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# Labor Migration in the Context of Brexit and the 2030 Agenda: The Slovak Case

Marcel Kordoš<sup>a\*</sup>

<sup>a</sup> Alexander Dubček University in Trenčín, Študentská 2, 911 50 Trenčín, Slovakia

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## ABSTRACT

This research paper examines the potential impact of Brexit on Slovak workers' motivation to pursue employment opportunities in the UK. The purpose of this study is to assess the impact of Brexit on labor migration from Slovakia to the UK and to analyze the migration intentions and institutional perceptions of Slovak workers in the context of the 2030 Agenda. The research methodological framework is based on quantitative methods, including questionnaire surveys, descriptive statistics, and chi-square hypothesis testing, supported by graphical analyses. The empirical base comprises results from a survey of Slovak workers with work experience in the UK, selected from a sample of 867 valid questionnaires collected in 2022 as part of an international research project. The results have indicated that, to some extent, Brexit will also affect the labor market in Slovakia, as some Slovaks working in the UK intend to return to Slovakia after Brexit comes into force, up to 21% of respondents have no intention of returning to the UK for work. However, a larger share of Slovak workers currently working in the UK will not feel affected by Brexit, facing increased bureaucracy or differential treatment, as 72% of the 158 respondents with UK work experience plan to return to the UK for work. The prospects for further research include conducting a cross-country comparative analysis of labor migration, an in-depth study of the sectoral structure of migration flows, and an assessment of the long-term consequences of Brexit for the sustainability of labor markets.

**KEYWORDS:** Human Capital, Labor Market, Labor Economics, Migration, International Migration, Migration Strategy, Slovak Workers, United Kingdom

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\* **Corresponding author: Kordoš M.** – PhD, Alexander Dubček University in Trenčín, Študentská 2, 911 50 Trenčín, Slovakia, email: [marcel.kordos@tnuni.sk](mailto:marcel.kordos@tnuni.sk)

## Трудовая миграция в контексте Brexit и реализации Повестки-2030: опыт Словакии

Кордос М.<sup>а\*</sup>

<sup>а</sup> Университет им. Александра Дубчека в Тренчине, ул. Штудентска 2, 911 50, Тренчин, Словакия

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### АННОТАЦИЯ

Настоящее исследование посвящено углублённому анализу потенциального влияния Brexit на мотивацию словацких работников к трудоустройству в Великобритании. Целью исследования является оценка воздействия Brexit на трудовую миграцию из Словакии в Великобританию, а также анализ миграционных намерений и институционального восприятия словацких работников в контексте Повестки дня ООН на период до 2030 г. Методологическая основа исследования базируется на количественных методах, включая анкетный опрос, описательную статистику и проверку статистических гипотез с использованием критерия хи-квадрат, с графическим представлением результатов. Эмпирическую базу исследования составляют результаты опроса словацких работников, имеющих опыт трудовой деятельности в Великобритании, отобранные из массива 867 валидных анкет, собранных в 2022 г. в рамках международного исследовательского проекта. Результаты исследования показали, что Brexit в определённой степени окажет влияние и на рынок труда Словакии, поскольку часть словацких работников, занятых в Великобритании, планирует вернуться в Словакию после вступления Brexit в силу, при этом до 21% респондентов не намерены возвращаться в Великобританию для продолжения трудовой деятельности. Вместе с тем более значительная доля словацких работников, уже имеющих опыт работы в Великобритании, не ожидает негативных последствий Brexit в виде усиления бюрократических барьеров или дифференцированного отношения: 72% из 158 опрошенных с опытом работы в Великобритании планируют вновь вернуться в страну для трудоустройства. Перспективы дальнейших исследований связаны с проведением межстранового сравнительного анализа трудовой миграции, углублённым изучением отраслевой структуры миграционных потоков и оценкой долгосрочных последствий Brexit для устойчивости рынков труда.

**КЛЮЧЕВЫЕ СЛОВА:** человеческий капитал, рынок труда, экономика труда, миграция, международная миграция, миграционная стратегия, словацкие работники, Великобритания

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\* **Корреспондирующий автор:** Кордос М. – PhD, Университет им. Александра Дубчека в Тренчине, ул. Штудентска 2, 911 50, Тренчин, Словакия, email: [marcel.kordos@tnuni.sk](mailto:marcel.kordos@tnuni.sk)

## INTRODUCTION

The research paper addresses the recent phenomenon of a member country of the European Union (hereinafter – EU) initiating the process of its departure from the EU, marking the first instance in the union's history. As this phenomenon has not previously occurred, it has attracted significant attention from a diverse range of individuals and groups, including those within the European Union and beyond. It was also the fact that the UK's exit from the European Union may set a precedent for future exits by other countries from the EU. The negotiations regarding the rights of UK citizens after leaving the European Union had also attracted attention. This was a complex process in which UK leaders, led by Prime Minister Boris Johnson, sought to guarantee the preservation of as many rights as possible for both EU and UK citizens following the UK's withdrawal from the EU. On the other hand, several national leaders were concerned that citizens of a country that had voluntarily left the European Union would be favored at the expense of their own citizens. This issue is anticipated to have a significant impact on the UK labor market and the EU single labor market, particularly regarding employment and the availability of skilled and unskilled positions across various sectors in both economies.

This paper presents a framework for a new and so far unexplored issue, where the novelty is how the circumstances of Brexit will affect the motivation of Slovak workers to work in the UK after Brexit is in force, and to what extent the UK labor market will suffer from the outflow of labor from EU member states, illustrated by a Slovak case as an example. This paper aims to fill this gap in the literature by assessing the impact of Brexit on labor migration from the Slovak Republic to the UK and whether and how Brexit would affect the inflow of the Slovak labor force to the UK in terms of the Agenda 2030 elements, such as human capital development, multiculturalism and tolerance, development cooperation, contributing to sustainability goals.

The uniqueness of the paper lies in its exploration of the impact of the Brexit issue on labor migration trends, as well as its examination of the parallels and synergies between this issue and the United Nations' Agenda 2030. To put it in nutshell the purpose of this study is to estimate to which Brexit would affect the inflow of Slovak labor force to the

UK along with the intention of Slovak workers to work in the UK when Brexit is to be in force when Agenda 2030 aspects such as multiculturalism and tolerance, development cooperation, contributing to sustainability goals are to be highlighted. Thus, the purpose of this study is to assess the impact of Brexit on labor migration from Slovakia to the UK and to analyze the migration intentions and institutional perceptions of Slovak workers in the context of the 2030 Agenda.

