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Factsheet for case SK-2020-14/302

## New rules for teleworking

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|              |  |
|--------------|--|
| Country      | Slovakia, applies nationwide   |
| Time period  | Temporary, started on 04 April 2020  |
| Type         | Legislation or other statutory regulation  |
| Category     | Protection of workers at the workplace<br>– Teleworking arrangements, remote working |
| Case created | 06 April 2020 (updated 30 April 2020)  |

### Background information

The measure, that amends rules formerly introduced in the legal framework, is aimed to isolate more staff and not to reduce activity businesses and other organisations during the spread of the COVID-19 pandemic. This result is reached simplifying the rules to adopt work-from-home-based schemes.

The measure was adopted by the Act No. 66/2020 Coll., amending the Act No. 311/2001 Coll. on the Labour Code and supplementing some laws at the time of the COVID-19 pandemic. Section 250b of the Act specifies the possibility of an employer to order the employees to work from home upon defined circumstances.

### Content of measure

According to this measure, the employer and the employee can enter into the work-from-home scheme on the basis of a mutual agreement.

More in detail, the place of remote working must be specified by the parties, while the rules concerning working conditions, health and safety and working hours remain unchanged also while the work-from-home scheme is active.

Additionally, while the worker is operating from home, the employment relationship is not subject to the provisions on the schedule of weekly working hours, daily and weekly rest and the idle-time. No wage supplements are paid to the employee for the overtime and night work and for working on Saturdays and

Sundays, unless the employee and the employer agree otherwise.

## Use of measure

The measure concerns a large number of non-productive organisations, schools, institutions where there is no risk of production suspension and the supply of raw materials, materials, food, energy is not jeopardised

## Actors, target groups and funding

| Actors                                     | Target groups                                 | Funding                     |
|--|---|-----------------------------|
| National government<br>Company / Companies | Employees<br>Sector specific set of companies | No special funding required |

## Social partners

|                         |          |
|-------------------------|----------|
| Role of social partners | Informed |
| Form of involvement     | Other    |

According to the available information, the social partners had no comments on the implementation of the measure. In addition, the measure was not discussed in the tripartite social dialogue at the Economic and Social Council.

## Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

## Sources

- 06 April 2020: 66 ACT of 2 April 2020 amending and supplementing Act no. 311/2001 Labor Code, as amended, and amending and supplementing certain act ([www.slov-lex.sk](http://www.slov-lex.sk))