

# Overview of national measures regarding employment and social security of displaced persons coming from Ukraine

***Country Fiche – Slovenia***  
**February 2023**

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# 1.0 Legal and institutional framework

## 1.1 Legal framework

### 1.1.1 List of the legal framework

- I. Legislation implementing the Temporary Protection Directive (TPD or the Directive)<sup>1</sup> and Council Implementing Decision (EU) 2022/382<sup>2</sup>

**Temporary Protection of Displaced Persons Act** (*Zakon o začasni zaščiti razseljenih oseb*), adopted on 22 June 2005, published on 8 July 2005 and in force from 23 July 2005. This is the main law implementing the TPD in Slovene legal system.

**Rules on the procedure concerning transferal of persons enjoying temporary protection** (*Pravilnik o postopku premestitve oseb z začasno zaščito*), adopted on 28 November 2005, published on 9 December 2005 and in force from 10 December 2005. This regulation lays down procedure for the transfer of persons enjoying temporary protection as specified in Article 26 TPD.

**Rules on the application for granting temporary protection and on the identity card of persons enjoying temporary protection** (*Pravilnik o vlogi za začasno zaščito in izkaznici osebe z začasno zaščito*), adopted on 24 March 2022, published on 25 March 2022 and in force from 26 March 2022. This by-law regulates procedural aspects of making an application for temporary protection and obtaining a special card for persons with temporary protection. Administrative Units are competent to examine an application and to assign to such a person also a unique national identification number (EMŠO).

**Instructions on the procedure and method of dealing with persons illegally entering the Republic of Slovenia during the period when covered by temporary protection** (*Navodilo o postopku in načinu ravnanja z osebami, ki v času trajanja začasne zaščite nezakonito vstopijo v Republiko Slovenijo*), in force from 1 April 2006, with its amendment adopted on 11 April 2022, published on 29 April 2022 and in force from 30 April 2022. This instruction determines the procedure and manner of dealing with persons who enter Slovenia illegally during the period of temporary protection. In such cases, police should verify if a person would like to apply for temporary protection and start with the procedure.

**Decision establishing temporary protection for persons displaced from Ukraine** (*Sklep o uvedbi začasne zaščite za razseljene osebe iz Ukrajine*), adopted on 9 March 2022, published on 9 March 2022 and in force from 10 March 2022. With this Decision the Government determined the beneficiaries from Ukraine who are eligible to apply for temporary protection. Temporary protection based on this Decision lasts for one year until 4 March 2023 but could be prolonged up to two times, each time for additional six months. In November 2020, the Government **announced** that the temporary protection will be automatically prolonged and that beneficiaries will be issued new cards with a validity until 4 March 2024.

Currently the legislation is being revised with the aim to introduce intervention measures assisting the Slovenian economy due to the consequences of the Ukrainian crisis and to improve legislation for displaced persons from

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<sup>1</sup> Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences thereof, OJ L 212, 7 August 2001, p. 12-23, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32001L0055>.

<sup>2</sup> Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC, and having the effect of introducing temporary protection, OJ L 71, 4 March 2022, p. 1-6, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32022D0382>.

Ukraine. Whereas the previous Government [proposed a new law](#) to regulate both the situation of displaced persons from Ukraine in Slovenia as well as the assistance to the national economy, the current government decided [withdraw](#) the proposed law and to tackle these two issues separately, firstly by updating existing legislation applicable to displaced persons from Ukraine, and secondly by providing for a new law regulating all other topics.

- II. Legislation having an impact on the (access to) (self-)employment and social security/welfare for the displaced persons coming from Ukraine

### Employment

- ▶ **Temporary Protection of Displaced Persons Act:** Article 23(1) indent 4 in connection with Article 28(1) grants persons enjoying temporary protection the same right to work as persons enjoying international protection.
- ▶ [Employment, Self-employment and Work of Foreigners Act](#) (*Zakon o zaposlovanju, samozaposlovanju in delu tujcev*), adopted on 16 June 2015, published on 30 June 2015, in force from 15 July 2015 and applicable from 1 September 2015. Article 6(2) No. 7 provides for the right to free access to the labour market to a foreigner who has been granted temporary protection status, as evidenced by a special card.
- ▶ [Employment Relationship Act](#) (*Zakon o delovnih razmerjih*), adopted on 5 March 2013, published on 13 March 2013 and in force from 12 April 2013. Article 3(1) makes clear that its provisions apply to all employees in Slovenia, regardless of their nationality and status.
- ▶ [Minimum Wage Act](#) (*Zakon o minimalni plači*), adopted on 11 February 2010, published on 22 February 2010 and in force from 23 February 2010. Article 2 defines minimum wage in Slovenia.
- ▶ [International Protection Act](#) (*Zakon o mednarodni zaščiti*), adopted on 4 March 2016, published on 25 March 2016 and in force from 24 April 2016. Article 90(1) No. 6 provides persons enjoying international protection with a right to employment and work as defined in the Employment, Self-employment and Work of Foreigners Act.
- ▶ [Labour Market Regulation Act](#) (*Zakon o urejanju trga dela*), adopted on 28 September 2010, published on 12 October 2010, applicable from 27 October 2010 and in force from 1 January 2011. This law provides for rules on the public employment service, active employment police measures, unemployment insurance et. al, which are available to those employed or registered as unemployed persons in Slovenia, regardless of their nationality or status.
- ▶ [Assessment and Recognition of Education Act](#) (*Zakon o vrednotenju in priznavanju izobraževanja*), adopted on 19 October 2011, published on 2 November 2011, applicable from 17 November 2011 and in force from 16 December 2011. This act regulates recognition of education of foreigners, including those benefiting from temporary protection.