This paper is organized as follows. Following the introduction in Section 2, the essential theoretical background is presented in accordance with the description of global migration and Brexit issues as presented in the relevant literature. Section 3 provides a more detailed account of the research methodology. Section 4 presents the findings of the empirical analysis. Section 5 discusses the contributions, advantages, and recommendations associated with these findings, as well as significant insights. In conclusion, this study demonstrates the relevance of its findings and suggests research directions for future investigation.

## LITERATURE REVIEW

As argued by Marginean et al. (2020) and Privara et al. (2023), labor migration inherently brings both positive and negative effects. These effects must be considered equally by both the emigrating and immigrating countries (i.e., the country of origin and the country of destination). Most of the criteria used to evaluate these effects depend on the labor force's proficiency level, the magnitude of remittances, and other pertinent factors. In evaluating the international migration of highly skilled labor, the movement of human capital is a key consideration. As Walter (2020) and Yildiz (2021) have observed, the creation of a single internal market represents one of the most significant achievements of the EU integration process. This has entailed the removal of almost all restrictions on the free movement of people, labor, goods, services, and capital. The free movement of workers not only affects the workers themselves but also their family members, even if they are not EU citizens. However, their right to reside derives from the worker's rights, who must be an EU citizen. As demonstrated by Sargent (2023) and Aucejo (2021), there are multiple points of synergy between labor migration and the 2030 Agenda.

This is because both issues pertain to foundational matters of global development and sustainability. Labor migration can be a valuable factor for economic growth and development, as it enables the transfer of labor to locations where it is needed. This can lead to increased productivity, create new jobs, and promote economic growth, all of which are objectives of the 2030 Agenda. Migration can provide people with access to better job opportunities, education, and training, thereby contributing to the Sustainable Development Goals (Mura & Stehliková, 2025; Lincényi, 2017; Glimm & Fabus, 2024). Belas et al. (2023) and Daoudy et al. (2022) argue that labor migration can contribute to the development of multicultural societies and improve intercultural understanding and tolerance, which is significant for achieving the sustainable development goals, such as promoting peace and inclusiveness. Migration can stimulate the exchange of ideas, experiences, and innovations between countries, fostering technological development and innovation in line with the 2030 Agenda, which promotes sustainable development through technological progress. Finally, migration can be a means to achieve the sustainable development goals in health, education, economic growth, and other areas, as it enables people to access better resources and opportunities (Nijenhuis & Leung, 2017; Fojtíková et al., 2023).

As stated by Mishchuk et al. (2023) and Simionescu et al. (2019), on Tuesday, June 23, 2016, UK citizens held a referendum to determine whether to remain in or leave the EU. The results of the referendum indicated that 52% of the electorate voted in favor of leaving the EU, while 48% voted in favor of remaining in it. Most voters thus opted to leave the EU. This majority represented approximately 17.4 million citizens, with a turnout of over 30 million. Lulle et al. (2019) acknowledge that, when examining the implications of Brexit for the labor market, one of the European Commission's primary concerns is safeguarding the rights of EU citizens in the UK and UK citizens residing in the EU. The EU27 Member States have put in place various national crisis measures to prevent a situation in which UK citizens are forced to depart the Member States and vice versa following the imminent exit. These measures guarantee that the families of workers residing in the country may also reside therein, thus conferring upon them the status of lawful residents. The Member States, with the assistance of the Com-

mission, are working to ensure that this principle is applied across the board, while recognizing that some Member States will approach the issue with some flexibility (Billing et al., 2019; Rózsa et al., 2023; Mishchuk et al., 2025).

As for the analysis of the EU labor market situation after Brexit, individual Member States will make their migration policies towards the UK, which will make the free movement of UK residents much more difficult. Adler-Nissen et al. (2017) and Pollard (2021) concur that from 1 January 2021, EU states have started to view UK citizens as third-country nationals. Consequently, EU member states are at liberty to establish their own criteria for the admission of UK nationals to their respective jurisdictions. If UK citizens wish to obtain permanent residence in EU member states, they must prove that they are legally residing in the state's territory. Tian et al. (2021) and Dhingra et al. (2017) posit that Malta and Ireland have indicated that British nationals will continue to be subject to the same terms and conditions as previously, with only a limited number of potential modifications. Austria, for example, intends to require a criminal record, and Lithuania plans to introduce a language test, but Slovakia does not appear to be joining these countries. The only change for UK citizens living in Slovakia would be the obligation to exchange their EU citizens' cards for a new residence card by the end of 2020. Slovakia has adopted a law on the regulation of rights applicable to UK citizens, under which the status of Brits living in Slovakia will not change after Brexit, as they will be guaranteed all the rights of an EU citizen, except the right to vote and stand for election to the European Parliament. However, another issue is how these changes will affect family members of UK citizens from outside the European Union. In Slovakia, registered family members of British citizens who are third-country nationals will be able to remain after Brexit under the same conditions. Still, they will have to obtain the same residence card (Vojtovic et al., 2021; Hajduova et al., 2025).

Subsequently, the shape of the UK's migration system, which is based on a points-based system, is another point of contention. As noted by Esmaeilzadeh and Mirzaei (2018) and Morgan (2017), immigrants will need to score 70 points under the new points system to be eligible for a visa. From 1 January 2021, applicants would need to earn more than £25,600 a year, have a job offer in the UK, and speak English to a sufficient level to be eligible

## METHODOLOGICAL APPROACH

for a visa. However, there are also exemptions for those earning between £20,480 and £25,600 a year in understaffed areas, such as the National Health Service (hereinafter – NHS). Entrepreneurs and sole traders will be largely unaffected, and the obligation to apply for a visa will remain on the same terms as before (in this case, as before Brexit, i.e., they will not require any investment in their business from the UK). For all job applicants, there will be a system where the following three conditions would apply: having a job offer from a sponsor, i.e. an employer approved by the relevant authorities - 20 points; having a job offer that is on the 'required skill level' list – 20 points; and speaking English to a sufficient level - 10 points (Walter, 2020).

For the analysis of the new immigration rules for experienced and highly skilled workers, all applicants (EU and non-EU) interested in living and working in the UK will be required to score 70 points to obtain a visa. Doválová et al. (2018) indicated that migrants coming from the NHS are to have a more lenient list of requirements due to staff shortages in the area. Additionally, points will be awarded for specific skills in areas where the UK is experiencing a labor shortage. If migrants deemed necessary by the UK government fail to attain the requisite number of points or the specified income level, they may still be permitted to enter the UK if they apply to work in areas experiencing job scarcity and economic vulnerability. These risk areas are to be listed in a UK government list. The same applies to applicants with a PhD in each risk area. Individuals who accumulate a requisite number of points and are subsequently admitted to the UK may be designated as highly skilled, even in the absence of a specific job offer. In such cases, the designation is made based on support from a relevant and competent authority, which may include bodies with expertise in science, technology, engineering, or mathematics. Since 1.1.2021, temporary visas for low-skilled workers are no longer valid (Svendsen, 2019; King, 2020). As Pollard (2021) and Rozsa et al. (2022) contend, UK businesses must adapt to the end of free movement. It is therefore imperative that employers stop relying on the UK immigration system as a substitute for investing in workforce retention. The new regulations in this domain are expected to have a detrimental impact on the labor market, potentially causing significant disruption across numerous segments, particularly in the healthcare sector.

