

Act No. 76/2026 Coll.**Act on Equal Pay for Men and Women for Equal Work or Work of Equal Value and on Amendments to Certain Acts**Valid from **08/05/2026**Effective from **07/06/2026****TABLE OF CONTENTS**[+ Art. I \(Section 1 - Section 19\)](#)[+ Art. II](#)[Art. III](#)[Art. IV](#)[Art. V](#)[+ Annexes](#)**Current Version as of 07 June 2026**

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ACT

of 15 April 2026

on Equal Pay for Men and Women for Equal Work or Work of Equal Value and on Amendments to Certain Acts The National Council of the Slovak Republic has adopted the following Act:

Art. I**Section 1****Introductory Provisions**

- (1) This Act governs equal pay for men and women for equal work or work of equal value in employment relationships and similar working relationships.
- (2) Men and women shall have the right to equal pay for equal work or work of equal value (hereinafter referred to as the “right to equal pay”).
- (3) A violation of the right to equal pay shall constitute a violation of the principle of equal treatment on grounds of sex in the field of remuneration.¹⁾ A violation of the right to equal pay shall not occur where a difference in remuneration is justified on the basis of objective criteria that are not based on discrimination.
- (4) For the purposes of this Act, the following shall also be deemed employees:
- a) a judge, whose employer shall be the court,²⁾
 - b) a public prosecutor, whose employer shall be the service office.³⁾
- (5) This Act shall not apply to
- a) a civil servant holding a public office⁴⁾ and a civil servant serving as a statutory body,⁵⁾
 - b) an employee performing work in the public interest who performs the function of a statutory body in an employment relationship⁶⁾
 1. on the basis of election by the National Council of the Slovak Republic,
 2. on the basis of appointment by the President of the Slovak Republic, the Government of the Slovak Republic or a member of the Government of the Slovak Republic, or
 3. in a public institution.

Section 2**Definition of terms**

- (1) For the purposes of this Act
- a) “remuneration” means
 1. basic wage, which is
 - 1a. the basic wage component, the minimum wage or remuneration under agreements on work performed outside an employment relationship,⁷⁾
 - 1b. the salary tariff of a civil servant, an employee performing work in the public interest, a member of the Fire and Rescue Corps and a member of the Mountain Rescue Service,
 - 1c. the functional salary and long-service allowance of a member of the Police Force, a member of the Slovak Intelligence Service, a member of the National Security Authority, a member of the Prison and Court Guard Corps of the Slovak Republic and a member of the Financial Administration,
 - 1d. the rank salary of a professional soldier,
 - 1e. the basic salary of a public prosecutor, or
 - 1f. the basic salary of a judge,
 2. other monetary benefits or benefits in kind, in addition to those referred to in point one, provided by the employer to the employee (hereinafter referred to as the “supplementary remuneration components”),
 - b) “remuneration level” means remuneration for a calendar year and the corresponding hourly remuneration,
 - c) “pay gap” means the difference between the average remuneration level of women and the average remuneration level of men expressed as a percentage of the average remuneration level of men,
 - d) “median remuneration level of men” means the value at which one half of men employed by the employer earn more and one half earn less,

- e) "median remuneration level of women" means the value at which one half of women employed by the employer earn more and one half earn less,
- f) "median pay gap" means the difference between the median remuneration level of women and the median remuneration level of men expressed as a percentage of the median remuneration level of men,
- g) "remuneration quartile band" means each of the four groups containing an equal number of employees into which employees are divided according to remuneration levels from the lowest to the highest; where the number of employees is not divisible by four, the number of employees in each group need not be equal, but shall be such that the difference in the number of employees among the individual groups is as small as possible,
- h) "employee category" means employees performing equal work or work of equal value who are grouped by their employer according to the criteria referred to in Section 3(1), and, where employee representatives operate at the employer, by the employer after consultation with employee representatives,
- i) "employee representatives" means the relevant trade union body, works council or employee trustee,
- j) "discrimination" means
1. direct discrimination under a special regulation⁸⁾ on grounds of sex in relation to remuneration,
 2. indirect discrimination under a special regulation⁹⁾ on grounds of sex in relation to remuneration,
 3. harassment and sexual harassment under a special regulation¹⁰⁾ on grounds of sex in relation to remuneration, and less favourable treatment based on the rejection of such conduct or refusal to submit to such conduct, where such treatment relates to remuneration,
 4. an instruction to discriminate under a special regulation¹¹⁾ on grounds of sex in relation to remuneration,
 5. less favourable treatment on grounds of pregnancy and maternity leave in relation to remuneration,
 6. less favourable treatment on grounds of sex in relation to remuneration in exercising rights arising from the reconciliation of family and working life, in particular paternity leave, parental leave, personal and full-time care for a sick family member, personal and full-time care for a natural person, adjustment of working time, home-based work and telework,
 7. intersectional discrimination, meaning discrimination on grounds of sex in relation to remuneration under points one to six in combination with another ground of discrimination under a special regulation.¹²⁾
- (2) For the purposes of Section 5(3), Section 8(2) to (4), Section 14(5) and Section 18(3) and (4), the number of employees employed shall mean the average registered number of employees during the preceding calendar year.

