher education institutions, it is possible to request the waiving of the fees, which is used in practice in cases where the MO MoI SR or partner NGOs write a letter of support for beneficiaries of international protection with the request to waive the tuition fee. The obstacles experienced in this area concern mainly the recognition of education and poor knowledge of Slovak language, which is necessary when taking an exam for the recognition of foreigner's education or qualification. If beneficiaries of international protection have an education document, it must be translated and officially verified. If, however, they do not have a document on attained education from their country of origin, they can request the assessment and verification of their education by means of examination at the school determined by the MoESRS SR on the basis of the person's written application. The examination is taken in the Slovak language, and according to the results the client is allowed to study at the respective level of education (see Q 10).

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Description of obstacles (if any)	<input checked="" type="checkbox"/>
Identification of good practices (if any)	N.A.

Vocational education and training

Q9. In relation to vocational education and training⁴², please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed

The Centre for Continuing Education as an education institution within the MoESRS SR provides vocational training leading to improved competences and skills for professional growth. Vocational training for beneficiaries of international protection is provided under the same conditions as for Slovak citizens, which is sometimes financially demanding and, hence, is not used often.

The person granted asylum or subsidiary protection is considered a disadvantaged job seeker in the case of being included in the register of job seekers, and can attend training and labour market preparation, if it is necessary for finding a job on the basis of the evaluation of his/her abilities, work experience, professional skills, attained level of education and physical health. Such training represents theoretical or practical preparation coordinated by the COLSAF, enabling the job seeker to find a job by acquiring new professional knowledge and skills (including accredited re-training courses and other education activities, as specified in the law). The COLSAF can organise such training in case the job seeker lacks sufficient professional knowledge and skills or if it is necessary to adapt his/her work skills to the demands of the labour market.⁴³

The COLSAF can provide the job seeker a contribution corresponding to 100 per cent of the training costs, compensation of travel expenditures, food allowances and, if needed, accommodation. If the job seeker is a parent taking care of a child before starting mandatory school attendance, the office can

⁴² Vocational education and training aims to equip people with knowledge, know-how, skills and/or competences required in particular occupations or more broadly on the labour market.

⁴³ Under Article 46 of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts as amended.

provide him/her with a contribution for services provided to families with children – compensation of a part of the costs related to the placement of the child in a pre-school facility, or a part of the costs of the person taking care of the child while the parent attends training. If the job seeker ensures the training on his/her own (individually) and is employed or is setting up a business on the basis of such training, the office can reimburse 100 per cent of the costs of such training and maximum 600 euros after entering employment or self-employment.

The workers providing such services are specialised in vocational training in general, but are not specialised specifically in the category of beneficiaries of international protection.

One of the possible obstacles is that beneficiaries of international protection must meet the same conditions as Slovak citizens, which creates further barriers to access to the given measure (for example, the need to master Slovak, the proof of previous employment or skills).

It is good practice that the COLSAF applies positive discrimination to the most disadvantaged persons on the labour market, for example, through protected workshops and protected workplaces for disabled persons which can also include beneficiaries of international protection. Such workshops or workplaces are set up by a legal entity or a natural person, and employ persons with disabilities who are not able to find a job on the open labour market. Another option is to set up workplaces in which disabled persons are trained or prepared for work. Such protected workshops, however, cannot be used by persons granted subsidiary protection, as their use is tied to permanent residence which is not available to beneficiaries of subsidiary protection (they have temporary residence).

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Description of obstacles (if any)	<input checked="" type="checkbox"/>
Identification of good practices (if any)	<input checked="" type="checkbox"/>

[Procedures for the recognition of qualifications](#)

Q10. In relation to procedures for the identification and recognition of qualifications, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed

Directive 2005/36/EC on the recognition of professional qualifications, which applies to the recognition of professional qualifications within the EU, makes the Member State decide what kind of legislation it would apply to third-country nationals. The SR has ensured identical conditions for third-country nationals and Member State nationals. The recognition of the level of education attained in a third country guarantees the same approach to the recognition of documents on education and professional qualifications irrespective of the country of origin and excludes discrimination in favour of a Member or non-Member State. According to the Slovak legislation currently in place, no difference is made upon the assessment of professional qualifications in terms of citizenship or the country of origin in which the qualifications were acquired.

If a person, for reasons for which s/he was granted asylum or subsidiary protection, left his/her country of origin without the possibility to take his/her documents and, hence, is unable to present the documents proving his/her previous education, s/he can request his/her attained education to be assessed and verified. The beneficiary of international protection who is willing to have his/her attained

education assessed and verified must submit to the MoESRS SR a written application stating, in addition to identification data, all important information concerning his/her attained education and previous education. In his/her application, it is required to indicate the name and the place of the education institution and the level of attained education. In case the MoESRS SR finds out that the applicant provided false information or that the applicant had the document of education at the time of the asylum procedure, it shall reject the application.

If a reason exists for assessing and verifying the applicant's education, the MoESRS SR shall appoint the school to perform such verification. The process of assessment and verification of the previous education of the applicant under international protection is conducted in the form of an examination which consists of an oral and a written part and, if needed, of a practical part. The examination report contains the evaluation of the proven level of education of the applicant under international protection, as well as information about the possibility to continue education to acquire the desired level of education. The applicant under international protection can subsequently join the formal education system in the Slovak Republic.

