

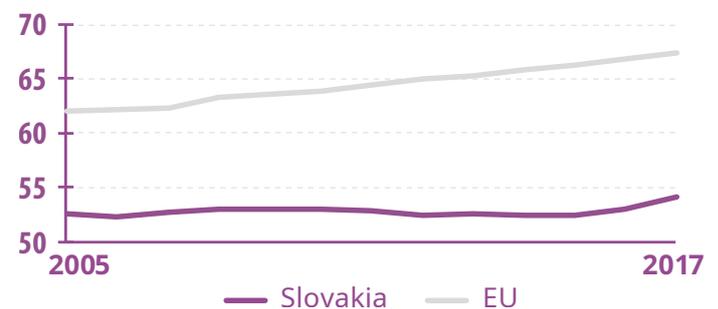
# Gender Equality Index 2019: Slovakia

With **54.1 out of 100 points**, Slovakia ranks 26th in the EU on the Gender Equality Index. Its score is 13.3 points lower than the EU's score. Between 2005 and 2017, Slovakia's score increased by only 1.6 points (+ 1.7 points since 2015). Slovakia is progressing towards gender equality at a much slower pace than other EU Member States. Its ranking has dropped seven places since 2005.

Slovakia's scores are lower than the EU's scores in all domains. Gender inequalities are most pronounced in the domain of power (26.8 points) and time (46.3 points). Slovakia achieves its highest score in the domain of health (85.8 points), which is also closest to the EU score. Since 2005, Slovakia's scores have improved the most in the domain of money (+ 12.7 points) and knowledge (+ 5.9). Progress has stalled in the domain of power (- 0.1 points) and Slovakia's score decreased in the domain of time (- 9 points).

Between 2005 and 2017, Slovakia improved its Index score but had much lower score than the EU during the entire period. Slovakia also moved towards gender equality at a slower rate, increasing the gap with the EU's score over time.