### Social security/welfare

- ▶ **Temporary Protection of Displaced Persons Act:** Chapter IV. provides social rights of persons enjoying temporary protection.
- ▶ **Labour Market Regulation Act:** This law provides for rules on the public employment service, active employment police measures, unemployment insurance et. al.

- ▶ **Health Care and Health Insurance Act** (*Zakon o zdravstvenem varstvu in zdravstvenem zavarovanju*), adopted on 12 February 1992, published on 21 February 1992 and in force from 1 March 1992. This law provides general rules on health insurance.
- ▶ **Pension and Disability Insurance Act** (*Zakon o pokojninskem in invalidskem zavarovanju*), adopted on 4 December 2012, published on 14 December 2012 and in force from 1 January 2013. General rules on pension and disability insurance are provided in this act.
- ▶ **Exercise of Rights from Public Funds Act** (*Zakon o uveljavljanju pravic iz javnih sredstev*), adopted on 15 July 2010, published on 30 July 2010, applicable from 14 August 2010 and in force from 1 January 2012, provides for rules on the right to child benefit and reduced kindergarten fees.
- ▶ **Decision determining the allowance for private accommodation** (*Sklep o določitvi denarnega nadomestila za zasebno nastanitev*), adopted on 5 June 2014, published on 6 June 2014 and in force from 7 June 2014. This old Decision provides for rules on the allowance for private accommodation solely.
- ▶ **Decree on the methods for ensuring rights of persons enjoying temporary protection** (*Uredba o načinu zagotavljanja pravic osebam z začasno zaščito*), adopted on 24 March 2022 with effect from 25 March 2022 and **amended** on 1 December 2022 with effect from 3 December 2022. This new Decree regulates procedure for granting rights to persons with temporary protection status and applicants for temporary protection, including for example accommodation and meals in accommodation centres or financial assistance for private accommodation, healthcare, education, financial assistance, pocket money, family reunification, and free legal assistance.
- ▶ **Legal Aid Act** (*Zakon o brezplačni pravni pomoči*), adopted on 31 May 2001, published on 13 June 2001 and in force from 11 September 2001. This act regulates free legal assistance in general, include for those enjoying temporary protection.
- ▶ **Decree on ways and scope of providing programs of support for integration of third country nationals** (*Uredba o načinih in obsegu zagotavljanja programov pomoči pri vključevanju tujcev, ki niso državljani Evropske unije*), adopted on 13 September 2012, published on 17 September 2012 and in force from 1 January 2013. It provides for rules on language courses for third country nationals, including those enjoying temporary protection.

### 1.1.2 Beneficiaries (persons covered by temporary protection)

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
Ukrainian nationals <ul style="list-style-type: none"> <li>▶ Residing in Ukraine</li> <li>▶ displaced from 24 February 2022</li> </ul>	Yes  See Article 1(2) first indent of the Decision establishing temporary protection for persons displaced from Ukraine.
Family members <ul style="list-style-type: none"> <li>▶ of a Ukrainian national present or residing in Ukraine before 24 February 2022 and</li> </ul>	Yes  See Article 1(2) first indent of the Decision establishing temporary protection for persons displaced from Ukraine.

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
<p>displaced from Ukraine on or after 24 February 2022</p> <ul style="list-style-type: none"> <li>▶ of third-country nationals and stateless persons, who benefited from international protection or equivalent national protection in Ukraine before 24 February 2022 and were displaced from Ukraine on or after 24 February 2022</li> </ul>	<p>The term 'family members' is defined in Article 36(2) of the Temporary Protection of Displaced Persons Act as 'close family members' and encompasses:</p> <ul style="list-style-type: none"> <li>▶ a spouse or an unmarried partner who lived at least one year before arriving in Slovenia with a person who is enjoying temporary protection in a community, which is according to the matrimonial law or the law of domestic relations legally equated with marriage;</li> <li>▶ children of persons enjoying temporary protection for as long as they are obliged to maintain them;</li> <li>▶ stepchildren when they maintain their stepfather or stepmother, and stepfather or stepmother when they maintain stepchildren;</li> <li>▶ grandchildren and nephews/nieces of persons who are enjoying temporary protection if they are without parents and such person maintain them;</li> <li>▶ other close relatives of persons who obtained temporary protection, if they have lived together as part of the family before coming to Slovenia and such persons maintained them.</li> </ul> <p>Adopted children are, according to the Family Code equal to children born in or out of marriage and therefore are granted a right to be maintained until reaching the age of 18 or even until the age of 26 if taking part in regular education.</p>
<p>Third-country nationals and stateless persons beneficiaries of international or equivalent national protection in Ukraine until 24 February 2022</p>	<p>Yes</p> <p>See Article 1(2) second indent of the Decision establishing temporary protection for persons displaced from Ukraine.</p>
<p>Stateless persons and nationals of third countries, legally residing in Ukraine before 24 February 2022 on the basis of a valid permanent resident permit and unable to return in safe and durable conditions to their country or region of origin</p>	<p>Yes</p> <p>See Article 1(2) fourth indent of the Decision establishing temporary protection for persons displaced from Ukraine.</p>
<p>Other persons who are displaced for the same reasons and from the same country of region of origin (Article 7(1) of TPD), including</p>	<p>No</p>

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
<ul style="list-style-type: none"> <li>▶ stateless persons and</li> <li>▶ nationals of third countries other than Ukraine,</li> </ul> <p>who are residing legally in Ukraine and who are unable to return in safe and durable conditions to their country or region of origin (Article 2(3) Council Decision).</p>	
Any additional category of beneficiaries (i.e. persons who arrived from Ukraine before 24 February 2022)	No

## 1.2 Institutional framework

- a) National competent authority(ies) providing assistance to the persons enjoying temporary (or adequate) protection coming from Ukraine.

