

**IMPLEMENTATION OF THE
BEIJING DECLARATION AND PLATFORM
FOR ACTION (1995)
AND THE OUTCOMES OF THE TWENTY-THIRD SPECIAL
SESSION OF THE GENERAL ASSEMBLY (2000)
IN THE CONTEXT OF THE TWENTIETH ANNIVERSARY OF
THE FOURTH WORLD CONFERENCE ON WOMEN**

REVIEW FOR SLOVAKIA

PREPARED BY THE
DEPARTMENT OF GENDER EQUALITY AND EQUAL OPPORTUNITIES
OF THE **MINISTRY OF LABOUR, SOCIAL AFFAIRS AND THE FAMILY**
OF THE SLOVAK REPUBLIC

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PART ONE

MAIN INITIATIVES OF THE SLOVAK REPUBLIC AND POSITIVE RESULTS THAT HAVE BEEN ACHIEVED

In the reported period there has been adopted several legislative changes in regarding the prohibition of discrimination in general and in labour law. The Slovak Republic has strengthened its legislative and institutional frameworks for gender equality in accordance with European Union (EU) legislation in particular by amending the **Anti-discrimination Act, the Labour Code, the Act on Labour Inspection**, and a number of other pieces of legislation. After the change of government in 2012, an amendment of the “Competence Act”¹ for the first time assigned competence for gender equality to a particular central state administration body, the Ministry of Labour, Social Affairs and Family of the Slovak Republic (MLSAP). In 2012 (with effect from 01/04/2013) changes to **Anti-discrimination Act**² were adopted, which are described in more detail in chapter 1.d.

A number of **strategic documents** have been adopted in the reporting period. The strategic document setting a framework for gender equality policy in the period concerned was **the National Strategy for Gender Equality 2009–2013** adopted by Government Resolution No. 272 of 08 April 2009, which is the Slovak government’s fundamental programming document for the area of gender equality. The strategy identified and proposed a method for the targeted acquisition of European gender equality policy and its implementation de jure and de facto. In 2014 a new National Strategy for Gender Equality will be elaborated covering the years 2014–2019. The government of the Slovak Republic adopted the **National Action Plan for Gender Equality 2010–2013** on 12 May 2010 by Resolution No. 316/2010; it is based on primary and secondary European legislation and conforms with the EU Strategy for Equality between Women and Men 2010–2015. The plan will be evaluated in 2014 and then a new plan will be elaborated for the following period. Two specific plans were adopted during the period concerned: **National Action Plan for the Prevention and Elimination of Violence against Women 2009–2012** and the same for the period **2014–2019**. another major step was the signing of the **Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence**. A detailed description of development in the area of legislation is given in chapter 1.d Legislation.

In 2011 a new institutional mechanism for deliberative democracy - the Government Council for Human Rights, National Minorities and Gender Equality (the “Government Council”)- has been created as a final step of the reform of the advisory bodies of the government of the Slovak Republic. The Government Council is the government’s permanent, expert advisory, coordination and consultative body for areas including the promotion of the principle of equal treatment and the principle of equality including gender equality; it monitors the domestic implementation of Slovakia’s international obligations in the area of human rights, especially those obligations resulting from international treaties and their related optional protocols that have been ratified by the Slovak Republic. One of the committees of the council is the **Committee for Gender Equality**³.

¹ Act No 575/2001 Z.z. on the organization of the activities of the government and the organization of the central state administration

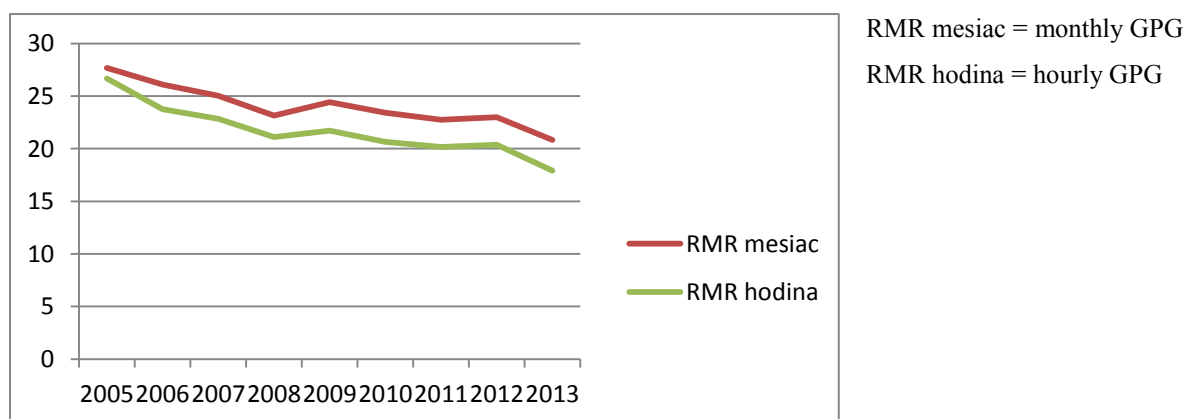
² Act No. 365/2004 Z.z. on equal treatment in certain areas and on protection against discrimination and amending certain acts (the Anti-discrimination Act)

³ The Committee for Gender Equality is the continuation of the Government Council for Gender Equality which operated in the previous period and about which information was supplied in the previous report.

An important step forward is the publication of data on gender inequality by the **Statistical Office of the Slovak Republic**⁴ and the creation of a website of the Statistical Office showing statistical data on the problem of gender equality which is updated on an annual basis.⁵ Since 2007 an annual **Synthesis Report on the State of Gender Equality in the Slovak Republic** has been prepared for the previous year. So far 6 synthesis reports have been written.

Regarding the development of gender equality in the labour market we view as highly positive **the reduction in the gender pay gap**. Although the gender pay gap in Slovakia has for a long time been above the EU-27 average, the positive message is it's continuously decrease. Since in 2005 the gender pay gap in the unadjusted form of in hourly earnings between men and women was 26.7%, by 2013 it had fallen to 17.9%.⁶

GRAPH 1 DEVELOPMENT OF THE GENDER PAY GAP IN SLOVAKIA



MAIN CHALLENGES

A key factor in the status of women and men in society is the **relationship between paid and unpaid work and the distribution of unpaid work between men and women**. There is a long-term gender imbalance in the allocation of unpaid work. In 2010 women in employment spent on average 4-times as many hours as employed men on childcare, adult care and housework, i.e. unpaid work.

In Slovakia there is a **significant gender dimension to the effect of parenthood** on women's and men's employment – the presence of children under the age of 6 years in a family substantially reduces women's employment rate but raises men's employment rate. The employment rate of women aged 25–49 years with a child under the age of six is less than 40% while for men in the same age group and in the same phase of parenthood it is over 83%. While the difference in the employment rate of men with children and without children is 11 percentage points, i.e. men with children are more likely to be employed than men without children, the difference between women with children and without children is -26.7 percentage points.⁷ In recent years the difference for women has actually increased: in 2008 it was -24.9 percentage points. The gender pay gap gets wider and wider after the birth of each child. In this context we consider one of the persistent causes of structural problems to be the

⁴ Publication Gender Equality 2011a

⁵ <http://portal.statistics.sk/showdoc.do?docid=27711>

⁶ All data on the gender pay is drawn from the Average Earnings Information System, Trexima, Bratislava

⁷ Data for 2011, age group of parents aged 25–49 years with a child up to 12 years of age and without a child (source: Eurostat).

fact that **the movement of women into the labour market has not been adequately matched by the movement of men into unpaid work in the household.**⁸

Slovakia is one of the EU countries with a high level of **horizontal segregation of sectors based on stereotypical concepts of “women’s work”**, and this is reflected in the selection of subjects to study. As a result of historical trends and stereotypical attitudes, the work done by women is usually considered to be work of lower value and this is reflected in the amount of earnings in predominantly feminised sectors. Although women have a very good level of education they are unable to achieve equal earnings or only very slowly reduce the difference.

The representation of women in decision-making positions in Slovakia varies from low to predominant representation (in the judiciary). The most critical situation is the long-term marginalisation of women in top positions in Slovak politics. To achieve the one third of representation, which is considered as the critical minimum for the real ability to influence decisions, it would still be necessary to double the current number of women in parliament. Legislative provisions requiring that a proportion of places on candidate lists be given to women (quotas) have very little acceptance and support, especially amongst the political parties that would have to adopt and approve such rules. The only positive example of women’s representation in politics is the Slovak delegation to the European parliament where there are 5 women out of a total of 13 MEPs, which makes 38% of the delegation.

MAIN NEGATIVE TRENDS

Slovak society continues to be relatively conservative, with a large part of the population declaring an affiliation to the Catholic church. In this conservative environment there is **strong support for the traditional, stereotypical division of tasks** and duties between women and men in the family life. There continues to be a high level of acceptance for a model of the family where the man is the breadwinner and the woman takes care of children and the household. Policies aimed at eliminating gender stereotypes meet with relative resistance in the conservative Christian environment, which prefers to emphasise the biological differences between men and women and the resulting “natural” division of labour and gender roles.

Discussion of “gender ideology” Although the terminology of gender equality has been established for decade and is enshrined in law (for example, the Slovak Republic is obliged to implement gender mainstreaming under Directive 2006/54/EU), in the last year voices have been raised in conservative sections of society criticising or opposing this concept and even gender equality as such. Many of these criticisms fail to grasp gender equality’s fundamentals and principles and often interpret them incorrectly or deceptively. The discussion of so-called “gender ideology” has stirred up negative opinions in a certain section of the population and calls for a return to the “traditional” allocation of gender roles and biological determinism.

Persistent gender stereotypes mean that it continues to be mainly women who **take care of children and other family members**. Only a very few fathers make use of parental leave. Men’s low participation in housework and the absence of public and private services (or their financial inaccessibility) prevent many women from returning to the labour market. Because women continue to bear most of the responsibility for care of dependent family members in Slovakia, their increasing role in the paid employment means that they are increasingly **confronted with a double burden**. Many women care for older family members without appropriate equipment or access to services.

⁸ Jarvklo, N., 2013: Parental leave policy in Sweden: evolution, lessons learned. Paper on Fifty-seventh session, March 2013 of United Nations Commission on the Status of Women, New York

Ideological **controversy around the topic of sexuality education**, and a lack of interest in educational opportunities for teachers means, that sexuality education in Slovakia lags behind the majority of EU countries and does not meet UN human rights standards. Education on planned parenthood and the ethics of intimate relationships is inadequate; children are experimenting with sex more often and earlier without regard for risks or the basic facts of how their bodies work. The preliminary analysis of the results of research into sexual and reproductive behaviour in Slovakia (Institute for Research in Social Communication of the Slovak Academy of Sciences, Bratislava) found that many teachers have observed that children need important and qualified information on human sexuality, partner relations and sexual and reproductive rights. At the same time they feel they lack the occupational and psycho-didactic competences for its effective, systematic and sensitive implementation.**1.D**

LEGISLATION AND STRATEGIC MATERIALS

The Slovak Republic has relatively satisfactory, though not specifically oriented **national legislation covering gender equality**. The Slovak Republic establishes the equality of men and women in its constitution and has elaborated it further in special legislation. The most relevant piece of legislation on this topic in Slovak law is the **Anti-discrimination Act**⁹, which includes, amongst other things, a prohibition of discrimination on the basis of sex and gender. The compliance with the principle of equal treatment involves not only desisting from acts of discrimination but also involves the prevention of discrimination – i.e. adopting measures for protection against discrimination (preventative measures). Amendment of the act now permits all public administration bodies and legal entities to adopt temporary balancing measures on grounds of gender and sex. The prohibition of sex discrimination and the principle of equal pay of men and women for equal work or work of the same value are also established in the **Labour Code**¹⁰ and other related legislation.

