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10th National Report on the implementation of
the European Social Charter

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THE GOVERNMENT OF THE SLOVAK REPUBLIC

Articles 1, 9, 10, 15, 18, 20, 24 and 25

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CYCLE 2020

**MINISTRY OF LABOUR, SOCIAL AFFAIRS AND FAMILY
OF THE SLOVAK REPUBLIC**

The European Social Charter (revised)

The Report of the Slovak Republic

on the implementation of the European Social Charter (revised)

(Conclusions 2016: ratified provisions of Articles 1, 9, 10, 15, 18, 20, 24 and 25
of the Revised Charter)

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Article 1 Paragraph 1

Regarding the question of the ECSR on the monitoring of employment policies launched in 2014, the Slovak Republic would like to inform about the following:

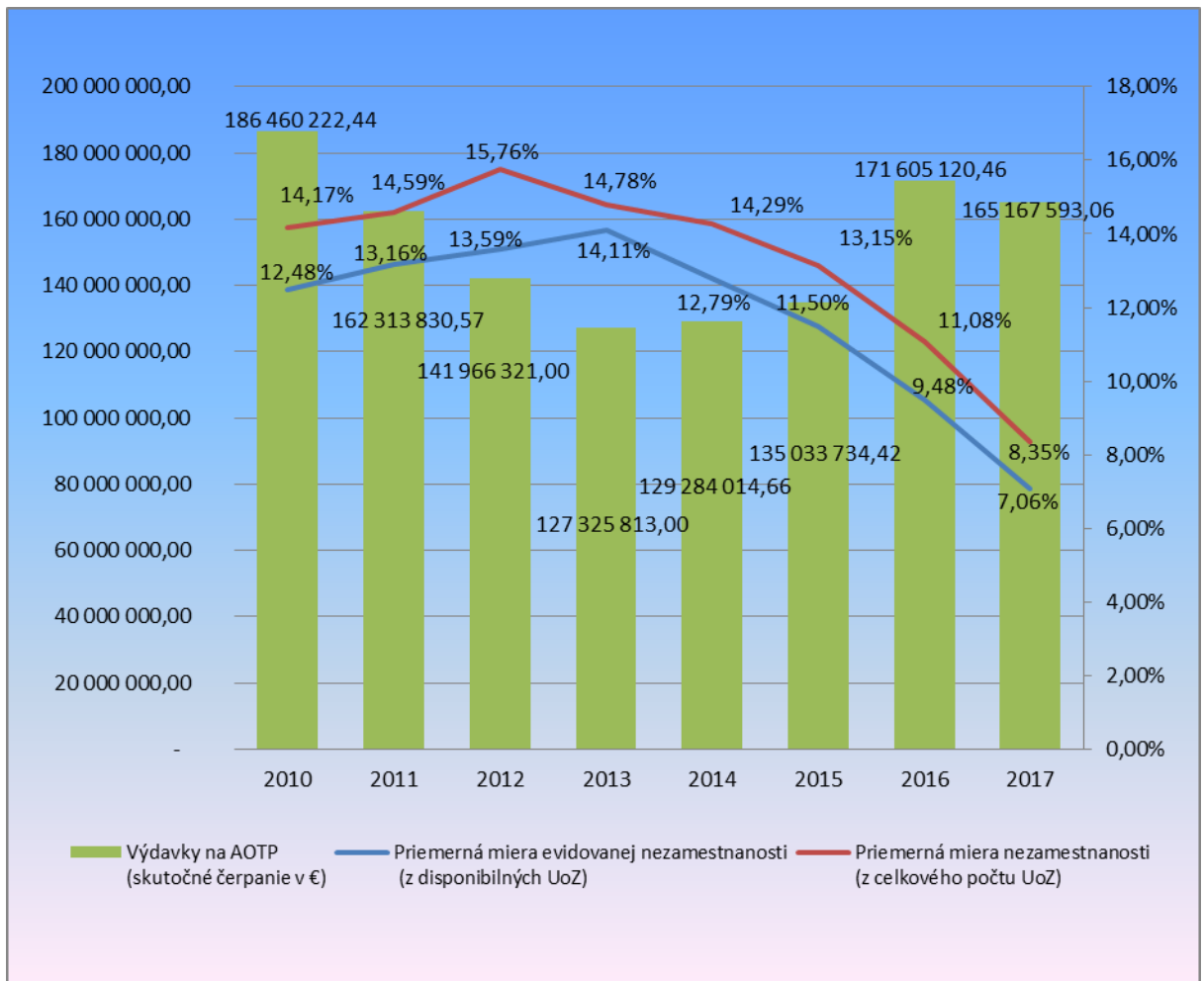
Within the reference period, according to the Statistical Office of the Slovak Republic, from the labour force sample survey, the total average number of employed persons in 2017 compared to 2016 increased year-on-year by 1.5%, resp. by 38.6 thousand to 2 530.7 thousand, and the number of unemployed decreased by 15.8% year-on-year, about 42 thousand and represented 224.0 thousand people. Unemployment rate decreased year-on-year by 1.6 pp. b. and reached 8.1%.

The employment rate of persons aged 20-64 years has increased year-on-year by 1.3 % compared to 2016 to 71.1% for both sexes (by 0.5 % for males to 77.4% and for females by 2.0 % to 64.7%). The specific employment rate for young people (aged 15-24) reached an average of 26.9% and was 1.7 % higher than a year ago. The specific employment rate for the elderly (aged 55-64) reached 53.0% and was 3.9 % higher than a year ago.

Although the problem of long-term unemployment continues to persist, Slovakia has taken several active and passive measures to tackle the unemployment of particular vulnerable groups, including an action plan to provide personalized services and training for the long-term unemployed. These measures have had a positive impact on the gradual reduction of the level of long-term unemployment (expressed as the share of unemployed over 12 months in the total number of economically active population). If the long-term unemployment rate in the SR was 9.4% in 2013, its average level was reduced to 4.8% by 2017.