Scope of work	Name of the authority (in EN)	Name of the authority (in national language)	Hyperlink
General (including status change in Section 2)	Government Office for the Support and Integration of Migrants	<i>Urad vlade za oskrbo in integracijo migrantov</i>	<a href="https://www.gov.si/drzavni-organi/vladne-sluzbe/urad-vlade-za-oskrbo-in-integracijo-migrantov/">https://www.gov.si/drzavni-organi/vladne-sluzbe/urad-vlade-za-oskrbo-in-integracijo-migrantov/</a> and <a href="https://www.gov.si teme/pomoc-slovenije-drzavljanom-ukrajine/">https://www.gov.si teme/pomoc-slovenije-drzavljanom-ukrajine/</a> (in EN <a href="https://www.gov.si/en/state-authorities/government-offices/government-office-for-the-support-and-integration-of-migrants/">https://www.gov.si/en/state-authorities/government-offices/government-office-for-the-support-and-integration-of-migrants/</a> and <a href="https://www.gov.si/en/topics/slovenias-assistance-to-the-citizens-of-ukraine/">https://www.gov.si/en/topics/slovenias-assistance-to-the-citizens-of-ukraine/</a> )
	The Police (responsible for accepting temporary protection applications upon entry to the territory and its submission to the Administrative Units)	<i>Policija</i>	<a href="https://www.policija.si/eng/">https://www.policija.si/eng/</a> (in EN)
	Administrative Units (responsible for dealing with application and taking decisions in individual	<i>Upravne enote</i>	<a href="https://www.gov.si/en/state-authorities/administrative-units/">https://www.gov.si/en/state-authorities/administrative-units/</a> (in EN)



Scope of work	Name of the authority (in EN)	Name of the authority (in national language)	Hyperlink
	cases) Ministry of the Interior (dealing with appeals against decisions of the Administrative Unit competent for the area where an applicant will be accommodated)	<i>Ministrstvo za notranje zadeve</i>	<a href="https://www.gov.si/drzavni-organi/ministrstva/ministrstvo-za-notranje-zadeve/">https://www.gov.si/drzavni-organi/ministrstva/ministrstvo-za-notranje-zadeve/</a> (in EN) <a href="https://www.gov.si/en/state-authorities/ministries/ministry-of-the-interior/">https://www.gov.si/en/state-authorities/ministries/ministry-of-the-interior/</a> )
<b>Employment rights</b>	Employment Service of Slovenia	<i>Employment Service of Slovenia</i>	<a href="https://www.ess.gov.si/en/jobseekers">https://www.ess.gov.si/en/jobseekers</a> (in EN)
	ENIC – NARIC Centre within the Ministry of higher Education, Science and Innovation	<i>ENIC-NARIC center na Ministrstvu za visoko šolstvo, znanost in inovacije</i>	<a href="https://www.gov.si/en/state-authorities/ministries/ministry-of-education-science-and-sport/about-us/higher-education-directorate/enic-naric-center/">https://www.gov.si/en/state-authorities/ministries/ministry-of-education-science-and-sport/about-us/higher-education-directorate/enic-naric-center/</a> (in EN)
<b>Social welfare and social security rights</b>	Employment Service of Slovenia	<i>Zavod Republike Slovenije za zaposlovanje</i>	<a href="https://www.ess.gov.si/en/jobseekers">https://www.ess.gov.si/en/jobseekers</a> (in EN)
	Health Insurance Institute of Slovenia	<i>Zavod za zdravstveno zavarovanje Slovenije</i>	<a href="https://www.zzzs.si/en/">https://www.zzzs.si/en/</a> (in EN)

- b) Existence of a mechanism in place to coordinate the work of these national authorities with respect to persons enjoying temporary (or adequate) protection coming from Ukraine.

Desk research did not reveal any special cooperation mechanism in place with respect to displaced persons from Ukraine. However, national authorities have an obligation to cooperate with each other based on several national provisions (e.g. the [State Administration Act](#) provides for a general principle of mutual cooperation between ministries and other administrative bodies, the [General Administrative Procedure Act](#) contains provisions on mutual cooperation and exchange of information).

## 2.0 Possibility of changing the status

- a) Difference between temporary protection status and other forms of adequate protection<sup>3</sup> under national law, in respect of third country nationals and stateless persons coming from Ukraine.

No such other forms of adequate protection exist in Slovenian legislation. Displaced persons from Ukraine can either apply for international protection (asylum or subsidiary protection) or for temporary protection, which is basically a fast-track version of the asylum application process.