The strategic document governing gender equality policy in the period concerned was the **National Strategy for Gender Equality 2009–2013** adopted by Government Resolution No. 272 of 08 April 2009. It has been the Slovak government's fundamental programming document for the area of gender equality. The strategy identified and proposed a method for the targeted acquisition of European gender equality policy and its implementation de jure and de facto. In 2014 a new National Strategy for Gender Equality will be elaborated covering the years 2014–2019.

The government of the Slovak Republic adopted the **National Action Plan for Gender Equality 2010–2013** on 12 May 2010 by Resolution No. 316/2010; it is based on primary and secondary European legislation and conforms with the EU Strategy for Equality between Women and Men 2010–2015. By implementing the tasks defined in this plan, the Slovak Republic aims a compliance with the commitments resulting from the European strategy. The plan is just being evaluated and a new plan will be developed for the following period (expected in October 2014).

The National Action Plan for the Prevention and Elimination of Violence against Women 2009–2012 (hereinafter the “NAP”) was approved by the government of the Slovak Republic on 17 June 2009 by Resolution no. 438. The plan is based on the operational objectives of the National Strategy for the Prevention and Elimination of Violence against Women and in Families, and develops them in accordance with new experience and the requirements of international documents and practice.

⁹ Act No 365/2004 Z.z. on equal treatment in certain areas and on protection against discrimination and amending certain acts, as amended, the “Anti-discrimination Act”

¹⁰ Act No 311/2001 Z.z. - the Labour Code

In 2013 the MLSAF submitted a draft **National Action Plan for the Prevention and Elimination of Violence against Women 2014–2019** (hereinafter the “NAP”), which has been adopted by the Government at its meeting on 18 December 2013.

GENDER BUDGETING

The area of gender budgeting is still in its early stages. An important milestone has been the elaboration of a methodology for gender budgeting (**Doc. Ing. Erika Neubauerová, PhD. et al.: Analytical study: GENDER SENSITIVE BUDGETING ON THE NATIONAL AND REGIONAL LEVELS**, Bratislava, January 2012. Published by the Ministry of Labour, Social Affairs and Family). The study was prepared as part of the national project Gender Equality Institute with support from the European Social Fund through the Operational Programme Employment and Social Inclusion. Alongside the study a pilot project was carried out to verify its practical implementation.

COOPERATION WITH NGOS

The main mechanism for dialogue with non-governmental organisations (NGOs) is the **Committee for Gender Equality**. The committee meets three or four times per year and is a fundamental participative body with joint responsibility for the promotion of gender equality. The committee has 60 members of whom half come from civil society, in particular from NGOs.

Another step that can be seen as a positive development is the implementation of the national project **Gender Equality Institute** under the Operational Programme Employment and Social Inclusion by the MLSAF Education Centre with support from the European Social Fund. The project included many educational activities for state administration and local government bodies including the development of accredited courses on gender equality and the production of fundamental analyses, research and methodology supporting the promotion of gender equality in public life, focussing in particular on the labour market.

Non-governmental organisations and interest groups as members of civil society take part in the preparation and production of conceptions, plans and policies through participative democratic processes and have a decisive influence on public debate in this area. These activities have been strengthened by the establishment of the Government Council for Human Rights, National Minorities and Gender Equality and its committees and the establishment of the post of **government plenipotentiary for civil society** and the Government Council for Non-governmental Organisations.

As part of the grant scheme of the MLSAF a **grant scheme** has been established to support NGOs working in the area of gender equality with an annual budget of maximum EUR 200,000 for supporting projects.

INTERNATIONAL COOPERATION

The Slovak Republic participates in international cooperation on gender equality mainly on the EU level within the **High Level Group on Gender Mainstreaming**, which is chaired by the European Commission, DG Justice. The High Level Group on Gender Mainstreaming is a group established in 2001 at the recommendation of the Commission as part of the Community framework strategy on gender equality and with political support of European ministers responsible for the problem of gender equality. Its main objective is to support the EU presidency in identifying policy areas and topics that are relevant for action during the

presidency and promote the equality of women and men. The group is also the main strategic planning forum for implementation of the Beijing Platform for Action, including the development of new measurable indicators.

The Slovak Republic is represented in the European Institute for Gender Equality both in the management board and in the experts' forum. The representatives of the Slovak Republic in these bodies share in responsibility for the operation of the institute and provide for the participation of other experts in various working groups and events.

On the level of the Council of Europe, Slovakia is represented in the Gender Equality Commission established in 2012.

MDGs

Through the participation of its highest representatives at the UN summit in 2005 Slovakia unambiguously committed itself to the implementation of MDGs. As a member of the EU and specialised organisations within the UN system, Slovakia participates intensively in the implementation of global tasks including support for projects supporting gender equality and the status of women.

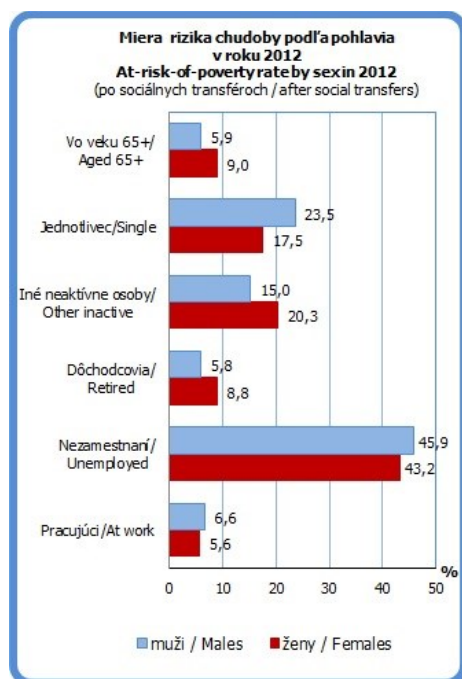
The MDG do not have major relevance for domestic policy and fulfilment of the Beijing Platform of Action in Slovakia because these are more dependent on the strategic approach defined by the policy of the EU, of which Slovakia is a Member State.

PART TWO

ARTICLE 1 WOMEN AND POVERTY

The effects of the lower level of economic independence of women, caused by more frequent and longer interruptions of paid employment, the low value placed on their work and the higher burden of unpaid work, compared to men, is shown in the following indicators.

GRAPH 2



SOURCE 1: SO SR

Women in Slovakia have long been exposed to a greater risk of poverty and social exclusion than men.

In general the greater number of children in the household raises the risk of the poverty. Another high-risk group is **incomplete households** (27.5%), i.e. single-parent households with at least one dependent child, the majority of which are households headed by women. The EU SILC 2012 makes clear, however, that **gender differences in the risk of poverty have recently been nearly balanced**; for women the risk was 13.3% and amongst men it was 13.2%. In terms of economic activity status, gender disparities are most pronounced in the categories of inactive persons and retired persons. Women who were inactive persons were the most exposed to the risk of poverty – 20.3% whereas for men the rate was 15.0%. The smallest gender disparity was amongst employed persons, where the 6.6% of men were at risk of poverty compared to 5.6% of employed women.¹¹ Comparing the poverty based on income from employment, 23.9% of women and 18.2% of men

were below the poverty line.¹²

Women aged 65 years and older find themselves at risk of income poverty 1.5 times more often than men in the same age category because of the lower number of years that they have worked on average, the lower earnings during their work career, upbringing and care of children and double burden of unpaid work in the household compared to men. Women predominate amongst the recipients of old-age and survivor pensions while men more often receive early old-age pensions and invalidity pensions. During the transitional period women continue to retire earlier and on average they live longer, which means that they also receive pensions for a longer period of time. In 2012, women received on average a 22.1% lower old-age pension than men. When old-age pensions paid in combination with a survivor pension are taken into account, the gender gap in old-age pensions was reduced to 15.8%. Women are higher represented in the group receiving the lowest pensions and make up approximately 75.9% of the total number of solo old-age pensioners below the subsistence minimum.

Women greatly outnumber men as recipients of care in **institutional social services facilities** (by 26.4%) There are 2.2 times more women than men in pension homes. Men make more use of hospices (2.4 times more than women), re-socialisation centres and shelters. Despite

¹¹ Source – EU SILC 2012, SO SR, 2013

¹² Based on data from EU SILC 2012 (source: Ivančíková, Vlačuha, Holubová, 2014, A system of indicators of gender equality and methodological standards for their construction, MLSAF Education Centre. The publication was prepared as part of the national project Gender Equality Institute, with financial support from OP E&SI (ESF), in press.

women's years of work and contributions to the pension system, the upbringing and care of children and the double burden of housework results in **much greater risk of income poverty and social exclusion of women aged 65 years and over** than men in the same age group. Amongst retired persons, 8.8% of women were at risk of poverty compared to 5.8% of men, which is 1.5 time more often. In this context it is possible to talk of the **feminisation of poverty**, especially at higher ages.

ARTICLE 2 WOMEN'S EDUCATION

The prohibition of gender discrimination is guaranteed in the education system in the Slovak Republic. The **Anti-discrimination Act** establishes the prohibition of direct and indirect discrimination in education and makes reference to specific acts¹³.

The equality of women and men in education system is regulated in laws which are supervised by the Ministry of Education, Science, Research and Sport of the Slovak Republic, in particular in sections 3 and 4 of the **Schools Act**¹⁴, which sets out the fundamental principles and aims of upbringing and education. All laws regarding education include the **principles of the equality of men and women and education leading to respect for human rights**. The day-to-day implementation of these principles and aims in processes for the education of children and pupils is established in school education programmes, which must be prepared in accordance with set principles.

In respect of education, women tend to have a better level of education. According to the census of the population in 2011, the proportion of the population that had a higher education qualification was 13.3% of men and 14.4% of women. In the economically active population in 2012, 22.5% of women and 17% of men had a higher education qualification of the first to third levels; for persons in employment the shares were 23.6% of women and 17.1% of men. The majority of teachers are women, with the exception of teaching staff in higher education, where there are a quarter more men. 23.2% of professors and 39.2% of associate professors in higher education institutions are women.

Women account for 60% of the total number of students in higher education. The absolute numbers of students in 2012 were 74,819 men and 114,522 women.¹⁵ Although the proportion of female graduates from higher education in Slovakia has been higher than men for several years (64% to 36% in 2012), it is important to look at the structure of subjects studied. Amongst the most lucrative and easily applicable qualifications are in technical and mathematical subjects (ISCED 5–6), which were studied by approximately 37% of all male higher education graduates in 2011, a proportion which is relatively stable. In the case of women only 11.6% of ISCED 5–6 graduates in all subjects pursued such subjects and over the last ten years the share has been in the range 16–11%.¹⁶ The education system is at the same time an economic sector of the labour market marked on the one hand typical by a sharp predominance of female teachers but also by a hierarchical structure; the higher the level of education, the lower the proportion of teachers who are women.

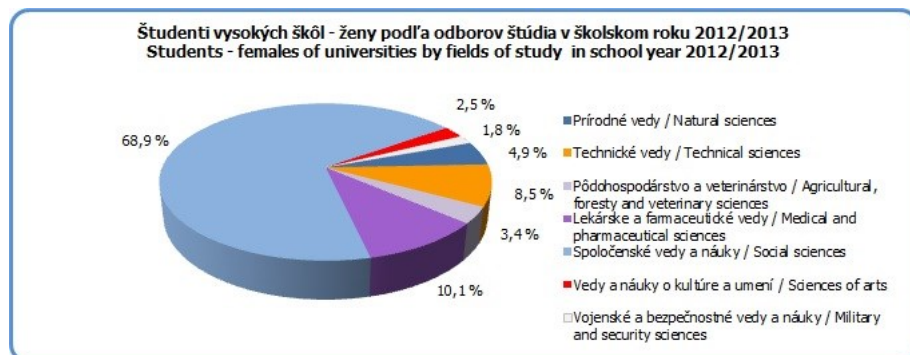
¹³ Act No. 131/2002 Z.z. on higher education institutions and amending certain acts, as amended, Act No. 386/1997 Z.z. on continuing education and amending Act of the National Council of the Slovak Republic No. 387/1996 Z.z. on employment, as amended by Act No. 70/1997 Z.z., as amended by Act No. 567/2001 Z.z.