Active Labour Market Measures (further as “ALMM”) were and are a significant factor in reducing unemployment and matching labour supply and demand on the labour market in the Slovak Republic (overview of the applied instruments listed below). In 2017, the labour market in the Slovak Republic was characterized by continuously positive trends, in particular the growth of the economy, the growth of employment linked to the creation of new jobs and the need for skilled labour compared to the structure of registered job seekers and their ability and interest in applying in the professions sought after.

For the period 2010-2017, the following chart shows the comparison of the average total registered unemployment rate (the red line), the registered unemployment rate (the blue line) and the total use of funds in the ALMM in the Slovak Republic (green columns). It is the direct proportionality of the link between these parameters, confirming the fact that the money contributed to the ALMM brought its effect, inter alia, in the form of a decrease in the total and available unemployment rate in Slovakia in 2017.



For the implementation of ALMM, a total of 165,167,593 € was used in 2017, which is 6.4 million. € less than in 2016. The lower volume of funds was also reflected in the lower number of jobs created and supported. The total number of activated jobseekers, resp. other persons and employees significantly increased in 2017. In 2017, the offices of labour, social affairs and family (hereinafter referred to as "the Office") intervened (activated, maintained, assigned, involved in activities, provided financial contributions, etc.) ALMM instruments in 1 334 887 cases, including information and advisory services, which accounted for up to 82.51% of interventions, 1 101 446 cases where funds were not used directly for AOTP as they were provided within the framework of the internal activities of the offices without paying contributions to participants.

ALMM funding to increase employment and support the retention of existing jobs accounted for 85.72% of the total amount of funds used in 2017. 14.28% of resources were spent on measures to increase employability. In the group of active measures to maintain jobs and increase employment, 24.06% of resources are for the creation of jobs and the maintenance of employment of disabled citizens.

The average cost of one intervention within the AMMM scheme (excluding national projects under Article 54 of the Act No. 5/2004 Coll. on Employment Services) in 2017 was € 75.59.

In order to mitigate regional disparities, the Slovak Republic in 2015 adopted a law on the support of the least developed districts (Act No. 336/2015 on the Support of the Least

Developed Districts). This law regulates the conditions, the system and the forms of support provided to selected districts, while the least developed district is supported in accordance with this law. The list of the least developed districts is maintained and published by the Central Office of Labour, Social Affairs and Family (hereinafter referred to as the "Headquarters"). The list shall include a district in which the registered unemployment rate, calculated from the available jobseekers reported by the headquarters, has been over a period of at least nine calendar quarters during the previous twelve consecutive calendar quarters higher than 1,6 times the average registered unemployment rate in the Slovak Republic for the same period. Selected districts belong to the Prešov, Banská Bystrica and Košice regions.

Through selected ALMM (where a jobseeker is placed on the labour market within a newly created job) 40 400 jobseekers were placed on the labour market. The largest share of jobseekers placed in the labour market, through the selected ALMM were in the districts that belong to the least developed districts (Revúca - 45.18%, Veľký Krtíš - 40.34% and Rimavská Sobota - 39.93%), the lowest share was in regions with the lowest level of registered unemployment, which indicates that the greater the imbalance between supply and demand for labour, the more interventions and hence more funds to offset this imbalance are needed. This is confirmed by a well-established employment policy in the Slovak Republic and the effective use of ALMM in those regional labour markets where they have stabilizing and compensating function (see the tables below).

Region	Funds dedicated to ALMM (in €)	Region's share on the total amount of funds for the whole country (%)
Bratislava	6 123 288,24	3,83
Trnava	9 384 676,41	5,87
Trenčín	12 930 570,62	8,09
Nitra	15 350 880,70	9,61
Žilina	16 691 212,80	10,45
Banská Bystrica	29 740 252,48	18,61
Prešov	37 539 732,64	23,50
Košice	32 007 336,02	20,03
Slovak Republic	159 767 949,91	100

ALMM for 2017 in 12 least developed districts of the Slovak Republic			
District	Number of supported (created) jobs	Number of clients placed on the labour market	Allocated funding (in €)
Lučenec	3 814	4 115	3 650 524
Poltár	1 217	1 351	779 506
Rimavská Sobota	7 206	7 452	5 718 313
Revúca	3 727	3 982	3 423 503
Veľký Krtíš	2 962	3 176	2 795 760
Rožňava	4 999	5 377	5 464 235

Sobrance	1 621	1 712	1 291 286
Trebišov	7 244	7 593	5 506 041
Kežmarok	3 703	3 976	3 303 055
Sabinov	3 489	3 586	2 499 633
Svidník	3 163	3 314	2 871 844
Vranov nad Topľou	6 186	6 488	5 286 790
Total	49 331	52 122	42 590 491

In 2017, in the 12 least developed districts in Slovakia, the funds dedicated to ALMM amounted to more than 42 mil. €, representing an average of € 3,549,207 (including the National Project Road to the Labour Market) dedicated to each one of the least developed districts. Within the other districts of the Slovak Republic, an average of 1 665 623 € was spent on one district (totalling 111 596 787 € for the 67 remaining districts). In the least developed districts, an average of 113% more funds were spent than on other districts in the Slovak Republic. A large share on the increase of employment in the least developed districts in 2017 was thanks to the start of the implementation of the national project Road to Labour Market (3/2017), aimed exclusively at these districts. Through this project, a summary of job creation and job creation activities is provided (see table):

Number of clients	Number of jobs created	Advisory services	Support for job commuting	Agreed sum (in €)	Allocated funds (in €)
10 910	4 822	2 514	3 574	33 834 890	10 436 659

In order to strengthen the integration of the long-term unemployed (LTU), the Action Plan on Enhancing the Integration of Long-Term Unemployed in the Labour Market (AP) was adopted in November 2016 in Slovakia, specifying concrete measures, namely the planned reforms (legislation) and the planned initiatives part) that activate disadvantaged groups in the labour market. The AP is regularly monitored.

As of December 31, 2016, we recorded a total of 137,309 LTU, which was 49.73% of the 276,131 registered jobseekers; as of December 31, 2017 this number decreased to 87,850 LTU, which was 44.92% of the 195 583 registered jobseekers. This is a significant year-on-year decrease of the number of LTU by 50 thousand (49 459), as well as a significant year-on-year decrease in the share of LTU in the total number of registered jobseekers amounting to 4.81%.

