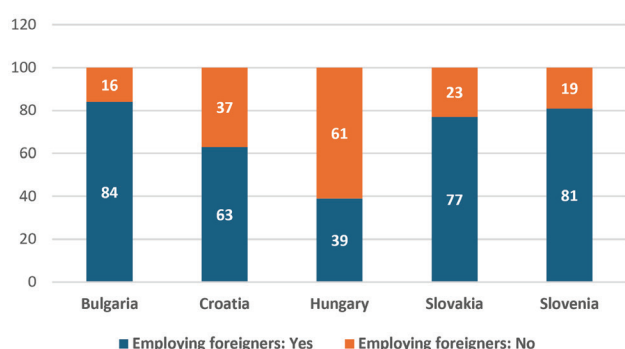


Main findings of the Recruit4Tomorrow survey on employment of third-country nationals in partnership countries (BG, HR, HU, SK, SI)

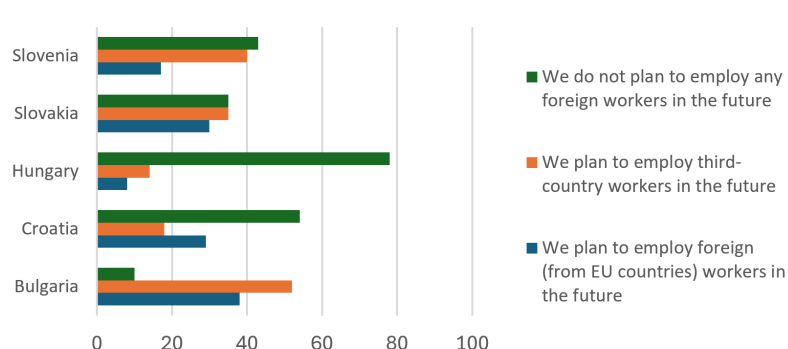
Across Bulgaria, Croatia, Hungary, Slovakia, and Slovenia, employers face a growing shortage of local labour, making the employment of third-country nationals (TCNs) not just a strategy, but a necessity. Recruit4Tomorrow consortium presents the main findings from a survey conducted on over 500 companies across 5 EU countries on the state of employment of foreigners, as well as the challenges and obstacles employers face with the employment of third-country nationals.

EMPLOYING THIRD-COUNTRY WORKERS: CURRENT STATE AND EXPECTATIONS IN COMPANIES (%)

