

Development of the institute of holidays in the Czech Republic and in the Slovak Republic in the years 1918 – 2020

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Abstract

The scientific study (ScS) is based on the key conclusions of my DiP (dissertation) on the legal status as of the 1st of the January, 2021 according to Act No. 285/2020 Coll. in the range of 264 pages. The DiP contains an overview of labor law legislation, especially holiday regulations, in the territory of historical Bohemia, Moravia and Silesia on the one hand and in the territory of today's Slovakia on the other. For the needs of this scientific study, the year 1918 was chosen, when a common state of Czechs and Slovaks was established. Unfortunately, convergence efforts to achieve uniform codification legislation throughout the country have not been fulfilled. However, in 1934 at least uniform labor legislation was achieved, including leave for most employees in all countries (parts) of the republic. This legal status developed in the following years 1935-1939, only to be divided again at the end of the decade. The Czech lands became part of the German Protectorate, Subcarpathian Russia became part of Hungary and the Slovak state became a satellite of Germany, each area had a different legal regulation of labor law issues. In the post-war period, it was again the same in the case of Bohemia and Slovakia. Legal regulation was usually valid for one, maximum two years. Great progress in this problematic was Act No. 81/1959 Coll., which introduced paid leave for all employees in principle, was effective for six years. Legislative success is undoubtedly the codification of labor law by Act No. 65/1965 Coll., which repealed the last provisions of the General Austrian Civil Code (1811) in labor law matters and also repealed the effectiveness of many First Republic legislation on this subject. To the date of 1st of January, 1993, the Czechoslovak federation disintegrated, and the legislation in Bohemia and Moravia gradually began to differ again from the legislation in force in Slovakia. In the Czech Republic, a new Labor Code, Act No. 262/2006 Coll., was adopted with effect from 1 January 2007; in Slovakia, the new Labor Code was adopted in 2001 by Act No. 311 with effect from 1 April 2002.

ScS also maps this latest legislative development, compares the issue of holidays. In the conclusion, hypotheses are given about the future development of society with its socio-economic and technical determinants, to which the legal institute of leave should respond.

Keywords: leave; entitlement to leave; additional leave; international regulation of labor law issues and labor protection; amendment to the Labor Code

1. Introduction

The need for good working conditions and longer breaks at work due to rest, regeneration, prevention of accidents at work, damage to health and maintaining the ability to long-term work began to be realized by rulers in connection with their subjects, who mined minerals for them and thus brought them wealth. And for the soldiers who protected them, or helped quickly get strangers. The peasants were unlucky, because agriculture showed on average decent results over time, in times of crop failure they had to work even more intensively. Influence from the earliest times, Christian traditions have been Sundays and church holidays, when only the most necessary work around cattle was done.

Due to different historical and legal developments in the territory of Bohemia and Moravia (part of the former Předlitavsko) and the territory of Slovakia (Zalitavska), labor law was considerably fragmented. While slavery was abolished a little earlier in Bohemia and Moravia (four years), the onset of the industrial revolution was hastened in the western part of the empire by about half a century. This disparity between production and social relations was naturally reflected in the legislation.

In Bohemia and Moravia, the Austrian Civil Code applied, which was also the first more general regulation of labor relations. V XXVI. head (§§ 1151-1174) dealt with the service contract, the third partial amendment became independent service contract and work contract (1916).

The working conditions of employees of many types of employment were regulated by the Trade Licensing Regulations; Sundays and public holidays continued to be public holidays. From the middle of the 19th century, the number of factory workers grew rapidly and there was an objective need for international regulation of working conditions and labor management. Efforts to formulate requirements for solutions and international regulation of labor legislation and labor protection have also intensified. Trade unions, workers' associations and political parties, even international organizations, began to emerge. In the struggle for political power, labor and social issues began to emerge. There has been an increasing regulation and restriction of child labor, and the first protectionist measures for women's work have emerged.

The holiday institute is very young, in terms of legal history it is basically a novelty. Modern European countries have developed the institute of leave only in connection with temporary rest outside the service for senior military officers (from major upwards), senior civil servants and teachers. Before the First World War, it began to appear more and more often in the employment contracts of employees of other working groups in Předlitavsko. In 1910, business assistants were also entitled to leave, and from 1914, farm officials. In January 1914, Act No. 15 of the Reich Code came into force, which regulated employment conditions, including the leave of civil servants and civil servants (stewards), the so-called service pragmatics.

In the territory of today's Slovakia, customary legal norms still applied, the Austrian Civil Code (ABGB) applied here only in the years 1852-1861. The result of the work of the Judexcuric Conference in the spring of 1861 was a return to Hungarian law.

2. Czechoslovak Republic 1918 – 1934

The Czechoslovak Republic was established at the end of October 1918, as the first in the world (together with the then Russia) to adopt a law (No. 91/1918 Coll.) In December 1918,

on eight-hour working hours, there was a sophisticated system of social support. Service pragmatics also came into force in Slovakia and Subcarpathian Russia (Act No. 15/1914 Coll.).

Since the 1920s, employees of several European countries, such as the Czechoslovak Republic, Austria, Germany, England, etc., have received several days off (6 to 8), on the other hand, there have been more holidays than today. The waiting period, ie the necessary period of work before the right to leave arose, was one year, which means that in the first year of employment, employees could not take leave.

In the Czechoslovak Republic, the holiday was regulated by Act No. 262/1921 Coll. for miners lasting 6 to 8 days, in Bohemia (in Moravia and Silesia) from the 1st of May, 1925 (Act No. 67/1925 Coll.) all employees who worked for the same employer for at least one year in the length of 6 days, if they worked for the same employer for more than ten years, they were entitled to 7 days of leave and if they worked for the same employer for more than fifteen years, they were entitled to take 8 days of leave.

For civil servants, the groundbreaking law of the National Assembly (valid for the whole republic) No. 103/1926 (depending on the class achieved, depending on education, work results and length of employment), the length of leave was extended to two to six weeks in a calendar year. An important milestone for all employees was the year 1934, when a very successful and modern Act No. 154/1934 Coll. Was issued. (again valid for the whole republic). To a certain extent unified the very fragmented legal regulation of leave, the leave was substantially extended and a larger number of employees (apart from sales representatives and workers under the Trade Licensing Act) gained the right to it. The law allowed all employees who had worked for the same employer for up to five years, three weeks for the same employer for up to ten years, and four weeks for more than fifteen years for the same employer to take two calendar weeks' leave. The waiting period was reduced to six months and an employee who was looking for a new job was entitled to dismissal for two half days a week (unpaid).