Of the total number of 156,339 jobseekers assigned to ALMM instruments, the LTU to jobseekers ratio in these ALMM was 53.71%, meaning that more than each second supported jobseeker supported was LTU.

In accordance with the Employment Services Act, the so-called Employment Committees (hereinafter referred to as "the Committees") are set up at each office, which are a key platform for developing partnerships. Their members are representatives of local government, representatives of towns and municipalities from the district concerned and representatives of employers and trade union representatives working in the territorial district

of the Office. The committees address the key employment issues and evaluate applications for ALMM. When placing LTU on the labour market, cooperation with non-state employment service providers is also developing, e.g. by temporary employment agencies. In this way, the social partners are involved in drafting and implementation of employment policies not only on the national level (in the Economic and Social Council), but also on the regional level in the committees.

Article 1 Paragraph 2

Regarding the question of the ECSR on measures aimed at the implementation of the Strategy for the Integration of Roma up to 2020, the Slovak Republic would like to inform the Committee about the new development in this situation. In order to continuously improve the situation of Roma pupils, the Government has discussed with European Commission against Racism and Intolerance (ECRI) the ways to improve the situation. ECRI advised the Government to build more kindergartens to ensure that pre-school education is available to all Roma children. The Government of the Slovak Republic has already started to take necessary steps to improve the education of the Roma children. More specifically, the Government has already started to allocate financial resources to build pre-primary education facilities and community centres in areas where the members of the marginalised Roma community live, as the ECRI advised, to help the Roma children attain proper pre-school education to ensure that they are able to attain the mainstream education because it was discovered that the lack of pre-primary education negatively influenced the Roma children and their chances to succeed in the mainstream education.

The Government also plans to introduce new legislation on diagnosis of mental capabilities of children to minimise the amount of Roma children who are placed to special classes.

The Government has recently updated the National Strategy for the Integration of Roma up to 2020 according to the result of discussions with the representatives of the Roma communities to better reflect the situation of education of the Roma children. More specifically, the Government has created educational programs for Roma children and their parents focusing on informing the parents about the importance of pre-primary education for their children. The programs have already been presented in several Roma communities. The Government has also allocated additional financial resources to increase personal and professional capacities of primary schools to hire the so-called education assistants who help Roma children in overcoming any difficulties they might have during the education process in the mainstream education. Another measure is the introduction of the so-called career coach, a person who specifically helps Roma children finishing their primary education in choosing the right secondary school for them.

Another new measure is the adoption of the new Act 336/2015 on Support of the Least Developed Districts of the Slovak Republic. The Act enables the Government to adopt an action plan specifically tailored to the needs of individual least developed regions and the Government can then allocate additional financial resources to improve the situation in this region. The Act has been in force since the beginning of this year and there will be regular reports on the application of this act.

Another practical measure aimed at implementing the Strategy for the Integration of Roma up to 2020, focused on integration of the long-term unemployed, was introduced in 2016. In November 2016, the new Action Plan for Strengthening of Integration of the Long-

term Unemployed was adopted. This huge project was developed in close cooperation with the social partners and its aim is to improve the chances of the long-term unemployed to find employment through several steps. Each such a jobseeker shall participate on partial sub-projects consisting of specialised training courses and education activities during the period of 4 months from the beginning of their training. The project shall help the jobseekers to overcome the obstacles preventing them from integrating at the labour market. The first phase of the project started in February 2017 and at the end of 2017 we should have first data on the success rate.

In 2016, we have developed several other new projects focused on placement services for different target groups, such as persons over the age of 50, persons from less developed regions, etc.

The Slovak Republic cannot gather information or statistical data based on ethnic origin, as that would be a direct discrimination based on ethnic origin and a violation of the relevant EU and national legislation. Therefore, measures aimed at integration of the long-term unemployed are applied also to the members of the Roma minority. Another reason why it is not possible to provide statistical data based on the ethnic origin is that the members of the Roma minority refer to themselves as Slovak, or Hungarian minority and they list these nationalities when in direct contact with institutions.

Another important project aimed at the most disadvantaged groups of the society, more specifically the marginalised Roma communities is the project called Community Centres. Its aim is to increase education, employability and employment of the Roma. The project was started in March 2017 and its main focus is on supporting of social inclusion and positive changes in municipalities where the marginalised Roma communities are present, through the establishment and support of the so-called community centres. As soon as the project is concluded, the Slovak Republic shall inform the Committee about its outcomes.

A similar project currently carried out as a measure within the Strategy for the Integration of Roma up to 2020 is called Field Social Work and is focused on field social work, inclusive education, pre-primary education and community centres for the marginalized Roma communities. The project started in March 2017, just like the previously mentioned one, and shall be carried out in 150 municipalities (with the exception of the capital city region) with the aim of increasing the integration of the Roma in four strategic areas – education, employment, health and living (priority areas set in the Strategy). The project aims to increase the participation of the most disadvantaged and vulnerable groups of the society through systematic support. A specific aim of the project is to support the integration of the Roma to all spheres of the society. Once the project is concluded, the Slovak Republic shall inform the Committee about its outcomes.

Regarding the reports on the activities of the Slovak National Centre for Human Rights, annual reports can be found at <http://www.snslp.sk/#page=2429>

Regarding the question on the prison work, it has to be said that the Corps of Prison and Judicial Guards (hereinafter referred to as "the Corps") in performing the tasks defined by Act No. 4/2001 Coll. on the Prison and Judicial Guard Corps, as amended, organizes and carries out activities aimed at employing sentenced persons by assigning them to work in secondary economic centres or in the internal operation of detention centres and imprisonment institutions (hereinafter referred to as 'the Institute') . The aim is to create jobs

for convicts, conditions for acquiring or upgrading the convicts' job qualifications and prerequisites for their re-socialization. Conditions for the employment of the accused and convicted have changed radically, especially in connection with the change in socio-economic conditions after 1989. Until 1989, the way of ensuring these activities was linked to the central state planning system and outside the employment of convicts to work in state-owned enterprises. Several institutes were built next to the premises of industrial companies precisely because of the need for labour from the convicts. The emerging changes in economic conditions - the privatization of production potential, the surplus of unskilled labour, the collapse of traditional markets and the ensuing difficult economic situation of the state manifested themselves in the interest of successor companies and newly formed business entities to employ prisoners under the same conditions as before 1989. The Corps had to gradually assume the role of employer.

