

Global Immigration alert

May 2025

Slovenia

Slovenia amends regulations impacting third-country nationals and employers

Executive summary

Slovenia introduced amendments to its Foreigners Act (ZTuj-2I) on 21 May 2025 and will soon implement amendments to its Employment, Self-Employment and Work of Foreigners Act (ZZSDT-E). These changes are expected to incorporate EU Directive 2021/1883, which regulates the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, into Slovenian legislation, along with other provisions.

Key developments

Effective 21 May 2025, the maximum validity of initial single permits for residence and work increased from one year to two years. Additionally, permit holders are now able to renew their permits for up to three years (up from two years previously).

Effective 21 June 2025, the following changes will go into effect:

- Third-country nationals legally residing in Slovenia for reasons other than employment will be able to become employed before receiving a residence permit card. They will be able to begin their employment based on a valid temporary residence permit and an "Informativni" list issued by the Employment Service of Slovenia (ZRSZ). The "Informativni" list is an official document that serves as proof of work authorization.
- Employers that have laid off employees for business reasons in the preceding six months will not be allowed to hire foreign workers (with limited exceptions).

Effective 21 July 2025, the following changes impacting EU Blue Cards will go into effect:

- The minimum salary for EU Blue Card holders will need to equal or exceed the average annual gross salary in Slovenia, calculated on a monthly basis. Currently, the salary has to equal or exceed 1.5 times the average monthly salary in Slovenia.
- The minimum validity period of employment contracts for EU Blue Card holders will be reduced to six months, down from one year currently.
- Professional experience will be recognized as proof of professional qualifications. Specifically, applicants with at least three years of relevant work experience within the last seven years will meet the criteria for professional experience.
- Short-term mobility within EU Member States (up to 90 days within a 180-day period) will be simplified for holders of an EU Blue Card, issued in another EU Member State, and no additional permits will be required.

Effective 21 November 2025, the following changes will go into effect:

- Third-country nationals working remotely for a company located abroad (not registered in Slovenia's business register) will be eligible to apply for a temporary residence permit as digital nomads. This permit will be valid for one year and will not be renewable. To apply, applicants will need to provide a valid passport, appropriate health



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insurance and proof of sufficient monthly funds to support themselves (i.e., at least twice the average monthly net salary in Slovenia).

- Third-country nationals in Slovenia, including EU Blue Card holders, researchers, higher education staff, intra-corporate transferees, digital nomads, individuals of Slovenian descent up to the second degree (i.e., third-country nationals whose grandparents are nationals of Slovenia), and those with temporary protection, will be able to reunite with their family members without restrictions on the duration of their residence or the validity of their permits. This provision facilitates family reunification regardless of how long the third-country national has been in the country. Additionally, the administrative authority will issue a confirmation of the submitted application, allowing family members to reside in Slovenia until a final decision is made.

Finally, Slovenia is expected to introduce a new system to track employers that have been penalized for labor law violations. This system will inform third-country nationals with employment, self-employment or work permits, as well as those with free access to the Slovenian labor market, along with all other workers (including Slovenian and EU workers), about employers with a record of non-compliance with local labor laws.

Impact on employers

These amendments are expected to benefit employers by simplifying the employment process for foreign workers, reducing the salary requirement for EU Blue Card holders and extending work permit validity periods.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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