

# WHAT YOU SHOULD KNOW BEFORE SIGNING AN EMPLOYMENT CONTRACT

Before paying a fee to a recruitment agency, make sure that the company you are supposed to work for in Slovakia actually exists.

Enter the name of the company in the **Commercial Register of the Slovak Republic** ([www.orsr.sk](http://www.orsr.sk)), where you can easily see whether the person signing the contract with you is listed as the executive director and whether the company's registered office and identification number (ICO) match the details in the employment contract. If there is any discrepancy in the data, contact the Embassy of the Slovak Republic or the [Migration Information Center IOM](#).

## SALARY

The lowest possible wage that can be agreed with you for a full-time job (40 hours per week) in 2023 is **EUR 700** (EUR 4.023/hour). This is a gross salary, which means that you still pay health and social insurance contributions and tax on it, so the amount you get will be lower (approx. EUR 568). Check your net salary e.g. via <https://www.platy.sk/en/calculator>.

Watch out for deductions from your wages that your employer has specified in your employment contract, e.g. for accommodation, flights or job placement. After deducting these, your wages will be even lower.

You are entitled to compensatory time off or a pay rise of at least 25% of your average earnings for working overtime (beyond the agreed weekly working hours). You agree the compensatory leave with your employer.

In addition to the agreed salary, you are entitled to a supplement for:

- work on Saturdays** at the rate of at least 50% of the minimum wage/hour;
- work on Sundays** at a rate of at least 100 % of the minimum wage/hour;
- night work** at a rate of at least 40 % of the minimum wage/hour.

A lower amount of supplement may be agreed in the contract if the nature of the work requires regular Saturday/Sunday/night work.

## EMPLOYMENT CONTRACT:

- Must be in writing.
- Two copies are always signed, one of which must remain with you.
- Do not sign anything you do not understand. If you do not understand the text of the contract, request it in a language you understand.
- Take a picture of the document (power of attorney) that gives someone the right to represent you before the authorities in Slovakia or ask for a copy of it.
- Request a copy of all the documents you sign or at least take a picture of them.
- The employment contract must state:
  - your details and those of your employer
  - what you will be doing (type of work and its description)
  - where you will work (place of work)
  - the date on which you are to start work
  - your salary. →

## MEALS

If you work **more than four hours** during the day, you are entitled to meals. Your employer will provide you with meals at a catering facility or give you a financial contribution. Your employer must contribute at least 55% of the cost of the meal (usually in the form of food vouchers or a financial contribution towards the meal).

## INSURANCE

The employer is obliged to pay health and social insurance premiums on behalf of the employee.

### Health insurance

Health insurance allows you to see doctors in Slovakia and to get the medicine your doctor prescribes at a pharmacy at a reduced cost.

Once you arrive in Slovakia and obtain temporary residence, you must register with a health insurance company (Všeobecná zdravotná poisťovňa, Union, or Dôvera). You will inform your employer which health insurance company you have chosen as they will be the payer of your insurance. You must have public health insurance even if you do not have permanent residence in Slovakia if you are an employee earning at least EUR 700 per month. If you do not have insurance, your doctor will only treat you in acute cases.

### Social insurance

Social insurance allows you, among other things, to receive part of your salary (55% of your daily wage) from the Social Insurance Agency in the event of prolonged incapacity for work (more than 10 days). Your general practitioner will issue you with a sickness certificate.

## REST

If your shift lasts longer than **6 hours**, you are entitled to a rest and meal break of **30 minutes**. Rest and meal breaks do not count as working time.

If you have worked at least 60 days in a calendar year, you are you are entitled to annual leave or part of it. If you have worked less than 60 days, you may be entitled to leave for days worked.

If you are under 33 years old, you are entitled to 20 days of leave per calendar year (1.5 days of leave per month if you have not worked the whole calendar year). If you are over 33 years old or caring for a child, you are entitled to 25 days of leave in a calendar year.

You are entitled to full pay during your leave.

### WORKING TIME:

- Max. 40 hours a week
- An employee's average weekly working time, including overtime, must not exceed 48 hours.
- The employment contract shall also provide for a probationary period. As a rule, it may not exceed three months.

## TERMINATION OF WORK

During the probationary period, you or your employer may terminate your employment for any reason.

After the probationary period, you are subject to a **notice period**. This is the period during which you should still be working for your employer after giving notice. This also applies if the employer gives notice.

The notice period is at least one month and starts on the first day of the calendar month following the notice and ends on the last day of the calendar month (e.g. if you give notice on 15 July, you should work until 31 August).

You can also agree with your employer on the termination of your employment.

## AVERAGE PRICES IN SLOVAKIA

Food	Price in EUR
Milk (litre)	0.87
Chicken breast (kg)	6.18
Eggs (12)	2.62
Tomatoes (kg)	3.26
Potatoes (kg)	0.95
Bread (500g)	1.13
Cheese (kg)	10.09
Rent (one-room apartment)	
Bratislava – city centre	662
other cities – city centre	526
Transport	
Public transport (monthly)	27
Petrol (litre)	1.75

For more information on prices in Slovakia, see e.g.

<https://www.numbeo.com/cost-of-living/>

For an overview of basic information about life in Slovakia, see the IOM Migration Information Centre's brochure [Welcome to Slovakia 2019](#).

## IMPORTANT

If your employer does not comply with the agreed working conditions, contact the [Labor Inspectorate](#). A list of temporary employment agencies can be found on the website of the [Central Labor Office](#) and the central register of illegal employment on the website of the [Labor Inspectorate](#).