Section 3

Remuneration Structures

- (1) An employer shall be required to establish a remuneration structure that ensures compliance with the right to equal pay. The remuneration structure must enable an assessment of whether employees perform equal work or work of equal value, determined on the basis of objective criteria, which
- a) are neither directly nor indirectly based on sex,
 - b) include complexity, responsibility, effort, working conditions and other factors relevant to the specific workplace or job position, taking into account soft skills, in particular social and communication skills,
 - c) are applied in an objective manner that is not based on discrimination.
- (2) Where employee representatives operate at the employer, the employer shall agree the criteria under paragraph 1 with them.

Section 4

Information Prior to Employment

- (1) An employer shall ensure that the published job vacancy and the title of the job or position are not based on one sex, that the recruitment process is conducted in a non-discriminatory manner, and that the exercise of the right to equal pay is not impaired.
- (2) A natural person applying for employment shall have the right to obtain from the employer information on
- a) the starting remuneration or the range of starting remuneration for the position applied for, determined on the basis of the criteria referred to in Section 3(1),
 - b) the relevant provisions of the collective agreement, where remuneration is also governed by a collective agreement.
- (3) The employer shall provide the information referred to in paragraph 2 in such a manner and at such a time as to ensure informed and transparent negotiations on remuneration, before the job interview or before concluding a contract with the employee. The obligation under the first sentence shall be deemed fulfilled where the information referred to in paragraph 2 is included in the published job vacancy.
- (4) An employer shall not require a natural person applying for employment to disclose information concerning his or her remuneration with the current employer or previous employers.

Section 5

Criteria for Determining Remuneration

- (1) The employer shall make available to employees the criteria on the basis of which
- a) employee remuneration is determined,
 - b) the remuneration level of employees is determined, and
 - c) employee remuneration is increased.
- (2) The criteria referred to in paragraph 1 must be objective and must not be based on discrimination.
- (3) The obligation under paragraph 1(c) shall not apply to an employer employing fewer than 50 employees.

Section 6

Right to Information on Remuneration

- (1) An employee shall have the right, upon request, to obtain from the employer written information
- a) on the level of his or her remuneration,
 - b) on the average remuneration levels, broken down by sex, within the category of employees performing equal work or work of equal value as the employee; this shall not apply where such information would make it possible to determine the remuneration level of another particular employee.
- (2) The employer shall provide the employee with the information referred to in paragraph 1 within two months from the date of submission of the request.
- (3) If the information referred to in paragraph 1 provided to the employee is inaccurate or incomplete, the employee shall have the right, upon request, to obtain from the employer additional and reasoned explanations and details concerning such information. The employer shall provide the additional and

reasoned explanations and details referred to in the first sentence within 30 days from the date of submission of the request referred to in the first sentence.

- (4) An employee may also request the information referred to in paragraphs 1 and 3 through employee representatives or through the Slovak National Centre for Human Rights.
- (5) The employer shall be required, once a year, to inform employees of their right to information under paragraph 1 and of the procedure for exercising that right.
- (6) The employer shall not prevent an employee from disclosing the amount of his or her remuneration or the remuneration level referred to in paragraph 1(a) to another person.
- (7) The employer may require an employee to maintain confidentiality regarding the average remuneration levels referred to in paragraph 1(b), except where the employee is exercising the right to equal pay for equal work or work of equal value.
- (8) Any contractual provision between the employer and the employee under which the employee undertakes to maintain confidentiality regarding his or her remuneration, or which otherwise prevents the employee from disclosing his or her remuneration to another person, shall be void.