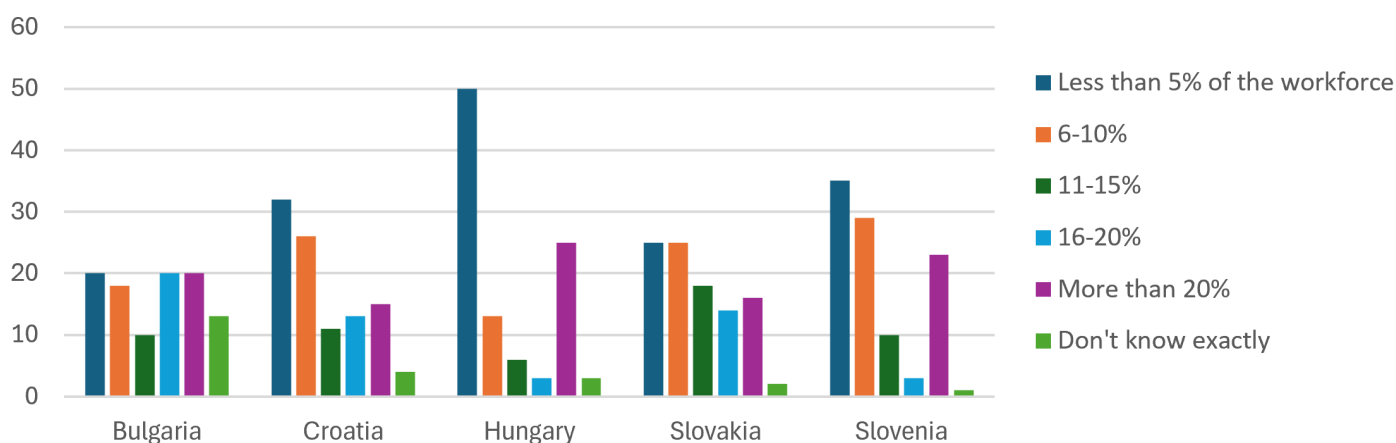
CURRENT STATE



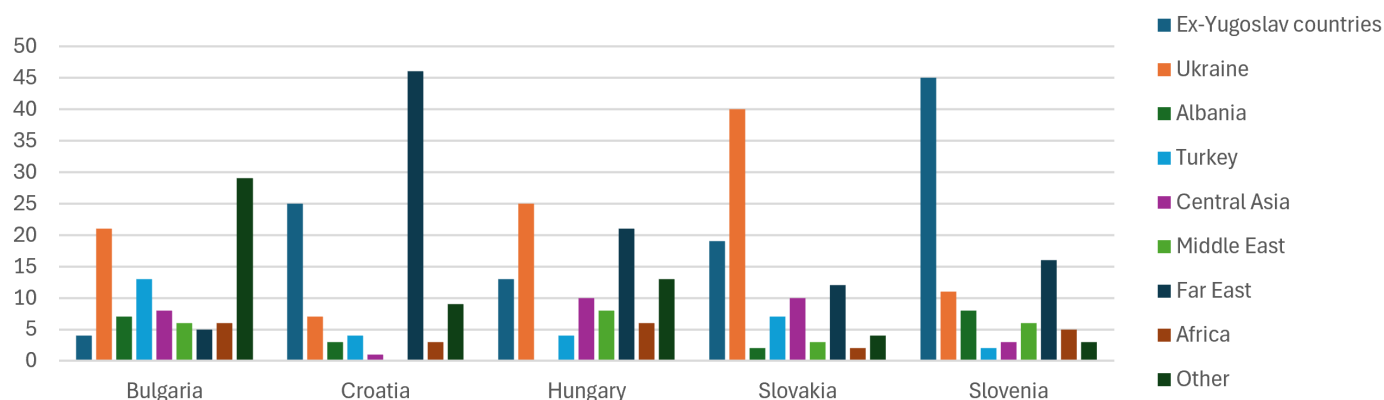
EXPECTATIONS



SHARE OF THIRD-COUNTRY WORKERS IN SURVEYED COMPANIES (%)



