



Social security and health insurance in Slovakia - your rights and duties

for foreigners coming to Slovakia
to study, teach or carry out research.

(Based on the legislation and information valid and available in **November 2014**)



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Information on social security and health insurance in Slovakia

Introduction

Aim of this brochure is to give you – the university students, PhD students, university teachers and researchers in general coming to Slovakia – an overview of the provisions of the health insurance and social security related to your stay in Slovakia. This guide will provide you with the information adjusted to your particular situation.

Please note that this guide is for your information only; it doesn't contain exhaustive information on the social security and health insurance, and it gives no right for claims or legitimate expectations of any kind.

Please continue with chapter 1 and after answering some questions you will be directed to specific chapters of this brochure to find appropriate information.

1. Navigation

Start with part I. and continue as advised in each answer you have given according to your situation:

I. Are you a **STUDENT**?

1. **Yes** – Proceed to question under A.
2. **No** – Proceed directly to question II.

A. Are you an **EU/EEA/Swiss national**?

1. **Yes** – proceed to **chapter 3.2**: “*Information for EU/EEA/Swiss citizens*”, page 12.
 - For the general structure of the coverage in Slovakia see **chapter 2**: “*General information on social and health coverage in Slovakia*”, page 7 and for more detailed information regarding system of social security in Slovakia see **chapter 7**: “*System of social security in Slovakia (excluding health insurance)*”, page 25.
 - For information on the health and social coverage regarding all students see **chapter 3.1**: “*Information on social security and health coverage for students*”, page 10.
 - For additional information on health and social insurance for EU/EEA/Swiss nationals see **chapter 6**: “*Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals*”, page 21.

2. **No** – proceed to question under B.

B. Are you a **third country national coming to Slovakia**?

1. **Yes** – proceed to **chapter 3.3**: “*Information for citizens from states that have a bilateral agreement with Slovakia / from other countries*”, page 13.



Note: To find out whether your country is on the list of countries, which have a bilateral agreement on social coverage with Slovakia, check the following web sites:

www.employment.gov.sk/sk/ministerstvo/medzinarodna-spolupraca/europska-unia/zmluvy-socialnom-zabezpeceni/

www.socpoist.sk/zahranicie-a-eu/553s

- For the general structure of the coverage in Slovakia see **chapter 2:** “*General information on social and health coverage in Slovakia*”, page 7 and for more detailed information regarding system of social security in Slovakia see **chapter 7:** “*System of social security in Slovakia (excluding health insurance)*”, page 25.
- For information on the health and social coverage regarding all students see **chapter 3.1:** “*Information on social security and health coverage for students*”, page 10.

2. **No** – proceed to question under A.

II. Are you an **EMPLOYEE with regular or irregular EMPLOYMENT CONTRACT?**

1. **Yes** – If you plan to work in Slovakia, your health and social coverage will also depend on the type of contract you will agree upon with your employer. However, there might be some special circumstances based on your nationality. Proceed to question under A.

2. **No** – Proceed directly to question III.

A. Are you an **EU/EEA/Swiss national?**

1. **Yes** – proceed to **chapter 4.2:** “*Information for EU/EEA/Swiss citizens*”, page 16.

- For the general structure of the coverage in Slovakia see **chapter 2:** “*General information on social and health coverage in Slovakia*”, page 7 and for more detailed information regarding system of social security in Slovakia see **chapter 7:** “*System of social security in Slovakia (excluding health insurance)*”, page 25.
- For information on the health and social coverage regarding all employees see **chapter 4.1:** “*Information on social security and health coverage for employees with regular or irregular employment contract*”, page 14.
- For additional information on health and social insurance for EU/EEA/Swiss nationals see **chapter 6:** “*Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals*”, page 21.

2. **No** – proceed to question under B.

B. Are you a **third country national coming to Slovakia?**

1. **Yes** – proceed to **chapter 4.3:** “*Information for citizens from states that have a bilateral agreement with Slovakia / from other countries*”, page 16.

Note: To find out whether your country is on the list of countries, which have a bilateral agreement on social coverage with Slovakia, check the following web



sites:

www.employment.gov.sk/sk/ministerstvo/medzinarodna-spolupraca/europska-unia/zmluvy-socialnom-zabezpeceni/

www.socpoist.sk/zahranicie-a-eu/553s

- For the general structure of the coverage in Slovakia see **chapter 2: “General information on social and health coverage in Slovakia”**, page 7 and for more detailed information regarding system of social security in Slovakia see **chapter 7: “System of social security in Slovakia (excluding health insurance)”**, page 25.
- For information on the health and social coverage regarding all employees see **chapter 4.1: “Information on social security and health coverage for employees with regular or irregular employment contract”**, page 14.

2. No – proceed to question under A.

III. Are you a **RESEARCHER** or a **UNIVERSITY TEACHER** without an employment contract?

1. Yes - you may move to Slovakia e.g. on the basis of an invitation from a hosting organisation or external funding (e. g. granted scholarship) of your activities. Researchers and university teachers without employment in Slovakia are not considered to be unemployed, but as individuals having an employment contract or self-employment activities in another state. Proceed to question under A.

2. No - Proceed to question I and II.

A. Are you an EU/EEA/Swiss national?

1. Yes – proceed to **chapter 5.2: “Information for EU/EEA/Swiss citizens”**, page 19.

- For the general structure of the coverage in Slovakia see **chapter 2: “General information on social and health coverage in Slovakia”**, page 7 and for more detailed information regarding system of social security in Slovakia see **chapter 7: “System of social security in Slovakia (excluding health insurance)”**, page 25.
- For information for all researchers and university teachers without an employment contract see **chapter 5.1: “Information on social security and health coverage for researchers and teachers without employment contract”**, page 17.
- For additional information on health and social insurance for EU/EEA/Swiss nationals see **chapter 6: “Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals”**, page 21.

2. No – proceed to question under B.

B. Are you a third country national coming to Slovakia?

1. Yes – proceed to **chapter 5.3: “Information for citizens from states that have a bilateral agreement with Slovakia / from other countries”**, page 20.



Note: To find out whether your country is on the list of countries, which have a bilateral agreement on social coverage with Slovakia, check the following web sites:

www.employment.gov.sk/sk/ministerstvo/medzinarodna-spolupraca/europska-unia/zmluvy-socialnom-zabezpeceni/

www.socpoist.sk/zahranicie-a-eu/553s

- For the general structure of the coverage in Slovakia see **chapter 2:** *“General information on social and health coverage in Slovakia”*, page 7 and for more detailed information regarding system of social security in Slovakia see **chapter 7:** *“System of social security in Slovakia (excluding health insurance)”*, page 25.
- For information for all researchers and university teachers without an employment contract see **chapter 5.1:** *“Information on social security and health coverage for researchers and teachers without employment contract”*, page 17.

2. No – proceed to question under A.



2. General information on social security and health coverage in Slovakia

In Slovakia, **the social security coverage is based on occupational activity, not residence**. The social security system falls under the competence of the Ministry of Employment, Social Affairs and Family of the Slovak Republic (www.employment.gov.sk). The Social Insurance Agency (www.socpoist.sk) and Central Office of Labour, Social Affairs and Family of the Slovak Republic (www.upsvar.sk) are the executive bodies.

Health insurance in Slovakia is not included in the scope of social insurance. The healthcare system in Slovakia falls under the competence of the Ministry of Health of the Slovak Republic (www.health.gov.sk).

2.1. General structure of health insurance in Slovakia

Having health insurance is obligatory and a proof of health insurance is required also as a part of residence permit granting procedure. Before leaving their countries of origin, foreigners must make sure to be covered by their current health insurance also on the territory of Slovakia, or take out new insurance before or after arrival in Slovakia. Particular procedures apply depending on their personal situation, the length of stay and the terms of their current health insurance. They will either continue to be covered by the health insurance of the home country, or fall under the regime of the Slovak Republic. In both cases, it will be necessary to make specific arrangements for the continued health coverage.

It is not possible to choose which country a person will be covered by. The country responsible for the healthcare depends on the employment situation or the place of residence, not nationality.

Major applicable legislation:

- Act No 580/2004 Coll. on Health insurance,
- Act No 577/2004 Coll. on the Scope of health care provided on the basis of public health insurance.

There are two types of health insurance in Slovakia:

A. Mandatory public health insurance

Holders of mandatory public health insurance are entitled to health care provision and all related services in compliance with the Act on Health Insurance. Public health insurance covers benefits in full or to a partial extent, depending on specific conditions.

According to the Act on Health Insurance No. 580/2004 Coll., compulsory public health insurance applies to every person having permanent residence in the territory of the Slovak Republic.

It also applies to a person who **does not have permanent residence** in the territory of the Slovak Republic, **unless medically insured in another EU Member State** or in a State Party to the European Economic Area Agreement and in the Swiss Confederation (further only as Member State), and

- ✓ he/she is **employed** by an employer established or with a fixed establishment within the territory of the Slovak Republic; (this does not apply if you are **employed** in the Slovak Republic on the basis of the **agreement on work performed outside employment**), or



- ✓ he/she is a **student** from another Member State (EU/EEA/Switzerland) or a foreign student studying at school in the Slovak Republic on the basis of an international treaty by which the Slovak Republic is bound.

The compulsory public health insurance begins on the date of the facts set out above, or the date of obtaining permanent residence in the Slovak Republic. Within eight days of this date, the insured person is required to submit an application for public health insurance in a health insurance company.

Currently there are 3 health insurance companies providing **public health insurance** in Slovakia:

- ✓ state health insurance company: "Všeobecná zdravotná poisťovňa", www.vszp.sk,
- ✓ private health insurance company: "Dôvera", www.dovera.sk, in Slovak only,
- ✓ private health insurance company: "Union", www.union.sk.

B. Individual (commercial) health insurance

Individual health insurance holders are entitled to health care services stipulated in the agreement with the Health Insurance Authority. Commercial health insurance is provided in compliance with special legislation (Civil Code). The scope of the health services is stipulated individually either as basic health care available to foreigners who cannot have the public health insurance; or supplementary insurance (above standard health care) or combination of both previously mentioned.

Commercial health insurance is **compulsory for everyone, who does not fall into the scope of the public health insurance**. Commercial health insurance can be obtained from any provider, not necessarily a Slovak one. In case it is obtained from a foreign insurance provider, the contract must stipulate its coverage on the territory of the Slovak Republic and it must be translated into Slovak language by an official sworn translator.