The actors involved in the process of recognition of qualifications are not trained specifically on interactions with beneficiaries of international protection.

One of the obstacles is the language barrier which results in the impossibility of taking the exam to assess and verify the attained education. Given the fact that beneficiaries of international protection were granted protection in the Slovak territory due to fear for their life in their country of origin, they cannot request the issue of a document on their education attained in the country of origin.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Description of obstacles (if any)	<input checked="" type="checkbox"/>
Identification of good practices (if any)	N.A.

Counselling services

NB: please provide information on the types of counselling that the target groups are entitled to in order to specifically support them to access employment. This could include counselling for trauma as well as other specific problems relating to their status as refugees / beneficiaries of international / humanitarian protection where this may present a barrier, but could also include counselling to assist in job readiness preparation and support.

Q11. In relation to counselling services, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed.

Beneficiaries of international protection are provided with comprehensive social counselling, cultural mediation, labour, psychological and legal counselling through integration projects by NGOs for beneficiaries of international protection in project offices in Bratislava, Žilina and Košice. The quality of counselling services is carried out by the MO MoI SR as the factual sponsor.

Social counselling and cultural mediation is important for beneficiaries of international protection mainly with regard to reporting to authorities and **their social** integration into society.

Labour counselling includes assistance in seeking a job, drafting CVs and cover letters. Beneficiaries of international protection are usually provided with assistance at job interviews with potential employers.

Good practice related to labour counselling includes also the experiences of the MO MoI SR with private companies which provided beneficiaries of international protection with counselling on employment, opening a trade licence in Slovakia or work customs and conditions in a private company. They were willing to help refugees not as a charity, but rather through offering job opportunities, accommodation and assistance. It is too early to evaluate the success or failure of such employment of beneficiaries of international protection where they are directly sought by a private company, offering assistance in launching their professional career. It is, however, a very interesting experience, not so common in Slovakia.

Psychological counselling is offered to beneficiaries of international protection upon entering the integration project and subsequently according to their individual needs. However, given the cultural specificities of beneficiaries of international protection, psychological counselling is not often used in practice, as it is either a shame in certain cultures to talk to a psychologist, or it is simply uncommon. The psychologists' practice related to the integration of beneficiaries of international protection shows that a substantial part of such persons suffers from serious psychological problems due to their past experiences. Good practice in this regard includes spare-time activities involving a psychologist who, upon assessing the clients' condition provides them with assistance with respect to the problem identified. The basic obstacle of the provision of psychological counselling, even if the beneficiary of international protection is willing to receive such counselling, is the language barrier. In most cases it is necessary to ensure the presence of an interpreter for the conversation with a psychologist, which can result in loss of trust. In case the interpreter comes from the same country in terms of cultural specificities, the beneficiary of international protection would not necessarily disclose what s/he would otherwise tell the psychologist in the absence of an interpreter. Another obstacle can be the failure of the beneficiaries of international protection to attend the arranged appointments with the psychologist, which is very common in practice.

As for legal counselling, the matters addressed most commonly concern appeals against decisions on non-granting of asylum and on granting of subsidiary protection or decisions on family reunification. Even though there are cases of discrimination of beneficiaries of international protection where their employer refuses to employ them because they are foreigners or work illegally or are paid much less than agreed, beneficiaries of international protection are not willing to address these problems in a legal way not even after being called to do so.

Counselling services provided through non-governmental organisations are specifically adapted to the needs of beneficiaries of international protection. Such organisations are specialised exclusively on work with this target group and are professionally trained in this area.

Another possibility in the field of labour counselling for beneficiaries of international protection are services provided by the COLSAF to disadvantaged job seekers. As mentioned in the reply to question Q9 above, the beneficiaries of international protection who are included in the register of job seekers are classified as disadvantaged groups of job seekers. This means that they can be provided with professional counselling services by the COLSAF targeted to influence decision-making and behaviour, reconciliation of personal background of job seekers and the requirements for performing certain jobs, as well as social and work adaptation. In the framework of these services, the personal background, skills and competences of the disadvantaged job seeker are assessed. An individual action plan to support his/her success on the labour market is prepared, the obstacles to entering the labour market are diagnosed and identified, and the job seeker's personal profile is created to determine the activities, measures and services needed to integrate him/her into the labour market.⁴⁴ In practice, however, beneficiaries of international protection do not use these services of the COLSAF very often.

⁴⁴ Under Article 43 of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts as amended.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Description of obstacles (if any)	<input checked="" type="checkbox"/> where applicable
Identification of good practices (if any)	<input checked="" type="checkbox"/> where applicable

Access to housing

Q12. In relation to access to housing⁴⁵, please describe whether refugees, beneficiaries of subsidiary and humanitarian protection are entitled to receive help from the government with regard to access to housing, and how it is implemented in practice. Please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed

According to the Integration Policy of the SR, housing is an essential prerequisite of foreigners' integration, emphasising the possibility of rental/public housing. The reality in Slovakia, however, is the lack of rental flats both for the general population as well as for the beneficiaries of international protection. The absence of stable and affordable housing is a major problem for the integration of beneficiaries of international protection.

