Bratislava, 2 September 2019

**INPUT OF THE SLOVAK NATIONAL CENTRE FOR HUMAN RIGHTS TO THE REQUEST OF THE WORKING GROUP ON DISCRIMINATION AGAINST WOMEN AND GIRLS**

*Slovak National Centre for Human Rights (the “Centre”) is a national human rights institution established in the Slovak Republic, accredited with status B by the Global Association of National Human Rights Institutions. As an NHRI, the Centre is a member of the European Network of NHRIs (ENNHRI). The Centre was established by the Act of the Slovak National Council No. 308/1993 Coll. on the Establishment of the Slovak National Centre for Human Rights. Pursuant to Act No. 365/2004 Coll. on Equal Treatment in Some Areas and on Protection from Discrimination, and on amendments and supplements of certain acts, as amended (the Anti-discrimination Act), the Centre also acts as the only Slovak equality body. As an NHRI and Equality Body, the Centre performs a wide range of tasks in the area of human rights and fundamental freedoms including the observance of the principle of equal treatment.*

*The Centre among other powers:*

*1) monitors and evaluates the observance of human rights and the observance of the equal treatment principle;*

*2) conducts research and surveys to provide data in the area of human rights; gathers and distributes information in this area;*

*3) prepares educational activities and participating in information campaigns aimed at increasing tolerance of the society;*

*4) provides legal assistance to victims of discrimination and manifestations of intolerance;*

*5) issues expert opinions on matters of the observance of the equal treatment principle;*

*6) performs independent inquiries related to discrimination;*

*7) prepares and publishes reports and recommendations on issues related to discrimination; and*

*8) provides library services and services in the area of human rights.*

**The Centre submits following answers to the request concerning the report “on ‘women’s human rights in the changing world of work’ to the 44th session of the Human Rights Council in June 2020“:**

**01. What are the main trends influencing women’s human rights in the world of work in your national context and their impact:**

 **Types and quantity work available to women**

According to the European Institute for Gender Equality, the overall score of the Slovak Republic in respect to gender equality at workplace for the year 2017 is 65.5 points. Since 2017, there has not been any significant improvement. According to the Statistical Office of the Slovak Republic, the employment rate of women aged 20 to 64 years was lower than the employment of rate of men in the same age group, by 12,7%. Since 2010, the employment rate gap between men and women has been closing.

In average, Slovak women work less years over their lifetime than Slovak men. While men work approx. 35.9 years over their lifetime, women work only 30.9 years what is less than the average of the European Union. The majority of Slovak women work full time (91%). In 2017, those women who worked part time state that it suits them (26%) or they cannot find suitable full time job (22%) or it is the initiative of the employer due to the lack of work (21%).

According to the Labour Force Survey conducted by the Statistical Office of the Slovak Republic on the annual basis, women usually work as service and sales workers, specialists, technicians and associate professionals, clerical support workers. If it comes to managerial positions, only 3.2% occupy managerial positions. According to the European Institute for Gender Equality, the participation rate of women in managerial positions at the largest companies listed on the stock exchange (e.g. CEO) is only 22.2% while if it comes to men, the rate is 77.8.

In comparison with the private sector, the situation in public sector varies and fluctuates from complete absence of women (e.g. the Board of the National Bank of Slovakia) to prevalence of women (e.g. judiciary).

**Quality and conditions of work (access to social protection and equal pay)**

The quality of work and segregation on the labour market is a persisting issue in the Slovak Republic. The segregation mainly rest in the horizontal segregation and vertical segregation on the labour market. There is high employment rate of women in the fields of national economy with low income level and the options of women to access higher or the highest payed positions is very limited. So called “glass ceiling” is also present in the fields with the prevalence of women. As an example may serve education. For illustration, 27% of women are working in education compared to nearly 5% of men. However, women are usually working as teachers and teaching assistance while men occupy the managerial positions (e.g. schoolmaster, director). The sector segregation is also palpable. While in education and judiciary, there is prevalence of women, there is more than five times more men than women are working in science, technology, engineering or mathematics (STEM) occupations.