The objective of this study is to ascertain the influence of Brexit on labor migration from the Slovak Republic to the UK and to evaluate its potential impact on labor inflow into the UK. The objective of this research is to examine the influence of Brexit on labor migration between Slovakia and the UK, with particular consideration of the elements outlined in the 2030 Agenda. The primary research method was a questionnaire survey conducted within the framework of the APVV project output, from which questions related to migration were analyzed. In terms of the Slovak Research and Development Agency project dealing with the issue of impact on the migration to work abroad, within the pilot survey conducted during September and December 2022, 1276 workers working abroad were anonymously contacted through the survio.com questionnaire survey; 867 returned fully completed questionnaires (68%) were assessed and subsequently 207 questioners regarding workers experienced in working in Britain were selected as the observed sample for the research. In particular, the Slovak workforce comprised 103 women and 104 men with practical experience of working in the UK. The problem with a conventional research sample that does not include these criteria is that it would not provide relevant feedback on the Brexit research questions. Thus, when selecting the sample, the intention was to recruit a group of Slovak workers in the U.K. These were groups of Slovaks who work or have worked in the U.K., as well as advisory groups on issues related to working and learning in the U.K. The results section evaluates the data from the questionnaire survey and the responses from respondents, who are Slovak workers working in the UK. The questionnaire was designed to address the area to find out about their experiences and attitudes in their work in the UK. The results of this survey will be interpreted and analyzed using graphs and the Chi-square test, along with the hypothesis verification.

Regarding the continued relevance of the 2022 data, if it was collected to track long-term developments or inform multi-year strategies, it remains relevant as part of a larger dataset. The data continues to provide valid projections or insights into future outcomes. There is no urgent need for newer data since the 2022 dataset captures relevant and actionable insights. This may be because the context

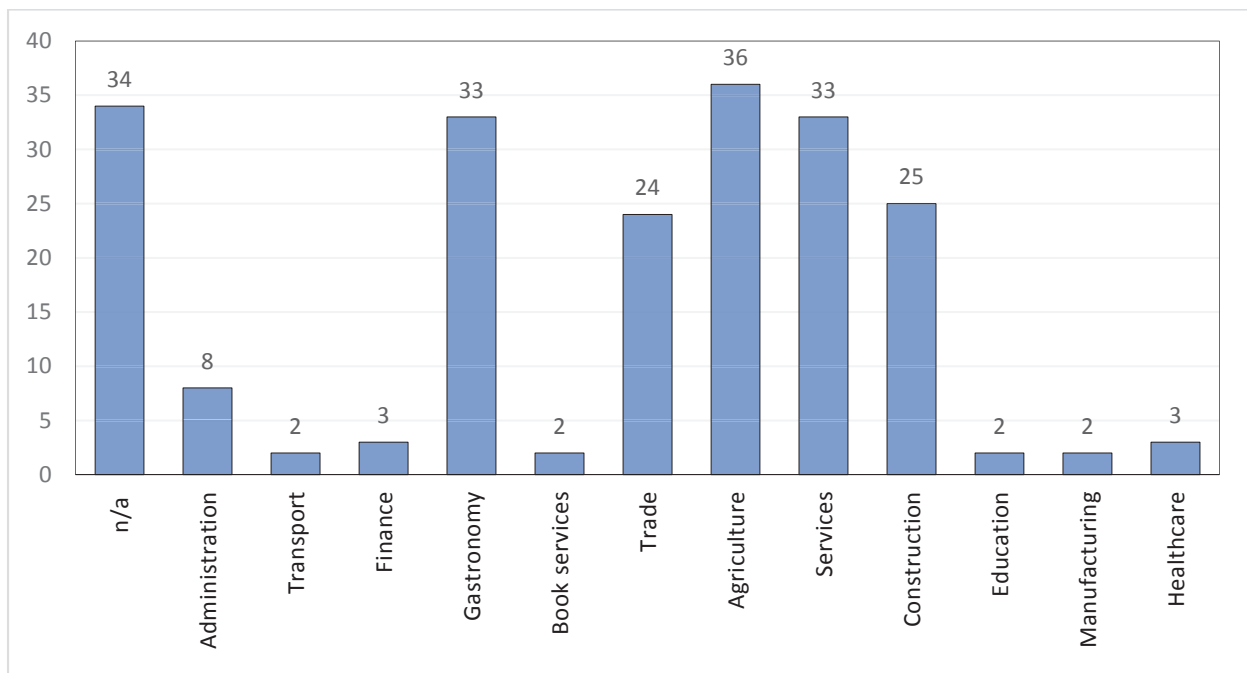
it represents has not drastically shifted or because real-time updates are not critical for the type of decisions being made. The external factors, such as economic conditions and Brexit regulatory frameworks, that were important when the data was collected, have not changed drastically. In such cases, the 2022 data continues to provide an accurate reflection of the current situation. Even if there were minor short-term changes in the external environment (e.g., brief economic downturns, migration outbreaks), the 2022 data still reflects broader trends that were not affected by these temporary fluctuations. To address potential bias in self-reported data, self-reported data were combined with objective data to cross-verify information and reduce reliance on self-reporting alone. Respondents were assured of their security by maintaining anonymity and confidentiality, which can reduce social desirability bias. Clear and specific wording in questions was used to avoid leading respondents or allowing for misinterpretation. Complex or ambiguous questions were eliminated, which can result in inaccurate responses. Validation questions or consistency checks were implemented within the survey to identify and correct inconsistencies or implausible answers. By and large, applying these aspects minimized poten-

tial bias in self-reported data, improving the reliability of the collected information.

**RESULTS**

The following will be observed in the questionnaire survey findings. The initial step is to analyze the UK economic sectors in which Slovak immigrant workers are employed. Then, from the perspective of Slovak workers in the UK, the dependencies will be statistically investigated concerning the attitude of the British authorities towards domestic workers according to the age and education of the respondents, the attitude towards workers from other countries also according to the age and education of the respondents, and finally the attitude of the British co-workers towards workers from Slovakia according to the age and education of the respondents. Finally, issues regarding attitudes towards dealing with the situation arising after Brexit, 31.12.2020, interest in obtaining UK citizenship and remaining in the UK, and intention to stay/return from the UK to Slovakia will be examined.

