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# Ministry of Labour, Social Affairs and Family of the Slovak Republic

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## Wage for night work

**Night work** is work carried out between **10 p.m. and 6 a.m.** For work during the night period, an employee is entitled, pursuant to Section 123(1) of the Labour Code, to additional pay (in addition to the regular wage) for night work of **at least 1,43 EUR/hour**, and in the case of an employee performing **hazardous work of at least 1,79 EUR/hour**.

The Labour Code allows for the application of an exemption for those employers where the nature of the work or the operating conditions require that the majority of the work is regularly performed during the night period, provided the employee does not perform hazardous work. The Labour Code permits agreeing a lower amount of additional pay in a collective agreement or the employment contract and sets the minimum amount thereof. A lower amount of additional pay may be agreed in the employment contract only by an employer where there is no recognised trade union and the employer had less than 20 employees as at 31 December the previous calendar year. Under this exemption, additional pay for night work may be agreed pursuant to Section 123(2) of the Labour Code in the amount of at least 1,25 EUR/hour.

The employer may agree in the employment contract **with an executive employee** that their wage already takes into account possible night work (Section 123(2) of the Labour Code). In such a case, the executive employee will not be entitled to additional pay.

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