¹⁴ Act No 245/2008 on upbringing and education (the Schools Act) and amending certain acts, as amended (section 3, section 145, section 7 and section 8 in relation to the State School Inspection)

¹⁵ Full-time and part-time students at public and private schools with Slovak citizenship (Source: Statistical Office of the Slovak Republic, http://www.statistics.sk/pls/elisw/objekt.send?uic=1977&m_sso=2&m_so=31&ic=49).

¹⁶ Eurostat

GRAPH 3

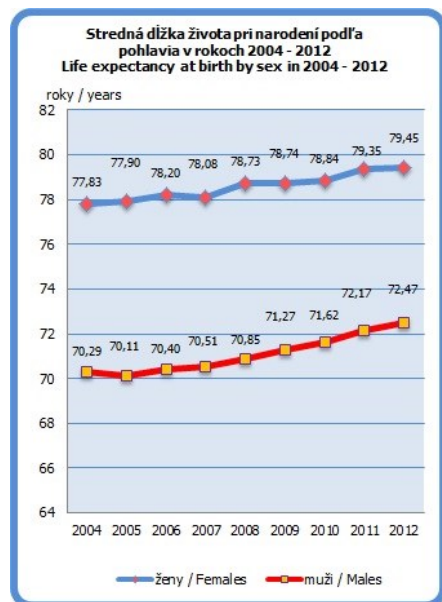


SOURCE: 1 MINISTRY OF EDUCATION, SCIENCE, RESEARCH AND SPORT OF THE SLOVAK REPUBLIC

Research and development activity includes basic research, applied research and experimental development. In 2012, women made up 43.1% of the total number of workers in the **research and development sector**. The proportion of women researchers was 85.2% compared to 88% of men. The use of information and communication technology increases every year but women's and men's use of computers and the internet is evenly matched. According to the results of a survey in the first quarter of 2012, 79.3% of women and 78.2% of men use a personal computer every day or nearly every day. 77.1% of women and 78.8% of men used the internet every day or nearly every day.

ARTICLE 3 WOMEN AND HEALTH

GRAPH 4 AVERAGE LIFE EXPECTANCY



SOURCE: 2 SO SR

aged 65 years or older.

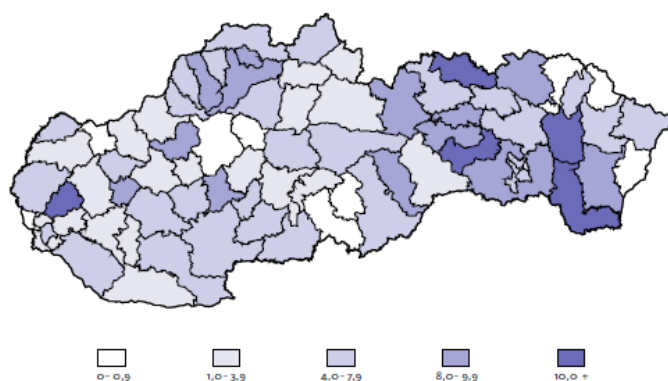
Although women's average life expectancy is 7 years longer than in men, they can expect to have **more years in poor health**. According to the EU SILC sample survey in 2012, 34.7% women and 25.8% men suffered from chronic illnesses or conditions. 14.9% of women and 10.8% of men perceived their health status to be bad or very bad. The number of persons with diabetes is increasing and the number of women with this disease is 9.5% larger.. Men

On average, women live longer than men; **average life expectancy at birth** is 79.4 years for women and 72.5 years for men. In economic age groups, men predominate in the pre-productive age group (51.3%), there is balance in the productive age group and in the post-productive age the majority are women (62.1%). Women's average age is 40.9 years whereas for men it is 37.7 years. In 2012, the ratio of the generation of grandparents and the generation of children (the ageing index) was 85.5, which means that for every 100 children (0–14 years) there were then more than 85 persons aged 65 years or older in the population. Major differences were found between the ageing index values for the male and female populations. In the male population the child component still predominates whereas there is the opposite situation in the female population where for every 100 girls there are 109 women

commit suicide 5.7 times more often than women. For every 100,000 persons in the population there are 2.9 women who commit suicide and 17.4 men, and men also make suicide attempts more frequently. The number of men treated for drug addiction is 4.5 times greater than the number of women.¹⁷

The most frequent **causes of death** have not significantly changed in a long time. The most common cause in 2012 were circulatory diseases, which constituting 46.2% deaths in men and 60.1% in women. There are significant gender differences in the causes of death in middle age. The percentage of men who died of circulatory disorders aged 25–64 was 25% while only 7% women died due to them. There is also a large gender difference in deaths due to external causes. Traffic accidents, accidental injury and deliberate self-harm were the cause of death in 7.7% of men (2,069 men) and in 2.6% of women (658 women). With respect to indicators for **reproductive health** (as defined in the Millennium Development Goals) Slovakia belongs to the European standards and this position is long-standing except for a few indicators such as infant mortality where Slovakia exceeds the EU average by more than one death of a child under one year of age for every thousand live births.¹⁸ From the map it is clear that that higher incidence of infant mortality (more than ten times in comparison with the capital and certain other areas) is the result of the low social status of mothers or parents, especially in marginalised communities and the resulting disadvantages or limitations in terms of access or non-use of prenatal health care.

ILLUSTRATION 1 INFANT MORTALITY IN 2012



SOURCE: 3 NATIONAL HEALTH INFORMATION CENTRE: HEALTH YEARBOOK YEAR 2012

There is unfavourable trend in sexually transmitted diseases, where incidence is gradually increasing. In 2012 there were 1,142 cases of sexually transmitted diseases reported, what is by 96 cases more than in 2009, i.e. a rise of 12.2%. Out of all cases 420 were women, i.e. 36.8%¹⁹. Syphilis was the most frequent sexually-transmitted disease for both sexes. This trend can be attributed to relatively low levels of awareness and information campaigns on preventing sexually transmitted diseases and risky behaviour.

As regards **reproductive rights**, there are no serious legal obstacles or restrictions preventing women's access to necessary services and resources such as contraception and planned parenting. This is reflected in the long-term trend towards an increase in the number of

¹⁷ Statistical Office of the Slovak Republic <http://portal.statistics.sk/showdoc.do?docid=29763> (more recent data not available at the time of writing)

¹⁸ National Health Information Centre: Health Yearbook Year 2010, <http://www.nczisk.sk/Documents/rocniky/2010/1kap.pdf>. 344 children died within the first year of life (195 boys and 149 girls) with a negative difference of 2 children (14 fewer boys died and 12 more girls died). There was a slight increase in neonatal mortality as 29 more children died within 28 days from birth (of whom 24 were girls), a rate of just under 3.6‰.

¹⁹ National Health Information Centre: Health Yearbook Year 2012

women using modern contraceptives and probably also other methods of family planning (especially “natural” methods) and the resulting and welcomed continuous decline in the number of artificial terminations of pregnancy. Since 2008 there has been a trend of reduction in the use of hormonal contraceptives, the cause of which is not known. In 2012 contraception was used by 304,277 women (22.4% of women of fertile age) in Slovakia. The percentage of women using hormonal contraception was 81.1% and intrauterine devices were used by 16.5% of women aged 15–49 years. Hormonal contraceptives and intrauterine devices require a doctor’s prescription and, except when prescribed for health reasons in medically justified cases, they are not covered by public health insurance or otherwise subsidised within the social support system.

Gynaecologists recorded 64,725 new pregnancies in 2012. In 20,359 cases the pregnancy was classified as high-risk or at threat.

TABLE 1 DEVELOPMENT OF AMBULATORY CARE FOR WOMEN

Year	New pregnant patients total	New high risk pregnancies	New high-risk pregnancies from the total of pregnant women patients
2008	65,301	19,716	30.2
2009	66,695	24,805	37.2
2010	77,668	26,610	34.3
2011	72,142	19,888	27.6
2012	64,725	20,359	31.5

SOURCE: 4 NATIONAL HEALTH INFORMATION CENTRE: ACTIVITIES OF GYNAECOLOGY PRACTICES IN THE SLOVAK REPUBLIC 2012

The number of artificial terminations of pregnancy continued to decline substantially. The number of pregnancies that ended in miscarriage or abortion (including ectopic pregnancies) was 16,362, which means 30 cases less than in 2012. The number of induced abortions recorded in 2013 was 7,999, which means 444 less than in 2012. The number of miscarriages (5,248) was higher than in the previous year though. **Induced abortions have declined by 39% in the last ten years.** 14% of them were reported to be for health reasons. The number of pregnancies ending in miscarriage or abortion per 1,000 women was 12, which was the same as in 2012. The induced abortion rate fell by 0.7 to 14.5 induced abortions per 100 births. The rate of miscarriages (spontaneous abortions) increased from 9.3 in 2012 to 9.5 in 2013. The number of abortions carried out as a result of threats of violence against women (physical, mental or physical and mental) was 255, which was 2 cases fewer than in 2012. **In the years 2009–2013 there were in total 1,451 miscarriages or abortions amongst women suspected to be at risk of violence** (spontaneous and induced abortions).²⁰

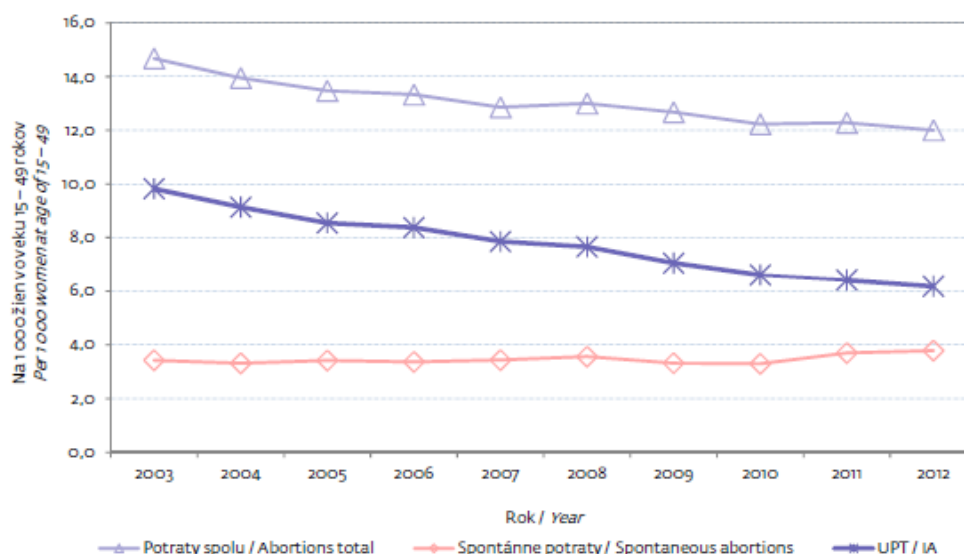
TABLE 2 NUMBER OF WOMEN TREATED WHO WERE SUSPECTED TO BE AT RISK OF VIOLENCE IN 2009–2012

Type of practice	2009	2010	2011	2012
General practice	4,430	2,205	3,424	1,028
Psychiatric practice	2,120	1,487	1521	661
Gynaecology practice	287	168	183	186
Spontaneous and induced termination of pregnancy	317	322	300	257

SOURCE: 5 NHIC 2009, 2010, 2011, 2012

²⁰ National Health Information Centre, 2013, Miscarriage and abortion in the Slovak Republic 2013

GRAPH 5 DEVELOPMENT OF THE OVERALL RATE OF MISCARRIAGE AND ABORTION



SOURCE: 6 NATIONAL HEALTH INFORMATION CENTRE: HEALTH YEARBOOK YEAR 2012

ARTICLE 4 VIOLENCE AGAINST WOMEN

LEGISLATION AND POLITICAL MEASURES

The Slovak Republic has adopted a number of measures and initiatives to combat violence against women. The cross-cutting nature and difficulty and a long taboo of the issue, where unresolved problems have become standard and stereotyped parts of life, have caused an accumulation of problems. The situation is affected not only by misunderstanding and incorrect attitudes to violence against women in society, but also by the absence of coordinated, specialised and affordable services for victims of such violence. Striving to change this unfavourable situation, the government of the Slovak Republic adopted two documents focussing on the issue of violence against women during the reporting period: the **National Action Plans for the Prevention and Elimination of Violence against Women** for the periods 2009–2012 and 2014–2019 respectively

The **National Action Plan for the Prevention and Elimination of Violence against Women 2009–2012** (2009) built on the operational objectives of the National Strategy for the Prevention and Elimination of Violence against Women and in Families and developed them in the light of new experience and the requirements of international documents and practice. The tasks are mainly formulated in the context of the previous plan by means of specific measures, with issues of statistical findings and monitoring added to the research area. The material was supplemented by three extension areas: education and sensitisation of the helping professions, violence against women in the workplace and work with the perpetrators of violence.