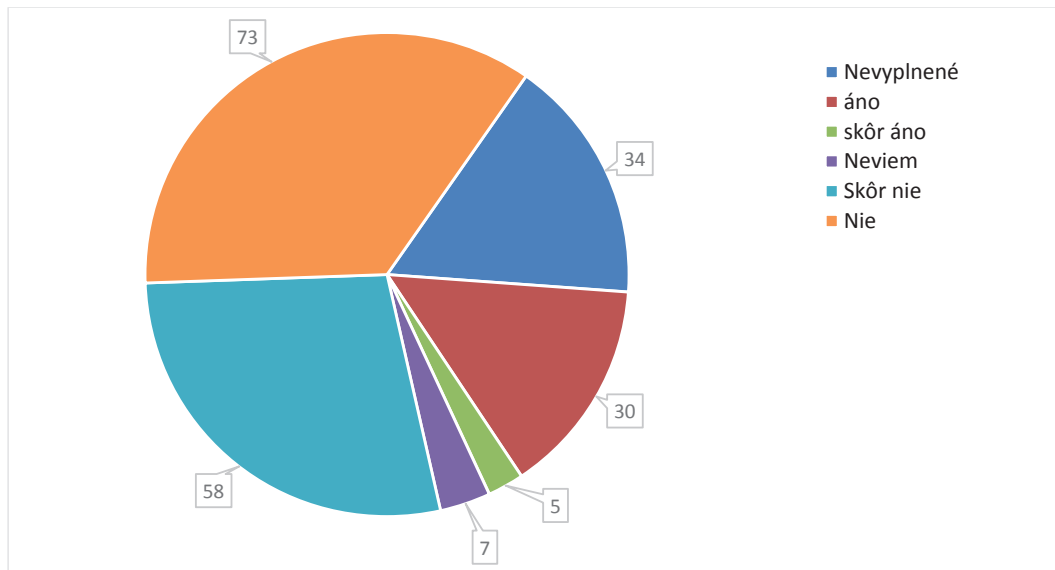
Figure 1 shows the most significant sectors in the UK where Slovak workers are employed: gastronomy, agriculture, services, and construction.



**Figure 1.** Respondents' job positions by economic sectors

In the gastronomy sector, jobs related to the sale and preparation of food are predominantly represented. In the agriculture sector, answers associated with harvesting crops, etc., have been included. Services represent occupations related to the sale of goods of various kinds (respondents gave a significant number of specific service responses, so their answers have not been changed here). The service

sector is abundantly represented. The administration, transport, education, manufacturing, financial, and healthcare sectors are less represented. Regarding the UK authorities' attitude towards Slovak workers compared to domestic workers, Figure 2 shows that up to 35% (i.e., 73 respondents) reported no experience of different treatment by the authorities compared to domestic workers.



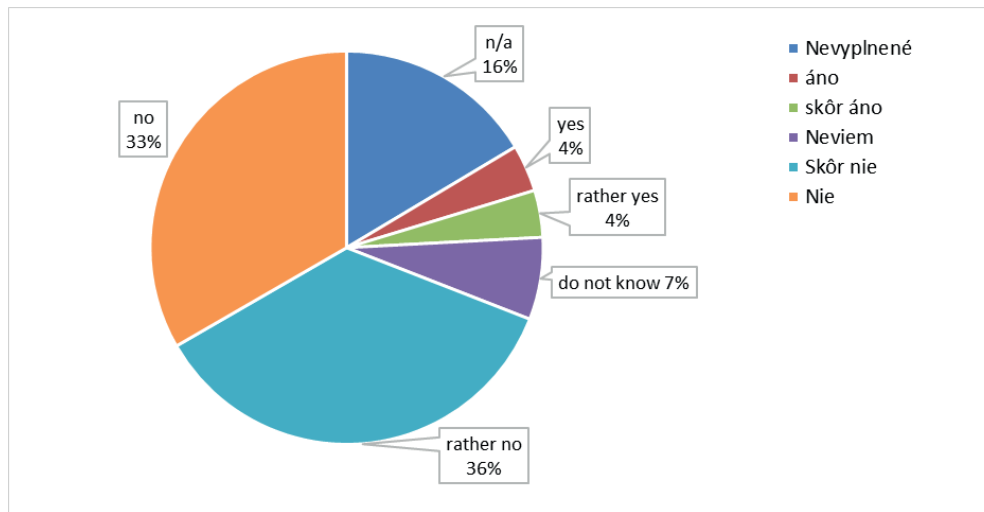
**Figure 2.** Different treatment of workers by the authorities compared to domestic workers

This result shows that the European Union's policy of discrimination based on the country of origin does work, at least to some extent. A further 28% (i.e., 58 respondents) said that they would rather not experience differential treatment. These supports stated general assumptions; 3% could not comment on the question, and it is assumed that the seven respondents in question had minimal interaction with the authorities or did not compare them with their co-workers. Nevertheless, 15% and 2% (i.e., 30 and 5 respondents) indicated that such discrimination does occur.

In the calculation in Appendix 1, the relationship between respondents' education and their responses to the question about the difference in treatment by the authorities compared to domestic workers was examined. When interpreting the results, it is essential to note that the dependence holds only if the calculated value is more significant than the value found in the respective tables. In this case, the given value is 47.189, whereas the tabulated value is 31.41. So, this means that the null hypothesis H0

has been rejected and the alternative hypothesis H1 has been accepted, indicating a dependency between the answers. The findings suggest that workers with lower levels of education are more likely to perceive differential treatment than those with higher levels of education.

In the calculation in Appendix 2, the calculated value is 16.96, whereas the tabulated value is 21.03. Thus, the hypothesis H1 has been rejected and H0 accepted, indicating a dependence between the responses. Hence, it is assumed that, regardless of age, Slovak workers in the UK perceive the authorities' attitude equally. Hence, no statistical dependence can be established in this case. In terms of the difference in treatment by the UK authorities compared to workers from other countries, from the perspective of Slovak workers in the UK, Figure 3 shows that 69% (i.e., 143 respondents) had a positive experience in this respect; this means that these 69% experienced little or no difference from the authorities compared to workers from other countries.



