

Slovak Republic

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 85 out of 100**. The overall score for Slovak Republic is lower than the regional average observed across OECD high-income economies (95.2). Within the OECD high-income region, there are 12 economies that score 100 out of 100.

Slovak Republic - Scores for Women, Business and the Law 2022



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 starting and running a business, and gender differences in property and inheritance, Slovak Republic gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a woman's pension, 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 measuring laws affecting the size of a woman's pension (the WBL2022 Pension indicator). 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.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Slovak Republic are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/slovak-republic/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Act, Art. 1
	Can a woman travel outside her home in the same way as a man?	Yes	Family Act, Art. 1
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Travel Documents, 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	Family Act, Art. 1
	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 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
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Act, Art. 1
	Can a woman be head of household in the same way as a man?	Yes	Family Act, Art. 1
	Is there legislation specifically addressing domestic violence?	Yes	Criminal Code, Secs. 127(4)(5), 200, 208, 360 and 360a
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Act, Art. 22
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Act, Arts. 22-27
	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 paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code, Secs. 166 and 169; Act on Parental Allowance, Sec. 5
Entrepreneurship	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	Family Act, Art. 1
	Can a woman register a business in the same way as a man?	Yes	Commercial Law, Art. 57
Assets	Can a woman open a bank account in the same way as man?	Yes	Family Act, Art. 1
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 124 and 145
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 473
	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
	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Act on Social Insurance, Secs. 65 and Annex 3a; Law 275/2020 Coll. of 24 September 2020 Amending Act No. 461/2003 Coll. on Social Insurance as Amended and on the Amendment of Certain Laws. Men: Act on Social Insurance, Secs. 65 and Annex 3b; Law 275/2020 Coll. of 24 September 2020 Amending Act No. 461/2003 Coll. on Social Insurance as Amended and on the Amendment of Certain Laws
	Is the age at which men and women can retire with partial pension benefits the same?	No	Women: Act on Social Insurance, Secs. 67(1) and 68; Law 275/2020 Coll. of 24 September 2020 Amending Act No. 461/2003 Coll. on Social Insurance as Amended and on the Amendment of Certain Laws. Men: Act on Social Insurance, Secs. 67(1) and 68; Law 275/2020 Coll. of 24 September 2020 Amending Act No. 461/2003 Coll. on Social Insurance as Amended and on the Amendment of Certain Laws
	Is the mandatory retirement age for men and women the same?	No	Women: Labor Code, Sec. 66; Act on Social Insurance, Secs. 65 and Annex 3b; Law 275/2020 Coll. of 24 September 2020 Amending Act No. 461/2003 Coll. on Social Insurance as Amended and on the Amendment of Certain Laws. Men: Labor Code, Sec. 66; Act on Social Insurance, Secs. 65 and Annex 3b; Law 275/2020 Coll. of 24 September 2020 Amending Act No. 461/2003 Coll. on Social Insurance as Amended and on the Amendment of Certain Laws
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Insurance Act, Secs. 6(8) and 128(5)	