January 2026

European Social Charter (revised)

European Committee of Social Rights

Conclusions 2025

SLOVAK REPUBLIC

This text may be subject to editorial revision.

The function of the European Committee of Social Rights is to rule on the conformity of the situation in States with the European Social Charter. In respect of national reports, it adopts “conclusions”; in respect of collective complaints, it adopts "decisions".

A presentation of this treaty as well as statements of interpretation formulated by the Committee appear in the General Introduction to the Conclusions.[1]

The European Social Charter (revised) was ratified by the Slovak Republic on 22 June 1998. The time limit for submitting the 14th report on the application of this treaty to the Council of Europe was 31 December 2024 and the Slovak Republic submitted it on 19 December 2024. On 9 July 2025, a letter was addressed to the Government requesting supplementary information regarding Articles 2§1, 3§1, 3§3, 6§1 and 6§2. The Government submitted its reply on 21 August 2025.

The present chapter on the Slovak Republic concerns 10 situations and contains:

– 0 conclusions of conformity

– 10 conclusions of non-conformity: Articles 2§1, 3§1, 3§2, 3§3, 4§3, 5, 6§1, 6§2, 6§4, 202§1, 3§1, 3§2, 3§3, 4§3, 5, 6§1, 6§2, 6§4, 20

The next report from the Slovak Republic will be due on 31 December 2026.

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[1]The conclusions as well as state reports can be consulted on the Council of Europe's Internet site (www.coe.int/socialcharter).

Article 2 - Right to just conditions of work

Paragraph 1 - Reasonable working time

The Committee takes note of the information contained in the report submitted by Slovak Republic and in the comments by the Slovak National Centre for Human Rights.

The Committee recalls that for the purposes of the present report, States were asked to reply to targeted questions for Article 2§1 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions.

Measures to ensure reasonable working hours

In the targeted question, the Committee asked for information on occupations, if any, where weekly working hours can exceed 60 hours or more, by law, collective agreements or other means, including information on the exact number of weekly hours that persons in these occupations can work; as well as information on any safeguards which exist in order to protect the health and safety of the worker, where workers work more than 60 hours.

In reply, the report states that there are no occupations where a 60 hour weekly work is allowed.

In its comments, the Slovak National Centre for Human Rights notes that a 60-hour working week is not explicitly permitted under the Labour Code, the average weekly working time, including overtime, is generally limited to 48 hours. However, exceptions do exist. According to paragraph 87 of the Labour Code, if the nature of work or working conditions prevent the standard weekly scheduling of hours, the employer may implement an uneven work schedule. This can involve shifts of up to 12 hours per day, resulting in a 60-hour work week. Nonetheless, over a reference period of up to four months (extendable to 12), the average weekly working time must not exceed the standard 40 hours. The National Labour Inspectorate has identified multiple violations of overtime regulations. It uncovered a systematic abuse by an ambulance service company that forced its workers to work excessive overtime, often exceeding 24-hour shifts and, in some instances, up to 72 consecutive hours.

The Committee notes that workers performing specific functions in certain sectors and in exceptional circumstances may be allowed to exceed 16 daily working hours limit or 60 weekly working hours limit during short periods. However, certain safeguards must exist (Conclusions 2025, Statement of Interpretation on Article 2§1 on maximum working time).

The Committee notes that especially in the ambulance services, it is allowed to exceed 60 weekly working hours not only in exceptional circumstances. The Committee therefore considers that the situation in the Slovak Republic is not in conformity with Article 2§1 of the Charter on the ground that the maximum weekly working time may exceed 60 hours for ambulance services workers.

Working hours of maritime workers

In the targeted question, the Committee asked for information on the weekly working hours of maritime workers.

The report states the Slovak Republic is a land-locked country without a direct access to the sea and thus does not have seafaring vessels and maritime workers.

The Committee notes that the Slovak Republic ratified ILO Maritime Labour Convention. The Committee notes that, in order to be in conformity with the Charter, maritime workers may be permitted to work a maximum of 14 hours in any individual 24-hour period and 72 hours in any individual seven-day period. The maximum reference period allowed is one year. Adequate

rest periods have to be provided. Records of maritime workers' working hours shall be maintained by employers to allow supervision by the competent authorities of the working time limits (Conclusions 2025, Statement of Interpretation on Article 2§1 on working time of maritime workers).

Law and practice regarding on-call periods

In the targeted question, the Committee asked for information on how inactive on-call periods are treated in terms of work or rest time on law and practice.

In reply, the report states that on-call duty may consist of active or inactive duty. Active on-call is when the time when a worker performs work. Inactive on-call is the time when the worker is at a fixed place and ready to work but does not perform work. The law recognises two types of inactive on-call time depending on the place where the work is performed: at the employer's premises where the time worked is considered working time; at an agreed place outside the employer's premises where the time is not considered working time. The time during which a worker is at the workplace and is ready to work but does not perform work is the inactive part of on-call time which is considered working time.

The Committee notes from other sources (Section 96 of the Labour Code) that during the inactive part of on-call time at the workplace, workers are entitled to a wage representing the proportionate part of their basic wage component. Workers are also entitled to an allowance in case of inactive part of on-call time outside the employer's premises.

In response to a request for additional information, the report states that remuneration for the inactive part of on-call duty performed outside the employer's premises is governed mainly by Section 96 of the Labour Code. The worker who is placed on inactive part of on-call time away from the usual workplace, and who is not actually performing work but must nonetheless be ready to intervene, is entitled to a cash allowance. The statutory minimum level of that allowance equals 20% of the current hourly minimum wage for each full hour of inactivity. As the minimum wage for 2025 has been fixed at €4.69 per hour, the minimum allowance is therefore €0.938 per hour. It is paid on top of the ordinary wage for any time the worker is called upon to perform work, and collective agreements may raise this statutory floor.

The Committee notes that, with regard to inactive parts of on-call period during which no work is carried out and where the worker stays at home or is otherwise away from the employer‘s premises, under no circumstances should such periods be regarded as rest periods in their entirety. However, there are two situations that need to be addressed. Firstly, the situation involves a worker who is on-call away from the employer‘s premises (at home or at another designated place by the employer) and who is under an obligation to be immediately available or available at very short notice and on a recurring basis to the employer, and where there are serious consequences in cases of the failure to respond. Such on-call periods, including where no actual work is performed (inactive on-call), must be classified as working time in their entirety and remunerated accordingly in order to be in conformity with the Charter. Secondly, the situation involves a worker who is away from the employer‘s premises (at home or at another place designated by the employer) and who has a certain degree of freedom to manage their free time and is allowed time to respond to work tasks (i.e. they do not have to report for work immediately or at a very short notice or on a recurring basis). In these circumstances, the inactive on-call periods amount neither to full-fledged working time nor to genuine rest periods. In such cases the situation may be considered as being in conformity with the Charter if the worker receives a reasonable compensation. The Committee will assess the reasonableness of the nature and level of such compensation on a case-by-case basis and will take into account circumstances such as the nature of the worker‘s duties, the degree of the restriction imposed on the worker and other relevant factors (Conclusions 2025, Statement of Interpretation on Article 2§1 on on-call periods).

Conclusion

The Committee concludes that the situation in Slovak Republic is not in conformity with Article 2§1 of the Charter on the ground that the maximum weekly working time may exceed 60 hours for ambulance services workers.

Article 3 - Right to safe and healthy working conditions

Paragraph 1 - Safety and health regulations

The Committee takes note of the information contained in the report submitted by the Slovak Republic and in the comments of the Slovak National Centre for Human Rights.

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to targeted questions for Article 3§1 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions.

The Committee asked for information on the content and implementation of national policies on psychosocial or new and emerging risks, including in relation to: (i) the gig or platform economy; (ii) telework; (iii) jobs requiring intense attention or high performance; (iv) jobs related to stress or traumatic situations at work; (v) jobs affected by climate change risks.

General policies concerning psychosocial or new and emerging risks

The Committee recalls that new technology, organisational constraints and psychological demands favour the development of psychosocial factors of risk, leading to work-related stress, aggression, violence and harassment. With regard to Article 3§1 of the Charter, the Committee takes account of stress, aggression, violence and harassment at work when examining whether policies are regularly evaluated or reviewed in the light of emerging risks. The States parties have a duty to carry out activities in terms of research, knowledge and communication relating to psychosocial risks (Statement of Interpretation on Article 3§1 of the Charter, Conclusions 2013 and 2017).

In its response to a request for additional information, the Government notes that Task B.2 of the Slovak Republic's Occupational Safety and Health Strategy for 2021-2027 focuses on identifying risks associated with new technologies and the application of the smart industry concept (digitalisation, automation, robotics and artificial intelligence), risks related to new forms of work, climate change and its impact on OSH, demographic developments including the ageing of the workforce, as well as psychosocial risks (mental health) and increasing preparedness for potential future health and safety crises.

The Government further refers to research conducted by the Faculty of Material Science and Technology and the Slovak University of Technology in relation to the risks associated with new technology and the possibility of using artificial intelligence to reduce the occupational risks posed by new technologies. This research includes investigating the contribution of various work factors to the occurrence of occupational accidents or diseases.

In addition, the following research topics were funded through grant schemes in 2023: i) demonstration laboratory for occupational safety for hand-held machinery in human-machine interaction, project 'Digitalisation of a robotized welding workplace', ii) the dark side of information technology use, the consequences of technological stress on work well-being and productivity, and iii) analysis of Generation Z's work expectations and assumptions about their future employment in the labour market.

