

SLOVAKIA

Questionnaire on Implementation of the Beijing Platform for Action

Overview of the situation as regards national machinery to promote equality between women and men:

Governmental Committee for Women and Family - In the years 1990 to 1992 the Governmental Committee for Women and Family was created, which had the competence commented on governmental documents related to women's and family issues and submitted proposals to the Government and certain measures to individual sectors, however. The Committee, however, did not have its own budget which would enable a deeper professional work. The Committee closely co-operated with NGOs. After elections in 1992, the Governmental Committee was abolished and the competence in the family and women's issues were transferred to the Ministry of Labour, Social Affairs and Family.

Ministry of Labour, Social Affairs and Family of the Slovak Republic - At the time of the Beijing Conference, the ministry was the only institution responsible in the field of women's issues

Co-ordination Committee for Women's Issues (CCWI) - This body was set up by government resolution in February 1996. The committee is attached through its Secretariat to the Ministry of Labour, Social Affairs and Family of the Slovak Republic. The chair of the committee is the Minister of Labour, Social Affairs and Family. It was established as an advisory, co-ordination and initiative body which associates non governmental organisations dealing with women's issues, Parliament representatives, churches, research institutions, trade unions and experts on women's and family issues. Its objective is to advance women's interests in all spheres of the society. It comments on or initiates draft legislation or other measures related to women's issues. The CCWI standpoints have character of recommendations to the Government and Parliament of the Slovak Republic on the issues related to general empowerment of the position of women in the society and equal opportunities between women and men.

Main objectives of the CCWI:

- to carry out the inter-sector co-ordination in the preparation of documents and comments for the government of the Slovak Republic concerning the problems of women;
- to organise meetings of involved bodies and institutions;

- to propose corresponding measures and conclusions in connection with the solution of women issues;
- to participate in and charge the scientific institutions with the elaboration of scientific analyses, studies and expert opinions for the solution of women issues and to apply their results in the own work;
- to pay attention to the status of the women in the family while raising children regarding their biologic individuality and maternity as well as to the protection of a woman – mother, family and children;
- to pay attention to the equal status of women in politics and in the cultural and economic field, to inform the public about the existence of international documents concerning the equal status of women, about the rights of children etc. and their application to the conditions of the Slovak Republic;
- to be initiative in submitting programmes and conceptions oriented on the solution of fundamental universal problems of women for the government's meetings and to give opinion on their social urgency and time scheduling.

Professional activities of the Committee are covered by a separate budget. The budget was not adequate for all planed professional activities. For the year 1999 it was 100 000 Sk (approx. 2 500 USD).

The CCWI set up a number of expert groups working on employment issues, social and population policy, social, political and foreign affairs legislation and on legal affairs. All members of the CCWI are working voluntary and they are experts in the issue, the staff of the Secretariat (2 persons) is paid from the budget of the Ministry of Labour, Social Affairs and Family of the Slovak Republic.

Department for Equal Opportunities - Established in 1999, this department is attached to the Ministry of Labour, Social Affairs and Family of the Slovak Republic (Section of Family Policy). The budget for own activities was in the first year of work 40 000 Sk (approx. 1000 USD), there is need for higher budget in the future. The professional staff of the DEO are 4 university educated professionals.

Main objectives of Department for Equal Opportunities (DEO)

- Co-operation on recodification of Labour Law, Family Law, Civil Law
- Analysis of status of equal opportunities in co-operation with the Bratislava International Centre for Family Studies, Slovak Statistical Office and Research Institute of Labour, Social Affairs and Family
- Proposals of legislative regulations of Penal Code – in the interest of new definition of domestic violence, trafficking in women etc.
- Implementation of EU legal systems in legal system of the Slovak Republic
- To prepare the analysis of existing international conventions and documents in the field of equal opportunities and if there was not ratification by SR, to propose that
- Until creating the institution, where could complaints and appeals be given by citizens in the field of equal opportunities, DEO will play this role

- To co-ordinate common proceeding of state bodies and institutions by implementing of gender equality principles
- To carry out training and education in the field of equal opportunities for employers in state and communal institutions on all levels
- To create a team of voluntary co-operators in the equality issues from this institutions with the future tendency for professionalisation of this co-operators
- Co-operation on important basic documents of the Ministry of Labour, Social Affairs and Family, which are connected with gender issues – State Family Policy, Social Help and Support, Foster Families etc.

In 1997 there was prepared the National Action Plan for Women in Slovakia.

In 1997, the CCWI set up a National Action Plan for Women in Slovakia (NAP). This document was a follow-up to the Beijing Platform for Action. The plan consists of a thorough analysis of the situation of women in various fields of life (employment, social policy, social security, health, violence against women, medial sphere, NGO's, national and foreign policy related to women, etc.) and the solutions presented to the problems found.

At its meeting on September 16, 1997 the Government approved the NAP, which is to be implemented in the following 10 years. The NAP is evaluated annually by the government.

The NAP priorities are:

- I. To create equal opportunities for women as regards family, work and society.
- II. Women's decisions concerning family, job and society.
- III. To promote the abolition of the economic disadvantages causing the poverty of women.
- IV. To influence the public opinion as to equal opportunities for women and men
 - a) in education
 - b) in mass media
- V. The protection and improvement of women's health.
- VI. To create conditions to eliminate the violence against women.
- VII. To promote the development and employment possibilities for women with limited professional opportunities (women living in small villages, Roma women, women not prepared for their role, disabled women).
- VIII. To support organisations promoting the advancement of women on national and international level.

The Department for Equal Opportunities is working on Conception on Equal Opportunities and in a middle long perspective plans the preparation of a Law on Equal Opportunities (2005).

For the year 2000 there is planned to organise training and education in gender mainstreaming on regional level. The new created expert group for combating violence against women by governmental Council for Prevention of

Criminality starts to work on Action Plan on elimination of violence against women/domestic violence.

In the frame of Phare – project following activities are planned:

- to create the institute of ombudsman for equal treatment, for access to employment, vocational training, working conditions and professional advancement
- to prepare the analysis of existing international conventions and documents in the field of equal opportunities
- to prepare the system of awarding employers, who will be active in preparing family and women friendly working environment, in the interest of reconciliation of family and working life - „Work and family“.

Members of the CCWI, appointed by the individual ministries in order to create focal points for women's issues within their ministry can be seen as the beginning of mainstreaming activities in Slovakia.

Means of mainstreaming are also in the main objectives of DEO:

- To carry out training and education in the field of equal opportunities for employers in state and communal institutions on all levels
- To create a team of voluntary co-operators in the equality issues from this institutions with the future tendency for professionalisation of this co-operators.

