

2024

WORKATION IN: SLOVAKIA

Overview of Mandatory Employee Protection Law



Workation in: *Slovak Republic* – Mandatory employee protection law

In a connected world, mobile delivery of work performance is becoming increasingly more common. The most popular phenomenon here is probably the so-called "workation". When employers allow work from abroad, it is not uncommon for mandatory employee regulations to be ignored, regularly unintentionally and out of lack of knowledge.

However, according to Art. 9 (1) Rome I Regulation, these must be taken into account. Usually, this concerns personal occupational health and safety law enacted in the public interest for reasons of public welfare.

When allowing an employee to work temporary in Slovak Republic, the following mandatory regulations are to be observed by any employer based in an EU member state regardless of the applicable laws in that state and any contractual choices of law.

The following list is only intended as an overview and cannot replace a specific case assessment.

- 1. Minimum wage** In 2024, every employee working in the Slovak Republic must be paid at least €4.310 per hour, 750 € per month (Article 116 of the Labour Code). The minimum wage is different every year. The minimum wage for 2024 is determined by the Notification of the Ministry of Labour, Social Affairs and Family of the Slovak Republic No. 372/2023 Coll.

- 2. Minimum paid leave** The basic minimum period of paid leave is 4 weeks. For an employee over the age of 33 and employee who is permanently caring for a child, the basic minimum period of paid leave is 5 weeks (Article 103 of the Labour Code).

- 3. Public holidays** We have 15 public holidays that are nationwide. In the case of the employee who receives a monthly wage, a public holiday falling on their normal working day is a day worked for which they are entitled to pay (Article 122 of the Labour Code).

Name	Date	Scope of application
The day of the establishment of The Slovak Republic	January 1st	nationwide
Revelation of the lord (Three Kings)	January 6th	nationwide

Good Friday - Easter	Different every year	nationwide
Easter Monday	Different every year	nationwide
Labor day	May 1st	nationwide
Victory over Fascism day	May 8th	nationwide
Feast of Saints Cyril and Methodius	July 5th	nationwide
Slovak National Uprising Anniversary	August 29 th	nationwide
Constitution Day of the Slovak Republic	September 1st	nationwide
Our Lady of the Seven Sorrows	September 15th	nationwide
All Saints Day	November 1st	nationwide
Day of the Struggle for Freedom and Democracy	November 17th	nationwide
Christmas Day	December 24th	nationwide
First Christmas Day	December 25th	nationwide
Second Christmas Day	December 26th	nationwide

4. Maximum working time

The employee's working time is 40 hours per week at most. The employee's average weekly working time, including overtime, must not exceed 48 hours (Article 85 of the Labour Code).

5. Minimum rest periods

The employer must provide the employee, who works more than six hours in the shift, with a rest and meal break of 30 minutes (Article 91 of the Labour Code). The employer must schedule working hours so that the employee has at least 12 consecutive hours of rest between the end of one shift and the start of the next shift in a 24-hour period and a juvenile

employee has at least 14 hours of rest in a 24 – hour period (Article 91 of the Labour Code).

6. Occupational safety laws

In the Slovak republic, there are certain workplace safety laws that employers are obliged to respect (see. 124/2006 Coll. – Act on Health and Safety at Work)

7. Maternity Protection provisions

The women is entitled to 34 weeks maternity leave in connection with childbirth and the care off he newborn. A singel woman is entitled to 37 weeks maternity leave and woman who has given birth to two or more children at the same time is entitled to 43 weeks maternity leave. The man is granted paternity leave of 28 weeks in respect off he care off he child born, 31 weeks for a single man and 37 weeks for a man in respect off he care off wo or more children born, from the date off he child´s birth. The employer is obliged to grant parental leave tot he woman and the man who request it, until the day on which the child becomes three years of age, in ordert o extend the care off he child. (Article 166 of the Labour Code)

The Labour Code regulates many of the employer´s obligations in relation to a pregnant employee.

8. Protection of young people at work

Adolescent employees between the ages 15 and 18 are protected by the Labour Code. Adolescent employees under 16 years of age have working hours of no more than 30 hours per week, even if they work for more than one employer. Adolescent employee over 16 years of age has working hours of no more than 37 1/2 hours per week, even if he works for more than one employer. The working time of adolescent employee cannot exceed eight hours in any 24-hour period. (Article 85 of the Labour Code)

The Labour Code regulates many of the employer´s obligations in relation to adolescent employee.

9. Anti-discrimination provisions

As in every EU Member State, employees working in the Slovak Republic are subject to European anti-discrimination legislation as well as to the relevant Slovak legislation (311/2001 Coll. Labour Code, Anti-Discrimination Act), which restricts contractual freedom. These provisions require equal treatment of employees of different gender, religion, nationality, social and cultural origin, age and sexual orientation. Differential treatment must have an objective and justifiable reason.

10. Reporting obligations to authorities when taking up work

The employer is obliged to register the employee with the social insurance company, health insurance company.

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Feel free to contact us if you have any questions about Slovak Republic labour law.

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