The gig or platform economy

The report notes that the Slovak Republic is in the process of preparing national legislation on the protection of the right of persons performing work for platforms. In this context, it participates in the work of the expert working group established by the European Commission, with the aim of exchanging experiences and facilitating the transposition of Directive (EU) 2024/2831 of the European Parliament and of the Council of 23 October 2024 on improving working conditions in platform work. As part of this process, the Slovak Republic is also

negotiating with representatives of the platforms themselves, as well as with employers' and workers' representatives. In response to a request for additional information the report states that the Ministry of Labour, Social Affairs and Family is currently preparing a draft law for the transposition of the Directive to be carried out by 2 December 2026.

The Committee notes that the Directive (Article 12) places an obligation on digital labour platforms to evaluate the risks of automated monitoring systems and automated decision-making systems to the safety and health of platform workers, in particular as regards possible risks of work-related accidents, psychosocial and ergonomic risks. In this regard, digital platforms must assess whether appropriate safeguards are in place and introduce preventive and protective measures. Digital labour platforms must also ensure effective information, consultation, and participation of platform workers and provide for effective reporting channels in order to ensure the health and safety of platform workers, including from violence and harassment. The Directive also provides that digital labour platforms shall not use automated monitoring systems or automated decision-making systems in a manner that puts undue pressure on platform workers or otherwise puts at risk their safety and physical and mental health.

The Committee notes the concerns expressed by the Slovak National Centre for Human Rights ("Centre") in its comments, namely the fact that the legal status of platform workers remains unregulated in Slovak labour law and that it is unclear how this gap will be addressed by the legislation transposing the Directive. According to a report cited by the Centre [Kováčik, T. (2025.) Mapping Platform Work in Slovakia, referencing an ETUI study], Slovakia has the second highest proportion of platform work of the 14 European countries that were surveyed, with 4% of respondents engaging in platform work on a monthly basis.

The Committee takes note of the abovementioned information concerning the planned transposition of the EU Directive and the concerns expressed by the Slovak National Centre for Human Rights. It observes that, apart from mentioning that platform work was included in the study on flexible forms of work mentioned below, the report does not provide any other information about the content and implementation of existing national policies on psychosocial or new and emerging risks in relation to the gig or platform economy.

Therefore, the Committee concludes that the situation in the Slovak Republic is not in conformity with Article 3§1 on the ground that it has not been established that there are national policies on psychosocial or new and emerging risks in relation to the gig or platform economy.

Telework

The report notes that the Ministry of Labour, Social Affairs and Family has signed the multilateral EU Framework Agreement on exemptions for cross-border teleworking (dated 1 July 2023), which allows cross-border teleworkers who perform less than 50% of their total work in their country of residence to continue to be covered by the social security system of the country in which their employer is established. The Framework Agreement does not apply to self-employed workers, workers engaged in other dependent activities in another country, and workers whose work does not involve teleworking.

In response to a request for additional information the report notes that the 2021 amendments to the Labour Code (§ 52 et seq.) require employers to reimburse objectively incurred home-office costs and ensure risk assessment and ergonomic conformity in the home environment. The National Labour Inspectorate (NIP) has circulated a model risk-assessment methodology and, since 2023, has run limited pilot inspections. In addition, the Government notes that, in 2023, the Institute for Labour and Family Research conducted a study entitled 'Flexible Forms of Work and OSH', which focused on working from home, teleworking, platform work, hybrid work and other forms of work.

The Committee also takes note of the information provided by the Slovak National Centre for Human Rights concerning amendments to the Labour Code introduced by Act No. 76/2021 of 1 March 2021 which, in its opinion, significantly strengthened worker protection by requiring employers, *inter alia*, to grant remote workers equal treatment to that of on-site workers, as well as to take measures to prevent social isolation among teleworkers and to allow these workers access to the workplace to support social interaction.

The Committee refers to its statement of interpretation concerning telework (see Conclusion under Article 3§3) which provides, *inter alia*, that States Parties must take measures to ensure that employers comply with their obligations to ensure safe and healthy working conditions for their teleworkers, including providing information and training to teleworkers on ergonomics, the prevention of psychosocial risks (e.g. isolation, stress, cyberbullying, work-life balance, including digital disconnect and electronic monitoring) and the reporting process.

Jobs requiring intense attention or high performance

In response to a request for additional information the report states that high-attention or high-performance work, ranging from air-traffic control and railway safety to operating certain categories of medical and industrial machinery, is regulated through a combination of the general OSH Act, a series of sectoral decrees and the mandatory fatigue-management protocols embedded in special laws (for example, Act No. 513/2009 Coll. for civil aviation). Employers must analyse the cognitive load, implement rotation schedules, limit consecutive night shifts and provide medical surveillance for operators.

Jobs related to stress or traumatic situations at work

In response to a request for additional information the report states that in 2022, the Public Health Authority issued a methodological guideline on stressful and traumatic situations which may arise in professions such as front-line emergency services, social work with victims of domestic violence, or forensic pathology. The guideline requires employers to draft post-trauma intervention plans, offer counselling and, where relevant, rotate staff. Furthermore, the report notes that the official Slovak list of occupational diseases was updated through Regulation No. 413/2023 Coll., in effect since 1 January 2024, to include certain work-related mental disorders, thereby enabling compensation where a causal link is demonstrated. It also notes that research entitled “Work stress and mental strain as determinants of OSH” was carried out in 2024.

Jobs affected by climate change risks

In response to a request for additional information the report refers to amendments to Decree No 99/2016 Coll. from February 2024, which tighten maximum wet bulb globe temperature (WBGT) thresholds and oblige employers to reorganise work schedules during heat waves. The amendments also mandate the provision of drinking water, shaded rest areas and, where technologically feasible, local cooling. A joint summer inspection programme between NIP and the Public Health Authority was initiated in July 2024 and is set to continue in the construction and agriculture sectors, identified as the most exposed. The Government further notes that state health surveillance in workplaces was carried out to a greater extent during exceptionally hot days in 2024, with a focus on verifying the measures employers had taken to reduce the adverse effects of heat stress on the health of workers.

The Committee takes note of the information provided by the Slovak National Centre for Human Rights, which asserts that existing legislation protecting workers from the effects of weather on their health does not reflect the impact of climate change nor does it include mitigation or adaptation plans in this regard. It notes the absence of preventive mechanisms, for example when it comes to infectious diseases that can be caused by climate change, and the lack of mental health support.

The Centre states that, under the current legislative framework, employers have a duty to implement measures that eliminate or reduce the negative effects of thermal-humidity microclimate on workers' health to the lowest possible level (e.g. through the provision of drinking water of a certain quality and temperature in case of heat or cold, which must be regulated through internal regulations). Workers working in extreme heat must be provided with a sufficient number of breaks and employers should ensure that workers are acclimatised before beginning work in a hot environment.

The Committee recalls its case law under Article 3 in relation to the protection against dangerous agents and substances (including asbestos and ionizing radiation), and air pollution (see Conclusions XIV-2 (1998), Statement of interpretation on Article 3). Further, the Committee notes the United Nations General Assembly Resolution A/RES/76/300 (28 July 2022) "The human right to a clean, healthy and sustainable environment".

The Committee notes that climate change has had an increasing impact on the safety and health of workers across all affected sectors, with a particular impact on workers from vulnerable groups such as migrant workers, women, older people, persons with disabilities, persons with pre-existing health conditions and youth. As noted by the United Nations Committee on Economic, Social and Cultural Rights, rapid environmental changes, caused by climate change, increase risks to working conditions and exacerbate existing ones (General comment No. 27 (2025) on economic, social and cultural rights and the environmental dimension of sustainable development, UN Doc E/C.12/GC/27, §51). Hazards related to climate change include, but are not limited to, excessive heat, ultraviolet radiation, extreme weather events (such as heatwaves), indoor and outdoor workplace pollution, vector-borne diseases and exposure to chemicals. These phenomena can have a serious effect on both the physical and mental health of workers. (Ensuring safety and health at work in a changing climate, Geneva: International Labour Office, 2024).

States should take measures to identify and assess climate change risks and adopt preventive and protective measures. These risks and impacts should be addressed through appropriate policies, regulations, and collective agreements. Particular attention should be paid to vulnerable workers, such as migrant workers, persons involved in informal work, young and older workers, women, persons with disabilities and persons with pre-existing health conditions. States must effectively monitor the application of standards addressing climate-related safety and health risks, including through appropriate supervisory mechanisms, and should undertake these efforts in close consultation with employers' and workers' organisations.

Risk assessment and prevention/protection plans should include measures aimed at mitigating the effects of climate change on the safety and physical and mental health of workers (for example, provision of personal protective equipment, appropriate clothing, sun protection, hydration, ventilation, as well as the introduction of reduced or flexible working hours and the provision of mental health support and other support services, where appropriate).

The Committee further stresses the importance of providing guidance and training to employers and workers, as well as implementing awareness-raising activities, collection of data and carrying out of research concerning the impact of climate change.

Conclusion

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 3§1 of the Charter on the ground that it has not been established that there are national policies on psychosocial or new and emerging risks in relation to the gig or platform economy.

Article 3 - Right to safe and healthy working conditions

Paragraph 2 - Safety and health regulations

The Committee takes note of the information contained in the report submitted by the Slovak Republic and in the comments by the Slovak National Centre for Human Rights (SNCHR).