In 2013 the government adopted the **National Action Plan for the Prevention and Elimination of Violence against Women 2014–2019**. Despite the continuing implementation of tasks defined in the previous action plans and a definite movement in the matter of violence against women in recent years, according to the NAP it must be concluded that Slovakia still has no coordinated system for providing assistance to women who experience violence or for primary prevention of such violence. The objective of the present NAP is to design, implement and coordinate a comprehensive, nationwide policy on the prevention and

elimination of violence against women. The plan includes specific proposals such as the preparation of a law on domestic violence and violence against women, the establishment of a Coordination Methodological Centre and support for services, education and awareness in this area.

An important strategic document for efforts to combat trafficking in human beings is the **National Programme on the Fight against Trafficking in Human Beings for the Years 2011–2014** (adopted by resolution of the government of the Slovak Republic No. 96 of 16/02/2011), the aim of which is to establish a comprehensive and effective national strategy for combatting trafficking in human beings that supports the development of mutual understanding and coordinated activity of all actors in the elimination of risks and the prevention of the crime of trafficking in human beings, and also in the creation of conditions for the provision of support and assistance to the victims of trafficking in human beings and ensuring the protection of their human rights and dignity.

The Department of gender equality and equal opportunities and the Institute for Labour and Family Research prepare an annual **Report on Violence against Women** that evaluates the scope and effectiveness of interventions provided for the victims of violence against women.

The Slovak Republic is currently preparing ratification of the **Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence** (Istanbul, CETS no. 210 hereinafter the “Istanbul Convention”), which was adopted in 2011. The Slovak Republic signed the Convention in Istanbul on 11 May 2011. The Convention is the widest reaching international document in this area setting forth zero tolerance for violence against women and domestic violence. In the international context, Slovakia was one of the first Member States of the Council of Europe to sign the Istanbul Convention on the date of its opening for signature, 11 May 2011, in Istanbul. By signing the Convention Slovakia clearly indicated that it will not be indifferent to this negative phenomenon which also affects contemporary Slovak society. The government deliberated on the Convention at its session of 04 May 2011, where it adopted Resolution no. 297 on its signing by the Slovak Republic with reservation of ratification.

In recent years the Slovak Republic has adopted a series of legislative amendments affecting various provisions of the Criminal Code, the Code of Criminal Procedure, the Code of Civil Procedure, the Civil Code and other acts with a substantial effect on legal sanctioning against various forms of violence against women and the trafficking of women. The provisions of the **Criminal Code** guarantee victims access to legal aid through the information duty of law enforcement authorities. Legislation also allows the activities of victim assistance organisations, including the provision of legal advice. Current law guarantees victims the right to legal aid free of charge when claiming compensation in criminal proceedings and also in civil lawsuits through a **Legal Aid Centre**.²¹

In the years 2008–2013 there were a number of major legislative changes in **criminal law** that related to the prevention and elimination of violence against women and domestic violence. These changes included the **specification and extension of the existing constituent elements of offences and the introduction of new constituent elements of offences** through amendments of Act No. 300/2005 the Criminal Code.

²¹ At present the Legal Aid Centre does not provide legal aid or legal representation in criminal law proceedings and does not have any branches or offices abroad. The National Action Plan for the Prevention and Elimination of Violence against Women 2014–2019 includes a task assigned to the Ministry of Justice of the Slovak Republic (point 15) to provide for the amendment of Act No. 327/2005 Z.z. so that offices of the Legal Aid Centre in the Slovak Republic provide legal advice for, amongst other clients, women at risk from violence and legal representation for the victims of violence against women also in criminal cases.

With effect from 01/09/2011²² the **Criminal Code** incorporated a constituent element of the offence of dangerous harassment under section 360a of the Criminal Code to punish **stalking**, i.e. the long-term harassment of another person that is capable of giving the harassed person grounds to fear for his/her life or health or the life or health of a close person or that significantly impairs the quality of his/her life.

In connection with the transposition of the Directive 2011/36/EU, with effect from 01/08/2013 the definition of the offence of trafficking in human beings in section 179(1) and (2) of the Criminal Code incorporated a reference to “abduction”, “begging” as a special form of forced service and “the exploitation of criminal activities”. At the same time a **reference to forced marriage** was added as a special form of trafficking in human beings, based on prior experience.

Another important step in our view is the most recent amendment of Act No. 215/2006 on **compensation of the victims of violent crime**²³ **which came into effect** on 01/07/2013 and under which the victims of offences of rape, sexual assault and sexual abuse are **entitled to compensation for non-material harm**. The amendment expressly states that victims of rape, sexual assault and sexual abuse are entitled to compensation for physical injuries resulting from the offence and also to compensation for non-material harm (mental trauma, stress, anxiety, frustration).

Important measure for combatting violence against women was the amendment of the Act on the **Police Force**²⁴ that entered into effect on 15/12/2008. The amendment increased the powers of the police force to ban a violent person from a shared dwelling. Pursuant to the provisions of section 27a of Act No. 171/1993 on the Police Force a police officer is authorised to remove and ban a person from a house, flat or other shared dwelling with a person at risk and from its immediate vicinity if evidence has been found to indicate a reasonable expectation that the banned person will make an attack on the life, health or freedom or an especially severe attack on the human dignity of the person at risk, especially if such attacks have occurred previously. The ban includes a prohibition for the banned person to enter the shared dwelling for 48 hours from the ban. A police officer is entitled to ban such persons in their absence. If a request from an injunction is filed with a court during a ban from a shared dwelling the duration of the ban from a shared dwelling shall be extended until the entry into force of the court’s decision on the request.

An amendment of Act No. 448 on **social services**²⁵ introduced the term “gender based violence” as a situation of social crisis in which the life or health of a natural person and his/her family is at risk and which requires immediate action by social services. The amendment made provision for emergency accommodation facilities to be provided separately for a certain selected target group of natural persons and allowed these persons to be guaranteed anonymity. The amendment thus permitted the provision of specialised social advice and the provision of services in emergency accommodation facilities for specific target groups including women at risk of violence. At present a system of accreditation is being prepared for specialised social advice for women experiencing violence or at risk of violence.

²² Act No. 262/2011 Z. z. amending Act No. 301/2005 Z. z. the Criminal Code, as amended, and amending certain acts

²³ Act No. 146/2013 Z. z. amending Act No. 215/2006 Z. z. on compensation of the victims of violent crime, as amended by Act No. 79/2008 Z. z., and amending certain acts

²⁴ Act No. 491/2008 Z. z. amending Act No. 171/1993 Z. z. on the Police Force, as amended, and amending certain acts

²⁵ Act No. 448/2008 Z. z. on social services and amending Act No. 455/1991 Zb. on trade licensing (the Trades Licensing Act) as amended, as amended

INSTITUTIONAL DEVELOPMENT

An **Expert group on the prevention and elimination of violence against women and in families** was established as long ago as 1999 pursuant to a government resolution on crime prevention. The expert group drew on model strategies and practical measures for the elimination of violence against women developed by the UN. An expert group for the problem of violence against women operates in connection with the **Government Council for Crime Prevention**. The expert group is a specialist body of the Government Council for Crime Prevention. As an interdepartmental body it cooperates with ministries and other central state administration bodies, social partners, municipalities, higher-tier territorial units, local state administration bodies, non-governmental, non-profit organisations, research institutions and academic institutions. In its activities the Expert Group focuses on tasks connected with promoting the prevention and elimination of violence against women and in families in accordance with the international obligations of the Slovak Republic and its obligations resulting from membership of the EU, the law and acts of general application.

A systematic measure in this area has been the establishment of a separate **working group for the elimination of violence against women**, operating within the Committee for Gender Equality of the Government Council for Human Rights, National Minorities and Gender Equality. In 2012 the committee discussed topics connected with improving assistance to the victims of domestic violence, sexual abuse and bullying.

Monitoring of social services²⁶ carried out by the Institute for Labour and Family Research indicates that in all regions of the Slovak Republic women have access to 52 subjects providing services related to violence against women. There are 16 subjects within this group that have the strongest potential to meet the Minimum Standards of the Council of Europe (COE MS) as specialised services for women experiencing violence. A number of these subjects focus primarily on domestic violence or protecting children against violence²⁷. The number of places available in residential facilities for women at risk of violence meeting the requirements of the COE MS amounts in total to 238 places for women and children.

We are currently preparing a **framework for providing institutional support to victims of violence against women** and domestic violence. A number of specific measures that will strengthen institutional support are included in a **national project supported by the European Social Fund** with a total commitment of around EUR 3 million whose aim is to improve the assistance provided to women and children experiencing violence and ensure the accessibility of social support services in the regions. The main content of the project is support for existing and the establishment and operation of new women's shelters and related counselling services throughout Slovakia to ensure regional accessibility in every self-governing region. These establishments will provide a full range of services for women who experience domestic violence and their children. At present Slovakia does not have complete coverage of services since they are provided sporadically by NGOs in a few regions only, without networking and cooperation. The project will design and pilot an integrated crisis intervention system that will be a network of the following institutions:

- a **national 24/7 free telephone hotline** whose role is to provide legal, psychological and other counselling to victims of domestic violence and if necessary to contact a counselling centre and ensure specific care for the woman;

²⁶ Mgr. Barbora Holubová, Mgr. Jarmila Filadelfiová, PhD: Monitoring of social services for *women* experiencing violence and their children from the perspective of European standards. Institute for Labour and Family Research, Bratislava, 2013.

²⁷ In most cases they are subjects accredited under the Act on social and legal protection of children and social guardianship

- **a network of specific social services** – counselling centres providing all relevant counselling services for women and their children; during the first phase support will be provided to existing counselling centres. By the end there should be 20 new counselling centres covering the whole of Slovakia.
- **a network of women's safe houses**, which will provide comprehensive specialised assistance for women experiencing violence and their children in residential form until the solution of the woman's problems. At the end of the project 110 family places should be available for the whole of Slovakia (a family place is for a mother + 2 children).

In mid-2014 we expect to launch a project to establish a **Coordination Methodological Centre on Violence against Women and Domestic Violence** (hereinafter the "CMC") whose function will be to manage the prevention and elimination of both forms of violence. A team of experts will be formed within the CMC with responsibility for coordinating and supervising systematic prevention and interventions for victim support and the provision of services in the area of violence against women and domestic violence. The objective of the CMC will be to ensure professional coordination of individual activities through a uniform code of practice for the provision of services related to the prevention and elimination of violence against women and children, to create conditions for multi-institutional cooperation of the helping professions and to establish a training system, and also to carry out research, monitoring and activities promoting awareness.

