



NEWS REPORT

Date:	28 March 2011
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Title:	Labour Code Extending the Scope of Protected Grounds
Country:	Slovakia
Context	
Issue at stake:	An amendment to the Labour Code, effective as of 1 April 2011, extended the scope of the protected grounds to include sexual orientation and thus to get the list of protected grounds into compliance with the Anti-Discrimination Act. The amendment also included "genetic features" as a new protected ground, not covered by any piece of the Slovak legislation yet. All grounds protected by the directives + others
Ground of discrimination:	
Source:	Legislation
Field:	Employment
Legislative provisions:	Article 1 of the Basic Principles of the Labour Code, Section 13 para 2 of the Labour Code (Act No 311/2001 Coll. as amended by the Act No 48/2011 Coll.)

Content

Law: As of 1 April 2011, an amendment to the Labour Code¹ No 48/2011 from 8 February 2011 will have the effect of bringing the list of the protected grounds against discrimination in line with the Anti-Discrimination Act². Thus, Article 1 of the Basic Principles of the Labour Code, unlike its current wording, will contain an explicit reference to sexual orientation as a prohibited ground of discrimination. It also was extended to a new ground, namely "genetic features". Section 13 of the Labour Code was also amended to contain the same enumeration of grounds as the amended Article 1 of the Basic Principles. The Labour Code consequently now lists all the grounds that are protected under the Anti-Discrimination Act³ plus also contains trade union involvement, unfavourable state of health and genetic features as additional grounds.

Internet link source and additional information: The amendment of the Labour Code No 48/2011 Coll. is available at <http://www.zbierka.sk/zz/predpisy/default.aspx?PredpisID=210114&FileName=zz2011-00048-0210114&Rocnik=2011>.

¹ Act No 311/2001 Coll. The Labour Code, as amended.

² Act No 365/2004 Coll. on Equal Treatment in Certain Areas and on Protection against Discrimination, as amended.

³ As of 2008, the Anti-Discrimination Act lists these grounds as protected grounds: sex, religion or belief, race, affiliation with nationality or an ethnic group, disability, age, sexual orientation, marital status and family status, colour of skin, language, political or other opinion, national or social origin, property, lineage/gender or other status.