The co-operation of national machinery and NGO's, active in women's issues is good and fruitful. In the interest of strenghtening this cooperation, the National Machinery was supported the UNDP project of the Gender Centre in Slovakia. This project, financed by the UNDP and the Slovak Government has been lanched in Slovakia in last 4 years. The main aim of the project was to assist Slovak women's NGOs how to design projects, raise money for them and exchange information on foreign and national foundations. After finishing this project, some its activities will continue within another projects, carried out by individual women's NGOs.

Conclusions: There is a strong will of the Government of the Slovak Republic to support issues of gender equality in Slovakia. Problems with economic transition, strong traditional thinking of the society, streotypes in the role of men and women in the society and in family creates an important barrier in regards of this will. But existing National Machinery and National Action Plan for Women in Slovakia will be an important commitment for implementation of gender equality and women's advancement in next five years.

Critical Areas of Concern	Examples if successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action / Indicate any targets and strategies set and related achievements	Examples of obstacles encountered / lessons learned	Commitment to further action / new initiatives	Other
I. Women and poverty	<p>The right to social security is guaranteed by the Constitution of SR.</p> <p>System of social security is composed of:</p> <ul style="list-style-type: none"> • sickness insurance • pension security • additional pension insurance of employees • social care • state social benefits 			
	<p>The objective of social care is to render assistance to those citizens whose life needs are not sufficiently met by their earnings, pension, sickness benefit, or other type of income, and persons who are not able to overcome a difficult situation in life or unfavourable conditions of life.</p> <p>The social care primarily includes the care of:</p> <ul style="list-style-type: none"> • families with children • persons with severe sickness problems, • elderly people, • persons who require special assistance, • persons who are socially non-adaptable 			
	<p>These categories of citizens are entitled to the following benefits and services of social care:</p> <ul style="list-style-type: none"> • counselling and education - provided also for pregnant women 			

• financial and material benefits - the benefit rate is specified by the court; however not higher than the addition of sums required to provide for food and other basic personal needs and to cover household costs as legislated in the Life Minimum Act.

Further parts of the social care network for families with children are homes of mothers with children, designed to provide temporary solution of the housing situation of single pregnant women and mothers with children up to 3 years of age.

Act No. 159/1998 Coll. on Social Assistance;

- establishment of 21 state administrators, Home for Single Parents" with total capacity of 247 places. In this establishment is provided care for single parents with children and single pregnant women.

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<p>II. Education and training of women</p>	<p>The education system applies equal approach to education of boys and girls.</p> <p>Academic documents including curricula are based upon equal opportunities of both sexes. The co-education takes into consideration physiological character of female body especially during lessons of physical training from age of 9. The compulsory school attendance is 10 years, i.e. from 6-15 years of age. The standard of education structure in the SR is very high - up to 57% of the high schools population are girls, whereas as many as 46% university graduates are women.</p> <p>At the present there does exist 75 schools for girls. They are target at these three areas:</p> <ul style="list-style-type: none"> - business and entrepreneurship - services and household management - nursing <p>To make technically oriented studies more attractive for girls Ministry of Education got involved in the international programme, co-ordinated by the Netherlands, "Technological education for girls".</p> <p>Comparing university education in humanistic and technical fields, in 1996 the difference between men and women was:</p>		<p>To increase interest of women and girls in technical professions.</p>	<p>Women comprised 44.5% of the total number of employees with the university education, including higher education and bachelors degree, of the total number of employees with secondary education they comprised 57.1%, of the total number of employees with vocational skills they comprised 35.1%, of the total number of employees with secondary education without GCSE women comprised 54.5% of the total</p>

	<p>- in humanistic studies 13 600 girls more than boys - in technical studies 19 700 boys more than girls</p> <p>The Comenius University in Bratislava opened a specialisation „Women Studies“, where lecturers from Austria and Germany universities are invited.</p>	<p>A lot of girls with technical education find their jobs out of technical field</p> <p>There does exist scholarships for various types of schools, but they are not used to make certain study specialisation more attractive for one gender and there are no quotas for accepting girls or boys to individual schools</p>		<p>number of employees with vocational skills women comprised 34.0%, and of the total number of employees with basic education women comprised 57.5%.</p>
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<p>III. Women and health</p>	<p>CEDAW Committee appreciated /June 1998 / on behalf of the Initial Report of the Slovak Republic high level of education and health care for women.</p> <p>Mandatory health insurance is in force, ensuring free access to the necessary health care. Insurance premiums are paid by the state for economically inactive persons.</p> <p>There is no difference in access to health care between the cities and the countryside.</p> <p>Fundamental health care:</p> <ul style="list-style-type: none"> • gynaecological services • reproductive health • family planning • special care in pregnancy and after delivery • assistance and advice over the entire pregnancy <p>Absolut majority of deliveries is done in hospitals, assisted by specialist. The rooming – in system is used in majority of hospitals, 7 hospitals in Slovakia has UNICEF awarded as Baby Friendly Hospital. The principles of correct nutrition are given to mothers in link breast –feeding. Mortality of mothers is virtually non existent /0,05 per mille/.</p> <p>Inoculation against transferable diseases is one of the</p>	<p>Contraceptives are not refundable by health insurance.</p>		<p>The life expectancy in women was 7 - 9 years higher than in men in 1980 - 1992. Women, in general, take more care of their health as men. About 26% women smoke, compared to 43.2% men. On average, men of all age categories consume more alcohol than women. In 1990, there were three times more men officially diagnosed as addicted to alcohol. It turned out, however, that women used drugs more often / particularly hypnotics, sedatives and analgesics/</p>

world-wide most integral and complex systems of its kind, guaranteed by state. 97% of the child population is inoculated in the sense of recommendations of WHO.

Women have free access by law to contraceptives and abortion and artificial insemination. Use of contraceptives are accessible without restrictions by other person.

Decreasing number of abortion (from 1980 to 1998 by 61%) = 13,5 per 1000 women is based on access to advanced methods of family planning and is associated with the increased effect of education and use of contraception, with higher moral consideration and health care information.

The complex health care system in SR includes oncological prevention and prophylactics of sexually transferable diseases in an effort to prevent spreading of the HIV.

Ministry of Health of the Slovak Republic in the frame of collaboration with the World Health Organisation, UNICEF and PHARE continue in supporting many educational programmes in the field of family planning, parenthood and sexual partnership in the frame of project "Schools supporting the health".

