



# National Approach towards the crisis in Ukraine

## Protecting workers from Ukraine

Slovakia

	<p><b>Summary</b></p> <p>A new law was introduced in the Slovak Republic in March 2022 (Act No. 92/2022 Coll. – “Lex Ukraine”) enabling Ukrainians to obtain temporary protection status and enter the labour market on the same terms as Slovak citizens. The Slovakian Labour Inspectorate conducted nationwide labour inspections in April 2022 to prevent undeclared work among businesses employing Ukrainian refugees.</p>
<p><b>Title of the practice in original language</b></p>	<p><i>Národný prístup ku kríze na Ukrajine: vplyv opatrení na riešenie nelegálneho zamestnávania utečencov</i></p>
<p><b>Name(s) of authorities/bodies/ organisations involved</b></p>	<ul style="list-style-type: none"> <li>▶ Slovakian National Labour Inspectorate (<i>Národný inšpektorát práce</i>);</li> <li>▶ Regional Labour Inspectorates (<i>Regionálne inšpektoráty práce</i>);</li> <li>▶ Central Office for Labour, Social Affairs and Family (<i>Ústredie práce, sociálnych vecí a rodiny</i>);</li> <li>▶ National Unit for Combatting Illegal Migration (<i>Národná jednotka boja proti nelegálnej migrácii</i>);</li> <li>▶ Directorates of Border &amp; Alien Police (<i>Riaditeľstvá hraničnej a cudzineckej polície</i>).</li> </ul>
<p><b>Sectors</b></p>	<p>All</p>
<p><b>Target groups</b></p>	<ul style="list-style-type: none"> <li>▶ Employers engaged in illegal employment (directly targeted);</li> <li>▶ Displaced persons/refugees from Ukraine - people with temporary protection status (indirectly targeted);</li> <li>▶ Third-country nationals with self-employed status (indirectly targeted).</li> </ul>
<p><b>Purpose of measure</b></p>	<p>Deterrence: improve detection</p>

	<p><b>Aims and objectives</b></p> <p>To prevent the illegal employment of displaced Ukrainians, labour inspections were conducted in addition to the national project to help Ukrainians engage in the labour market.</p>
<p><b>Background context</b></p>	<ul style="list-style-type: none"> <li>▶ Between the end of February 2022 and August 2022, more than 700 000 Ukrainian citizens crossed the border into Slovakia. Approximately 90 000 of them, both adults and children, have been granted "displaced person status;"</li> <li>▶ The Slovak Republic passed a new law, "Lex Ukraine" (Act No. 92/2022 Coll.) in March 2022 in response to the outbreak of war in Ukraine, allowing Ukrainians to enter the labour market under the same conditions as Slovak citizens and extending the validity of vacancy certificates and work permits that would otherwise expire;</li> <li>▶ The Labour Inspectorate launched the first nationwide inspection focusing on the illegal employment of displaced persons/refugees from Ukraine from 5 to 29 April 2022;</li> <li>▶ The national project "Helping displaced people"<sup>i</sup> has also been implemented since May 2022, aiming to facilitate the integration of Ukrainians into the labour market through (for example, counselling services), help to address barriers to labour market integration or assistance in communicating with potential employers.</li> </ul>
<p><b>Key objectives of the measure</b></p>	<p><b>General Objective:</b></p> <ul style="list-style-type: none"> <li>▶ To prevent illegal employment of Ukrainian refugees, people with temporary protection status, and third-country nationals with self-employed status.</li> </ul> <p><b>Specific Objectives:</b></p> <ul style="list-style-type: none"> <li>▶ To provide integration assistance to displaced people from Ukraine;</li> <li>▶ To reduce the risk of trafficking in human beings.</li> </ul>
<p><b>Main activities</b></p>	<ul style="list-style-type: none"> <li>▶ Inspections by the labour inspectorates focus on undeclared work of displaced persons/refugees from Ukraine;</li> <li>▶ Among the most at-risk sectors are administrative and support activities, manufacturing, accommodation, and food services;</li> <li>▶ Other measures targeted at making the labour market accessible for Ukrainians include projects offering job counselling, training,</li> </ul>

	and financial contributions to travel expenses to commute to work or a place of voluntary activity.
<b>Funding/organisational resources</b>	▶ Funding for the measure comes from a mix of national and EU funds (for Helping displaced people – Counselling).