Complementary financing for establishing and extending the support system, providing additional financing for activities and covering other costs such as research, education, campaigns and other soft activities will be provided through the Norwegian Financial Mechanism, whose programme is currently in the process of approval; the project is expected to launch at the start of 2013 and in combination with the project with ESF support it will establish a foundation for effective support for women and other victims of domestic violence. The total value of the allocation from the NFM is approximately EUR 8 million. **The total amount allocated on the national level for the elimination of violence against women over the next three years is approximately EUR 12 million.**

Besides this allocation, an important financial mechanism is **support for social services through self-governing regions**, which support accredited organisations providing special advice services for the victims of domestic violence, mainly women, pursuant to Act No. 448/2008 on social services. The support provided to such organisations depends on the possibilities available to the self-governing region and it is estimated that the total volume of such support in Slovakia is in the range of 300,000 to 500,000 euros per year. Support for emergency accommodation facilities and shelters is substantially higher, approximately on the level of half a million euros per self-governing region, i.e. EUR 4 million per year. However, most of these establishments provide accommodation for a range of target groups and it is not possible to calculate the total amount of spending in relation to victims of domestic violence.

The Ministry of Interior of the Slovak Republic provides assistance and protection to victims of trafficking in human beings through the **Programme for the Support and Protection of the Victims of Trafficking in Human Beings**²⁸. A full range of care is provided for victims of trafficking in human beings in accordance with the principle of equality and non-

²⁸ The scope and quality of the services provided to the victims of trafficking in human beings are defined by Regulation of the Ministry of Interior No. 180 of 19/12/2013 on arrangements for the programme for the support and protection of the victims of trafficking in human beings. This regulation came into effect on 01/01/2014 and replaced the previous regulation of the Ministry of Interior No. 47/2008 on arrangements for the programme for the support and protection of the victims of trafficking in human beings as amended by regulation of the Ministry of Interior No. 170/2010.

discrimination and according to the individual needs of the victims, whether they are citizens of the Slovak Republic, foreigners or stateless persons. Non-governmental organisations are involved in the provision of comprehensive care under the programme based on contracts concluded with the Ministry of Interior on the provision of funds from the state budget of the Slovak Republic.

Within the Ministry of Interior the problem of trafficking in human beings is supervised by the **Information Centre for the Fight against Trafficking in Human Beings and Crime Prevention**. The Information Centre for the Fight against Trafficking in Human Beings and Crime Prevention is an establishment of the Ministry of Interior without legal capacity established by Act No. 583/2008 on the prevention of crime and other anti-social activity. One of its duties is to collect and process data to produce statistics and analyses on the issue of trafficking in human beings and it manages an information system on trafficking in human beings.

ANALYSIS OF THE EXISTING SITUATION AND DEVELOPMENT TRENDS

The results of the survey by the **EU Agency for Fundamental Rights on violence against women**²⁹ showed that the Slovak Republic is close to the EU average for the prevalence of violence against women. 23% of respondents from Slovakia stated that as an adult they had experience physical or sexual violence from a partner (EU average 22%) and 34% from another man (EU average 33%). Violence within the last year from a partner was reported by 6% of women and from another man by 10% of women. A disturbing result, in our view, was the finding on assistance for victims, that only 8% of women had contacted the police and that only a little over a quarter (27%) of women know at least one institution that provides assistance for women at risk of violence. 40% of Slovak women had experienced sexual harassment during adulthood, 22% a more serious, i.e. non-verbal form, of harassment.

Similar findings for violence against women in the Slovak Republic during adulthood was found by research carried out in 2008.³⁰ **21.2% of women had experience of violence from a current partner and 27.9% had experienced violence from a previous partner.** The percentage of women who had experienced violence from a current or former partner in their lifetime was 39.2%.

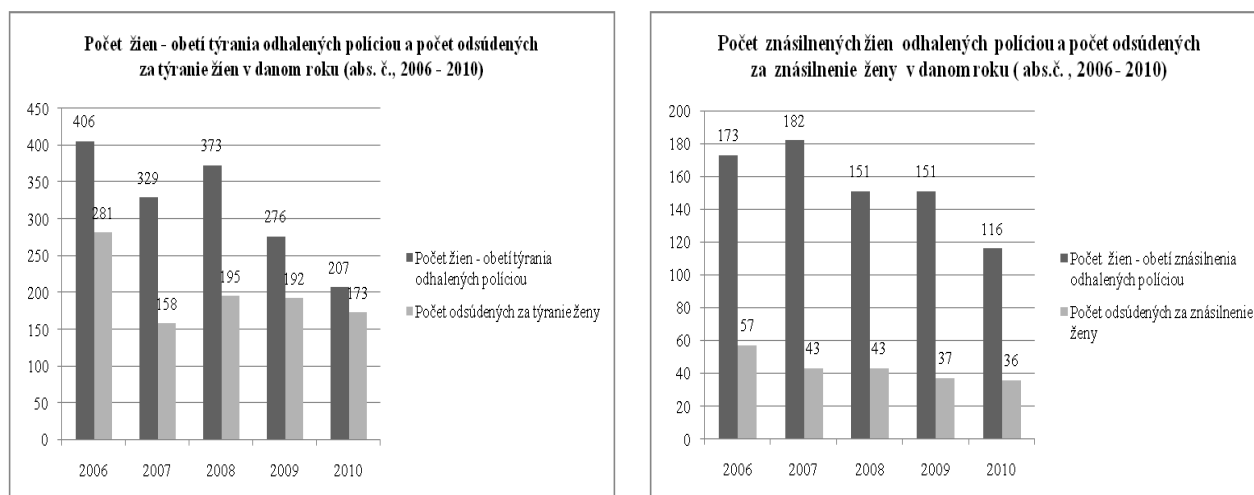
An annual overview of violence against women is provided by data from the Survey of Victims of Crime in Slovakia.³¹ Women are exposed to mistreatment 2–3 times as frequently as men. Since 2007 there has been a rising trend in the prevalence of mistreatment amongst both women and men. In 2010 it affected 8.6% of women and 5.2% of men (the period surveyed was from 01/07/2009 to 30/06/2010). In 2011 the prevalence of mistreatment was 6.8 % of women and 1.7 % of men (the period surveyed was from 09/2010 to 08/2011).

²⁹ European Union Agency for Fundamental Rights: Survey data explorer - Violence against women survey, <http://fra.europa.eu/DVS/DVT/vaw.php>

³⁰ Filadelfiová, Bodnárová, Holubová, 2008: Representative sample survey of prevalence and women's experience of violence against women in Slovakia, ILFR/UNIFEM

³¹ Survey of Victims of Crime in Slovakia, Pan-European University, carried out on a representative sample of approximately 2,000 respondents aged 15 years and over.

GRAPH 6 NUMBER OF WOMEN – VICTIMS OF MISTREATMENT AND NUMBER OF CONVICTIONS AND NUMBER OF WOMEN VICTIMS OF RAPE AND NUMBER OF CONVICTIONS (2009–2010)



SOURCE: 7 STATISTICAL OFFICE OF THE SLOVAK REPUBLIC BASED ON DATA FROM THE MINISTRY OF INTERIOR AND THE MINISTRY OF JUSTICE

Left title: Number of women victims of mistreatment detected by police and number of convictions for mistreatment of women in the given year (absolute no., 2006–2010)

Left data label top: Number of women victims of mistreatment detected by the police

Left data label bottom: Number convictions for mistreatment of a woman

Right title: Number of women victims of rape detected by police and number of convictions for rape in the given year (absolute no., 2006–2010)

Right data label top: Number of women victims of rape detected by the police

Right data label bottom: Number convictions for rape of a woman

Women are most often attacked by their partners. Abuse of women by a partner (former or current) made up 57% of cases in 2010 and 61.7% of cases in 2011. Amongst men abuse by a current or former partner made up 12% of cases in 2010 and 37.5% in 2011. The second most frequent abusers of women and men are parents (natural and step-parents), more so in the case of men than women.

ARTICLE 5 WOMEN AND ARMED CONFLICTS

The **Sectorial Plan for Gender Equality of the Ministry of Defence of the Slovak Republic** has been developed as instrument for creating conditions for overcoming gender stereotypes and eliminating gender discrimination while respecting the specific characteristics of work and service in the defence sector. The plan should help the operation of the legislative and institutional provisions made for the implementation of gender equality. A key ambition of the plan is to improve first of all the quality of the working environment and working conditions in the sector by paying greater attention to issues of gender equality.

The **Conception of Care for the Families of Professional Soldiers** sent to carry out tasks outside the territory of the Slovak Republic establishes the basic framework for institutional provision of family care, for the updating of regulations in this area and also for defining the requirements for the provision of comprehensive care for the families of professional soldiers posted to operations abroad on the side of military units and individual family members. Implementing a system of care for the family of a professional soldier during the critical period of posting to an international crisis management operation abroad will permit the stable and predictable development of this dimension of the quality of life also in cases that the

posted professional soldiers and their family members have not foreseen, were not adequately prepared for or that relate to situations resulting from a direct threat to life or health.

ARTICLE 6 WOMEN AND THE ECONOMY

LEGISLATION AND POLITICAL MEASURES

The amendment of the **Labour Code** in 2011³² introduced a fundamental change in the prohibition of discrimination in labour law. Pursuant to Article 6 of the Labour Code, **women and men shall have the right to equal treatment** with regard to access to employment, remuneration and promotion, vocational training and working conditions. An important provision was added to the **Labour Code** in 2007, enshrining in law the principle that pay for equal work and work of equal value must be the same for women and men. Pregnant women, mothers who have given birth within the last nine months and breast-feeding women must be given working conditions that protect their biological condition in connection with pregnancy, the birth of a child, care for a child after birth and their personal relationship with the child after its birth. Women and men must have working conditions that allow them to perform the social function of bringing up children and taking care of them.

An important role in eliminating gender gaps in the labour market is played by the projects under the **OP Employment and Social Inclusion** carried out in the programming period 2007–2014. Examples of good practice include the previously mentioned national project Gender Equality Institute³³ and the project of the civil association MyMamy under the name Pandora's Box³⁴. The aim of the project is to increase the range of social services provided by the women's interest association MyMamy for the development of the ability of vulnerable population groups and members of their families to lead an independent life, to eliminate negative side effects that lead to social exclusion, primarily by increasing the availability of services in rural areas through ICT and the development of the quality of human resources in service provision.

ANALYSIS OF THE EXISTING SITUATION AND DEVELOPMENT TRENDS

In the area of women's employment the situation in Slovakia is comparable to other EU Member States, although it has a number of special characteristics such as larger regional differences and fewer part-time jobs. In 2012 the employment rate for women aged 15 years and over was 43.6% and for men 59.1%. From this data, the gender gap in men's and women's employment is 15.5% to the detriment of women.