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<p>IV. Violence against women</p> <p>Since 1995 there does exist monitoring of domestic violence and specific statistical data in this concern.</p> <p>In 1998 there was carried out an information campaign in the issue done mainly by NGO's</p> <ul style="list-style-type: none"> • translation and publication of documents and information in feminist journal „Aspekt“ • separate publications on the issue by „Aspekt“ <p>National Gender Centre has organised a Conference: Protection of Victims of Domestic Violence./ April 1999/ in cooperation with National Machinery</p> <p>According to the Act No. 159/1998 Coll. on Social Assistance there were established 21 state administrated „Homes for Single Parents“ with total capacity of 247 places. This homes does not solve the situation of women without children.</p> <p>Crime prevention plays a major role in the suppression of all forms of violence against women. Slovak Government established in the frame of the Ministry of Interior a special Council on the prevention of criminal acts and of other antisocial behaviour. National Machinery and NGO's, involved in the issue are members of this Council</p>	<p>—Slovak legislation does not recognise the definition of „domestic“ violence in Penal Code and such a conduct is not even defined as a criminal offence. Prosecution ex lege is not possible.</p> <ul style="list-style-type: none"> • The data enabling a more profound comparison between „domestic“ and „public“ violence have been monitored only since 1995. • Approval with prosecution by victims is necessary • Testimony of other person is necessary. • The issue of model procedures that would make it easier for criminal justice officials to deal 	<p>It is needed to prepare by the support of National Machinery.</p> <ul style="list-style-type: none"> • creation of the National SOS lines • information campaigns at combating violence against women • draft of the Action Plan on Violence against Women 		

with women who are victims of violence has not been resolved yet. The same applies to the formation of specialised teams with specially-trained personnel that would be able to be more sensitive and to provide counselling in this cases. These specific functions are being performed by specialised physicians, psychiatrists and psychologists.

- In light of the fact that the Penal Code of the Slovak Republic provides for the equality of justice for both men and women in criminal proceedings, no special standards for legal procedures and the conduct of persons active within the system of criminal justice that would enforce justice and equality for women have been developed.

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<p>V. Women and armed conflict</p>	<p>The Army of the Slovak Republic is the army of defensive character, its activities were subordinated to this principle.</p> <p>Since 1993 The Slovak Engineering Battalion of the UN Peace Forces known as UNITAS/ deployed activities in the territory of the former Yugoslavia was highly appreciated.</p> <p>The service-women of the Army of the SR are involved in this mission of peace, too. The President of the Association of Service-women is a permanent member of the CCWI. Since the CCWI's activities include consultancy on the prepared legislation, the CCWI members were involved in the preparatory process of the amendment to Defence Act and enforced the conscript duty for women in Slovakia has remained the matter of the one's free-willed choice whereas the submitted amendment put through a compulsory military service for women. The CCWI members considered it the violation of the fundamental human rights and freedoms.</p> <p>The Ministry of Interior of the SR established the Migration Office realising the tasks and functioning as the General Governmental authority in conformity with the NCSR Act on Refugees, No.283/1995 of Coll. The Migration Office takes care of the migrant persons who, in accordance with the Slovak legislation apply for recognition of refugee status, and which was eventually granted to them.</p>			

The UNHCR Contact Office established in Slovakia pays special attention to the problems of refugee women, as well as the female asylum seekers and their children. Between 1992-1997 the SR provided help for the immigrant women (de facto refugees) from the countries of former Yugoslavia. The Government of the Slovak Republic offered for this help 200 000.- USD

The UNHCR carried out its tasks in close cooperation with public authorities, mainly with the Migration Office of the Ministry of Interior of the SR responsible for the asylum proceedings, the Ministry of Foreign Affairs, and Ministry of Labour, Social Affairs and Family of the SR. The UNHCR cooperates with the network of NGOs including Organisation for Assistance to Refugees, Inforoma, Björnson Society, Society of Good-willed People, etc.

Between 1992 and 1997, around 1 727 asylum seekers applied for asylum in Slovakia, 406 of them successfully. Approximately 30% of refugees are women.

In addition, the SR has provided some 2 000 emigrants with a temporary asylum in its territory for the purpose of protection from military conflict. In this group were 45% women.

Following the overall UNHCR policy and strategy stress is put on the care of refugee women. The Contact Office monitors and observes their living conditions and when necessary, the UNHCR provides them with the diverse forms of assistance and counselling, and realises different projects focused on development of refugee women. The UNHCR with partners within framework of care of refugee women performs following tasks:

- provide legal counselling in the course of asylum proceeding and supervises implementation of commitments under the international

laws;

- provide social and psychological counselling (the Bosnia and Herzegovina refugees were provided with permanent psychological counselling in Gabéikovo Humanitarian Centre;
- assistance by repatriation especially of older refugees and emigrants women with psycho-somatic problems;
- assist mothers with children under age of 3;
- facilitate vocational training and other courses;
- provide integration grants and in urgent cases individual financial allowances;
- assist with integration;
- provide medical care and counselling;
- organise cultural and recreational activities especially for refugee children; inform receiving community on problems of refugee women (lectures and discussions, for example, the UNHCR participation in the Conference „Women and Violence“, organised in October 1997.

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VI. Women and the economy	<p>Economical activity of population of the Slovak Republic reached in 1997 59,55% in average /men 67,6%, women 52,0%</p> <p>In 1997, SR had in average 2 481 100 economically active inhabitants /labour force sources/, of that were 45,4% women /1 127 600 persons/.</p> <p>Highest rate of economical activity in longer term development /years 1994 – 1997/ is achieved by women in age groups 40– 44 years /89,3% from living women in this age group in 1997/, 35 – 39 years /88,9%/, 45 – 49 years /88,0 %/. Significantly high level of economical activity is also typical for women in age groups 25 – 29 years /72,3%/ and 30 – 34 years /81,1%/.</p> <p>Significant difference between the economical activity of men and women is demonstrated in age group 55 – 59 years /earlier retirement age of women/</p> <p>High level of economical engagement of women is closely related to their level of education. Almost 11% of women from total number of economically active women have university education /men 11,1 %/, more than 46% have full secondary education with school leaving certificate /men 31%/, 28,5% with positions.</p>	<p>Slovakia inherited from communist past a high percentage of women in labour force, and gender related vertical and horizontal segregation on the labour market</p> <p>According to the higher number of men in decision-making positions which are connected with higher salary tariffs. Women - due to the family responsibilities - often did not apply for higher positions which are frequently connected with traveling and over - time work - are often in relatively low salary tariffs. In average hourly wages of women are behind the average hourly wages of men in average by 22,4 % .</p> <p>There is relatively low utilisation of the achieved education of women in higher decision-making positions.</p>	<p>Equality in the field of wages without any discrimination has been emphasized also in new legislation, e.g. in the amended Labour Code, the Civil Service Act and the State Service Act, now in preparation.</p>	

apprenticeship /men 46%/and 13.8% of women have elementary education /men 11.2%

The work of the National Agency for the Development of Small and Middle - size Enterprises is a great help for women. Within this agency a network of advisory and information centres has been created. One of these centres in particular deals with a small enterprising of women, while women get here guidance and advisory services like: how to create a business project, how to carry out the market research, how and under what conditions they can get a credit.