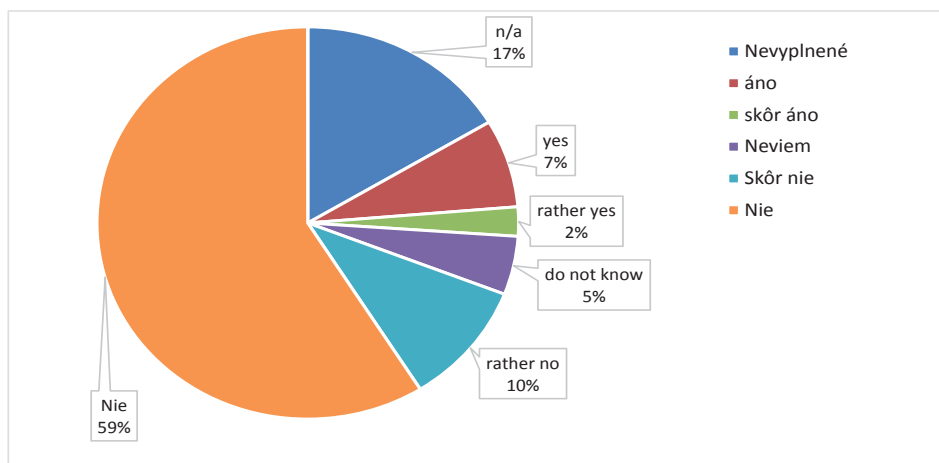
**Figure 3.** Different treatment of workers by the authorities compared to workers in other countries

It means the EU's anti-discrimination policy works even better in this respect than in the previous survey question. The exact number of respondents who did not complete this survey question is probably for the same reasons as in the last question. 8% of respondents (i.e., 17) reported experiencing a difference in treatment. Again, it was calculated whether their education affected their answer, as shown below: 7% of respondents were unable to provide an answer to this question.

When examining the relationship between respondents' education and the attitudes of authorities, compared with workers in other countries, Appendix 3 shows that the calculated value is 47.18, whereas the tabulated value is 31.41. Therefore, the null hypothesis (H0) has been rejected, and the alternative

hypothesis (H1) has been accepted, indicating a dependency between the responses. This indicates that a dependency exists within the specified calculation. It may therefore be assumed that workers with less education are more likely to perceive differences in the attitudes of authorities than workers from other countries.

From the calculation in Appendix 4, it can be inferred that the value 16.96 is less than the tabulated value 21.03. Thus, the hypothesis H1 has been rejected, and H0 has been accepted, indicating a dependence between the responses. It is therefore assumed that, as in the previous calculation regarding age, there is no evidence that workers, based on their age, perceive the attitude of authorities compared to workers from other countries differently.



**Figure 4.** Attitudes of British employees to Slovak co-workers in the UK

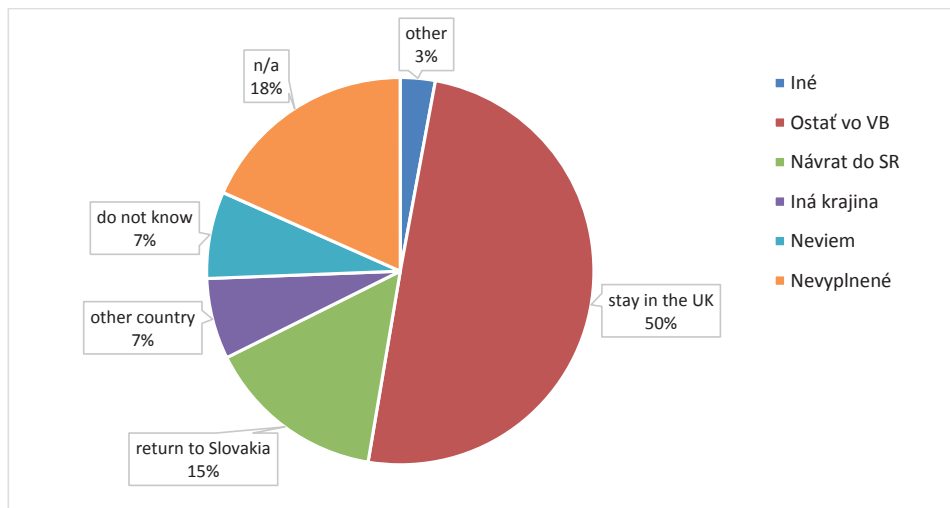
This research question focused not on authorities' attitudes towards workers, but on co-workers' attitudes towards them. The objective of the inquiry was to ascertain whether discriminatory practices in the workplace based on national origin existed. As illustrated in Figure 4, the data indicate that 69% of respondents reported experiencing minimal or no noticeable discrepancy in their treatment. The exact number of respondents who answered the question was not provided. Differences were noted in responses, indicating either ignorance or acknowledgement of workplace discrimination. Only 5% of respondents were unable to answer the question. It is noteworthy that up to 9% of respondents indicated they had experienced differential treatment by colleagues, an increase of 1 percentage point from the previous question. This means there is still room for improvement in workplace discrimination, as the European Commission is working to address this through its anti-discrimination policy across the European Union.

The objective of the calculations presented in Appendix 5 was to test the veracity of the hypothesis H1, which posits that an individual's educational attainment is a determining factor in how their colleagues treat them. Additionally, the hypothesis

suggests that workers with lower educational attainment are more susceptible to experiencing differential treatment from their colleagues. As the calculation shows, the value 39.83 is greater than the tabulated value 31.41, indicating that H1 is accepted and H0 is rejected. Thus, as in the previous calculations, Slovak workers in the UK with lower education are more likely to perceive a different attitude among their co-workers.

The calculation in Appendix 6 yields 26.69, whereas the tabulated value is 21.03. Thus, the null hypothesis H0 has been rejected and the alternative hypothesis H1 has been accepted, indicating dependence among the responses. This suggests that workers in younger age groups are more likely to perceive differential treatment from their colleagues. However, it is commonly observed that younger and less experienced workers are approached with a certain degree of skepticism. Therefore, it is reasonable to conclude that similar results would be expected in Slovakia.

Figure 5 shows that 50% of respondents intended to work in the UK after Brexit. It can be concluded that half of the respondents do not feel threatened by Brexit and plan to continue living in the UK, 18% of respondents did not complete the survey question.