 While the access to social protection is equal to men and women, the social benefits (e.g. pension, maternity benefit or sick leave benefit) depend on the wage amount. Therefore, despite the equal access to the social protection, when drawing the benefits, there is a gap in favour of men. In general, this is caused by the gender pay gap between men and women, which is a very serious issue in the Slovak Republic.

There is an outstanding pay gap between men and women in Slovakia. After the Slovak Republic joined the European Union, there have been a slight improvement. However, the pay gap has been fluctuating for the last five years and currently represents 18%. In respect to the average gross salary, it means that men earn approx. 1303 EUR, while women earn approx. 1015 EUR. Among other things, this can be to certain extent caused by the male model of the remuneration system. The remuneration system in the Slovak Republic is adapted to the male life cycle and needs. So women must adapt to the male modes of working (e.g. the experience gained out of payed jobs such as family care is not usually considered). This is also reflected by the multidimensional discrimination of women on the labour market. In many cases, women are facing discrimination on the labour marked on the grounds of their family status (e.g. number of children, possibility to go to maternity leave etc.) what substantially contributes to the gender pay gap.

**Women’s safety at work (including violence and sexual harassment)**

The Centre has been monitoring the sexual harassment at the workplace as a part of the implementation of the National Action Plan on the Prevention and Elimination of the Violence against Women for the Years of 2014 – 2019. During the implementation period, the Centre has been fighting with the lack of data and access to the victims of the sexual harassment at the workplace. It is experience of the Centre that the victims only rarely report sexual harassment at the workplace to the police. It mostly due to the stigmatisation of sexual violence as such as well as due to the fear for current job or future job prospects.

Due to the lack of data available, the Centre has been monitoring the cases of sexual harassment at workplace through media and their reports on such cases. In 2017, there was approx. 60 to 70 individual cases of sexual harassment at workplace reported by the media that includes radio, TV as well as various online and print media. When conducting the survey on the sexual violence in general, it was reported that 86% of women knew the perpetrator. Usually, the perpetrator was current or ex-partner (38%) or it was a relative/ acquaint (28%). Only 12% of women reported that the perpetrator was a colleague or a boss. This is also reflected by the location of the place where the assault has taken a place. Only 17% of women reported that the assault took place at workplace or school.

 **Women’s rights to organize and claim rights**

Unions represent an important partner in the process of improving the gender equality at workplace, including the working conditions of women or work life balance. Majority of the collective agreements adopted are gender-neutral. If it comes to the negotiations, the higher the level of negotiations, the less women are present in the team of negotiators. Even though many unions are claiming to have equality, including the gender equality at their heart, it is experience of the Centre that this is rarely the case.

**02. Specific questions**

 **Technology**

The increasing technological change has been affecting the women tremendously. More women than ever decide for an occupation in the STEM or ICT sector. However, there is still majority representation of men studying and working in the ICT field and it increases annually, approx. by 20%.

 The major obstacles of women accessing jobs in the ICT or STEM sector are stereotypes in the society, internal barriers such as lack of self-esteem, lack of female models, work life balance and other external barriers.

 The issue of the lack of access of women to the ICT jobs is predominantly caused by the fact, that there is still very few women deciding to study ICT related studies on the university level.

 According to the 2018 survey of the Institute for Public Affairs, 50% of girls acquired basic IT knowledge from their peers. School and home environment follow with 40% and 35% respectively. If it comes to university studies, only 3% girls stated that they decided to study IT or similar field on the university level. Approx. 18% of girls stated that they are thinking of studying IT but are not decided yet and more than 78% of girls are not attracted to ICT sector at all.

 According to the Slovak Centre of Scientific and Technical Information, only 20% university students studying IT or related fields on bachelor or masters level were women. Despite the small increase in the number of women studying IT or related studies, there is still lack of IT graduates on the Slovak labour market. According to the ITAS specialist, there will be 20 000 IT specialists will be missing on the Slovak labour market by 2020.

The National Action Plan on the Gender Equality in the Slovak Republic for the Years 2014 -2019 also touches the issue of women and technology. It aims at eliminating the horizontal and sectoral segregation on the labour market as well as creating environment and efficient mechanisms of implementation of gender equality in field of science, research and education (especially in the field of ICT and STEM).

**On Demand Economy**

 No data available.

 **Demographic Change**

 No data available

 **Transition to Sustainability**

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