According to the Act on Asylum,⁴⁶ “the objective of integration is the inclusion of persons granted asylum into society, in particular the acquisition of appropriate accommodation and employment. After the granting of asylum, the MoI SR shall usually place the person granted asylum in an integration centre and shall offer one-off accommodation to such person. The Ministry shall grant the municipality which will provide the accommodation to the person granted asylum an accommodation allowance or a allowance for the development of municipality infrastructure under the conditions stipulated in the comprehensive integration programme, to be adopted by the Government upon a proposal of the Ministry.”

In recent years, the accommodation of new beneficiaries of international protection was mainly secured through financial allowances for these persons, provided through the contractual partners of the MoI SR – co-operating non-governmental organisations – from the ERF funds. During an interim period after the expiry of the programming period of the given fund and before the launch of the AMIF, the contributions to housing were paid from the state budget – by the MO MoI SR staff. The financial allowance for housing and assistance in seeking suitable accommodation were provided for six months upon granting of international protection. In the case of vulnerable categories of persons, such services could be provided for a period of over six months on the basis of individual assessment by the MO MoI SR.

⁴⁵ Support measures for access to housing include those measures that facilitate finding accommodation for those who cannot find it themselves. This could include social housing, state funded housing in the private sector, provision of financial resources to access housing etc.

⁴⁶ Under Article 28 of Act No. 480/2002 Coll. on Asylum and on changes and amendments to some acts.

In practice, accommodation of beneficiaries of international protection is currently ensured by a non-governmental organisation which implements a project on integration of beneficiaries of international protection under the supervision of the MO MoI SR.

Individuals are accommodated mostly in boarding-houses; accommodation for families is sought mainly in flats. Since there is a general lack of rental/social housing in Slovakia, common commercial rental of flats from private owners is used, which is, however, financially very demanding.

The search for such accommodation faces practical problems related mainly to prejudices, stereotypes and sometimes even racism by accommodation facilities or owners of flats. At first sight, this problem seems to relate to the attitudes of the boarding-houses' owners, but after an inquiry it turned out that it is rather related to the Slovaks living in the same accommodation facilities who do not wish to be accommodated in rooms and common accommodation units with foreigners of a different nationality, language etc. This concerns foremost Slovak workers who are not comfortable with this target group of beneficiaries of international protection. The accommodation facilities as such do not consider it a big problem. But since they mostly have Slovak clients, they prefer Slovak citizens to prevent problems and conflicts.

This is one of the reasons why the non-governmental organisation seeks to find private accommodation especially for families (e.g. rental of flats, rooms in family houses etc.). In this case the obstacles are related to the very owners who are not willing to accommodate foreigners. Another obstacle is that owners of flats do not want to give consent to reporting the stay of beneficiaries of international protection at their address or to using the accommodation address on the residence document. The owners issue an accommodation lease, but in order to state the temporary address on the residence document it is necessary to obtain the owner's consent for the accommodation of the particular person granted international protection (together with extract from the Land Register) by means of a signature made in front of a notary. Only few owners are willing to undergo this procedure.

Another obstacle is the payment of deposits to owners of flats or commissions to real estate agencies. This is extra money beyond the rent which beneficiaries of international protection do not have.

The allocation of social housing in Slovakia is under the competences of towns and municipalities and is ensured through generally binding municipal regulations. The condition for allocating a social flat mainly in larger cities (e.g. Bratislava, Košice) is at least five years of permanent residence of the applicant in the given city, which places persons granted subsidiary protection in a disadvantaged situation, as they are issued temporary residence. Some municipalities, especially smaller ones, state in their generally binding regulations the possibility of allocating social flats also to persons with temporary residence.

The MO MoI SR currently deals with the possibilities of obtaining social flats for beneficiaries of international protection as one of the priorities of the newly prepared State Integration Programme for Beneficiaries of International Protection. In this regard, the MO MoI SR will contact in person and by letter all regional capitals and their "satellites" up to the distance of 50km with the request to modify the generally binding regulations in favour of persons granted subsidiary protection.

In case beneficiaries of international protection do not receive any assistance from an integration project, they can apply for a housing allowance from the state – the MoLSAF SR. The housing allowance is defined in the Act on Assistance in Material Need⁴⁷ and is designed for partial reimbursement of housing expenditures.

The housing allowance is 55.80 euros per month for single-person households or 89.20 euros per month for multiple-persons households or rent of a flat by several tenants. The beneficiaries of international protection are entitled to the housing allowance only in case they meet certain conditions, i.e. they are in

⁴⁷ Act No. 417/2013 Coll. on Assistance in Material Need and on changes and amendments to some acts.

material need and own a flat, or have a contract concluded directly with the landlord for an indefinite period of time.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Description of obstacles (if any)	<input checked="" type="checkbox"/>
Identification of good practices (if any)	N.A.

Guaranteed minimum resources

Q13. In relation to guaranteed minimum resources⁴⁸, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed

The Slovak Republic guarantees by law⁴⁹ the following minimum resources for beneficiaries of international protection:

Material need

Material need is a condition where the income of the household members does not reach the subsistence minimum amount⁵⁰ laid down in a special regulation and the household members are not able or cannot secure any income or increase their income by work, exercise of ownership rights or other rights related to assets or by claiming their rights.