During or at the end of the temporary protection regime, a person can apply for asylum (Article 8(1) of the [Temporary Protection of Displaced Persons Act](#)). In case a person obtains a permanent residence or citizenship based on the rules governing aliens, asylum and citizenship, temporary protection shall cease to exist (Article 6(1) indent 1 of the Temporary Protection of Displaced Persons Act).

A person who has already submitted an application for international protection can withdraw such an application and apply for temporary protection instead. In such case, it is advisable to fill out a [special form](#) and send it via email to [spmz.mnz@gov.si](mailto:spmz.mnz@gov.si) or to contact the police to arrange a withdrawal.

- b) Possibility to file status change inside the territory without the requirement for the person to first leave the country or return to Ukraine from temporary protection or other forms of adequate protection to employment-based residence permit during the temporary protection regime and at the end of this regime (e.g. single permit for work, EU Blue Card for highly-qualified workers, seasonal workers, family reunification).

The [Foreigners Act](#) (*Zakon o tujcih*), adopted on 15 June 2011 and in force from 28 October 2011, provides for some rules on status change for foreigners enjoying international protection (asylum or subsidiary protection). However, no such rules exist with respect to persons enjoying temporary protection. Article 3(5) of the Foreigners Acts excludes its application to persons, who are enjoying temporary protection under the [Temporary Protection of Displaced Persons Act](#).

Moreover, no other forms of adequate protection exist in Slovenian legal system.

- c) Relevant national legislation on changing the status (including the procedure to be followed).

There are no specific issues or salient points identified for this question.

- d) Measures aiming to preclude registration of displaced persons in more than one Member State/EEA-EFTA country (see Article 26 of the Temporary Protection Directive).

Slovenia is bound to cooperate with other EU Member States and with the UNHCR in transferral procedures (Article 9 of the [Temporary Protection of Displaced Persons Act](#), which implements Article 26 of the Temporary

<sup>3</sup> 'Adequate protection' under national law is referred to in Article 2(2) of the Council Decision as a possible alternative that may be offered by Member States to temporary protection and therefore does not have to entail benefits identical to those attached to temporary protection as provided for in Directive 2001/55/EC. Nevertheless, when implementing the Council Decision, Member States must respect the Charter of fundamental rights of the European Union and the spirit of Directive 2001/55/EC. The respect for human dignity and therefore a dignified standard of living (such as residency rights, access to means of subsistence and accommodation, emergency care and adequate care for minors) has to be ensured in respect of everyone.

Protection Directive). Transfer procedure is laid out in the [Rules on the procedure concerning transferal of persons enjoying temporary protection](#) (Rules). Individuals cannot at the same time enforce rights under the temporary protection in Slovenia and in another EU Member State. Once the competent body of another EU Member State issues a final decision on recognition of temporary protection, a decision on ending temporary protection in Slovenia is issued to such persons (Article 4(2)-(4) of the Rules).

Furthermore, pursuant to Article 6(1) of the Temporary Protection of Displaced Persons Act, temporary protection ceases to exist also when:

- ▶ individuals have acquired the nationality of a third country and enjoy its protection;
- ▶ individuals have acquired refugee status, residence permit or temporary protection in a third country;
- ▶ individuals with temporary protection are transferred to another EU Member State with their consent following the procedure in Article 26(1) of the Temporary Protection Directive.

On contrary, temporary protection shall not terminate for individuals who, during the period of temporary protection in Slovenia, attempt to enter or remain illegally in the territory of another Member State, unless otherwise provided by an agreement between Slovenia or such a Member State (Article 6(2) of the Temporary Protection of Displaced Persons Act).

### 3.0 Access to labour market (Article 12 of the Temporary Protection Directive)

- a) Overview on how equal treatment on the labour market as regards working conditions is ensured for persons enjoying temporary (or adequate) protection from Ukraine.

As explained above, persons enjoying temporary protection, including displaced persons from Ukraine, are treated in the same way as persons enjoying international protection and Slovene citizens, when it comes to employment. Article 6 of the [Employment Relationship Act](#) prohibits any form of discrimination in recruitment process and employment, in particular with respect to nationality or any other personal circumstances. Prohibition of discrimination is also offset in the [Slovene Constitution](#) (Article 14) and in the [Protection Against Discrimination Act](#).

As opposed to other third country nationals, persons enjoying temporary protection from Ukraine do not require any permit to work in Slovenia. However, in practice, their employment might be restricted as employers in Slovenia often require knowledge of Slovene language for job positions. Several free-of-charge language courses are hence available to displaced persons from Ukraine (see Section 5 below). Moreover, employment procedures can take longer in case of regulated procedures.

Although displaced persons from Ukraine have the right to work in Slovenia on different legal bases, including a regular employment contract, in reality, they are typically employed as temporary agency workers. A recent [academic article](#) from June 2022 shows that the response of the labour market in Slovenia was rather inclusive and that temporary work agencies and other employers showed a high willingness to accept candidates from Ukraine into the work process, among whom qualified and educated staff were predominant.

b) Conditions applicable to persons enjoying temporary (or adequate) protection from Ukraine, (including the procedure to be followed):

I. The conditions regulating work permits/work authorisation, if required

Persons enjoying temporary protection have the right to work in Slovenia (Article 23(1) indent 4 of the [Temporary Protection of Displaced Persons Act](#)). Displaced persons from Ukraine can apply for temporary protection in Slovenia from 10 March 2022 onwards. Temporary protection status lasts until 4 March 2023, but will be prolonged until 4 March 2024, and entails the right to work and reside in Slovenia. Due to delays, special cards confirming temporary protection have only started to be issued [from 15 June 2022 onwards](#). Before that, temporary protection was granted by a written decision of the relevant Administrative Unit.