Information about commercial insurance companies in Slovakia is available on the following websites (on these websites you can find a list of insurance companies with their contact data):

- Slovak Insurance Association: www.slaspo.sk/en
- Slovak Insurers' Bureau: www.skp.sk/en
- Insurance agencies portal: www.poistovne.sk (in Slovak only).

Example:

University teachers from Poland and Ukraine are lecturing at a Slovak university on a basis of an employment contract. Which health care provisions will apply to them?

The university in the position of an employer is based in the territory of the Slovak Republic. In case the teachers are not insured in another EU Member state or in a state which is party to the EEA Agreement and in the Swiss Confederation, the compulsory public health insurance also applies to them, although they don't have permanent residence in the territory of the Slovak Republic. Within eight days of the signature of employment contract, the teachers are required to submit an application for health insurance in a health insurance company and on the day of entry into the employment to notify the employer of the chosen health insurance company.



2.2. General structure of social security system in Slovakia (excluding health insurance)

The social security system in Slovakia is made of three main components:

A. Social insurance

a. sickness insurance

- *sickness benefit,*
- *maternity benefit,*
- *benefit for nursing a sick relative,*
- *equalisation benefit,*

b. pension insurance

- *the old-age insurance (old-age pension, early old-age pension, survivors' pensions - i.e. widow's pension, widower's pension, orphan's pension),*
- *the disability insurance (disability pension, survivors' pensions - i.e. widow's pension, widower's pension, orphan's pension),*

c. accident insurance

d. unemployment insurance

e. guarantee insurance

There are two forms of pension insurance scheme: 1st pillar (contributions to the state Social Insurance Agency, concurrent regime), which is mandatory and 2nd pillar (old-age pension saving in pension management companies, capitalising regime). Participation in the 2nd pillar is subject to one's own choice. There exists also a 3rd pillar pension regime, which is completely voluntary and is meant as an additional old-age pension saving.

B. Social assistance

C. State social support

- *child allowance (recurrent)*
- *child allowance supplement (recurrent)*
- *parental allowance (recurrent)*
- *child birth grant (one-off)*
- *child birth grant bonus (one-off)*
- *allowance to parents to whom multiple children were born (recurrent – once a year)*
- *child care benefit (recurrent)*
- *alimony substitution (recurrent)*
- *allowances supporting alternative child care (various one-off and recurrent allowances)*
- *funeral grant (one-off)*

The basic role of the **social insurance** system in Slovakia is the protection of the economically active population in the event of life contingencies. Mandatorily insured are employed and self-employed persons regarding the income out of business. Social insurance is financed by contributions; it is administered by the Social Insurance Agency (SIA).

The system of **social assistance** allows citizens below the statutory subsistence minimum to receive substitute resources from the state in the form of benefits.



The system of **state social support** is devised to address particular life contingencies, including the birth of a child, child care, death of a family member and others. These benefits are financed directly from the state budget. Usually benefits from state social support are based on the condition of permanent or temporary residence in Slovakia, and not the income of the family or economic activity of a person and his/her family members. For each particular benefit of state social support there exist special conditions for entitlement, which have to be fulfilled.

Major applicable legislation of the Slovak Republic:

- Act No. 461/2003 Coll. on Social insurance
- Act No. 43/2004 Coll. on Old-age pension saving
- Act No. 280/2002 Coll. on Parental allowance
- Act No. 600/2003 Coll. on Child benefit

Major applicable legislation for EU/EEA Member States and Switzerland:

- Regulation (EC) No 883/2004 of the European Parliament and of the Council of 29 April 2004 on the coordination of social security systems
- Regulation (EC) No 987/2009 of the European Parliament and of the Council of 16 September 2009 laying down the procedure for implementing Regulation (EC) No 883/2004 on the coordination of social security systems

3. Information on social security and health coverage for STUDENTS

3.1. General information for all students

A. Health coverage

Public health insurance of students/PhD students following regular studies in Slovakia is paid by the state (if the PhD study is at maximum of standard duration in a full-time PhD degree programme, the PhD student has not previously received PhD degree and is less than 30 years old).

Foreign students are obliged to have health insurance (public or individual) during their stay in the Slovak Republic in compliance with the provisions of the Act on the Act No. 404/2011 Coll. on the Residence of Foreigners further amendments.

A foreign student coming to Slovakia to study **within a programme arising from an international treaty** that is binding for the Slovak Republic is subject to **public health insurance**, the **Slovak Republic being the payer of such insurance**. The student shall submit the necessary documents certifying his/her study at a higher education institution in the Slovak Republic, its international status – proved by the Ministry of Education, Science, Research and Sport of the Slovak Republic - to the chosen health insurance provider. Foreign students coming from the EU/EEA/Switzerland shall be holders of the **European Health Insurance Card** issued by the respective institution before leaving their country of origin.

In **other cases of foreign students coming to Slovakia**, the student must arrange his/her health insurance with a commercial provider.

B. Social Security

Fulltime PhD students are considered to be students, not employees; hence a university is not in the position of an employer in connection with the social and health insurance of the PhD students.

Levies into social insurance funds are not compulsory for doctoral students, although they may opt for voluntary insurance of defined percentage rates from the assessment basis of their choice.



In case a labour relationship exists with a student, the work is carried out occasionally and is typically based on the concluded *Contract for part-time work of students*. An employer is obliged to register an employee, i.e. student, at the appropriate office of the Social Insurance Agency. The social contributions **are paid both by the employee and the employer** and are deducted automatically as per below table by the employer as a percentage of the assessment basis, which is usually the gross wage. Students have right for a waiver of the social insurance premiums (pension and disability insurance), however they need to inform the employer in writing about exercising this right and file a statement of exercising this right with one employer only.

Benefits from state social support - one component of the social security system in Slovakia, may be used by foreign nationals with permanent or temporary residence permit on the territory of the Slovak Republic upon meeting specific conditions for entitlement.

	Contract for part-time work of students: Students earning less than 200 €/month and using the right for a waiver *		Contract for part-time work of students: Students earning more than 200 €/month or students not using the right for a waiver with the employer **	
	Employee	Employer	Employee	Employer
Public health insurance	No (paid by the state)	No	No (paid by the state)	No
Sickness insurance	No	No	No	No
Unemployment insurance	No	No	No	No
Disability insurance	No	No	3%	3%
Pension insurance	No	No	4%	14%
Other: Guarantee insurance	No	0,25%	No	0,25%
Other: Accident insurance	No	0,8%	No	0,8%
Other: Solidarity reserve	No	No	No	4,75%
Total	0%	1,05%	7%	22,8%

*In case the students used their right for a waiver of the social insurance premiums, however they need to inform the employer in writing about exercising this right and file a statement of exercising this right with one employer only.

**In case the students didn't use their right for a waiver of the social insurance premiums with the employer, the social insurance levies are calculated from total monthly gross wage. In case the students used their right for a waiver of the social insurance premiums, however, their monthly income exceeds 200 € with that employer, the basis of assessment is decreased by 200 €, i.e. the social insurance levies are calculated from the difference of the total monthly gross wage and 200 €.

Which of the social security and health insurance benefits are students in general entitled to?

a. Health coverage (in Slovakia apart from the social insurance system) – yes

The public health insurance is obligatory for foreign students in Slovakia. The insurance is paid by the state for foreign students coming to Slovakia to study within a programme arising from an international treaty. In other cases, the student must arrange his/her health insurance with a commercial provider.

b. Sickness benefit (in Slovakia part of sickness insurance within social insurance) – yes/no



Students can contribute voluntarily to the sickness insurance of social insurance fund.

c. Unemployment benefit – yes/no

Students can contribute voluntarily to the unemployment insurance of social insurance fund.

d. Parental benefit (in Slovakia present within 2 main schemes: maternity benefit as part of sickness insurance within social insurance obtainable after some minimum duration of insurance; and parental allowance, child allowance, etc. within state social support) – yes/no

Students can contribute voluntarily to the sickness insurance of social insurance fund.

Different allowances within the state social support are available to students without the condition of being employed, if having permanent or temporary residence on the territory of the SR and upon completion of certain conditions.

e. Disability pension (in Slovakia part of pension insurance within social insurance) – yes/no

In case a labour relationship in the form of a *Contract for part-time work of students* exists, contributions are mandatory for the employee and for the employer. (Students have right for a waiver of social premiums, however they need to inform the employer in writing about exercising this right and file a statement of exercising this right. In case of several contracts with different employers, they can choose only one contract, from which social insurance premiums will not be deducted, if meeting also stated conditions.)

Students can also contribute voluntarily to the pension insurance of social insurance fund.

f. Old-age pension (in Slovakia part of pension insurance within social insurance) – yes/no

In case a labour relationship in the form of a *Contract for part-time work of students* exists, contributions are mandatory for the employee and for the employer. (Students have right for a waiver of social premiums, however they need to inform the employer in writing about exercising this right and file a statement of exercising this right. In case of several contracts with different employers, they can choose only contract from which social insurance premiums will not be deducted, if meeting also stated conditions.)

Students can also contribute voluntarily to the pension insurance of social insurance fund.

g. Supplementary pension rights – yes/no

In case a labour relationship in the form of a *Contract for part-time work of students* exists, there exists a 3rd pillar in addition to the mandatory 1st and 2nd pillar of pension regime, which is completely voluntary, meant as an additional old-age pension saving.

h. Other (guarantee and accident insurance, and solidarity reserve fund) – yes/no

Guarantee and accident insurance, as well as the contribution to the solidarity reserve fund, are mandatorily paid by the employer in case there exists a labour relationship in form of a *Contract for part-time work of students*. Voluntarily pension insured persons contribute to the solidarity reserve fund.

3.2. Information for EU/EEA/Swiss citizens

A. Health coverage



For entitlement to medical treatment on the basis of health insurance in another EU/EEA member state or Switzerland, an EU/EEA/Swiss national shall present the **European Health Insurance Card (EHIC)** to the health care provider. See more information on EHIC in the chapter “*Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals*”, page 21.

Other foreign students/PhD students from the EU/EEA/Switzerland, who are not medically insured in their home country and who are coming to Slovakia to study **within a programme arising from an international treaty** that is binding for the Slovak Republic, are subject to **public health insurance, the Slovak Republic being the payer of such insurance**. In **other cases** of foreign students coming to Slovakia, the student must arrange his/her health insurance with a commercial provider.

