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# CONDITIONS OF EMPLOYMENT IN SLOVAKIA

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FOR REFUGEES, TEMPORARY  
REFUGEE HOLDERS OR ASYLUM  
SEEKERS FROM UKRAINE

# CONDITIONS OF EMPLOYMENT IN SLOVAKIA FOR REFUGEES, TEMPORARY REFUGE HOLDERS OR ASYLUM SEEKERS FROM UKRAINE

As a citizen of Ukraine, I can stay in Slovakia for **90 days under the visa-free regime**. I am not obliged to **immediately** apply for any form of international protection or temporary refuge, but I am obliged to **report the address of my stay** to the Foreign Police **within 3 working days of entry to Slovakia**.

**A.** I cannot work or run a business during my stay under **visa-free regime** (90 days). I do not have public health insurance during this time.

**B.** If I have been granted **temporary refuge** (ODÍDENEK):

- I can work full-time or part-time, or work under an agreement on work performed outside the employment relationship, but **I cannot run a business** (or be self-employed);
- I do not need any additional work permit;
- as an employee I am insured with public health insurance, provided that I earn at least the minimum wage (In case I do earn less than minimum wage, I am only entitled to receive urgent medical care);
- I can work only on the territory of the Slovak Republic.

**C.** If I have been granted **asylum** or **subsidiary protection** (refugee status):

- I can work full-time or part-time, or work under an agreement on work performed outside the employment relationship. **I can run a business**;
- I do not need any additional work permit;
- I am insured with public health insurance;
- I can work and run business only **on the territory of the Slovak Republic**.

**D.** If I have **applied for asylum**:

- For the duration of the crisis situation in Ukraine, me and my husband/ spouse, we can work full-time or part-time, or under an agreement on work performed outside the employment relationship. However

we can not run business. (this applies to me even if I am not Ukrainian citizen in case I am parent of the minor who is Ukrainian citizen);

- as an employee I am insured with public health insurance, provided that I earn at least the minimum wage (In case I do earn less than minimum wage, I am only entitled to receive urgent medical care);
- I can work **only on the territory of the Slovak Republic**.



## LOOKING FOR A JOB

I can look for the job offers through well-known job portals, which are now providing a special section for people arriving from Ukraine.

Stat job portals – [istp.sk](https://istp.sk)<sup>1</sup> or [sluzbyzamestnanosti.gov.sk](https://sluzbyzamestnanosti.gov.sk)<sup>2</sup>

Commercial portals – [Profesia.sk](https://profesia.sk),<sup>3</sup> [Kariera.sk](https://kariera.sk)<sup>4</sup> or [adeccojobsforukraine.com](https://adeccojobsforukraine.com)<sup>5</sup>

In case I need assistance or counselling on labour market orientation, language education or requalification, I can find more information on the website of the [IOM Migration Information Centre](https://iom.gov.uk).<sup>6</sup>

Minimal wage is 646 EUR per month (gross). Average wage is 1 211 EUR per month (gross). I can look up an average wage for the concrete positions at [platy.sk](https://platy.sk)<sup>7</sup> or [cenaprace.sk](https://cenaprace.sk).<sup>8</sup>

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## NECESSARY DOCUMENTS

The employer is obliged to report that he/she employs a foreigner, so I need to provide him with the following documents:

- A.** if I am granted temporary refuge – the employer will make a **copy of my passport** (if I do not have a passport, **copy of any identification document**) and a **copy of document confirming the temporary refuge** (or copy of document confirming a tolerated residence);
- B.** if I am granted asylum or subsidiary protection – the employer will make a **copy of my travel document**, foreigner's travel document or foreigner's passport and a copy of the residence card;
- C.** if I have applied for asylum – the employer will make a **copy of my asylum seeker ID card**.

**In most cases no additional documents are needed to work in Slovakia.** However, there are some professions where additional documents are required. These are, in particular, professions for which a certain education is required, the so-called [regulated professions](#).<sup>9</sup> For more information on the recognition of education I can contact [Centre for Recognition of Diplomas](#).<sup>10</sup> The extract from the criminal record register that is normally needed for the performance of the work in the public interest or for the pedagogical work, can be replaced with a declaration of honour.

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## DANGEROUS PRACTICE

### I have to be careful:

- if someone offers me a job without accurate information about the name of the company, place of work, work activity or salary;
- if someone offers me a job and asks me to hand over my travel document;
- if the employer does not sign an employment contract with me or the employment contract is written in a language which I do not understand;
- if someone offers me a job for which they will not pay me a salary, but only provide me with accommodation and food;
- if I am offered a job by an intermediary agency which wants me to pay a fee for the provision of the job.