The legal level of Slovakia has clearly increased with the accession to the Czech Republic. Until 1934, customary and Hungarian law from 1872-1911 applied to some employees. In the territory Slovakia and Subcarpathian Russia, exist Act No. 244/1922 Coll. Was effective from the 24th of August, 1922. He referred to the labor law provisions of the ABGB (§§ 1151-1174) on the lease agreement and the work contract, referring to Czech Act No. 155/1921 Coll. From the 1st of the January, 1926, Act No. 103/1926 Coll. Was also effective in Slovakia and from the 1st of November, 1934 Act No. 154/1934 Coll. In some provisions, labor law in Slovakia was more elaborate than in the Czech Republic than in the Czech Republic, eg in the absence of contracting the amount of wages, the law assumed that the usual wage was contracted, at the end of employment the employee enjoyed greater benefits, e.g. the obligation to issue a work report at the employee's request, which would not prevent him from being re-hired (with a positive evaluation), etc.

3. Czechoslovak Republic 1935 – 1939

The short period of 1935-1939 did not bring any changes in the field of leave, labor law developed for the benefit of employees (eg by adopting the Act on the Salary Conditions of Civil Servants (1936), Act No. 141/1937 Coll., On Collective Agreements and some others), by 1937, the state's economy was growing. After twenty years of its existence, the Czech Republic was annexed by Germany (in March 15th, 1939), Slovakia broke away and formed an independent state (in March 14th, 1939), Subcarpathian Russia was lost, first from March 14th, 1939 in favor of Hungary, later from June 29th, 1945 in favor of Ukraine (USSR). Slovakia

rejoined the Czech Republic in 1945 and until 1992 formed a constituency with the same legislation.

4. Protectorate of Bohemia and Moravia 1939 – 1945

In the Protectorate of Bohemia and Moravia, Act No. 67/1925 Coll. Was used, paid leave was extended to apprentices. Back in 1940, eight-hour working hours were abolished, which could be exceeded by up to two hours a day. At the end of the year, Act No. 262/1921 Coll., On paid leave for miners, was amended. Persons under the age of sixteen were entitled to fourteen days of leave in a calendar year after six months of continuous employment in mining, and persons from sixteen to eighteen years of age to twelve days of leave. The age of the employee as of 1st January of the calendar year in which the leave was provided was decisive for the assessment of leave.

According to Government Decree No. 33/1942 Coll. § 2, the length of leave for mining workers who were continuously in this field from six months to five years was six days, from five to ten years seven days, from ten to fifteen years ten days and in the case of employment over fifteen years twelve days. Other employees were entitled to six days 'leave if they worked continuously for the same employer for at least six months to ten years, seven days' leave for ten to fifteen years employment and eight days' leave if they were employed for more than 15 years. Sundays and holidays were included in the length of holidays and paid for.

Labor law was repressive in nature with discriminatory elements, by Order of the Minister of Economy No. 182/1944 Coll. the use of leave was even suspended (except for men who were at least 65 years of age and women 50 years of age by 31st of December, 1944).

5. Slovak state 1939 – 1945

Working and legal conditions in Slovakia during the Slovak state were only slightly better than in Bohemia and Moravia. For the purposes of leave, Act No. 154/1934 Coll. Was applied, however, in the later years of the war it was unsustainable in terms of employees' work benefits, Act No. 87/1944 Coll. already reflected the adaptation of working conditions to the war economy. According to its provisions § 5 par. 1, the length of leave for each calendar year was determined according to the length of employment of the employee. Up to five years of employment, the length of leave was 7 days, from five to ten years 8 days, from ten to fifteen years ten days, from fifteen to twenty years twelve days and over twenty years of employment the length of leave was fourteen days. These were slightly better conditions for employees than those offered by Acts No. 262/1921 Coll. and No. 67/1925 Coll., but did not achieve benefits under Act No. 154/1934 Coll.

6. Post-war development in Czechoslovakia until 1992

After the Second World War, the institute of holidays developed significantly in connection with the development of political, economic and labor rights in Europe and in some other developed countries of the world. The regulation of leave became part of the basic rights in 1948. From the second half of May, 1945, the legal status of Bohemia and Slovakia was reunited.

In 1947, there was also a significant improvement in working-law conditions in the Czechoslovak Republic, as employees under the age of 18 and over 50 could also take 3 weeks off while maintaining other conditions and 4 weeks off from those who were in employment

after reaching 18 years of age, relationship with the same employer or in the same company, or in the same field or in the same group of occupations for more than 15 years. Other laws that regulated the institute of leave had a similar construction as Act No. 82/1947 Coll. They differed in minor modifications. These were Acts No. 220/1947 Coll., No. 31/1948 Coll., No. 91/1949 Coll. (reduction of the waiting period to 5 months for employees under the age of 26 who have successfully completed their studies, including previous employment in the entitlement to leave). So all employees over the age of 18 who had worked together for more than 15 years were already entitled to paid leave of 4 weeks in 1949.

Later Acts No. 32/1950 Coll. (with the extension of the waiting period from 9 to 11 months), No. 33/1950 Coll., No. 143/1950 Coll., (waiting period of 5 months for employees up to 26 years of age and for women who entered the first employment relationship), No. 198/1950 Coll., No. 11/1952 Coll. and No. 12/1952 Coll. The implementing decree of the State Planning Office No. 122/1952 Coll. Was important, according to which the length of all previous employment relationships together was taken into account for the purposes of leave). Other laws governing leave were Acts No. 4/1953 Coll. and Act No. 3/1954 Coll. Act No. 3/1954 Coll. from the end of the Second World War it was the first in a row, the effectiveness of which was longer than one year, specifically from the 1st of January, 1954 to 31st of December, 1957. According to its regulation, graduates of vocational schools were newly counted. paragraph 3 of Act No. 110/1951 Coll.) teaching time, the decisive state was shifted from 1 May to 1 August and the waiting time for additional leave was reduced from 9 to 6 months of underground work.

Other laws regulating the institute of leave were Acts No. 9/1955 Coll. and No. 11/1956 Coll. Pursuant to Act No. 45/1956 Coll., On the reduction of working hours, with effect from 1st of October, 1956, working hours were reduced to 46 hours per week, for employees under 16 years of age to a maximum of 36 hours per week¹.

