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EUROPEAN SOCIAL CHARTER

Answers to additional questions related to

**14th National Report on the implementation of the European
Social Charter**

submitted by

**THE GOVERNMENT OF THE
SLOVAK REPUBLIC**

Articles 2, 3, 4, 5, 6, and 20

CYCLE 2024

Article 2.1

Please provide information on the amount of remuneration for inactive part of on-call time outside the employer's premises.

In the Slovak law, remuneration for the inactive part of on-call duty performed outside the employer's premises is governed chiefly by § 96 of the Labour Code. The provision stipulates that an employee who is placed on inactive part of on-call time away from the usual workplace, and who is not actually performing work but must nonetheless be ready to intervene, is entitled to a specific cash allowance. The statutory minimum level of that allowance equals 20 % of the current hourly minimum wage for each full hour of inactivity. As the minimum wage for 2025 has been fixed by a regulation at 4.69 €/hour, the minimum allowance payable throughout calendar year 2025 is therefore 0.938 € per hour. The allowance is paid on top of the ordinary wage for any time the worker is called upon to perform work, and collective agreements may raise - though never reduce - this statutory floor. The Labour Inspectorate consistently regards non-payment or under-payment of the standby allowance as an administrative offence attracting fines under § 19 of the Act on Labour Inspection.

Article 3.1

Please provide information on the content and implementation of national policies (including any existing action plans/strategies) on psychosocial or new and emerging risks in relation to: • telework; • jobs requiring intense attention or high performance; • jobs related to stress or traumatic situation at work; • jobs affected by climate change risks. In addition, please provide information on any developments concerning the transposition of the Directive (EU) 2024/2831 of the European Parliament and of the Council of 23 October 2024 on improving the working conditions in platform work into the legislation of the Slovak Republic.

All of the above situations are covered by the Slovak Republic's Occupational Safety and Health Strategy for 2021 to 2027. In accordance with Task B.2, OSH activities focus on identifying new risks associated with new technologies and the application of the smart industry concept (digitalization, automation, robotics, and artificial intelligence), risks related to new forms of work, climate change and its impact on OSH, demographic developments including the ageing of the workforce, as well as psychosocial risks (mental health) and increasing preparedness for potential future health and safety crises.

In 2024, a research task entitled "Work stress and mental strain as determinants of OSH" was carried out.

In 2024, a state health surveillance was carried out to a greater extent in workplaces during exceptionally hot days, focusing on verifying the measures taken by employers to reduce the adverse effects of heat stress on the health of employees.

In 2023, the Institute for Labour and Family Research conducted a study entitled "Flexible Forms of Work and OSH." The research project focused primarily on working from home, teleworking, platform work, hybrid work, and other forms of work in relation to employees and employers.

In 2023, research was also funded through grant schemes:

1. Demonstration laboratory for occupational safety for hand-held machinery in human-machine interaction, project Digitization of a robotized welding workplace,
2. The dark side of information technology use, the consequences of technological stress on work well-being and productivity,

3. Analysis of Generation Z's work expectations and assumptions about their future employment in the labour market.

In addition, the Faculty of Materials Science and Technology at the Slovak University of Technology focused on researching new risks associated with new technologies by applying the concept of smart industry and the use of artificial intelligence to reduce these risks. This mainly involved research into the possibilities of using artificial intelligence to reduce the occupational risks posed by new technologies, such as research into the contribution of various work factors to the occurrence of occupational accidents or diseases.

In addition, the competent authorities provide thousands of consultations each year as part of their advisory services. However, specific analytical data are not available due to the fact that advice is provided by telephone or on site.

Additionally, telework received dedicated legislative attention in the 2021 amendment of the Labour Code (§ 52 et seq.). Since then, the employer must reimburse objectively incurred home-office costs, ensure risk assessment and ergonomic conformity in the home environment, respect a codified “right to disconnect” and notify the employee - whose consent remains a precondition - of any intended labour-inspection visit. The NIP has circulated a model risk-assessment methodology and, since 2023, has run limited pilot inspections (initially within the ICT and shared-services sectors) either by physical visit with employee consent or by remote evaluation using photographic evidence.

