



Living & working conditions in Slovakia

Date - location - name



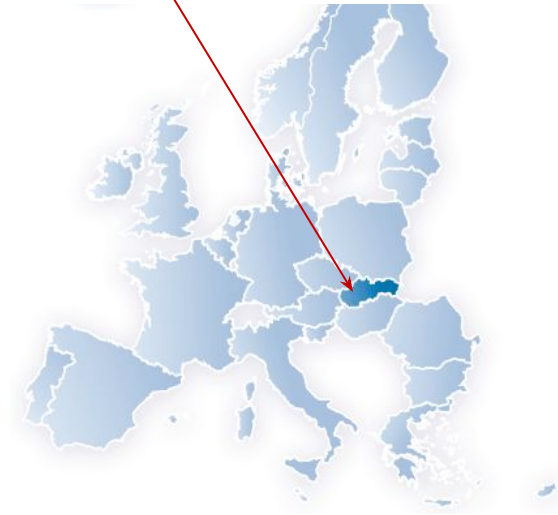
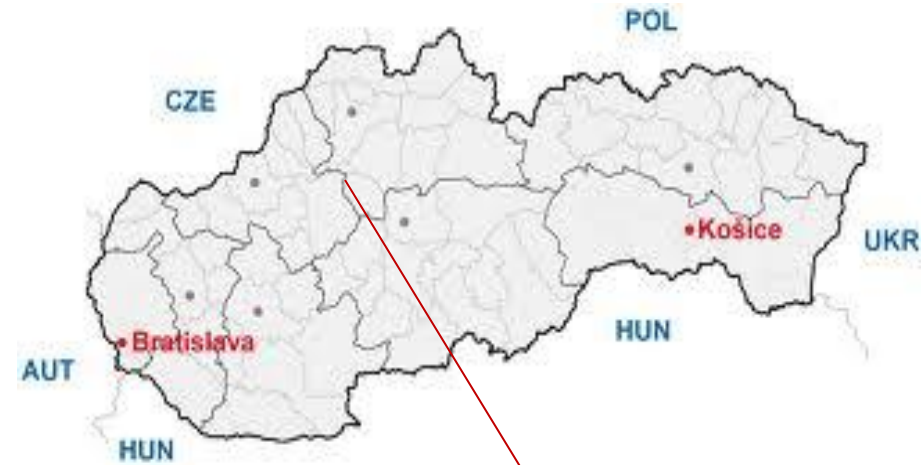
Basic data

Capital city: **Bratislava**
Official language: **Slovak**
Formation date: **1 January 1993**

Population: **5,4 milion**
Surface area: **49 035 km²**

Currency: **EURO (since 2009)**

Political system: **parliamentary democracy**
Administrative division: **8 self-governing regions**



Economy



- one of the world's major **car manufacturers**: Bratislava
Trnava



Žilina



Nitra



- major **producer of iron and steel** - the industry is dominated by the metallurgical giant of U.S.Steel
- chemical industry** – leading companies in Bratislava – the oil processing corporation Slovnaft and the petrochemical plant Istrochem
- paper and pulp processing** – Mondi SCP in Ružomberok – one of the largest companies of the kind
- electrical engineering** – Sony (near Nitra), Samsung (by Galanta and Trnava)
- trades in **textiles and food**



Registration procedures

Citizens from the EU/EEA country are **not required to have any permit and no restrictions** are applied to them when they enter the labour market of the Slovak republic.

EU/EEA citizens can enter Slovakia with just a valid travel document (passport, ID, identity card)

Reporting a Stay

An EU/EEA citizens are obliged within **10 working days** from entering Slovakia to report the start date and place of residence in Slovakia to the Foreign Police Department.

Registration of residence in Slovakia

An EU/EEA citizen remaining in Slovakia for **longer than 3 months** is required to apply for registration of residence within 30 days after the first three months in the country have elapsed. The application is free of charge and should be made in person, using the official form, at the Foreign Nationals Police Department, accompanied by a valid identity card and documents proving the reason of staying (employment contract, trade licence, confirmation from school, bank statement)

More information - local Foreign Nationals Police Department or websites:

www.minv.sk (Ministry of Interior of the Slovak Republic)

www.mzv.sk (Ministry of Foreign and European Affairs of Slovakia)

The employment contract

An employment relationship is based on a **written** employment contract between the employer and the employee.