The Committee recalls that, for the purposes of the present report, States were asked to reply to targeted questions for Article 3§2 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

In its previous conclusion, the Committee held that the situation in the Slovak Republic was not in conformity with Article 3§2 of the Charter on the grounds, among others, that it had not been established that employed and domestic workers were protected by occupational health and safety regulations (Conclusions 2021). The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions, including the previous conclusion of non-conformity as part of the targeted questions.

The right to disconnect

In a targeted question, the Committee asked for information on the measures taken to ensure that employers put in place arrangements to limit or discourage work outside normal working hours, including the right to disconnect; and on how the right not to be penalised or discriminated against for refusing to undertake work outside normal working hours is ensured.

The report notes that the Labour Code was amended in 2021 to include provisions on the right to disconnect. Specifically, workers working from home are entitled not to use work equipment (i.e., not to be logged in or connected) during their daily rest periods or holidays, unless that period is qualified as overtime or on-call work by mutual agreement. In addition, employers may not penalise their workers for failing to perform work tasks during those rest periods.

In a targeted question, the Committee asked for information on the measures taken to ensure that self-employed workers, teleworkers and domestic workers are protected by occupational health and safety regulations; and on whether temporary workers, interim workers and workers on fixed-term contracts enjoy the same standard of protection under health and safety regulations as workers on contracts with indefinite duration.

Self-employed workers

The report does not provide the requested information.

The SNCHR, in its comments, highlights the high number of bogus self-employed workers in the Slovak Republic. According to Eurostat, in 2018 the Slovak Republic had the highest share of self-employed workers with only one client in the European Union (23 % compared with an EU average of 8.4 %) and the second highest share of self-employed with one client or one dominant client (31.4% compared with an EU average of 16.2 %). According to the Statistical Office of the Slovak Republic, the number of bogus self-employed individuals increased from 84,000 in 2010 to 107,000 in 2021. In 2024, the Labour Inspectorate found that 21 employers had hired a total of 57 individuals under false self-employment arrangements, with such contracts most common in the manufacturing sector, administration, and supporting services. The SNCHR maintains that bogus self-employment correlates with reduced access to labour and social protections, is often the only choice available to women who combine caregiving with paid work and is also used for lower-skilled jobs such as cleaning, reception, or office work.

The Committee recalls that States Parties must ensure that the employment of digital platform workers reflects their actual situation in order to avoid abuse, including as regards the use of “bogus” or “false” self-employment (Statement of interpretation on Article 12§3 - Social Coverage for Digital Platform Workers). To the extent bogus self-employment leads to reduced

occupational health and safety protections, this statement is equally relevant in the context of Article 3§2 of the Charter. The Committee therefore reiterates its previous conclusion that the situation in the Slovak Republic is not in conformity with Article 3§2 of the Charter on the ground that self-employed workers are not protected by occupational health and safety regulations.

Teleworkers

The report does not provide any information beyond the reference to the right to disconnect noted above. However, the SNCHR notes in its comments that the Labour Code was amended in 2021 to significantly strengthen worker protections in the context of telework. In addition to introducing the right to disconnect, the amendments imposed a strict ban on discrimination against teleworkers, ensuring they receive equal treatment with on-site workers. Moreover, remote workers were granted the right to professional development, and employers were required to take measures to prevent social isolation among teleworkers.

Domestic workers

The report does not provide the requested information. The Committee therefore reiterates its previous conclusion that the situation in the Slovak Republic is not in conformity with Article 3§2 of the Charter on the ground that it has not been established that domestic workers are protected by occupational health and safety regulations.

Temporary workers

The report notes that temporary workers, interim workers and workers on fixed-term contracts enjoy the same standard of protection under occupational health and safety regulations with workers on contracts with indefinite duration, referring to the relevant national legal provisions.

Conclusion

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 3§2 of the Charter on the grounds that:

- self-employed workers are not protected by occupational health and safety regulations;
- it has not been established that domestic workers are protected by occupational health and safety regulations.

Article 3 - Right to safe and healthy working conditions

Paragraph 3 - Enforcement of safety and health regulations

The Committee takes note of the information contained in the report submitted by the Slovak Republic and in the comments by the Slovak National Centre for Human Rights (the SNCHR).

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to targeted questions for Article 3§3 of the Revised Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

In a targeted question, the Committee asked for information on measures taken to ensure the supervision of the implementation of health and safety regulations concerning vulnerable categories of workers such as: (i) domestic workers; (ii) digital platform workers; (iii) teleworkers; (iv) posted workers; (v) workers employed through subcontracting; (vi) the self-employed; (vii) workers exposed to environmental-related risks such as climate change and pollution.

The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions.

The report notes that the fundamental measures and principles of supervision of the implementation of OSH regulations are governed by Act No. 125/2006 Coll. on Labour Inspection. These measures apply to all categories of workers, irrespective of whether they are full-time workers, self-employed or fall into other categories.

The report indicates that the labour inspection system is comprised of the Ministry of Labour, Social Affairs and Family, the National Labour Inspectorate and labour inspectorates. The report outlines the activities of the labour inspectorates in the field of OSH as follows: (i) supervision of compliance with legislation and other regulations to ensure OSH; and (ii) other OSH inspections with the aim of investigating work accidents and occupational diseases.

Domestic workers

In response to a request for additional information, the report states that, with regard to domestic workers employed in private households, Article I § 9 of the Act on Labour Inspection authorises inspectors to enter dwellings with the owner's or occupant's consent. In 2023-2024, a thematic campaign was conducted during which 145 agencies were inspected, and 38 fines were issued primarily for missing risk assessments.

Digital platform workers

In response to a request for additional information, the report states that digital platform workers who are formally employed already fall under the remit of ordinary labour inspection powers. Where platform workers are considered self-employed, the forthcoming package of transposing Directive (EU) 2024/2831 of 23 October 2024 on improving working conditions in platform work will explicitly confer inspection authority. Meanwhile, the National Labour Inspectorate (the "NIP") cooperates with the Financial Administration to identify instances of "bogus self-employment" (the so-called "*Švarc-system*"). It is reported that, in 2024, inspectors found infringements in 27 % of cases in the 321 joint inspections carried out. The Ministry of Labour, Social Affairs and Family is currently preparing a draft law so that the transposition within the meaning of Article 29(1) of the aforementioned Directive will be completed by 2 December 2026.

In its comments, the SNCHR highlights that the Labour Inspectorate does not currently carry out targeted activities related to platform work, which may result in inadequate oversight. The SNCHR maintains that, to ensure effective monitoring and enforcement, it is essential to strengthen the capacity of the Labour Inspectorates.

Teleworkers

the report provides information on the 2021 amendments of the Labour Code with respect to teleworking (§ 52 et seq.). According to these amendments, employers are required to undertake risk assessments and ensure ergonomic conformity within the home working environment. They must also respect the codified “right to disconnect” and notify workers, whose consent remains a prerequisite, of any intended labour inspection visit. The NIP has circulated a model risk-assessment methodology and, since 2023, has run limited pilot inspections (initially within the ICT and shared-services sectors) either by physical visit with worker consent or by remote evaluation using photographic evidence.

The Committee notes that, under Article 3 of the Charter, teleworkers, who regularly work outside of the employer’s premises by using information and communications technology, enjoy equal rights and the same level of protection in terms of health and safety as workers working at the employer’s premises.

States Parties must take measures to ensure that employers comply with their obligations to ensure safe and healthy working conditions for their teleworkers, such as: (i) assessing the risks associated with the teleworker's work environment; (ii) providing or ensuring access to ergonomically appropriate equipment and protective equipment; (iii) providing information and training to teleworkers on ergonomics, safe use of equipment, physical risks (e.g. musculoskeletal disorders, eye strain) and prevention of psychosocial risks (e.g. isolation, stress, cyberbullying, work-life balance, including digital disconnect, and electronic monitoring); (iv) maintaining clear documentation and records; (v) providing appropriate support through human resources or health and safety officers/services; and (vi) ensuring that teleworkers can effectively report occupational accidents or health and safety issues encountered during teleworking. States Parties must also take measures to ensure that teleworkers comply with the guidelines and regulations on health and safety and co-operate with employers and labour inspectorate or other enforcement bodies in this sense.

The labour inspectorate or other enforcement bodies must be entitled to effectively monitor and ensure compliance with health and safety obligations by employers and teleworkers. This requires to: (i) conduct regular and systematic supervision, including remote audits; (ii) review employers’ risk assessments and training documentation; (iii) verify the appropriateness and effectiveness of preventive measures taken by employers; (iv) have adequate resources, legal authority, and clearly defined powers to issue corrective instructions and impose proportionate and dissuasive sanctions in cases of non-compliance.

Posted workers

the report states that posted workers are protected by Act No. 351/2015 Coll. on cross-border cooperation in the posting of workers for the performance of work in the provision of services. This act stipulates that foreign employers are required to file a posting declaration and keep employment documents available in the Slovak language. The Labour Inspectorate may impose administrative fines and collaborate with its counterparts in the sending Member State. In addition, the labour inspectorates actively participate in joint inspections in cooperation with the European Labour Authority (ELA), which also inspects posted workers and their working conditions.

Workers employed through subcontracting

In response to a request for additional information, the report states that in respect of workers employed through subcontracting chains, Article I § 7 of Act No 82/2005 Coll. on illegal work and illegal employment establishes joint and several liability of the user undertaking and the subcontractor for OSH obligations.