B. Social security

Fulltime PhD students are considered to be students, not employees; hence a university is not in the position of an employer in connection with the social and health insurance of the PhD students. **Levies into social insurance funds are not compulsory** for doctoral students, although they may opt for voluntary insurance of defined percentage rates from the assessment basis of their choice. Then if needed and upon fulfilling stated conditions, they may receive social security benefits.

In case a labour relationship exists with a student, the work is carried out occasionally and is typically based on the concluded *Contract for part-time work of students*. An employer is obliged to register an employee, i.e. student, at the appropriate office of the Social Insurance Agency. The social contributions **are paid both by the employee** (old-age and disability pension insurance premiums) **and the employer** (pension insurance premiums, guarantee, accident insurance premiums and solidarity reserve fund premiums).

3.3. Information for citizens from states that have a bilateral agreement with Slovakia / other countries

A. Health coverage

A foreign student/PhD student studying in Slovakia according to an international treaty which is binding for the Slovak Republic, who does not have permanent residence in Slovakia and is **not covered by health insurance in another EU/EEA Member State or in Switzerland**, must also have arranged the **public health insurance**. In such case the health insurance is paid by the state.

If the person does **not fall into the scope of the public health insurance, commercial health insurance is compulsory** since health insurance (public or individual) is compulsory in the Slovak Republic in compliance with the provisions of the Act on the Act No. 404/2011 Coll. on the Residence of Foreigners further amendments. This concerns students who are not EU/EEA/Swiss nationals, who do not have permanent residence in the Slovak Republic, and who do not study on the basis of international agreement binding for the Slovak Republic.

A third country national (outside EU/EEA/Switzerland) is also obliged to provide a proof of concluded health insurance to the foreign police in Slovakia in compliance with the duties related to the temporary residence permit granting procedure.

B. Social security

Provisions on social security for citizens from states outside the EU/EEA/Switzerland are based on bilateral agreements on social security signed with the Slovak Republic. Therefore the rules applied depend on the country of origin of the citizen. Currently, the Slovak Republic has signed and active international agreements with the following states: *Australia, Canada, Israel, Quebec, the Republic of Korea, Serbia, Turkey, The Union of Soviet Socialist Republics (as of 1960; succession to*



Belarus, Armenia, Azerbaijan, Kazakhstan, Kyrgyzstan, Russia, Uzbekistan, Tajikistan, Turkmenistan), Ukraine, former Federal People's Republic of Yugoslavia (as of 1957; succession to Bosnia and Herzegovina, Macedonia, Montenegro), the USA.

The list of the bilateral treaties can be found at www.socpoist.sk/index/index.php?ids=1550 (in Slovak only) for detailed information on the provisions.

Citizens from third countries, which Slovakia does not have a signed and active international agreement with, have rights resulting from the social security system of Slovakia only in case the person has signed a work contract with an employer permanently residing in Slovakia or in case they perform self-employment activities in Slovakia.

Foreign nationals with permanent or temporary residence permit may contribute to the social insurance system on a voluntary basis and if needed and upon fulfilling stated conditions, may receive social benefits.

4. Information on social security and health coverage for EMPLOYEES with regular or irregular employment contract

4.1. General information for all employees

A. Health coverage

When a foreign national takes up **employment** with an employer who has permanent residence in the Slovak Republic or commences to perform **self-employment** activities in the Slovak Republic, he/she becomes subject to mandatory public health insurance in the Slovak Republic, while the contributions will be paid both by the employee and the employer (or self-employed person) and deducted automatically by the employer (or self-employed person).

B. Social security

Any foreign person employed on the basis of a work contract on the territory of the Slovak Republic for the period appointed by the employer or a self-employed person performing activities on the territory of the SR, is **subject to the Slovak social security system** and must pay contributions to the compulsory insurance funds as if he/she was a national of the Slovak Republic (self-employed is mandatory insured only if fulfil conditions regarding the income out of business).

The contributions are paid both by the employee and the employer and are **deducted** automatically **as per below table** by the employer as a percentage of the assessment basis, which is usually the gross wage. The employer has also the duty to register the foreigner with the Social Insurance Agency (SIA) at least a day before commencing the employment relationship (regardless of whether the relationship is in the form of a regular or irregular employment contract – full or part-time, fixed or temporary), and to inform SIA about changes of foreigner's situation. Self-employed persons are obliged to contribute to sickness and pension fund depending on their gain of income in the particular year.

Please consult the below specific information in part 4.2 and 4.3 according to your home country.

For some specific explanations regarding the given topic (for example social system coordination within the EU and the necessity to have a portable document A1), see chapter "*Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals*", page 21.

If you need more detailed information on the system of social security in Slovakia, see chapter dedicated to its structure and description "*System of social security in Slovakia (excluding health insurance)*", page 25.



	Contributions in case of regular employment contract (also in case of regular employment for Agreement on the performance of work and Contract for services)		Contributions in case of a voluntarily insured person (or self-employed)	Contributions in case of irregular employment contract (for Agreement on the performance of work and Contract for services)	
	Employee	Employer	Employee	Employee	Employer
Public health insurance	4%	10%	14%	4%	10%
Sickness insurance	1,4%	1,4%	4,4%	0%	0%
Unemployment insurance	1%	1%	2% (for self-employed voluntary)	0%	0%
Disability insurance	3%	3%	6%	3%	3%
Pension insurance	4%	14%	18%	4%	14%
Other: Guarantee insurance	No	0,25%	No	0%	0,25%
Other: Accident insurance	No	0,8%	No	0%	0,8%
Other: Solidarity reserve	No	4,75%	4,75%	0%	4,75%
Total	13,4%	35,2%	35,15%	11%	32,8%

Which of the social security and health insurance benefits are employees in general entitled to?

a. Health coverage (in Slovakia not part of social insurance system) – yes

Contributions to the public health insurance are mandatory for all employees in Slovakia working for an employer with permanent residence in the Slovak Republic, or for self-employed persons performing activities in the Slovak Republic.

b. Sickness benefit (in Slovakia part of sickness insurance within social insurance) – yes

Contributions to the sickness insurance of the social insurance system are mandatory for employees and their employer, and for self-employed persons meeting conditions regarding the income out of business. Sickness benefits in cash are paid according to the Slovak legislation i.e. the state you are insured in.

c. Unemployment benefit – yes

Contributions to the unemployment insurance of the social insurance system are mandatory for employees and their employer.

d. Parental benefit (in Slovakia present within 2 main schemes: maternity benefit as a part of sickness insurance within social insurance and parental allowance, child allowance, etc. within state social support) – yes

Maternity benefit is provided upon completion of certain conditions, including the minimum duration of payments to mandatory sickness insurance. Parental allowance may be granted to persons with permanent or temporary residence on the territory of the SR and upon completion of certain conditions.

e. Disability pension (in Slovakia part of pension insurance within social insurance) – yes



Contributions to the disability insurance within pension insurance of the social insurance system are mandatory for employees and their employer, and also self-employed persons meeting conditions regarding the income out of business.

f. Old-age pension (in Slovakia part of pension insurance within social insurance) – yes

Contributions to the pension insurance of the social insurance system are mandatory for employees and their employer, and self-employed persons meeting conditions regarding the income out of business.

g. Supplementary pension rights – yes

If employed, there exists a 3rd pillar in addition to the mandatory 1st and 2nd pillar of pension regime, which is completely voluntary and is meant as an additional old-age pension saving.

h. Other (guarantee and accident insurance, and solidarity reserve fund) – yes

Guarantee and accident insurance, as well as the contribution to the solidarity reserve fund, are mandatorily paid by the employer. Solidarity reserve fund is compulsory also for self-employed persons.

4.2. Information for EU/EEA/Swiss citizens

A. Health coverage

For entitlement to medical treatment on the basis of health insurance in another EU/EEA member state or Switzerland, an EU/EEA/Swiss national must present **a European Health Insurance Card (EHIC)** to the health care provider. See more information on EHIC and health insurance provisions in the chapter *“Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals”*, page 21.

An individual, who does not have permanent residence in Slovakia and is **not covered by health insurance in another EU/EEA Member State or in Switzerland**, must also have mandatory public health insurance, if such person is:

- ✓ Employed with an employer whose seat or permanent establishment is in Slovakia,
- ✓ A self-employed person in Slovakia.

B. Social security

When living and working as an employee or a self-employed person in different Member States of the EU/EEA or Switzerland, each person is **subject to the legislation of only one state at a time**, which is usually the country where he/she exercises his/her occupational activity. The coordination of the social security schemes within the EU/EEA countries and Switzerland and the protection of **migrant workers** (including posted employees) are provided at the European level and Slovak Republic implements common rules. In case of a worker carrying out work in more than one EU/EEA Member

State or Switzerland, he/she shall remain subject to single legislation only, i.e. it is necessary to **determine the applicable legislation among several states of occupation** using the **portable document A1**. Consequently, contributions to social insurance from all states where the occupational activity is performed will go only to one of the states. See more information including coordination of the social security schemes in the chapter *“Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals”*, page 21.

4.3. Information for citizens from states that have a bilateral agreement with Slovakia / other countries



A. Health coverage

An individual, who does not have permanent residence in Slovakia and is **not covered by health insurance in another EU/EEA Member State or in Switzerland**, must also have concluded mandatory public health insurance, if such person is:

- ✓ **employed** by an employer established or with a fixed establishment within the territory of the Slovak Republic;
 - this does not apply if the person is **employed** in the Slovak Republic on the basis of the **agreement on work performed outside employment**, or
- ✓ a self-employed person in Slovakia.

If the person does **not fall into the scope of the public health insurance, commercial health insurance is compulsory**. A third country national (outside EU/EEA/Switzerland) is obliged to provide the foreign police in Slovakia with a proof of concluded health insurance with regard to the duties related to the granting of temporary residence permit in Slovakia (for instance in the period between entry into Slovakia and employment contract).