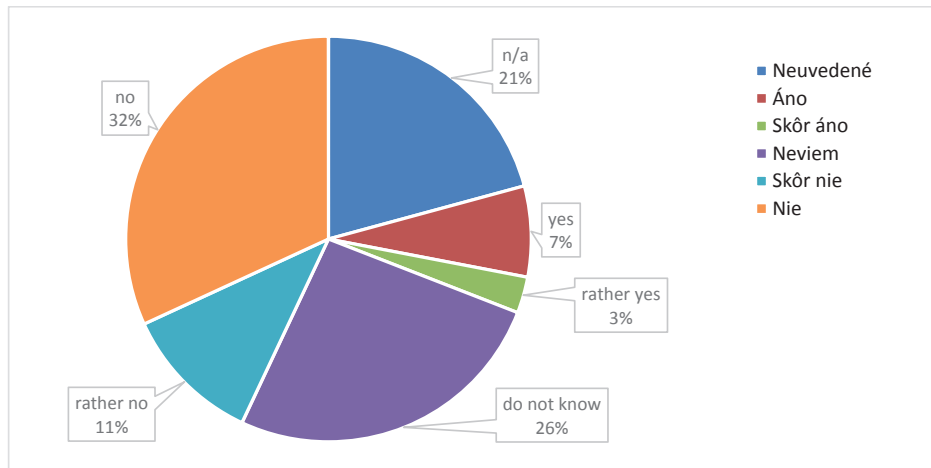
**Figure 5.** Respondents' attitude to dealing with the situation after 31.12.2020

An additional 7% of respondents indicated that they were unsure how to respond to the question or that they were currently uncertain about how they would answer it. Of the remaining respondents, 15% indicated that they had been affected by Brexit and therefore chose to return to the UK. It may be

reasonably assumed that this group of workers primarily utilized the free movement of labor for seasonal employment, rather than for regular, weekly, or monthly services. In addition, responses indicating that the respondents intend to work in another country are included in the group of individuals

who perceive themselves to be affected by Brexit. Responses in the “other” category are specified as answers such as seasonal work, commuting between the UK and Slovakia, and other.

Figure 6 presents the interpretation of how the proportion of respondents who intend to stay in the UK make their decisions.

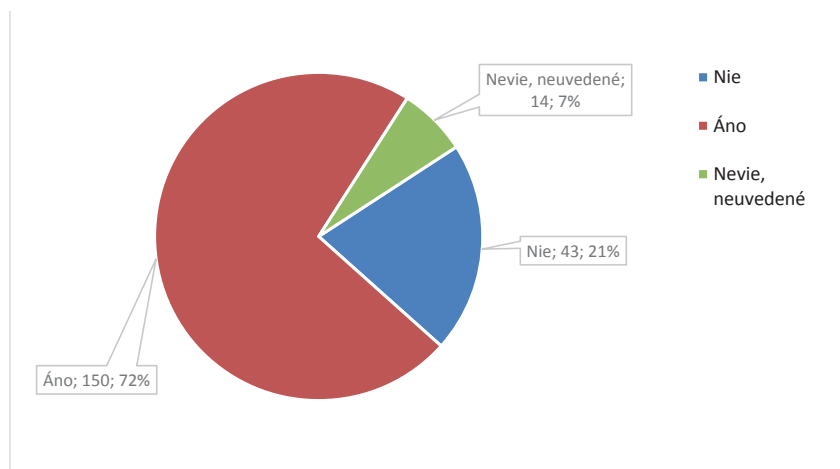


**Figure 6.** The interest of Slovak workers in becoming UK citizens

The group that does not intend to apply for UK citizenship has the most significant representation. This group represents 32%; the next 11% said they were not planning to acquire citizenship. The second-most represented group responded that they do not yet know whether they would apply for citizenship. Therefore, they are either lacking the necessary information to act on the issue or unwilling to provide details of their future plans. In this group, respondents' answers of “other” or failure to complete the question were also included. Respondents who

are either considering obtaining citizenship or openly interested in obtaining it are the least represented. Together, this group represents 10% of respondents. The outlier on this question is represented by respondents who are already holding UK citizenship. It is assumed that these respondents were included in the “n/a” responses.

Figure 7 indicates that the majority of respondents (72% of the 158 individuals with UK work experience) intend to return to the UK for work purposes.



**Figure 7.** The interest of Slovak workers in becoming UK citizens

However, in this case, the aforementioned model situation is not subject to the effects of the Coronavirus, and thus, these results can be considered indicative or, at the very least, not applicable at this time. However, the situation regarding Brexit is complicated enough on its own without the added threat of a pandemic, and 7% of respondents are still undecided or unwilling to share their personal plans on this issue. Conversely, up to 21% of respondents have no intention of returning to the UK for work. Without further information, it can be stated that at least some of the respondents who have already decided and those who have not (i.e., some of the 28% in total) have been affected by Brexit.

## DISCUSSION

The research paper addresses the intricate issues surrounding Brexit, its ramifications for the Slovak workforce employed in the UK, and its implications for labor markets in Slovakia and the UK. To ascertain the extent to which Brexit would affect the flow of labor between Slovakia and the UK, it can be argued that Brexit will also affect the labor market in Slovakia, as some respondents have indicated their intention to return. The research focused on respondents who had gained work experience abroad, with a particular emphasis on those who had worked in the UK. The research findings indicate that a significant proportion of workers currently employed in the UK will not perceive any direct impact of Brexit. This is evidenced by the survey results, which revealed that only a quarter of respondents reported experiencing any direct effects of Brexit. Next, it can be implied that only a small proportion of respondents will want to apply for UK citizenship, as only a tiny proportion of respondents indicated an interest in applying for UK citizenship; similarly, it is the case that a proportion of respondents is planning to return to Slovakia after the Brexit deal comes into force.

When it comes to the impact of Brexit on Slovak workers, those who wish to apply for jobs in the UK after the transition period will face slightly worsened conditions. Still, for workers already working in the UK, the UK government assures that they will not be affected to the same extent and will be able to remain in the territory without facing increased bureaucracy or differential treatment. The analysis of the findings indicated that workers with

less education were more likely to perceive a difference in treatment, whether from the authorities or from their colleagues. However, this assumption does not necessarily mean that discrimination is taking place. By and large, it is essential to consider what kinds of jobs workers in the UK are applying for, and whether they really have the training and qualifications for those jobs. This is because, even in cases where discrimination occurs, it is not due to the country of origin per se, but rather to a lack of specific skills or knowledge necessary for the job in question or for communicating with the relevant authorities. Prospective workers in the UK should also keep up to date with current events through the UK Government's website, which provides regular updates on changes and developments in the UK-EU negotiations. Those considering employment opportunities in the UK are encouraged to visit the Office for Slovaks Living Abroad website, which provides comprehensive information on available employment options and the associated conditions in foreign countries. It is, however, important not to neglect the fate of those who will continue to work in the UK after the country departs from the EU. These individuals will not be subject to the single labor market and free movement of workers, as set out in the EU's current legislation. It is therefore of the utmost importance that negotiations continue to ensure the maintenance of as many of the benefits currently enjoyed by citizens of other EU Member States working in the UK as possible. Many countries, including the Slovak Republic, have decided to treat UK citizens working in Slovakia similarly to preserve these benefits.