The employer is required to agree with the employee on essential particulars, such as:

- ☐ the type of work
- ☐ a brief job description
- ☐ the place of work
- ☐ the work start date
- ☐ wage conditions, pay-days
- ☐ working time
- ☐ holiday allowance
- ☐ length of the notice period



A valid employment contract must be **concluded no later than the start of** employment (first day of work)

Finding a job in Slovakia

JOBS



- ☐ search **online**
- ☐ search through **job advertisements** in print media
- ☐ contact PES - **Public employment services** (Office of Labour, Social Affairs and Family)
- ☐ international, national and regional job fairs
- ☐ contact **private employment services**
- ☐ send out **general job applications** to any company of interest

www.eures.europa.eu
www.istp.sk
www.profesia.sk
www.kariera.zoznam.sk
www.praca.sme.sk
www.jobagent.sk
www.careerjet.sk
www.job.server.sk
www.upsvar.sk



Applying for a job

The most common way of **applying for a job** is to submit/send a **cover letter and CV**.

CV - chronological order, brief, structured, one to two pages in A4 format

CV should contain the following information:

Personal data: name, address, telephone number and email address, sometimes date of birth

Education: the name of the school with field of study and dates of attendance, additional courses and training with dates and name of organisation providing education

Employment history: dates, position, main responsibilities, name and address of employer

Personal skills and competences: language skills with level of fluency, social skills, computer skills, driving licence

Additional information : characteristics, interests

Slovak employers' demands on jobseekers in 2019

The job portal Profesia.sk analysed the most often requirements of Slovak employers in 2019:

Secondary positions:

1. responsible approach, 2. communication skills, 3. experience in the field, 4. independence, 5. willingness to learn

University positions:

1. English language, 2. Microsoft Office, 3. communication skills, 4. analytical thinking, 5. pleasant behaviour

According the Job Portal Profesia.sk in 2019:

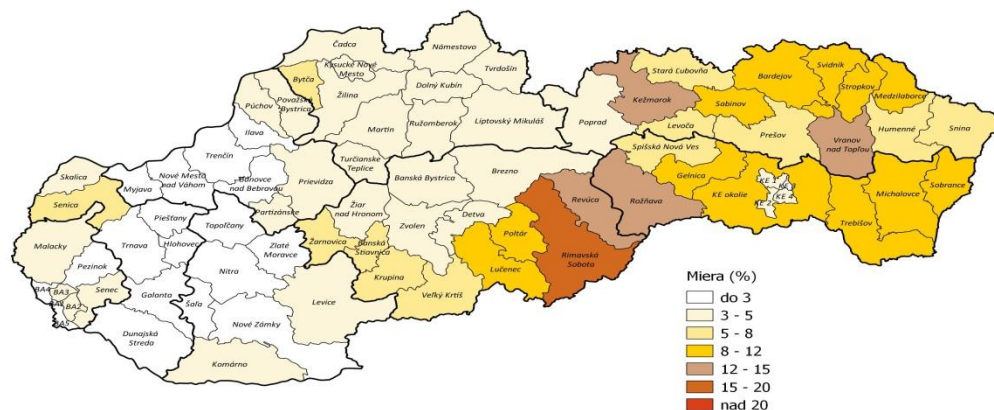
- ☐ in **38,40 %** published vacancies employers demanded **English language**
- ☐ in **9,70%** published vacancies employers demanded **German language**.

Source: www.profesia.sk

Unemployment

Unemployment rate (31.12.2019) – **4,92%**
135 517 registered jobseekers (disposable)

Unemployment rate by regions (12/2019)



Ústredie práce, sociálnych vecí a rodiny Bratislava.
Miera vidovanej nezamestnanosti je vypočítaná na základe výberových zisťovaní ŠÚ SR a priemerného počtu evidovaných uchádzačov o zamestnanie. Algoritmus výpočtu stanovila MPSVR SR.