B. Social Security

Provisions on social security for third country citizens in the Slovak Republic are based on bilateral agreements on social security. Therefore the rules applied depend on the country of origin of the citizen. Currently, the Slovak Republic has signed and active international agreements with the following states outside the EU/EEA/Switzerland: *Australia, Canada, Israel, Quebec, the Republic of Korea, Serbia, Turkey, The Union of Soviet Socialist Republics (as of 1960; succession to Belarus, Armenia, Azerbaijan, Kazakhstan, Kyrgyzstan, Russia, Uzbekistan, Tajikistan, Turkmenistan), Ukraine, former Federal People's Republic of Yugoslavia (as of 1957; succession to Bosnia and Herzegovina, Macedonia, Montenegro), the USA*.

The list of the bilateral treaties can be found at www.socpoist.sk/index/index.php?ids=1550 (in Slovak only) for detailed information on the provisions.

Citizens from third countries, which Slovakia does not have a signed and active international agreement with, have rights resulting from the social security system of Slovakia only in case they have signed a work contract with an employer permanently residing in Slovakia or in case they perform self-employment activities in Slovakia.

Foreign nationals with permanent or temporary residence permit may contribute to the social insurance system on a voluntary basis and upon fulfilling stated conditions, they may receive social benefits.

5. Information on social security and health coverage for RESEARCHERS AND UNIVERSITY TEACHERS without employment contract

5.1. General information for all researchers and university teachers

Researchers and university teachers without employment in Slovakia are usually not considered to be unemployed, but as **individuals having an employment contract or self-employment activities in another state**. At the same time they may move to Slovakia on the basis of a hosting agreement or invitation from a hosting organisation or external funding (e.g. granted scholarship) of their activities.

In case a researcher or a university teacher is going to be employed in the territory of the Slovak Republic and have an employment contract in another member state at the same time, see the chapter "*Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals – Social Security for migrant workers*", page 23. Look at the examples of situations you might be facing



as well. Since the researcher will have an employment contract signed, the provisions applicable to employees will prevail; see more in chapter *“Information on social security and health coverage for employees with regular or irregular employment contract”*, page 14.

A. Health coverage

Obtaining health insurance is obligatory and a proof of health insurance is required as part of residence permit granting procedure. Before leaving the country of origin, foreigners must make sure to be covered by their current health insurance also on the territory of Slovakia, or take out new insurance before or after arrival to Slovakia.

B. Social security

In Slovakia, the social security coverage is based on occupational activity, not residence.

Researchers without having an employment contract in Slovakia do not have to pay the compulsory contributions and shall be subject to the legislation of the state, in which they are employed/self-employed, or their state of residence. Researchers without having an employment contract in Slovakia but having **permanent residence on the territory of the SR, temporary or permanent residence permit** may opt for voluntary sickness, pension and unemployment insurance.

Which of the social security and health insurance benefits are researchers and university teachers without an employment contract entitled to?

a. Health coverage (in Slovakia not part of social insurance system) – yes

Health insurance is mandatory when staying in Slovakia, before leaving the country of origin, foreigners must make sure to be covered by their current health insurance also on the territory of Slovakia, or take out new insurance before or after arrival to Slovakia.

b. Sickness leaves benefit (in Slovakia part of sickness insurance within social insurance) – no/yes

If employed in another EU/EEA member state or Switzerland, sickness benefits in cash are paid to EU/EEA/Swiss nationals according to the legislation of the state they are insured in.

Researchers and university teachers with no employment contract may contribute on a voluntary basis to the sickness insurance in case of permanent residence, temporary residence permit or permanent residence permit on the territory of the SR, unless they are insured in another EU/EEA member state or Switzerland.

c. Unemployment benefit – no/yes

Researchers and university teachers with no employment contract may contribute on a voluntary basis to the unemployment insurance in case of permanent residence, temporary residence permit or permanent residence permit on the territory of the SR, unless they are insured in another EU/EEA member state or Switzerland.

d. Parental benefit (in Slovakia present within 2 main schemes: maternity benefit as a part of sickness insurance within social insurance; and parental allowance, child allowance, etc. within state social support) – no/yes

Researchers and university teachers with no employment contract may contribute on a voluntary basis to the sickness insurance in case of permanent residence, temporary or



permanent residence permit on the territory of the SR, unless they are insured in another EU/EEA member state or Switzerland.

Maternity benefit is provided upon completion of certain conditions, including minimum duration of the payments to mandatory sickness insurance. Parental allowance may be granted to persons with permanent or temporary residence on the territory of the SR and upon completion of certain conditions.

e. Disability pension (in Slovakia part of pension insurance within social insurance) – no/yes

See point f. below.

f. Old-age pension (in Slovakia part of pension insurance within social insurance) – no/yes

Researchers and university teachers with no employment contract in Slovak Republic may contribute on a voluntary basis to the pension insurance in case of permanent residence, temporary or permanent residence permit on the territory of the SR, unless they are insured in another EU/EEA member state or Switzerland.

g. Supplementary pension rights – no/yes

If being voluntarily pension insured, there exists a 3rd pillar in addition to the mandatory 1st and 2nd pillar of pension regime, which is completely voluntary and is meant as an additional old-age pension saving.

h. Other (solidarity reserve fund) – no/yes

In case a researcher and university teachers without employment contract is voluntarily pension insured, he will also contribute to the solidarity reserve fund.

5.2. Information for EU/EEA/Swiss citizens

A. Health coverage

For entitlement to medical treatment on the basis of health insurance in another EU/EEA member state or Switzerland, an EU/EEA/Swiss national must present a **European Health Insurance Card (EHIC)** to the health care provider. See more information on EHIC and health insurance provisions in the chapter *“Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals”*, page 21.

If the person does not have health insurance from his/her home country valid also for Slovakia, he/she has to take out new health insurance, usually with commercial provider.

B. Social security

Researchers and university teachers employed or self-employed in another EU/EEA member state or Switzerland are subject to the social security legislation of this member state and continue paying contributions to social security system of that state. They might perform their activities on the territory of Slovakia on the basis of invitation from a hosting organisation or external funding (e.g. granted scholarship) of their activities; they also can be performing their activities as posted workers sent temporarily by their employer to work in Slovakia. In case a person does not work in any state (employed or self-employed), he/she is subject to the social security legislation of the state of residence.



5.3. Information for citizens from states that have a bilateral agreement with Slovakia / other countries

A. Health coverage

Health insurance is mandatory when staying in Slovakia. Before leaving the country of origin, foreigners must make sure to be covered by their current health insurance also on the territory of Slovakia, or take out new insurance before or after arrival in Slovakia. A third country national (outside EU/EEA/Switzerland) is obliged to provide the foreign police in Slovakia with a proof of concluded health insurance with regard to the duties related to the temporary residence permit granting procedure.

Commercial health insurance is compulsory for everyone, who does **not fall into the scope of the public health insurance**. This concerns researchers who are not employed/self-employed (they perform activities e.g. on the basis of awarded scholarship) in the territory of the Slovak Republic, do not have permanent residence in the Slovak Republic, and do not study on the basis of international agreement binding for the Slovak Republic.

B. Social security

Researchers and university teachers might perform their activities on the territory of Slovakia on the basis of a hosting agreement, invitation from a hosting organisation or external funding of their activities.

Provisions on social security for third country citizens in the Slovak Republic are based on bilateral agreements on social security. Therefore the rules applied depend on the country of origin of the researcher. Currently, the Slovak Republic has signed and active international agreements with the following states outside the EU/EEA/Switzerland: *Australia, Canada, Israel, Quebec, the Republic of Korea, Serbia, Turkey, The Union of Soviet Socialist Republics (as of 1960; succession to Belarus, Armenia, Azerbaijan, Kazakhstan, Kyrgyzstan, Russia, Uzbekistan, Tajikistan, Turkmenistan), Ukraine, former Federal People's Republic of Yugoslavia (as of 1957; succession to Bosnia and Herzegovina, Macedonia, Montenegro), the USA.*

The list of the bilateral treaties can be found at www.socpoist.sk/index/index.php?ids=1550 (in Slovak only) for detailed information on the provisions.

Foreign nationals with permanent or temporary residence permit may contribute to the social insurance system on a voluntary basis and they may receive social benefits if needed and upon fulfilling stated conditions.

Citizens from third countries, which Slovakia does not have a signed and active international agreement with, have rights resulting from the social security system of Slovakia in case the person has signed a work contract with an employer permanently residing in Slovakia or in case they perform self-employment activities in Slovakia. Researchers without an employment contract are not entitled to any rights resulting from the social security system in Slovakia unless they are contributing to the system on a voluntary basis.



6. Other regulations regarding health insurance and social security of EU/EEA/Swiss nationals

6.1. Health insurance

European Health Insurance Card (EHIC)

European Health Insurance Card (EHIC) can be used in any of the 28 EU countries, Iceland, Lichtenstein, Norway and Switzerland. It gives an access to medically necessary, state-provided healthcare during a temporary stay (e.g. scholarship stay of students, researchers, business trips of employees...), under the same conditions and at the same cost as people insured in that country (in some countries the healthcare may be provided free of charges). EHIC will be issued at request by a national health insurance provider to which a person pays health insurance premiums.

When using EHIC, the treatment of a person insured by the state social security system in any Member State of the European Union, Iceland, Liechtenstein, Norway or Switzerland, will be covered by a Slovak health insurance company to the same amount as a Slovak national. The chosen physician must have concluded a contract with at least one health insurance company. The European Health Insurance Card ensures necessary medical treatment within the system of **public health care**, including treatment related to chronic diseases, if such need arises, to enable the holder to continue his/her stay without having to return home for treatment. It covers all age groups, with a maximum unlimited financial amount. On the other hand it does not cover the individual contribution of the insured person to treatment, transport to the country of origin or repatriation.

Special cases related to health insurance

EU/EEA/Swiss nationals employed in the Slovak Republic who reside in another Member State are entitled (together with their dependant family members) to comprehensive health care (full coverage on the contrary to EHIC) in the country of residence as well as in the Slovak Republic. The entitlement is applied by means of the **portable document S1** (former E106 form), which can be obtained from health insurance companies in the Slovak Republic after submission of the home country residence certificate and copies of the labour contract in the Slovak Republic. After obtaining the S1 form, EU/EEA/Swiss national shall submit it to a health insurer at the place of residence and register. If his/her family members live together with the employee, their entitlement to health care will be reviewed according to the regulations of the health insurance company at the place of residence.