Assistance in material need also pertains to a foreigner, stateless person, person granted asylum or subsidiary protection and de facto refugee⁵¹ with residence in the SR if assistance is provided under other than special regulations or international treaties by which the SR is bound. The state support legislation respects the principles of equal treatment with respect to foreigners and guarantees the same status of foreigners with legal residence in the SR as the legal status of the Slovak citizens. According to the current legislation, foreigners – third-country nationals – may claim benefits in the case of legal stay in the SR and upon meeting the applicable conditions stipulated by law.

Assistance in material need is provided to solve or mitigate the condition of material need (benefit in material need, activity-related compensation, protection allowance, dependent child allowance, housing allowance).

The benefit in material need is 61.60 euros per month and per individual; 117.20 euros for a person with a child or maximum four children; 107.10 euros for a childless couple; 160.40 euros for a couple with

⁴⁸ Refers to benefits provided to people with insufficient resources. It includes support for destitute and vulnerable persons to help alleviate poverty or assist in difficult situations (Source: ESSPROS Manual, 2008 Edition, Eurostat).

⁴⁹ <http://www.employment.gov.sk/sk/ministerstvo/integracia-cudzincov/zivotne-situacie-cudzincov/>

⁵⁰ The subsistence minimum is 189.83 euros per month for an adult physical person; 132.42 euros per month for another jointly assessed adult; and 86.65 euros per month for a provided minor or unprovided child.

⁵¹ Person granted temporary protection.

a child or maximum four children; 171.20 euros for a person with more than four children; and 216.10 euros for a couple with more than four children.⁵²

Assistance in material need also includes activity-related compensation of 63.07 euros per month, housing allowance of 55.80 euros per single-person household and 89.20 euros in case of multi-person household; protection allowance from 63.07 to 13.50 euros per month depending on age, the ability to perform economic activities, health condition and family status,⁵³ and a one-time benefit in material need up to the amount of proven expenditures and maximum three-times the subsistence minimum per adult.⁵⁴

The benefit in material need or a part of it pertains to a foreigner who is not employed and is not a party to any other similar relationship in case s/he performs, for at least 32 hours a month, minor municipal services or volunteer work or joins activities aimed at preventing exceptional situations. However, in case such type of work is not offered, such person is entitled to receive the benefit in material need even without work.

One-time and recurrent state social benefits

In addition to the benefit in material need, the foreigner with permanent or temporary residence in the SR is also entitled to one-time and recurrent state social benefits. One-time benefits include birth allowance of 829.86 euros for the first- to the third-born child and 151.37 euros for the fourth-born and every subsequent child.⁵⁵ The recurrent allowance for a child entrusted into foster care is 500 euros and the recurrent allowance for a child entrusted into foster care is 138.13 euros per month in the case of a unprovided child without income; the recurrent allowance to the foster parent is 175.62 euros per month. Recurrent benefits also include special recurrent allowance to the foster parent of 72.36 euros per month for the care of every entrusted child with serious disabilities.⁵⁶ Funeral payment⁵⁷ is provided in the amount of 79.67 euros.⁵⁸

Recurrent state benefits pertaining also to beneficiaries of international protection include: child benefit, parental allowance and other allowances related to the child care in addition to the parental allowance.

The child benefit⁵⁹ is 23.52 euros per month for education and food. One of the conditions for claiming the child benefit in the case of a foreigner is that the foreigner is the parent or the guardian of the child and takes due care of the child. Furthermore, the parent or guardian shall have permanent or temporary residence in the SR. This benefit can be claimed by submitting an application at the competent labour office according to the place of permanent or temporary residence.

The parental allowance of 203.20 euros per month serves to ensure due care of a child up to 3 years of age. In the case of long-lasting adverse health conditions of the child, the entitlement to the allowance is extended up to 6 years of age of the child. If the child is entrusted into foster care, the allowance can be claimed up to 6 years of age of the child and for a maximum period of three years from the date of the final court decision on entrusting the child into foster care.

⁵² Act No. 417/2013 Coll. on Assistance in Material Need and on changes and amendments to some acts.

⁵³ Under Article 7(2) of Act No. 417/2013 Coll. on Assistance in Material Need and on changes and amendments to some acts.

⁵⁴ Under Article 17 of Act No. 417/2013 Coll. on Assistance in Material Need and on changes and amendments to some acts.

⁵⁵ Under Article 4(1) of Act No. 383/2013 Coll. on Birth Allowance and Allowance upon Multiple Birth and on changes and amendments to some acts

⁵⁶ Act No. 627/2005 Coll. on Allowances to Support Substitute Child Care as amended.

⁵⁷ Act. 238/1998 Coll. on Funeral Allowance as amended.

⁵⁸ The applicant is entitled to the funeral payment provided that s/he is an adult with the right to arrange the funeral and s/he and the deceased person have permanent or temporary residence in the SR. The applicant can claim this allowance by submitting a written application at the place of residence of the deceased person, confirmed by the funeral service and the district office.

⁵⁹ Under Article 8(1) of Act No. 600/2003 Coll. on Child Benefit and on changes and amendments to Act No. 461/2003 Coll. on Social Insurance.

The parental allowance⁶⁰ includes: allowance to parents with three or more children and to whom twins were born repeatedly in the course of two years; maintenance allowance; allowance to cover the needs of the child entrusted into foster care; foster parent's remuneration.