Self-employed workers

In response to a request for additional information, the report states that supervisory authorities - particularly, the labour inspectorates – are responsible for monitoring compliance with labour law regulations for all workers, with the exception of self-employed persons, who do not fall under the definition of a worker. However, the report notes that the labour inspectorate is currently focusing more on so-called false self-employment, which, among other considerations, ensures occupational health and safety since establishing their correct status also ensures increased protection for workers.

In its comments, the SNCHR has stated that, in 2024, the Labour Inspectorate found that 21 employers had hired a total of 57 individuals on the premise of false self-employment. The presence of such contracts was most prevalent in the manufacturing sector and in administration and supporting services. The SNCHR refers to a qualitative analysis carried out by the Centre, which concluded that the labour inspectorate controls regarding false self-employment are quite effective when the inspectorate has prior knowledge of where such practices are taking place. However, the SNCHR observes that the limited number of cases identified during the investigations, in comparison to the significant number of individuals classified as false self-employed, indicates a deficiency in the inspectorate's capacity to conduct controls.

The Committee notes that self-employed workers who do not fall under the definition of a worker are not subject to supervision by the labour inspectorate regarding compliance with health and safety regulations. The Committee recalls that it has recognised that, given the difference in the conditions in which a worker and a self-employed worker carry out their activities, there may, to a certain extent, have to be different rules for applying safety and health requirements. However, the objective of providing a safe and healthy working environment must be the same for both employed and self-employed workers, and the regulations and their enforcement must be adequate and suitable in view of the work being done (Conclusions XIV-2 - Statement of interpretation - Article 3). It concludes that the situation in the Slovak Republic is not in conformity with Article 3§3 of the Charter on the ground that the implementation of health and safety regulations concerning self-employed workers is not subject to supervision by the labour inspectorate.

Workers exposed to environment-related risks such as climate change and pollution

In response to a request for additional information, the report states that workers exposed to environment-related risks, such as heat stress, excessive solar radiation or airborne pollutants, now fall under Decree No. 99/2016 Coll. on permissible microclimatic conditions at work. The amendments introduced in February 2024 to the Decree requires that employers reorganise work schedules during heatwaves, and also mandates the provision of drinking water, shaded rest areas and, where technologically feasible, local cooling. A joint summer inspection programme between the NIP and the Public Health Authority was initiated in July 2024 and is set to continue in construction and agriculture, the two sectors that have been identified as being most exposed.

The Committee recalls that States must effectively monitor the application of standards addressing climate-related safety and health risks, including through appropriate supervisory mechanisms, and should undertake these efforts in close consultation with employers' and workers' organisations.

Risk assessment and prevention/protection plans should include measures aimed at mitigating the effects of climate change on the safety and physical and mental health of workers (for example, provision of personal protective equipment, appropriate clothing, sun protection, hydration, ventilation, as well as the introduction of reduced or flexible working hours and the provision of mental health support and other support services, where appropriate). The Committee further stresses the importance of providing guidance and

training to employers and workers, as well as implementing awareness-raising activities, collection of data and carrying out of research concerning the impact of climate change.

Conclusion

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 3§3 of the Charter on the ground that the implementation of health and safety regulations concerning self-employed workers is not subject to supervision by the labour inspectorate.

Article 4 - Right to a fair remuneration

Paragraph 3 - Non-discrimination between women and men with respect to remuneration

The Committee takes note of the information contained in the report submitted by Slovak Republic and in the comments submitted by the Slovak National Centre for Human Rights.

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to the targeted questions for Article 4§3 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided in the report in response to the targeted questions.

The notion of equal work and work of equal value

In its targeted question the Committee asked the report to indicate whether the notion of equal work and work of equal value is defined in domestic law or case law.

The Committee recalls that under Article 4§3 in order to establish whether work performed is equal or of equal value, factors such as the nature of tasks, skills, educational and training requirements must be taken into account. Pay structures shall be such as to enable the assessment of whether workers are in a comparable situation with regard to the value of work. The value of work, that is the worth of a job for the purposes of determining remuneration should be assessed on the basis of objective gender-neutral criteria, including educational, professional and training requirements, skills, effort, responsibility and working conditions, irrespective of differences in working patterns. These criteria should be defined and applied in an objective, gender-neutral manner, excluding any direct or indirect gender discrimination.

The Committee considers that the notion of equal work or work of equal value has a qualitative dimension and may not always be satisfactorily defined, thus undermining legal certainty. The concept of “work of equal value” lies at the heart of the fundamental right to equal pay for women and men, as it permits a broad scope of comparison, going beyond “equal”, “the same” or “similar” work. It also encompasses work that may be of a different nature, but is, nevertheless, of equal value.

States should therefore seek to clarify this notion in domestic law as necessary, either through legislation or case law (Conclusions XV-2, Article 4§3, Poland). No definition of work of equal value in legislation and the absence of case law would indicate that measures need to be taken to give full legislative expression and effect to the principle of equal remuneration, by setting the parameters for a broad definition of equal value.

According to the report equal work and work of equal value are defined in Article 119a of the Labour Code which provides that wage conditions must be agreed without any discrimination on the basis of sex. Women and men have the right to equal pay for equal work or work of equal value. Work of equal value shall be deemed to be work of equal or comparable complexity, responsibility and exertion, which is performed under the same or comparable working conditions and with the same or comparable performance and results of work in the employment relationship with the same employer.

Where an employer applies a job evaluation system, the evaluation shall be based on the same criteria for men and women without any discrimination on the basis of sex. In assessing the value of the work of a woman and a man, the employer may also apply other objectively measurable criteria which can be applied to all workers without distinction as to sex.

The Committee notes from the *Country Report of the European Experts on Gender Equality and Non-discrimination* (Slovakia, 2024) that the definition of work of equal value provided in Article 119 of the Labour Code is not sufficiently clear. The Labour Inspectorate has problems in applying it when assessing comparable complexity, responsibility and arduousness of the work, especially in the context of labour inspection with an equal pay focus. The Slovak

Republic's legislation does not regulate objective criteria (such as educational, professional and training requirements, skills, effort and responsibilities, work performed and the nature of the tasks involved). There are no statistics available on the number and types of pay discrimination cases brought before national courts.

The Committee also notes from the report that there were no cases on equal pay brought before the courts by the Slovak National Centre for Human Rights (the equality body), and not even a single case on equal pay was reported by the Centre in 2023. The National Labour Inspectorate does not keep statistics on the grounds of discrimination identified or on the sanctions imposed specifically for discrimination.

the 2022 annual report, the National Labour Inspectorate identified 23 unequal pay cases (breaches of Article 119a of the Labour Code, regulating pay for equal work and for work of equal value). A further 20 unequal pay cases were cited in the 2023 report, but no other detailed information was provided, in particular regarding the gender pay gap.

The Committee considers that in the absence of clear parameters to define work of equal value, such as educational, professional and training requirements, and the total lack of judicial practice, despite the cases identified by the National Labour Inspectorate, the situation is not in conformity with the Charter.

Job classification and remuneration systems

In its targeted question the Committee asked the report to provide information on the job classification and remuneration systems that reflect the equal pay principle, including in the private sector.

The Committee considers that pay transparency is instrumental in the effective application of the principle of equal pay for work of equal value. Transparency contributes to identifying gender bias and discrimination and it facilitates the taking of corrective action by workers and employers and their organisations as well as by the relevant authorities. In this respect, job classification and evaluation systems should be promoted and where they are used, they must rely on criteria that are gender-neutral and do not result in indirect discrimination. Moreover, such systems must consider the features of the posts in question rather than the personal characteristics of the workers (UWE v. Belgium, complaint No. 124/2016, decision on the merits of 5 December 2019). Where gender-neutral job evaluation and classification systems are used, they are effective in establishing a transparent pay system and are instrumental in ensuring that direct or indirect discrimination on grounds of gender is excluded. They detect indirect pay discrimination related to the undervaluation of jobs typically done by women. They do so by measuring and comparing jobs the content of which is different but of equal value and so support the principle of equal pay.

The Committee considers that States Parties should take the necessary measures to ensure that analytical tools or methodologies are made available and are easily accessible to support and guide the assessment and comparison of the value of work and establish gender neutral job evaluation and classification systems.

According to the report, under Section 119 a(3) of the Labour Code, if the employer applies a job evaluation system, the evaluation must be based on the same criteria for men and women without any discrimination on the basis of sex. The criteria governing the classification of rates of remuneration for work must guarantee that work which is objectively equal and equivalent is remunerated at the same rate of remuneration.

The Committee notes from the Country Report (Slovakia, 2024) of European Experts on Gender Equality and non-Discrimination that in the evaluation of the work of women and men, employers may use other objectively measurable criteria if they can be applied to all workers without regard to sex. However, the Labour Code does not impose an obligation of employers to have such job evaluation system in writing. There are no available examples of good practice or guidance on job evaluation and classification systems.

The Committee observes that there is no obligation for an employer to have job evaluation system in place. The Committee considers therefore that it has not been established that there are job classification and remuneration systems in place in public and private sectors that would guarantee the existence of a transparent and gender-neutral pay system. Therefore, the situation is not in conformity with the Charter.

Measures to bring about measurable progress in reducing the gender pay gap

In its targeted question the Committee asked the report to provide information on existing measures to bring about measurable progress in reducing the gender pay gap within a reasonable time.