EU/EEA/Swiss nationals working in the Slovak Republic whose dependant family members live in another Member State must apply to a selected Slovak health insurance company in order to draw a **S1 form** (former E109 form). This document must be submitted to a health insurance company at the place of residence of the dependent family members. On the basis of the S1 form the dependant family members will be registered for health insurance in their home country and they will be entitled to comprehensive health care in that country while all expenses will be covered by the selected

Slovak health insurance company. Their home health insurance company is in charge of issuing a European Health Insurance Card. The EHIC entitles them to obtain necessary medical treatment also in EU/EEA Member States and Switzerland different from the state of their residence, i.e. in the Slovak Republic too (see information on EHIC).

Dependants of EU/EEA/Swiss nationals coming to stay in the Slovak Republic should also register in a Slovak health insurance company and have the Slovak health insurance card. However, each case is treated **individually** because the terms vary from case to case. For details it is highly recommended to contact your home health insurance company before arrival to the Slovak Republic.



6.2.Social security

Social security coordination within the EU/EEA/Switzerland

Although there is no single European social security system, the EU has set common provisions in the field of social protection. This includes the coordination of national social security schemes without seeking to harmonise national regulations. EU law has laid down common rules and principles to be observed by national local authorities and social security institutions that do not replace, but complement the social security provisions of Member States.

All countries are free to decide who is to be insured under their legislation, which benefits are granted and under what conditions. The EU provides **common rules** to protect your social security rights when moving within Europe (EU 28 + Iceland, Liechtenstein, Norway and Switzerland).

These rules apply to:

- Nationals of the EU, Iceland, Liechtenstein, Norway and Switzerland who are or have been insured in one of these countries, and their family members.
- Stateless persons or refugees residing in the EU, Iceland, Liechtenstein, Norway or Switzerland, who are or have been insured in one of these countries, and their family members.
- Nationals of non-EU countries, legally residing in the territory of the EU, who have moved between these countries, and their family members.

The main principles:

1. **A person is covered by the legislation of one country at a time** so he/she only pays contributions in one country. The decision on which country's legislation applies will be made by the social security institutions. You cannot choose.
2. **A mobile person has the same rights and obligations as the nationals of the country where he/she is covered.** This is known as the principle of equal treatment or non-discrimination.
3. When somebody claims a benefit, **previous periods of insurance, work or residence in other countries are taken into account**, if necessary.
4. If a person is entitled to **a cash benefit from one country**, he/she may generally **receive it even if he/she is living in a different country**. This is known as the principle of exportability.

Cross-border exchange of information

One of the main innovations introduced by the regulations is the obligation for countries to only exchange social security information by electronic means (Art. 4 Regulation 987/2009). A system providing a common secure framework is being set up: the **EESSI system (Electronic Exchange of Social Security Information)**. It is expected to play a major role in facilitating co-operation between institutions and leading to a better enforcement of the rights of the citizens, e.g. benefits being granted in a speedier way.

Cross-border exchange of information between responsible institutions is crucial for executing social security rights of a migrant worker. Slovak Republic participates in the Electronic Exchange of Social Security Information (EESSI) and supplied this database with the relevant Slovak institutions and branches. Three national Access Points for the exchange of social security information in their respective fields of competence were appointed: Social Insurance Agency in Slovakia (www.socpoist.sk); Central Office of Labour, Social Affairs and Family (www.upsvar.sk); and Healthcare Surveillance Authority (www.udzs-sk.sk).

The so-called Structured Electronic Documents (SED) will make the communication of data between institutions more efficient and easier within the EESSI. Most data will be exchanged directly between



social security institutions. Paper E-forms will no longer be necessary, but in certain cases a migrant worker will need a “**portable document (PD)**” **A1** to certify his/her situation when moving. A portable document is usually issued by his/her social security institution upon his/her/employer’s request. It is recommended to request it before leaving. However, if the migrant worker has not the institution in the country where he/she is moving, the necessary data can be obtained directly from the institution where the person is insured. Relevant documents can be downloaded from the website of Social Insurance Agency in Slovakia www.socpoist.sk, or from the website of the European Commission, DG Employment, Social Affairs & Inclusion <http://ec.europa.eu/social/main.jsp?catId=868&langId=en>.

More information:

Website of DG Employment, Social Affairs and Inclusion of the European Commission: <http://ec.europa.eu/social/main.jsp?catId=869>.

Social security for migrant workers

Migrant worker may **present his/her claims, letters and certificates** in his/her mother-tongue, if it is amongst the official languages of the EU, whenever he/she considers it necessary or appropriate. This might delay the decision on his/her claim, but it may help him/her express him/herself clearly and avoid misunderstandings.

When moving, especially for short or medium term periods, mobile workers often prefer keeping their home country pension regimes. Hence, there exists an exception when an undertaking university, research organisation or company **posts a worker to a different Member State**, i.e. sends him/her to another Member State to perform work. In such case, the worker can/shall continue to be subject to the legislation of the Member State of origin, provided that the **anticipated duration of the work does not exceed two years**. An example of posting could be a research stay longer than 1 month but not exceeding 2 years at a hosting research organisation in another Member State, while the researcher remains officially employed by the organisation in the country of origin.

To be officially certified of the applicability of home social insurance scheme, a **portable document A1 should be issued before the posting** by the respective social insurance company of home country upon request of the employer. In exceptional cases, period of posting can be extended by another year.

In case of a worker carrying out **work in more than one Member State**, he/she shall remain subject to single legislation only, i.e. it is necessary to determine **the applicable legislation among several states of occupation** by **A1 form**. The A1 form shall be issued by the social insurance company lying

in a state which legislation will be determine as applicable . Consequently, contributions to social insurance from all states where the occupational activity is performed will go only to one of the states.

For more information on **common EU/EEA/Switzerland provisions** safeguarding social security when being mobile throughout the Member States see:

<http://ec.europa.eu/social/main.jsp?catId=26&langId=en>

<http://ec.europa.eu/social/main.jsp?catId=25&langId=en>

<http://ec.europa.eu/social>



Example:

A foreign university teacher, an EU/EEA/Swiss national, employed in a different member state is going to teach in Slovakia a set of lessons on a basis of an Agreement on the performance of work and Contract for services. After the agreed amount of lessons taught, the teacher is returning to the initial member state. How will be the contributions to the social insurance fund administrated?

In compliance with the EU provisions on social security coordination, the migrant workers are subject to the legislation of only one member state at a time. If the person works in more than one member state, it is necessary to determine the state with which he has the strongest links – where he pursues a substantial part of activity, the state of residence, where the registered office or place of business of the employer is situated etc. The worker has to announce his situation in writing to the relevant social security institution in his place of residence, and ask for examination and designation of his affiliation to certain social security legislation. After the designation, social security institution will issue a PD A1 and send it to the worker. In case a different member state legislation will be assigned, the institution will notify the worker and the state.

In case the employment on a basis of an Agreement on the performance of work and Contract for services in Slovakia will begin in advance of the PD A1 issue, and before designation of the legislation relevant to a foreign worker, Slovak employer is obliged to register the person into the Social insurance agency with the purpose of social security and contribute to the social insurance fund consequently upon the signed agreement or contract. Following the receipt of the PD A1 (even if the worker has already returned to the country of residence) and in case of designation of affiliation to a legislation other than Slovak, the employee shall deliver the PD A1 to the Slovak employer. In case the person is not planning to return and work in Slovakia again, the Slovak employer will ask for cancellation of the employee registration in the Social insurance agency and for a refund of the contributions already paid.

During the time when the contributions for the foreign worker are made according to the Slovak legislation, they differ with regard to the type of employment contract – regular or irregular. In case the Agreement on the performance of work or a Contract for services is signed only for a period shorter or at longest for one calendar month, the employment contract will be classified to be “irregular”. The obligatory contributions differ for regular and irregular type of employment contract; see their amount in the table on page 15.

Find your national social security institution in the EESSI [Public directory of European Social Security Institutions >>](#), on the web site of the European Commission, DG Employment, Social Affairs &

Inclusion <http://ec.europa.eu/social/main.jsp?catId=858&langId=en>, or on the web site of the Social Insurance Agency in Slovakia <http://www.socpoist.sk/institucie-socialneho-zabezpecenia/8914s>.

Find the form you need and other useful information on the web site of the European Commission, DG Employment, Social Affairs & Inclusion at <http://ec.europa.eu/social/main.jsp?langId=en&catId=855>.



7. System of social security in Slovakia (excluding health insurance)

7.1. General structure of support

The social security system in Slovakia is made of three main components:

A. Social insurance

a. sickness insurance

- *sickness benefit,*
- *maternity benefit,*
- *benefit for nursing a sick relative,*
- *equalisation benefit,*

b. pension insurance

- *the old-age insurance (old-age pension, early old-age pension, survivors' pensions - i.e. widow's pension, widower's pension, orphan's pension),*
- *the disability insurance (disability pension, survivors' pensions - i.e. widow's pension, widower's pension, orphan's pension),*

c. accident insurance

d. unemployment insurance

e. guarantee insurance

There are two forms of pension insurance scheme: 1st pillar (contributions to the state Social Insurance Agency, concurrent regime), which is mandatory and 2nd pillar (old-age pension saving in pension management companies, capitalising regime). Participation in the 2nd pillar is subject to one's own choice. There exists also a 3rd pillar pension regime, which is completely voluntary and is meant as an additional old-age pension saving.

B. Social assistance

C. State social support

- *child allowance (recurrent)*
- *child allowance supplement (recurrent)*
- *parental allowance (recurrent)*
- *child birth grant (one-off)*
- *child birth grant bonus (one-off)*
- *allowance to parents to whom multiple children were born (recurrent – once a year)*
- *child care benefit (recurrent)*
- *alimony substitution (recurrent)*
- *allowances supporting alternative child care (various one-off and recurrent allowances)*
- *funeral grant (one-off)*

7.2. Detailed structure of support

A. Social insurance

The basic role of the **social insurance** system in Slovakia is the protection of the economically active population in the event of life contingencies. Mandatorily insured are employed and self-employed persons meeting conditions regarding the income out of business. Social insurance is financed by contributions; it is administered by the Social Insurance Agency (SIA).