The synergies between labor migration and the 2030 Agenda underline the significance of considering migration policies and initiatives within the broader framework of the Sustainable Development Goals as set out in Agenda 2030. In this case, it is not only about reducing discrimination in employment as such, but also about reducing discrimination in the employment of workers in the UK from other Member States. Many Slovaks working in the UK have not experienced differential treatment, and there is not a great deal of discrimination based on country of origin; hence, it can be argued that anti-discrimination policy is working in this regard. On the negative side, it is perhaps too narrowly focused and does not account for discrimination based on educational attainment. However, this statement

is highly questionable because employers cannot be blamed for preferring a more skilled workforce.

To justify that the data collected in 2022 remains relevant, several factors must be demonstrated to ensure that the data align with current needs and objectives. If the data was gathered to track long-term trends in respondents' preferences, and those trends have not shifted significantly, the data remains relevant. The 2022 data pertains to respondents' behaviors that are stable over time, and the same characteristics are being studied; the data remains applicable. The 2022 data shows trends that have continued into 2023 and 2024. If key indicator conditions have remained stable, the data is likely still relevant for analysis and decision-making. This consistency suggests that the 2022 data accurately reflects ongoing trends rather than outdated information. Since 2022, no significant events have occurred that could dramatically alter the data's relevance. In stable contexts, data from 2022 is likely still applicable. The data remain applicable because the factors it measured have not changed rapidly. The data sources used in 2022 remain reliable and accurate. No identified biases, errors, or inconsistencies in the data have emerged since 2022, reinforcing the accuracy and continued relevance of the information. The target audience or demographic for which the data was collected remains the same. For instance, if the data focused on a customer segment or region whose behavior has not shifted significantly, the insights from 2022 remain relevant.

Generally speaking, COVID-19 had a profound impact on labor migration, disrupting global migration patterns and affecting both migrant workers and host countries. According to Gavurova et al. (2023), Watterson (2020), and Belas et al. (2022), among the key impacts, aspects such as border closures and travel restrictions, imposed by many countries, could have included halting or severely restricting labor migration. This left many migrants stranded in their home or host countries without work or the ability to return home. Secondly, there are job losses and economic hardship when migrant workers, especially in sectors like hospitality and healthcare, face widespread job losses due to economic slowdowns. Many lacked access to social safety nets, increasing their vulnerability. Next, there is a shift in labor demand in some industries, such as healthcare and logistics, which saw an increased demand for migrant labor. However, sectors such as tour-

ism and manufacturing experienced reduced labor needs, leading to changes in migration patterns. In international economics, remittances declined in 2020, a critical source of income for many developing countries, as migrant workers earned less or lost jobs. This negatively affected households dependent on these funds. Finally, within the health and safety concerns, migrant workers often faced higher risks of COVID-19 exposure due to overcrowded living conditions, lack of healthcare access, and unsafe work environments, exacerbating the pandemic's impact on their health and well-being. To sum up, COVID-19 disrupted labor migration, causing economic hardship for migrants and altering labor market demands, while also exposing vulnerabilities in migrant workers' access to protections.

## CONCLUSION

This paper demonstrates that Brexit will also affect the Slovak labor market, as evidenced by the intention of some Slovak workers in the UK to return to Slovakia. On the other hand, a larger share of workers currently working in the UK will not be affected by Brexit. We have concluded that workers with lower educational qualifications are more likely to perceive a different attitude, either from the authorities or from their colleagues, which is why it is crucial to consider which jobs workers in the UK are applying for and whether they have the skills and qualifications for those jobs. In conclusion, the research results indicate that Slovak workers seeking employment in the UK after the Brexit transition period may encounter somewhat more challenging conditions. However, workers currently employed in the UK can find reassurance in the UK government's commitment to ensuring their continued presence in Britain without undue bureaucratic hurdles or discriminatory treatment. As a limitation of the research, it should be noted that some questionnaires were incomplete, some responses were irrelevant, and the statistical data varied across sources.

To justify that the 2022 data is still relevant the objectives of the data collection align with current goals, the trends and patterns it identifies have continued into the present, no major disruptions have occurred since the data was collected, the data quality remains high, and sources are reliable, the target audience or environment has not significantly changed as well as experts validate its continued usefulness,

and any newer data supports rather than contradicts it. In this context, the 2022 data remain a relevant and helpful resource for making informed decisions. By going deeper and making this explored topic coherent and compact further research will be devoted to exploring the issues such as the healthcare spending on the healthcare workforce composition trends in the UK and Slovakia; the demand for healthcare labor in the Slovak Republic and EU countries; a statistical analysis to explain the reasons behind the migration trends presented on the Slovak healthcare system labor force and EU member states versus the UK.

### AUTHOR CONTRIBUTIONS

Conceptualization and theory: MK; research design: MK; data collection: MK; analysis and interpretation: MK; writing draft preparation: MK; supervision: MK; correction of article: MK; proofread and final approval of article: MK. All authors have read and agreed to the published version of the manuscript.

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#### Information about the author

\*Kordoš M. – PhD, Alexander Dubček University in Trenčín, Trenčín, Slovakia, email: [marcel.kordos@tnuni.sk](mailto:marcel.kordos@tnuni.sk), ORCID ID: <https://orcid.org/0000-0002-1833-7096>

#### Автор туралы мәліметтер

\*Кордос М. – PhD, Қаржы және әкімшілік университеті, Вршовице, Чехия, email: [marcel.kordos@tnuni.sk](mailto:marcel.kordos@tnuni.sk), ORCID ID: <https://orcid.org/0000-0002-1833-7096>

#### Сведения об авторе

\*Кордос М. – Университет им. Александра Дубчека в Тренчине, Тренчин, Словакия, email: [marcel.kordos@tnuni.sk](mailto:marcel.kordos@tnuni.sk), ORCID ID: <https://orcid.org/0000-0002-1833-7096>