³² Act No. 48/2011 Z.z. amending Act No. 311/2001 Z.z. the Labour Code, as amended, entry into effect 01 April 2011

³³ <http://www.instituttr.sk>

³⁴ http://www.mymamy.sk/obsah/17/pandorina_skrinka/

TABLE 3 OVERVIEW OF BASIC INDICATORS ON THE LABOUR MARKET FROM A GENDER PERSPECTIVE

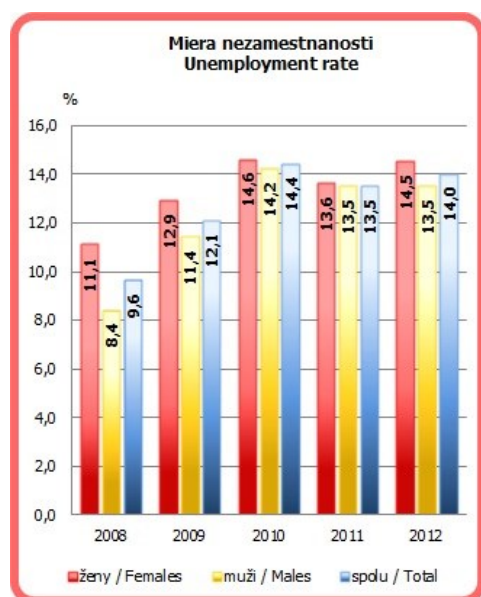
Indicator	Women	Men	Gender gap
Employment rate (in %, 20–64 years, 2012)	57.3	72.8	15.5
Employment rate (in %, 15–64 years, 2012)	52.7	66.7	14
Youth employment rate (in %, 15–24 years, 2012)	16	24.1	8.1
Senior employment rate (in %, 50–64 years, 2012)	47.6	63.1	15.5
Unemployment rate (in %, all age groups, 2012)	14.5	13.5	1
Youth unemployment rate (in %, 15–24 years, 2012)	32.5	35	2.5
Senior unemployment rate (in %, 50–64 years, 2012)	11.3	10.9	0.4
Unadjusted gender income gap (in %, 2011)			20.5%
Gender distribution of unpaid work (hours/week, 2010)	24.5	6	18.4
Total amount of paid and unpaid work (hours/week, 2010)	67.1	52.6	14.7

SOURCE: 8 SYNTHESIS REPORT ON THE STATE OF GENDER EQUALITY IN SLOVAKIA FOR 2012

The rate of economic activity of men (69.4% in 2012) is still incomparably higher than amongst women (50.7% in 2012)³⁵, with a gender gap of nearly 18 percentage points. The largest gender gap is in the economic inactivity of women and men – the difference in numbers is enormous. In 2012 the percentage of women who were economically active was 62.5% while for men it was just under a third.

In the working process in the Slovak Republic, women face **horizontal and vertical segregation**. In areas such as health care, social services and education women make up 80% of the workforce and in the public administration sector 70%. On the other hand, in the private sector where earnings are greater, women make up only 41% of employees. The gender gap is most pronounced in the business sector, where there is one female entrepreneur for every three men. The Slovak labour market is one of the most **gender segregated labour markets** in Europe, i.e. despite the increasing share of women in leadership and management positions (31% in 2011),³⁶ women are employed in lower positions much more frequently than men.

Gender segregation is closely linked to the overall lower income of women, as there continues to be a large gender gap between women's and men's pay. Women are found more often in



low-paid groups of employees, i.e. those whose hourly pay is lower than 2/3 of the median hourly wage in the Slovak economy. Despite women's very good level of education (in Slovakia in fact higher than men's) women do not achieve comparable earnings to men because education in "typically female areas" is less valued. The **gender pay gap** in Slovakia has long been above the EU-27 average. In 2012 the unadjusted gender pay gap was 21.5% while in 2013 it was only 17.5%. In the private sector in Slovakia the pay gap was 21% and in the public sector it was 16%. There are significant differences in the gender structure of the two sectors, with women making up 68% of workers in the non-business sector and 42% in the business sector.

³⁵ Source of labour market data: Statistical Office of the Slovak Republic, Slovstat database.

³⁶ Includes corporate managers and managers of small enterprises, the EU-27 average was 33% (source: Eurostat: http://epp.eurostat.ec.europa.eu/cache/ITY_PUBLIC/3-07032013-AP/EN/3-07032013-AP-EN.PDF)

Attention should also be paid to gender inequality in **marginalised Roma communities**, as the situation of Roma women is significantly affected by strong gender stereotypes and a higher level of restriction of women's human rights, which is reflected in their status in the labour market. Research into the living conditions of Roma households³⁷ has identified a high level of gender differences, which represents another structure within the geographical and ethnic structure in Slovakia. The data shows gender inequalities in all compared indicators: these existed in both the Roma and the general population but differences were several times larger in the Roma population. Even compared to the every low level of employment in the aggregate Roma population, in all age and generation groups the employment rate of Roma women was less than half that of men (on average 20% for Roma men and 10% for Roma women).

Roma women faced a larger gender gap than women in the spatially close general population when women's and men's employment rates were compared in each group. **The employment rate of Roma men was less than a third of that of men in the spatially close general population (20% compared to 61%) while Roma women's employment rate was between a fifth and a quarter of that of women in the general population (11% compared to 49%).** Women, especially Roma women, were more likely to live completely outside the labour market: 56% of Roma women aged 15–64 compared to 45.8% of women in the general population and 28.1% of Roma men.³⁸ The exclusion of the Roma population from the labour market (economic inactivity) is high and successful entry into the labour market is low overall, but in the case of Roma women it is taking on gigantic dimensions which continue to grow as spatial exclusion increases.

ARTICLE 7 WOMEN IN IN POSITIONS OF POWER AND DECISION-MAKING

The representation of women in decision-making positions in Slovakia varies from low to predominant representation (the judiciary). The most critical situation is the long-term marginalisation of women in top positions in Slovak politics. To achieve the one third representation considered the critical lower bound for the real ability to influence decisions it would still be necessary to double the current number of women in parliament.

Women have **minority representation in the majority of the senior bodies and central bodies of the state administration** compared to men. They are most strongly represented in the Constitutional Court of the Slovak Republic, where the post of President of the Constitutional Court is also held by a woman. The proportion of women must be seen in the overall context where there are a low number of persons in senior positions and the presence of one or two women increases the percentage representation of women.

³⁷ UNDP 2012: Report on the living conditions of Roma households in Slovakia 2010 Bratislava. Based on sociographic mapping of Roma communities classified according to the degree of integration with the majority population as segregated, separated or diffused. A control set for the survey was selected from the general population living in the spatial vicinity of Roma households. Data was gathered in November and December 2010 through face-to-face interviews using a structured questionnaire. The analysis covered a total of 1,083 households, of which 723 were Roma households made up of 3,614 individuals (of whom 1,832 were men and 1,782 were women). The control group comprised 360 households and 1,060 individuals (of whom 517 were men and 543 were women).

³⁸ The rate of economic activity was symmetrically opposite – Roma women had the lowest level (only 44% of Roma women aged 25–64 were economically active compared to 54.2% of women in the general population and 71.9% of Roma men).

TABLE 4 REPRESENTATION OF WOMEN IN POLITICS AND PUBLIC LIFE

Indicator	Women	Men	Absolute gender gap ³⁹
Political participation on the European level (in %, European Parliament, 2013)	38.5	61.5	23.0
Political participation on the national level (in %, national parliaments, 2013)	16.0	84.0	68.0
Political participation in national governments (in %, 2013)	7.7	92.3	84.6
Political participation in the leadership of regional assemblies (in %, 2013)	0	100	100
Political participation on the regional level (in %, national assemblies, 2013)	15.4	84.6	69.2
Gender balance in the supreme court (in %, Q3 2012)	53	47	6

SOURCE: 9 SOURCES: EUROSTAT; STATISTICAL OFFICE OF THE SLOVAK REPUBLIC; EUROPEAN COMMISSION DATABASE ON WOMEN AND MEN IN DECISION-MAKING

Women's representation in politics in the Slovak Republic has long been low compared to other areas: for a long time the average percentage of women in the National Council of the Slovak Republic has been in the range 15–20%. To achieve the one third representation considered the critical lower bound for the real ability to influence decisions it would still be necessary to double the current number of women in parliament. Legislative provisions requiring that a proportion of places on candidate lists be given to women (quotas) have very little acceptance and support, especially amongst the political parties that would have to adopt and approve such rules.

A positive example of women's representation in politics is the **Slovak delegation to the European parliament**, where there are 5 women out of a total of 13 MEPs, which makes 38% of the delegation.

TABLE 5 WOMEN'S REPRESENTATION IN ELECTED REPRESENTATIVES TO THE NATIONAL COUNCIL OF THE SLOVAK REPUBLIC AND IN THE GOVERNMENT OF THE SLOVAK REPUBLIC

Election to the NCSR	Women elected to parliament (number, out of 150 representatives)		Percentage of women in government		
	Number of women	Percentage of women	Number of members	Number of women	Percentage of women
1994	22	14.7	19	3/4	15.8 / 21
1998	19	12.7	22	3/2	13.6 / 9
2002	29	19.3	16	0/2	0 / 12.5
2006	24	16	16	1/2	6.3 / 12.5
2010	23	15.3	15	2 (prime minister)	13.3
2012	24	16	15	1	6.7

SOURCE: 10 SO SR, HISTORY OF GOVERNMENTS OF THE SLOVAK REPUBLIC, [HTTP://WWW-8.VLADA.GOV.SK/INDEX.PHP?ID=1073](http://www-8.vlada.gov.sk/index.php?id=1073)

So far no woman has **lead a self-governing region** as the president of a higher-tier territorial unit. Women have long had very low representation in **elected local government bodies (municipalities, self-governing regions)** and this is increasing only very slowly. In all elections the percentage of women elected was 4–5% less than their representation on candidate lists.

The representation of women in the judiciary has unusual characteristics. Female judges are 63% of all judges. The situation as at 31 December 2013 was that out of a total of 1385 judges 511 were men (i.e. 36.9%) and 874 were women (63.1%). This means there were 1.7 times more women in justice (as judges) than men. According to the situation as at 24

³⁹ The absolute gender gap is given in percentage points, unless specified otherwise.

February 2014, **out of a total of 8 presidents of regional courts** in the Slovak Republic, **4 presidents were women** (at the regional courts in Trenčín, Nitra, Žilina and Prešov) and **out of a total of 54 presidents of district courts** in Slovakia **25 presidents were women**. Women hold top posts in a number of important judicial institutions: the president of the **Constitutional Court**, the vice-president of the **Specialised Criminal Court** and the director of the **Legal Aid Centre** are women.

The representation of women in **economic decision-making positions** in the Slovak Republic has long been amongst the highest in the EU. According to an analysis by the MLSAF of women's representation in decision-making positions in companies quoted on the Slovak Stock Exchange (a total of 86 companies), women made up 28.62% of the total number of members of supervisory boards. Women chaired the supervisory board in 23.08% of known cases (not all firms specify this position); 9 out of 39 known chairpersons are women. Women are less well represented in executive positions making up only 16.84% of members of the boards of directors in the studied firms, and only holding the highest position in 3.49% of firms.

TABLE 6 WORKING MEN AND WOMEN IN SENIOR AND MANAGERIAL FUNCTIONS (BASED ON A SELECTIVE LABOUR FORCE SAMPLE SURVEY USING ISCO-08 CLASSIFICATION OF OCCUPATIONS)

		2005	2006	2007	2008	2009	2010	2011
Legislators and managers per thousand persons	men	95.7	95.0	88.7	94.2	92.9	91	85.3
	women	42.5	36.8	39.7	39.8	44.2	48.1	38.3
Women as percentage of total	%	30.8	27.9	30.9	29.7	32.2	34.6	30.9

SOURCE: 11 STATISTICAL OFFICE OF THE SLOVAK REPUBLIC, LFSS METHOD

ARTICLE 8 INSTITUTIONAL SUPPORT MECHANISMS FOR WOMEN

In 2010 the post of **deputy prime minister for human rights and national minorities** was created with a portfolio that included gender equality, though this was not enshrined in law. After the change of government in 2012, an amendment of the “Competence Act”⁴⁰ for the first time assigned competence for gender equality to a particular central state administration body, the Ministry of Labour, Social Affairs and Family of the Slovak Republic (MLSAF). As a result of the amendment, with effect from 01/10/2012, the MLSAF was assigned the function of **the central state administration body for gender equality and equal opportunities and for coordination of state policy in this area**. Although the MLSAF has performed duties relating to gender equality, equal opportunities and anti-discrimination since 1999, the amendment for the first time assigned it the competences of the national institutional mechanism and the contact point for gender equality. In 2010 the Department for gender equality and equal opportunities (DGE&EO) began to report directly to the state secretary of the MLSAF. DGE&EO represents the Slovak Republic in various international bodies and advisory commissions and alongside standard tasks it performs the function of coordinator for the structural funds’ horizontal priority equal opportunities.

