



Information for clients

Slovakia
3rd April 2020

COVID-19: Amendment of the Labor Code and the Social Insurance Act

On April 2, 2020, the National Council of the Slovak Republic approved an amendment to the **Labor Code**. During the time of **extraordinary situation, state of emergency or exceptional state** (hereinafter referred to as the "crisis situation") **and within two months after its withdrawal**, certain changed rules in the area of employment relations apply:

- The **employer is entitled to order** the home office if the agreed type of work it allows. Likewise, the **employee** is entitled to work from home if the agreed type of work allows it and if the employer has no significant operational reasons that would hinder work from home. By default, the employer is not authorized to order the home office and the employee has no right to work from home (only if this has been agreed in the employment contract or with the consent of or after agreement with employer).
- If the employee is unable to perform his job due to the suspension or limitation of the business of the employer following an official decision (e.g. closure of some businesses by the decision of the Central Crisis Unit), or due to the suspension or limitation of the business of the employer as a consequence of the crisis situation, this is considered to be **an obstacle in work on the part of the employer**. The employee is entitled to a wage compensation amounting to **80%** of his average earnings, but at least the minimum wage.

By default, employees are entitled to 100% of their average earnings.

The employer can still conclude a written agreement with employee representatives on the conditions in the case of employer's obstacles. Consequently, employees are entitled to a wage compensation stipulated in the agreement, but at least in the amount of **60%** of their average earnings.

- The employer is obliged to inform the employee about the work schedule **at least two days in advance** and with a duration of at least one week. By default, the employer must notify the employee at least one week in advance.
- The employer is obliged to notify the employee of the ordered vacation **at least seven days in advance** and **at least two days in advance** if it concerns the "old" vacation carried over from the previous year. This period can be even shortened with the consent of the employee. By default, the employer is obliged to inform the employee about the ordered vacation at least 14 days in advance.
- Protection of the employee against termination of employment has been broadened in the Labor Code to cover the situations when the employee is in quarantine or if he takes care of a household member. Such an employee is considered temporarily unable to work. During this time, he is

therefore in a protection period and the employer cannot give him notice.

The **supportive period during unemployment was extended by one month** due to the change in the **Social Insurance Act**. This measure applies to insured persons whose supportive period during unemployment ended during the crisis situation and who have not been able to find a job due to unfavorable labor-market situation related to the spread of COVID-19.

The **entitlement to childcare allowance** for parents of children who have reached the age of 3 during the crisis situation and who cannot be admitted to pre-school due to the crisis situation has also been changed. According to the existing

legal provisions, parents were not entitled to childcare allowance after the parental allowance expired.

Feel free to contact us if you have any questions.

Your AUDITOR team

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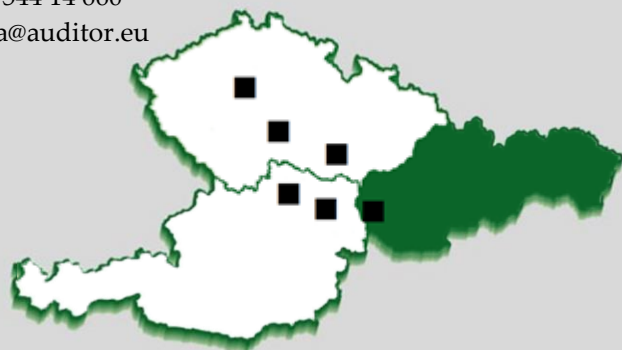
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