While waiting for the application to be processed, a person does not yet have the right to work. Article 28 of the Temporary Protection of Displaced Persons Act provides that persons enjoying temporary protection have equal right to employment as persons enjoying international protection. Based on Article 90(1) No. 6 of the [International Protection Act](#), persons enjoying international protection have the right to employment and work as defined in the [Employment, Self-employment and Work of Foreigners Act](#).

The **right to free access to Slovene labour market** for persons enjoying temporary protection (as well as for persons enjoying international protection) is clearly stated in Article 6(2) of the Employment, Self-employment and Work of Foreigners Act. This means that displaced persons from Ukraine enjoying temporary protection can be employed, self-employed or perform work in Slovenia without a single permit, EU Blue Card or a permit for seasonal work (Article 6(1) of the Employment, Self-employment and Work of Foreigners Act). After a temporary protection application is approved, displaced persons from Ukraine automatically receive general work permits enabling them to enjoy full access to the labour market in Slovenia.

No other conditions regulating work permits/work authorisation or quotas exist. On a practical note, employees and self-employed persons need to obtain a Slovene tax number, but this condition also applies to Slovene citizens.

II. Recognition of qualifications/diplomas

Procedure depends on whether a profession is regulated or not. For non-regulated profession, employers usually do not require any qualifications/diplomas on formal education.

In case of regulated professions, rules on recognition of qualifications need to be followed. The procedure for assessment and recognition of education needs to be conducted in accordance with the [Assessment and recognition of Education Act](#) with the [ENIC-NARIC centre](#).

The recognition procedure is free of charge for persons registered in the register of unemployed persons. There are no special rules in place for persons enjoying temporary protection from Ukraine, however, [the Medical Chamber of Slovenia](#) offers help to licensed medical doctors or dental practitioners from Ukraine to include them in the Slovene medical system (see also below in Section 5).

III. Eligibility to receive assistance for job seekers (e.g., career counselling, skills assessment, locating appropriate job openings, etc.)

The [Employment Service](#) provides detailed information to displaced persons from Ukraine. Beneficiaries of temporary protection have the right to register in the register of unemployed persons and/or register of

jobseekers. Registration to both databases can be done in person, per regular mail or online by filling a registration form and attaching, among other documents, a special card confirming temporary protection. More information is available [here](#).

Once registered into the register of unemployed persons, displaced person from Ukraine are assigned a personal career counsellor by the Employment Service with whom they prepare a personal employment plan, review the knowledge and work experience acquired, and determine possible employment options. Emphasis is also on learning Slovene and understanding the labour market system as reported [here](#). Displaced persons from Ukraine are hence granted the following rights:

- ▶ personal career counselling,
- ▶ assistance in finding employment and work (to this end the Employment Service has prepared a special [questionnaire 'Preparation for Employment Plan'](#) in Ukraine language),
- ▶ information about the labour market,
- ▶ reimbursement of travel and postal expenses for active job search,
- ▶ possibilities of inclusion in active employment policy programs (e.g. Slovene language courses, other informal education and training).

To this end, the Employment Service developed special active labour market integration measures for displaced persons from Ukraine, which include: on-the-job training; workshops for integration to Slovene labour market (e.g. knowledge of Slovene labour system); support for vulnerable groups; access to other [active employment measures](#) also available to Slovenians and TCNs in general (e.g. Slovene language courses, short training programs, inclusion in education); as well as programs aimed particular at displaced persons from Ukraine (e.g. ['Useful Slovenian for Ukrainian speakers' course](#)).

#### IV. Availability of vocational training/educational opportunities for adults/practical workplace experience.

Displaced persons from Ukraine enjoying temporary protection are entitled to the same vocational training and practical workplace experience as Slovenians.

Article 28(2) of the [Temporary Protection of Displaced Persons Act](#) explicitly gives persons enjoying temporary protection the right to participate in vocational training and to gain practical workplace experience according to the national rules. All costs with regard to enforcement of the right to work and/or vocational training are borne by the employer (Article 28(3) of the Temporary Protection of Displaced Persons Act). These rights may only be enforced during the temporary protection status.

There are no special rules in place specific to displaced persons from Ukraine enjoying temporary protection.

#### V. Any exceptions to the general law in force in the country applicable to remuneration and other conditions of (self-) employment

No. Employment relations between employers and employees in Slovenia are regulated by the [Employment Relationship Act](#). According to Article 3(1), this act applies to all working relations among employers with registered offices or residences in Slovenia and their employees. Therefore, the Employment Relationship Act

applies also to working relations among employers and foreigners such as displaced persons coming from Ukraine.

[Minimum salary](#) in Slovenia is currently set at EUR 1 203.36 gross and applies to all persons (regardless of their nationality and status) that are employed in Slovenia for full working time (Article 2(1) of the [Minimum Wage Act](#)).

## 4.0 Social security, social welfare and means of subsistence assistance, as well as medical care (Article 13 of the Temporary Protection Directive)

### I. Types of benefits with description and coverage

Displaced persons from Ukraine who conclude an employment contract or start self-employed activity are included in the **social security insurances** in the same way as Slovene citizens. As a result, they enjoy the same social security rights. In Slovenia, social security system encompasses mandatory social insurances (pension and disability insurance, health insurance, unemployment insurance and parental protection insurance).