Other laws regulating holidays in the years 1957-1959 were Acts No. 140/1956 Coll. and No. 69/1957 Coll. Legislative regulation according to Act No. 70/1958 Coll. together with its implementing decree, Government Decree No. 92/1958 Coll., abolished the administrative allocation of graduates to potential employers and, conversely, gave graduates overviews of vacancies.

A very successful Act No. 81/1959 Coll., On paid leave, introduced paid leave in principle for all employees in an employment relationship, including civil servants. The legislation before the adoption of this law was inconsistent and applied to employees in various professions. The law further expanded the possibilities (circle of employees) for the provision of additional leave. On the other hand, it made the so-called loss of years of service decisive for the length of leave when changing jobs to another, less important job or when changing jobs without serious reasons. The provision on waiting time for a woman who cared for at least one household member and entered employment for the first time (since Act No. 143/1950 Coll.) Has now been amended for a woman who did not enter employment for the first time after caring for a household member. The reduced waiting period of five months now also applied to a woman if the interruption of her employment lasted at least two years, unless she proved that she had terminated her previous employment for important family or health reasons (according to the provisions of § 1 para. 2).

¹ According to the current Czech legislation (provisions of §79a), the length of a shift for an employee under 18 years of age may not exceed 8 hours per day and more than 40 hours per week, according to Slovak legislation (§85 par. 7) years of age maximum 30 hours per week (even in case of work for more employers), juvenile employee 37.5 hours (even in case of work for more employers).

The period of continuous employment with the same employer also included the period of active military service, the period of successfully completed studies, the period of scientific (or artistic) post-graduate studies and the period of membership in a production cooperative, if these periods fell after 18 years of age. employees (according to the provisions of § 3).

The Labor Code of 1965 shortened and unified the waiting period to five months of employment and working at least 75 working days (shifts). The right to 3 weeks of leave in a calendar year, in addition to maintaining other conditions, also arose newly after working for at least five years for all employers in total.

On the 15th of May, 1968, Decree No. 63/1968 Coll. of the Ministry of Labor and Social Affairs was adopted, on the principles for reducing weekly working hours and for introducing operating and working regimes with a five-day working week. Saturdays became a day of work rest, and in organizations that created the economic preconditions for this, working hours could be reduced to 40 hours per week.

Act No. 84/1968 Coll. censorship was lifted on the 26th of June and the idea of a liberal reform of society prevailed, which was violently suppressed less than two months later and the political system preserved for another twenty years. However, our economy and social system was still "at the top half of the table" compared to about 220 other countries (and countries) in the world. It is quite clear that many wrongs have a long-term solution, many have been resolved by several generations of the legal successors of the original parties to the dispute. For example: in connection with the loss of the territory of Subcarpathian Russia in 1945, the property settlement of citizens is not closed even today after almost eighty years. Recently, several laws have been adopted (eg No. 212/2009 Coll., No. 121/2012 Coll. Or 364/2017 Coll.), And they have not brought a definitive point either.

On the 23rd of November, 1970, Act No. 100/1970 Coll., On the employment of members of the National Security Corps, was adopted, which also supplemented the Labor Code. The provision of § 1 defined the employment relationship, the origin of the right to leave was described in the provision of § 38. According to paragraph 2, the member was entitled to proportional leave for the calendar year in which the employment relationship arose, even if he did not meet the condition specified in the previous paragraph. Pursuant to the provisions of Section 39, Paragraph 1, the basic amount of leave was 30 calendar days (still valid). This area was extended by 14 calendar days if the member used at least 14 calendar days of leave for spa treatment on the basis of a decision of the medical commission. It was also possible to shorten the member's leave. Pursuant to the provisions of Section 43, his leave for each day of unexcused absence from service was reduced by two calendar days; however, the leave may not be reduced to less than seven calendar days².

The amendment to the Labor Code, implemented by Act No. 20/1975 Coll., Strengthened the role of the trade union against the hitherto practiced possibility of the (abused) employer to unilaterally terminate the employment relationship with an uncomfortable (politically) worker.

The amendment to the Labor Code, implemented by Act No. 72/1982 Coll., Expanded the possibility of granting a wider range of employees additional and special additional leave.

On the 14th of the December, 1982 (following the adoption of the amendment to the Civil Code, Act No. 131/1982 Coll.), The Government of the Czech Socialist Republic No.

² This was a large deviation from the Labor Code, as it theoretically allowed (admitted) a total unexcused absence of 11 days per calendar year. An ordinary worker (employee) usually received a letter of reprimand for three unexcused absences with the threat of termination of employment due to unsatisfactory results at work.

154/1982 Coll. of the 8th of December, 1982 on the provision of services by citizens on the basis of a national permit was adopted. Committee. The Regulation came into force on 1st of January, 1983. Pursuant to the provisions of Section 1, a citizen may, with the permission of the National Committee, provide for remuneration the benefits in kind and services provided for in this Regulation (hereinafter "services"). This was a significant shift in legislation, which laid the foundation for a citizens' initiative in activities close to small business. On the one hand, it was caused by the development of the hitherto so-called "black work", popularly called "melouchy", which had to be legislated, on the other hand, it was due to social changes.

In 1984, an amendment to the Labor Code (Act No. 111/1984 Coll.) Increased the basic length of leave per calendar year for all employees in the length of 3 calendar weeks.

On the 23rd of June, 1987, Act No. 52/1987 Coll. Was adopted, amending and supplementing certain provisions of the Labor Code. The law came into force on July 1st, 1987. The minor amendment concerned the provisions of Section 6, Paragraph 2 for employees of organizations with foreign ownership, including international economic organizations or their branches based in the Czechoslovak Socialist Republic, for which the Czechoslovak Government could provide a derogation from the Labor Code ratio, work discipline, working hours and rest periods, remuneration, paid leave, reimbursement of expenses in connection with the performance of work, compensation for damage and average earnings.

It was interesting and groundbreaking to change the provisions of § 127 by adding a new paragraph 2. According to its wording, the organization also apologized for the man's absence from work for the period during which he was provided with financial assistance under health insurance regulations or allowance under maternity allowance law; during this period he was not entitled to compensation of wages.

At the same time, the provisions of Section 157 (1) on the length of maternity leave have changed. It was extended from 26 to 28 weeks if the woman gave birth to two or more children at the same time or if she was a single woman, she was newly entitled to maternity leave of 37 weeks.

Furthermore, other provisions of §§ 158 and 159 on maternity leave have been amended. Pursuant to the amended Section 159, Paragraphs 3 and 5, the period of maternity leave was extended from 12 to 14 weeks. These were special cases where the child was born dead or died during maternity leave.