The issue of the employment of prisoners constitutes a special category of the Corps' mission, interconnected and related to the other activities of the Corps under its authority. The impact and importance of the work of the convicts in the process of their re-socialization is irreplaceable. Regular work, which, in addition to the economic benefits for them, their dependents and the state, affects the personality of the convict, their relation to values, the discovery or improvement of their own abilities. Regular and purposeful work also alleviates the stress of long-term isolation in a closed community.

From the economic point of view, an important contribution is the income to the Institute budget from the distribution of prisoners' remuneration. From the deductions made, the costs of imprisonment are paid, maintenance is paid to dependent persons and other claims of the beneficiaries are paid. When the convicted person does not work, part of this expenditure is covered by the state budget.

The basic legal norms for securing employment of convicted persons are Act No. 475/2005 Coll. on Execution of Imprisonment and on Amendments to Certain Acts, as amended (Act on VTOS) and Decree of the Ministry of Justice of the Slovak Republic No. 368/2008 Coll., Issuing the Code of Conduct of Imprisonment, as amended. For the accused, it is Act No. 221/2006 Coll. as amended (Act on VV) and Decree of the Ministry of Justice of the Slovak Republic No. 437/2006 Coll., Issuing the Code of Detention, as amended.

In accordance with the provisions of Sections 42 to 45 and Sections 48 and 49 of the VTOS Act, sentenced persons serving a custodial sentence may be sent to work. The inclusion of a sentenced person in work does not create any employment or other similar employment relationship between him and the "employer - institute". This is a special relationship between a prison sentence and a convict, resulting from the convict's obligation to work. This obligation is imposed only on those convicts who are not excluded from the employment register e.g. for reasons of health, age, school attendance, i.e. for reasons stipulated by law. Temporary inability to work due to participation in the escort, etc. may also be a reasonable obstacle. The activities organized and carried out by the congregation for the purpose of employing convicts are not of an entrepreneurial nature and are intended to create jobs for convicts, conditions for acquiring or upgrading the convicts' qualifications and the prerequisites for their re-socialization. Specific conditions apply to the placement of the accused in work, in particular that the accused are not obliged to work and the law enforcement authorities must agree with their request for placement. In addition, the accused, as a rule, in order to prevent unauthorized contacts (obstruction of the purpose of detention) can only be put into work within the institution. All other conditions laid down by special

regulations for the placement of sentenced prisoners shall apply *mutatis mutandis* to accused persons. Compared to the sentenced prisoner in work, there is a significant difference in the accused also in the fact that while the prisoner is obliged to work after being assigned to work, he is not charged. Detailed conditions for the placement of accused and sentenced prisoners are set out in an internal standard. Order of the Director General of the Prison and Justice Guard Corps no. 35/2008 on the employment of accused and convicted persons (RGR No 35/2008). This internal standard respects the International Labour Organization Convention on Forced or Compulsory Labour No. 29 of 1930 (No. 506/1990 Coll.) (Convention).

On the basis of the above, the institutes fulfil the role of the employer to a limited extent, while the accused and convicted are assigned to work in the internal operation or in the centres of the General Assembly. The prisoners work in the institute as professionals, they provide the activities necessary for the activities of the institutes, such as barbers, housekeepers, cooks, electricians, masons, car mechanics, smokers, gardeners, etc. These prisoners are organized, managed and supervised by the staff of the Institute. The remuneration of prisoners is a state budget expenditure.

As an employer, the Institute is obliged to ensure that the conditions agreed in the contract are respected by the contracting authorities. Institutes provide on-site supervision in three stages:

1.) Permanent supervision or supervision during the whole period of work is performed by a member of the congregation, commanded by the director of the Institute.

2.) Ongoing supervision at the workplace, especially in terms of comprehensive performance of the contract, is performed by a member of the Institute who is assigned to the position of Head of the VH Centre.

(3) Random inspection at the workplace shall be carried out by the inspection bodies of the Corps under the authority of the head of the service office to carry out the inspection. The ordering party is obliged to endure all levels of control.

The most important task in the employment of prisoners is to carry out and follow such procedures so as to prevent the use of sentenced prisoners for forced labour or discrimination in relation to their recruitment. The complex of generally binding and internal regulations concerning the employment of sentenced prisoners and the system of activities aimed at the employment of sentenced prisoners and control mechanisms guarantee that convicts placed in work in VH centres providing work and services to private entities, they cannot come to their exploitation and discrimination. At the same time, the state guarantees through the prison institutions permanent supervision over the rights and treatment of prisoners placed in work.

In accordance with the provisions of the Government Regulation no. 384/2006 Coll. on the amount of work remuneration and on the conditions of its provision to the accused and convicted, as amended (regulation), when assigned to a particular job, shall be included in the relevant working class and grade depending on the nature of work, qualification and length of experience. Labour tariffs characterize the labour intensity in such a way that the sentenced person is instructed in the work activity, trained or fulfils the condition of professional education. The Regulation includes a list of functions in which accused and convicted persons

are classified according to the type of work performed for the purpose of remuneration for work performed in internal operations and in the VH centres. The list of functions is identical to the catalogue of work activities to the Public Service Act and is issued as an internal regulation in the Collection of Orders of the Minister of Justice of the Slovak Republic RMS no. 2/2002. Every same kind of work is rewarded under the same conditions. The convicted person will always receive the remuneration in the pay period irrespective of whether the client of the Institute's works and services has already paid his / her receivable or is enforced in the long term. The Institute, as an employer, guarantees to the convicts all bonuses to their remuneration to which they are entitled, namely: working allowance for overtime work, Saturday and Sunday work, holiday work, night work, work in difficult and harmful environment. At the same time, the Institute ensures that timeless work does not exceed the limit set by general regulations. In addition to the aforementioned guarantees to convicts, the Institute provides the same dietary allowances to each convict placed in work. The remuneration of the accused and convicted person is not due for the period during which they did not work (Section 29 of the VTOS Act). When remuneration in the so-called. to the wage (according to performance), the accused and convicted remuneration according to the quantity and quality of products or work operations. If the sentenced person is remunerated according to his or her performance, the amount of work remuneration for a piece of product or work operation is determined using time consumption standards as for other workers. The calculations are designed in such a way that the convicted person has 100% working remuneration at the level corresponding to the working class and working level according to the regulation.