A person granted temporary protection in Slovenia has the following **social welfare rights** (Article 23 of the [Temporary Protection of Displaced Persons Act](#) in connection with recently amended [Decree on the methods for ensuring rights of persons enjoying temporary protection](#)):

- ▶ accommodation and meals in accommodation centres or financial assistance for private accommodation;
- ▶ healthcare;
- ▶ education;
- ▶ financial assistance;
- ▶ pocket money;
- ▶ family reunification;
- ▶ free legal assistance;
- ▶ information on rights and obligations and assistance in exercising rights arising from the Temporary Protection of Displaced Persons Act.

#### **Accommodation and financial assistance for private accommodation**

Persons with a temporary protection status are provided either with accommodation, including meals, in accommodation centres (Article 25 of the Temporary Protection of Displaced Persons Act) or financial assistance for private accommodation (Article 26 of the Temporary Protection of Displaced Persons Act). Further rules are prescribed in Articles 3 – 11 of the [Decree on the methods for ensuring rights of persons enjoying temporary protection](#). The right to accommodation is also provided to applicants during the procedure of obtaining temporary protection (Article 2 of the Decree).

The purpose of financial assistance is to provide aid to pay rent in case of private accommodation and depends on the number of family members and their income. The maximum amount is calculated on the basis of the minimum income and is currently EUR 421.89 per month for a single person. The financial assistance for two family members amounts to 130 % of the minimum income (currently EUR 548.46 per month), assistance for three family members amounts to 160 % of the minimum income (currently EUR 675.02 per month), assistance for four family members amounts to 190 % of the minimum income (currently, EUR 801.59), assistance for five family members amounts to 210 % of the minimum income (currently EUR 885.97), assistance for six family members amounts to 230 % of the minimum income (currently EUR 970.35) and assistance for seven or more family members amounts to 250 % of the minimum income (currently EUR 1 054.73). The right to financial assistance for private accommodation can be obtained for the duration of such accommodation but no longer than for six months (previously it was limited to three months) (Article 5(5) of the Decree). Family members, who due to schooling no longer live together with the beneficiary of such financial assistance, can claim financial assistance for private accommodation in their own right (Article 5(7) of the Decree).

### Healthcare

Slovenian health system has several layers:

- ▶ emergency treatment (free for everyone), which includes free of charge care at any of the emergency medical centres or general medical centres and free of charge medicines for all urgent situations and chronic diseases;
- ▶ basic health insurance (compulsory) automatically applicable to all persons in an employment relationship and their dependant family members;
- ▶ supplementary health insurance (voluntary), which most persons in Slovenia conclude on top of basic health insurance with one of the private insurance companies for a price of approx. EUR 35 per month. Moreover, every person under 19 years of age with a temporary protection status receives supplementary health insurance automatically;
- ▶ additional health insurance, which very few people have.

All persons, including displaced persons from Ukraine without identification documents or temporary protection card, are entitled to emergency treatment. Moreover, beneficiaries of temporary protection are entitled to a wider range of emergency healthcare, which includes (Article 27 of the Temporary Protection of Displaced Persons Act and Article 12 of the Decree on the methods for ensuring rights of persons enjoying temporary protection):

- ▶ emergency medical assistance, emergency ambulance transport and emergency medical dental services;
- ▶ emergency treatment (including emergency medicines) following a decision made by an attending doctor, comprising of preservation of vital functions, stopping major bleeding or preventing bleeding; the prevention of sudden deterioration of health, which could lead to permanent damage to individual organs or vital functions; shock treatment; treatment of chronic diseases and conditions, the abandonment of which would directly and in a short time lead to disability, other permanent health impairments and death; treatment of fever and the prevention of spreading an infection that could lead to a septic condition; treatment or prevention of poisoning; treatment of bone fractures or sprains and other injuries that require medical intervention; prescription-only medicines prescribed for the treatment of these conditions; and emergency transport by ambulance and other vehicles in the listed cases;
- ▶ urgent services of specialist outpatient and hospital activities;

- ▶ healthcare of women, including contraception, termination of pregnancy and medical care during pregnancy and labour;
- ▶ compulsory medical examinations for children and adolescent before enrolment in education and during primary and secondary education.

Article 13 Decree on the methods for ensuring rights of persons enjoying temporary protection provides for a procedure to obtain a wider emergency healthcare coverage. This emergency healthcare also includes medication for all emergencies and chronic medical conditions.

Beneficiaries of temporary protection who are employed, are entitled to the same scope of medical treatment as Slovene nationals.

### Education

Based on Article 29 of the Temporary Protection of Displaced Persons Act, persons with temporary protection who are less than 18 years of age have the right under the same conditions as Slovenian citizens to:

- ▶ inclusion and completion of primary education; and
- ▶ inclusion and completion of secondary vocational or general education in public and private schools financed from public funds, if they are less than 18 years old at the time of enrolment and meet the enrolment conditions.

The costs of education are covered by the ministry responsible for education to the same extent and under the same conditions applicable to Slovenian citizens. All other related costs are provided by the Government Office for the Support and Integration of Migrants in form of financial aid or pocket money, while costs of transport, meals and textbooks are provided through special funds and subsidies by the Ministry.