Trenčín – 1,93%
Nitra – 1,97%
Bratislava V. – 2,00%
Hlohovec – 2,06%
Piešťany – 2,07%

Rimavská Sobota – 15,14%
Kežmarok – 14,79%
Revúca – 12,58%
Rožňava – 12,14%
Vranov nad Topľou – 12,13%

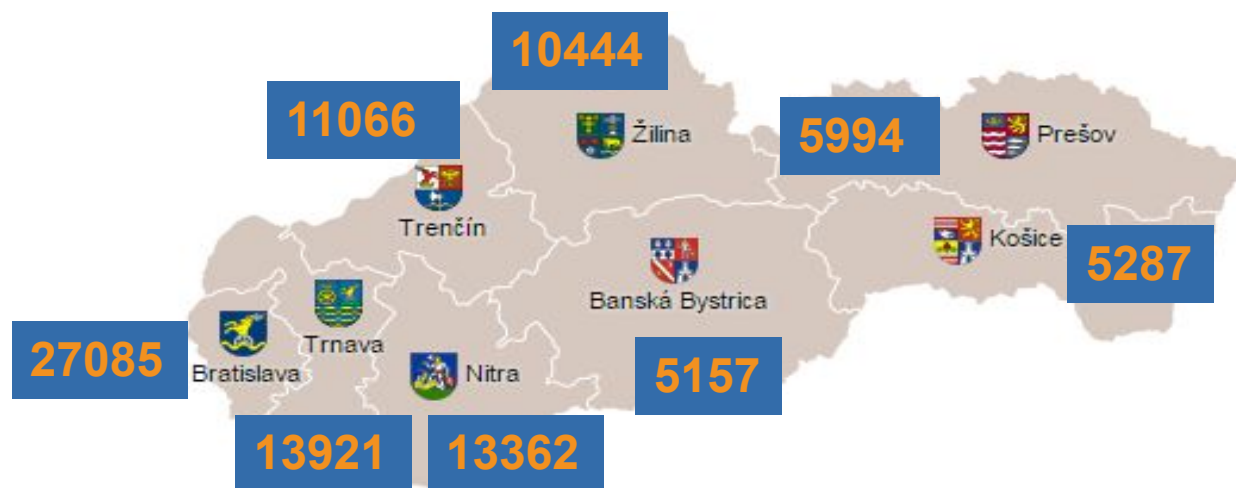
Source:
www.unpsvr.gov.sk

Vacancies

92 316 vacancies (12/2019)

1. Operators and assemblers of machine and equipment **(34 076)**
2. Qualified workers and craftsmen **(21 501)**
3. Unskilled labourers **(14 122)**
4. Workers in the services and trade **(8789)**
5. Administrative staff **(4661)**
6. Specialists **(4547)**

Vacancies by regions – the most in Bratislava region, the least in Banská Bystrica region



Source:

www.upsvr.gov.sk

Labour market shortages and surpluses

Mismatch priority occupations

— Slovakia —



Shortage occupations

Healthcare professionals

Automotive industry specialists and technicians

ICT specialists and support workers

Teachers

Surplus occupations

Social work specialists

Environmental protection specialists

Agricultural workers (low qualified)