Section 7

Accessibility of Information for Persons with Disabilities

The employer shall provide or make available to a person with a disability the information referred to in Sections 4 to 6 in a format accessible to persons with disabilities and taking into account their specific needs.

Section 8

Reporting on the Remuneration of Men and Women

- (1) Employers referred to in paragraphs 2 and 3 shall provide the Ministry of Labour, Social Affairs and Family of the Slovak Republic (hereinafter referred to as the "Ministry of Labour") with a report on the remuneration of men and women (hereinafter referred to as the "remuneration report") containing the following information:
 - a) the pay gap,
 - b) the pay gap in supplementary remuneration components,
 - c) the median pay gap,
 - d) the median pay gap in supplementary remuneration components,
 - e) the proportion of men and women receiving supplementary remuneration components from the employer,
 - f) the proportion of men and women in each remuneration quartile band,
 - g) the pay gap among employees by employee category, broken down into basic remuneration and supplementary remuneration components.
- (2) An employer employing at least 250 employees shall provide the Ministry of Labour with a remuneration report for the relevant calendar year annually by 15 April of the following calendar year.
- (3) An employer employing between 100 and 249 employees shall provide the Ministry of Labour with a remuneration report every three years by 15 April of the calendar year for the preceding calendar year.
- (4) An employer employing fewer than 100 employees may provide the Ministry of Labour with a remuneration report.
- (5) An employer referred to in paragraphs 2 and 3 shall provide the remuneration report after consultation with employee representatives, where such representatives operate at the employer. Employee representatives shall have the right of access to the methodologies applied by the employer in preparing the remuneration report.
- (6) The employer may publish the remuneration report on its website.
- (7) An employer referred to in paragraphs 2 and 3 shall provide the information referred to in paragraph 1(g)
 - a) to its employees and employee representatives, where such representatives operate at the employer,
 - b) upon request, to the labour inspectorate¹³) or another labour inspection authority¹⁴) (hereinafter referred to as the "labour inspectorate") and to the Slovak National Centre for Human Rights,
 - c) upon request, to the entities referred to in clause (a) or clause (b), also for the previous four years, where available.
- (8) Employees, employee representatives, the labour inspectorate and the Slovak National Centre for Human Rights shall have the right to request from the employer additional explanations concerning the information provided under paragraph 7, including explanations regarding any pay gaps; the employer shall provide a reasoned response to such request within 30 days from the date of the request. Where pay gaps are not justified by objective criteria that are not based on discrimination, the employer shall be required to adopt the necessary corrective measures in cooperation with employee representatives, where such representatives operate at the employer, and, where requested by the employer, the labour inspectorate and the Slovak National Centre for Human Rights shall participate in the process of adopting such measures.

Section 9

Joint Remuneration Assessment

- (1) An employer referred to in Section 8(2) and (3) shall be required to carry out a joint remuneration assessment in cooperation with employee representatives where
 - a) the remuneration report demonstrates a difference of at least 5% in the average remuneration level of men and women in any employee category,
 - b) the employer has not justified the difference in the average remuneration level referred to in clause (a) on the basis of objective criteria that are not based on discrimination, and
 - c) the employer has not eliminated the unjustified difference in the average remuneration level referred to in clause (a) within six months from providing the remuneration report to the Ministry of Labour.
- (2) The joint remuneration assessment shall be carried out within two months following the expiry of the period referred to in paragraph 1(c), for the purpose of identifying and eliminating pay gaps between men and women that are not justified on the basis of objective criteria that are not based on discrimination, and for preventing such gaps.
- (3) The joint remuneration assessment shall include
 - a) an analysis of the proportion of men and women in each employee category,
 - b) information on the average remuneration levels of men and women and on supplementary remuneration components for each employee category,
 - c) differences in average remuneration levels between men and women in each employee category,
 - d) the causes of differences in average remuneration levels based on objective criteria that are not based on discrimination, where such differences exist,
 - e) the proportion of men and women whose remuneration was increased following their return from maternity leave, paternity leave, parental leave,

personal and full-time care of a sick family member or following their return from personal and full-time care of a natural person, where such increase occurred in the relevant employee category during those periods,

f) measures to eliminate pay gaps within a reasonable period where such gaps are not justified on the basis of objective criteria that are not based on discrimination,

g) an assessment of the effectiveness of measures addressing pay gaps resulting from previous joint remuneration assessments.

