



European network of legal experts in gender equality and non-discrimination

NEWS REPORT

Country:	Slovakia
Title:	Report on the observance of human rights, including the principle of equal treatment and the rights of the child in the Slovak Republic 2015
Date:	6 October 2016
Expert:	Zuzana Magurová
<u>Context</u>	
Issue at stake:	The management board of the Slovak National Centre for Human Rights at its session on 29 April 2016 discussed the draft Report on the observance of human rights, including the principle of equal treatment in the Slovak Republic 2015
Ground of discrimination:	All grounds
Source:	Equality body
Field:	Other

Content

Development: The Slovak National Centre for Human Rights as an independent legal entity is a specialised national institution that promotes the observance of the principle of equal treatment and develops activities in combating discrimination. The Centre covers all discrimination grounds. In May 2016, it published a report on its website on the observance of human rights including the observance of the principle of equal treatment for the year 2015 (the report).

The report addresses manifestations of racism and extremism, Roma, the right to education, the exercise of the right to asylum, violence against women, protection of the rights of LGBTI persons, protection of the rights of disabled persons, provision of goods and services, working conditions of employees – bullying at the workplace and temporary balancing measures. Only a few parts of report are devoted to gender discrimination.

In the part of the report on violence against women, the Centre focused on the process of ratification of the Istanbul Convention, petition of the non-governmental organisation Alliance for the Family, the Act on Domestic Violence, the Coordination-Methodical Centre, and the shelter for battered women in Prešov, and formulated the following recommendations:

35. For the Government of SR to ratify of the Istanbul Convention as scheduled;
36. For MLSAF SR to ensure a smooth and effective functioning of the Coordination-Methodical Centre and the national non-stop telephone line for women experiencing violence;
37. For self-governing regions, cities, communities and non-governmental sector to increase the number of shelters for battered women;
38. In particular for MLSAF SR, MI SR, non-governmental sector and the expert public to increase the awareness of the society of the issue of violence against

women and to sensitize the society, not only to the victims of violence, but also to their close persons and family;

39. For MLSAF SR and the National Council of SR to submit and adopt new legislation in the area of protection of women against violence.

40. For citizens of SR before signing a petition to carefully study the petition as well as the issue addressed by it.

In the part Working conditions of employees – bullying at the workplace, the Centre addressed the issue in general terms and formulated the following measures:

74. For employees in case of signs of bullying at the workplace to solve the situation first by personal interview with the mobber, the employer, or at working meeting.

75. For employees in case of unsatisfactory solution of the situation at workplace to contact bodies which can help the employees (Inspectorate of Labour, the Centre, trade union organisations, control bodies, the School Ombudsman, etc.).

76. For employers to control the working climate at their workplaces in the form of anonymous questionnaires, regular working meetings and providing the employees the opportunity to express their views of the social climate at workplace;

77. For employers to organise training on bullying at the workplace (mobbing, bossing) and on the Anti-Discrimination Act to contribute to prevention of this negative phenomenon;

78. For employers in the internal regulations to qualify bullying at the workplace as a serious violation of working discipline and potential reason for immediate termination of employment relationship;

79. For the Inspectorates of Labour in case of detection of bullying at the workplace to note the violation of Article 13 (1) of the Labour Code providing that employers must treat their employees in labour law relationships in conformity with the principle of equal treatment laid down for the area of labour relations in the Anti-Discrimination Act, and to point out that violation of Article 13 (2) of LC also meant violation of working discipline;

80. For trade union organisations to consistently address bullying at the workplace and to provide help to the employees within the scope of their competences;

81. For bodies competent for revocation of managers to draw personal consequences in case of detection of unfavourable social climate at workplace and bullying at the workplace on the part of managers;

82. For the National Council of SR to define the term bullying at the workplace in law and to adopt comprehensive legislation addressing this issue;

83. For the National Council of SR to define individual responsibility for bullying at work in law, i.e. draw real consequences for such conduct at all levels of management.

In the part on temporary balancing measures, the Centre informed about projects and programmes with aspects of temporary compensatory measures, where only the project “Family and Work” addressed (among others) the financial support of flexible forms of work of women with parental duties. The Centre formulated the following recommendations:

85. For MLSAF SR to continue the implementation of the project Work and Family and to extend it to the whole territory of Slovakia;

89. For entities adopting TCM to fulfil their legal duty of notification towards the Centre and to inform the Centre on the adopted TCM under the Anti-Discrimination Act.

Key points of analysis: The Centre covers all discrimination grounds and is currently unable to fully ensure the real and effective fulfilment of functions in the area of gender equality. It does not have a special division for gender equality with sufficient funding

and gender equality experts. This is the reason why the report did not pay more attention to issue of gender equality.

Internet link source:

www.snslp.sk

http://www.snslp.sk/CCMS/files/komplet_prekald_spravy_AJ_final.pdf

<http://www.rokovania.sk/File.aspx/ViewDocumentHtml/Mater-Dokum>

[133077?prefixFile=m](http://www.rokovania.sk/File.aspx/ViewDocumentHtml/Mater-Dokum) accessed 20 September 2016.