



EU Posted Worker Directive

A new EU Posted Worker Directive came into effect on **30th July 2020**. All EU countries had until that date to transpose this directive in their national law. Here is a brief overview of the Posted Workers Notification in Slovakia.

Important points to remember :

1. length of working time and rest period,
2. length of paid holiday,
3. minimum wage, minimum wage claim and pay supplements for overtime work,
4. occupational health and safety,
5. equal treatment of men and women and prohibition of discrimination.

1

Length of working time and rest period

In general maximum weekly working time of an employee shall be 40 hours. An employee's average weekly working time including overtime may not exceed 48 hours. There are certain exceptions of the given rule related to the planning of working time, nature of work, age of an employee.

Exceptions of the rule conditioned by the planning of working time: An employee whose working time is arranged in such manner that he/she regularly performs work alternately on both shifts of a two-shift operation, shall have maximum working time of 38 and $\frac{3}{4}$ hours per week, and on all shifts of a three-shift operation or a continuous operation, maximum working time of 37 and $\frac{1}{2}$ hours per week.

2

Length of paid holiday

An employee shall have the right to three types of paid holidays:

- paid holiday pertaining to a calendar year or a proportionate part thereof,
- paid holiday for days worked,
- supplementary paid holiday.

3

Minimum wage, minimum wage claim and pay supplements for overtime work

Minimum wage is set by the Regulation of the Government of the Slovak Republic always to 1st January of the pertinent calendar year. For 2016 the minimum wage is set to 2.328 €/hour., or 405,- € / month.

If employee remuneration is not set by collective agreement, the employer must pay employees at least the minimum wage set for the degree of work difficulty (hereinafter only "the degree") of the relevant job.

Minimum wage is the basis, from which the minimum wage claim for which an employee is entitled depending up the level of the degree allocated to his post by the employer, is deduced.

An employee shall be entitled to wages earned and a wage surcharge equal to at least 25% of his/her average earnings for the performance of overtime work. An employee shall be entitled to wages earned and a wage surcharge equal to at least 35% of his/her average earnings for the performance of risk work.

4

Occupational health and safety

Occupational health and safety is the status of working conditions which eliminate or minimise the effects of dangerous and harmful agents in the working process and working environment on the health of an employee. **Labour protection is an integral part of labour-law relations.** Labour Law refers to special provisions in the field of occupational health and safety, which regulate in detail obligations of employers and employees in the area of occupational health and safety.

5

Equal treatment of men and women and prohibition of discrimination

Women and men shall have the right to equal treatment with regard to access to employment, remuneration and promotion, vocational training, and working conditions.

For women working conditions shall be secured that enable them participation at work with regard to their physiological preconditions and with regard to their social function in maternity and for women and men, working conditions shall be secured that will enable them to perform their social function in upbringing of children and children care. In accordance with the principle of equal treatment in labour-law relations, discrimination shall be prohibited on the grounds of sex, marital and family status, sexual orientation, race, colour of skin, language, age, unfavourable health state or health disability, genetic traits, belief or religion, political or other conviction, trade union activity, national or social origin, national or ethnic group affiliation, property, lineage or other status or due to reporting of the criminality or other anti-social activity.

Source:

<https://www.ip.gov.sk/working-conditions-of-workers-posted-to-the-territory-of-slovak-republic-2/>

For more information, please contact us

www.expatspartners.com

contact@expatspartners.com



EXPAT
PARTNERS