In case I have doubts about the job offer or need advice, I can contact:

**International Organization for Migration (IOM):** 0907 787 374

**National Helpline for Victims of Trafficking in Human Beings:**

0800 800 818 (24/7)

If I want to learn more about how to safely look for a job and not become a victim of human trafficking, there is a page for me [safe.iom.sk](https://safe.iom.sk)<sup>11</sup> which is available also in Ukrainian language.

Other useful information can be found in the [information leaflet](#)<sup>12</sup> of the Ministry of Labour, Social Affairs and Family of the SR.

If the employer does not pay me a salary, does not comply with the conditions agreed in the employment contract or infringes the **Labour Code** in any way, I can contact the relevant [Labour Inspectorate](#)<sup>13</sup> or ask for **free legal counselling**:

[Lawyers of the Slovak Bar Association](#)<sup>14</sup> via email [pomoc@sak.sk](mailto:pomoc@sak.sk) or by phone +421 911 175 387 (only persons coming from Ukraine due to military conflict);

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[IOM Migration Information Centre](#)<sup>15</sup> via email [mic@iom.int](mailto:mic@iom.int) or by phone 0850 211 478 (this line works only when calling from Slovakia), +421 2 5263 0023, + 421 55 625 8662;  
[Legal Aid Centre](#)<sup>16</sup> via email [info@centrumpravnejpomoci.sk](mailto:info@centrumpravnejpomoci.sk) or by phone 0650 105 100.

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## EMPLOYEE RIGHTS

In the labour market, I am guaranteed the same rights as an EU/EEA citizen, and I am therefore entitled to:

- the minimum wage – 646 EUR gross (approx. 525 EUR after payment of contributions to the health and social insurance fund and tax);
- 20 days of leave per one calendar year (25 days if I am over 33 years of age or I will turn 33 in that year);
- Bonus payments for night work – 1,43 EUR /hour, on Saturdays – 1,79 EUR/hour or 3,58 EUR/hour on Sundays;
- the meal allowance if I work more than 4 hours during the day (the minimum value of the allowance is 3,83 EUR, otherwise it is the employer's responsibility to provide meals in a catering establishment);
- a rest period of 30 minutes if the work shift lasts longer than 6 hours;
- health insurance, which will provide me with free medical treatment in state facilities (some treatments are partially paid by patient) and medicines prescribed to me by a doctor (it is partially paid by the patient);
- social insurance, which allows me to receive part of the salary (55% of the daily salary) in case of inability to work (more than 10 days).



## TERMINATION OF EMPLOYMENT

The probationary period may be agreed for a maximum of 3 months. During this time, I can quit my job immediately and without giving any reason. During this period, my employer can similarly terminate the employment, immediately and without giving any reason. Termination of employment has no effect on the legitimacy of my stay in Slovakia.

After the end of the probationary period, the work is terminated by termination (if I work less than 1 year, the notice period is 1 month), by agreement or immediate termination of employment (in case of serious violation of professional discipline).



## WORKING THROUGH THE AGENCY

**I am not supposed to pay any fee** for being offered a job via **temporary employment agency**.

The Agency shall assign me to work with the employer.

During the assignment, the salary is paid to me by the Agency.

The list of agencies that are authorised to assign employees can be found on the website of the [Central Office of Labour, Social Affairs and Family](#)<sup>17</sup> where I can verify whether the agency has the necessary license. **An agency without a license is not allowed to employ me.**

Even if I work through the agency, **my minimum rights** (minimum wage, length of leave, etc.) **are preserved**.

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## WORKING IN ANOTHER EU/EEA COUNTRY

- A.** If I am granted temporary refuge in Slovakia, I can only work in Slovakia. If I decide to work in another country, I will first check the rules for entry and employment with the competent authorities in that country.
- B.** If I am granted asylum or subsidiary protection in Slovakia, I can work in another EU/EEA country only if I obtain a work permit there.
- C.** If I have applied for asylum which has not yet been decided, I must remain in Slovakia and cannot work in another EU/EEA country.

## CONTACT:

### **International Organization for Migration (IOM) – Migration Information Centre:**

 INFO LINE: 0850 211 478 (only from Slovakia)  
FROM ABROAD: 00421 2 5263 0023, 00421 55 625 8662  
TELEGRAM/SIGNAL: 00421 908 767 853 (voice calls only)

 EMAIL: [MIC@IOM.INT](mailto:MIC@IOM.INT)

 WEB: [WWW.MIC.IOM.SK](http://WWW.MIC.IOM.SK)

    IOM SLOVAKIA