The education of convicts has been carried out under the conditions of the Corps for several decades. Essentially, the whole prison education system enables the mental and moral development of the accused and convicted persons, enabling them to acquire new information, knowledge, skills and habits that they can then apply on the labour market after being released for their integration into society. Integration is mainly influenced by how they prepare for release and return to society. The education of the accused and convicted also plays an irreplaceable role in this preparation, which helps to increase their personal chances of finding employment in the labour market by acquiring the necessary education or higher level of qualification.

The education of the accused and convicted is enshrined in law no. 245/2008 Coll. on Upbringing and Education and on the Amendment of Certain Acts - Education Act. In accordance with the aforementioned Act, the congregation institutes carry out compulsory education as well as other levels of education of the accused and convicted. Educational and awareness-raising activities with a focus on changing the value system can be considered as priorities, in particular to make education an acceptable value for convicts, which will increase their chances for their integration into society after their release. The role of the Corps is to ensure the education of convicts completed by a document of education, which is especially important in the reintegration of prisoners into society.

In the education of convicts, the Corps also cooperates with non-governmental organizations. The most extensive cooperation between the institutes and NGOs was focused on education of convicts, effective communication and acquisition of skills that the convicts can use in the labour market (e.g. EDUKOS Dolný Kubín Consulting and Information Centre and Civic Association "Law Clinic of Trnava University") in Trnava, Faculty of Law, PJ Šafárik University in Košice).

The education of convicts, which is completed by evidence of education (which must not show that the convict acquired the education during the execution of the sentence) during the execution of the prison sentence, is the first step in successful integration and labour market post-release.

Regarding the question of the ECSR on domestic work, the Slovak Republic would like to inform the committee that domestic work does not exist in the country. It is not defined in the Labour Code, nor in any other legal act, due to the fact that there is no historical tradition of the concept. The Slovak legislation does not define the concept of domestic work and domestic employee. The Labour Code does not specifically regulate the status of domestic employees. The Labour Code does not specifically define a domestic employee and does not specifically regulate the status of persons who perform domestic work. The status of an employee within the meaning of the legal order of the Slovak Republic (Section 11 (1)) has a natural person who in employment relationships and, if stipulated by a special regulation, also carries out dependent work for the employer in similar employment relationships.

Two laws can be pointed out in the Slovak legislation. Act no. 125/2006 Coll. on Labour Inspection and on the amendment of Act no. 82/2005 Coll. on Illegal Work and Illegal Employment and on Amendments to Certain Acts, as amended (hereinafter referred to as the “Labour Inspection Act”) and Act No. 82/2005 Coll. on Illegal Work and Illegal Employment and on Amendments to Certain Acts (hereinafter the “Illegal Work and Illegal Employment Act”). One of the specifics of domestic work is the fact that the place of work is usually the employer's household; meaning the work is done for the household. According to Art. 21, par. 1 of the Constitution of the Slovak Republic (No. 460/1992 Coll., as amended by later constitutional acts), each dwelling and household is inviolable. It is not allowed to enter without the consent of the person who resides in it. According to Art. 21, par. 2 of the Constitution of the Slovak Republic, a search may be carried out only in connection with criminal proceedings, on the basis of a written and reasoned order of the judge. According to Art. 21, par. 3 of the Constitution of the Slovak Republic, other interference with the inviolability of a dwelling can be permitted by law only if it is necessary in a democratic society to protect the life, health or property of persons, to protect the rights and freedoms of others or to avert serious threats to public order. As dwellings are inviolable, performance of labour inspection without the consent of the owner would be contrary to the Constitution. Such inspection would be problematic if the constitutional right to inviolability of the employer's dwelling and the inspection of the workplace of an employee in the employer's household are proportionate. This relationship of these two rights was also problematic when forming the relevant articles of the Convention of the International Labour Organization concerning Decent Work for Home Workers No. 189 of the year 2011. This was also the reason why the Slovak Republic is not bound by this ILO convention.

Regarding the minimum period of service in armed forces, the Slovak Republic repeats information from the previous reports that there is no general requirement of a minimum service in armed forces. The armed forces in the Slovak Republic are fully professional, therefore there is no obligation to attend compulsory military service.

Regarding the requirement to accept a job offered, more specifically remedies available in case a person has been removed from the Register of Jobseekers. Such a person is able to file an official appeal against the decision or make use of proceedings in front of an administrative court by filing an administrative action and the court will examine the situation within an administrative proceeding.

Regarding the question on the privacy of employees, the Slovak Republic would like to state that when introducing employee monitoring, the employer is obliged first of all to respect the employee's right to privacy as enshrined in the Constitution of the Slovak Republic, to comply with obligations under the Labour Code and, last but not least, to harmonize its procedures with rules of the protection of personal data (GDPR). The provision of § 13 para. 4 of the Labour Code is the only provision within this Act regulating the monitoring of employees. The employer shall not, without serious reasons of the special nature of the employer's activities, violate the employee's privacy in the workplace and in the employer's common areas by monitoring, recording telephone calls made by the employer's technical workplaces and checking e-mails sent from and to warn him beforehand.

The Labour Code imposes on the employer, in the event of the introduction of a control mechanism, to negotiate with the employees' representatives the scope of the inspection, the manner of its implementation and its duration and to inform employees about the scope of the inspection, its method and duration. The Labour Code following Art. 16 of the Constitution of the Slovak Republic (privacy protection) lays down clear rules and related obligations for employers when monitoring employees.