The allowances can be claimed at the labour office according to the place of permanent residence. The application must state the applicant's name and surname, permanent residence and birth registration number. The office will assess the application within 30 days from delivery. The office provides the allowances during the first two years; subsequently this competence is transferred to the municipality. The allowances can be provided in monetary or material form (clothing, food, shelter).

The allowances are paid with a one-month delay, by the end of the calendar month following the month in which the entitled person met the applicable conditions at the latest. The allowance and the benefits are not paid abroad and during periods when the person stays abroad.

The provision of the allowance and of the benefits and the provision of the one-off allowance in material need do not exclude each other.

The labour offices and their staff are not trained specifically for interactions with beneficiaries of international protection. The Slovak citizens are also entitled to such benefits and allowances.

In practice, several obstacles are experienced, for example, in obtaining the housing allowance where beneficiaries of international protection are required to present a rental contract which they mostly do not have as landlords usually provide only a sub-tenant contract which does not entitle them to obtain such allowance. The process of obtaining all these state allowances is demanding in terms of administration and also due to the language barrier.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Description of obstacles (if any)	N/A
Identification of good practices (if any)	N/A

Section 4: Labour market participation

This section will provide an overview as to what extent refugees, beneficiaries of subsidiary and humanitarian protection are able to successfully secure employment in the different Member States. It will map the sector/industries and the type of work mostly secured by beneficiaries.

Q35. Please complete the table below concerning the number of refugees, beneficiaries of subsidiary and humanitarian protection that are employed/unemployed/inactive. Please provide the stock: i.e. the total number on 31 December of every year. If the exact data are not available, an indicative percentage or number can be provided in *Italic*.

⁶⁰ Act No. 571/2009 Coll. on Parental Allowance and on changes and amendments to some acts.

Table 3 Statistics on labour market participation

	Refugees					Beneficiaries of subsidiary protection					Beneficiaries of humanitarian protection**				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Total number granted protection	15	12	32	15	14	57	91	104	34	99	NA	NA	NA	NA	NA
Total number employed (including self-employment)	0	0	6*	14*	15	0	0	0	5	11	NA	NA	NA	NA	NA
Total number overqualified in their position	-	-	-	-	-	-	-	-	-	-	NA	NA	NA	NA	NA
Total number unemployed ⁶¹	-	-	-	-	-	-	-	-	-	-	NA	NA	NA	NA	NA
Total number of inactive persons ⁶²	-	-	-	-	-	-	-	-	-	-	NA	NA	NA	NA	NA

Source:

Explanatory notes:

*(:) Asylum applicants.

**(:) The number is included in the number of persons granted asylum (see the column “Refugees”).

(-) This data is not monitored, i.e. it is not possible to specify the number of such persons.

⁶¹ Also referred to as job-seekers in certain Member States.

⁶² “Inactive persons” are those who are not in the labour force so are neither classified as employed nor as unemployed. This category therefore does not include job-seekers. (Source: Eurostat)

Q36. Drawing on available research on employment/unemployment (or if not available, indications from relevant stakeholders) please indicate the sector/industry and the type of work which beneficiaries mainly successfully secure jobs in your Member State. Please provide several examples and make sure to indicate in your answer whether refugees, beneficiaries of subsidiary and humanitarian protection are often overqualified in their position and provide, if possible, evidence.

No overview of sectoral activities and professions occupied by beneficiaries of international protection is available, as the overview does not include separate statistical category of persons granted asylum or subsidiary protection. According to available information from partner NGOs, employers in most cases offer to beneficiaries of international protection only minimum wage low-qualified jobs. It is a fact, though, that beneficiaries of international protection do not have the chance to get higher-qualified positions without command of the Slovak language. Beneficiaries of international protection often refuse to accept low-qualified jobs because low wage is not sufficient for covering their basic needs. Thus, many of them find a job rather within their communities and through acquaintances where they use their mother tongue and where communication in Slovak is minimal.

Section 5: Conclusions

This Section will outline the main findings of the Study and present conclusions as to what extent refugees, beneficiaries of subsidiary and humanitarian protection can access employment and employment-related support measures, identifying good practices, including the availability of tailored support. It will also draw conclusions on the extent to which there are differences in treatment between refugees and beneficiaries of subsidiary and humanitarian protection.

Q37. Please summarise your Member State's policy on access to employment, indicating any practical obstacles for the target group of this Study (refugees, beneficiaries of subsidiary and humanitarian protection)

In order to enter the Slovak labour market, beneficiaries of international protection are not required to present confirmation of the possibility to fill a vacancy corresponding to highly qualified employment, confirmation of the possibility to fill a vacancy and the work permit. The SR has chosen this approach in order to ensure earlier acquisition of economic self-sufficiency, professional self-realisation, development of professional and work skills and socio-cultural integration with the citizens of the receiving country.

Even though the employment of beneficiaries of international protection is not hindered by any legislative obstacles, in practice it is difficult to get employed mainly due to poor language skills. Almost all positions require at least minimum Slovak language skills, mainly in terms of understanding basic instructions, but also simple communication at the workplace, etc. (for example, in restaurant kitchens or cleaning etc.). Low wages related to low-qualified jobs are also a serious problem. The fact is that beneficiaries of international protection do not have a chance to obtain higher qualified jobs without command of the Slovak language.

The obstacle on the side of employers often relates to distrust stemming from ethnic, racial or religious prejudices.