Another change was recorded in the provision of § 160 para. 2 on the extension of maternity leave of 22 weeks if a woman took over another child and 31 weeks if she took over two or more children. Maternity leave was granted until the day the child reached the age of two.

Government Ordinance of the 24th November, 1987 No. 1/1988 Coll., On the sale of goods and provision of other services by citizens on the basis of a permit from the National Committee, was promulgated on the 29th of January, 1988 and entered into force on 1st of February, 1988. scope of Act No. 154/1982 Coll., which allowed extracurricular activities in addition to regular employment within the framework of civic assistance.

Act of the 15th December, 1987, with effect from the 1st of January, 1988 No. 98/1987 Coll., On a special allowance for miners, granted a large part of them a special allowance of CZK 1,000 per month pursuant to the provisions of Section 5, if he performed less risky work in underground of deep mines and in the amount of CZK 1,500 per month in other cases. Pursuant to the provisions of Section 16, a special contribution was due under this Act if the conditions for its recognition were met after 31st of December, 1987.

The amendment to the Labor Code by Act No. 188/1988 Coll. the number of days worked per year was reduced from 75 to 60 for entitlement to annual leave, subject to additional

conditions. In the provision of § 104, the condition for entitlement to leave for days worked has improved: instead of having to work 25 days, it has now been enough to work 22 days for entitlement to one twelfth of leave per calendar year.

The amendment to the Labor Code by Act No. 167/1991 Coll. the provision of § 103 on letter j), according to which the period during which the worker was possibly self-employed was also newly included in the length of employment.

7. Development in the Czech Republic in the years 1993 – 2020

The amendment to the Labor Code by Act No. 126/1994 Coll. the terminology has changed, the term "worker" has been replaced by the word "employee", "organization" has been replaced by the term "employer", etc.

In 2000, Act No. 155/2000 Coll. ("Harmonization amendment") extended the basic length of leave to 4 weeks, the special additional leave was abolished. The provision of § 103 was also repealed, the period of permanent care for a child under the age of three, the period of successfully completed studies, the period during which the employee was registered as a candidate for employment, etc. The child's father could now take parental leave.

The Labor Code, Act No. 262/2006 Coll., Completely changed its concept and arrangement, contained 396 paragraphs, the institute of leave was amended by §§ 211-223. He adjusted the basic length of leave to 5 calendar weeks a year for employees pursuant to Section 109 para. 3, ie those whose employer is the state, territorial self-governing unit, state fund, contributory organization, school legal entity or regional council of the cohesion region.

The right to leave for days worked arose after working for 21 days (previously 22), the catalog of works and workplaces for the right to taking additional leave has expanded considerably.

Also important was Government Regulation No. 590/2006 Coll., Which determined the scope and extent of other important personal obstacles at work.

Extensive amendment to the Labor Code made by Act No. 365/2011 Coll. with 323 amendment points, it tightened, among other things in the provision of §218, the obligation of the employer to determine the employees to take leave by 30 June of the following calendar year (previously by 31st of October).

Act No. 148/2017 Coll. the institute of paternal postpartum care was introduced, other amendments did not affect the institute of leave. The last significant amendment is Act No. 285/2020 Coll. with effect from 1st of July, 2020, in certain provisions on leave from the 1st of January, 2021. Discrimination in the calculation of the length of leave for workers with unequally distributed working hours and other aspects governing employment relations will be eliminated.

Hand in hand with this trend, maternity leave was extended from the original 4 weeks (in 1884) to 12 weeks in 1924, then to 18 weeks in 1948, and since 1957 it must have been 4 weeks before childbirth and 14 weeks. weeks after childbirth, in 1964 maternity leave was extended to 22 weeks and in 1968 to 26 weeks, in 1987 it was extended to 28 weeks (in the case of the birth of two or more children up to 37 weeks).

From this brief list, the great dynamics of employee-friendly measures until 2006 are quite clear. In the last almost 15 years, our labor law has not seen any significant improvement for employees. The expected positive changes will be brought about by the announced amendment to the Labor Code, Act No. 285/2020 Coll. with effect from the 1st of January, 2021 in the case of leave and others.

8. Development in the Slovak Republic in the years 1993 - 2020

On January 1st, 1993, an independent Slovak Republic was established. There was a reciprocal of laws from the times of the common state, for some time the common currency also applied. Over time, the two countries began to differ more and more in their own development, especially legislation and currency³.

The currency parity continued to apply, CZK 1 (Czech koruna) = SKK 1 (Slovak koruna), but due to economic differences this exchange rate was unsustainable, on the 7th of February, 1993 there was a currency separation, on the 10th of July, 1993 the Slovak koruna devalued due to foreign exchange insufficiency by 10%.

Both countries joined the EU together (as of the 1st of May, 2004), and Slovakia also sought a rapid entry into the euro area. It entered ERM II⁴ on the 25th of November, 2005. On the 8th of July, 2008, a fixed and unchangeable exchange rate of SKK 30,126 per euro was set, Slovakia joined the euro area on the 1st of January, 2009 in dual mode, until of the 16th of January, 2009 it was paid in Slovak crowns and euros, only the euro was issued back, from On the 16th of January, 2009, it was only paid in euros.

After more than a decade, there is no clear view that entry into the eurozone was premature and in a hurry at an unfavorable exchange rate. Small times are more prone to major economic downturns in times of crisis. At the time of the first coronavirus crisis (March-May 2020), the exchange rate of the Czech koruna against the euro was 26.67 CZK / euro, after the aforementioned devaluation to purchasing power parity against the former Slovak koruna, this rate would be

$$26,665 / 0,9 = 29,628 \text{ Sk/euro,}$$

thus $(30,126 / 29,628) \times 100 - 100 = 1.68\%$ less favorable rate for purchasing power parity. During the economic downturn (at the exchange rate of the Czech koruna around CZK 25 / euro, the Slovak koruna's exchange rate was less favorable by 8.45% $(30.126 / 27.778)$). As a graduate economist, I believe that The loss of the national economic intervention instrument of the domestic central bank led to the export of unemployment to Slovakia, with its lowest level of unemployment at 4.88% in May 2019. In January 2020, unemployment reached 4.98% and in February 5.05%.

Against the background of this economic situation, the Slovak Labor Code was amended by Act No. 311/2001 Coll. He retained the structure of the Labor Code of 1965, the institute of leave is still regulated in §§ 100-117. The basic amount of leave was 4 calendar weeks (in the Czech Republic already by Act No. 155/2000 Coll.), An employee who reached the age of 33 was entitled to 5 calendar weeks of leave.