	<p><b>Outcomes</b></p> <p>During national inspections, only a few Ukrainian refugees were found to be illegally employed and no cases of human trafficking were identified.</p>
<p><b>Achievement of objectives</b></p>	<ul style="list-style-type: none"> <li>▶ Preliminary results of the control exercise in April 2022 were released. A total of almost 700 individuals and almost 250 employers were inspected.<sup>ii</sup></li> <li>▶ A low number of illegally employed Ukrainian refugees was detected. On the other hand, a relatively high number of cases of illegal employment of third-country nationals working as self-employed persons was detected;</li> <li>▶ There have been no cases of human trafficking detected;</li> <li>▶ More than 10 000 Ukrainians have already found new jobs in Slovakia. They majority are employed as assembly workers (22.71%), auxiliary workers in mining, construction and manufacturing, cleaners and catering assistants, or operators of machinery and equipment. Most of them are employed in Bratislava and Nitra, followed by Galanta and Trenčín, which also reflects the highest demand in the labour market.<sup>iii</sup></li> </ul>
<p><b>Lessons learnt and success factors</b></p>	<ul style="list-style-type: none"> <li>▶ Overcoming language barriers through the preparation of basic information in Ukrainian (such as working conditions) is important;</li> <li>▶ An important success factor is the close cooperation of labour inspectors with the National Unit for Combating Illegal Migration and the Directorates of the Border and Aliens Police and the Centre for Labour, Social Affairs and Family.</li> </ul>
<p><b>Transferability</b></p>	<ul style="list-style-type: none"> <li>▶ This measure is transferable. The Member State would need to provide a basic legal framework reflecting its national situation.</li> </ul>

**Further information**



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<b>Useful sources and resources</b>	<p><b>Act No. 92/2022 Coll.</b></p> <p><a href="https://www.slov-lex.sk/pravne-predpisy/SK/ZZ/2022/92/20220330">https://www.slov-lex.sk/pravne-predpisy/SK/ZZ/2022/92/20220330</a></p> <p><b>Information on legal employment and standard working conditions in the Ukrainian language - National Labour Inspectorate website</b></p> <p><a href="https://www.ip.gov.sk/mimoriadna-situacia-na-ukrajine/?ip=nip">https://www.ip.gov.sk/mimoriadna-situacia-na-ukrajine/?ip=nip</a></p> <p><b>National project “Helping displaced people” website</b></p> <p><a href="https://www.upsvr.gov.sk/narodne-projekty-oznamenia-o-moznosti-predkladania-ziadosti-o-poskytnutie-financneho-prispevku/projekt-pomahame-odidencom-proekt-dopomagaemo-bizencam.html?page_id=1178638">https://www.upsvr.gov.sk/narodne-projekty-oznamenia-o-moznosti-predkladania-ziadosti-o-poskytnutie-financneho-prispevku/projekt-pomahame-odidencom-proekt-dopomagaemo-bizencam.html?page_id=1178638</a></p>

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<sup>i</sup> National project “Helping displaced people.” Available at: [https://www.upsvr.gov.sk/narodne-projekty-oznamenia-o-moznosti-predkladania-ziadosti-o-poskytnutie-financneho-prispevku/projekt-pomahame-odidencom-proekt-dopomagaemo-bizencam.html?page\\_id=1178638](https://www.upsvr.gov.sk/narodne-projekty-oznamenia-o-moznosti-predkladania-ziadosti-o-poskytnutie-financneho-prispevku/projekt-pomahame-odidencom-proekt-dopomagaemo-bizencam.html?page_id=1178638)

<sup>ii</sup> Košík, K. (2020). Risks identified, and actions taken in Slovakia. Presentation at the meeting of the subgroup on tackling undeclared work among displaced persons/refugees from Ukraine (19 May, Warsaw)

<sup>iii</sup> Košík, (2020). Op cit.