## Dependency calculations on respondents' education compared to those of domestic workers

Level	1	2	3	4	5	Total
Elementary	1	1	0	0	0	2
Apprenticeship	0	3	0	0	2	5
Secondary with graduation	2	20	7	23	36	88
Univ - Bc.	0	2	6	9	13	30
Univ - Master	5	13	2	4	19	43
Univ - Phd.	0	0	0	3	0	3
Total	8	39	15	39	70	171
	0,093567	0,45614	0,175439	0,45614	0,818713	
	0,233918	1,140351	0,438596	1,140351	2,046784	
	4,116959	20,07018	7,719298	20,07018	36,02339	
	1,403509	6,842105	2,631579	6,842105	12,2807	
	2,011696	9,807018	3,77193	9,807018	17,60234	
	0,140351	0,684211	0,263158	0,684211	1,22807	
	8,781067	0,648448	0,175439	0,45614	0,818713	
	0,233918	3,032659	0,438596	1,140351	0,001069	
	1,08855	0,000245	0,067026	0,427693	1,52E-05	
	1,403509	3,426721	4,311579	0,680567	0,04213	
	4,439021	1,039576	0,832395	3,438502	0,110977	
	0,140351	0,684211	0,263158	7,838057	1,22807	
47,18875						
df =	20					
Critical value	31,41					

**Dependency calculations on the age of respondents compared to those of domestic workers**

Age group	1	2	3	4	5	Total
18-25	2	13	5	13	17	50
26-33	0	9	7	15	26	57
34-44	4	12	3	7	24	50
45 and more	2	5	0	4	3	14
Total	8	39	15	39	70	171
	2,339181	11,40351	4,385965	11,40351	20,46784	
	2,666667	13	5	13	23,33333	
	2,339181	11,40351	4,385965	11,40351	20,46784	
	0,654971	3,192982	1,22807	3,192982	5,730994	
	0,049181	0,223509	0,085965	0,223509	0,587551	
	2,666667	1,230769	0,8	0,307692	0,304762	
	1,179181	0,031201	0,437965	1,700432	0,609551	
	2,762114	1,022653	1,22807	0,203971	1,301402	
16,95614						
df =	12					
Critical value	21,03					

## Dependency calculations on the age of respondents compared to workers in other countries

Level	1	2	3	4	5	Total
Elementary	1	1	0	0	0	2
Apprenticeship	0	3	0	0	2	5
Secondary with graduation	2	20	7	23	36	88
Univ - Bc.	0	2	6	9	13	30
Univ - Master	5	13	2	4	19	43
Univ - Phd.	0	0	0	3	0	3
Total	8	39	15	39	70	171
	0,093567	0,45614	0,175439	0,45614	0,818713	
	0,233918	1,140351	0,438596	1,140351	2,046784	
	4,116959	20,07018	7,719298	20,07018	36,02339	
	1,403509	6,842105	2,631579	6,842105	12,2807	
	2,011696	9,807018	3,77193	9,807018	17,60234	
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	0,140351	0,684211	0,263158	7,838057	1,22807	
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Critical value	21,03																																																		

**Dependency calculations on respondents' educational attainment compared to workplace relationships or co-workers' attitudes**

Level	1	2	3	4	5	Total
Elementary	1	1	0	0	0	2
Apprenticeship	0	3	0	0	2	5
Secondary with graduation	8	11	3	27	39	88
Univ - Bc.	3	3	5	6	13	30
Univ - Master	4	11	2	7	19	43
Univ - Phd.	0	3	0	0	0	3
Total	16	32	10	40	73	171

0,187135	0,374269	0,116959	0,467836	0,853801
0,467836	0,935673	0,292398	1,169591	2,134503
8,233918	16,46784	5,146199	20,5848	37,56725
2,807018	5,614035	1,754386	7,017544	12,80702
4,023392	8,046784	2,51462	10,05848	18,35673
0,280702	0,561404	0,175439	0,701754	1,280702

3,530885	1,046144	0,116959	0,467836	0,853801
0,467836	4,554423	0,292398	1,169591	0,008476
0,006645	1,815493	0,895062	1,999284	0,054642
0,013268	1,21716	6,004386	0,147544	0,002908
0,000136	1,083848	0,105318	0,929991	0,022542
0,280702	10,59265	0,175439	0,701754	1,280702

39,83782					
df=	20				
Critical value	31,41				

**Dependency calculations on the age of respondents versus workplace relationships  
or co-workers' attitudes**

Age group	1	2	3	4	5	Total																																													
18-25	6	11	3	10	20	50																																													
26-33	2	7	3	16	29	57																																													
34-44	5	6	4	14	21	50																																													
45 and more	3	8	0	0	3	14																																													
Total	16	32	10	40	73	171																																													
<table border="1" style="margin: auto;"> <tbody> <tr> <td>4,678363</td> <td>9,356725</td> <td>2,923977</td> <td>11,69591</td> <td>21,34503</td> </tr> <tr> <td>5,333333</td> <td>10,66667</td> <td>3,333333</td> <td>13,33333</td> <td>24,33333</td> </tr> <tr> <td>4,678363</td> <td>9,356725</td> <td>2,923977</td> <td>11,69591</td> <td>21,34503</td> </tr> <tr> <td>1,309942</td> <td>2,619883</td> <td>0,818713</td> <td>3,274854</td> <td>5,976608</td> </tr> <tr> <td colspan="5" style="text-align: center;"> </td> </tr> <tr> <td>0,373363</td> <td>0,2886</td> <td>0,001977</td> <td>0,245906</td> <td>0,084755</td> </tr> <tr> <td>2,083333</td> <td>1,260417</td> <td>0,033333</td> <td>0,533333</td> <td>0,894977</td> </tr> <tr> <td>0,022113</td> <td>1,204225</td> <td>0,395977</td> <td>0,453906</td> <td>0,005577</td> </tr> <tr> <td>2,180477</td> <td>11,04845</td> <td>0,818713</td> <td>3,274854</td> <td>1,482479</td> </tr> </tbody> </table>							4,678363	9,356725	2,923977	11,69591	21,34503	5,333333	10,66667	3,333333	13,33333	24,33333	4,678363	9,356725	2,923977	11,69591	21,34503	1,309942	2,619883	0,818713	3,274854	5,976608						0,373363	0,2886	0,001977	0,245906	0,084755	2,083333	1,260417	0,033333	0,533333	0,894977	0,022113	1,204225	0,395977	0,453906	0,005577	2,180477	11,04845	0,818713	3,274854	1,482479
4,678363	9,356725	2,923977	11,69591	21,34503																																															
5,333333	10,66667	3,333333	13,33333	24,33333																																															
4,678363	9,356725	2,923977	11,69591	21,34503																																															
1,309942	2,619883	0,818713	3,274854	5,976608																																															
0,373363	0,2886	0,001977	0,245906	0,084755																																															
2,083333	1,260417	0,033333	0,533333	0,894977																																															
0,022113	1,204225	0,395977	0,453906	0,005577																																															
2,180477	11,04845	0,818713	3,274854	1,482479																																															
26,68677																																																			
df=	12																																																		
Critical value	21,03																																																		