The Committee considers that States are under an obligation to analyse the causes of the gender pay gap with a view to designing effective policies aimed at reducing it. The Committee recalls its previous holding that the collection of data with a view to adopting adequate measures is essential to promote equal opportunities. Indeed, it has held that where it is known that a certain category of persons is, or might be, discriminated against, it is the duty of the national authorities to collect data to assess the extent of the problem *(*European Roma Rights Centre v. Greece, Complaint No. 15/2003, decision on the merits of 8 December 2004, §27). The gathering and analysis of such data (with due safeguards for privacy and to avoid abuse) is indispensable to the formulation of rational policy (European Roma Rights Centre v. Italy,Complaint No. 27/2004, decision on the merits of 7 December 2005, §23).

The Committee considers that in order to ensure and promote equal pay, the collection of high-quality pay statistics broken down by gender as well as statistics on the number and type of pay discrimination cases are crucial. The collection of such data increases pay transparency at aggregate levels and ultimately uncovers the cases of unequal pay and therefore the gender pay gap. The gender pay gap is one of the most widely accepted indicators of the differences in pay that persist for men and women doing jobs that are either equal or of equal value. In addition, to the overall pay gap (unadjusted and adjusted, the Committee will also, where appropriate, have regard to more specific data on the gender pay gap by sectors, by occupations, by age, by educational level, etc (University Women of Europe (UWE) v. Finland, Complaint No. 129/2016, decision on the merits of 5 December 2019, §206).

The Committee has held that where the States have not demonstrated a measurable progress in reducing the gender pay gap, the situation amounted to a violation of the Charter (University Women of Europe (UWE) v. Finland, Complaint No. 129/2016, decision on the merits of 5 December 2019).

The report indicates that in the context of the transposition of Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms, the possibility of using objective, non-gender-biased methods and criteria for evaluating work, such as qualifications and skills, work intensity, responsibility and working conditions, will be considered.

According to the report, the national project Gender Equality in the Workplace proposed a system of how the certification process could work in the Slovak Republic. The project also focused on the area of gender audit, which also addressed the issue of personal evaluation, financial and non-financial remuneration and career progression. A Methodology for conducting gender audits in the Slovak Republic has been established, on the basis of which bodies accredited by the Ministry of Labour, Social Affairs and Family of the Slovak Republic can carry out gender audits. The methodology is intended to unify the procedures and standards that are necessary to ensure quality outputs and the achievement of gender audit objectives.

The Committee notes from the comments submitted by the Slovak National Centre for Human Rights that the gender pay gap in Slovakia is still one of the highest among the EU countries.

In 2024, women earned approximately 18,4 % less than men. Progress in reducing the gender pay gap has been stagnated for several years. The issue of gender pay gap in Slovakia concerns mainly larger companies (with at least 250 workers), industrial and public service sectors. According to recent study conducted by the National Bank of the Slovak Republic, the most prevalent factors that contribute to the wage disparities are level of education, gender stereotypes, length of employment, and caregiving responsibilities. Moreover, the collective agreements no longer play significant role in bargaining over wage disparities.

The Committee notes from Eurostat that the gender pay gap in 2021 amounted to 16%, in 2022 it amounted to 16.8% and to 15.7% in 2023. The Committee also notes that the EU average in 2023 stood at 12% in 2023. The Committee considers that the gender pay gap remains high and no measurable progress has been made. Therefore, the situation is not in conformity with the Charter on this point.

Conclusion

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 4§3 of the Charter on the grounds that:

- there is absence of parameters to define equal value in law or case law;
- it has not been established that there are job classification and remuneration systems in place in the public and private sectors;
- no measurable progress has been made in reducing the gender pay gap.

Article 5 - Right to organise

The Committee takes note of the information contained in the report submitted by the Slovak Republic and the comments submitted by the European Organisation of Military Associations and Trade Unions (EUROMIL) and by the Slovak National Centre for Human Rights.

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to the targeted questions for Article 5 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided in the report in response to the targeted questions.

Positive freedom of association of workers

In its targeted question a), the Committee asked for information on measures that have been taken to encourage or strengthen the positive freedom of association of workers, particularly in sectors which traditionally have a low rate of unionisation or in new sectors (e.g., the gig economy).

In reply, the report provides information on the right to freely associate with others for the protection of their economic, social and cultural rights as regulated by Act No. 83/1990 Coll. on the association of citizens. Trade unions and employers' organisations may be formed and joined by workers and employers.

The report further provides information regarding the process to form or dissolve a trade union as well as about measures taken against unions which carry out activities contrary to the law.

The reply, however, does not provide information on the measures that have been taken to strengthen the positive freedom of association of workers in general, or in sectors which traditionally have a low rate of unionisation or in new sectors.

The Committee notes from outside sources (Institute for European Policy, Mapping Platform Work in Slovakia, 2025) that platform work in Slovakia is unregulated, which leads to precarious employment. Platform workers have no direct relationship with their employer and lack the capacity to engage in collective bargaining. According to these sources, digital platform workers in the Slovak Republic typically are self-employed individuals, a principle that applies to all forms of platform work. Some, especially those in irregular micro-work, may have one-time employment contracts, also referred to as "contracts for work". The legal categorisation of individuals employed by platforms carries profound socio-legal ramifications, particularly with regard to the capacity of platform workers to claim their social rights. The absence of legal regulation also prevents social dialogue. Moreover, there is no official register of digital platforms in the Slovak Republic, nor is there any regulation that covers digital platforms. Digital platforms are not legally considered to be employers, and their workers are not legally considered to be their workers, which prevents them from accessing labour rights.

The Slovak National Centre for Human Rights, in their third-party submissions, also states that the legal status of platform workers remains unregulated in Slovak labour law and the Labour inspectorate does not currently carry out targeted activities related to platform work.

The Committee notes that the Ministry of Labour, Social Affairs and Family is currently working on the preparation of a draft law so that the transposition of the EU Directive on Platform Workers (2024/2831) is carried out by December 2026. However, in light of the above, and in the absence of any other information in the report on any measures taken or envisaged, the Committee concludes that no measures have been taken to encourage or strengthen the positive freedom of association of workers, particularly in sectors which traditionally have a low rate of unionisation or in new sectors (e.g., the gig economy).

Legal criteria for determining the recognition of employers' organisations for the purposes of social dialogue and collective bargaining

In reply to the Committee's request for information concerning the legal criteria for determining the recognition of employers' organisations for the purposes of social dialogue and collective bargaining (targeted question b)), the report provides that employers' organisations that meet the following criteria are considered representative: -they bring together employers from multiple economic sectors or are active in at least five regions, and collectively employ at least 100,000 workers (which account for 3.8% of the Slovak Republic workforce), or -If there are fewer than three such associations, others that meet the same regional or sectoral criteria but employ fewer than 100,000 may also qualify. In this case, the associations employing the largest number of workers will be selected, ensuring no more than three representative associations in total.

Legal criteria for determining the recognition and representativeness of trade unions in social dialogue and collective bargaining

In a targeted question, the Committee requested information on the legal criteria for determining the recognition and representativeness of trade unions in social dialogue and collective bargaining. It particularly requested information on the status and prerogatives of minority trade unions; and the existence of alternative representation structures at company level, such as elected worker representatives (targeted question c)).

According to the report, trade union associations that meet the following criteria are considered representative: - Trade union associations representing workers from multiple economic sectors with at least 100,000 union members (which account for 3.8% of the Slovak Republic workforce),or- If fewer than three such associations exist, others with fewer than 100,000 union members may qualify. In that case, the associations with the highest membership are selected, ensuring no more than three representative trade union associations in total.

Concerning minority trade unions, the Committee notes from its 2022 Conclusions that all trade unions that are not members of the national organisations of workers and employers are free to perform their activities and duties without any restrictions. This includes the concluding of company level collective agreements and other rights and obligations provided to worker representatives.

The report also states that the Labour Code defines various types of worker representatives, including trade union bodies, works councils, worker trustees, occupational safety and health representatives (under Act No. 124/2006 Coll.), and special cooperative bodies elected by general assemblies (in cooperatives where membership includes an employment relationship).

Worker representatives can act simultaneously in the workplace, and if workers do not form a union, other forms of representation are allowed, but only with worker consent. The Labour Code outlines the respective powers of trade unions and works councils and sets out specific rules for representation in European companies and cooperatives.

The right of the police and armed forces to organise

In a targeted question, the Committee requested information on whether and to what extent members of the police and armed forces are guaranteed the right to organise (targeted question d)).

According to the report, members of the police and armed forces have the right to organise under the Act No. 83/1990 Coll. on Associations of Citizens which applies to the categories of workers mentioned in the same scope as to all other workers.

In its comments, EUROMIL underlines that Section 12(4) of Act No. 281/2015 Coll. On the State Service of Professional Soldiers which prohibited professional soldiers from associating

with trade unions was annulled for being contrary to the Constitution. EUROMIL states that while the statement in the national report concerning the right to organise for members of the armed forces is legally accurate, the recognition of association rights for professional soldiers is based on judicial ruling and not a legislative reform. EUROMIL also points out that professional soldiers have not yet created a trade union.

Conclusion

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 5 of the Charter on the ground that no measures have been taken to encourage or strengthen the positive freedom of association of workers, particularly in sectors which traditionally have a low rate of unionisation or in new sectors.

Article 6 - Right to bargain collectively

Paragraph 1 - Joint consultation

The Committee takes note of the information contained in the report submitted by the Slovak Republic as well as in the comments submitted by the Slovak National Centre for Human Rights (SNCHR).