Social insurance system in Slovakia comprises of:



- a. sickness insurance
- b. pension insurance,
- c. accident insurance,
- d. unemployment insurance (with a current inclusion of the legal form of providing benefits out of this system),
- e. guarantee insurance (insurance in the case of employer's insolvency).

a. Sickness insurance

Sickness insurance is insurance in the case of loss or decrease in income due to temporary incapacity to work, pregnancy, maternity. The following benefits are paid from the system of sickness insurance:

- *sickness benefit,*
- *maternity benefit,*
- *benefit for nursing a sick relative,*
- *equalisation benefit.*

Sickness insurance is mandatory for the following groups:

- ✓ employee with regular monthly income
- ✓ self-employed person meeting conditions regarding the income out of business (see <http://www.employment.gov.sk/nemocenske-poistenie.html>, in Slovak only)

For the purpose of sickness insurance, an employee shall be an individual in a legal relationship with a right to a regular monthly income and also a person performing activities on the basis of *agreements on work performance besides work contract* with a regular monthly income, except for a person:

- ✓ performing activities on the basis of a Contract for part-time work of students and
- ✓ performing activities on the basis of an agreement on the performance of work or contract for services, if the person is granted the old-age, disability, retirement pension and has reached the old-age, disability, retirement age.

Voluntary sickness insured person can be a person after the age of 16 years, having permanent residence on the territory of the SR, temporary residence permit or permanent residence permit (EU/EEA/Swiss citizens fulfil this condition if they have residence in EU/EEA/Switzerland), if the person:

- ✓ is not granted the old-age pension, early retirement or disability pension because of a decline of earning capacity by more than 70%,
- ✓ is not granted disability pension when reaching the retirement age and
- ✓ at the same time is voluntarily pension insured.

Sickness benefit – income during sick leave

During the sick leave an employee/insured person does not receive any salary, but s/he, after being certified as temporarily unfit to work due to illness or injury, or due to quarantine by an authorised doctor, is entitled to a sick pay. It is at the rate of 25 % of the employee's basis of assessment for the first 3 days, then at the rate of 55 % of the employee's basis of assessment. During the period of first 10 days of the sick leave the benefits are paid by his/her employer; from the 11th day the sick pay is paid by the Social Insurance Agency (at the rate of 55 % of the employee's basis of assessment).

(The daily assessment base for the determination of sickness benefits is the quotient of the sum of the assessment bases, based on which the insured person paid sickness insurance in the relevant period, and the number of days in the relevant period.)

Conditions of entitlement:



- ✓ valid sickness insurance;
- ✓ after termination of sickness insurance – being in the period of entitlement to sickness benefits or within the duration of the protective period. The duration of the protective period is 7 days. If the period of sickness insurance was shorter than 7 days, the duration of the protective period is equal to the duration of sickness insurance. The duration of the protective period for a female insured person, whose sickness insurance terminated at the time of her pregnancy, is 8 months;
- ✓ persons with voluntary sickness insurance are entitled to sickness benefits if, during the last 2 years preceding temporary incapacity to work, they were covered by sickness insurance for not less than 270 days;
- ✓ entitlement to sickness benefits ceases on the day following the last day of temporary incapacity to work, not later than with the lapse of the 52nd week from the beginning of temporary incapacity to work (support period);
- ✓ employees are entitled to sickness benefits if they do not receive income that may be considered as an assessment base.

Filing the claim:

- ✓ using a form of the Social Insurance Agency – Certificate of Temporary Work Incapacity issued by the medical practitioner of a health establishment, submitted by means of the employer.

Obligations of the recipients of benefits:

- ✓ to present proof of the facts that are relevant for granting or terminating the entitlement to sickness benefits, their payments, or their amount;
- ✓ to comply with the treatment regime prescribed by the attending physician at the time of the temporary incapacity to work;
- ✓ to stay at the address reported in the certificate at the time of temporary incapacity to work;
- ✓ to state the birth identification number in the application (or the social security identification number);
- ✓ to notify the Social Insurance Agency of the termination of temporary incapacity to work within 3 days of its termination, if temporary incapacity for work lasted more than 10 days (by means of the employer).

Commercial insurance companies offer the possibility of additional health insurance during sickness leave as the income of an employee is being reduced.

Maternity leave, family care

In connection with the childbirth and care for a new born child, women are entitled to maternity leave lasting 34 weeks. If a woman is a single parent, she is entitled to the maternity leave of 37 weeks. If a woman gives birth to two or more children at the same time, she is entitled to the maternity leave of 43 weeks. The date of commencing the maternity leave is set by the attended physician, usually 6 weeks before the expected date of childbirth (at earliest 8 weeks prior to the childbirth). This period is calculated to the total duration of 34 weeks. In connection with the care for a new born child, men are also entitled to the paternity leave of the same scope from the date of birth of the child of whom they take care.

For the purposes of extended care of children, employers are obliged to grant women and men who so request, parental leave until the day the child turns three years old of the child (it can be requested at any time up to the age of 3, even if the mother/father has been working after the maternity/paternity leave).



In case of children with long term poor health requiring special care, employers are obliged to grant women and men, who so request, parental leave until the day the child turns six years old. Such leave is granted for the duration requested by the parent, but generally for at least one month.

Maternity leave granted in connection with the birth must not be shorter than 14 weeks and may not be terminated or interrupted before the lapse of 6 weeks from the date of the birth.

An employer must excuse the employee's absence from work on the grounds of temporary incapacity to work due to illness or injury, periods of maternity and parental leave, quarantine, attending to a sick family member or caring for a child younger than 10 years of age who for important reasons, cannot be left in the care of a childcare establishment or school that the child normally attends, or in case of medical examination or quarantine of the person who otherwise takes care of the child.

Maternity benefit

Women having sickness insurance for at least 270 days in the last 2 years before expected childbirth are entitled to maternity benefit from the beginning of the 6th week preceding the expected date of delivery (childbirth) as determined by an attending practitioner, but not before the beginning of the 8th week preceding the expected delivery date, or from the date of birth if it comes earlier than the aforesaid dates.

Generally the benefit is provided during 34 weeks from the commencement of entitlement. In case that a woman is a single mother, her entitlement to maternity benefits terminates at the end of the 37th week from the commencement of entitlement to the maternity benefit. If a woman gives birth to 2 or more children at the same time, and takes care of at least 2 of these children, her entitlement to maternity benefits terminates at the end of the 43rd week from the commencement of entitlement to the maternity benefit.

The period of entitlement to maternity benefit for an insured person who has given birth to a child may not be shorter than 14 weeks from the commencement of entitlement to maternity benefits and may not be terminated earlier than 6 weeks from the date of birth.

If another insured person is taking care of a child, such a person shall be entitled to maternity benefit as from the date of assuming the care of the child for a period of 28 weeks from the commencement of entitlement to maternity benefit (or, if is a single person, until the end of the 31st week from the commencement of the entitlement to maternity benefits, or if assuming care of 2 or more children, until the end of the 31st week from the commencement of the entitlement to maternity benefits)

The maternity benefit is at the rate of 65 % of the daily assessment base, or of the probable daily assessment base, and it is provided from the 1st day of entitlement only to 1 insured person.

Conditions of entitlement:

- ✓ pregnancy or the care for a new-born child;
- ✓ valid sickness insurance;
- ✓ being covered by sickness insurance for not less than 270 days during the last 2 years preceding childbirth (delivery);
- ✓ after termination of sickness insurance – being in the period of entitlement to sickness benefits or within the duration of the protective period. The duration of the protective period for a female insured person, whose sickness insurance terminated at the time of her pregnancy, is 8 months.

Filing the claim:



- ✓ using the form of the Social Insurance Agency – Maternity Benefit Application, certified by a medical practitioner of a health establishment.

Obligations of a recipient of benefits:

- ✓ to present, the proof of the facts relevant for the awarding or withdrawing of the entitlement to maternity benefit, entitlement to its payments, and its amount;
- ✓ to state his/her birth identification number in the application, to notify the Social Insurance Agency of the birth identification number of the child.

Nursing benefit

Sickness insurance entitles an insured person for a nursing benefit – an income to be paid during the nursing of a sick child, sick husband/wife, sick parent or sick husband's/wife's parent or taking care of a child under 10 years of age that is placed under quarantine. In addition, the nursing benefit can be paid also when the preschool or school establishment, that the child normally attends, are dissolved or placed under quarantine, or in case of sickness or quarantine of the person who otherwise takes care of the child or in the case of hospitalisation of that person due to expected delivery.

Benefits for nursing a sick relative are at the rate of 55 % of the daily assessment base, or of the probable daily assessment base, they are provided from the 1st day of the care to the end of the care, at maximum for 10 days. It is provided for the same case only once and only to 1 insured person.

Filing the claim:

- ✓ using the form of the Social Insurance Agency – Application for benefit for nursing a sick relative, certified/issued by a medical practitioner of a health establishment, submitted by means of the employer.

Equalisation benefit

The female employee is entitled to this kind of benefit, if redeployed for another job, as the work performed before is prohibited to pregnant women or, according to the medical report threatens her pregnancy, and the work she was transferred to provides for a lower income without her fault,

compared to the income she had earned before her redeployment. The amount of the equalisation benefit is 55 % of the difference between the monthly assessment basis and the assessment basis from which the female employee pays premium for the sickness insurance in separate calendar months after being transferred to another job. The equalisation benefit is provided for a calendar month, even if the female employee was transferred to another job or secondment was finished during the calendar month.

b. Pension insurance

The pension insurance is mandatory for the following persons:

- ✓ employee (with regular or irregular income), (see definition of an employee under section A. Social insurance, for the purpose of sickness, pension and unemployment insurance),
- ✓ self-employed person, having compulsory sickness insurance,
- ✓ other categories of persons having permanent residence in the territory of the SR and taking care of a child or performing nursing;



- ✓ for the purpose of old-age insurance, a person receiving accident annuity until reaching retirement age or until being granted early old-age retirement.

For the purpose of pension insurance, an employee shall be an individual:

- ✓ performing activities on the basis of *Agreements on work performance besides work contract*, and not having a regular monthly income,
- ✓ performing activities on the basis of *Agreements on work performance besides a work contract*, having or not a regular monthly income, if the person is granted the old-age, disability, retirement pension and has reached the old-age, disability, retirement age,
- ✓ performing activities on the basis of a chosen *Contract for part-time work of students*, having a regular monthly income, and being a student and earning more than 200 €/month. performing activities on the basis of a chosen *Contract for part-time work of students*, not having a regular monthly income, and being a student and earning more than 200 €/month. A student can choose only one contract, on the basis of which he/she will have a right for waiver of the social insurance premiums, if the monthly or average income of this agreement will not exceed the set amount. However students need to inform the employer in writing about exercising this right and also file a statement of exercising this right with one employer only.