Act No. 210/2003 Coll. the special additional leave was abolished (in the Czech Republic already by Act No. 155/2000 Coll.).

Amendment to the Labor Code by Act No. 361/2012 Coll. set a condition for employers, if the employee did not determine the use of leave no later than June 30 (in the Czech Republic as of January 1st, 2012) of the following calendar year, the employee could

³ It is noteworthy that there has been a monetary separation of such similar economies, while the accession of the long-troubled economies of Greece, Italy and Spain to the eurozone did not matter. Economic disparities between developed countries and the less developed economies of the euro area are leading to persistent problems with the single currency.

⁴ Exchange Rate Mechanism II. A country wishing to adopt the euro must have participated in this mechanism for at least two years, during which time it must maintain the exchange rate of its domestic currency through foreign exchange interventions against the euro in a fluctuation band of +/- 15% around the declared mean value.

determine the use of leave.

Slovakia with a population of five million has about 2.35 million employees, of which about 70,000 receive a minimum wage (about 3%)⁵. Income tax for individuals and legal entities is uniform at 19%. Employees pay 13.4% of their income on health and social insurance (4% on health insurance, 4% on pension insurance, 1.4% on health insurance, 3% on disability insurance and 1% on unemployment insurance).

Conclusion

Standard working hours in Slovakia are 40 hours per week. An employee who has working hours scheduled to perform work alternately in both shifts in two shifts has a maximum working time of 38.75 hours. An employee working in all shifts in three-shift operation or in continuous operation has a maximum working time of 37.5 hours per week. An employee under the age of 16 has a maximum working period of 30 hours per week, even if he works for more than one employer. The leave is at least 20 days for each employee (at least 25 days for an employee who has reached the age of 33 in a given year). A civil servant is entitled to 25 days of leave (30 days if he or she has reached the age of 33 in a given calendar year). An employee is entitled to leave for a calendar year if his employment with the same employer lasted a whole year and worked for him for at least 60 days. Public holidays and non-working days (15 days in total) in Slovakia are as follows: 1.1., 6.1., Good Friday, Easter Monday, 1.5., 8.5., 5.7., 29.8., 1.9., 15.9., 1.11., 17.11. ., 24.12., 25.12., 26.12.

A civil servant (who is not a teacher, researcher or performer) over the age of 33 (with at least 15 years of recognized work) is therefore entitled to a minimum of 30 working days of leave per year, out of 15 public holidays and non-working days there are statistically another 10 extra days off (those that do not fall on weekends), a total of at least 40 days off.

In Slovakia, in 2017, GDP (gross domestic product) per capita was 77% of the EU average. The price level was 69% of the European average. Households in Slovakia spent over 18% of their income on food, 23.9% on housing, and 16% of Slovakia's population⁶ endangered poverty and social exclusion. In the last twelve years, the number of Slovaks in the Czech Republic has doubled to about 200,000, of which about 20,000 Slovaks have acquired Czech citizenship.

Around 10.5 million people live in the Czech Republic, of which about 5.2 million are workers. Personal income tax is 15% of the super-gross wage (it is considered to be abolished), the employee's social security contributions are 6.5% (another 25% is paid by the employer), health insurance 4.5% (other 9% is paid by the employer). The labor tax is the 7th highest in the Czech Republic among OECD countries.

The seasonally adjusted employment rate of 15-64-year-olds (the share of the employed in this age group) reached 74.5% in March and decreased by 0.7 percentage points compared to March 2019. The seasonally adjusted employment rate for men was 81.3% and for women 67.4%. The seasonally adjusted employment rate of persons aged

⁵ According to a source from the Ministry of Labor and Social Affairs.

⁶ Source <https://www.lidovky.cz/domov/v-cesku-pribyva-lidi-ze-slovenska-za12-let-se-jejich-pocet-zdvojnasil>

15–29 was 46.5%, of persons aged 30–49 88.6% and of the group of persons aged 50–64 76.2%.

The general unemployment rate of 15–64-year-olds (the ratio of unemployed to economically active, ie the sum of employed and unemployed) seasonally adjusted is the lowest in the Czech Republic in the Czech Republic, in January 2020 it was 3.1%, in February 2020 it was 3% and in March 2020 it reached 2.0% and decreased by 0.1 percentage point year-on-year. The seasonally adjusted male unemployment rate reached 1.8% and the female unemployment rate 2.2%.

The seasonally adjusted rate of economic activity of 15–64-year-olds (the share of the economically active in the population in this age group) reached 76.0% and decreased by 0.8 percentage points compared to March 2019. After seasonal adjustment, the economic activity rate of men (82.8%) exceeded the economic activity rate of women by 13.9 percentage points.

In 2017, GDP per capita in purchasing power corresponded to 89% of the EU average. The price level was 69% of the twenty-eight average. Households in the Czech Republic spent 16.2% of their income on food and 25.4% on housing. Poverty and social exclusion threatened about 12% of the population.

Standard working hours in the Czech Republic are 40 hours per week. An employee who has working hours scheduled in two shifts has a maximum working time of 38.75 hours. An employee working in three shifts or in continuous operation has a maximum working time of 37.5 hours per week. An employee under the age of 18 has a maximum working time of 40 hours per week, even if he works for more than one employer (according to the provisions of Section 79a).

The leave is at least 20 days for each employee. A civil servant (according to the provisions of §109 par. 3) is entitled to 25 days of leave. The leave of pedagogical staff and academic staff is 8 weeks in a calendar year. An employee is entitled to leave for a calendar year if his employment with the same employer lasted a whole year and worked for him for at least 60 days.

Public holidays and non-working days (13 days in total) in the Czech Republic are as follows: 1.1., 8.5., 5.7., 6.7., 28.9., 28.10. and 17.11., other holidays are 1.1., Good Friday, Easter Monday, 1.5., 24.12., 25.12. and 26.12.

Act No. 245/2000 Coll., Repealed the current so-called holiday Act No. 93/1951 Coll., As amended, as of the date of its promulgation.

A civil servant (who is not a pedagogical or academic staff member) is therefore entitled to a minimum of 25 working days of leave per year; free.