The Committee recalls that, for the purposes of the present report, States were asked to reply to the targeted questions for Article 6§1 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided in the report in response to the targeted questions.

Measures to promote joint consultation

In a targeted question, the Committee asked as to what measures are taken by the Government to promote joint consultation.

According to the report, joint consultations at the national level are held within the tripartite Economic and Social Council (ESC). The ESC discusses practically all proposals (legislative and non-legislative) prior to their submission to the Government for adoption. Following the Committee's request, the Government specified that the ESC, comprising government, trade union and employer representatives, met twenty-nine times between January 2020 and June 2025.

The Committee takes note of the SNCHR's submission that the Confederation of Trade Unions in Slovakia had long emphasised that the current version of the Act on Tripartite Consultations hindered effective social dialogue. Since an amendment of the law on tripartite consultations in 2021, the consultations may be joined by associations with no or minimal membership, including no workers and membership fees. In practice, the confederation warns that these associations do not act on behalf of the workers and strain the social dialogue. Trade unions also point out that such practices may constitute unequal treatment for the unions, which are required to meet numerous criteria in order to be allowed to participate in the social dialogue. The Committee also takes note of the observations of the CEACR, which considered that the described change in legislation "could result in situations where an organization of workers or employers could be considered as "most representative" in order to reach numerical equality between workers' and employers' representation in the Council while in effect its membership could be much inferior to those of the other most representative organizations" (Observation (CEACR) - adopted 2024, published 113rd ILC session (2025)). Following discussion on this individual case by the ILO Committee on the Application of Standards during the 113rd ILC session, the Committee called upon the Government *inter alia* to "ensure that in law and in practice, no exception allows organizations to be granted the same consultation rights as those of representative organizations" (Individual Case (CAS) - Discussion: 2025, Publication: 113rd ILC session (2025)).

The Committee recalls that tripartite consultations can be considered "joint consultation" provided that the social partners are represented in these bodies on an equal footing (Confederazione Generale Italiana del Lavoro (CGIL) v. Italy, Complaint No. 140/2016, Decision on the merits of 22 January 2019, § 106; Conclusions V (1977), Statement of Interpretation on Article 6§1). In the light of the concerns outlined above, the Committee considers that it has not been established that equal representation of employers and workers within the ESC is ensured in law and in practice.

The Committee concludes that it has not been established that joint consultations have been sufficiently promoted.

Issues of mutual interest that have been the subject of joint consultations and agreements adopted

In a targeted question, the Committee asked as to what issues of mutual interest have been the subject of joint consultation during the past five years, what agreements have been adopted as a result of such discussions and how these agreements have been implemented.

The Committee recalls that in its previous conclusion on this Article (2022), it referred its conclusion pending detailed information on the structure and activities of the ESC in particular, as well as on joint consultation in the public sector in general, including examples of such consultation giving rise to new rights for workers and/or improving their working conditions.

The Committee observes that the report itself only generally refers to the legal framework for joint consultations without providing any concrete information as to the specific topics discussed and conclusions reached in the ESC. In response to a request for additional information the report states that the ESC's most significant deliberations and outcomes included consensus recommendations for annual minimum wage increases, a joint position on the parental benefit consolidation enacted in 2022, and extraordinary sessions that endorsed the 'First Aid' wage subsidy and, later, the Kurzarbeit scheme (Act No. 215/2021 Coll.) during the Covid-19 crisis. The Committee also produced a 2023 opinion on pension system reform that supported linking the statutory retirement age to life expectancy, despite reservations by the trade union confederation KOZ SR.

According to another source consulted by the Committee, the ESC met five times in 2023 and discussed a wide range of topics on which they mostly reached an agreement, notably including the minimum wage (for the second year in a row after more than 10 years) (Eurofound, Industrial relations and social dialogue, Slovakia: Developments in working life 2023).

Joint consultation on digital transition and the green transition

In a targeted question, the Committee asked if there has been any joint consultation on matters related to (i) the digital transition, or (ii) the green transition.

According to the report, on December 12, 2022, the ESC discussed and approved the proposed Action Plan of Digital Transition of the Slovak Republic for 2023 – 2026; the National Strategy of Digital Skills of the Slovak Republic for 2023 – 2026 and its Action Plan.

In response to a request for additional information the report states that the ESC had become the arena for consultations on the green transition. On 4 November 2024, the ESC issued a formal opinion on Slovakia's updated Integrated National Energy and Climate Plan and the associated Just Transition Fund; on 24 June 2025, it debated the forthcoming EU-wide 2040 climate target, with employer representatives urging a detailed impact study on heavy industry before endorsement.

Conclusion

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 6§1 of the Charter on the ground that it has not been established that joint consultations have been sufficiently promoted.

Article 6 - Right to bargain collectively

Paragraph 2 - Negotiation procedures

The Committee takes note of the information contained in the report submitted by the Slovak Republic and of the comments submitted by the Slovak National Centre for Human Rights.

The Committee recalls that, for the purposes of the present report, States were asked to reply to targeted questions for Article 6§2 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions.

Coordination of collective bargaining

In a targeted question, the Committee asked for information on how collective bargaining was coordinated between and across different bargaining levels. Specifically, the question sought details on factors such as *erga omnes* clauses and other mechanisms for the extension of collective agreements, as well as to the favourability principle and the extent to which local or workplace agreements could derogate from legislation or collective agreements concluded at a higher level.

The report notes that collective bargaining takes place at enterprise and sectoral level, based on a procedure laid down in the Act No. 2/1991 on Collective Bargaining. The report does not provide any information about the availability of *erga omnes* clauses or other extension mechanisms under national law. However, it notes that enterprise-level collective agreements may derogate from legislation or higher-level collective agreements only if the rights established are more favourable to workers than those guaranteed by the legislation or the higher-level agreements.

The Committee notes that that the favourability principle establishes a hierarchy between different legal norms and between collective agreements at different levels. Accordingly, it is generally understood to mean that collective agreements may not weaken the protections afforded under the law and that lower-level collective bargaining may only improve the terms agreed in higher-level collective agreements. The purpose of the favourability principle is to ensure a minimum floor of rights for workers.

The Committee considers the favourability principle a key aspect of a well-functioning collective bargaining system within the meaning of Article 6§2 of the Charter, alongside other features present in the legislation and practice of States Parties, such as the use of *erga omnes* clauses and extension mechanisms. These features are typically found in comprehensive sectoral bargaining systems with high coverage, usually associated with stronger labour protections.

At the same time, the Committee notes that some States Parties provide for the possibility of deviations from higher-level collective agreements through what may be termed opt-out, hardship, or derogation clauses. The Committee applies strict scrutiny to such clauses, based on the requirements set out in Article G of the Charter. As a matter of principle, the Committee considers that their use should be narrowly defined, voluntarily agreed, and that core rights must be always protected. In any event, derogations must not become a vehicle for systematically weakening labour protections.

Promotion of collective bargaining

In a targeted question, the Committee asked for information on the obstacles hindering collective bargaining at all levels and in all sectors of the economy (e. g. decentralisation of collective bargaining). The Committee also asked for information on the measures taken or

planned to address those obstacles, their timeline, and the outcomes expected or achieved in terms of those measures.

The report indicates that the Government perceives no such obstacles and does not provide any information on the measures taken or planned to promote collective bargaining.

The Committee notes that the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has recently expressed concern about the impact on collective bargaining coverage of the abolition of the extension mechanism at sectoral level, following amendments to the Act on Collective Bargaining adopted in 2021 (International Labour Organization. (2025). Direct Request (CEACR) – adopted 2022, published 111th ILC session (2023). Right to Organise and Collective Bargaining Convention, 1949 (No. 98) – Slovakia (Ratification: 1993). NORMLEX). Eurofound notes a recent trend towards decentralisation in the collective bargaining system of the Slovak Republic, accompanied by lower bargaining coverage, which stands, according to the most recent estimates, at between 25% and 35% (Eurofound (2024). *Working life country profile: Slovak Republic*).

The Slovak National Centre for Human Rights notes that the main challenges facing collective bargaining include its high degree of decentralisation, weak sectoral bargaining and overall low levels of unionisation and worker participation in trade unions.

The Committee considers that the report lacks adequate information on the operation of collective bargaining. This concerns, *inter alia*, the extent and subject matter of bargaining taking place at different levels as evidenced by the number of collective agreements concluded and in force; the number of workers covered by such agreements; or the measures taken or planned to promote collective bargaining in accordance with Article 6§2. The Committee notes in particular the recent abolition of the extension mechanism that previously applied at sectoral level in the context of decreasing collective bargaining coverage in the Slovak Republic. The Committee therefore concludes that the situation in the Slovak Republic is not in conformity with Article 6§2 of the Charter on the ground that the promotion of collective bargaining is not sufficient.

Self-employed workers

In a targeted question, the Committee asked for information on the measures taken or planned to guarantee the right of self-employed workers, particularly those who are economically dependent or in a similar situation to workers, to bargain collectively.

The report notes that solo self-employed persons, freelancers and other non-employees are not covered by collective bargaining arrangements under national law. However, legislation is currently under consideration that would ensure access to collective agreements on remuneration and occupational health and safety to economically dependent self-employed persons.

