

## Country Guide > Slovakia

### Cost of Living

Indicative value for a working adult in a city: Bratislava

Publicly available data (Numbeo, etc..), verified by Marco's in-country staff

Living Requirement	Indicative Amount (EUR)
McDonalds Set Meal	8.5
Monthly Train and Bus Tickets	36
3 Bedrooms Rental (City Center)	1,276
3 Bedrooms Rental (Outskirt)	955

Current Inflation Rate: 2.9%

### Wage

**Minimum Wages:**

816 EUR per month

**Median Salary**

Estimated based on general positions such as HR, Accounting, Admin roles, in tier one cities.

Job Level	Monthly Salary (EUR)
Entry-Level (Fresh Graduate)	900
Mid-Level (5 Years)	2,500
Experienced & Managerial Level (10 Years)	4,000
Specialized & Senior-Level (15 Years)	5,000

Annual Salary Growth: 5.6%

### Statutory Contribution

All contributions are paid monthly by the employer to the Social Insurance Agency, up to 8 of the following month.

Type	Employer Rates	Employee Rates	Notes
Health Insurance	10%	4%	All Staff
Sickness Insurance	1.40%	1.40%	All staff Max. 15,730 EUR contribution base
Disability Insurance	3%	3%	All staff Max. 15,730 EUR contribution base
Pension Insurance	14%	4%	All staff Max. 15,730 EUR contribution base
Unemployment Insurance	1%	1%	All staff Max. 15,730 EUR contribution base
Accidents Insurance	0.8%	-	All staff Max. 15,730 EUR contribution base

Guarantee Insurance	0.25%	-	All staff Max. 15,730 EUR contribution base
Solidarity Reserve Fund	4.75%	-	All staff

### Other Benefit

Other common employment benefits in Slovakia include:

- Meal allowance: Mandatory for staff working + 4 hours minimum 6.23 EUR /day
- Co-financing sports activities: Around 40 EUR / month
- 13th and 14th salary: Not obligatory, but common practice
- Private Health Insurance: Around 40 EUR/month
- Additional annual leave days

### Income Tax

#### Residents

Taxable Income	Tax Rate
Up to 48 441,43	19%
48 441,43 and above	25%

#### Non-Residents

- Depends on the double taxation agreement between countries. Typically, only income originating in Slovakia is taxed - 19% or 25%

### Working Hours

#### Statutory

40 hours

8 hours a day, 5 days a week

#### Typical practice

40 hours

Monday - Friday

### Overtime

Maximum 150 hours per year

- Regular overtime: Paid at 125% of regular salary
- Work on Saturdays: Paid at 150% of regular salary  
Additional 50% cannot be lower than 2.155 EUR
- Work on Sundays and public holidays: Paid at 200% of regular salary  
Additional 100% cannot be lower than 4.31 EUR

## Employment Contract

### Fixed-Term

Used for temporary assignments in agency work and operational reasons

Contract Format	Payroll Currency	Probation	Contract Period
Written, in Slovakian and issued to staff.	EUR	Operational roles: Up to 3 months Managerial roles: Up to 6 months	Up to 2 years in total, can be renewed twice within 2 years

### Termination

- In Slovakia the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
<b>Notice Period - Probation</b>	- 3 days	- 3 days	- 3 days
<b>Notice Period - Regular</b>	- 1 month - Over 1 year service: 2 months	- 1 month - Over 1 year service: 2 months	- 1-5 years service: 2 months - Over 5 years service: 3 months
<b>Severance Pay</b>	-	- For redundancy, health reasons and the company being dissolved - 2-5 years' service: 1 month salary	- 0-2 years' service: 1 month salary

### Permanent

Contract Format	Payroll Currency	Probation	Contract Period
Written, in Slovakian and issued to staff. It is possible to use a qualified electronic signature.	EUR	Operational roles: Up to 3 months Managerial roles: Up to 6 months	-

### Termination

- In Slovakia the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
<b>Notice Period - Probation</b>	- 3 days	- 3 days	- 3 days
<b>Notice Period - Regular</b>	- Statutory: 1 month - Over 1 year service: 2 months	- Statutory: 1 month - Over 1 year service: 2 months	Notice period: - 1-5 years service: 2 months - Over 5 years service: 3 months

<b>Severance Pay</b>	Severance for mutual consent:		
	- For redundancy, health reasons and the company being dissolved	- For redundancy, health reasons and the company being dissolved	- 2-5 years' service: 1 month salary
	- 0-2 years' service: 1 month salary	- 2-5 years' service: 1 month salary	- 5-10 years' service: 2 months salary
	- 2-5 years' service: 2 months' salary	- 5-10 years' service: 2 months salary	- 10-20 years' service: 3 months salary
	- 5-10 years' service: 3 months' salary	- 10-20 years' service: 3 months salary	- Over 20 years' service: 4 months salary
	- 10-20 years' service: 4 months' salary	- Over 20 years' service: 4 months salary	
	- Over 20 years' service: 5 months' salary		

**2025 Public Holiday**

Date	Name
01 Jan	Republic Day
06 Jan	Epiphany
18 Apr	Good Friday
21 Apr	Easter Monday
01 May	Labor Day
08 May	Liberation Day
05 Jul	St. Cyril & St. Methodius Day
29 Aug	National Uprising Day
01 Sep	Constitution Day
15 Sep	Day of Our Lady of Sorrows
01 Nov	All Saint's Day
17 Nov	Fight for Freedom and Democracy Day
24 Dec - 26 Dec	Christmas Day

**Leave**

Leave Type	Entitlement	Notes
Annual Leave	- 20 working days: Under 33 years old 25 working days: Over 33 years old	All staff with 60 days' service
Sick Leave	Up to 52 weeks	All expectant mothers with 270 days sickness insurance in the last 2 years Paid by government - 75% salary
Maternity Leave	34 weeks 37 weeks: Single mothers 43 weeks: Multiple births	All expectant fathers with 270 days sickness insurance in the last 2 years before the child's birth Paid by government - 75% salary.
Paternity Leave	14 calendar days	All expectant fathers after the birth of the child Paid by insurance company.
Parental Leave	28 weeks	All staff with children, adopted or foster children up to 3 years old, can be extended till child's 6th birthday Fixed amount paid by government
Bereavement Leave	Up to 4 days per year	All staff from 1st day of service
Other Leave	1 day: For staff's own or child's Wedding 1 day: For moving home Half a day per week: searching for a new role Up to 96 hours: blood donation	All staff from 1st day of service

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