

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- come up with the draft guidance for the labour inspectorates on use of the electronic signatures of the relevant changes to the Labour Code (enabling digital exchange of the employment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).