Voluntary pension insurance may have a person after reaching 16 years of age, having permanent residence on the territory of the SR, temporary residence permit or permanent residence permit (EU/EEA/Swiss citizens fulfil this condition if they have residence in EU/EEA/Switzerland), and not being granted early old-age pension (i.e. students, researchers and other persons not falling into the scope of the above groups).

An employee pays old-age insurance in the amount of 4 % of the basis of assessment (usually equal to the gross wage). The employer on behalf of the employee pays the old-age insurance of 14 % of the basis of the assessment of the employer.

There are two “forms” of mandatory insurance scheme – 1st pillar/tier (contributions to the state Social Insurance Agency, concurrent regime) and 2nd pillar (old-age pension saving in pension management companies, capitalising regime). The total of 18 % of old-age insurance is distributed to the both pillars (since 01.01.2013: 14 % 1st pillar: 4 % 2nd pillar). Participation in the 2nd pillar is subject to one’s own choice within a limited time period after the commencement of first old-age insurance payments.

Moreover, there exists a 3rd pillar pension regime, which is completely voluntary and is meant as an additional old-age pension saving. Some employers might opt to partly contribute to these savings on behalf of an employee.

Pension insurance entitles the insured person to the following benefits:

- the old-age insurance (old-age pension, early old-age pension, survivors’ pensions - i.e. widow’s pension, widower’s pension, orphan’s pension),
- the disability insurance (disability pension, survivors’ pensions - i.e. widow’s pension, widower’s pension, orphan’s pension),

Old-age pension

An insured person is entitled to an old-age pension if he/she has been insured for an old-age pension for at least 15 years and has reached the minimum age required for entitlement to an old-age



pension (the so-called retirement age). The retirement age in the Slovak Republic is at present 62 years both for men and women. In case of women, the retirement age is also dependent on the number of children a woman has brought up.

If a mobile worker has contributed to insurance schemes of various Member States (EU, EEA, Switzerland) during his/her period of occupation all records of his/her contributions are held in each separate Member State. Upon reaching retirement age, the periods of insurance in individual Member States are **aggregated** and he/she is entitled to draw the appropriate proportion of old-age pension from each Member State in which he/she has worked for a period of more than 12 months. The proportion is given by the ratio of years of insurance in the given state to the total insurance period of the worker before reaching the retirement age. An insurance period of less than 12 months will be taken over by his/her final country of employment.

Different legal framework applies to workers who have contributed to pension schemes of states with which there exists a bilateral agreement on social security. (Slovak Republic has concluded international agreement with the following states outside the EU/EEA/Switzerland: *Australia, Canada, Israel, Quebec, the Republic of Korea, Serbia, Turkey, The Union of Soviet Socialist Republics (as of 1960; succession to Belarus, Armenia, Azerbaijan, Kazakhstan, Kyrgyzstan, Russia, Uzbekistan, Tajikistan, Turkmenistan), Ukraine, former Federal People's Republic of Yugoslavia (as of 1957; succession to Bosnia and Herzegovina, Macedonia, Montenegro), the USA*. The principle of territoriality is exercised here, i.e. the old-age pension is paid off by the state, on the territory of which the insured person permanently resides. List of bilateral treaties can be found at www.socpoist.sk/index/index.php?ids=1550, in Slovak only).

The application for drawing the old-age pension is submitted through the authorised social insurance body based on the permanent residence. (If having permanent residence in the Slovak Republic, the application shall be submitted to the appropriate office of Social Insurance Agency to draw benefits

also from other states of the EU/EEA and Switzerland and from those with which there exists a bilateral treaty). Hence, usually, only one application is required.

Early old-age pension

A new kind of benefit introduced by the Act on Social insurance is the early old-age pension. The qualifying condition is achievement of at least 15 years of pension insurance, lacking 2 years to reach the retirement age at most, and satisfying the condition of reaching the pension amount equal to 1.2 multiple of the subsistence minimum level for a natural person by the day of claiming the benefit.

Disability pension

Disability insurance entitles the insured person for the following benefits: disability pension, survivors' benefits (widow's, widower's, orphan's pension).

An insured person is entitled to disability pension if he/she becomes disabled, has accumulated the correct number of years of the superannuation scheme and on the day on which the disability occurs does not qualify for entitlement to an old-age pension or early retirement pension.

For an insured person who has become disabled as a result of an occupational accident or disease, the condition regarding the number of years in the superannuation scheme is automatically deemed to have been satisfied.

An insured person is considered to be disabled if, due to long-term poor health, his/her capacity for work is reduced by more than 40 % in comparison with healthy natural persons; long-term poor health means the health condition that causes the reduction in work capacity and that, according to the knowledge of medical science, is expected to last longer than 1 year.



If a mobile worker is considered to be disabled by the legal regulations of the Slovak Republic, but has not accumulated the correct number of years of the superannuation scheme to be entitled for the invalidity benefit in the Slovak Republic, the periods of insurance in individual Member States (EU, EEA, Switzerland; states with which there exists a bilateral agreement on social security) are taken into consideration and are aggregated. The insurance periods are figured in only on the basis of an official confirmation by the relevant national authority (e.g. a social insurance company); where European coordination regulations apply, portable document P1 is required (former E205 form).

Survivors' pension

Survivors' pension insurance includes widow's pension, widower's pension and orphan's pension.

Widow's pension represents 60 % of the insured deceased person's pension. Those entitled to this kind of benefit are the widow whose husband was receiving the old-age pension, the early old-age pension or the invalidity pension as of the day of his death, or satisfied conditions of the old-age pension entitlement as of the day of his death, or achieved the number of years of the pension insurance necessary to qualify to the invalidity pension as of the day of his death, or died due to the working injury or the occupational disease. The entitlement ceases:

- ✓ on contracting of marriage,
- ✓ on the day, validated by a court ruling, according to which the widow caused the death of her husband by a wilful criminal act.

Widower's pension represents 60 % of the insured deceased person's pension. Those entitled to this kind of benefit are the widower whose wife was receiving the old-age pension, the early old-age pension or the invalidity pension as of the day of her death, or satisfied conditions of the old-age pension entitlement as of the day of her death, or achieved the number of years of the pension insurance necessary to qualify to the invalidity pension as of the day of her death, or died due to the working injury or the occupational disease. The entitlement ceases:

- ✓ on contracting of marriage,
- ✓ on the day, validated by a court ruling, according to which the widower caused the death of his wife by a wilful criminal act.

Those entitled to an **orphan's pension** are the dependent child after a deceased parent or an adopter who as of the day of his/her death was receiving the old-age pension, early old-age pension or invalidity pension, or as of the day of his/her death completed the number of pension insurance years to qualify to the invalidity pension, or qualified to old-age pension or died due to a working injury or an occupational disease.

The amount of orphan's pension represents: 40 % of the insured deceased parent/adopter's old-age or invalidity pension to which the deceased parent/adopter was entitled or would be entitled; or 40 % of the insured deceased parent/adopter's early old-age pension to which the deceased person was entitled by the day of his/her death.

The entitlement to orphan pension ceases on reaching the age of 26 years of the dependent child; or on the day, validated by a court, ruling according to which the dependent child caused the death of his/her parent or adopter.

c. Accident insurance

If an employee has suffered health damage or died during the performance of work or in direct connection therewith as a result of an accident (industrial accident), the liability for damage thus



incurred lies with the employer with whom the employee had an employment relationship at the time of the industrial accident. The employer is obliged to compensate an employee who suffers harm at least to the extent to which he/she is liable for the harm.

An employee who, as a result of an industrial accident or occupational disease is acknowledged as being temporarily unfit for work, is entitled to an accident supplement (as a salary compensation) from the first day of temporary incapacity for work, if he/she receives sickness benefits under a sickness insurance scheme. The accident supplement is paid in respect of individual days.

The employee who sustains an injury is entitled to injury annuity payments if, as a result of industrial accident or occupational disease, his/her capacity to perform the work that he/she had performed before the injury has been diminished by more than 40 %.

The injured employee is entitled to a lump sum compensation if, as a result of an industrial accident or occupational disease, his/her capacity to work has been reduced by not more than 40 %, but more than 10 %, even if the entitlement to injury annuity has lapsed, provided that the reduction of capacity for work is at least 10 %.

The entitlement to start drawing compensation for occupational accidents and diseases shall be applied within 3 years of such entitlement or the entitlement will lapse.

Employers must take out compulsory injury insurance (as from the date on which they start employing at least 1 employee), but insurance benefits go to the employee concerned or an authorised person.

d. Unemployment insurance

The system of social insurance also includes the system of unemployment insurance. The insured person is entitled to unemployment benefit under the condition that he/she had unemployment insurance for at least 2 years (i.e. 730 days) within the past 3 years before being included into the registry of unemployed job seekers.

Those entitled to the unemployment benefit are those insured persons who within the past 4 years before being included into the registry of unemployment job seekers achieved at least 2 years of insurance related to the labour relation concluded for a definite period, or 2 years of the voluntary insurance, and at the same time was not insured for the purposes of unemployment due to other activity as an employee.

The entitlement ceases after a 6month period has elapsed (in certain cases a 4month elapsed period) from the commencement of the benefit entitlement, or as of the day of granting the old-age pension, the early old-age pension and the invalidity pension due to incapacity to perform gainful activity by more than 70 % or after being excluded out of the registry of unemployment job seekers . The unemployment insurance does not relate to the natural person who had been granted the old-age pension, the early old-age pension or the invalidity pension due to a decrease in performing gainful activities by more than 70 %.

The unemployment benefit is assessed on a daily basis. The amount of unemployment benefit equals 50 % of the daily assessment multiplied by the number of days in the month. The daily assessment basis to determine the unemployment benefit depends on the amount of unemployment insurance contributions completed by the person in past 2 years.

The insured person is not entitled to unemployment benefit disbursement in the period when being granted: sickness benefit, nursing benefit, maternity benefit or parental allowance.