Another problem experienced in practice is the problem of some beneficiaries of international protection to accept the offered job. Many of them do not like the set conditions, in particular those related to salary, and reject the job. It happens that some of them take an irresponsible approach to their job, are picky, fail to keep deadlines etc.

An accompanying problem faced upon concluding a labour contract by beneficiaries of subsidiary protection is a different document on entitlement to health care, issued by the MO MoI SR. In this area the persons granted subsidiary protection face the unwillingness of general practitioners to provide treatment or perform a medical check requested by employers prior to concluding a labour contract. One of the reasons stated by practitioners is increased bureaucracy related to the settlement of the treatments with state health insurance company "Všeobecná zdravotná poisťovňa" (hereinafter VZP) - this VZP refuses. Another accompanying problem faced by persons granted subsidiary

protection is the requirement to submit this document immediately upon entering employment⁶³, as well as the conclusion of labour contracts for a fixed period of time depending on the duration of the residence. This results in subsequent anxiety from experiencing inner uncertainty and fear of job loss or refusal of extension of the labour contract.

Q38. Please summarise your Member State's policy on facilitating labour market integration, reviewing to what extent employment-related support measures can and are being accessed by refugees and beneficiaries of subsidiary and humanitarian protection and to what extent they facilitate their access to the labour market.

Practice shows that the most important support measures facilitating the integration of beneficiaries of international protection in the labour market is the provision of comprehensive services (see Section 3) by partner NGOs with a contractual relationship with the MoI SR for this purpose. These integration projects for beneficiaries of international protection specifically target the particular needs of beneficiaries of international protection and are actively used by this target group. They are implemented under the supervision of the MO MoI SR which monitors their quality. Beneficiaries of international protection who have met the conditions of the COLSAF for being included in the register of job seekers and have been included in such register can enjoy active labour market measures defined in the Act on Employment Services. These measures concern education, the preparation of job seekers for the labour market, support for employing disadvantaged job seekers and their mobility. Persons granted asylum or subsidiary protection, provided that they have been included in the register of job seekers, are considered disadvantaged groups of job seekers⁶⁴ and are provided with increased care to foster their success on the labour market. Even though such measures and services are also available to beneficiaries of international protection, they have not been used a lot so far. One of the obstacles for using them is poor command of the Slovak language.

A positive measure facilitating the employability of beneficiaries of international protection is the above-mentioned fact according to which they are not required to hold a work permit and to present confirmation of the possibility to fill a vacancy; it is also not required to perform labour market tests. Such persons may take up the job immediately upon concluding employment. They can also perform work on the basis of contracts on works performed outside employment, and use active labour market tools in the same way as Slovak citizens.

Q39. Please summarise your Member State's policy on the availability of *tailored* support measures to access the labour market that are available to refugees and beneficiaries of subsidiary and humanitarian protection as opposed to legally residing third-country nationals in general

Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts as amended does not contain tailored support measures to access the labour market for persons granted asylum or subsidiary protection. Third-country nationals who have met the conditions of the COLSAF for being included in the register of job seekers and have been included in such register can enjoy active labour market measures which target mainly disadvantaged job seekers.

Q40. Please summarise if and to what extent differences exist with regard to labour market access between:

- Refugees, beneficiaries of subsidiary and humanitarian protection on the one hand and third-country nationals legally residing in your Member State territory on the other hand
- Refugees, beneficiaries of subsidiary protection and beneficiaries of humanitarian protection

Third-country nationals, with the exception of those meeting the conditions for entry into the labour market,⁶⁵ are required to present confirmation of the possibility to fill a vacancy corresponding to highly qualified employment, confirmation of the possibility to fill a vacancy as well as a work permit. On the other hand, foreigners granted asylum or subsidiary protection are not required to

⁶³ Refers to the health card issued by the MO MoI SR. If a person granted subsidiary protection begins working, s/he is required to return the health card to the MO MoI SR because his/her health insurance would be paid by the employer.

⁶⁴ Under Article 8 of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts, as amended.

⁶⁵ Under Article 23a of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts, as amended.

present confirmation of the possibility to fill a vacancy corresponding to highly qualified employment, confirmation of the possibility to fill a vacancy or a work permit.

Prior to taking up employment by third-country nationals, labour market test is required and, in addition, they are required to present officially verified education documents translated into Slovak. Labour market testing and the submission of education documents are not required in the case of persons granted subsidiary protection or asylum.

There is no difference between persons granted asylum and persons granted subsidiary protection with regard to access to the labour market.

Q41. Please summarise what you consider to be good practices (if any) in the provision of labour market integration support measures in your national context.

Good practice in the national context includes support measures regarding labour counselling in the framework of integration projects for beneficiaries of international protection in the form of drafting CVs, accompanying at job interviews, as well as active assistance in searching for job offers.