(4) The measures referred to in paragraph 3(f) shall include an analysis of existing non-discriminatory evaluation and job classification systems, or the introduction of such systems, in order to ensure the elimination of direct or indirect discrimination.

(5) The employer shall make the joint remuneration assessment available to employees and employee representatives, where such representatives operate at the employer, and shall provide it to the Ministry of Labour. Upon request, the employer shall also provide the joint remuneration assessment to the labour inspectorate and the Slovak National Centre for Human Rights.

(6) When implementing the measures referred to in paragraph 3(f), the employer shall cooperate with employee representatives, where such representatives operate at the employer, and, where requested by the employer, the labour inspectorate and the Slovak National Centre for Human Rights shall participate in the implementation process.

(7) Where employee representatives do not operate at the employer, employees may designate one or more employees as their representative or representatives for the purposes of the joint remuneration assessment; the employer shall provide reasonable assistance in organising the selection of the representative or representatives if requested by the employees. The representative or representatives designated under the first sentence shall, for the purposes of the joint remuneration assessment, be deemed employee representatives. The employer shall carry out the remuneration assessment independently where employee representatives do not operate at the employer and the employees do not designate a representative or representatives under the first sentence. Paragraphs 1 to 6 shall apply *mutatis mutandis* to the remuneration assessment referred to in the third sentence.

Section 10

Protection of Personal Data

(1) The processing of personal data under this Act shall be governed by the general legislation on the protection of personal data.¹⁵⁾

(2) Personal data processed pursuant to Sections 6, 8 and 9 may be used solely for the purpose of exercising the right to equal pay.

(3) Where the information made available under Section 6, 8 or 9 would make it possible to determine the remuneration of a specific employee, access to such information shall be limited to employee representatives, the labour inspectorate and the Slovak National Centre for Human Rights. Employee representatives and the Slovak National Centre for Human Rights shall maintain confidentiality regarding information obtained pursuant to the first sentence. Employee representatives or the Slovak National Centre for Human Rights shall provide employees with advice concerning the exercise of rights under this Act without disclosing information on average remuneration levels or on the remuneration of a specific employee performing equal work or work of equal value.

Section 11

Right to Compensation

(1) A natural person shall have the right to monetary compensation for damage suffered as a result of a violation of the right to equal pay. Monetary compensation shall be provided in an amount that places the natural person in the same financial position as if the violation of the right to equal pay had not occurred.

(2) The monetary compensation referred to in paragraph 1 may consist of

- a) compensation for unpaid remuneration; unpaid remuneration means the difference between the remuneration to which the natural person would have been entitled had the right to equal pay not been violated and the remuneration actually paid to that person,
- b) compensation for lost opportunities, meaning access to benefits dependent on the level of remuneration,
- c) compensation for non-pecuniary damage,
- d) compensation for other damage than that referred to in clauses (a) to (c), including damage that may have been caused by intersectional discrimination,
- e) default interest on unpaid remuneration.

(3) The limitation period for asserting the right under paragraph 1 shall be three years and shall commence on the date on which the natural person referred to in paragraph 1 became aware, or could have become aware, of the violation of the right to equal pay. Where the natural person referred to in paragraph 1 asserts the right before a court within the limitation period, the limitation period shall not run during the proceedings from the date of such assertion. The limitation period shall also not run where the natural person referred to in paragraph 1 has lodged a complaint¹⁶⁾ with the employer, during the investigation of that complaint.

Section 12

Burden of Proof

Where an employer has breached the obligations laid down in Sections 4, 5, 6, 8 or 9, the employer shall be required, in proceedings, to prove that discrimination has not occurred, even where the natural person referred to in Section 11(1) does not present to the court facts from which it may reasonably be inferred that a violation of the right to equal pay has occurred;¹⁷⁾ this shall not apply where the employer proves that the breach of obligation was clearly unintentional and of a minor nature.

Section 13

Assessment of Equal Work or Work of Equal Value and Comparable Situations

(1) For the purposes of exercising the right to equal pay, the assessment of whether men and women perform equal work or work of equal value shall not be limited to a comparison of men and women employed

- a) by the same employer, but shall also include a comparison of men and women employed by different employers for whom the same remuneration conditions are established, where those conditions are laid down by a single source, or
- b) at the same time.