The unemployment insurance is mandatory for an **employee** having compulsory sickness insurance (see definition of an employee under section A. Social insurance, for the purpose of sickness, pension and unemployment insurance).

An employee for the purpose of sickness, pension and unemployment insurance, shall be an individual in a legal relationship with a right to a regular or irregular monthly income and also a person performing activities on the basis of *agreements on work performance besides work contract* with a regular monthly income, except for a person:

- ✓ performing activities on the basis of a *Contract for part-time work of students* and
- ✓ performing activities on the basis of an agreement on the performance of work or contract for services, if the person is granted the old-age, disability, retirement pension and has reached the old-age, disability, retirement age.

Voluntary unemployment insurance may choose a person after reaching 16 years of age, having permanent residence on the territory of the SR, temporary residence permit or permanent residence permit (EU/EEA/Swiss citizens fulfil this condition if they have residence in EU/EEA/Switzerland), and not being granted early old-age pension (i.e. students, researchers and other persons not falling into the scope of the above groups).

Voluntary unemployment insurance may only choose a person, having voluntary health and pension insurance; and a self-employed having permanent residence on the territory of the SR, temporary residence permit or permanent residence permit, also having voluntary health and pension insurance.

e. Guarantee insurance

Guarantee insurance is applicable in the case of an employer's insolvency. Entitled to this type of benefit is the employee whose employer has become insolvent and as a result cannot provide employees' entitlements. The benefit is provided for a 3month period under the condition that the labour relationship duration for the past 18 months preceding the employer's insolvency. The benefit is paid as a lump sum.

B. Social assistance

The system of social assistance allows **citizens below the statutory subsistence minimum** to receive substitute resources from the state in the form of benefits.

If you are in a difficult social situation, you may be eligible to use so-called social services. Social services are governed by a new Act 448/2008 Coll. on Social Services that has replaced the former system of so-called social assistance.

The aim of provision of social services is prevention, solution, or mitigation of unwanted social situations of individuals; to support an individual to lead self-sufficient life and prevent social exclusion, and to secure the conditions for the satisfaction of an individuals' basic life needs.

Social services include the following:

- ✓ social services to secure necessary conditions for satisfaction of basic life needs in accommodation facilities,
- ✓ social services to support families with children (especially help with child care),
- ✓ social services to resolve unwanted social situations arising due to heavy health impairment, unwanted medical state, or reaching pension age (caretaking service, transport service, guide



- service, reading service, interpretation service, arranging personal assistance, lending gadgets),
- ✓ social services with use of telecommunications technologies,
- ✓ support services.

Social services can be used by Slovak citizens, foreign nationals – EU/EEA/Swiss nationals, and foreign nationals with permanent or temporary residence permit.

When using the social service, the beneficiaries should proceed as follows:

- ✓ Slovak citizens or foreign nationals will ask for evaluation of being reliant on the specific social service,
- ✓ municipality/region will complete medical and social evaluation procedures; issue a medical and social report, outlining reliance on the social service; and make a decision about being reliant on the social service,
- ✓ Slovak citizens or foreign nationals who have been identified as being reliant on the social service will request the municipality/region to provide the social service.

C. State social support

The system of **state social support** is devised to address particular life contingencies, including the birth of a child, child care, death of a family member and others. These benefits are financed directly from the state budget. Usually benefits from state social support are based on the condition of permanent or temporary residence in Slovakia, and not the income of the family or economic activity of a person and his/her family members. For each particular benefit of state social support there exist special conditions for entitlement, which have to be fulfilled.

These include:

- ✓ *child allowance, (recurrent)*
- ✓ *child allowance supplement (recurrent)*
- ✓ *parental allowance, (recurrent)*
- ✓ *child birth grant, (one-off)*
- ✓ *child birth grant bonus (one-off)*
- ✓ *allowance to parents to whom multiple children were born, (recurrent – once a year)*
- ✓ *child care benefit (recurrent)*
- ✓ *alimony substitution (recurrent)*
- ✓ *allowances supporting alternative child care (various one-off and recurrent allowances)*
- ✓ *funeral grant (one-off)*

D. Selected types of family benefits in more detail

Parental allowance

Parental allowance is a state social benefit whereby the state makes a contribution towards enabling the parent to take proper care of a child of up to 3 years of age, or up to 6 years of age in case of a child with long-term poor health, or up to 6 years of a child placed in substitute parental care, not longer than 3 years from the date on which the decision of the court to place the child in substitute care became final. Those eligible to claim parental allowances are the parents of the child (i.e. his/her father or mother) or persons providing substitute parental care.

Entitlement criteria:



- ✓ Proper care by the parent of at least 1 child;
- ✓ Permanent or temporary residence of the eligible person in the Slovak Republic;
- ✓ Permanent or temporary residence of the child in the Slovak Republic.

If the parent is entitled to maternity/equivalent benefit, the amount is decreased by the amount of this benefit.

Eligible persons may claim a parental allowance by filing a written application with the Office of Labour, Social Affairs and Family having the competence for that person's place of permanent or temporary residence. Application form can be downloaded at www.employment.gov.sk/ziadosti-a-potvrdenia-na-ucely-statnych-socialnych-davok.htm (in Slovak only).

Child allowance

Child allowance is a state social benefit whereby the state contributes to the upbringing and maintenance of dependent children by eligible persons (e.g. parents, foster parents).

In general, a dependent child is defined as a child receiving compulsory education, at maximum up to the age of 25, on condition s/he is in continuous education for the future profession and until s/he has graduated from the 2nd level of higher education.

Only 1 adult person is entitled to the allowance for the same child.

Entitlement to child allowance arises upon the fulfilment of the following conditions: care of the child by the eligible person, permanent or temporary residence of the eligible person in the Slovak Republic, permanent or temporary residence of the dependent child in the Slovak Republic. As of January 2014, the amount of allowance is 23.52 €/month.

Eligible persons may claim child allowance by filing a written application with the Office of Labour, Social Affairs and Family having competence for the eligible person's place of permanent or temporary residence. Application form can be downloaded at www.employment.gov.sk/ziadosti-a-potvrdenia-na-ucely-statnych-socialnych-davok.html (in Slovak only).

Example:

A university teacher from Russia will come to Slovakia with his wife and a 2-year old child on a basis of an agreed scholarship. Does he have right to a parental allowance? Which social security provisions will apply?

According to the Act No. 571/2009 Coll. on parental allowance and on the amendments of certain laws, gives conditions for the foreigner to claim the benefit: he /she is an **eligible person** (child's parent, spouse of the child's parent, if living in the same household, child's guardian), he/she is **taking proper care of the child**, he/she and also the child has **permanent or temporary residence at the territory of the Slovak Republic**. The person is not eligible to claim the allowance, if he/she has already a right for a similar allowance in another member state, and the amount is higher than the parental allowance in Slovakia; if a non-member state disburses a similar allowance to the person.

The eligible person has to give proof to the facts decisive for entitlement to the parental allowance, the amount and payment thereof, and announce in writing within eight days any change of these facts to the payer. The right to the parental allowance expires from the first day of the calendar month, following the calendar month when the child turned 3 years of age.



The decision about the allowance disbursement lies with the Local office of Labour, Social Affairs and Family, correspondent to the place of permanent or temporary residence.

Find your Local office of Labour, Social Affairs and Family on [this link >>](#).

Read more about the living conditions of foreigners on [this link >>](#).



EURAXESS Slovakia - Researchers' mobility made easier

EURAXESS aims to facilitate mobility by removing obstacles connected to legislation and administrative duties (visa and residence, social security, taxation, recognition of diplomas), but also related to social and cultural aspects.

Slovakia joined the EURAXESS initiative through SAIA in 2004. Researchers in all their career stages who have questions concerning their research mobility, international or intersectoral, can contact our EURAXESS Service Centres in SAIA offices located throughout the country (in Bratislava, Nitra, Žilina, Banská Bystrica and Košice). You can also consult EURAXESS Slovakia website at www.euraxess.sk. It is a part of the European network of EURAXESS websites, which exist in 39 countries. They are all connected with the European EURAXESS. Researchers in Motion portal <http://ec.europa.eu/euraxess>.

All the services are offered free of charge.

EURAXESS consists of four main initiatives:



EURAXESS Jobs is a simple, free of charge tool. Researchers can find a pool of constantly updated information on job vacancies, funding opportunities and fellowships throughout Europe and publish their CVs available to registered research organisations. On the other hand, research organisations can publish their research job vacancies.



EURAXESS Services is a network of more than 200 Service Centres located in 40 European countries. These Centres provide free personalised assistance and help researchers and their family plan and organise their move to a foreign country.



EURAXESS Rights provides mainly information on the rights and duties of researchers, as well as research and funding organisations arising from The European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.



EURAXESS Links is a networking tool for European researchers working outside Europe. It is established in Brazil, China, India, Japan, North America and the ASEAN countries.

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SAIA, n. o. (Slovak Academic Information Agency)

SAIA, n. o., is a non-governmental non-profit organisation implementing programmes and providing services aimed at enhancement of civil society, and assisting in internationalisation of education and research in Slovakia since 1990.

SAIA manages different mobility programmes for outgoing and incoming university students, PhD. students, university teachers and researchers within bi-lateral and multilateral programmes. Moreover we provide information about studying abroad and in Slovakia, organise selection committees within various scholarship programmes, seminars for Slovak universities and research organisations, prepare and publish publications and are involved in various other activities related to internationalisation of higher education and science.

Currently SAIA administers the following programmes:

- **Academic Mobility** – scholarships based on the intergovernmental bilateral agreements
(more information on www.saia.sk or <http://granty.saia.sk>)
- **National Scholarship Programme of the Slovak Republic**
(more information on www.scholarships.sk)
- **Action Austria - Slovakia, Co-operation in Science and Education**
(more information on www.aktion.saia.sk)
- **CEEPUS - Central European Exchange Programme for University Studies**
(more information on www.ceepus.saia.sk)
- **Sciex-NMS^{ch} - Swiss-Slovak Scholarship Fund**
(more information on www.sciex.sk)
- **EEA Scholarship Programme Slovakia**
(more information on www.eeasp.saia.sk)
- **EURAXESS - European Services Network for Researchers**
(more information on www.euraxess.sk)

SAIA as of January 2015 runs offices in five university towns throughout Slovakia (in Bratislava, Nitra, Žilina, Banská Bystrica, and Košice).

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