Despite the somewhat worse economic situation, the length of holidays, including the real number of paid holidays, is currently more favorable for employees in Slovakia. The number of sick-days is the same in both countries, most often 5 days. The number of vacation days and the number of actually used paid holidays is summarized in Table 1:

	ZC do 33 let	ZC nad 33 let	St ZC do 33 let	St ZC nad 33 let
SR	20 + 10	25 + 10	25 + 10	30 + 10
ČR	ZC 20 + 9		St ZC 25 + 9	

ZC.... zaměstnanec (employee), St ZC státní zaměstnanec (civil servant or state employee)

Holidays today and in the future⁷

⁷ Blatný Richard: Holidays today and in the future. UNES 2/2020 and 3/2020, pp. 24-27 and 25-29, volume XVIII., ISSN 1214-181X.

In the autumn of 2019, the world's first signs of the disease appeared, which at the beginning of spring 2020 grew into a pandemic caused by a coronavirus called SARS COVID-19. Most countries in the world have faced it with the announcement of emergency measures, which have often intensified into crisis scenarios. The death toll has reached eight million. Economic and social life was reduced to three months, the borders were closed and the streets were depopulated. Billions of residents were subjected to a strict home regime, with most employees working from home (home-office). The economies of all regions of the world have experienced a significant decline, and the national economies of most countries have fallen into debit. Uncertainties surrounding the further development of the pandemic persist, and there is vaguely talk of another autumn wave. Hand in hand with this development, there has been a sharp rise in the prices of goods, especially food, energy, housing and fuel. There is more and more talk about reducing production and closing operations, family budgets are falling. Government spending cannot be drawn from, household consumption will stagnate, unemployment will rise. It seems that the economic cycle has been reversed polarity - from onset to maximum it goes to recession, while the negative amplitude has increased with unprecedented length along with the length (duration of the crisis). Macroeconomic fundamentals suggest that the crisis scheme already has firm contours. Since the end of May, crisis measures have been relaxed, but now, at the beginning of summer, the topic of holidays is becoming more and more topical.

In the last three "coronavirus" months, the Czech Republic has also gained more experience with working in the home office on a larger scale. Employers are evaluating the data and it is possible that this method of work will be increasingly applied in the future, working hours will be shortened and holidays will be extended, all while maintaining the amount of wages. Which is generally positive news for employees. However, widespread reductions in working hours are not possible in all sectors. However, the retail sector, manufacturing or processing industry is based on the permanent presence of the employee in the workplace, moreover, not every employee paradoxically welcomes the reduction of working hours. He would thus lose the social bonds that older or lonely living workers may lack. It turns out that a four-day working week is not a model that could be widely introduced by the state. It is usually sustainable only if the initiative comes from the employer himself. Companies that see potential in this step should ideally reach it themselves.

How long should the holiday be? This question may have been asked by several readers of the recent adjustment of work performance using the home-office. According to the French daily *Le Figaro*, which recently cited several surveys, 2/3 of French people were convinced that the beneficial effect of a two-week holiday would disappear very quickly. Perhaps this is due to our too high expectations, because a holiday is meant to be joy and rest, not a change of way of life. According to psychiatry professor Michel Lejouux, this is due to the ever-increasing demands on employees, both on the part of employers and the state administration, as well as on the part of more complicated interpersonal relationships.

According to psychologist Sébastien Hof, specific working conditions, work organization and interpersonal relationships in the workplace play a key role in the process of "work fatigue and stress". Employers save costs, during periods of absence, work accumulates and so, even before returning from vacation, the employee stresses the necessary furious pace to manage the rest. Work is playing an increasingly important place in our lives and there are already groups of people who have sacrificed everything in their careers: their principles, their morals and their families. All this has a negative impact on the quality of spending free time on vacation, as paradoxically, stress also arises from the feeling of "doing nothing" and the possible risk of confusing competitors in the workplace during our absence. When all this falls to a

tolerable level and we start to get used to getting up two hours later, it's time to return. The holiday period is also filled with intensive handling of personal matters, so it actually ceases to be a time of rest.

The complicated state administration keeps citizens alert throughout the year, as it is necessary to meet deadlines for tax returns, for inspections of boilers, various connections, chimneys, installments and fees, service inspections, purchases of highway stamps, public transport coupons, meetings of various assemblies (SVJ - Owners Associations, garages, interest groups), parental meetings in school facilities, sometimes something breaks or breaks unplanned and sometimes we should go to the service too (preventive examinations, massage, fitness, hairdresser, etc.).

In addition, we have social, family and cultural needs, so we have to function as a parent, keep the household running, have love and friendships, attend useful events and be professionally successful. And we are all in a hurry, because we want to (and often have to) do as much as possible in the shortest possible time.

All these tasks cannot be completed, so depression, neuroses, stress and deprivants arise. According to the estimate of prof. Koukolík is in the population of about 2/3 of deprivants and in the ranks of management about 40% of deployed psychopaths. Most of us probably know them from our jobs, or recognize them when driving a car or on public transport.

The Labor Code recommends taking the leave in principle in its entirety, but with regard to the needs of time described above, it allows (though dislikes) to take it in parts. In that case, the provision of § 217 para. 1 reserves the possibility for the employer to determine the employee's use of one part of the leave for at least two calendar weeks (unless otherwise agreed with the employee). It is therefore only a dispositive legal regulation.

The minimum amount of leave is also enshrined in Article 31 of the EU Charter of Fundamental Rights, as well as the European Social Charter and the Revised European Social Charter. In its extensive case law to date, the EU Court of Justice has recognized an employee's right to paid leave as an extremely important principle of EU law (eg the Bectu, Merino Gomez and other decisions).

The internationalization of law is already a matter of course today, and over time, differences in law and different cultural circles are blurring. By comparing Czech and Slovak labor law, even after almost thirty years of independent development, it is possible to state their considerable similarity; in terms of comparing the length of leave between European countries and some other developed countries, it is possible to trace considerable similarity of the regulation. It is therefore possible to state the thesis that the classical division of law into private and public law may be a certain anachronism in the future. It is possible that he will have a legal-theoretical or didactic meaning rather than a practical-application meaning. European law is governed by other principles, such as the principle of priority, or precedence over national law (eg the case of Costa Enel, 1964), the principle of subsidiarity, ie the regulation of what is not contained in national law, or the principle of proportionality. , if national regulation is more effective than new European regulation, national regulation will remain in force).