Neither GDPR nor Act No. 18/2018 Coll. on the protection of personal data does not explicitly regulate the monitoring of employees, whether through a camera system or in other ways. From the point of view of GDPR, the legal basis for employee monitoring is a special regulation, the Labour Code. For this reason, the employee does not consent to monitoring at the workplace and / or in the employer's common areas.

This legal basis is applicable when it comes to monitoring employees for reasons of industrial liability. Monitoring of workplace and common areas to protect the employer's property constitutes another legal basis - a legitimate interest under Art. 6 par. 1, par. (f) GDPR. In addition to the obligation of the employer to inform the employee in advance of the monitoring pursuant to the Labour Code, the employer is obliged to provide the employee with information pursuant to Art. 13 of the GDPR Regulation (scope and purpose of the personal data processed, data subject's rights, time limit for the processing of personal data, etc.).

Provisions Art. 35 The GDPR imposes an obligation on the controller to assess the impact of planned processing operations on the protection of personal data against processing where the type of processing, in particular using new technologies and taking into account the nature, scale, context and purposes of processing, natural persons.

According to the methodological guideline issued by the Office for Personal Data Protection of the Slovak Republic, monitoring of employee's work is also included in the list of processing operations subject to the impact assessment on personal data protection. In particular, an impact assessment shall be subject to monitoring the work of an employee on the basis of serious reasons arising from the specific nature of the employer's activity.

The guidance issued by the Authority is based on the guidance of the WP29 working group, which set out the criteria to determine when a processing operation is subject to a data protection impact assessment.

Since the processing of employees' personal data by monitoring is of a specific nature, this processing operation also meets the following criteria:

- criterion for processing data on vulnerable data subjects

The reason for classifying employees as vulnerable data subjects is the increased imbalance of power between data subjects (employees) and the operator (employer), which means that employees may be in a position that they cannot easily consent to, object to or exercise their rights.

- systematic monitoring criterion

This criterion includes processing used to observe, monitor or control data subjects, including data obtained through networks or systematic monitoring of publicly accessible sites.

Infringement of the obligation to carry out an impact assessment is liable to a fine of up to EUR 10 000 000 on the employer as operator or up to 2% of the total worldwide annual turnover for the preceding financial year in the case of an undertaking.

On the basis of the above, when monitoring employees, the employer must ensure compliance with legal obligations not only in the context of the Labour Code, but also to protect the personal data of these employees under GDPR and applicable legislation. In addition to the obligation to inform employees, the employer is also obliged to carry out an impact assessment on personal data protection in relation to employees monitored.

Article 1 Paragraph 3

Pursuant to Act No. 5/2004 Coll. on Employment Services and on Amendments to Certain Acts, as amended (hereinafter referred to as the “Employment Services Act”), employment services in the Slovak Republic provide:

- Central Office of Labour, Social Affairs and Family and Labour Offices, Social Affairs and Family,
- legal and natural persons engaged in job placement, provide professional advisory services and apply active labour market measures based on a written agreement with the headquarters or on a written agreement within the partnership pursuant to § 10,
- legal entity of a natural person performing employment mediation for remuneration,
- temporary employment agencies; and
- supported employment agencies.

The functioning of public employment services in the conditions of the Slovak Republic has been significantly improved by the biggest organizational change, which was implemented thanks to a change in legislation within each Office of labour, social affairs and family (hereinafter referred to as the “Office / Offices”) since January 1, 2015, when new services for citizens were established during the first quarter of 2015. Within these departments, the former way of functioning of the employment services has changed so that the client is now provided with a service in one place both in the area of employment services and social affairs.

This change, in addition to providing services in one place, brought a significant reduction in the burden of first contact and brokerage services by reducing the number of clients per employee of the Citizens' Services Department (from 550 to around 195). In addition, employer services have been set up and expanded in terms of staff numbers.

Changes have been made to citizens receiving assistance in material need regarding the processing of the benefit provided. This increases motivation and socialization of these clients as well as increasing work habits. Activation centres have been set up at each office for these services.

Regarding the measures to improve the provision of employment services to long-term unemployed and low-skilled persons, the Slovak republic would like to state that with an emphasis on the target group of long-term unemployed jobseekers, the contribution to support the employment of disadvantaged jobseekers was used in the framework of active labour market measures (AOTP) under the Employment Services Act; a contribution to support the development of local and regional employment and a contribution to activation activities in the form of smaller municipal services for the municipality or smaller services for the self-governing region. In addition to these measures, specific national projects (NP) have been implemented to support the integration of the long-term unemployed into the labour market.

In 2016, an Action Plan to Strengthen the Integration of the Long-term Unemployed on the labour market in the Slovak Republic (APDN) was elaborated. Its implementation in Slovakia ensures compliance with the EU Council Recommendation of 15 February 2016 on the integration of the long-term unemployed into the labour market. In connection with the monitoring of the fulfilment of the APDN, the First Interim Information on the assessment of the fulfilment of the APDN was prepared as of 15 February 2017 in order to provide the initial summary information related to the start of the fulfilment of tasks adopted under this plan. Its use is envisaged especially for the purpose of intensifying the partnership in the implementation of APDN. As a part of this plan, one of the measures is to launch an internal project with increased activity for employment. The project is designed for long-term unemployed (LTU), its aim is to motivate LTU to find employment on the labour market by working intensively with it for 4 months. The project describes the compulsory activities that the jobseeker must complete. Part of these activities is the processing of the so-called. a plan of action, which should result in placement in the labour market, or identify obstacles to jobseekers' placement on the labour market. Implementation of the project started from 1.2.2017. So far, 5 255 LTUs have been included in the project, which is 3.91%.

Further measures in favour of reducing registered unemployment LTU are implemented through these national projects co-financed with ESF funds. These are the following projects (NP):

NP "The way out of the circle of unemployment"

The aim of NP is to support employment and reduce unemployment of long-term unemployed jobseekers through the acquisition and deepening of work skills. The main activity of the NP is to provide a financial contribution to an employer who provides a full-time or part-time job for a jobseeker created for a minimum of 15 months, or for an indefinite period of time, whereby financial contributions are provided to the employer on a monthly basis for a maximum of 12 months or a maximum of 15 months, depending on the period of registration of the jobseeker received. In 2016, 6,764 jobseekers were placed on this instrument and € 15,318,078 was spent.