(2) Where no comparator can be identified under paragraph 1, the assessment of whether men and women perform equal work or work of equal value may be carried out by other means, in particular by comparing how the employee would be treated in a comparable situation.

Section 14

Monitoring and Awareness-Raising

(1) The Ministry of Labour, as the authority responsible for monitoring and coordinating measures relating to the exercise of the right to equal pay, shall in particular

- a) raise awareness among employers, social partners and the public in order to promote the right to equal pay, including in relation to intersectional discrimination,

- b) analyse the causes of pay gaps and propose tools to assist in assessing pay inequalities, using the analytical work and tools of the European Institute for Gender Equality,¹⁸⁾
- c) publish the information referred to in Section 8(1)(a) to (f) on its website in a manner enabling comparison among employers, sectors and regions of the Slovak Republic, including data from the previous four years where available,
- d) process the joint remuneration assessments referred to in Section 9(5),
- e) aggregate data on the number and types of complaints or submissions concerning discrimination submitted to the Slovak National Centre for Human Rights and the labour inspectorate, as well as court actions concerning discrimination, including the claims asserted therein.
- (2) The Slovak National Centre for Human Rights, the labour inspectorate and the Ministry of Justice of the Slovak Republic shall provide the Ministry of Labour with the data referred to in paragraph 1(e) for each calendar year by 31 March of the following calendar year.
- (3) The Ministry of Labour shall provide the information and data referred to in paragraph 1(c) and (e), and the data from joint remuneration assessments referred to in Section 9(5), to the European Commission every two years.
- (4) The Ministry of Labour, after consultation with the Slovak National Centre for Human Rights, shall develop analytical tools and methodologies to support and guide the assessment and comparison of the value of work in accordance with the criteria referred to in Section 3(1). The Ministry of Labour shall publish the analytical tools and methodologies referred to in the first sentence on its website.
- (5) The Ministry of Labour shall provide support in the form of technical assistance and training to employers employing fewer than 250 employees and to the employee representatives operating at such employers in fulfilling the obligations and tasks under this Act.

Section 15

State Statistics

The Statistical Office of the Slovak Republic shall annually provide the European Commission (Eurostat) with up-to-date data for the calculation of the pay gap in unadjusted form for the calendar year, to the extent laid down in the programme of state statistical surveys.¹⁹⁾

Section 16

Administrative offences

- (1) If an employer fails to fulfil the obligation under Section 8(1) to (3), the Ministry of Labour shall set a time limit for the additional fulfilment of this obligation, which shall not be shorter than 15 days. If the employer fails to fulfil the obligation under Section 8(1) to (3) even within the time limit set pursuant to the first sentence, the Ministry of Labour shall impose on the employer a fine ranging from EUR 4,000 to EUR 8,000.
- (2) When imposing a fine under paragraph 1, the Ministry of Labour shall take into account in particular the seriousness, duration, consequences, circumstances and recurrence of the administrative offence.
- (3) A fine under paragraph 1 may be imposed within two years from the date on which the breach of the obligation under Section 8(1) to (3) occurred.
- (4) A fine under paragraph 1 shall constitute revenue of the state budget.

Section 17

Common Provisions

Public authorities and budgetary organisations and contributory organisations within their founding competence shall not provide information under this Act where the provision of such information could endanger classified information, the defence, security and security interests of the Slovak Republic, or the performance of their tasks.

Section 18

Transitional provisions

- (1) An employer established before 7 June 2026 shall be required to fulfil the obligation under Section 3 by 31 July 2026.
- (2) The employer shall provide the information under Section 6(1)(b) for the first time for the year 2027.
- (3) An employer employing at least 150 employees shall be required to provide the Ministry of Labour with the first remuneration report by 7 June 2027 for the period from 1 August 2026 to 31 December 2026.
- (4) An employer employing between 100 and 149 employees shall be required to provide the Ministry of Labour with the first remuneration report by 7 June 2031 for the year 2030.
- (5) The Ministry of Labour shall provide the European Commission with the information and data under Section 14(3) for the first time by 7 June 2028.
- (6) The Ministry of Labour shall publish the analytical tools and methodologies under Section 14(4) on its website by 30 June 2026.
- (7) The Statistical Office of the Slovak Republic shall provide the European Commission (Eurostat) with the data under Section 15 for the first time from 31 January 2028 for the year 2026.

Section 19

Transposition Provision

This Act adopts the legally binding acts of the European Union listed in Annex.

