



Leaflet for Zug employers

Work integration for refugees from Ukraine with S status

Initial situation

The stream of refugees from Ukraine has also arrived in the Canton of Zug and continues to swell. For the time being, there is no end in sight. The federal government registers the arriving refugees and grants the S-status (persons in need of protection from war zones). With this status, these persons have a temporary right of residence until the situation in their home country has stabilized sufficiently.

It should be taken into account that during the first phase after arrival in Zug, the refugees (mainly women, mothers and children > 70-80%) may need to put time and priority on basic needs such as housing, general health and enrolling their children in school before they can apply for a job. Updated information under <https://www.zg.ch/behoerden/staatskanzlei/kommunikationsstelle/ukraine-hilfe>.

Persons with the S status are allowed to work

Conditions are:

- Application of the employer with signed employment contract (process see below).
- local and industry-standard working and salary conditions must be observed
- No waiting period, no priority for nationals
- Change of job is subject to approval

Under the direction of the Cantonal Social Welfare Office - section of Asylum Social Services - the Gemeinnützige Gesellschaft Zug (GGZ), as a proven integration agency for persons from the asylum sector, carries out an initial short assessment. It serves to filter out those persons with a realistic chance of placement and with the desire for a job. It is important to keep in mind that job seekers with S status may not have all personal documents / certificates available for an application.

To date, very few requests for placement assistance have been received. **We anticipate that the group of these individuals will be manageable initially, but may grow significantly after a few weeks.** Parallel to this, the first employment contracts, which are initiated through personal or private initiative, can already be approved.

Recruitment process via the Regional Employment Center (RAV)

1. Please report the job vacancy to the employer contact point (KAG) at the RAV. There are several ways to report the vacancies:

- **1. priority:** you send the job description by e-mail: KAG@rav.zg.ch
- You call: 041 728 25 70 (Mon-Fri 8 -11.45 am and 1.15 - 5pm)
- You can report open positions under <https://www.job-room.ch/home/job-seeker>.

For detailed information, please visit the RAV under https://www.rav-zg.ch/index.php?inhalt=fuer_arbeitgebende&unterinhalt=offene_stelle_melden.

2. the KAG will immediately carry out the 'matching' with job-seeking persons. If explicitly requested and you add the note «Ukraine», the 'matching' will be done exclusively from the pool of Ukraine refugees.

3. as soon as you have recruited the desired person with S-status, please submit the application for work permit with signed employment contract to the Office for Migration. The form with address can be found here <https://www.zg.ch/behoerden/sicherheitsdirektion/amt-fur-migration/asyl/formulare-und-merkblatter/stellenantritt-stellenwechsel#downloads>. This approval step takes max. 2 to 3 days.

Final remark

We ask you to report the vacant or specially created positions to the RAV. If you do not explicitly mention «Ukraine», the recruitment will be done through the whole pool of job seekers and other persons from the asylum system.

We thank you for the support and the will to give the refugees a perspective of self-reliance and independence. Please note that the number of available and employable persons with S status may fluctuate greatly over the next few months. We thank you for already informing us about open positions. At the same time, we are dependent on further vacancies being reported, as with a growing wave of refugees and after a period of settling in (also linguistically), the need for vacancies will grow.