

WHAT IS DEPENDENT WORK?

Are you a sole trader? Did you know that a sole trader can also be illegally employed? If you work:

- | as a subordinate of an employer/trade partner,
- | personally for an employer/trade partner,
- | according to their instructions,
- | in their name,
- | during working hours prescribed by the employer/trade partner,

your work is dependent. Dependent work cannot be performed under a contractual civil-law relationship or a contractual commercial relationship.



DO NOT LET ANYONE FORCE YOU TO TRADE YOUR EMPLOYMENT CONTRACT FOR A SOLE PROPRIETORSHIP, DO NOT LOSE THE ASSURANCES OF EMPLOYMENT!

WHO DOESN'T NEED AN EMPLOYMENT CONTRACT?

You can legally work without an employment contract or agreement only if you are helping a self-employed person, who is your direct relative, sibling or spouse, if you

- | have pension insurance,
- | are a pension holder,
- | are a student under 26 years of age.

AVOID FINES, WORK LEGALLY!

An illegally employed person is committing an infraction and can be fined

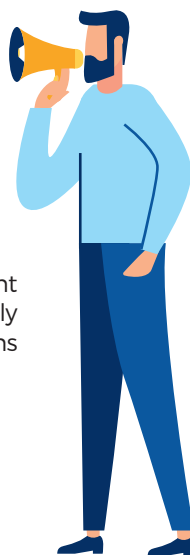
up to EUR 331

Are you a jobseeker? Do you know that the Office of Work, Social Affairs and Family will strike a jobseeker out of the registry on the day when illegal employment is discovered? Re-registering is only possible again after six months following the date of removal.

MAKE SURE YOU ARE WORKING LEGALLY!

If you want to be sure that you are employed legally when carrying out dependent work:

- have an employment contract or any of the agreements on work performed out of employment signed,
- if you are a third country national, make sure you possess the relevant residence permit and work permit,
- check with your employer if you are registered for social insurance and health insurance,
- if you are a jobseeker, notify your Office of Work, Social Affairs and Family of your new employment.



Should you have any questions, please do not hesitate to contact your relevant labour inspectorate where you can get free counselling regarding legal employment.

The contact information for labour inspectorates, as well as other information, can be found at the webpage www.ip.gov.sk and on the Facebook profile 'Inšpekcia práce SR' (<https://www.facebook.com/inspekciapracesr>).



DO YOU WORK? IS YOUR EMPLOYMENT LEGAL?

To work and to enjoy the benefits of employment is every working person's dream. This flyer aims to introduce legal employment and to point out its advantages.

WHAT IS LEGAL EMPLOYMENT?

dependent work carried out by a natural person for a legal entity on the basis of a written employment contract or any of the available agreements on work performed out of employment.

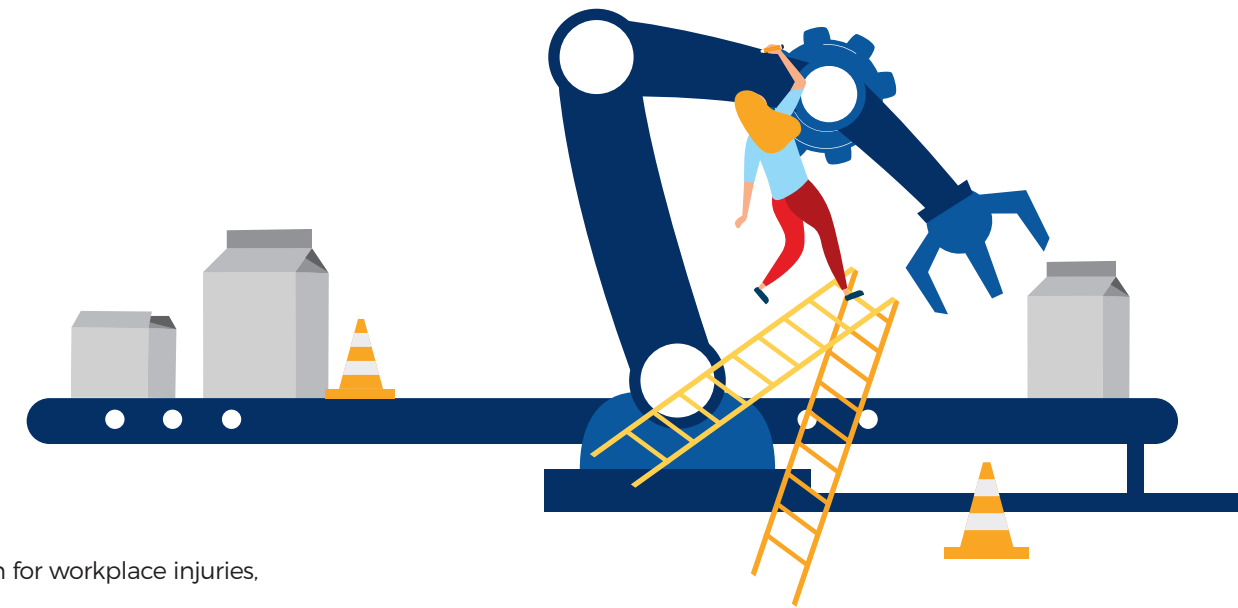
dependent work carried out by a national of a country which is not a member of the European Union, other country participating in the European Economic Area Agreement or the Swiss Confederation or by a person without citizenship (hereinafter as a 'third country national') for a legal entity on the basis of a relevant residence and work permit.



IF YOU ARE A THIRD COUNTRY NATIONAL, DO NOT FORGET ABOUT YOUR RESIDENCE AND EMPLOYMENT PERMIT!

AS A LEGALLY EMPLOYED PERSON, YOU ARE ENTITLED TO:

- | your salary and relevant compensation for each hour worked as guaranteed by law,
- | maximum working hours and minimum daily and weekly rest as guaranteed by law,
- | health insurance,
- | paid leave,
- | compensation for obstacles to work - doctor visits and accompanying a family member to treatment at a medical facility,
- | provision of meals with employer's meal contributions,
- | ensuring adherence to the occupational health and safety regulations,
- | compensation for workplace injuries,
- | employer's contributions to additional pension scheme when performing risky work,
- | income replacement and sick leave during temporary incapacity for work,
- | maternity compensation during maternity or parental leave,
- | nursing compensation when caring for a sick child full-time,
- | legal protection against arbitrary release from employment or other arbitrary actions by the employer,
- | unemployment benefit in the event of loss of employment,
- | child tax benefit,
- | old age pension benefits after reaching retirement age, the amount of which is based on the length of contributing to the Social Insurance Agency and on the amount of paid contributions to social insurance.



ILLEGAL EMPLOYMENT MAY BACKFIRE ON YOU IN THE EVENT OF A WORKPLACE INJURY!



DO NOT AGREE TO SALARY IN CASH WITHOUT A PAYSリップ, DO NOT GIVE UP YOUR SAFE FUTURE!



DO NOT FORGET TO SIGN AN EMPLOYMENT CONTRACT OR AN AGREEMENT BEFORE STARTING WORKING!