Art. II

Act No. 311/2001 Coll., the Labour Code, as amended by Act No. 165/2002 Coll., Act No. 408/2002 Coll., Act No. 210/2003 Coll., Act No. 461/2003 Coll., Act No. 5/2004 Coll., Act No. 365/2004 Coll., Act No. 82/2005 Coll., Act No. 131/2005 Coll., Act No. 244/2005 Coll., Act No. 570/2005 Coll., Act No. 124/2006 Coll., Act No. 231/2006 Coll., Act No. 348/2007 Coll., Act No. 200/2008 Coll., Act No. 460/2008 Coll., Act No. 49/2009 Coll., Act No. 184/2009 Coll., Act No. 574/2009 Coll., Act No. 543/2010 Coll., Act No. 48/2011 Coll., Act No. 257/2011 Coll., Act No. 406/2011 Coll., Act No. 512/2011 Coll., Act No. 251/2012 Coll., Act No. 252/2012 Coll., Act No. 345/2012 Coll., Act No. 361/2012 Coll., Finding of the Constitutional Court of the Slovak Republic No. 233/2013 Coll., Act No. 58/2014 Coll., Act No. 103/2014 Coll., Act No. 183/2014 Coll., Act No. 307/2014 Coll., Act No. 14/2015 Coll., Act No. 61/2015 Coll., Act No. 351/2015 Coll., Act No. 378/2015 Coll., Act No. 440/2015 Coll., Act No. 82/2017 Coll., Act No. 95/2017 Coll., Act No. 335/2017 Coll., Act No. 63/2018 Coll., Act No. 347/2018 Coll., Act No. 376/2018 Coll., Act No. 307/2019 Coll., Act No. 319/2019 Coll., Act No. 375/2019 Coll., Act No. 380/2019 Coll., Act No. 63/2020 Coll., Act No. 252/2020 Coll., Act No. 66/2020 Coll., Act No. 157/2020 Coll., Act No. 294/2020 Coll., Act No. 326/2020 Coll., Act No. 76/2021 Coll., Act No. 215/2021 Coll., Act No. 407/2021 Coll., Act No. 412/2021 Coll., Resolution of the Constitutional Court of the Slovak Republic No. 539/2021 Coll., Act No. 82/2022 Coll., Act No. 125/2022 Coll., Act No. 222/2022 Coll., Act No. 248/2022 Coll., Act No. 350/2022 Coll., Act No. 376/2022 Coll., Act No. 1/2023 Coll., Act No. 50/2023 Coll., Act No. 309/2023 Coll., Act No. 530/2023 Coll., Act No. 172/2024 Coll., Act No. 178/2024 Coll., Act No. 323/2024 Coll., Act No. 324/2024 Coll., Act No. 399/2024 Coll., Act No. 77/2025 Coll., Act No. 142/2025 Coll., Act No. 261/2025 Coll., Act No. 300/2025 Coll. and Act No. 406/2025 Coll., is amended as follows:

1. In Section 82(c), the words “the principle of providing equal wages” shall be replaced by the words “equal remuneration”.
2. Section 119a, including its heading, shall read as follows:

“§ 119a

Remuneration for Equal Work or Work of Equal Value

(1) Equal remuneration of men and women for equal work or work of equal value shall be laid down by a special regulation on equal remuneration of men and women for equal work or work of equal value.

(2) The right to equal remuneration shall also be held by employees of the same sex where they perform equal work or work of equal value; equal work or work of equal value shall be determined on the basis of the criteria laid down by a special regulation on equal remuneration of men and women for equal work or work of equal value”.