Progress in Slovakia is slower than the EU average

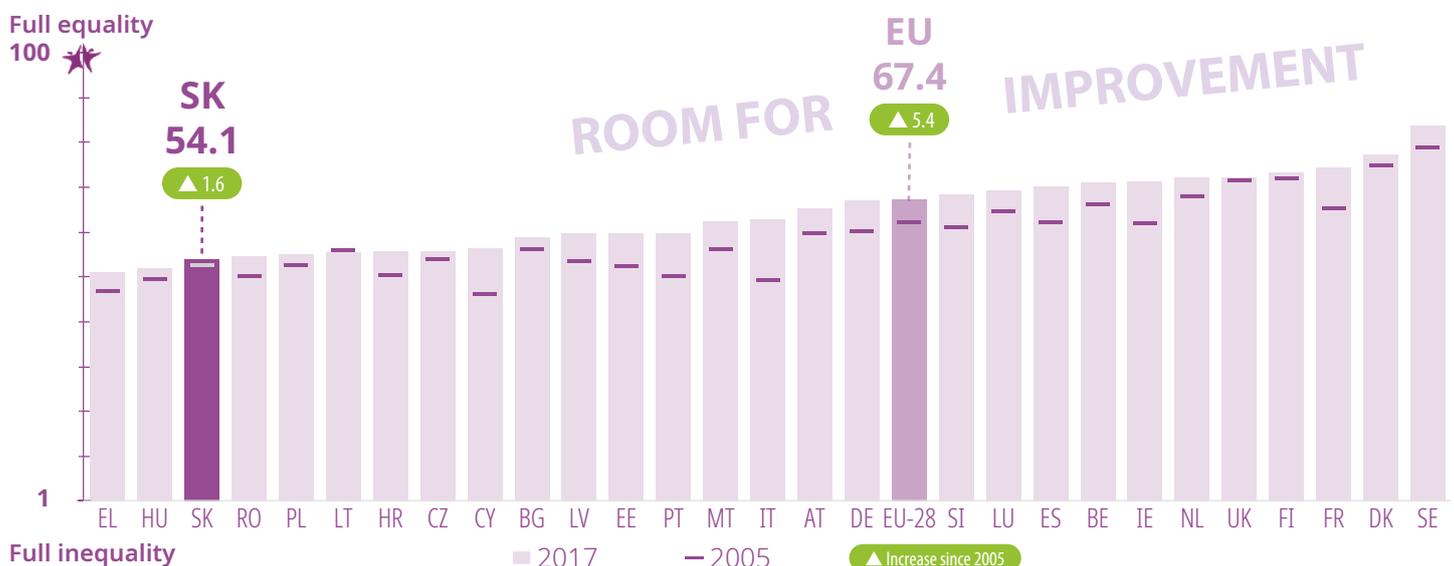


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

## Gender Equality Index scores for EU Member States, 2005 and 2017



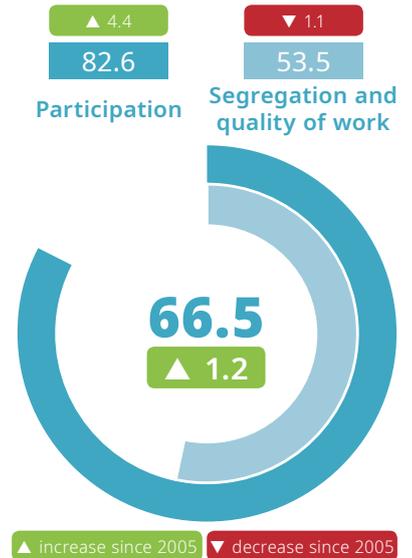


## Work

Slovakia's score in the domain of work is 66.5, showing progress of 1.2 points since 2005 (+ 1 point since 2015). Despite increased participation of both women and men in employment, Slovakia remains third last in the EU for the work domain.

The employment rate (of people aged 20-64) is 66 % for women and 79 % for men. With the overall employment rate of 72 %, Slovakia has reached its national EU 2020 employment target of 72 %. The full-time equivalent (FTE) employment rate rose from 42 % to 46 % for women and from 58 % to 61 % for men between 2005 and 2017, but the gender gap of 15 percentage points (p.p.) persists. The FTE employment rates are much higher for women and men in couples with children (63 % and 92 % respectively). Also, the gender gap is much wider among women and men in couples with children (28 p.p.) than in couples without children (less than 1 p.p.).

Twice as many women work part-time (9 %) as men (4 %). On average, women work around 39 hours per week and men 41 hours. The uneven concentration of women and men in different labour market sectors remains an issue. Around 27 % of women work in education, health and social work, compared to nearly 5 % of men. Fewer women (7 %) than men (39 %) work in science, technology, engineering and mathematics (STEM) occupations.



## Money

Slovakia's score in the domain of money is 74.2, showing substantial progress of 12.7 points since 2005 (+ 0.2 points since 2015), with strong improvements in the financial situations of women and men.

Despite increases in mean monthly earnings of both women (+ 56 %) and men (+ 45 %) from 2006 to 2014, the gender gap persists. Women still earn 21 % less than men. Among couples with children, women earn 27 % less than men. The gender gap in earnings is also much wider among people born outside Slovakia: foreign-born women earn 40 % less than foreign-born men.

Around 11 % of women and men are at risk of poverty, with decreases of around 2 p.p. and 1 p.p. respectively from 2005 to 2017. People facing the highest risk of poverty are those with low education (22 % of women and 27 % of men) and foreign-born people (21 % of both women and men). Income distribution became more equal among women and among men between 2005 and 2017. On average, women earn 80 cents for every euro a man makes per hour, resulting in a gender pay gap of 20 %. The gender pension gap is almost 8 %.

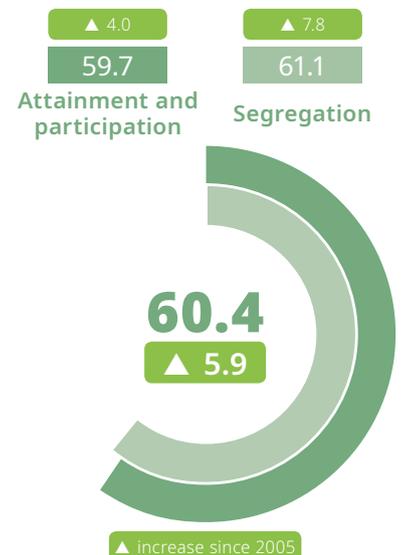


## Knowledge

Slovakia's score in the domain of knowledge is 60.4, with a 5.9-point increase since 2005 (+ 0.4 points since 2015). Slovakia ranks 14th in the EU in the domain of knowledge and has improved in both sub-domains (attainment and participation, and segregation).