In 2011 space for deliberative democracy was created in particular by the new institutional mechanism the **Government Council for Human Rights, National Minorities and Gender Equality** (the “Government Council”), which is a permanent, expert advisory, coordination and consultative body of the government of the Slovak Republic. One of the council's

⁴⁰ Act No 575/2001 Z.z. on the organization of the activities of the government and the organization of the central state administration

committees is the **Committee for Gender Equality**⁴¹, which is established as a specialised advisory body of the Government Council. The committee shares a secretariat based in the MLSAF with three other committees of the Government Council. The Department for gender equality and equal opportunities provides for the activities of the Committee in its area of competence. The director of the Department is also sits on the Committee as its executive secretary without voting rights.

ARTICLE 9 WOMEN'S HUMAN RIGHTS

In November 2011 the government of the Slovak Republic approved a task to prepare a **National Strategy for the Protection and Support of Human Rights in the Slovak Republic**. The coordination of activity for the preparation of the strategy and the presentation of the strategy for deliberation by the government by the end of June 2014 has been entrusted to the deputy prime minister and minister of foreign and European affairs of the Slovak Republic. The aim of the government document is to improve the system of national protection and support for human rights including identification of the needs and requirements of vulnerable groups. A participative mechanism is being used in development of the strategy. The process of defining the content and priorities of the strategy includes contributions not only from the civil service but also from a very wide range of non-governmental organisations and other relevant representatives of civil society. The preparation of the strategy is being preceded by specialised events on individual thematic areas. The outputs of the events are used to develop materials that will be incorporated into the text of the strategy. One specialised event is dedicated to the topic of gender equality. The specialised events are intended for representatives of the state sector and civil society. The events are supervised by the supervisor assigned to the area concerned. These supervisors are the competent ministries and other relevant subjects.

The strategy will be organised thematically with three sections on each thematic area: an analysis of the current state of human rights in the Slovak Republic, strategic questions made up of a proposed solution for the future and institutional arrangements. It will also take account of the recommendations of the monitoring bodies of international organisations. It will be an open material whose aim will be to identify opportunities for improving national protection and support for human rights in strategic areas of human rights. The strategy aims to reflect trends in the development of human rights on the national, European and international levels. The participative character of its preparation provides an adequate space for a wide range of stakeholders to express their views. During preparation of the strategy workshops were held for representatives of civil society, the public administration and professionals in Bratislava, Banská Bystrica and Košice. The points that were raised there made a valuable contribution to discussion aimed at improving the quality of public policy on human rights.

Improving the situation of the Roma in all areas of life remains one of the priorities of the government of the Slovak Republic. In January 2012 the **Strategy of the Slovak Republic for Roma Integration to 2020** was approved as a comprehensive document in which the government responds to the need to address challenges associated with social integration of Roma communities, including issues on the EU level. The principles set out in the strategy have the ambition to create a policy foundation (particularly in education, employment,

⁴¹ The Committee for Gender Equality is the continuation of the Government Council for Gender Equality which operated in the previous period and about which information was supplied in the previous report.

housing and health policy) for addressing the adverse situation of Roma in the period to 2020, including the use of structural funds in the 2014–2020 programming period. An important aspect of the strategy is the direction of policy towards the majority population.

The **institutional framework of the human rights agenda in the Slovak Republic** underwent major changes in the period under review. In 2012 many competences in the area of human rights were assigned to the Ministry of Foreign and European Affairs. The transfer of competences was the result of the current government's decision not to fill the position of deputy prime minister for human rights and national minorities. The deputy prime minister and minister of foreign and European affairs took over coordination and direction of the activities of the Government Council for Human Rights, National Minorities and Gender Equality, the government's advisory body on human rights. Coordination of national human rights policy thus became the responsibility of the deputy prime minister and minister of foreign and European affairs while policy implementation is the responsibility of the various ministries. This approach is fully compatible with the mainstreaming of human rights.

In March 2011 the government of the Slovak Republic established the **Government Council for Human Rights, National Minorities and Gender Equality**. The government council is the government's advisory body for the protection and support of human rights. The competences of the Government Council include deliberating on the national implementation of Slovakia's international obligations and the adoption of standpoints in this area.

The **Slovak National Centre for Human Rights**⁴² is an independent legal entity in the area of the protection of human rights and fundamental freedoms including the rights of the child and supervision of compliance with the principle of equal treatment. The Centre is involved in providing legal advice on questions of discrimination, expressions of intolerance and breaches of the principle of equal treatment for all inhabitants of the Slovak Republic and the law also entitles it to ask to represent parties in proceedings on violations of the principle of equal treatment. Every year the Centre issues a Report on the Observance of Human Rights in the Slovak Republic. Gender equality is one of the issues covered by the Report on the Observance of Human Rights in the Slovak Republic.

Under the provisions of article 151a(1) of the Constitution of the Slovak Republic, the **Public Defender of Rights** is an independent body of the Slovak Republic which protects the fundamental rights and freedoms of natural persons and legal entities in the scope and manner laid down by law in proceedings before public administration bodies and other public authorities if their actions, decision-making or inactivity violate the law. In cases defined by law the public defender of rights can take part in claims for the liability of persons working in public administration bodies if these persons violate the fundamental rights and freedoms of natural persons and legal entities. All public authorities must provide the public defender of rights with all necessary cooperation.

An integral part of domestic human rights policy is **permanent dialogue with civil society**. In connection with institutional changes mentioned above the Ministry of Foreign and European Affairs manages **two further areas of human rights policy**: 1. the promotion, support and protection of human rights and freedoms and 2. the prevention of all forms of discrimination, racism, xenophobia, homophobia, anti-Semitism and other expressions of intolerance. Subsidies are an important instrument for supporting human rights policy and one of the forms of dialogue with civil society in this sphere.

⁴² Established by Act of the National Council of the Slovak Republic No. 308/1993 Z.z. establishing the Slovak National Centre for Human Rights.

ARTICLE 10 WOMEN AND THE MEDIA

The Institute for Labour and Family Research prepares reports based on monitoring of the media and advertising with regard to violence against women and support for gender equality. The report analyses new reports concerning violence against women and relating to support for gender equality. It also offers an analysis of the content of selected reports and uncovers various deficiencies in information on this issue. Case monitoring focuses on documenting media communications and advertising whose content affects the prevalence of violence against women and girls. There is an emphasis on the sexualisation and objectification of girls and women in the media and advertising. Individual cases are supplemented with research findings on the negative effects of exposure to such messages on the development of girls and boys, on their self-confidence, self-perception, cognitive and emotional characteristics, attitudes and beliefs. In conclusion the report offers a synthesis of the findings of both types of monitoring and recommendations that could improve the situation and proven methods for tackling the given problems.

Female students have long made up over 70% of graduates and students in media subjects. It would therefore be expected that women would make up a strong majority of the people presenting or announcing the news. In fact 53.6% of presenters are women and just 41.8% of journalists. It should must also be borne in mind that in the case of 50% of monitored news reports it was not possible to determine the author of the report. **Women made up just 25.3% of persons appearing in the news in 2010** (women were the objects of reports in 19.6% of cases and appeared as experts in 22.7% of reports). An analysis of occupational structure found that men were presented more often than women even in woman-dominated areas such as teaching and health care.

While the gender structure of persons presenting the news is relatively balanced, the **gender structure of persons featured and quoted** is much more strongly skewed against women. Women made up only 25.3% of persons appearing the news and the remainder were men. This overall balance was somewhat worse than in 2009, when women made up 26.6% of persons featured in the news. A similar imbalance has been found in other countries and it can be considered a strong structural variable indicating and reflecting the gender regime where men have more space for presentation, visualisation and more opportunities to express themselves on public issues. The ratio of women to men who made up the object of reports is alarming: 19.6% to 80.2%. The proportion was relatively balanced for spokespersons (49.5% to 50.5%), witnesses (47.8% to 52.2%) and persons representing popular views (44.9% to 55.1%). There were strong differences in the case of experts (22.7% to 77.2%) and persons describing their personal experience (34.5% to 65.5%). Compared to the previous year there was an increase in female spokespersons and experts (from 17.8% to 22.7%). There continues to be a strong gender imbalance to women's disadvantage.

Case monitoring found evidence that the media contributed to the normalisation of male aggressive sexuality to women and women's passive consent to this form of sexuality. Media sexualisation also continues during girls' adolescence, e.g. the presence of visuals of sex idols who are negative role models for adolescent girls at a sensitive time in for formation of their own personality and sexuality. The research also documented media messages confirming the **sexualisation of women in the public space**: women as a decorative element at car shows, sports events and the like.

ARTICLE 11 WOMEN AND THE ENVIRONMENT

Operational Programme Environment supports the creation of equal opportunities for men and women in access to environmental infrastructure as one of the important factors affecting the living conditions and the standard of living of the population and a favourable environment, the right to which is one of the fundamental constitutional rights of Slovak citizens. When providing support for elements of environmental infrastructure for the protection of water, air, nature and landscape, the operational programme sets selection criteria in a way that guarantees support for activities that improve disadvantaged persons' access to project results. When carrying out expert appraisal of grant applications, expert appraisers proceed according to the ERDF manual for appraisers of applications for grants under the ERDF or CF, which includes instructions for appraisers on the appraisal of the horizontal priority equal opportunities. The specific criteria in the process for selecting grant applications have been designed to strengthen achievement of the objectives of the horizontal priority equal opportunities.

ARTICLE 12 GIRLS

The **UN Convention on the Rights of the Child** is the basic source document for all other international documents on the protection of children's rights. By ratifying the Convention on the Rights of the Child the Slovak Republic undertook to ensure implementation of the provisions of the Convention in accordance with the best interests of the child.

The basic instrument ensuring a targeted and coordinated procedure in the implementation of obligations resulting from the Convention on the Rights of the Child and its optional protocols on the national level is the **National Action Plan for Children 2013–2017** (hereinafter the "National Action Plan for Children"), which is designed to be complementary to measures that are already being carried out under other national action plans, programmes, conceptions and strategies. The main objective of the National Action Plan for Children is to carry out defined tasks and measures to contribute to building and developing an integrated and effective system for protecting the rights and interests of children and ensuring progress in the implementation and protection of children's rights and interests.

Another important document for the protection of children's rights is the **National Strategy for the Protection of Children against Violence**, which was approved by Government Resolution No. 24/2014 of 15 January 2014. The basic aim of the National Strategy is to achieve a qualitative change in the perception and treatment of violence against children through the full connection and integration of partial policies in an efficient and functional mechanism for a comprehensive and systematic solution for violence against children. The draft National Strategy was based on General Comment of the UN Committee on the Rights of the Child No. 13 (2011) and the Council of Europe Policy Guidelines on integrated national strategies for the protection of children from violence. The draft National Strategy incorporated the general principles of the guidelines (protection against violence, the right to life and maximum survival and development, non-discrimination, gender equality, child participation, the state's obligations, other actors' obligations and participation, the best interests of the child) and operative principles emphasising the multi-dimensional character of violence, an integrated approach, cross-sectoral cooperation and a multilateral approach.