The Committee recalls that rapid and fundamental changes in the world of work have led to a proliferation of contractual arrangements designed to avoid the formation of employment relationships and to shift risk onto the labour provider. As a result, an increasing number of workers who are de facto dependent on one or more labour engagers fall outside the traditional definition of a worker (*Irish Congress of Trade Unions (ICTU) v. Ireland*, Complaint No. 123/2016, decision on the merits of 12 September 2018, §37). In establishing the type of collective bargaining protected by the Charter, it is not sufficient to rely solely on distinctions between workers and the self-employed; the decisive criterion is whether an imbalance of power exists between providers and engagers of labour. Where providers of labour have no substantial influence on the content of contractual conditions, they must be given the possibility of improving that imbalance through collective bargaining (*ICTU v. Ireland*, §38).

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 6§2 of the Charter on the ground that the promotion of the right of self-employed

workers, particularly those who are economically dependent or in a similar situation to workers, to bargain collectively.

Conclusion

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 6§2 of the Charter on the grounds that:

- the promotion of collective bargaining is not sufficient;
- the promotion of the right of self-employed workers, particularly those who are economically dependent or in a similar situation to workers, to bargain collectively.

Article 6 - Right to bargain collectively

Paragraph 4 - Collective action

The Committee takes note of the information contained in the report submitted by Slovak Republic and in the comments by the European Organisation of Military Associations and Trade Unions (EUROMIL) and Slovak National Centre for Human Rights (SNCHR).

The Committee recalls that for the purposes of the present report, States were asked to reply to targeted questions for Article 6§4 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

In its previous conclusion (Conclusions 2022), the Committee held that the situation in the Slovak Republic was not in conformity with Article 6§4 of the Charter on the ground that strikes are prohibited for a large number of state/public sector workers and that the restrictions on the right to strike go beyond the limits set by Article G of the Charter. The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions, including the previous conclusion of non-conformity as related to the targeted questions.

Prohibition of the right to strike

In its targeted questions, the Committee asked States Parties to indicate the sectors where the right to strike is prohibited as well as to provide details on relevant rules and their application in practice, including relevant case law.

According to the report, there are several categories of public servants whose right to strike is restricted or prohibited. These persons are judges, prosecutors, members of the armed forces, firefighters, members of the rescue services, nuclear power plant operators and certain telecommunications professions.

According to Article 37(4) of the Slovak Constitution: "The right to strike shall be guaranteed. A law shall lay down the terms thereof. Judges, prosecutors, members of the armed forces and armed corps, and members and workers of fire and rescue squads shall not have this right."

Additionally, according to article 20 of the Law on Collective Bargaining n°2/91 "*A strike is unlawful under this law for: (…)*

h) workers operating nuclear power plant equipment, equipment with fissile material and oil or gas pipeline equipment,

i) judges, prosecutors, members of the armed forces and armed corps, members and workers of fire brigades and rescue services, and workers in the management and provision of air traffic,

k) workers who work in areas affected by natural disasters where emergency measures have been declared by the relevant state authorities."

The Committee previously concluded that the situation was not in conformity with the Charter on the grounds that strikes are prohibited for a large number of state/public sector workers and that the restrictions on the right to strike go beyond the limits permitted by Article G of the Charter (Conclusions 2022).

The Committee recalls that restricting strikes in specific sectors essential to the community may be deemed to serve a legitimate purpose where such strikes would pose a threat to the rights and freedoms of others or to the public interest, national security and/or public health (Matica Hrvatskih Sindikata v. Croatia, Complaint No. 116/2015, decision on the merits of 21 March 2018, §114; Conclusions I (1969), Statement of Interpretation on Article 6§4). Even in essential sectors, however, particularly when they are extensively defined, such as “energy”or “health”, a comprehensive ban on strikes is not deemed proportionate, to the extent that such comprehensive ban does not distinguish between the different functions exercised within each

sector (Matica Hrvatskih Sindikata v. Croatia, Complaint No. 116/2015, decision on the merits of 21 March 2018, §114).

Simply prohibiting workers of these sectors from striking, without distinguishing between their particular functions, cannot be considered proportionate to the aim of protecting the rights and freedoms of others or for the protection of public interest, national security, public health, or morals, and thus necessary in a democratic society (Conclusions XVII-1 (2006), Czech Republic). The imposition of an absolute prohibition of strikes to categories of public servants, such as police officers, prison officers, firefighters or civil security personnel, is incompatible with Article 6§4, since such an absolute prohibition is by definition disproportionate where an identification of the essential services that should be provided would be a less restrictive alternative (Matica Hrvatskih Sindikata v. Croatia, Complaint No. 116/2015, decision on the merits of 21 March 2018, §114; see also Conclusions XVII-1 (2006), Czech Republic). While restrictions to the right to strike of certain categories of civil servants, whose duties and functions, given their nature or level of responsibility, directly affect the rights and freedoms of others, the public interest, national security or public health, may serve a legitimate purpose in the meaning of Article G (Confederation of Independent Trade Unions in Bulgaria (CITUB), Confederation of Labour "*Podkrepa*" and European Trade Union Confederation (CES) v. Bulgaria, Complaint No. 32/2005, decision on the merits of 16 October 2006, §45), a denial of the right to strike to public servants as a whole cannot be regarded as compatible with the Charter (European Organisation of Military Associations (EUROMIL) v. Ireland, Complaint No. 112/2014, decision on the merits of 12 September 2017, §113, citing Conclusions I (1969), Statement of Interpretation on Article 6§4). Allowing public officials only to declare symbolic strikes is not sufficient (Confederation of Independent Trade Unions in Bulgaria (CITUB), Confederation of Labour "*Podkrepa*" and European Trade Union Confederation (CES) v. Bulgaria, Complaint No. 32/2005, decision on the merits of 16 October 2006, §§44-46).

Concerning police officers, an absolute prohibition on the right to strike can be considered to be in conformity with Article 6§4 only if there are compelling reasons justifying it in the specific national context in question (European Confederation of Police (EuroCOP) v. Ireland, Complaint No. 83/2012, decision on the admissibility and merits of 2 December 2013, §211). Where restrictions to the right to strike of police officers are so far reaching as to render the right to strike ineffective, such restrictions go beyond those permitted by Article G of the Charter. This includes situations where police officers may exercise the right to strike, but only provided certain tasks and activities continue to be performed during the strike period, defined extensively so as to render the exercise of the right to strike ineffective (Conclusions 2022, North Macedonia).

Therefore, the Committee considers that the situation is not in conformity with Article 6§4 of the Charter on the ground that the absolute prohibition on the right to strike for firefighters, rescue service, nuclear power plant operators and workers in the management and provision of air traffic goes beyond the limits permitted by Article G of the Charter.

The right to strike of members of the armed forces may be subject to restrictions under the conditions of Article G of the Charter, if the restriction is established by law, and is necessary in a democratic society for the protection of the rights and freedoms of others or for the protection of public interest, national security, public health or morals. This includes a requirement that the restriction is proportionate to the aim pursued. The margin of appreciation accorded to States in terms of the right to strike of the armed forces is greater than that afforded to States Parties in respect of the police (European Organisation of Military Associations (EUROMIL) v. Ireland, Complaint No. 112/2014, decision on the merits of 12 September 2017, § 114-116).

Having regard to the special nature of the tasks carried out by members of the armed forces, the fact that they operate under a system of military discipline, and the potential that any industrial action disrupting operations could threaten national security, the Committee considers that the imposition of an absolute prohibition on the right to strike may be justified

under Article G, provided the members of the armed forces are have other means through which they can effectively negotiate the terms and conditions of employment, including remuneration (European Organisation of Military Associations (EUROMIL) v. Ireland, Complaint No. 112/2014, decision on the merits of 12 September 2017, §117; Confederazione Generale Italiana del Lavoro (CGIL) v. Italy, Complaint No. 140/2016, decision on the merits of 22 January 2019, §152; European Organisation of Military Associations (EUROMIL) v. Portugal, Complaint No. 199/2021, decision on the merits of 11 September 2024, §100).

However the Committee finds no information on other means by which members of the armed forces can effectively negotiate the terms and conditions of employment, including remuneration. Therefore the Committee concludes that the situation is not in conformity with Article 6§4 on the grounds that the prohibition on members of the armed forces goes beyond the limits set by Article G of the Charter.

Restrictions on the right to strike and a minimum service requirement

In its targeted questions, the Committee has asked States Parties to indicate the sectors where there are restrictions on the right to strike and where there is a requirement of a minimum service to be upheld, as well as to provide details on relevant rules and their application in practice, including relevant case law.

According to article 20 of the Law on Collective Bargaining n°2/1991, "A strike is unlawful under this law for: (...)

g) workers of healthcare facilities or social service facilities, if their participation in the strike would endanger the life or health of citizens,

i) workers providing telecommunications services and workers servicing and operating public water supplies, if their participation in the strike would endanger the life or health of citizens,

(2) According to this law, strikes by civil servants appointed as superiors and civil servants who perform official duties directly for the protection of life and health are also illegal if their participation in the strike would endanger the life or health of the population."

The Committee considers that these restrictions are consistent with what States Parties may impose under Article G of the Charter.

Prohibition of the strike by seeking injunctive or other relief

The Committee has asked the States Parties to indicate whether it is possible to prohibit a strike by obtaining an injunction or other form of relief from the courts or another competent authority (such as an administrative or arbitration body) and if the answer is affirmative, to provide information on the scope and number of decisions in the past 12 months.

The report does not provide any information regarding these questions.