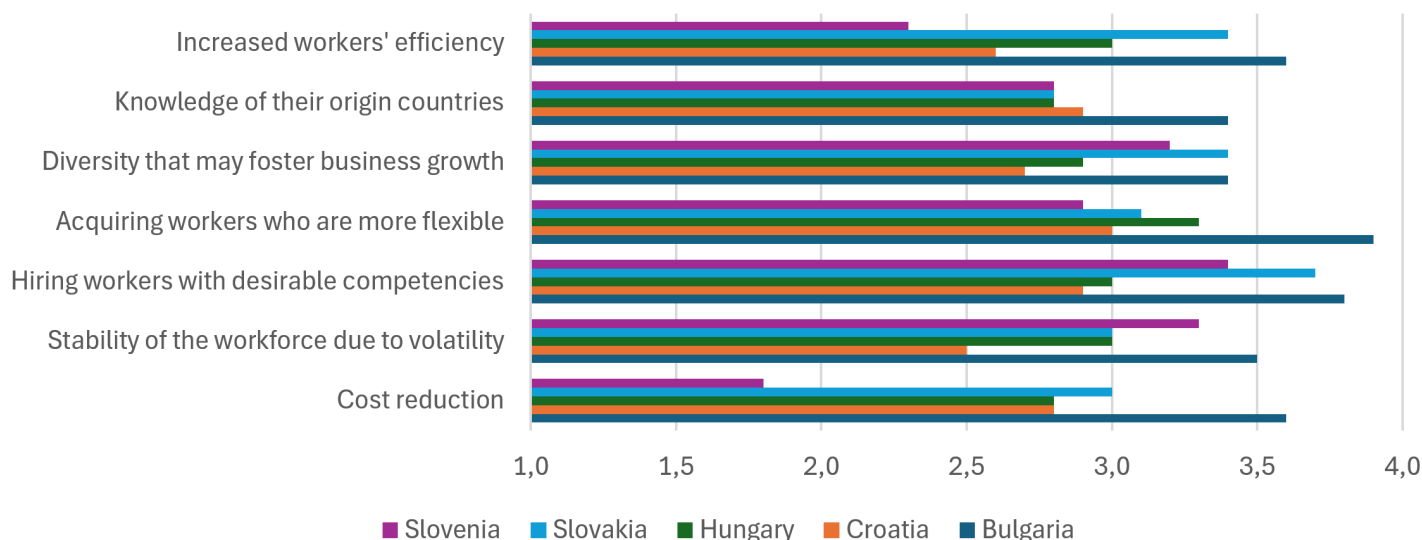
COUNTRY OF ORIGIN OF THIRD-COUNTRY WORKERS IN SURVEYED FIRMS



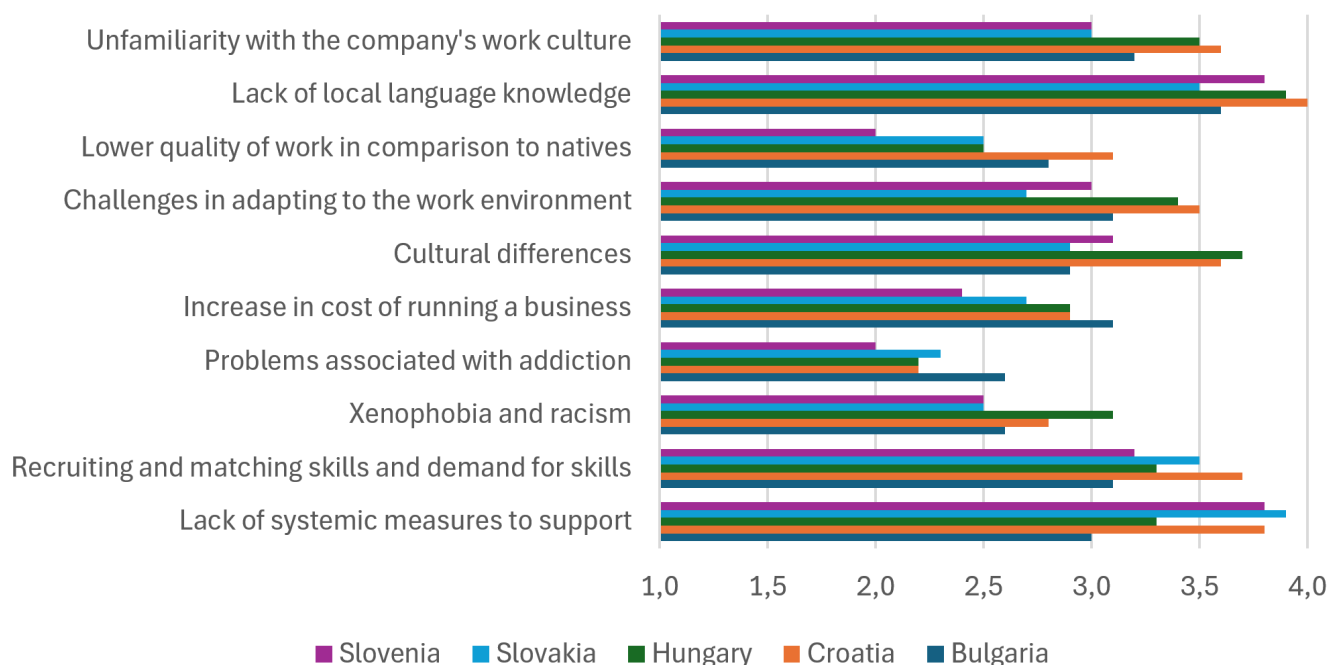
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EMPLOYING THIRD-COUNTRY WORKERS: PERCEIVED ADVANTAGES



EMPLOYING THIRD-COUNTRY WORKERS: PROBLEMS



EMPLOYING THIRD-COUNTRY WORKERS: BARRIERS



Key recommendations of the Recruit4Tomorrow consortium for employment of third-country nationals



Proposed policy recommendations will enable us to build systems that are faster and more adaptable to changing labour market needs and conditions. Full recommendations and survey results can be downloaded at <https://www.zds.si/sl/projekti/recruit4tomorrow>.