NGO's as Professional Women, VOKA, Prospecta and others are involved in women entrepreneurship activities, they create the international and national networks.

Majority of women works mainly in the processing industry, especially in textile, clothing and food industry, in non manufacturing sectors, mainly education, health, public administration and commerce. In all this sectors are wages lower compared to the branches, where men mainly work.

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action / Indicate any targets and strategies set and related achievements	Examples of obstacles encountered / lessons learned	Commitment to further action / new initiatives	Other
<p>VII. Women in power and decision-making</p>	<ul style="list-style-type: none"> • 1995- 1998 from 18 Members of Slovak Government: 4 were women, i.e. 22,2%, • In the National Council of the Slovak Republic (parliament) there were 23 women out of 150 i.e. 15,3%, • In the local authorities 386 women are in the position of mayor out of total 2 856 i.e. 13,5% and after election in 1998 there are 495 women = 14,35% 	<ul style="list-style-type: none"> • Absence of quota system to involve women in politics • After election in 1998 there are only 2 women members of Slovak government • In National council after election in 1998 there are 20 women =13,2% 		<ul style="list-style-type: none"> • It is necessary to appoint quota for 30% women in politics • To increase interest in participation of women in decision-making • To establish quota system or some usefull forms of positive discrimination in state administration and other bodies

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VIII. Institutional mechanisms for the advancement of women	<p>The Initial Report of the Slovak Republic on Convention on the Elimination of All Forms of Discrimination against Women was prepared by the Ministry of Labour, Social Affairs and Family of the Slovak Republic in co-operation with other competent departments in 1995. In May 1998, the Update of Initial Report of the Slovak Republic on the Convention on the Elimination of All Forms of Discrimination against Women was elaborated by the Ministry of Labour, Social Affairs and Family of the Slovak Republic in co-operation with other competent departments.</p> <p>- The active approach of Slovakia to the resolution of women's issues was manifested by membership of the country in the CSW in the 1993-1996 period renewed for 1996-1999. Mrs. Vranova from Slovakia was elected for one of 4 vice-chairperson's posts in the Commission for a two - year term of office. It was a significant success of our country, as its membership in the Commission and the achievement of vice-chairpersonship enabled us to actively participate in the work of the Commission and in key processes targeted to implementation of the conclusions of the 4th World Conference on Women.</p> <p>The support of the Government of Slovakia to women's issues was manifested by establishing the governmental</p>	<p>National Machinery does not have the authority to influence priorities of governmental policy.</p> <p>National Machinery has the authority to initiate legislative actions, but only with limited success.</p> <p>National Machinery does not have an adequate separate budget.</p>		

⇒ February 1999 - establishment of the Department for Equal Opportunities at the Ministry of Labour, Social Affairs and Family of the Slovak Republic. This Department will be responsible for activities for achieving equal opportunities and provide support for initiatives in this regard and is important part of Slovak National Machinery.

⇒ April 1999 - „Conference on Protection of Victims of Domestic Violence“ with attendance of experts from USA, Cyprus, Austria, Sweden organised by Ministry of Labour, Social Affairs and Family with financial support of UNDP.

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action / Indicate any targets and strategies set and related achievements	Examples of obstacles encountered / lessons learned	Commitment to further action / new initiatives	Other
IX. Human rights of women	<p>The human rights of women in the Slovak Republic are regulated regardless of sex. The Constitution of the SR in force since September 1, 1992 guarantees equal fundamental rights and freedoms to all citizens. They are entrenched in the general provision of the Constitution. Article 12 of the Constitution of SR sets forth that people are free and equal both in their dignity and rights. The fundamental rights and freedoms are vested, inalienable, imprescriptible, and irrevocable.</p> <p>The fundamental rights and freedoms are guaranteed to all citizens regardless of their sex, race, colour, thought, language, religion, political or other thinking, social origin, or belonging to ethnic minority, property, the house or other status by the Constitution on the territory of the SR. No person is allowed to be damaged, favoured or put under disadvantage for the above described reasons.</p> <p>In its individual Sections the Constitution of the SR provides:</p> <ul style="list-style-type: none"> • fundamental human rights and freedoms, • political rights, • rights of national and ethnic minorities, • economic, social, and cultural rights. 	Unproportional representation of women in the political and decision-making authorities.		

- right for protection of the environment and cultural heritage,
- right for judicial and legal protection.

In the Labour Code art. VII. is guaranteed to women the right to equal position in their jobs as to men. Women are guaranteed work conditions enabling them to take part in work not only with regard to their physical potential, but with regard to their all-society function in maternity, during their children's upbringing and care of them.

The New Labour Code amends the individual right to a parental leave for a man or a woman with the same legal protection. There have been done terminology changes from maternity leave to a parental leave.

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X. Women and media	<p>Since 1995 the Slovak based Gondwana Foundation launched the national multimedia project "Slovak Women on the Move: Strategies to improve the women's status and enhance their contribution to the development of the Slovak Republic". Its primary goal was to utilise of mass-media for dissemination of information and the results of the 4th World Conference on Women. The project was supported by the UNDP /United Nations Development Programme/. The main strategy of the project was to present the status of women in the society, i.e. to raise awareness of women's and equality issues /gender equality, women's rights/. One part of the project was an educational and information campaign attempting to acquaint the broadest possible population with the women's problems with the open public discussion on taboo topics which include also violence against women.</p>	<p>The main obstacle is the stereotyped thinking of the society, supported by the media. There is needed a strong work and cooperation of National Machinery with media.</p>		

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XI. Women and environment	<p>In 1997 the Ministry of Education of the SR has approved the conception of the environmental education at schools (primary, secondary, universities) extending to 2005. The conception is a part of the nation-wide "Conception of the Environmental Education of Population", adopted by the Government of the SR. It does not treat women issues as a separate issue although it is included in the content of the relevant departmental conception.</p>			