Conclusion

The Committee concludes that the situation in Slovak Republic is not in conformity with Article 6§4 of the Charter even taking into account the possibility of subjecting the right to collective action to restrictions under Article G, on the grounds that:

- firefighters, rescue service, nuclear power plant operators' workers operating oil or gas pipelines and workers in the management and provision of air traffic are denied the right to strike;
- members of the armed forces are denied the right to strike and it has not been established that are other means by which members of the armed forces can effectively negotiate the terms and conditions of employment, including remuneration.

Article 20 - Right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex

The Committee takes note of the information contained in the report submitted by Slovak Republic and the comments submitted by the Slovak National Centre for Human Rights.

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to the targeted questions for Article 20 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided in the report in response to the targeted questions.

The Committee recalls that the right to equal pay without discrimination on the grounds of sex is also guaranteed by Article 4§3 and the issue is therefore also examined under this provision for States Parties which have accepted Article 4§3 only.

Women's participation in the labour market and measures to tackle gender segregation

In its targeted question the Committee asked the report to provide information on the measures taken to promote greater participation of women in the labour market and to reduce gender segregation (horizontal and vertical) as well as information/statistical data showing the impact of such measures and the progress achieved in terms of tackling gender segregation and improving women's participation in a wider range of jobs and occupations.

Under Article 20 States Parties should actively promote equal opportunities for women in employment, by taking targeted measures to close the gender gap in labour market participation and employment. They must take practical steps to promote equal opportunities by removing *de facto* inequalities that affect women's and men's chances. The elimination of potentially discriminatory provisions must therefore be accompanied by action to promote quality employment for women.

States must take measures that address structural barriers and promote substantive equality in the labour market. Moreover, the States should demonstrate a measurable progress in reducing the gender gap in employment.

In its assessment of national situations, the Committee examines the evolution of female employment rates as well as the gender employment gap and considers whether there has been a measurable progress in reducing this gap. The Committee notes, that according to Eurostat in 2025 the female employment rate in the EU 27 stood at 71.3%, up from 70% in 2023, compared to 81% and 80.3% for males, respectively, revealing a gender employment gap of around 10%.

As regards the measures taken to promote greater participation of women in the labour market and to reduce gender segregation, the report refers to the National Action Plan for Women's Employment 2022-2030 (NAP) which is linked to the National Strategy for Gender Equality and Equality in the Slovak Republic for 2021-2027. The report also refers to a draft law that amends Act 311/2001 of the Labour Code to transpose Directive (EU) 2019/1158 on work-life balance for parents and carers.

According to the report, before the transposition of the Directive, the Slovak Republic already had provisions for paternity leave, so no major changes were needed. The duration of paternity leave remains unchanged but is now clearly defined: 28 weeks from the child's birth for fathers, 31 weeks for single fathers caring for one child, 37 weeks for single fathers caring for twins or for more. It is noted that fathers on paternity leave now have the same employment protection during the probationary period as pregnant women and new mothers. Employers can only terminate their contracts for exceptional legal reasons unrelated to paternity leave.

In addition, the report refers to 14 support measures led by the Ministry of Labour (MoLSAF) and the Slovak National Centre for Human Rights. To support women's employment and a better work-life balance, key initiatives are being implemented, gender audits are being introduced in the labour market, appropriate support and options for caring for young children are being provided, flexible forms of working time are being offered, and financial contributions are being made to assist women in different sectors of the labour market.

According to the report, the third objective of the NAP is to improve women's access to education and skills, with the aim of greater diversity and quality. Ten measures support this goal, including enhancing women's participation in the ICT sector, offering flexible training, combating stereotypes and harassment, and providing counselling for young people, women, and Roma communities. These measures are coordinated by the Slovak National Centre for Human Rights (SNCHR), the Ministry of Labour (MoLSAF) and the Ministry of Education.

The Committee finds that, although the Slovak Republic has implemented an Action Plan, amended labour laws and introduced support measures (paternity leave, flexible work, childcare support, training, and education), these measures have still not been fully put into practice. Structural barriers – such as persistent stereotypes, low employment rates for women with low levels of education, and significant disparities between single women and single men – limit their practical effect. The gender employment gap has stagnated at 12 percentage points, showing little progress towards substantive equality despite the efforts made.

According to the comments submitted by the Slovak National Centre for Human Rights based on research it conducted, although protections during pregnancy, maternity and parental leave are generally viewed positively, many women still fear losing their jobs, with 30% reporting such concerns. Violations are common, including dismissals after leave, the elimination of posts, or the assigning of unsustainable workloads, often to pressure women into resigning. Protections are weaker for women in precarious employment – such as temporary contracts, part-time jobs, or manual labour – who often face unsafe conditions, discriminatory dismissals under Article 86 of the Labour Code, and reduced pensions. The Centre noted that legislative protections exist but are poorly applied in practice, especially for women with lower incomes or levels of education, Roma women, and rural workers. Lack of awareness of rights, weak enforcement measures and financial disincentives, such as the loss of bonuses for parental leave, further undermine equality. Extended parental leave periods also disadvantage women upon their return to the labour market because their skills become outdated, there is limited childcare, and work arrangements are inflexible.

The Centre also highlighted the situation of informal caregivers, the majority of whom are women (over 76% of caregiver allowance recipients). These women, often single mothers caring for children with disabilities or elderly relatives, face severe barriers to employment, low income and social isolation. Access to childcare and social services helps them return to work, but proposed funding reforms would cap personal budgets for dependents, reducing affordability of such services. If adopted, this would force many women to remain at home, worsening their financial and mental well-being and further restricting labour market participation.

The Committee notes from Eurostat that the female employment rate in 2023 amounted to 73.9% and to 74% in 2025. As regards the gender employment gap, it stood at 7.1% in 2023 and 8.2% in 2025.

Effective parity in decision-making positions in the public and private sectors

In its targeted question, the Committee asked the national report to provide information on measures designed to promote an effective parity in the representation of women and men in decision-making positions in both the public and private sectors; the implementation of those measures; progress achieved in terms of ensuring effective parity in the representation of women and men in decision-making positions in both the public and private sectors.

Article 20 of the Revised European Social Charter guarantees the right to equal opportunities in career advancement and representation in decision-making positions across both public and private sectors. To comply with Article 20, States Parties are expected to adopt targeted measures aimed at achieving gender parity in decision-making roles. These measures may include legislative quotas or parity laws mandating balanced representation in public bodies or electoral lists or public administration.

The Committee underlines that the effectiveness of measures taken to promote parity in decision-making positions depends on their actual impact in closing the gender gap in leadership roles. While training programmes for public administration executives and private sector stakeholders are valuable tools for raising awareness, their success depends on whether they lead to tangible changes in recruitment, promotion, and workplace policies. States must demonstrate measurable progress in achieving gender equality by providing statistical data on the proportion of women in decision-making positions.

In its assessment of national situations, the Committee examines the percentage of women in decision-making positions in parliaments and ministries and considers whether a measurable progress has been made in increasing their share. The Committee notes from EIGE that 32.5% of the members of Parliaments were women in the EU27 in 2023 and 32.8% in 2025.

According to EIGE, in the Slovak Republic, between 2023 and 2025, women's representation as senior ministers decreased from 13.3% to 11.8%. Women's representation in the national parliament remains low at 13.3% in 2025. There are no quotas for legislative candidates in Slovakia.

The Committee considers that no measurable progress has been made in promoting the participation of women in the parliament or increasing the proportion of women in ministries. Therefore, the situation is not in conformity with the Charter.

Women's representation in management boards of publicly listed companies and public institutions

In its targeted question the Committee asked the national report to provide statistical data on the proportion of women on management boards of the largest publicly listed companies and on management positions in public institutions.

The Committee considers that Article 20 of the Charter imposes positive obligations on States to tackle vertical segregation in the labour market, by means of, inter alia, promoting the advancement of women in management boards in companies. Measures designed to promote equal opportunities for women and men in the labour market must include promoting an effective parity in the representation of women and men in decision-making positions in both the public and private sectors (Conclusions 2016, Article 20, Portugal). The States must demonstrate a measurable progress achieved in this area.

In its assessment of national situations, the Committee examines the percentage of women on boards and in executive positions of the largest publicly listed companies and considers whether a measurable progress has been made in increasing their share. The Committee notes from EIGE that the percentage of women on boards of large publicly listed companies amounted to 33.2% in 2023 and 35.1% in 2025 in the EU 27. As regards the percentage of female executives, it stood at 22.2% in 2023 and 23.7% in 2025.

According to the report in 2024 the Slovak Republic enacted Act No. 300/2024 Coll., transposing the EU "Women on Boards" Directive (Directive 2022/2381). This law provides that listed companies in Slovakia set and work toward gender balance targets in their top management. Specifically, they must ensure by 30 June 2026 that either 40% of non-executive directors, or 33% of all directors are from the less represented gender.

The Committee notes that even though Slovakia transposed the EU "Women on Boards" Directive (2022/2381), requiring listed companies to aim for gender balance by 2026, current

representation remains low, 25% in 2023 and 27.7% in 2025, which is significantly below the EU average. As regards the proportion of female executives, it amounted to 15.4% in 2023 and 14.7% in 2025, also below the EU average. The Committee notes that no measurable progress has been made in this area. Therefore, the situation in Slovak Republic is not in conformity with Article 20.

Conclusion

The Committee concludes that the situation in the Slovak Republic is not in conformity with Article 20 of the Charter on the grounds that:

- no measurable progress has been made in promoting the effective parity in decision-making positions
- no measurable progress has been made in promoting the representation of women in executive positions or on boards of largest publicly listed companies.