The National Strategy defines strategic objectives for the protection of children against violence on the national level in such a way that the results will be felt on the local level. The basic aim of the National Strategy is to achieve a qualitative change in the perception and solution of violence against children through the full connection and integration of partial policies in an effective and functional mechanism for the comprehensive and systematic

solution of violence against children. All measures in the documents mentioned above are intended for the protection of all children regardless of sex.

With regard to the **provision of monetary allowances** in compensation for severe disability, state social security benefits relating to care for children, their upbringing and maintenance, the provision of assistance in material need and social services, equal access for all is guaranteed in accordance with the principle of equal treatment laid down by Act No. 365/2004 Z.z. on equal treatment in certain areas and on protection against discrimination and amending certain acts (the Anti-discrimination Act).

PART 3

DATA AND STATISTICS

The collection of data on gender equality and their publication is in the competence of the Statistical Office of the Slovak Republic (hereinafter the “SO SR”), which carries out a full range of tasks in the area. It has established **a webpage dedicated to the issue of gender equality**⁴³. Every year the SO SR publishes the publication Gender (year).⁴⁴ Every year since 2010 it has published a database of information on women and men in the following areas:

- Population, families and households
- Labour market
- Social statistics and health
- Education
- Science and technology, information society
- Crime and violence, justice
- Public life and decision-making
- Selected indicators of gender equality

The SO SR actively cooperates with Eurostat and the UN, in particular UNECE (United Nations Economic Commission for Europe) and other international institutions in the development and improvement of indicators of gender equality and seeks to ensure their maximum implementation.

The national project Gender Equality Institute included preparation of a **System of indicators of gender equality and methodological standards for their construction**⁴⁵. The document is a part of the output “*Development of a comprehensive monitoring system in the area of gender equality drawing on various statistical information sources*” together with the activity “*Audit and supplementing of statistical and administrative data relating to gender equality and equal opportunities*”. The collection of gender-specific statistical data has improved in recent years, especially on the side of the SO SR, but there are many areas that remain uncovered or there is increasing demand for additional information. The design of the system of indicators and their methodological standards in combination with the indicators of gender equality currently accepted in the Beijing Platform of Action, the European Commission, UNECE and OECD permits a comparison of the level of gender equality in Slovakia and other countries, and also integration with the system of other social and economic indicators in Slovakia (e.g. indicators of social exclusion and poverty). The publication therefore contains:

- an overview of current developments in gender equality indicators in the EU, the UN, the OECD etc.;
- available data for construction in Slovakia and proposals for additional data collection;

⁴³ Publication Gender Equality 2011a

⁴⁴ <http://portal.statistics.sk/showdoc.do?docid=27711>

⁴⁵ PhDr. Ľudmila Ivančíková, ed., Mgr. Barbora Holubová, PhD., Mgr. Róbert Vlačuha: *A system of indicators of gender equality and methodological standards for their construction*, Bratislava, March 2014

- a translation of international methodological standards for the construction of synthetic indicators and indexes of gender equality and their practical verification (pilot calculation of indicators/indexes making use of other available data e.g. unpaid work, gender segregation of the labour market, gender income gaps and their factors etc.);
- the design and development of national indicators and indexes of gender equality, pilot calculations of them and their feasibility for further analysis.

Pursuant to Government Resolution No. 862/2007 of 11 October 2007, every year a **Synthesis Report on the State of Gender Equality in Slovakia** is prepared covering the previous year. So far six synthesis reports have been written. The report is prepared by the Ministry of Labour, Social Affairs and Family of the Slovak Republic as the supervisor for this area and it is then deliberated on in the Committee for Gender Equality and other government advisory bodies. After deliberation the government submits the report to sessions of the parliamentary committees on social affairs and human rights and national minorities. The annual report gives a basic overview of indicators of gender equality. For illustration we include a table from the report for 2013:

TABLE 7 GENDER EQUALITY INDICATORS

Indicator	Women		Men		Gender gap	
	SK	EU-28	SK	EU-28	SK	EU-28
Employment rate (in %, 20–64 years, 2013, SO SR and Eurostat)	57.8	62.3*	72.2	74.5*	14.4	-12.2
Employment rate (in %, 15–64 years, 2013, SO SR and Eurostat)	53.3	58.5*	66.4	69.6*	13.1	-11.1
Youth employment rate (in %, 15–24 years, 2013, SO SR and Eurostat)	16.2	30.7*	24.5	34.7*	8.3	- 4
Senior employment rate (in %, 50–64 years, 2013, SO SR)	48.7	n.a.	62	n.a.	13.3	n.a.
Unemployment rate (in %, all age groups, 2013, Eurostat)	14.5	10.9	14	10.9	-0.5	0
Youth unemployment rate (in %, 15–24 years, 2013, SO SR)	31.6	n.a.	34.9	n.a.	3.3	n.a.
Senior unemployment rate (in %, 50–64 years, 2013, SO SR)	12	n.a.	11.1	n.a.	-0.9	n.a.
Unadjusted gender pay gap (in %, 2012, Eurostat)					21.5%	16.4 %
Unadjusted gender pay gap (average hourly wage) (in EUR, 2013, Trexima)	4.81	n.a.	5.86	n.a.	17.9%	n.a.
Average hourly pay in the non-business sector (in EUR, 2013, Trexima)	4.88	n.a.	5.48	n.a.	11%	n.a.
Average hourly pay in the business sector (in EUR, 2013, Trexima)	4.78	n.a.	5.92	n.a.	19.2%	n.a.
Gender distribution of unpaid work of parents of children up to six years of age (hrs./wk., ISSP 2012)	59.8	n.a.	27.9	n.a.	31.9 hours/week	n.a.
Total amount of paid and unpaid work of parents of children up to six years of age (hrs./wk., ISSP 2012)	99.3	n.a.	74.6	n.a.	24.7 hours/week	n.a.
Difference in the employment rate of women aged 20–49 years with children aged 0–6 years and without children (in p.p., 2012, EC)					-31.8**	-9.7**
Difference in the employment rate of men aged 20–49 years with children aged 0–6 years and without children (in p.p., 2012, EC)					12.2**	11.4**
Percentage of higher education graduates (in %, 2012, all institutions and forms of study, MESRS)	64	n.a.	36	n.a.	28	n.a.
Percentage at risk of income poverty (in %, 2012, EU SILC, Eurostat)	13.3	17.6	13.2	16.3	0.1	1.3
Percentage of seniors at risk of income poverty (in %, 65 years and over, 2012, EU SILC, Eurostat)	9	16.4	5.9	12.1	3.1	0
Percentage of incomplete families at risk of income poverty (in %, at least 1 child, 2012, EU SILC, Eurostat)					27.5	34.2
Percentage of single-member households at risk of income poverty (in %, 2012, EU SILC, Eurostat)	17.5	25.8	23.5	24.8	6	-1

Percentage at risk of poverty with income from employment (in %, 2012, EU SILC)	23.9	n.a.	18.2	n.a.	5.7	n.a.
Rate of persistent income poverty (in %, 2011, EU SILC, Eurostat)	8	10.1	7.6	9.1	0.4	1
Material deprivation rate (in %, 4 or more items, 2012, EU SILC, Eurostat)	10.8	10.2	10.1	9.6	0.7	0.6
Percentage at risk of poverty and social exclusion (in %, 2012, EU SILC, Eurostat)	21.3	25.7	19.7	23.8	1.6	1.9
Percentage of seniors at risk of poverty and social exclusion (in %, 65+ years, 2012, EU SILC, Eurostat)	19	21.7	11.9	16.3	7.1	5.4
Average monthly amount of solo old-age pensions (in EUR, 2012, Social Insurance Agency)	333.4	n.a.	427.8	n.a.	22%	n.a.
Average life expectancy at birth (in years, 2012, SO SR)	79.45	82.4	72.47	76.8	6.98 years	5.6 years
Cases of incapacity for work due to occupational accident per 100 persons (2012, SO SR)	0.25	n.a.	0.5	n.a.	n.a.	n.a.
Suicides per 100,000 persons (2011, SO SR)	2.9	n.a.	17.4	n.a.	n.a.	n.a.
Political participation on the European level (in %, European Parliament, 02/2014, EC)	38	36	62	64	24	-28
Political participation on the national level (in %, national parliaments, 02/2014, EC)	19	27	81	73	62	-46
Political participation in national governments (in %, 02/2014, EC)	7	28	93	72	86	-44
Political participation in the leadership of regional assemblies (in %, 02/2014, EC)	0	14	100	86	100	-72
Political participation on the regional level (in %, national parliaments, 02/2014, EC)	16	32	84	68	68	-36
Political participation on the municipal level – mayors (in %, 07/2013, EC)	22	14	78	86	56	-72
Political participation – leadership of political parties with at least 5% of seats in national parliaments (in %, 04/2013, EC)	0	12	100	88	100	-76
Rate of participation in management of the largest firms listed on the stock exchange (in %, 10/2013, EC)	24	26	76	74	52	-48
Gender balance in the supreme court (in %, 08/2013, EC)	54	35	46	65	-8	-30

Notes:

Gender gap = value for men minus value for women, in percentage points (p.p.) unless stated otherwise.

* year 2012, annual average

n.a. = data not available

ISSP = International Social Survey Programme, Slovakia 2012

** difference in percentage points between women/men with children and women/men without children

Risk of income poverty = income below 60% of the median national disposal income after social transfers

EC = European Commission database on women and men in decision-making

Data and statistics in each area are collected and processed by the ministry with competence in the given area. The Ministry of Interior collects and processes statistics on crime including violence against women and the Ministry of Justice collects data on criminal prosecutions. The report on violence against women draws on the available statistics and data from the Institute for Labour and Family Research.

The Ministry of Health collects and publishes statistics mainly through the National Health Information Centre, which publishes the annual **Health Yearbook**. The Health Yearbook of the Slovak Republic provides a statistical overview of health care and the health of the population. It is a cross-cutting publication in which gender specific data is provided alongside other relevant analyses.

The Ministry of Education, Science, Research and Sport (MESRS) is responsible for the collection and processing of education data through the Slovak Centre of Scientific and Technical Information (previously the Institute of Information and Prognoses of Education). The Centre is a national information centre and specialised public scientific library of the Slovak Republic focussing on technical subjects and selected areas of the natural sciences, economics and the humanities. The Ministry publishes a **Statistical Yearbook** containing

statistical information on schools and school establishments in the year concerned which runs to approximately 1,000 pages. To ensure data transparency the publication is divided into 7 parts. Each part is published separately immediately after the processing of data for each type of school and school establishment.

PART 4

KEY PRIORITIES

Key priorities on the field of gender equality for the next years can be identified as following:

- **Reducing the gender gaps on the labour market:**
 - Improving opportunities for reconciling work and family life through flexible forms of work;
 - Reducing the gap in employment rates between men and women by increasing the employment of women, especially mothers with young children;
 - Reducing the gender gap in employment rates between parents with children through measures to reconcile work and family life;
 - Increasing the number of care facilities for children of pre-school age, preferably under the age of 3 years;
 - Increasing the employment of parents providing care for children under three years through financial support for child care services;
 - Introducing innovative ways of organizing work, including teleworking and part-time work.
- **To prevent and eliminate violence against women:**
 - To create a coordinated, systematic and sustainable policy for an effective support for women experiencing violence and victims of domestic violence within the meaning of the Council of Europe Convention;
 - To improve the quality of the provision of the specific assistance and helping professions for women experiencing violence or at risk of violence and their children in accordance with the Council of Europe standards for specific services;
 - To increase the regional and financial availability of effective, free of charge and gender sensitive services for women experiencing violence and victims of domestic violence through the support of existing NGOs and establishment of new women's shelters and counselling centres;
 - To improve the level of knowledge base by the experts and information level by media, education system and general public.
- **To increase women's participation in the decision making, particularly in the politics.**

ANNEXES

- Set of indicators according the Being platform