High-attention or high-performance work - ranging from air-traffic control and railway safety to operating certain categories of medical and industrial machinery - is regulated through a combination of the general OSH Act, a series of sectoral decrees and the mandatory fatigue-management protocols embedded in special laws (for example, Act No 513/2009 Coll. for civil aviation). Employers must analyse cognitive load, implement rotation schedules, limit consecutive night shifts and provide medical surveillance for operators.

Where stressful or traumatic situations arise - front-line emergency services, social work with victims of domestic violence, or forensic pathology, for instance - the Public Health Authority issued a methodological guideline in 2022 that obliges employers to draft post-trauma intervention plans, offer counselling and, where relevant, rotate staff. Since 1 January 2024, Regulation No 413/2023 Coll. has updated the official Slovak list of occupational diseases to include certain work-related mental disorders, making compensation possible where causal link is shown.

Facing climate-change-derived risks, Slovakia amended Decree No 99/2016 Coll. on permissible micro-climatic conditions at work in February 2024. The new text tightens maximum wet-bulb globe temperature thresholds, obliges employers to reorganise work schedules during heat waves, and mandates provision of drinking water, shaded rest areas and, where technologically feasible, local cooling. A joint summer-inspection programme between NIP and the Public Health Authority debuted in July 2024 and is set to continue in construction and agriculture, the two sectors identified as most exposed.

The Ministry of Labour, Social Affairs and Family of the Slovak Republic, as the authority responsible for transposing Directive (EU) 2024/2831 of 23 October 2024 on improving working conditions in platform work (hereinafter referred to as the "Directive") is currently working on the preparation of a draft law so that the transposition within the meaning of Article 29(1) of the Directive is carried out by 2 December 2026.

Article 3.3

Please provide information on measures taken to ensure the supervision of implementation of health and safety regulations by the labour inspection or other competent authorities concerning the following categories of workers: • domestic workers; • digital platform workers; • teleworkers; • posted workers; • workers employed through subcontracting; • the self-employed; • workers exposed to environmental-related risks such as climate change and pollution.

Supervisory authorities (in particular the labour inspectorates) supervise compliance with labour law regulations for all of the above-mentioned groups of employees, with the exception of self-employed persons who do not fall under the definition of an employee. However, the labour inspectorate is currently focusing more on so-called false self-employment, which, among other things, ensures occupational health and safety, as determining their correct status also ensures increased protection for employees.

The Slovak Republic has adopted legislative measures, and Act No. 124/2006 Coll. on occupational safety and health and on amendments to certain acts also applies mutatis mutandis to natural persons who are entrepreneurs and not employers (self-employed persons).

In addition, under health and safety regulations, employers are required to ensure that persons performing work at their workplaces and premises receive the necessary information and instructions to ensure health and safety at work applicable to their workplaces and premises. Compliance with this obligation, including in relation to self-employed persons, is supervised by the labour inspectorates. In addition, employers and natural persons who are entrepreneurs but not employers, performing assembly, repair, construction, and other work for other natural persons and legal entities, are required to agree with the client on the safety and equipment of the workplace for the safe performance of work. Work may only commence once the workplace has been properly secured and equipped. This is subject to inspection by the labour inspectorates.

The labour inspectorates also actively participate in joint inspections in cooperation with the European Labour Authority (ELA), which also inspects posted workers and their working conditions, as well as mobile workers.

For domestic workers employed in private households, § 9 of the Act on Labour Inspection authorises inspectors to enter dwellings with the owner's or occupant's consent. A thematic campaign in 2023-24 inspected 145 agencies, issuing 38 fines primarily for missing risk assessments.

Digital-platform workers who are formally employees already fall under ordinary labour-inspection powers. Where they are treated as self-employed, the forthcoming Directive-transposition package will explicitly confer inspection authority. Meanwhile, NIP cooperates with the Financial Administration to uncover bogus self-employment (the so-called "Švarc-system"): of 321 joint checks in 2024, inspectors found infringements in 27 % of cases.