Art.
III

Act No. 5/2004 Coll. on Employment Services and on Amendments to Certain Acts, as amended by Act No. 191/2004 Coll., Act No. 365/2004 Coll., Act No. 585/2004 Coll., Act No. 614/2004 Coll., Act No. 1/2005 Coll., Act No. 82/2005 Coll., Act No. 528/2005 Coll., Act No. 573/2005 Coll., Act No. 310/2006 Coll., Act No. 693/2006 Coll., Act No. 561/2007 Coll., Act No. 139/2008 Coll., Act No. 233/2008 Coll., Act No. 263/2008 Coll., Act No. 460/2008 Coll., Act No. 562/2008 Coll., Act No. 49/2009 Coll., Act No. 108/2009 Coll., Act No. 266/2009 Coll., Act No. 463/2009 Coll., Act No. 594/2009 Coll., Act No. 52/2010 Coll., Act No. 136/2010 Coll., Act No. 373/2010 Coll., Act No. 120/2011 Coll., Act No. 223/2011 Coll., Act No. 231/2011 Coll., Act No. 257/2011 Coll., Act No. 468/2011 Coll., Act No. 324/2012 Coll., Act No. 96/2013 Coll., Act No. 308/2013 Coll., Act No. 352/2013 Coll., Act No. 436/2013 Coll., Act No. 495/2013 Coll., Act No. 310/2014 Coll., Act No. 311/2014 Coll., Act No. 14/2015 Coll., Act No. 336/2015 Coll., Act No. 353/2015 Coll., Act No. 378/2015 Coll., Act No. 389/2015 Coll., Act No. 91/2016 Coll., Act No. 310/2016 Coll., Act No. 81/2017 Coll., Act No. 82/2017 Coll., Act No. 57/2018 Coll., Act No. 63/2018 Coll., Act No. 64/2018 Coll., Act No. 108/2018 Coll., Act No. 112/2018 Coll., Act No. 177/2018 Coll., Act No. 317/2018 Coll., Act No. 376/2018 Coll., Act No. 35/2019 Coll., Act No. 83/2019 Coll., Act No. 221/2019 Coll., Act No. 223/2019 Coll., Act No. 225/2019 Coll., Act No. 374/2019 Coll., Act No. 63/2020 Coll., Act No. 66/2020 Coll., Act No. 95/2020 Coll., Act No. 127/2020 Coll., Act No. 198/2020 Coll., Act No. 264/2020 Coll., Act No. 9/2021 Coll., Act No. 76/2021 Coll., Act No. 215/2021 Coll., Act No. 310/2021 Coll., Act No. 480/2021 Coll., Act No. 82/2022 Coll., Act No. 92/2022 Coll., Act No. 101/2022 Coll., Act No. 112/2022 Coll., Act No. 113/2022 Coll., Act No. 426/2022 Coll., Act No. 430/2022 Coll., Act No. 488/2022 Coll., Act No. 65/2023 Coll., Act No. 160/2024 Coll., Act No. 292/2024 Coll., Act No. 311/2024 Coll., Act No. 376/2024 Coll., Act No. 150/2025 Coll., Act No. 151/2025 Coll., Act No. 258/2025 Coll. and Act No. 30/2026 Coll., is amended as follows:

In Section 68a, a new paragraph 4 is inserted after paragraph 3 which reads:

“(4) The fine pursuant to paragraph 1(a) may not be imposed on an employer, on whom a fine has already been imposed for the same breach by another authority authorised to carry out inspections.62aa)”.

The former paragraph 4 is designated as paragraph

5. Footnote 62aa reads:

“62aa) Section 2(1)(a), point 9, of Act No. 125/2006 Coll., as amended by Act No. 76/2026 Coll.”.

Art. IV

Act No. 125/2006 Coll. on Labour Inspection and on Amendments to Act No. 82/2005 Coll. on Illegal Work and Illegal Employment and on Amendments to Certain Acts, as amended by Act No. 309/2007 Coll., Act No. 462/2007 Coll., Act No. 555/2007 Coll., Act No. 400/2009 Coll., Act No. 52/2010 Coll., Act No. 67/2010 Coll., Act No. 182/2011 Coll., Act No. 223/2011 Coll., Act No. 254/2011 Coll., Act No. 257/2011 Coll., Act No. 469/2011 Coll., Act No. 512/2011 Coll., Act No. 361/2012 Coll., Act No. 154/2013 Coll., Act No. 308/2013 Coll., Act No. 307/2014 Coll., Act No. 128/2015 Coll., Act No. 351/2015 Coll., Act No. 440/2015 Coll., Act No. 82/2017 Coll., Act No. 54/2019 Coll., Act No. 198/2020 Coll., Act No. 73/2021 Coll., Act No. 310/2021 Coll., Act No. 113/2022 Coll., Act No. 114/2022 Coll., Act No. 379/2024 Coll., Act No. 261/2025 and Act No. 318/2025 Coll., is amended as follows:

1. In Section 2(1), clause (a) shall be supplemented by points 8 and 9, which shall read as follows:

“8. a special regulation^{3e}) applicable to employers which lays down obligations in exercising the right to equal pay for equal work or work of equal value, unless such special regulation^{3f}) provides otherwise,

9. a special regulation^{3g}) applicable to employers which lays down obligations in publishing job vacancies;”. The footnotes 3e to 3g

shall read as follows:

“^{3e}) Act No. 76/2026 Coll. on Equal Remuneration of Men and Women for Equal Work or Work of Equal Value and on Amendments to Certain Acts.