NP "Employment Opportunity"

The aim of the NP is to improve the position of disadvantaged jobseekers on the labour market, increase the employability and employment of disadvantaged jobseekers, reduce long-term unemployment, and support the development of local and regional

employment. The main activity of the NP is to provide a financial contribution to an employer who creates a job from one of the defined areas of public employment for at least 3 months. The financial contribution is provided to the employer for a minimum of 3 and a maximum of 9 calendar months. In 2016, 6 301 jobseekers were placed on this instrument and 41 543 474 € were spent.

NP "We want to be active on the labour market (+50)"

The aim of NP is to improve the position of disadvantaged jobseekers according to § 8 par. 1, par. b) of the Employment Services Act - citizens over 50 years of age, increasing their employability and employment by providing financial contributions to support job creation in less developed regions. The main activity of the NP is to provide a financial contribution to an employer who recruits a disadvantaged jobseeker at the age of 50+ for the job created if the employment is agreed for at least 12 months. The financial contribution shall be granted for a maximum of 12 months. In 2016, 520 jobseekers were placed on this tool and € 192,414 was spent.

NP "Way to the labour market"

The aim of the NP is to improve the position of jobseekers on the labour market, increase employability and employment of jobseekers and disadvantaged jobseekers by supporting job creation, reducing unemployment, especially long-term unemployment, supporting local and regional employment development in the least developed districts with high rates of unemployment.

The NP includes 6 eligible activities:

Activity 1 Job creation support (PM) for jobseekers

Activity 2 Supporting the creation of PM for disadvantaged jobseekers with special regard to long-term jobseekers in social enterprises of labour integration

Activity 3 Supporting the creation of PM by public service providers

Activity 4 Supporting the creation of PM through self-employment (I will also employ myself in agricultural primary production)

Activity 5 Providing financial support for mobility (commuting)

Activity # 6 Providing personalized jobseekers services.

NP started to be implemented in March 2017.

NP "Participation of the unemployed in the restoration of cultural heritage"

The NP supported the creation of short-term jobs for jobseekers and disadvantaged jobseekers. In 2016, 39 entities (municipalities, civic associations, foundations and legal entities) within the competence of 22 offices participated in the National Heritage List. Only entities that received a grant from the Ministry of Culture of the Slovak Republic within the call from the program Let's Recover Our House, sub-program 1.4 "Restoration and Conservation of Torsional Architecture" could participate in the NP.

In 2016, 777 job seekers were involved in the restoration of cultural monuments, of which 227 (29.42%) job seekers aged 50 and over. The unemployed involved gained working habits and experience in the field of historical masonry, blacksmithing, carpentry and archaeology. In 2016, 2 806 438 € was spent for this purpose.

NP "Placing long-term unemployed job seekers on the labor market using non-governmental employment services"

This is a new project, which is now just starting to run. The objectives of the project are to improve the position of long-term unemployed jobseekers on the labour market, increase their employability and employment, restore their working habits and actively assist their placement in the labour market through temporary employment agencies (ADZ). The aim is also to intensify cooperation between the authorities and ADZ in the employment of LTU. The target group are LTU jobseekers who have been registered with jobseekers for more than 24 months.

The placement of the jobseeker's LTU on the labour market is considered to be the case when the jobseeker is recruited from the target group into employment, which is agreed within the set weekly working hours. The office shall assign a temporary agency staff to at least one user employer. If the office assigns a temporary agency employee to the user employer for the period between seven and nine months after the employment relationship with ADZ has been established, the Office shall pay ADZ a lump-sum allowance once it has been established. The amount of the contribution is 439 € / for 1 LTU / for 1 calendar month. Duration of contribution: up to the sixth month of the employment period, the flat-rate contribution is provided monthly in the amount of € 439; if ADZ assigns a temporary agency employee to the user employer also during the seventh to ninth months following the commencement of employment with ADZ, the Office shall grant ADZ a lump sum of EUR 1 317 after the end of the ninth month of employment of the temporary agency employee. The maximum duration of the ADZ contribution is 9 calendar months.

Regarding the measures to improve the delivery of employment services to young people, we would like to inform the committee that in order to improve the position of young people up to 29 years on the labour market, the ministry adopted several important measures aimed at increasing the employment of young people and facilitating their transition from education to the labour market.

In line with the EU Council Recommendation of 22 April 2013 on the introduction of a Youth Guarantee, the EC Communication of 19 June 2013 Together for Young People of Europe - Call for Action Against Youth Unemployment to Ensure All Young People of Age Under 25 years of age, they have received a quality offer of employment, in-service training, apprenticeship or traineeship within four months of losing their job or completing formal education. The Youth Guarantee in Slovakia is implemented in accordance with the National Implementation Plan. This plan was discussed and noted by the Government of the Slovak Republic on 05.02.2014. Based on bilateral negotiations with the European Commission, Slovakia has moved the age limit from 25 to 29 years compared to the original Youth Guarantee, provided that in the 25-29 age group the Youth Guarantee will mainly apply to the long-term unemployed (over 12 months) or at least for more than 6 months in the Office's registry. As part of support measures for labour market integration, the Youth Guarantee aims to create jobs and facilitate the transition of young people from education to the labour market.

One of the most significant measures is the legislative framework to support the employment of young people, introduced by an amendment to the Employment Services Act with effect from 1 January 2015. It is a contribution to support the creation of a job in the first regularly paid employment. Contribution may be granted by the Office to an employer who recruits a jobseeker who is less than 25 years old and who has been registered in a job

vacancy for at least three months, or six months in case of a jobseeker under 29 years of age. The condition is that the jobseeker did not have a regular paid job (i.e. he never had a job that lasted for at least six consecutive months) before being recruited. The allowance is provided for a minimum of 6 and a maximum of 12 calendar months, the amount of which is differentiated according to the average registered unemployment rate in the relevant district.