Decree on the methods for ensuring rights of persons enjoying temporary protection prescribes further rights, including the right to preschool childcare in Article 16. Beneficiaries of temporary protection may be entitled to **child benefit and reduced kindergarten fees** under the conditions set out in the [Exercise of Rights from Public Funds Act](#). The [application](#) for exercising the right to child benefit and reduced kindergarten fees shall be filed with the competent Social Work Centre. Moreover, Article 16 of the Decree on the methods for ensuring rights of persons enjoying temporary protection exempts parents who are eligible to receive financial assistance or pocket money from payment for childcare / kindergarten fees. There is no need to submit any application to exercise this right, and more information can be found on the [website](#) about the inclusion of displaced children from Ukraine in education.

### Financial assistance

Persons, who have a temporary protections status, live in private housing, have no savings and no person that is by law obliged to maintain them and who did not apply for international protection, are eligible for financial assistance (Articles 30 – 34 of the Temporary Protection of Displaced Persons Act and Articles of the Decree on the methods for ensuring rights of persons enjoying temporary protection.). The amount of received financial assistance is calculated based on the minimum income depending on the number of family members and is currently EUR 421.89 per month for the first adult in the family or a child (under 18) without an accompanying family member (100 %), EUR 295.32 per month for every next adult in the family (70 % of the minimum income), and EUR 126.57 per month for each child under 18 (if both parents are in Slovenia) (30% of the minimum income) or EUR 253.13 per month if only one parent is in Slovenia (60% of the minimum income).

### Pocket money



Persons living in an accommodation (asylum) centre, who are without income or other benefits or without persons who are by law obliged to support them, are entitled to pocket money in the amount of 30 % of the minimum income which is currently EUR 126.57 per month (Article 35 of the Temporary Protection of Displaced Persons Act and Articles 14, 21 and 22 of the Decree on the methods for ensuring rights of persons enjoying temporary protection). The application procedure starts automatically as soon as a person is placed at the centre.

### **Family reunification**

As per Article 36 of the Temporary Protection of Displaced Persons Act, close family members of a person, who has obtained temporary protection are also entitled to the same protection. Further rules are laid down in the Decree on the methods for ensuring rights of persons enjoying temporary protection. For a definition of a family member please see Section 1.1.2 above.

### **Free legal assistance**

Pursuant to Article 37 of the Temporary Protection of Displaced Persons Act, persons enjoying temporary protection have the right to free legal assistance as regulated in the Legal Aid Act.

### **Information on rights and obligations and assistance in exercising rights arising from Temporary Protection of Displaced Persons Act**

Persons with temporary protection must be acquainted with their rights and obligations regarding accommodation, financial assistance, health care, education and employment, in a language they understand (Article 38 of the Temporary Protection of Displaced Persons Act). Moreover, the Government Office for the Support and Integration of Migrants also provides assistance in exercising all above listed rights (Article 39 of the Temporary Protection of Displaced Persons Act).

Further rules are prescribed in the Decree on the methods for ensuring rights of persons enjoying temporary protection. Based on Article 25(3), such persons are entitled to Slovene language courses in line with the Decree on ways and scope of providing programs of support for integration of third country nationals, while based on Article 25(5) they are entitled to reimbursement of costs of translating documentation for the purpose of childcare and education.

## II. Eligibility conditions

### **Social security**

National legislation provides for certain conditions, which need to be fulfilled in order to benefit from social insurances (e.g., in order to obtain unemployment allowance, an unemployed person needs to register with the Employment Service and follow special active employment programs). However, these conditions do not differ between Slovene citizens and displaced persons from Ukraine enjoying temporary protection.

The nature of some of the social security benefits requires a person to be insured for a certain minimum period of time (e.g. in order to receive state pension a person needs to be insured for at least 15 years). Logically this condition cannot be fulfilled in case of persons enjoying temporary protection.

### **Social welfare**

Please see above under Section 4.0 I. for each individual benefit.

Furthermore, in order to claim financial aid, beneficiaries of temporary protection need to provide the authorities a Slovenian tax number and a Slovenian bank account number.

Tax number can be obtained already before obtaining temporary protection by filling out a special [DR-02 form](#) and submitting it to the [tax office](#). A copy of a passport should be attached. On contrary, bank account can only be opened after obtaining the temporary protection card. Moreover, persons who wish to open an account need to present their passport, temporary protection card, proof of registered residence and a tax number.

III. Any exceptions to the general law in force in the country to access to social security systems or social welfare system relating to employed or self-employed activities

As opposed to Slovene citizens, unemployed persons from third countries, including displaced persons from Ukraine who are beneficiaries of temporary protection, need to obtain a certificate on Slovene language knowledge at the entry level A1 within 12 months after registration to the unemployment register. More information about the voluntary free of charge language course in the duration of 120 to 180 hours and the certification exam is available [here](#). Persons who successfully pass the exam, obtain a certificate on Slovene language knowledge at the entry level (A1). If this certificate is not obtained or not obtained in time, such a person is deleted from the register of unemployed persons at the Employment Service of Slovenia. The consequence of such a deletion is loss of the right to receive unemployment benefits.

All social rights listed above are available to all persons enjoying temporary protection. There are no special rights which would only be available to displaced persons coming from Ukraine.

## 5.0 Public support instruments

Overview of other public support instruments facilitating labour market participation, information about and enforcement of rights and entitlements for displaced persons.