Streamline the Employment Process



Current challenge: Complex, slow, and inconsistent permit systems

What's needed:

- One-stop-shop service centres for application & fully digital application systems
- Faster, unified permit processes with real-time updates
- Better inter-agency coordination to enhance transparency
- Redistribute workloads across offices to cut backlogs

Goal: Make hiring smoother, faster, and more predictable for both employers and TCNs.

Easing access to the labour market



Current challenge: Rigid rules limit job mobility and slow hiring

What's needed:

- Flexible rules to let TCNs switch jobs/sectors more easily
- Simplify or remove quotas in shortage sectors/occupations
- Equal rights and stronger protection for TCNs from exploitative intermediaries
- Tailored support for SMEs in TCN employment
- Boost international cooperation to speed up recruitment

Goal: Empower workers, support businesses, and make the labour market more dynamic and fairer.

Recognise Skills and Qualifications Faster



Current challenge: Skilled TCNs are stuck in low-skilled jobs

What's needed:

- Quicker diploma and skills recognition, especially in shortage sectors/occupations
- Use of temporary licenses while formal recognition is ongoing
- Support real-world experience and non-formal learning
- Provide financial help for expensive recognition processes

Goal: Match skills with jobs - don't waste talent.

Support Education, Training & Integration



Current challenge: Language and cultural gaps slow integration

What's needed:

- Free language courses - before and after arrival
- Cultural orientation and workplace mentorship programs
- Employer-sponsored training with incentives
- Better housing support, shared between employers and local authorities
- Retain international students with clearer work & stay options

Goal: Enable long-term inclusion, growth, and social cohesion.

Encouraging employment of third-country nationals through social dialogue



The labour market and employment relationships in the EU are faced with a change of paradigm, with the population ageing and imbalances between supply and demand, which, alongside the epidemic, causes a reduction in the number of workers and the formation of new HR management approaches. Although intra-EU mobility is legally well-regulated and well-established, the EU labour market is experiencing a major labour shortage. Employers are seeking labour force outside the EU; in doing so, they are facing numerous challenges: administrative barriers, long procedures, language barriers, integration difficulties, mistrust of trade unions and citizens in general, etc. EU and national social partners play an important role in establishing new labour market relationships and in policymaking related to the employment of third-country nationals.

Through two main phases - (1) the analytical phase and (2) learning, knowledge exchange and dissemination - the Recruit4Tomorrow project partners and other labour market stakeholders gained better insight into the challenges of employment of third-country nationals, the future of work, and modernisation of the labour market. The project contributed to social dialogue in responding to changes in employment and work-related challenges and strengthened the capacity of social partners to more effectively cooperate in creating and implementing policies in the field of third-country nationals' employment.

The Recruit4Tomorrow project is comprised of both employers' representatives as well as trade unions from 5 countries: Slovenia, Croatia, Bulgaria, Hungary and Slovakia. Recruit4Tomorrow is led by the Association of Employers of Slovenia (ZDS) in cooperation with project partners: Bulgarian Industrial Association (BIA), MGYOSZ - BusinessHungary (MGYOSZ), Association of Employers of Slovakia (RUZ), Association of Employers of Croatia (HUP), Svet gorenjskih sindikatov (SGS), Confederation of Independent Trade Unions in Bulgaria (CITUB), Hungarian Federation of Metalworkers (VASAS), Independent Christian Unions of Slovakia (NKOS), Croatian Oil Industry Union (SING), University of Ljubljana, Faculty of Public administration and Faculty of Economics as the main research partners and BUSINESSEUROPE as an associated partner.



University of Ljubljana



HUP
Hrvatska udruga poslodavaca



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