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XII. The girl child	<p>The SR treats the rights of girl child as a part of human rights and does not treat them separately. The Slovak legal system does not permit any form of discrimination. The rights of the child are specified in individual branches of laws, i. e. Civil, Family Administrative, Social Security and Welfare Law, Labour and Criminal Law.</p> <p>The labour of children under 15 contravenes the provisions of the Labour Code in force. The increased protection of health at work, and special working conditions and in vocational training are provided for adolescents / between 15-18/ and handicapped persons.</p> <p>Since February 1, 1993 the Center for International Legal Protection of Children and Youth, covering the territory of Slovakia, as receiving and sending body in accordance with the Convention on recovery of alimony abroad. This center is connected to the International Social Service in Geneva.</p> <p>In the sphere of alimony, Slovakia is bound by 3 multilateral agreements and 37 bilateral agreements on legal assistance in civil or family matters in providing social and legal protection to minor children in relation to foreign countries.</p>	<p>1999 - 2000 Preparing of the draft of the Coordinating Committee on protection of children rights</p> <p>Absence of specific law on protection of children rights.</p> <p>Despite of detected cases of child pornography and sexual abuse, there are not taken effective measures to eliminate the international criminal network of trafficking in human beings.</p>		<p>Mutilation practices performed on girls child and women are neither permissible nor forming part of our customary patterns.</p>

	<p>In December 1997 the Government of Slovakia had recommended to the Slovak Parliament the ratification of the Convention on Civil Legal Aspects of the International Abduction of Children.</p>			
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The implementation of the Beijing Action Platform

The National Report of the Slovak Republic

Ministry of Labour, Social Affairs and Family of the Slovak Republic
Bratislava 1999

C O N T E N T

1. Women and the economy in the Slovak Republic

- 1.1 Population by gender
- 1.2 Proportion of women in the total workforce
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Introduction

The radical change of the social order following 1989, accompanied with the overall democratisation of the social system called for the formulation of principles of economic and social policies of the Slovak Republic based on a completely new foundations. One of the most vulnerable groups was the social group of women. Women's rights are understood as inseparable part of human and civil rights.

Everybody has the right to equal treatment at work and the right to employment guaranteed regardless of the gender. These rights appertain without limitations and discrimination. Nevertheless, discrepancy exists between declared standards and their actual implementation in practice.

It should be stated with satisfaction that the development in solution of women's problems has been positively affected by the process following the 4th World Conference on Women in Peking. Formation and establishment of institutional mechanisms for gender problems indicate this. In spite of this, in the current awareness of the great part of the Slovak population traditional comprehension of woman's and man's role in family, at work and in society is surviving. It significantly complicates assertion of equal opportunity principles and non-discrimination „de facto“.

Legal fulfilment of the abovementioned principles as well as establishing of mainstreaming basic principles at all levels of society management will remain the important call for institutional guarantee of equality of opportunity in next years.

1. Women and the economy in the Slovak Republic

1.1 Population by gender

Over the course of 1998, the total increase in population was 5.7 thousand. The natural increase was 4.4 thousand persons and another increase of 1.3 thousand persons was due to foreign migration to the SR. As of December 31, 1998, women comprised 51.4 percent of the population. There was 947 males per 1000 females.

In the productive population, women are a minority, comprising 48.1 percent, in the post-productive group, i.e. pensioners' group, they reach 65.5 percent. The difference is due to the legislation that allows for an earlier retirement for women and the biologic age, which causes unbalanced gender structure. The predominance of women rises with age. The mean life expectancy connected with expected life span at births in 1998 dropped in males to 68.6 years (falling 0.3 point on 1997) and remained at the level of 1997 in females, 76.7 years. The ageing index for 1994 was 76.3 and for 1998, 87.1, respectively.

1.2 Proportion of women in the total workforce

The high employment of women in the past was part of the way of life and values cherished by the Slovak population. Women not only had the right but also the duty to work and the image of a work-committed woman was promoted. The income of women from employment was important also from the aspect of family budget based on a double-income model of the family.

Since 1990, the working activity of women began to decrease slowly and in 1997, the figure was less than half. The rate of economic activity in women and men was declining. The decline in women was more dynamic.

According to the Selective Survey of the Workforce of the Statistical Office, there was 2 198.6 thousand workers in 1998. Of this count, 988.2 thousand were women and 1210.4 thousand were men. Decreased rate of employment was seen in all age groups. The most significant decline was seen in the 15 -19 and 20 - 24 age groups.

A year-on-year increase in employment was seen in the age groups of 45-49 and over 60. As of June 30, 1999, there were 2 527.4 thousand economically active persons in the SR. The level of economic activity of population reached 59.4 percent, with 67.9 percent in males and 51.6 percent in females. 40.6 percent of persons did not participate in the labour market. The largest groups were pensioners, 59.6 percent, and students and apprentices, 24.9 percent, respectively.

1.3 Employment structure

In the structure by sectors, the industrial sector maintains the largest share in employment, at 30.3 percent, mainly industrial production, 26.5 percent. Compared with 1997, the number of the employed in industry fell by 9.5 thousand persons. The employment structure of women and men significantly differs by sectors. Light industry, trade, catering, and mainly education, healthcare and social security have become female sectors. The last three, in particular, can be characterised as feminised. There women's proportion is twice as high as in the overall structure of sectors of national economy sectors, they are so-called "soft" sectors with female dominance.

In the private sector, the share of women in the overall number of workers is still significantly lower. The private sector remains a male domain. Women comprise 35 percent. The most significant decline was seen in 1994, related to the changes in legislation concerning trade licence holders.

1.4 Educational level

The Government of the SR deem education to be a strategic article. The competitiveness of Slovakia relies upon educated and specially skilled people. The right to education, free choice of profession and the preparation for it regardless of gender, are enshrined in the Constitution.

The school system is based on a compulsory education until is mandatory until the child is 15 years of age. The literacy of population is monitored by the census. According to the latest data of 1991, the rate of literacy of the population was 99 percent. Illiteracy is beginning to emerge only in the Romany ethnic group among its female section of the population. The School Act and the Act on Colleges make provision for equality and non-discrimination.

A combined rate of enrolment to schools of first, second and third level is followed within special statistical parameters and is used in determining the human development index (HDI). In 1996, the Slovak Republic with the parameter of 0.887, took 42-nd place within 174 countries of the world and is generally taken for a country with a high standard of development.

In selecting career, the interest and the parents' wish prevail rather than considerations of the labour market. The education market and the labour market continue to remain isolated. Compared to small, advanced countries, Slovakia has an over-average proportion of population with secondary education, with a significantly higher proportion of women who have achieved complete secondary education. The proportion of college graduates is lower than in these countries though.

In 1994, there were 66 900 students enrolled for full-time study at universities and colleges. Of this count, 32 067 were women and 34 833 were men. In part-time study, there were 8 279 undergraduates enrolled, of which 5 221 were women and 3 058 were men. There were 151 graduate students, of which 76 were women and 85 were men. In 1998 the number of students enrolled full time rose to 85 742, of which 41 641 were women and 44 101 were men, that of students enrolled part-time rose to 23 590 of which 14 224 were women and 9 366 were men. In the PhD study, the number rose to 6 452, of which 2 585 were women and 3 867 were men.