Several public support instruments are available to displaced persons from Ukraine.

- ▶ **Dedicated Government [webpage](#) providing info to displaced persons from Ukraine regarding procedure for obtaining temporary protection and their rights**, accommodation, withdrawal of an intent/application for international protection, financial support or pocket money, risk of human trafficking, obtaining tax number and bank account, child benefits and reduces kindergarten fees, useful links and contacts, FAQ etc. This webpage is available in UA, SI and EN language.
- ▶ A special [call centre](#) for information on assistance to displaced persons from Ukraine has been set up. The idea is to provide such persons with information about entry and residence in Slovenia, procedure for obtaining international protection or temporary protections status as well as financial and material assistance. The call centre operates every working day from 8 am to 4 pm. Moreover, the Government has established a [special telephone number](#) where displaced persons from Ukraine can get information on the assistance in Slovenia.
- ▶ **Dedicated webpage [Help for Ukrainian citizens in Slovenia](#)** managed by a non-profit, volunteer Sledilnik society, with easily understandable information with respect to entry and arrival to Slovenia and living in Slovenia (e.g. registration and status requirements, health, social security, employment, tax number, bank account, education, finding accommodation, looking for a job).

- ▶ **Activities of the Employment Service of Slovenia:** The Employment Service has prepared guidance and special forms in Ukraine language facilitating employment of displaced persons from Ukraine. A special [dictionary](#) of 'First 500 Slovene words' has been prepared and field trips to accommodation centres have been organised. Displaced persons from Ukraine can follow several free-of-charge Slovene language courses. An [information seminar](#) explaining the type of services provided by the Employment Service is available also in Ukraine language. Moreover, the Employment Service also provides [guidance](#) to employers who wish to employ displaced persons from Ukraine.
- ▶ Several employment agencies are proactively working to bring displaced persons from Ukraine to Slovenian labour market.
- ▶ **Communication in the health sector:** From 5 July 2022 onwards a new Ukrainian and Russian version of a [multilingual manual](#) for easier communication in the health sector is available. This manual prepared by the Ministry of the Interior aims to help both individuals as well as medical staff to effectively communicate with each other. In addition, several medical forms have been translated to Ukraine, including a [form](#) with questions about COVID-19 which was prepared in cooperation with the Medical Chamber of Slovenia.
- ▶ **Access to legal advice:** The Law Faculty of the University of Ljubljana is offering legal help for displaced persons from Ukraine.
- ▶ **Medical Chamber of Slovenia** offers help to licensed medical doctors or dental practitioners from Ukraine to include them in the Slovene medical system. Their initiatives include an open call to Ukraine doctors for help in the *pro bono* health clinic in Ljubljana; help with obtaining licence to practice medical services in Slovenia; explanation of procedure for recognition of professional education; targeted language courses etc.
- ▶ **University education** – several Universities have started enrolling displaced students from Ukraine students into their programs, also using the Erasmus scheme.
- ▶ **Language courses** Displaced persons from Ukraine can join several free-of-charge language courses. The [Employment Service of Slovenia](#) for instance offers a training course 'Slovene as a second and foreign language – breakthrough level (A1)', which is intended to prepare third-country nationals (TCNs), including displaced persons from Ukraine, for an exam to obtain A1 certificate. Persons attending the course and the exam are entitled to travel allowance as well as activity allowance for every hour spent on the course. Two other Slovene language courses are organised by the Employment Service, namely '[Slovene language for foreigners, levels I to III](#)' available to all TCNs and '[Useful Slovenian for Ukrainian speakers](#)' course which is intended for beneficiaries of temporary protection from Ukraine who are registered as unemployed. Finally, beneficiaries of temporary protection are until 25 May 2023 also eligible to subscribe to a free-of-charge 180 hours Slovenian language course '[Initial Integration of Immigrants](#)' offered by the Government Office for the Support and Integration of Migrants. Against payment of EUR 22.60 in application fees, such persons can follow a language course at one of the [accredited course](#) providers. Persons who attended at least 80 % of the course are entitled to a free first [examination](#) of Slovene language at the basis level. Additionally, some other private institutions have started to provide free Slovenian-language courses to displaced persons from Ukraine.
- ▶ **Transport:** All cars with Ukrainian number plates are exempted from tolls (purchasing the e-vignette) for the purpose of entering or crossing Slovenia. Moreover, some cities have opened their public transport for free to persons who have applied for temporary protection.

- ▶ **Material help** such as food, clothing or sanitary material can be obtained from the [Slovene Philanthropy](#) organisation. Several other NGOs such as [Caritas Slovenia](#) also provide material help to displaced persons from Ukraine.
- ▶ **Inclusion into Slovenian society:** The Legal-Informational Centre for NGOs (PIC) in cooperation with the Government and the UNHCR organises information sessions for displaced persons from Ukraine on their rights and duties in the field of temporary protection and their integration into Slovenian society. Moreover, Slovene Philanthropy organisation runs a project for better organisation of displaced persons from Ukraine funded by the Fund for Bilateral Relations, which is part of the Norway and EEA Grants. Through the help of informative YouTube videos this [program](#) aims at informing displaced persons from Ukraine about their rights and duties in the field of education, healthcare, employment and receiving financial assistance. Other measures such as a [YouTube channel](#), a dedicated [Facebook group](#), and a [Telegram chat](#) also support the inclusion of displaced persons from Ukraine into Slovenian society.