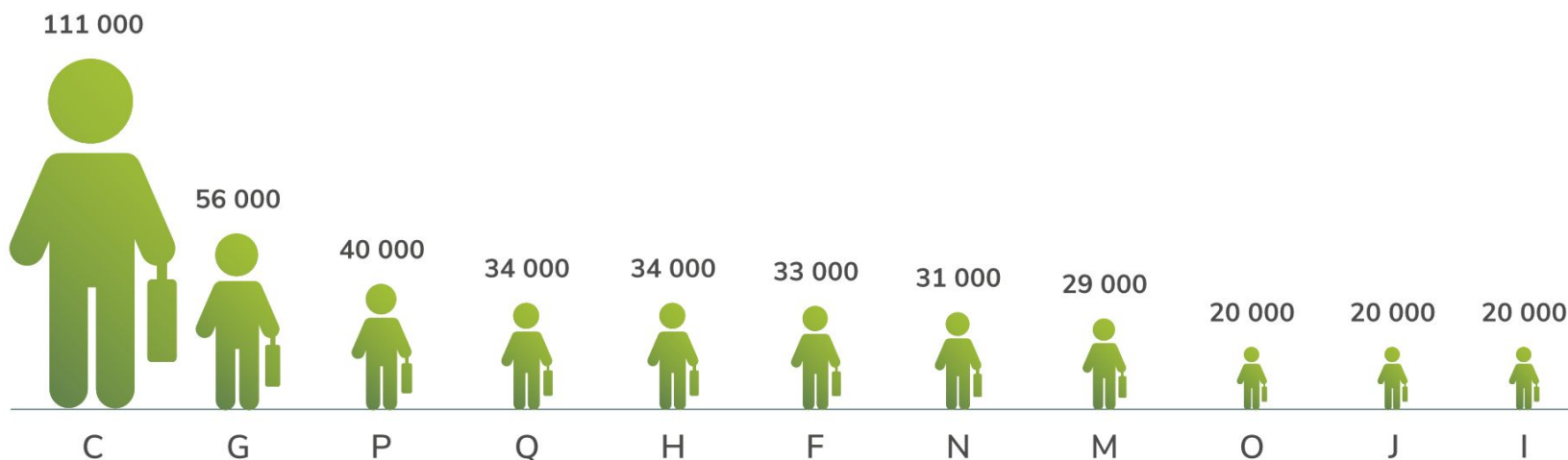
Humanities and social sciences specialists