The share of women with tertiary education has increased at a faster pace between 2005 and 2017. The share of women tertiary graduates is 21 %, compared to 18 % of men. The gender gap is wider within the 25-49 age group, where the share of women with tertiary education is 11 p.p. higher than the share of men. Slovakia has not yet reached its national EU 2020 target of having 40 % of people aged 30-34 with tertiary education. The rate stands below this target at 38 % (45 % for women and 31 % for men). Participation in lifelong learning has decreased from 15 % to 11 % for both women and men between 2005 and 2017. Slovakia's participation rate in formal and non-formal education and training is the 25th in the EU.

Although Slovakia made significant improvements in the sub-domain of segregation and ranks seventh in the EU, the uneven concentration of women and men in different study fields in tertiary education continues to be a challenge. Around 48 % of women students and 25 % of men students study education, health and welfare, or humanities and art.



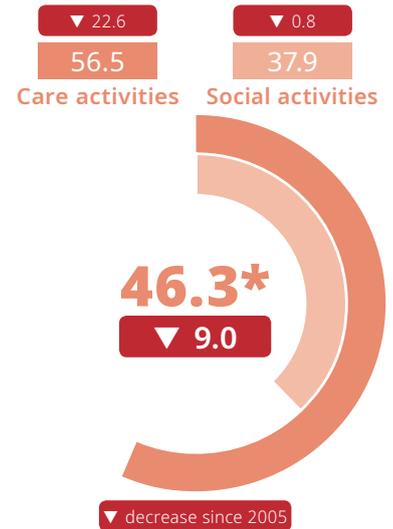


## Time

Slovakia's time domain score has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Slovakia's score dropped to 46.3, representing the biggest decrease in gender equality in the domain of time in the EU since 2005, especially in the sub-domain of care activities. Women take on more caring responsibilities than men. Around 35 % of women care for and educate their family members for at least one hour per day, compared to 19 % of men. This gender gap has decreased from 11 p.p. to 16 p.p. Among women and men in couples with children, women are much more involved in daily care activities (77 %) than men (47 %). In total, 60 % of women cook and do housework every day for at least one hour, compared to only 16 % of men, with generally higher shares among women (85 %) and men (18 %) in couples with children.

Fewer women (11 %) than men (20 %) are involved in sporting, cultural or leisure activities outside the home, which is among the highest gender gaps in the EU. A slightly higher share of women (9 %) than men (6 %) are involved in voluntary or charitable activities.



\* Scores not updated since 2017 edition.



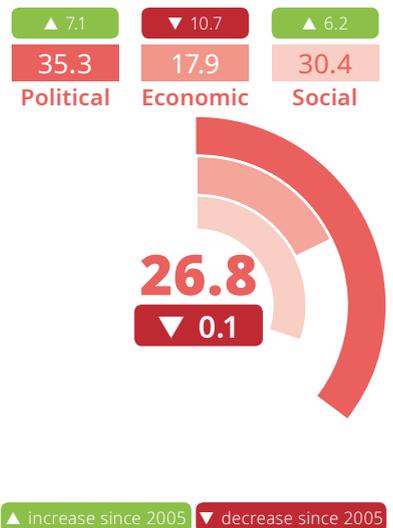
## Power

Slovakia's score in the domain of power is 26.8, with no significant change since 2005 (+ 3.7 points since 2015). It is the lowest score for Slovakia across all domains, and ranks 25th in the EU. There are improvements in the sub-domains of political and social decision-making, while there is regression in the sub-domain of economic power.

The share of women ministers doubled from 12 % to 24 % between 2005 and 2018. The share of women parliamentarians rose from 17 % to 21 % in the same period and the share of women among members of regional assemblies also increased slightly (from 12 % to 14 %).

