

Facts and Figures on Gender Equality Slovak Republic

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LEGAL FRAMEWORK:

ILO conventions ratified and Report of the Committee of Experts (2003):

No. 100 and **111** – ratified in 1993. The Committee notes with interest the non-discrimination clauses in the new Labour Code. Nevertheless, the Committee asks the Government to provide information on how the legislation is implemented as well as information on the measures taken to facilitate for women to access occupational training and employment opportunities.

No. 156 – ratified in 2002

No. 183 – ratified in 2000

(**No. 103** – not ratified)¹

National legislation:

Slovakia does not have a specific gender equality act or non-discrimination act.

Instead special provisions are incorporated into general law.

- the new *Labour Code* from April 2002 (amended in 2003) and the *Act on Social Insurance* from May 2002.

The *Labour Code* prohibits direct and indirect discrimination based on several grounds including both sex and marital status and states the principle of equal pay for work of equal value.

Prohibition of the discrimination (direct and indirect), was adopted among the amendments to the Labour Code in 2003².

¹ ILO/Ilolex

² ILO Natlex

GENDER EQUALITY MACHINERY:

The *Desk for Equal Opportunities and Antidiscrimination* (within the Ministry of Labor, Social Affairs and Family) was established in 2003. It performs policy analysis, advocacy, coordination and monitoring of implementation of gender policy³.

The *Coordination Committee on Women's Issues*, which consists of representatives from the government as well as NGO's and other external actors, is also located within the Ministry and functions as a consultative body.

³ UNIFEM Database on National Women's Machinery completed by KARAT, November 2004

SOME BASIC INDICATORS:

Female/Male activity rate and unemployment: In 2003, the activity rate (total) was 43.4% for women and 54.2% for men while the unemployment rate was 17,7% for women and 17.2% for men⁴.

Female/Male part-time work: In 2003, 3.6% of total female employment and

1.3% of total male employment was part-time. Moreover 69.1% of total part-time employed were women⁵.

Sex distribution by employment sector:

In 2003, women made up 27.7% of total employment in the agricultural sector, 30.7% in the industrial sector and 57.8% in the service sector⁶. In 2000, women

made up 57% of total employment in the public sector and 35% in the private sector⁷.

Wage gap: In 2001, the difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings was 20%⁸.

University graduates: Women made up 55% of all university graduates in 2002⁹.

Composition of main national tripartite body: The Council of Economic and Social Concertation of the Slovak Republic had 2 female and 19 male members in 2002¹⁰.

Retirement: For men, the normal retirement age is 60 years but for selected professions the age ranges between 55-58 years. For women, the retirement is 53-57 depending on the number of children.

Both men and women need 25 years of employment¹¹. (No changes¹²)

Maternity and parental leave: The maternity benefit is 90% of earnings for 28 weeks (37 weeks for single mothers). Families that are eligible for extended parental leave receive 2,740 SK a month for each child under age 3 and for a severely disabled child up to age 7¹³. (No changes)

⁴ ILO/Laborsta

⁵ OECD

⁶ OECD

⁷ UNECE

⁸ Eurostat

⁹ UNESCO

¹⁰ ILO Working Paper 2003

¹¹ ISSA

¹² UNECE Paper, Geneva 2004

¹³ ISSA

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