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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 – Teleworking arrangements, remote working
Case created	06 April 2020 (updated 28 April 2020)

Background information

During the spread of the Covid-19 pandemic, it is necessary to isolate more staff and not to reduce activity businesses and other organisations. This is also possible through wider use of homework. The rules for permitting homework are simplified and this measure is more flexible.

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 homework upon the defined circumstances.

Content of measure

The measure shall apply during a state of emergency and for two months following its termination. Its application was not suspended in the context of the COVID-19 crisis. It was only improved/modified. Working conditions, health and safety and working hours remain unchanged.

The place of work must be specified in the employment contract and the employment relationship is based on a mutual agreement.

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 Company / Companies	Employees 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. However, 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)