Section 6: Additional information to ensure comparability

This section aims to collect additional detailed information that complements your answers as provided in previous sections, in order to ensure comparability. It includes tables on:

- ★ conditions to access the labour market
- ★ Eligibility for employment-related support measures for different categories of refugees, beneficiaries of subsidiary and humanitarian protection
- ★ Authorities responsible for the provision of employment-related support measures
- ★ Conditions to access employment-related support measures
- ★ Statistics on access to employment-related support measures

Q42. With reference to Section 1 (Q3), please complete the following table on conditions to access the labour market by indicating yes/no to clarify if the condition applies, and, where appropriate, please briefly describe

Table 4 Conditions to access the labour market

Conditions/restrictions	Applies to all TCNs in: 1) legislation? 2) practice?	Applies to Refugees in: 1) legislation? 2) practice?	Applies to beneficiaries of subsidiary protection in: 1) legislation? 2) practice?	Applies to persons granted humanitarian protection in: 1) legislation? 2) practice?	Comments
Possession of a residence permit	1) Yes 2) Yes	1) Yes 2) Yes	1) Yes 2) Yes	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	Under Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts, the employer is obliged to request from the third-country national, prior to admitting him/her to job, a valid residence document. The employer is required to keep a copy of the residence document or other entitlement to residence at least for the period of employment of the third-country national.
Possession of a work permit	1), 2) – Yes, with the exception of third-country nationals who meet the conditions under Article 23a of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts as amended.	1) No 2) No	1) No 2) No	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	Beneficiaries of international protection do not need a work permit.
Do restrictions in time apply? (Duration)	Confirmation of the possibility to fill a vacancy corresponding to highly-qualified employment, which contains consent to filling the vacancy, is issued for the envisaged period of employment and maximum for three years. Confirmation of the possibility to fill	N/A	N/A	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	

	<p>a vacancy, which contains consent to filling the vacancy, is issued for the envisaged period of employment and maximum for two years.</p> <p>The work permit is issued by the office for a maximum period of envisaged employment and not more than two years; the work permit for seasonal work is issued for a maximum of 180 days during 12 consecutive months.</p> <p>(30 working days of vacancy reporting + period for assessing the application for residence for up to 90 days)</p>				
Do restrictions to a specific employer apply?	No	No	No	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Do restrictions to a specific employment sector apply?	No	No	No	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Is preference to be given to nationals and EU citizens (in general or in relation to specific jobs, if so which?)	Yes	No	No	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Other? (add rows if applicable)	N/A	N/A	N/A	N/A	

Q43. With reference to Section 3, please complete the following table on the eligibility of refugees, beneficiaries of subsidiary and humanitarian protection to employment-related support measures. Indicate if they are eligible to access the support measure with yes/no

Table 5 Eligibility for employment-related support measures for the categories of refugees, beneficiaries of subsidiary and humanitarian protection⁶⁶

	Refugee	Beneficiaries of subsidiary protection	Persons granted humanitarian status	Comments
Education ⁶⁷	Yes, as for access to education in general. There is, however, no specific programme for beneficiaries of international protection in this field.	Yes, as for access to education in general. There is, however, no specific programme for beneficiaries of international protection in this field.	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Language courses	Yes, through integration projects implemented by NGOs.	Yes, through integration projects implemented by NGOs.	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Orientation courses	Yes, through integration projects implemented by NGOs.	Yes, through integration projects implemented by NGOs.	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Vocational education and training	Yes, through integration projects or also when the person is included in the labour office register.	Yes, through integration projects or also when the person is included in the labour office register.	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Counselling	Yes, through integration projects or also when the person is included in the labour office register.	Yes, through integration projects or also when the person is included in the labour office register.	The same applies as in case of persons granted asylum (see the column on the	

⁶⁶ This means access to all beneficiaries under the protection status.

⁶⁷ Education as described under Q8: education with a specific focus on access to education that has a **direct link to employment**, for example, by providing support for the development of higher level (non-vocational) skills. Please do not report on education more generally. The focus is on education for those of employment age that might lead towards employment.

			“Refugees”).	
Recognition of qualifications	Yes, MoESRS SR.	Yes, MoESRS SR.	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Guaranteed minimum resources	Yes, COLSAF.	Yes, COLSAF.	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Housing support/access to social housing	Yes, through integration projects implemented by NGOs.	Yes, through integration projects implemented by NGOs.	The same applies as in case of persons granted asylum (see the column on the “Refugees”).	
Other (add rows if necessary)	N/A	N/A	N/A	

Q44. With reference to Section 3, please complete the table below setting out the authorities responsible for the provision of employment-related support measures to refugees, beneficiaries of subsidiary and humanitarian protection

Table 6 Authorities responsible (executive and financial) for the provision of employment-related support measures⁶⁸

Employment-related support measure	Authority that carries executive responsibility	Authority that carries financial responsibility	Comments
Education	MoESRS SR	MoESRS SR	Applies in general.
Language courses	MO MoI SR	MoI SR, EU funds	Through integration projects implemented by NGOs, with the MO MoI SR being their factual sponsor.
Orientation courses	MO MoI SR	MoI SR	Through integration projects implemented by NGOs, with the MO MoI SR being their factual sponsor.
Vocational education and training	MoLSAF SR	COLSAF	
Counselling	MoLSAF SR MO MoI SR	COLSAF MoI SR, EU funds	Through integration projects implemented by NGOs, with the MO MoI SR being their factual sponsor.
Recognition of qualifications	MoESRS SR	MoESRS SR	
Guaranteed minimum resources	COLSAF	COLSAF	
Housing	MO MoI SR	MoI SR	Through integration projects implemented by NGOs, with the MO MoI SR being their factual sponsor.
Other	N/A	N/A	N/A

⁶⁸ Please specify the authorities/organisations/institutions responsible. This can also include NGO's. Note however that the table and the Study in general focus on government-related support measures, i.e. how the government organises itself to provide the support. NGO's/third parties can be involved if outsourced by the government.