^{3f}) Section 16 of Act No. 76/2026 Coll.

^{3g}) Section 62(2) of Act No. 5/2004 Coll. on Employment Services and on Amendments to Certain Acts, as amended by Act No. 63/2018 Coll.”.

2. In the footnote 18aaa, the citation “Section 21b(8), second sentence, of Act No. 5/2004 Coll. on Employment Services and on Amendments to Certain Acts, as amended by Act No. 82/2017 Coll.” shall be replaced by the citation “Section 21b(14) clauses (a) to (d) of Act No. 5/2004 Coll., as amended.”.

3. The footnote 18ad shall be supplemented by the following citation:

“Act No. 76/2026 Coll.”.

4. In Section 19(1)(a), introductory sentence, the words “and in clause 7” shall be replaced by the words “to clause 9”.

Art. V

This Act shall enter into force on 07 June 2026.

Signed by Peter Pellegrini,

Richard Raši,

Robert Fico

Annex to Act No. 76/2026 Coll.

LIST OF TRANSPOSED LEGALLY BINDING ACTS OF THE EUROPEAN UNION

Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms (OJ L 132, 17. 5. 2023).

Footnotes

¹) Act No. 365/2004 Coll. on Equal Treatment in Some Areas and on Protection against Discrimination and on Amendments to Certain Acts (the Anti-Discrimination Act), as amended.

²) Sections 11, 11a and 12 of Act No. 385/2000 Coll. on Judges and Lay Judges and on Amendments to Certain Acts, as amended.

³) Section 3(1) of Act No. 154/2001 Coll. on Public Prosecutors and Trainee Public Prosecutors, as amended.

⁴) Section 7(2) and (5) of Act No. 55/2017 Coll. on Civil Service and on Amendments to Certain Acts.

⁵) Section 7(6), Section 37(b) of Act No. 55/2017 Coll.

⁶) Section 2(1) of Act No. 552/2003 Coll. on the Performance of Work in the Public Interest, as amended by Act No. 154/2025 Coll.

- 7) Section 226(2), Section 228(1) and Section 228a(3) of the Labour Code.
- 8) Section 2a(2) of Act No. 365/2004 Coll., as amended by Act No. 85/2008 Coll.
- 9) Section 2a(3) of Act No. 365/2004 Coll., as amended.
- 10) Section 2a(4) and (5) of Act No. 365/2004 Coll., as amended by Act No. 85/2008 Coll.
- 11) Section 2a(6) of Act No. 365/2004 Coll., as amended by Act No. 85/2008 Coll.
- 12) Section 2(1) of Act No. 365/2004 Coll., as amended.
- 13) Section 7 of Act No. 125/2006 Coll. on Labour Inspection and on Amendments to Act No. 82/2005 Coll. on Illegal Work and Illegal Employment and on Amendments to Certain Acts, as amended.
- 14) Section 2(4) of Act No. 125/2006 Coll., as amended.
- 15) Regulation (EU) [2016/679](#) of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive [95/46/ES](#) (General Data Protection Regulation) (OJ L 119, 4. 5. 2016), as amended.
Act No. 18/2018 Coll. on the Protection of Personal Data and on Amendments to Certain Acts, as amended.
- 16) For example, Section 13(7) of the Labour Code, Section 133(1)(h) of Act No. 281/2015 Coll. on the Civil Service of Professional Soldiers and on Amendments to Certain Acts, Section 116(1) of Act No. 55/2017 Coll., as amended by Act No. 154/2025 Coll.
- 17) Section 11(2) of Act No. 365/2004 Coll. as amended by Act No. 85/2008 Coll.
- 18) Regulation (EC) No [1922/2006](#) of the European Parliament and of the Council of 20 December 2006 on establishing a European Institute for Gender Equality (OJ L 403, 30. 12. 2006), as amended.
- 19) Section 12 of Act No. 540/2001 Coll. on State Statistics, as amended.