

CURRICULUM VITAE

1. PERSONAL DATA:

Name and surname: **Mgr. Katarína Matulníková**

Current position: **WOLF THEISS, Managing Partner**

E-mail: katarina.matulnikova@woltheiss.com

Mob.: +421 917 867 999



2. EDUCATION:

a)	Institution:	Comenius University Bratislava, Faculty of Law
	Period:	September 1996 – June 2001
	Degree:	Mgr.
b)	Institution:	University of Economics Programme: <i>European Integration and Internationalisation</i>
	Period:	February 1999 – December 1999
	Degree:	programme without specific academic degree
c)	Institution:	University of Cambridge (in cooperation with Faculty of Law of Charles University in Prague) Programme: <i>Introduction to English law and the Law of European Union</i>
	Period:	September 2001- July 2003
	Degree:	programme without specific academic degree

3. EXPERIENCE

a)	Company:	Mgr. Michal Mišík, advokát Bratislava
	Period:	September 2001 – October 2004
	Position:	Legal trainee (<i>advokátska koncipientka</i>)

b)	Company:	DLA Piper Weiss-Tessbach Rechtsanwälte GmbH, organizačná zložka Bratislava
	Period:	November 2004 – August 2010
	Position:	Junior Associate (<i>advokátska koncipientka</i>) (2004 - 2006) Senior Associate (<i>advokátka</i>) (2006 - 2010) <u>Practice areas:</u> corporate, M&A, employment, real estate
c)	Company:	Allen & Overy Bratislava, s.r.o. Bratislava
	Period:	September 2010 – March 2023
	Position:	Senior Associate (<i>advokátka</i>), Head of Slovak Employment & Benefits Practice (2010 – 2015) Counsel (<i>advokátka</i>), Head of Slovak Employment & Benefits Practice (2015 – 2023) Katarína headed the Employment & Benefits practice in Bratislava. She regularly advised employers in a wide variety of industry sectors on the full range of employment law issues, both contentious and non-contentious.
d)	Company:	WOLF THEISS (WOLF THEISS Rechtsanwälte GmbH & Co KG, organizačná zložka) Bratislava
	Period:	since April 2023
	Position:	Managing Partner, Head of Slovak Employment Practice Katarína has been the Managing Partner and the Head of the Employment Team of Wolf Theiss Bratislava since April 2023. With over two decades of experience with employment and labour law, she advises large national and multinational companies in a wide variety of industry sectors on the full range of employment law issues ranging from employment restructurings, international assignments, employee transfers and redundancies to benefit / incentive schemes, employment aspects of acquisitions, and data protection regulations. Katarína regularly drafts internal policies as well as employment and management agreements.

		<p>Katarína is an experienced litigator, an avid supporter of the speak-up culture and whistleblowing, and a highly sought-after legal advisor to employers conducting internal company investigations or reviewing complaints and notifications. She frequently represents clients in collective negotiations, individual and collective labour law disputes.</p> <p>Katarína has a significant corporate background with a wide array of clients benefiting from her advice on a range of corporate and regulatory matters, as well as various M&A and real estate matters.</p>
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4. **LANGUAGES**

English – C1

German – A2

CHALLENGES AHEAD

(the suggested areas for the Employment and Social Affairs Committee to focus on)

I have been an active member of the Employment and Social Affairs Committee of AmCham in Slovakia since 2010. I participated in and contributed to numerous discussions related to various changes to the Slovak Labour Code and co-led the initiative related to commenting on the new regulation of home office.

As a chairman of the Employment and Social Affairs Committee, I will be focusing on the following:

1. Foster the agenda of digitalisation of the employment relationships

The Employment and Social Affairs Committee has organised a meeting with the Ministry of Labour, Social Affairs and Family of the Slovak Republic on the subject of digitalisation of the employment relationships. The discussion was focused on the existing framework regulating the use of electronic signatures in employment relationships and serving/delivering employment-related documents between the employer and the employee.

In terms of **next steps**, the Employment and Social Affairs Committee, shall:

- come up with the draft guidance for the labour inspectorates on use of the electronic signatures of the relevant changes to the Labour Code (enabling digital exchange of the employment documentation),
- use the upcoming material changes to the Civil Code to continue and actively promote the respective debate among the relevant stakeholders (in particular, the Ministry of Labour, Social Affairs and Family and the employers' associations) on the relevant changes in the Slovak Labour Code, enabling digital delivery of documents in the employment relationships, and
- use the upcoming material changes to the Civil Code to continue and actively promote the debate among the relevant stakeholders (in particular, the Ministry of Labour, Social Affairs and Family and the employers' associations) on further changes to be made to the employment regulation, reflecting the increasing use of AI, new forms of work, gig economy and insufficiencies identified in the practice.

2. Gender Pay Gap Agenda

The Employment and Social Affairs Committee has commented on the draft new law on the application of the principle of equal pay for men and women for equal work or work of equal value, which implements the Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.

The Employment and Social Affairs Committee shall continue to be one of the stakeholders in the process of preparing the relevant methodology, providing further guidance to employers to determine the work of equal value.

3. Legislative process

Actively **monitor** and **participate in the legislative process** via submitting proposals and comments to the suggested amendments to the employment, occupational health and safety and social security

laws, and keep **vivid contact with the employers' associations and the Ministry of Labour, Social Affairs and Family.**

The Employment and Social Affairs Committee shall carry on with:

- its active participation in the legislative process, and
- actively drive other changes to the existing employment regulation to facilitate the transformation of the Slovak Labour Code into the document matching the changes triggered by the 4th industrial revolution.

4. Platform work

By 2 December 2026, The Slovak Republic shall implement the Directive (EU) 2024/2831 of the European Parliament and of the Council of 23 October 2024 on improving working conditions in platform work, which sets out to significantly improve the labour market status, working conditions, and social security of platform workers.

Monitoring the transposition, along with close involvement of key representatives, is a major requirement for the success of this process. The Employment and Social Affairs Committee is committed to be the active stakeholder in the legislative process of the implementation of the directive into the Slovak legal system.

5. Carry on sharing best practices among AmCham's members

The Employment and Social Affairs Committee has successfully organised several HR Learning Circle workshops on topics of:

- equal pay for equal work,
- trust, corporate ethics and workplace investigations,
- social dialogue that works - law, tactics & practice.

ESAC shall continue to promote active knowledge and best practices sharing via contributing to the HR Learning Circle or own meetings and events, focusing on the following topics:

- bogus employment,
- equal pay for equal work,
- AI in employment,
- new forms of employment.

6. Cooperate with other committees within and other chambers in overlapping agenda (talent acquisition, talent retention, education and AI).