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SLOVAK LABOR CODE REVISED; FURTHER CHANGES SCHEDULED

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Under revisions to the Slovak Republic's [labor code](#) (Slovak) effective 1 Jan 2019, employees can now share information about their salary and other employment terms, and employers must pay a [recreation contribution](#) (Slovak) to eligible employees. Other changes concerning the payment of certain overtime allowances will take effect on 1 May 2019.

HIGHLIGHTS

Features of the revised labor code include the following:

- Employers can no longer require an employee to keep salary and other employment terms and conditions confidential — even if the employee has already agreed to this in an employment contract.
- Employers must notify the government employment office of job vacancies, subject to certain exceptions.
- From 1 May 2019, employers must pay increased allowances to employees who work on public holidays, at night and during weekends. Employees will be entitled to payment of their normal wage plus an allowance equivalent to at least 50% of the minimum wage for work on Saturdays, 100% for work on Sundays, 40% for night work (defined as working at least three consecutive hours between 10 pm and 6 am) and 50% for performing dangerous work at night. Employees working on public holidays will be entitled to their normal wage and an allowance amounting to at least 100% of the employee's average wage.
- Employers with 50 or more employees must pay recreation contributions of up to 55% of eligible costs, capped at €275 per calendar year per employee. Eligibility is restricted to employees with an employment contract of at least 24 consecutive months who work full-time hours — lower payments are made for employees working reduced hours. Payment for eligible expenses also can be requested on behalf of the employee's dependents and other persons living with the employee, as defined by the labor code. The form of payment (for example, in cash or as a voucher) is at the employer's discretion and is payable upon request from the employee. The initiative aims to increase domestic tourism in the Slovak Republic and is restricted to certain types of eligible expenses and recreation costs.

RELATED RESOURCES

- [Labour Code No 311/2001](#) (Slovak) (Slovakian official journal, 1 Jan 2019)

- [Labor Code No 347/2018](#) (Slovak) (Slovakian official journal, 1 Jan 2019)

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