Q45. With reference to Section 3, please complete the table below on conditions to access employment-related support measures for refugees and beneficiaries of subsidiary and humanitarian protection. Please indicate if the conditions apply by answering with yes/no. Please also clarify if the conditions apply to: i) all TCNs legally residing on your Member State’s territory (“all TCNs”); ii) all beneficiaries of international/humanitarian protection (“all ben”); or iii) specifically to refugees (“Ref”), beneficiaries of subsidiary protection (“SP”), beneficiaries of humanitarian protection (“HP”)

Table 7 Conditions to access employment-related support measures

	Education	Language courses	Orientation courses	Vocational education and training	Counselling	Recognition of qualifications	Guaranteed minimum resources	Housing	Comments*
Having a residence permit	Yes (“all TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“all TCNs”)	Yes (“all TCNs”)	Yes (“all TCNs”)	
Having a work permit	No (“TCNs”)	No (“TCNs”)	No (“TCNs”)	No (“TCNs”)	No (“TCNs”)	No (“TCNs”)	No (“all ben”)	No (“TCNs”)	
Having identity documents	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“all TCNs”)	Yes (“all TCNs”)	Yes (“all TCNs”)	
Having a domicile	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“TCNs”)	Yes (“all TCNs”)	Yes (“all TCNs”)	Yes (“all TCNs”)	
Language competency	Yes (“all TCNs”)	No (“TCNs”)	No („TCNs“)	Yes (“TCNs”)	No (“TCNs”)	Yes (“all TCNs”)	No (“all TCNs”)	No („all TCNs“)	
Specific qualifications/diplomas required	Yes (“TCNs”)	No („TCNs“)	No (“TCNs”)	No (“TCNs”)	No (“TCNs”)	Yes (“all TCNs”)	No („all TCNs“)	No („all TCNs“)	
Sufficient financial resources	No (“all ben”)	No (“all ben”)	No (“TCNs”)	No („TCNs“)	No („TCNs“)	No (“all ben”)	No („all TCNs“)	No („all ben“- first 6 months)	

								from the moment a person is granted international protection)	
Eligibility for loans	-	-	-	-	-	-	-	-	

* Please also indicate if conditions equally apply to all beneficiaries of international/humanitarian protection, all third-country nationals, nationals of the MS.

Q46. With reference to Section 3, please complete the table below concerning statistics on access to employment-related support measures

Table 8 Statistics in relation to accessing employment-related support measures

	Refugees, beneficiaries of subsidiary protection and humanitarian protection					Please specify to which groups the figures refer to
	2010	2011	2012	2013	2014	
Total number of beneficiaries accessing education	72	103	136	49	113	Persons granted asylum and persons granted subsidiary protection in the respective year
Total number accessing language courses	72	103	136	49	113	Persons granted asylum and persons granted subsidiary protection in the respective year
Total number accessing orientation courses	72	103	136	49	113	Persons granted asylum and persons granted subsidiary protection in the respective year
Total number accessing vocational education and training	1	7	5	7	6	Person granted asylum recorded in the labour office register as a job seeker
Total number making use of procedures for the recognition of qualifications	-	-	-	-	-	
Total number provided minimum guaranteed resources	-	-	-	-	-	

Total number accessing counselling services	72	103	136	49	113	Persons granted asylum and persons granted subsidiary protection in the respective year
Total number accessing housing	72	103	136	49	113	Persons granted asylum and persons granted subsidiary protection in the respective year

Source: Statistics of the MO MoI SR.

(-) The data is not monitored.

Bibliography

Information for the compilation of this questionnaire was drawn on the basis of co-operation with other ministries and non-governmental organisations dealing with the integration of beneficiaries of international protection. The information was obtained through a questionnaire sent to the relevant authorities and organisations. The following authorities and organisations were approached: BBAP PFP, MoESRS SR, MoLSAF SR, COLSAF, competent departments of the MoI SR, and SCC. The information is also based on the practical experiences of the MO MoI SR in this field.

Legislation

Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts

Act No. 40/1993 Coll. on Citizenship of the Slovak Republic as amended

Act No. 131/2002 Coll. on Higher Education Institutions and on changes and amendments to some acts

Act No. 238/1998 Coll. on Funeral Allowances

Act No. 245/ 2008 Coll. on Education (School Act) and on changes and amendments to some acts

Act No. 311/2001 Coll. Labour Code and on changes and amendments to some acts as amended

Act No. 383/2013 Coll. on Birth Allowance and Allowance upon Multiple Birth and on changes and amendments to some acts

Act No. 404/2011 Coll. on Residence of Aliens and on changes and amendments to some acts as amended

Act No. 417/2013 Coll. on Assistance in Material Need and on changes and amendments to some acts

Act No. 480/2002 Coll. on Asylum and on changes and amendments to some acts

Act No. 571/2009 Coll. on Family Allowance and on changes and amendments to some acts

Act No. 600/2003 Coll. on Child Benefit and on changes and amendments to Act No. 461/2003 Coll. on Social Insurance

Act No. 627/2005 Coll. on Allowances to Support Foster Child Care as amended