In the autumn of 2019, a proposal for an amendment to the Labor Code on the extension of the basic length of leave for all employees in the length of five calendar weeks was submitted by the KSČM parliamentary group (specifically Ing. Hana Aulická Jírovcová (38)). There was a lively discussion, the proposal was not understood by the CSSD or YES. This measure would affect about 1/3 of all employees, against the ODS. The Chamber of Commerce estimated that the enactment of a five-week holiday would cost employers CZK 35 billion a year. Political support for this measure is hard to find, politicians like to show off their murderous pace of work, often associated with membership in many supervisory boards. According to the head of

the CMKOS (Czech-Moravian Union of Trade Unions), Mr. Josef Středula, the Czech employee will work 11 years more than the German one during his career. According to Středula, in 2019 the Czech Republic had the same length of annual working hours as was usual in developed European countries in the 1970s. Reducing working hours is a trend supported by automation and robotics. In Europe, in principle, the more advanced the economy, the shorter the time people spend at work. EU legislation sets an upper limit of the working week at 48 hours, in practice it is used only in the case of unevenly distributed weekly working hours.

According to OECD data, Czech employees worked a total of 1,792 hours on average in 2018, Germans only 1,363 (76.1%), Austrians 1,511 hours (84.3%), French 1,520 (84.8%), Slovaks 1,698 (94.8 %). At the same time, Slovakia has the most paid public holidays from EU countries (15 days), in the Czech Republic there are 13. Overall, they also had shorter working hours in the United States, of the EU countries only Greeks had longer ones, in Poland it is comparable.

However, there are also opposite trends: as of the 1st January, 2020, Česká spořitelna employees were given the opportunity to take one extra day off in each calendar month in addition to the current 25 days of leave and another 5 days of so-called sick days. Together they are entitled to 42 days off. The bank announced this news on the LinkedIn career social network: "In order for our bankers to be able to implement advice that is increasingly demanding correctly and well, they must be in balance and well-being themselves. That is why we want to give colleagues space for development, learning new things, but even just more time spent with loved ones or with their own hobbies. In short, to things that many of us postpone until there is time for them. We also named this holiday My Day, "the report said. Participants in the LinkedIn discussion praise the bank's measures, but many wonder if employees have time to take such a holiday, as it is often not enough to take standard leave. There is an opinion that with good work planning, people can do the job instead of five days in four. This measure could also attract young workers. It should be noted that not everyone is capable of such operational planning, and if they cannot do without an absent colleague in solving the problem, they have to postpone the task. In addition, chaos can arise as employees can fluctuate more randomly in their jobs.

Komerční banka is not going to increase the number of days off, preferring greater flexibility of work, part-time work and work from home. ČSOB has a similar approach, adding 5 days of sick days to 25 days off. For employees over 55, it also offers two days of wellness leave.

On Friday, 29 May 2020, the deputies approved in the third reading an amendment to the Labor Code, in which the calculation of leave will be changed according to hours worked, not according to days worked. The material was submitted by the Minister of Labor and Social Affairs Dipl.-pol. Jana Maláčová, M.Sc. According to her argument, the adoption of this law would introduce a fairer right to leave.

Holidays would thus be combined with weekly working hours and would reflect reduced working hours, for example within a shared job. This change affects all employees, but will mainly affect those who work on different days for different lengths of time (so-called short and long weeks) or change the length of employment during the year.

As part of the amendment to the law, a so-called shared job was introduced. This is due to the fact that one position is shared by more part-time workers. According to Minister Mrs. Maláčová, flexible forms of work can help parents with small children to return to work after parental leave or to maintain contact with the employer during it. It will also allow seniors who want to work, but no longer full-time employees, or people who take care of their loved ones to remain in the work process. This option is also suitable for students or graduates who, thanks to it, can have much-needed practice or their first job, the statement of the Ministry of Labor

and Social Affairs says.

According to Minister Maláčová, this measure can also help employers. They can determine that one employee will share more employees with shorter working hours, but the same job description. According to her idea, these employees will then be able to schedule their working hours according to how they suit them best.

Personally, I believe that for workers with unevenly distributed weekly working hours, this is an effective legislative tool for a fair calculation of their entitlement to annual leave. But even at this point, new conflicts may arise in the workplace. Employees with small children are limited by the capacity and opening hours of kindergartens and school facilities, it can be assumed that most employees will prefer to work in the interval of standard working hours (7-15:30). It can be expected that there may be hostile competition and jealousy between workers in a shared workplace, which is usually abused by managers⁸.

There will also be a change in connection with the removal of an employee from the manager or his resignation (§ 73 and § 73a of the Labor Code), changes in working hours, remuneration (salary for overtime work and surcharge for split shift (§ 127 and § 130 ZP), to calculate the average earnings in relation to the lowest level of the guaranteed wage (§ 357 ZP), to increase the financial compensation for survivors of an employee who died as a result of an accident at work or an occupational disease.

The bill was approved by the Senate on Wednesday, June 10, without amendments, and was signed by the President of the Republic on June 17. Some provisions will enter into force on 30 July 2020, changes concerning the introduction of a shared job (new § 317a ZP), contribution to trade unions and employers' organizations (§ 320a ZP), leave related to events for children and youth (§ 203 and § 203a ZP), a new regulation of the calculation of leave, including the related transitional provision and subsequent changes in the Labor Inspection Act (definition of a misdemeanor in the section of leave), and damages (§ 269, § 271b, § 271f, § 271g, § 271i and § 271 ZP), including transitional provisions and damage to health, shall take effect from the 1st of January, 2021.

Thanks to the amendment, the possibility of transferring unused leave to the following year should be released from 2021. The current legislation basically requires the employee to take the entire leave (even that which the employer may have added in excess of the four-week minimum set by law) until the end of the calendar year in which he became entitled to it. Newly, this obligation will apply only to the statutory minimum, ie in principle four weeks. What the employer may provide in addition (typically the fifth week of leave), the employee will be able to carry over to the following calendar year at the request of the employer.

Annex - regulation of working hours and holidays in some other countries of the world

The social system is the most developed in the countries of the European Union with several other developed countries outside the EU. The length of leave is often related to the number of years worked, for example in Poland or Slovakia. There, the leave is extended from four to five weeks for those who have worked over 15 years. In Scandinavia, employees usually have six weeks' paid leave.

According to OECD data, a weekly working time of 30 hours is common, for example, in Germany, the Netherlands or Sweden, and 32 hours in New Zealand. According to surveys

⁸ Blatny, Richard. Selection of new employees and negotiations with them by some employers. Lawyer diary. Prague, 2019, No. 9.

and experience, employees' motivation has increased and their work performance has not been negatively affected. Interest in this measure has emerged in Japan, Canada, the United Kingdom, France and Switzerland.