The sub-domain of economic decision-making regressed due to a decline in the share of women on the board of the central bank, from 33 % to 0 % between 2005 and 2018. At the same time, improvements were made on the boards of the largest publicly listed companies, where the share of women doubled from 11 % to 22 %.

Women comprise 15 % of board members of research-funding organisations, 22 % of board members of publicly owned broadcasting organisations and just 8 % of board members of the highest decision-making bodies of national Olympic sports organisations.

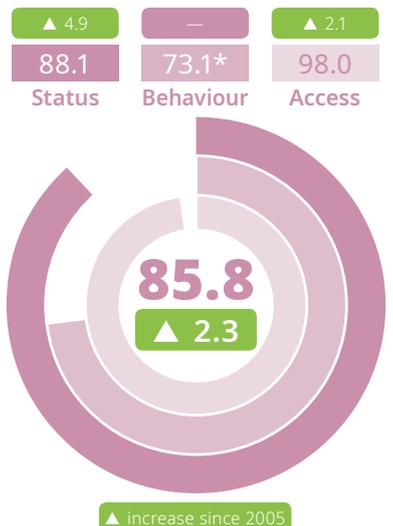


## Health

Slovakia's score in the domain of health is 85.8, showing progress of 2.3 points since 2005 (+ 0.5 points since 2015). Gender equality in health status and access to health services has improved. There is no new data for the sub-domain of health behaviour.

Self-perceptions of good health increased significantly between 2005 and 2017, at the same time, Slovakia's score in the sub-domain of health status is the 21st in the EU. Around 63 % of women and 71 % of men perceive their health as good (compared to 49 % and 56 % in 2005). Health satisfaction increases with a person's level of education but decreases with age. Life expectancy increased for both women and men between 2005 and 2016. Women on average live seven years longer than men (81 years compared to 74 years).

Adequate access to medical and dental care also increased between 2005 and 2017, although at a slower rate than health satisfaction. About 5 % of both women and men have unmet medical needs (compared to 9 % and 7 % in 2005). Around 4 % of both women and men report unmet needs for dental care (compared to 8 % and 7 % in 2005). People with lower levels of education, those aged 65 or more, single people and women and men with disabilities have the highest unmet needs for medical services.



\* Scores not updated since 2017 edition.



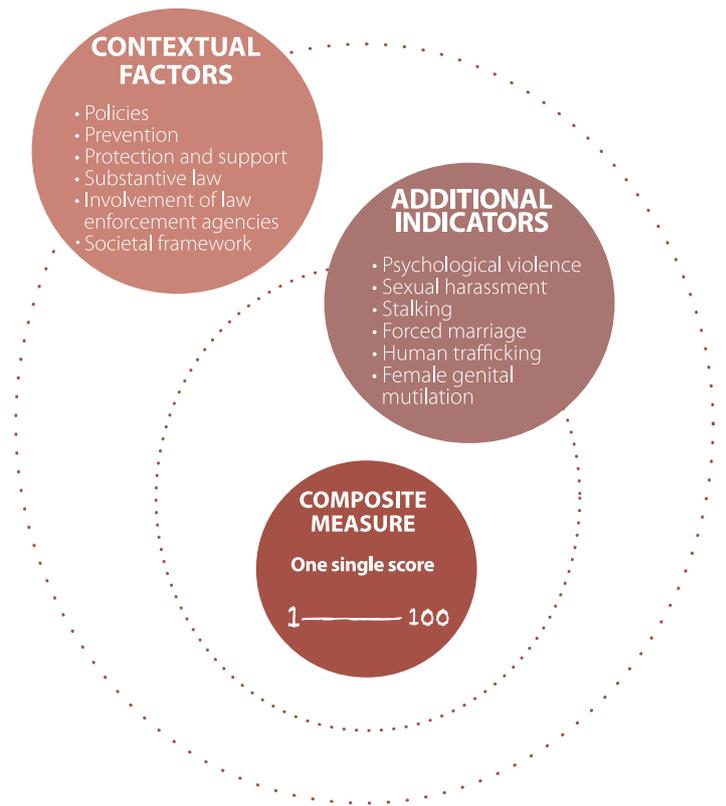
## Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Slovakia signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in May 2011 but has not ratified it. In April 2019, the Slovak Parliament passed a resolution to stop the ratification process.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Slovakia recorded five women victims of intentional homicide by an intimate partner in 2016. Slovakia does not provide data on women victims of intentional homicide by a family member. The country does not provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 18 registered women victims



of trafficking in human beings in 2016. Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



## Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

### Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about par-

ents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 26 % of women and 12 % of men aged 20-49 (potential parents) were ineligible for parental leave in Slovakia. Unemployment or inactivity was the main reason for ineligibility for 82 % of women and 87 % men. The remaining 18 % of women and 13 % of men were ineligible for parental leave due to inadequate length of employment. Same-sex parents are ineligible for parental leave in Slovakia. Among the employed population, 6 % of women and 2 % of men were ineligible for parental leave.

## Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Slovakia, 61 % of all informal carers of children are women. Overall, 58 % of women and 49 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), slightly more women and slightly fewer men are involved in caring for or educating their children or grandchildren in Slovakia. The gender gaps are wider among women and men who are not working (52 % and 30 %).

Slovakia has not reached either of the Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Less than 1 % of children below the age of three are under some form of formal care arrangements, which is the lowest coverage in the EU. Formal childcare is provided for 74 % of children from the age of three to the minimum compulsory school age (64 % are in formal childcare for at least 30 hours a week). Around 17 % of households report unmet needs for formal childcare services in Slovakia. Lone mothers are more likely to report higher unmet needs for formal childcare services (22 %), compared to couples with children (15 %).

## Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Slovakia are women (62 %). The shares of women and men involved in informal care for older persons and/or people with disabilities several days a week or every

day are 10 % and 7 %. The proportion of women involved in informal care is 5 p.p. lower than the EU average, while the involvement of men is 3 p.p. lower. About 16 % of women and 9 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 10 % of women and 6 % of men in the 20-49 age group. Around 46 % of women carers for older persons and/or persons with disabilities are employed, compared to 56 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is narrower in Slovakia than in the EU (9 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 48 % of women informal carers work, compared to 41 % of men. Around 24 % of women and men in Slovakia report unmet needs for professional home care services.

## Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Slovakia, women spend slightly less time commuting to and from work per day than men (around 32 minutes compared to 36 minutes). Couples without children spend a greater amount of time commuting compared to couples with children, with

men travelling around 5 minutes more than women in both groups. Single people spend similar time for commuting as people in couples do, with single men travelling around 39 minutes per day compared to 32 minutes per day for single women. Women spend less time commuting than men, regardless of whether they work part- or full-time. Women working part-time travel 22 minutes from home to work and back, while men commute 30 minutes, compared to 34 minutes for women and 37 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

## Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

A higher share of women (78 %) than men (68 %) cannot make use of flexible working arrangements because they are set by an employer. This is the second widest gender gap in the EU. Access to flexible working arrangements is lower in Slovakia than in the EU, where 57 % of women

and 54 % of men have no control over their working time arrangements. Flexibility and control of schedule are among the major reasons for choosing self-employment. However, in Slovakia, a fifth of self-employed women and 13 % of men work on set hours, with no possibility for change. This is the highest share of self-employed, reporting lack of access to flexible working arrangements in the EU. While the gender gap is wider among private-sector employees, with 76 % of women and 65 % of men working set hours, public-sector employees, in general, are less likely to work on flexible hours. Around 83 % of women and 77 % of men working in the public sector have no access to flexible working time arrangements in Slovakia, compared to 65 % of women and 62 % of men public-sector employees in the EU overall.

## Lifelong learning

Constant advances in technology require workers to continuously upskill and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is also a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Slovakia has the fourth lowest participation rate in lifelong learning (3 %) in the EU, with no gender gap. Women (aged

25-64) are more likely to participate in education and training than men regardless of their employment status, except for economically inactive men, who are more likely to participate in lifelong learning than economically inactive women. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (43 %) than for women (40 %). Family responsibilities are reported as barriers to engagement in education and training for 74 % of women compared to 23 % of men. Both work schedules and family responsibilities are more of an obstacle for participation in lifelong learning in Slovakia than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

**Read more about the Gender Equality Index** at <http://eige.europa.eu/gender-equality-index>

### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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