Regarding teleworkers, the 2021 Labour-Code amendment allows inspection of the home-workplace with the employee's consent; refusal of entry can be substituted by the submission of photographs or video.

Posted workers are protected by Act No 351/2015 Coll. on cross-border cooperation in the

posting of employees for the performance of work in the provision of services, which obliges the foreign employer to file a posting declaration and keep employment documents available in Slovak. The Labour Inspectorate may impose administrative fines and collaborate with its counterparts in the sending Member State.

For workers engaged through subcontracting chains, § 7 of Act No 82/2005 Coll. on illegal work and illegal employment establishes joint and several liability of the user undertaking and the subcontractor for OSH obligations.

Workers exposed to environmentally related risks - heat stress, excessive solar radiation or airborne pollutants - now fall under the revised climate decree mentioned earlier. Pilot inspections in the summer of 2024 concentrated on compliance with obligatory rest breaks, water provision and particulate-matter monitoring on large civil-engineering sites and open-field farming.

Article 6.1

Please provide concrete information on issues discussed and agreements adopted by the Economic and Social Council during the last five years Please provide information on whether joint consultations have been carried out on matters related to the green transition

The tripartite Economic and Social Council (ESC), comprising representatives of government, trade unions and employers, met twenty-nine times between January 2020 and June 2025. As the topics of discussion were numerous, the record of all proceedings and outcomes can be found at [Rokovania Hospodárskej a sociálnej rady SR | Rokovanie vlády SR](#) (Slovak language only).

Among its most significant deliberations and outcomes were: consensus recommendations for annual minimum-wage increases; a joint position on the parental-benefit consolidation enacted in 2022; extraordinary sessions that endorsed the “First Aid” wage-subsidy and later the Kurzarbeit scheme (Act No 215/2021 Coll.) during the COVID-19 crisis; and a 2023 opinion on pension-system reform that, despite reservations by the trade-union confederation KOZ SR, supported linking statutory retirement age to life expectancy. The ESC has also become the arena for green-transition consultations: on 4 November 2024 it issued a formal opinion on Slovakia’s updated Integrated National Energy and Climate Plan (NECP 2024) and the associated Just Transition Fund; on 24 June 2025 it debated the forthcoming EU-wide 2040 climate target, with employer representatives urging a detailed impact study on heavy industry before endorsement.

Article 6.2

Please provide information on the right to collective bargaining of the self-employed and other workers falling outside the usual definition of dependent employee.

The Act No. 2/1991 Coll. on collective bargaining, as amended, applies only to employees and does not regulate collective bargaining for self-employed persons.

The Slovak Constitution, in Article 37(2), recognises a general right to collective bargaining, but statutory implementation through the Collective Bargaining Act (No 2/1991 Coll.) is explicitly limited to employees in an employment relationship under the Labour Code.

Consequently, solo self-employed persons, freelancers and other non-employees cannot

currently conclude legally binding collective agreements under the Slovak law. An additional obstacle lies in competition law: the Antimonopoly Office and the European Commission regard solo self-employed persons as “undertakings” within the meaning of Article 101 TFEU, rendering collective price-setting in principle anti-competitive. However, the Commission’s 2022 Guidelines 2022/C 374/02 clarify that collective agreements covering economically dependent self-employed who are in a position comparable to that of workers will not be subject to antitrust enforcement. In response, the Ministry of Labour, Social Affairs and Family convened an expert working group in March 2025 - comprising trade unions, employers, the Platform of Freelancers and the Antimonopoly Office - to consider either amending the Act 2/1991 Coll. or adopting a stand-alone statute that would legalise collective agreements on remuneration and occupational-safety matters for economically dependent self-employed, subject to ex-ante compatibility opinions from the Antimonopoly Office. However, no bill has yet been tabled; the legislative plan targets deliberation in 2026.