Women take much greater interest in enhancing their qualification than men. We can note that the education structure of female workforce is comparable with the European Union. In assessing the adequacy of educational level, the absorption capacity of the economy of the SR and the economic maturity of the country have to be considered.

In the employment structure by level of education achieved, in 1998 the greatest proportion was taken by skilled workers, 32.9 percent, with greatest increase in the share of the group in the overall number of employed, compared to 1997, being up 1.6 percentage point from 31.3 percent. Then came the group of workers who have achieved complete secondary vocational education, 27.8 percent. Their share was down 1.3 percentage point on 1997. The proportion of the workers having basic education significantly decreased, from 10.4 percent in 1997 to 9 percent in 1998.

1.5 Income differentiation

The average monthly wages by sectors are characterised in so-called soft sectors by a lower wage, at or under the level of the average wage in the national economy. There are significantly lower earnings here, the migration of female workers increases and the social prestige and the status of these professions is rapidly declining. Equal wages for equal work and the work of equal value is legally guaranteed. Yet, there is a discrepancy between formal equality and the actual inequality. Discrimination prevails in rewarding the women's work. Based on the results of the selective survey of the structure of employee wages by profession, age and education, organised by the Statistical Office of the SR, there are significant disparities in wages of males and females. Even with a uniformly valid tariffs and wage regulations, the average monthly wages of females lagged behind the average monthly wages of males by 21.5 percent in 1997, which comprised 2 409 SKK in absolute figure. The disparities were principally due to different working positions held, when more women work in administrative functions, whereas more men hold leading and upper management positions. Other causes of lower income of women included overtime work, night shift work and the work in continuous operations, where males prevail, because women have to cater for the needs of the family. To some extent, the differences follow from a faulty application of wage practices. Males are placed in upper brackets and get higher bonuses on the grounds that they are bread winners of the family.

In recent years unpaid work of women in the household begun to be studied, which has not yet been reported in the gross domestic product although it could comprise, by estimate, almost 60 percent.

1.6 Unemployment

Until 1989, Slovakia had full employment and there was only hidden unemployment or labour hoarding. Unemployment is a new phenomenon in the labour market. The growth of unemployment in 1998 was more intense than in 1997. The average rate of unemployment for

1998, according to the Selective Survey of the Work Force the by SO SR, was 12.5 percent (11.9 percent in males and 13.2 percent in females). There was, on average, 317.1 thousand unemployed. Unemployed women comprised, on average, 149.6 thousand persons, males comprised 167.5 thousand.

The development in unemployment was affected by a growing source of workforce resulting from the demographic development and the decline in employment. Large enterprises but also small businesses find themselves in long-term insolvency. They have high liabilities, they innovate production programs, which results in the lay-offs of workers, mainly of higher age and lower education level.

The number of job vacancies, registered by district labour offices fell 4.5 percent, when compared to 1997, there were five vacancies per 100 registered unemployed. After previous increases in the age group of 20-24, the age structure of registered unemployed did not reveal any changes. In 1998, the proportion of long-term unemployed in the overall number of unemployed was 38.4 percent. Young people aged 15-29, comprise the largest group in the age structure of the unemployed registered with labour offices.

The proportion of women in the overall unemployment has been fluctuating around 50 percent, with 46.8 percent in 1998. Female unemployment is 1-1.5 points higher than male unemployment. Long term unemployment without unemployment benefits prevails and is often resolved by one of the social assistance forms. There is a slight increase of less than 2 percent compared to males in the age structure of 30-35 years. In subsets of males versus females, there were more significant differences in education. In the subset of women, secondary school graduates have the largest proportion (35 percent) of all unemployed women. The proportion of college graduates is the same for women and man, namely 3 percent. In the subset of men, skilled workers prevail, at 31.3 percent.

1.7 Retraining

This important instrument of active labour market policy had a declining tendency in 1998. There were 166 955 thousand SKK paid out. On average, 1 677 persons completed retraining monthly, of which 556 were males and 1 121 were females (in 1997, 2 762 females completed retraining). We can note that the number of trained women is significantly higher than males on a long term basis.

1.8 Unemployment benefit

The average amount of unemployment benefit in 1998 was 3 193 SKK. The National Labour Office paid 3 927.2 million SKK in unemployment benefits and 1 557.5 million SKK in insurance transfers in respect of the unemployed drawing unemployment benefit towards their health, sickness and pension insurance. The period of drawing unemployment benefits was 5.4 months. The average amount of unemployment benefit, calculated from the average assessment base on which the citizen paid his unemployment insurance contribution over the last three months in three recent years before filing with the unemployment register was lower in women than in men. In 1998 it was 3 771 SKK for males and 3 478 SKK for females.

1.9 Social security

The system of social security in 1998 was applied through sickness insurance, pension security, state social support and social care (social assistance).

In pension security scheme, a regimen of periodical pension increases has been introduced to get the quality of pensioners' life in line with that of economically active

and documents in the field of equal opportunities and, where the Slovak Republic has not acceded to them, to propose their ratification, to play a role of an administrative body in the decision-making about citizens' appeals in the area of equal opportunities, to co-ordinate joint procedures of state bodies (ministries) in applying the principle of equality of gender, to ensure training and education on equal opportunities for lower-tier bodies of state administration (Regional Offices, District Offices) and self government, to build a team of volunteers of these bodies and to strive achieving their professionalisation in the future, to collaborate in the preparation of the National Report on Family and, in the future, to participate in the PHARE projects.

The department of equal opportunities is currently working on the Concept of Equal Opportunities, and, in medium-term perspective, by 2005, plans to draft the bill on equal opportunities.

2.2 Position of women in the society and the National Action Plan for Women

The equality of women and men, though formally declared, did not actually function in the previous period. Over the last decade, the position of women has changed significantly, both in the negative and positive directions. In the Slovak Republic, the position of women is not perceived as a litmus paper of democracy.

The CCPW drew up a National Action Plan for Women in 1997, as the principal program document in the horizon of 10 years. Eight priority areas have been selected on which main emphasis will need to be placed in the following period: implementation of equal position of the women in the family, employment and society, which is enshrined in the legal system, creation of scope for personal choice in development life strategies of women in the family, employment and the society, creation of conditions to eliminate economic disadvantages which may lead to material distress of women, shaping public opinion to respect equality of women and men, creation of conditions for the protection and promotion of women's health, for the elimination of violence against women, for personal development and work satisfaction of women with lesser development chances (such as, women living in the countryside, women of Romany ethnic group unemployed women, women insufficiently prepared for their mother's role, women with disabilities), promotion of activities of the organisations involved in providing support and developing women at national and international levels.