SKILLS PANORAMA

Inspiring your choices on skills and jobs in Europe



Future labour market needs by sectors to 2024



C Industry

G Trade

P Education

Q Health service and social assistance

H Transport and storage

F Construction

N Administrative and support services

M Professional, scientific and technical activities

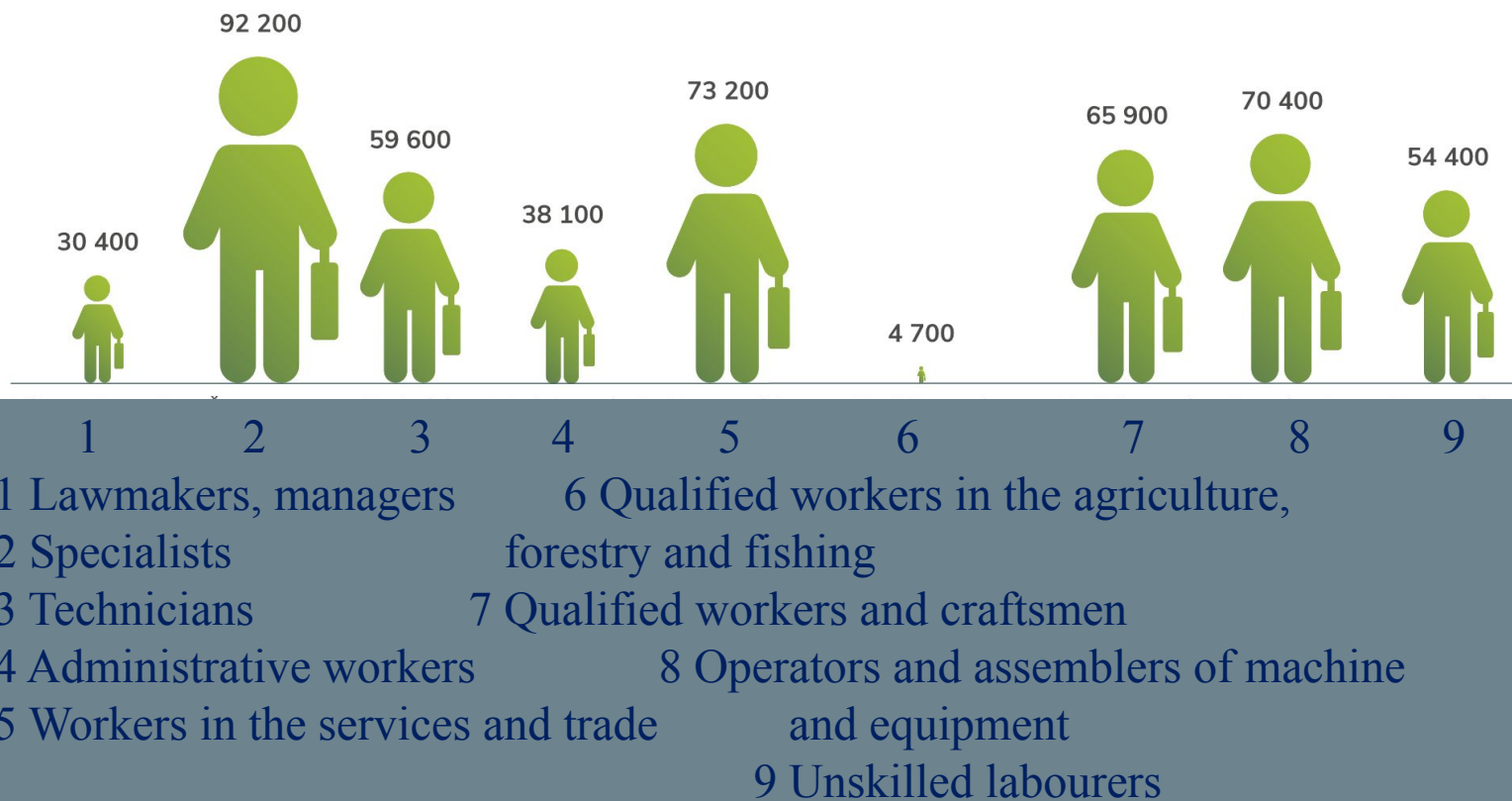
O Public administration and defence

J Information and communication

I Accommodation and food services

Source: www.trendyprace.sk

Future labour market needs by occupations to 2024



Source: www.trendyprace.sk

Statutory minimum wage for 2020: 580 € gross/month
3,33 € gross/hour

Average monthly wage (2019): 1 023 €

Average wages in Slovak regions (2019):



Taxes

PERSONAL INCOME TAX

Income tax rate in Slovakia is progressive, i.e. depends on the amount of income of a taxpayer:

- ☐ **19 % tax rate** - if tax basis up to 37 163,36 € per year
- ☐ **25 % tax rate** – if tax basis is higher
- ☐ withheld from salary, monthly, by employer
- ☐ no specific fiscal or social number needed

Value added tax (VAT)

Consumption is taxed by means of VAT

- ☐ Basic VAT rate – 20%
- ☐ Reduced VAT rate – 10% – medicinal and medical products, books, some food

More information:

www.finance.gov.sk (*The Ministry of Finance*),

www.financnasprava.sk (*The financial Administration*)

www.socpoist.sk (*Social Insurance Agency*)

Social security

The obligation to contribute to social insurance is a legal obligation. The social insurance system consists of five separate insurance systems that are carried out by the **Social Insurance Agency** (www.socpoist.sk):

- ☐ Sickness insurance
- ☐ Pension insurance – old age and disability insurance
- ☐ Accident insurance (Insurance for Industrial and Work-related Injuries)
- ☐ Wage-guarantee insurance
- ☐ Unemployment insurance

The following deductions are made from an **employee's** gross monthly wage:

- | | |
|--|-------|
| <input type="checkbox"/> Health insurance | 4 % |
| <input type="checkbox"/> Sickness insurance | 1.4 % |
| <input type="checkbox"/> Old age benefit insurance | 4 % |
| <input type="checkbox"/> Disability insurance | 3 % |
| <input type="checkbox"/> Unemployment insurance | 1 % |

Total: 13.4 %

Total deductions made from an **employer's** gross monthly wage: **35,20%**

Sickness benefits

An employee is entitled to a sickness benefit when temporarily unable to work or placed in quarantine following an illness or accident (both cases are treated as temporary incapacity).

