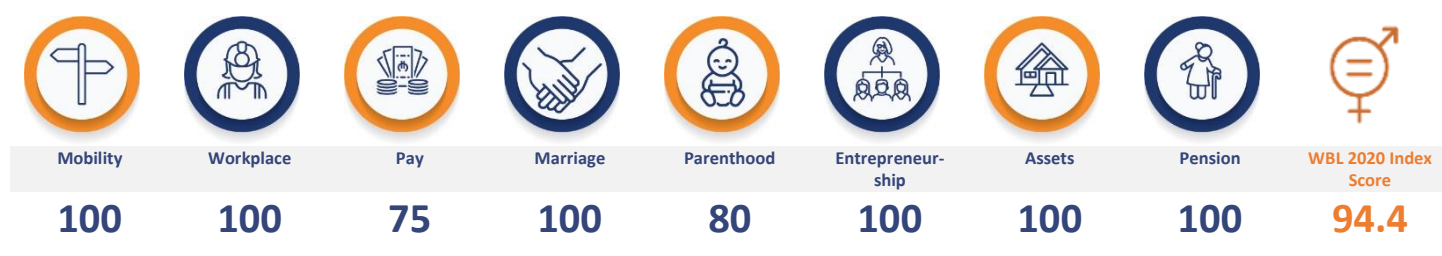


# Slovak Republic

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Bratislava). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Slovak Republic scores 94.4 out of 100**. The overall score for Slovak Republic is lower than the regional average observed across High income (OECD) countries (94.7).

## Slovak Republic - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Slovak Republic gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's pay, and laws affecting women's work after having children, Slovak Republic could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Slovak Republic is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Slovak Republic may wish to consider mandating equal remuneration for work of equal value.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Travel Documents Act 647/2007, Art. 4; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Sec. 13; Anti-discrimination Act, Secs. 2-3
	Is there legislation on sexual harassment in employment?	Yes	Anti-Discrimination Act, Art. 1, Secs. 2(a) and 6
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Anti-Discrimination Act, Art. 1, Sec. 9 (3)
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Criminal Code, Sec. 127(4)(5), 200, 208, 360 and 360a
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Secs. 166 and 167
	Does the government pay 100% of maternity leave benefits?	Yes	Act on Social Insurance, Secs. 13, 128, 130 and 161
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code, Secs. 166 and 169
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Sec. 64
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Anti-Discrimination Act, Art. 5(1)
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 124 and 144-145
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 473-474
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 473 and 474
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 145
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 150
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Act on Social Insurance of 27 November 2003, Secs. 65 and 65a Men: Act on Social Insurance of 27 November 2003, Secs. 65 and 65a
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Act on Social Insurance of 27 November 2003, Sec. 67(1)(b) Men: Act on Social Insurance of 27 November 2003, Sec. 67(1)(b)
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Labor Code of 2 July 2001, Sec. 66 Men: Labor Code of 2 July 2001, Sec. 66
Are periods of absence due to child care accounted for in pension benefits?	Yes	Social Insurance Act, Secs. 6(8) and 128(5)	