

# Slovak Republic

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>75.0</b>	<b>53.3</b>	<b>86.9</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Slovak Republic, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Bratislava). The scores for Slovak Republic are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	50.0	100.0	75.0	75.0	100.0	100.0	75.0	50.0	100.0	25.0
WBL 2.0 Supportive frameworks score	25.0	66.7	33.3	50.0	100.0	100.0	75.0	0.0	33.3	50.0
WBL 2.0 Expert opinions score	75.0	100.0	87.5	68.8	100.0	100.0	50.0	100.0	100.0	87.5

In summary, the **WBL 2.0 legal frameworks score** for Slovak Republic (75.0 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women’s work after having children and laws affecting women’s property and inheritance, Slovak Republic obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Slovak Republic is on the indicator measuring laws affecting the size of a woman’s pension. To improve on the Pension indicator, Slovak Republic may wish to consider equalizing the ages at which men and women can retire with full pension benefits, equalizing the ages at which men and women can retire with partial pension benefits and equalizing the mandatory retirement age for men and women.

The **WBL 2.0 supportive frameworks score** for Slovak Republic (53.3 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks related to marriage and supportive frameworks affecting women’s work after having children, Slovak Republic obtains a perfect score

(100.0 out of 100.0). As an example, one of the lowest scores for Slovak Republic is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship indicator, Slovak Republic may wish to consider publishing sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses on a regular basis, establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Slovak Republic (86.9 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Slovak Republic obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Slovak Republic is on the indicator measuring expert opinions on childcare.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Anti-Discrimination Act, Art. 1, Secs. 2(a), 5(2)(c), 6 and 9(3); Criminal Code, Art. 360a(1)(c) and 360b
Does the law address domestic violence?	Yes	Criminal Code, Secs. 127(4), 127(5), 199, 200, 201, 208, 360 and 360a; Code of Criminal Procedure, Sec. 82; Civil Contentious Procedure Code, Sec. 325
Does the law address femicide?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman choose where to live in the same way as a man?	Yes	Family Act, Art. 1
Can a woman travel internationally in the same way as a man?	Yes	Law on Travel Documents, Art. 4
Can a woman travel outside her home in the same way as a man?	Yes	Family Act, Art. 1
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Constitution of the Slovak Republic, Art. 12; Citizenship Act, Arts. 5 and 7
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Family Act, Art. 1
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Sec. 13; Anti-discrimination Act, Secs. 2-3
Does the law allow employees to request flexible work?	Yes	Labor Code, Sec. 52
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Act, Art. 1
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Act, Art. 1

Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Act, Art. 22
Does a woman have the same rights to remarry as a man?	Yes	Family Act, Arts. 22-27
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Secs. 166 and 167
Are leave benefits for mothers paid solely by the government?	Yes	Social Insurance Act, Secs. 13, 128, 130 and 161
Is paid leave available to fathers?	Yes	Labor Code, Art. 166
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Sec. 64
<b>Childcare</b>		
Does the law establish the provision of center-based childcare services?	Yes	Act No. 448/2008 on Social Services, Secs. 3(1), 3(3) and 32b; Official Website of the Ministry of Labor, Social Affairs and Family of the Slovak Republic
Does the law establish any form of support for families for childcare services?	Yes	Act No. 561/2008, Sec. 1; Official Website of the Ministry of Labor, Social Affairs and Family of the Slovak Republic
Does the law establish any form of support for nonstate childcare providers?	Yes	Act No. 448/2008 on Social Services, Secs. 71(6), 78a and Annex No. 6A; Official Website of the Ministry of Labor, Social Affairs and Family of the Slovak Republic
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Act, Art. 1; Commercial Law, Art. 57
Does the law prohibit discrimination in access to credit based on gender?	Yes	Anti-Discrimination Act, Art. 5(1)
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 124 and 145; Constitution of the Slovak Republic, Art. 20; Act 229/1991, Art. 4; Act 162/1995, Art. 3a
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Art. 473
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 473 and 474
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 150
<b>Pension</b>		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law 275/2020 Coll. of 24 September 2020 amending Social Insurance Act and Certain Laws; Social Insurance Act, Secs. 65 and Annex 3a
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Social Insurance Act, Secs. 67(1) and 68; Law 275/2020 Coll. of 24 September 2020 amending Social Insurance Act and Certain Laws
Is the mandatory retirement age for a woman and a man the same?	No	Labor Code, Sec. 66; Social Insurance Act, Secs. 65 and Annex 3a; Law 275/2020 Coll. of 24 September 2020 amending Social Insurance Act and Certain Laws
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Insurance Act, Sec. 128(2)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located



Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Department of Gender Equality and Equal Opportunities (Odbor rodovej rovnosti a rovnosti príležitostí)
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	National Labor Inspectorate: Rules of Good Practice to Stop Discrimination
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
<b>Pay</b>		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Statistical Office of the Slovak Republic: Employed by economic activity (NACE Rev. 2) and sex - yearly data [pr2034rs]
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Act No. 161/2015 on Civil non-dispute order, Arts. 360 - 368
Are there specialized family courts?	Yes	Act 150/2022 on the amendment of certain laws in connection with new seats and court districts, Art. IX
Is legal aid available for family law disputes?	Yes	Center for Legal Aid
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Social Insurance Institution: Application for Pregnancy
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Code, Sec. 64
Have sex-disaggregated data on unpaid care work been published?	Yes	Institute for Work and Family Research: Analysis of the economic value of unpaid work in a relationship to GDP as a basis for the creation of tools for gender balanced share of work
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Register of Social Services and Accredited Entities
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Act No. 561/2008, Sec. 9; Official Website of the Ministry of Labor, Social Affairs and Family of the Slovak Republic
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Official Website of the Ministry of Labor, Social Affairs and Family of the Slovak Republic
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		



Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)? Yes Civil Code, Arts. 143-151

Are awareness measures in place to improve women's access to information about marital and inheritance rights? No Insufficient evidence located

Have anonymized sex-disaggregated data on property ownership been published? No Insufficient evidence located

### **Pension**

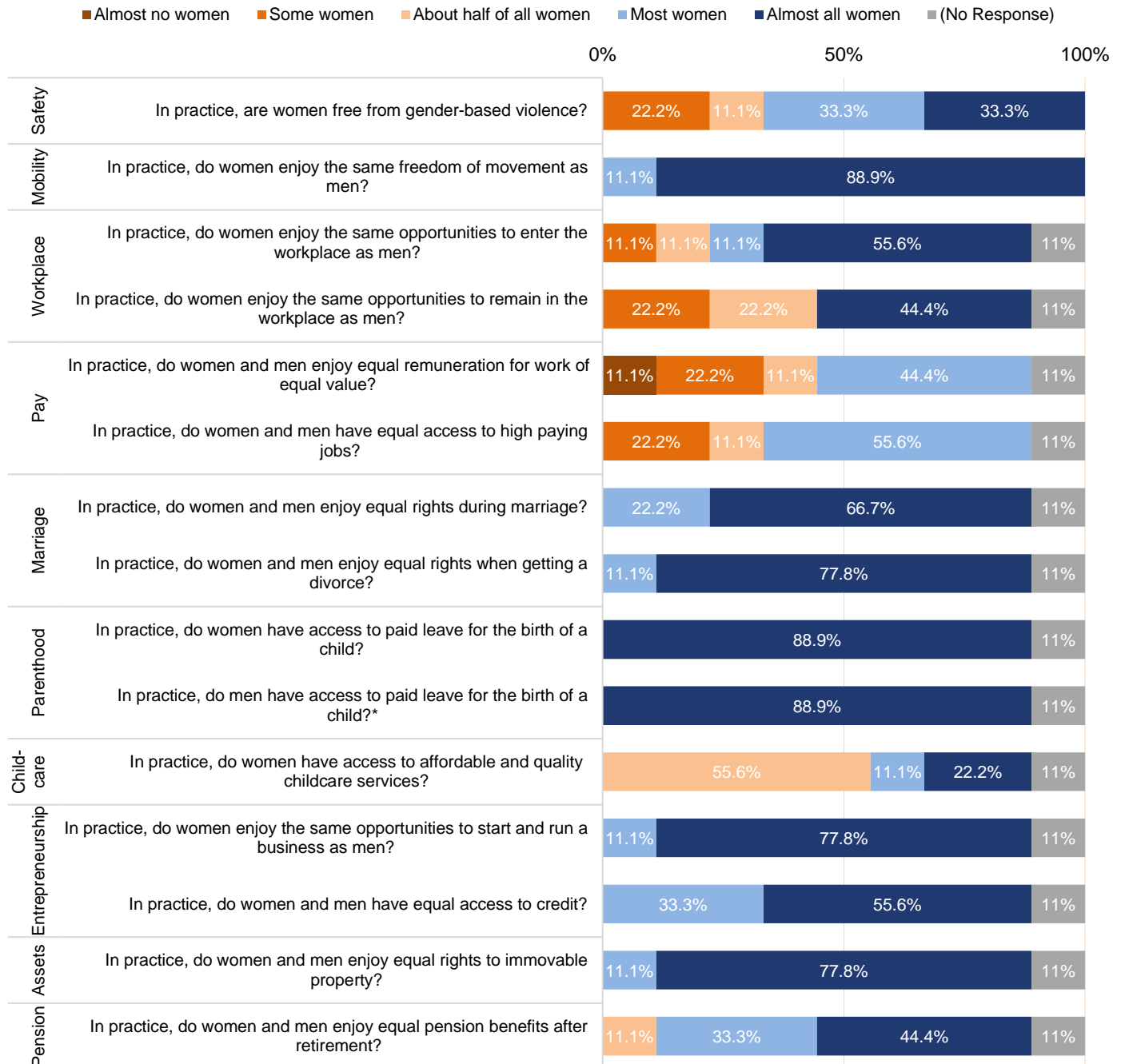
Are incentives in place to increase women's retirement benefits? No Insufficient evidence located

Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? Yes Social Insurance Act, Sec. 214

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.