Income replacement

These payments (“income replacement”) are financed by the employer during the **first 10 calendar days** of the employee’s illness. The income replacement is:

- ❑ **25%** of the daily assessment basis for the **first three days** of temporary incapacity;
- ❑ **55%** of the daily assessment basis **thereafter**.

Sickness benefit

This entitlement **begins on the eleventh day** of temporary incapacity and ends on the day after the temporary incapacity ceases. In no case, however, can this benefit be paid for more than 52 weeks from the onset of the temporary incapacity.

Employees receive a sickness benefit equal to 55% of their basic daily pay for seven days a week.

Unemployment benefit

Unemployed persons can receive unemployment benefit if they have paid unemployment insurance contributions **for at least two of the four years** preceding their registration as jobseekers.

- ☐ unemployment benefit **is paid for a maximum of 6 months**
- ☐ **an allowance equal to 50% of the daily assessment basis**
- ☐ the benefit is disbursed by *the Social Insurance Agency* (www.socpoist.sk).



Health insurance

- ❑ free to choose your doctor – primary health care
- ❑ Emergency medical services (charged 2€)
- ❑ Health insurance contributions (4%)
- ❑ Health insurance policy card



Health insurance agencies in Slovakia:

- ❑ www.vszp.sk
- ❑ www.union.sk
- ❑ www.dovera.sk



Educational system

Compulsory school attendance - lasts 10 years from the age of 6 to 16.

Schools may be state, private or church schools, but they all provide education of equal standard.

Basic types of school:

- ☐ Nursery schools (age 3-6 years)
- ☐ Primary schools (age 6-15)
- ☐ Secondary schools (age 15-19 years)
- ☐ Colleges and universities (from age 19)

At present there are 20 public, 15 private and 3 state universities and colleges in Slovakia.

Study programmes are organised on three levels:

- ☐ Bachelor's degree: 3-4 years
- ☐ Master of Arts, Science, Engineering or Medical Doctor degree: 4-6 years
- ☐ Doctorate: 3-4 years



Cultural life

The most popular sports are ice-hockey, football, tennis, cycling, water sports and more recently also golf. Skiing is a popular winter sport.

Tourism

- ☐ natural landscapes, mountains, caves, medieval castles and towns, folk architecture, spas and ski resorts
- ☐ folk tradition
- ☐ wooden folk architecture (UNESCO)
- ☐ Tatra mountains (Low Tatras, High Tatras) – Gerlachovský štít 2655 m
- ☐ 9 national parks
- ☐ 5 UNESCO caves
- ☐ traditional cuisine

www.culture.gov.sk
www.slovakiasite.com
www.slovakia.travel



Cost of living

Average consumer prices of selected products in Slovakia:

black bread	€ 1.29
ordinary white bread roll (40 g)	€ 0.08
fresh butter (250 g)	€ 1,99
wheat flour (1 kg)	€ 0.49
granulated sugar (1 kg)	€ 0.99
pasteurised milk (1 l)	€ 0.80
cooking oil	€ 1.80
rice (1 kg)	€ 1.49
potatoes (1 kg)	€ 0.45
bottled beer (12 %) (0.5 l)	€ 0.70
cigarettes	€ 3.40
washing powder (1 kg)	€ 2.66
petrol (1 l)	€ 1.20
diesel	€ 1.12

Accommodation

Short-term accommodation – in hotels, guest houses, motels, in private houses

Long-term accommodation – renting or buying a house or flat

General guide to the prices of accommodation in Bratislava:

Hotel room (single): € 40.00 – € 200.00 per night

Rented accommodation (one-bedroom flat): € 350 – €700 per month

Rented accommodation (one room in shared flat): € 100 – € 300 per month

Purchased accommodation (one-bedroom flat): € 70 000 – € 150 000

Purchased accommodation (family house): € 100 000 – € 2 000 000

Košice, Žilina, Poprad, Zvolen – purchased accommodation (one-bedroom flat): € 30 000 – € 100 000

All forms of accommodation are cheaper in small towns and in the country.



Thank you for your attention

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