

# Slovak Republic<sup>1</sup>

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For comparisons with other countries in this review – on demographic, economic, employment and gender equality indicators and on leave provision and early childhood education and care services - go to [cross-country comparisons](#) page on website. To contact authors of country notes, go to [membership-list of members](#) page on website.

## 1. Current leave and other employment-related policies to support parents

### a. Maternity leave (*materská dovolenka*) (responsibility of Ministry of Labour, Social Affairs and Family)

*Length of leave (before and after birth)*

- Thirty-four weeks: six to eight weeks before the birth. It is obligatory to take this leave.

*Payment (applied for the whole period of Maternity leave) and funding*

- Sixty-five per cent of daily earnings calculated on the basis of the previous year. There is a ceiling of 1.5 times the national average monthly wage. If Maternity benefit is lower than Parental allowance (see 1c below), then an additional payment is made to make up the difference.
- Payment is financed from sickness insurance contributions by employers and employees, each of whom pay 1.4 per cent of earnings; self-employed workers pay 4.4 per cent of declared earnings.

*Flexibility in use*

- Leave can be started six to eight weeks before birth.

*Eligibility (e.g. related to employment or family circumstances)*

- To be eligible for maternity benefit, an employee must have contributed to sickness insurance for at least 270 days during the two years before the birth.

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*Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother*

- Maternity leave is extended to 37 weeks for single mothers and 43 weeks in the case of multiple births.
- Twenty eight weeks in case of foster carers (31 weeks for single persons, 37 weeks for persons caring for at least two new born children).
- In the case of a stillbirth, the mother is granted a maximum 14 weeks of Maternity leave.

## **b. Paternity leave**

No statutory entitlement.

## **c. Parental leave (*rodičovská dovolenka*) (responsibility of Ministry of Labour, Social Affairs and Family)**

*Length of leave*

- Until the child reaches three years. Leave is a family entitlement, which only one parent may use.

*Payment and funding*

- A Parental allowance - *rodičovský príspevok* - of €203.20 per month is available to all families who meet the eligibility condition whether or not they take Parental leave; parents can work full time or part time while receiving parental benefit. Only one parent is entitled to Parental allowance.
- Parental allowance is funded from general taxation.

*Flexibility in use*

- None.

*Eligibility (e.g. related to employment or family circumstances)*

- The provision of regular care for at least one child up to the age of three years or six years in the case of a child with a long-term health problem or disability.
- Residence or temporary stay of an entitled person in the Slovak Republic.
- Parental allowance is not provided to parents if their older child (up to three years or older child up to six years if s/he has a long-term health problem or disability) has been removed from their personal care and the Local Office of the Labour, Social Affairs and Family provides an allowance to a foster parent for that child.

*Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the parents*

- Parental leave and Parental allowance can continue until a child is 6 years old if the child has a long-term health problem or disability.
- Parental allowance is increased by 25 per cent per child in the case of multiple births; it is halved if older children do not regularly attend compulsory school.

#### **d. Childcare leave or career breaks**

No statutory entitlement.

#### **e. Other employment-related measures**

##### *Adoption leave and pay*

- For adoptive parents the same regulations for Parental leave apply as for other parents.

##### *Time off for the care of dependants*

- Employees can take ten days of leave per episode either to care for a sick relative at home (including a sick child) or to take care of a child under the age ten years for other reasons, e.g. if the child's school is closed. They receive a benefit (*Ošetrovné*), earnings-related but with a low ceiling, which is paid for a maximum of ten calendar days.

##### *Flexible working*

- None.

##### *Other measures*

- A Childcare allowance (*Príspevok na starostlivosť o dieťa*) is available to cover some of the costs of childcare. It is provided to one of the parents (or foster parents) if they work or take part in secondary or tertiary education. The allowance is provided in two forms. The first is where childcare is provided by official providers, when it is paid up to the level of officially declared costs, with a ceiling of €230 per month. The second is where childcare is provided by other persons or relatives when it is paid at the level of €41.10 per month, without the need to declare childcare costs. The allowance is paid up to the age of three years, or six years in the case of a child with a long-term health problem or disability.

## **2. Relationship between leave policy and early childhood education and care policy**

Slovakia has a network of ECEC services, but these are mainly for older children, with the highest enrolment rates among four and five-year-old children. This reflects the upper age limit for Parental leave, but also a shortage of places in kindergartens; with limited capacity, kindergartens prefer older children who should be in the process of preparation for compulsory education.

The maximum period of paid post-natal leave available in Slovakia is three years, but this is paid at a low earnings-related level or at a flat rate. There is no entitlement to ECEC. Levels of attendance at formal services for children under three years are very low, well below the average for the countries included in this review and for OECD countries; levels of attendance for children over three years are much higher, but still below both averages. For actual attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

### **3. Changes in policy since April 2013 (including proposals currently under discussion)**

None reported.

### **4. Take-up of leave**

#### **a. Maternity leave**

Nearly all mothers take Maternity leave.

#### **b. Paternity leave**

There is no statutory leave entitlement.

#### **c. Parental leave**

There is no information on Parental leave use, only for the payment of Parental allowance, which is paid to all families. The number of men receiving Parental allowance is extremely low. In 2011, men accounted for 1 per cent of recipients.

### **5. Research and publications on leave and other employment-related policies since April 2013**

#### **a. General overview**

Recently, policy-oriented research on child raising, work-life balance, supply and use of pre-school institutional care has been undertaken in particular by the Institute for Labour and Family Research, which is affiliated to the Ministry of Labour, Social Affairs and Family. Relevant research has been conducted at the Institute for Sociology of the Slovak Academy of Science within the international research project European Value Survey (EVS), as well as at the Department of Sociology at the Faculty of Philosophy of Comenius University in Bratislava within the international research project International Social Survey Programme (ISSP). Important contributions to the study of population attitudes toward family, care, gender equality and related issues were published by the non-governmental Institute of Public Affairs.

#### **b. Selected publications since April 2013**

None reported.

#### **c. Ongoing research**

The Institute for Labour and Family Research is preparing a Summary Report on Family which will capture main trends in living conditions of families in Slovakia and challenges for family policy. This Institute also regularly prepares a report on gender equality in the Slovak Republic. Contact: Silvia Porubánova at [Silvia.Porubanova@ivpr.gov.sk](mailto:Silvia.Porubanova@ivpr.gov.sk) or Barbora Holubova at [Barbora.Holubova@ivpr.gov.sk](mailto:Barbora.Holubova@ivpr.gov.sk).

The Institute for Sociology of the Slovak Academy of Science, the Department of Sociology at the Faculty of Philosophy at Comenius University, and the Institute of Social and Cultural Studies at Matej Bell University in Banská Bystrica are participating in the Family and Gender

Roles module of the International Social Survey Programme 2012-2013 is ongoing. Contact:  
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