The tasks of the National Action Plan for Women in the SR have been further elaborated by individual Ministries, other central bodies of state administration and Regional Offices and non - governmental organisations.

The CCPW prepared the Preliminary Report of the SR to the Convention on the Elimination of All Forms of Discrimination of Women (CEDAW) that was advocated in New York on 23-30 June 1998.

2.3 Measures to promote health of women

Within the framework of the state family policy, the Government of the SR pledged to apply a comprehensive system of indirect measures to promote the rate of birth and the development of healthy population, including social and educational measures. The health programs aimed at women and young girls include the following: the National Health Promotion Program, the international training program titled the Multidisciplinary Approach to Breast Cancer, pursued in collaboration with the foundation Project HOPE, the program

NEDA (shortage of estrogen and the menopause), exercise courses for women and the project of the Preparation of Romany Pupils for Motherhood and Parenthood.

Other projects, implemented jointly with the WHO, include the project of the Quality in Perinatal Care and the Baby Friendly Hospitals.

The rate of death by causes of death per 100 000 inhabitants was highest in the coronary heart disease (in 1998, 563.90 in females and 538.39 in males). The second most frequent cause of death were cancer diseases (in 1998, 176.39 in women and 280.29 in men).

The HIV/AIDS morbidity of the SR citizens had been decreasing from 11 (9 males and 2 females) and the aggregate number of 38 in 1994 in the following years, and in 1998, new 11 cases were registered (10 males and 1 female) and the aggregate number was 69.

In 1998, there were 28 962 males and 8 557 females registered in psychiatric out-patients offices for alcohol addiction. There were 1 629 males and 570 females registered in 1998 for drug addiction.

The higher mortality in males, as compared to females, is seen in all age categories, both in terms of relative and absolute parameters. The total mortality for 1998 was 9.9, with 10.3 for males and 9.4 for females. The crude rate of death was 9.9.

3. Family, women, and violence

3.1 Women and men by family status

Family, its internal solidarity, the capacity to be modest in needs and search for internal solutions to problems, these are extraordinary facets of the Slovak society. In the SR there is a standard family policy. Family is seen as the basic unit of the society based on matrimony, as an equal bond of man and woman. Eighty percent of the people live in some form of family in Slovakia, the remainder living alone and about 0.4 percent lives in a non-family form of household.

The differences in the structure of women and men are due to males of younger age groups outnumbering women, higher age at first marriage, higher frequency of marriages and a long-term higher male mortality.

The differences in age structure of women and men are reflected in the shifted structure by family status, and are most evident in the proportion of the widowed. Over the last years, the proportion of widowed females is almost 5.5- times greater than the proportion of widowed males.

Other family statuses do not reveal major disparities. There have been more single males than females over extended period of time in the total structure of the SR population. Within male section of population, the proportion of single men is 8 percent higher.

In women, there is a slightly increased proportion of the divorced, namely by 1.2 percent. The numbers of married women and men are almost balanced. The absolute figures only differ in cases of marriages with foreign nationals.

Over the course of recent years, there has been a slight increase in the proportion of single and divorced people, both females and males. The number of people living in matrimony is falling.

3.2 The rate of marriage and divorce

Slovakia has one of the lowest rates of divorce in Europe. The decline in crude rate of divorce to 1.73 divorces per 1 000 population signals a certain stabilisation of this

demographic phenomenon. The female age at first marriage is progressively rising, from 21.3 in 1994 to 22.7 in 1998, the corresponding figures for males being 23.8 and 25.2, respectively.

3.3 Income situation of households

Most adult women and men live in families. The proportion of families has been declining only slightly, while the number of people living alone has been increasing. The 1991 Census of People, Houses and Apartments showed there were 77.8 percent households of family type in the structure of households, of which 86.6 percent were complete family households and 13.4 percent were incomplete, so-called single-parent families.

The development in the levels of consumer prices of goods and services has been clearly reflected in the growth of living costs of households, which is determined by the Statistical Office of the Slovak Republic through living cost index for social groups of households of employees, pensioners, as well as for employee families with children, in connection with the structure of their consumer basket.

The living costs of households are up in aggregate more than 2.5- times, i.e. by 260.4 percent, compared to 1989, with a more moderate dynamics of growth in pensioner households. The living costs of employee households have been doubled.

The statistical data on family accounts by the Statistical Office of the SR put the average net monthly income per a member of the household at 5 013 SKK in 1998. Compared to 1997, it went up 7.8 percent. The index of nominal net per capita income in aggregate number of households has a growing trend since 1989. In 1998, the increase since 1989 was 179.7 percent. The real net monthly income of households began to rise slightly since 1995. In 1998 it reached the level of 22.4 percent compared with the year 1989.

3.4 Women and violence

The International Centre for the Study of Family notes, that women identify insufficient financial provision and the degree of violence to which they are exposed as the two major problems they face.

To date special legislation have not been created that would relate to violence against women. The provisions of the Penal Code do not distinguish public and domestic violence. There is not sufficient information on the extent of violence.

The amendment of the Penal Code has embedded some new offences, such as production, distribution and sale of child pornographic work, as well as more stricter punishments, it formulated the criminal offence of battering of a close or entrusted person, criminal liability for employing minors and the offence of rape in a wedlock.

There seems to be a need to enforce criminal liability by law of an offender committing violent crimes in privacy, taking criminal proceeding against this person independently of the consent by the person who suffered.

It has become particularly topical to change the understanding and judging of domestic violence from private matter to one of public concern. The newly created expert working group for the elimination of violence against women of the Council of the Government for Crime Prevention prepared an Action Plan for the elimination of violence committed against women / domestic violence.

The act on awarding damages to persons that suffered violent crimes stipulates financial damages to persons who, as a result of intentional violent crimes, were caused harm to their health and who have not received damages in any other form. Subject to their claim

filed with the Ministry of Justice of the SR, they can be awarded a single-time financial amount.

The number of persons convicted of rape in 1998 was 115. In 1994 it was 76 persons. For sexual abuse there were 305 persons convicted in 1998, while the number was 215 in 1994. For trading with women four offenders were convicted. The total number of violent crimes committed against women in 1998 was 4 702, 4 458 have been elucidated. For the sake of comparison, in 1994 there were 3 082 violent crimes committed against women, 2 653 were clarified.

Of 53 non-governmental organisations of women and two foundations, that deal with the issues of women, and are filed in the Register of the Ministry of Interior of the SR, seven associations deal with protection against violence committed against women.