On the contrary, the worst performers are employees of Asian countries or the United States. In Asia, which is famous for the hard work of its inhabitants, holidays are often very short. E.g. Japan introduced 22-day legal leave after numerous suicides and the spread of disease due to overwork, burnout and frustration. Many people in Asian countries do not want to take leave, even though they are legally entitled to it. The reason is allegedly their deep-rooted responsibility towards the whole. This is a very remarkable psychological aspect in the thinking of the people of these countries with high density and population. Apparently, the promotion of individual interest (individual career) is almost ruled out, so the pursuit of collective (group) interest prevails.

Another paradox is the situation in the USA, the country in which the tradition of celebrating May 1 (the events of Chicago 1886), belt factory production (1913), the trade union movement (1920) and others arose. There is the least regulation of the labor market and there is no compulsory leave. It depends exclusively on the agreement of the employee and the employer. There are also few paid holidays. About 40% of the population has less than 11 days of vacation per year, with just over 10% of the population taking 25 days of vacation⁹.

In contrast, on the American Internet television Netflix, employees can take as much time off as they want. They only measure their results, not their time at work. British billionaire and Virgin Group owner Richard Branson has called on his 170 employees working in his main office to take time off whenever they see fit. He states on his website: "Flexible working hours have changed the way we work, where and when. So if we don't work from nine to seventeen, why should we stick to a traditional holiday?" Innovative, popular, but with a dark background: according to company rules, the absence of an employee must not harm the company's operations. In other words, by his absence, the employee can express that he is tired, exhausted and expendable and therefore replaceable. Even this solution is not optimal for employees.

From a practical point of view, I believe that working conditions, including the regulation of leave, the definition of time considered to be work, obstacles at work, paid breaks at work and others must be clearly defined by legislation. The problem of smoking breaks during working hours is very common and age-old. E.g. The Spanish energy company Galp began to record very accurately the presence of its employees at the workplace and refused to pay employees for their breaks for cigarettes, breakfast or even coffee. Trade union representatives brought the case to court, but in October 2019 it ruled in favor of the company. The verdict was justified by the argument that employees are not entitled to these paid breaks.

According to the Czech Labor Code, after 6 hours of work, the employer must provide his employee with an unpaid meal and rest break of 30 minutes. The employee is not entitled to other breaks (only for hygienic and technological ones), ie even a smoker is not legally guaranteed the right to his rest time with a cigarette. If employees eat outside the employer's workplace, it is often not possible to meet the technically prescribed time limit. As a rule, in practice it starts to be checked at an employee who is bullied or whom the employer wants to get rid of.

The number of free days in a calendar year is also increased by paid holidays. There are 13 of them in the Czech Republic, but some of them will fall on weekends. In the years 2000-2021, the average number of holidays in the year was 9.18 (202: 22) days. If we add them to the minimum length of leave, employees have a total of 29 days of paid leave per year. After

⁹ According to internal materials of the personnel consulting company McROY.

adding up to five days of sick leave (not eligible), this period will increase to 34 days, for public sector workers to 39 days a year.

Cambodia has the highest paid holidays (27) and Sri Lanka (20), with an average of 10 days of paid holidays per year in Europe, with Slovakia having the highest number of paid holidays (15).

The length of the minimum guaranteed holiday in selected countries of the world is summarized in the overview below with commentary. On a global average, employees are entitled to 17.5 days of leave per calendar year, while in Europe it is on average 22 days per year.

The minimum length of leave in selected countries is in the overview below according to the sources of the Ministry of Labor and Social Affairs and the EU Commission (European Commission for Social Security, Social Security in the Member States of the European Union, „List of statutory minimum employment leave by country“).

Kuwait, Saudi Arabia, France ¹⁰ ,	
Germany, Hungary (from 45 years)	30 days
Great Britain, Italy, Estonia ¹¹ , Lithuania ¹² ...	28 days
Poland (over 10 years of service)...	26 days
Austria ¹³ , Denmark, Czech Republic (public sector), Luxembourg	
Malta, Norway ¹⁴ , Sweden, Finland ¹⁵ ...	25 days
Iceland...	24 days
Portugal, Japan, Spain ¹⁶ ...	22 days
Poland, Czech Republic (business sector), Belgium, Bulgaria,	
Croatia, Ireland, Italy, Cyprus, Latvia, Hungary,	
The Netherlands, Romania, Slovenia, Hungary (under 25 years),	
Greece ¹⁷ , Switzerland ¹⁸	20 days
Argentina ¹⁹ ...	12 days

¹⁰ In France, there are extra holiday days if the holiday is taken outside the summer. Working hours are 35 hours / week, an employee who works more hours per week is entitled to leave up to 4 weeks longer.

¹¹ In Estonia, each employee is also entitled to 11 paid holidays per year

¹² In Lithuania, employees whose work involves nervous, emotional or intellectual stress are entitled to leave of up to 58 days in a calendar year.

¹³ In Austria, employees are entitled to leave of 25-30 working days, after 25 years of work, the scope of statutory leave increases to 36 working days.

¹⁴ In Norway, Saturdays are counted as working days, even if the employee does not normally work on Saturdays. Employees over the age of 60 are entitled to one additional week of leave.

¹⁵ The minimum holiday in Finland is 25 days, there are also 11 paid holidays. After working for 20 years, the leave increases to 30 to 38 days, called "long leave". The youngest Prime Minister of Finland, Mgr. Sanna Mirella Marin (34), for the Finnish Social Democratic Party, elected on 10 December 2019, came up with the bold idea of a four-day working week with six hours in January 2020. Discussions on this proposal are still ongoing.

¹⁶ There are 14 paid public holidays in Spain.

¹⁷ In Greece, the entitlement to paid leave of 5 weeks increases with a working period of more than 10 years.

¹⁸ In Switzerland, employees under the age of 20 have 5 weeks of leave, over 20 years of age 4 weeks of leave per year.

¹⁹ In Argentina, the entitlement to paid leave of 24 days after 10 years of service increases.

Canada ²⁰	10 days
Mexico	6 days
China ²¹	0 days
United States of America (USA) ²²	0 days

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²⁰ In Canada, the length of leave is from 10 to 15 days, depending on the province.

²¹ In China, you are not entitled to paid leave until the second year of employment, for a period of 5 days. After working for more than 10 years, you are entitled to 10 days of leave and after 20 years only 15 days of leave.

²² In the USA, the employee arranges the holiday with the employer individually, usually 10 days a year.