4. Women and power

4.1 Representative democracy and women

The area of political rights is guaranteed by the Constitution. Citizens enjoy equal rights of access to elected and other public appointments.

There is universal suffrage, which is equal and direct and is effected by secret ballot. This area of life of the society reveals most marked inequality between men and women.

In 1998 election, there were 1 618 candidates on the party and movements lists for the seats in the National Council of the SR, of which 273 were women, which comprises barely 16.9 percent. The ratio of women and men was 16.9 to 83.1 percent.

The positions within lists of candidates : in the first half of the candidates 14.1 percent women were placed and in the first quarter, only 12.3 percent.

In all 20 women reached the Parliament, i.e. 7.3 percent of all women who ran in the election.

There is currently 21 women MPs in the National Council of the Slovak Republic (Parliament) of the total number of 150 MPs, which is a 14 percent representation of women.

In the communal politics, there were 6 City Mayoresses elected, i.e. 4.4 percent of the total number of City Mayors, of which only 2 were elected for district cities, i.e. 2.5 percent of the total number of District City Mayors. The number of Community Mayoresses has increased to 17.5 percent of the total number of Community Mayors. In all, 484 women were successful in the local government elections.

4.2. Strategic Interests in Women's Position Improvement

The strategic interest of women is to increase women's participation in public affairs administration directly or through free election of their representatives. Low representation of women in policy and their weak political involvement in micro- and macropolicy should be explained by disillusion caused by past political experience, lack of self-confidence, giving priority to family matters over self-realization in policy and refusal of female politicians by current awareness in society.

The Ministry of Employment, Social Security and Family will support projects aimed at achieving 30% success of women in elections.

5. Suggestions

5.1 At the level of the National Council of SR

The Parliament Commission on Women's Issues will coordinate and initiate legislative intentions to the effect of respecting the principle of gender and opportunity equality.

5.2. At the level of the Slovak Government and respective departments

The Government of SR in its Policy Statement undertakes to continue in fulfilment of strategic goals of the national family policy laid down in the National Family Policy Concept aimed at achievement of relative economic independence of the family, successful fulfilment of its functions, stability and social quality of matrimonial and parental relations in the sense of equality of rights and social division of family roles and at accepting of such provisions which enable parents to apply the principle of choice consistently or the principle of parental and occupational role merging through giving parents guarantee of right to part-time job.

Fulfilment of regulated and guaranteed principle of equal treatment for men and women in practical life, especially, as regards an access to employment, professional training, promotion, working conditions and remuneration will be an inseparable part of the labour law reform. The Government will aim its attention at constituting the instruments intended for monitoring whether the principle of equal opportunity for men and women is observed.

The Government of SR will continuously review fulfilment of the National Action Programme for Women. In the next five-years period the attention will be focused on the following areas of priority:

- **in the legislative area** to enforce consistently regulations preventing from open and hidden forms of discrimination, including amendment of valid regulations;
- **in the labour market area** to ensure equal conditions both for women and men in the choice of career, at work, at the same wage for the same work and the work of the same value
- **in the area of family** to aim at the elimination of domestic violence
- **in the educational area** to supplement at all educational levels gender equality education and to develop special educational and training programmes intended for preparation and training of specialists dealing with violence victims and perpetrators
- **in the statistical and research area** to establish the system of databases based upon gender data which would document topicality of issues concerning equality of opportunity and ensure their representativeness and longitudinal processing
- to initiate research in the area of violence committed against women and to form conditions for building shelters for women - victims of violence.

5.3 At the regional and local levels

To establish mechanisms in order to enforce the equality of opportunity principle in the first line of contact with citizens and to use an impact of citizen's activities on the reduction of traditional stereotypes influence in the gender equality area.

Implementation of the Peking Action Platform (PAP) in SR

The National Council of SR

The Constitution of SR guarantees basic rights and freedoms to everyone without respect to gender, i.e. rights of women constitute inseparable part of human rights and freedoms.

The Commission on Women's Issues at the Committee of NC SR on Health Care and Social Affairs was working in 1996 -1998.

The Parliament Women's Commission has been established at the Committee of NC SR on Human Rights and Nationalities.

The Government of SR - PAP Signatory

The Policy Statement - the goal in the labour law reform - to ensure equality of opportunity and to constitute the instruments intended for monitoring whether the principle of equal opportunity for men and women is observed.

<p>Co-ordination Committee on Women's Issues (CCWI) established - 1996 advisory, coordinating and initiative body of the Slovak Government</p> <p>CCWI Secretariat Head Office - MLSAF SR</p>	<p>Equality of Opportunity Department (EOD) MLSAF SR established - 1999 included in the Family Policy Section</p>	<p>The National Centre for Women's and Men's Equal Rights established - 1997 information, documentary and coordinating centre for contact with non-governmental organizations and link between UNO and the Government of SR (UNDP)</p>
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The National Action Plan for Women in SR

adopted by the Government of SR in 1997 for the period of 10 years

1. to implement equal position of woman in family, at work and in society laid down in legislation;
2. to make room for personal choice of developmental life strategies of women in family, at work and in society;
3. to establish conditions eliminating economic disadvantages which can lead to material penury of women;
4. to form public opinion in such a way that it would respect equal rights of women and man
 - in the educational system
 - through mass media;
5. to establish conditions for protection and improvement of women's health;
6. to establish conditions eliminating violence committed on women;
7. to establish conditions enabling personal development and job opportunities for women with lesser developmental chances (women living in the countryside, women of Romany ethnic group, unemployed women, women not sufficiently prepared for their mother role, handicapped women);
8. to support activities of organizations aimed at women's support and development at national and international level.

Mortality rate in infants	11,2	11,0	10,2	8,7	8,8
Mortality rate in new-borns	7,4	7,9	6,9	5,4	5,4
Life expectancy at birth					
- total	72,41	72,36	72,84	72,81	72,67
- males	68,34	68,40	68,88	68,90	68,62
- females	76,48	76,33	76,81	76,72	76,71
Index of					
- economic debt	67,7	66,1	64,7	63,3	61,9
- revenue (pension) debt	29,3	29,1	29,0	28,9	28,8
Index of					
- human development (HDI)	0,872	0,881	0,887	.	.
- gender development (GDI)	0,855	.	0,871	.	.
Net cash income per 1 member of household	3 175	3 454	4 016	4 652	5 013

Source: Statistical Office of SR, Bratislava 1999

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The report was elaborated on the basis of background materials provided by:

- the Statistical Office of the SR
- the Ministry of Education of the SR
- the Ministry of Health of the SR
- the Ministry of Interior
- the Ministry of Justice
- the Institute of Labour, Social Affairs and Family