In addition, the ministry, in cooperation with the office, prepared and implemented NPs aimed at promoting employment of young people:

Under the Youth Guarantee, an internal project "Be Active!" is an effective tool that helps young people to find their place in the labour market. The project is implemented from 01.10.2015. It provides young people with a "guide" for 4 months who oversees compulsory individual and group activities, the outcome of which is to place young jobseekers on the labour market. As of the first quarter of 2017, we have included 80 162 young people up to 29 years of age, 34 944 young people from the given number found employment on the labour market immediately after participating on the project.

NP "Working Experience"

The aim of NP is to acquire or increase and deepen the professional skills, knowledge and practical experience of young people up to the age of 29, in the form of mentored training and work experience with an employer who will create a job. The main activity of the NP is aimed at supporting job creation for young unemployed and their employment in the form of mentored training and practice and is also one of the support measures for the integration of young people into the labour market. The financial contribution was provided to an employer who recruits such a person for a part-time job of at least 9 months, or for an indefinite period of time, with a financial contribution of 9 months.

The national project included 1,622 jobseekers in 2016 and € 2,377,671 was used.

NP "Successfully on the labor market"

The aim of the NP is to improve the position of young people up to the age of 29 on the labour market, to increase their employability and employment. The project is implemented through two main activities as AOTP according to § 51a and § 54 of the Employment Services Act.

Main Activity # 1

Providing a financial contribution to support the creation and subsequent maintenance of jobs for young jobseekers who did not have their first regular paid job before being recruited, which means that they have never received a regular paid job of at least six consecutive months if a contract of employment of at least half the weekly working time. In activity no. 1 in 2016, 2,249 job seekers were included and the drawdown of funds amounted to € 3,659,471.

Main Activity # 2

Providing a financial contribution to support job creation through self-employment of young people who will create a job where they will be self-employed for at least 2 years. In activity no. 2, 529 job seekers were included in 2016 and the drawdown of funds amounted to 1,280,806 €.

NP "Graduate practice starts employment"

The aim of the NP is to increase the employment and employability of young people in the labour market and the inclusion of young people, especially those without employment, education or training, and the possibility of subsequently creating a job for a young person at an employer where he / she has graduated. The project is implemented through two main activities as AOTP pursuant to § 51 and § 54 of the Employment Services Act.

Main Activity # 1

Provision of a flat-rate financial contribution for graduate practice pursuant to Section 51 of the Employment Services Act. Graduation practice is carried out for a minimum of three months and a maximum of six months, without the possibility of extending it and repeating it. Upon completion of the graduate practice, the employer issues a graduate certificate to the graduate. In activity no. 1 of the national project in question included 5,336 jobseekers in 2016 and the drawdown of funds amounted to € 2,449,535.

Main Activity # 2

Provision of a financial contribution to an employer who recruits a job from an eligible target group without undue delay, at the latest within 30 calendar days of completion of graduate practice (unless otherwise agreed with the Office) pursuant to Section 51 of the Employment Services Act performed. The employer undertakes to create a full-time job for a minimum period of 9 months, with a maximum of 6 months supported by a financial contribution. Subsequently, the employer is obliged to maintain this job for a further 3 months. In activity no. 2 of the NP in question, 17 jobseekers were included in 2016 and the drawdown of funds amounted to € 10,893.

Regarding the question on measures to improve the provision of employment services to members of the Roma national minority, it has to be said that in the provision of employment services, the priority is to respond to needs for disadvantaged jobseekers in the labour market. These are listed exhaustively in Section 8 of the Employment Services Act. Members of the Roma community integrate into groups such as long-term registered jobseekers, graduates, citizens with low education, older than 50 years, etc. Despite the general need for ethnic data, problems remain with the availability of such data. The collection and processing of ethnic data is complicated by the fact that ethnicity or nationality is legally considered to be personal data and personal data may not be collected in accordance with the GDPR. For the above-mentioned reasons, the employment services information system does not have an indicator for measuring and evaluating a group of persons from the Roma national minority.

We further state that the Government of the Slovak Republic by Resolution no. 87 of 22 February 2017 approved the updated Action Plan of the Slovak Republic Strategy for Roma Integration 2020 to 2018 for the following areas: D.2.1 Education, D.2.2 Employment, D.2.3 Health, D.2.4 Housing and the new Action Plan for Area D.2.5 Financial Inclusion Area (hereinafter referred to as "the Action Plan"). The Strategy of the Slovak Republic for the Integration of Roma up to 2020 represents the commitment of the Slovak Republic in the direction of public policies in the field of social inclusion. It focuses on a number of target groups, namely the Roma as a national minority, the Roma communities (hereinafter referred to as "RC") and marginalized Roma communities (hereinafter referred to as "MRC"). Most measures and social interventions are targeted at MRC. The strategy represents a set of starting points, objectives and measures aimed at halting the segregation of Roma

communities, a significant positive turn in the social inclusion of Roma communities, non-discrimination and change of attitudes and improvement of coexistence.

The D.2.2 Employment Action Plan defines the global objective of “Reducing the Gap in the Employment Rate of the Roma compared to the Average in the Slovak Republic with an Emphasis on the Use of Active Labour Market Policy (AFTP)”, Linking Training and Education to the Market work, promoting non-discriminatory access and the application of temporary compensatory measures in practice and 4 sub-objectives:

Sub-goal # 1

Improve the link between training and education with labour market needs and increase the availability of programs aimed at improving the qualification level of long-term unemployed jobseekers focusing on education and training activities and measures, implementing second-chance programs, the existence of support mechanisms needed to acquire specific skills . The main target group of measures defined in relation to the sub-target are jobseekers from the MRC / socially disadvantaged environment during the period of preparation for employment.

Sub-goal # 2

To support jobseeker employment from the MRC environment with an emphasis on long-term unemployed and low-skilled citizens using ALMP, the social economy and non-state employment services focuses on improving the access of jobseekers from the MRC environment to individual ALMMs. The main target group of measures defined in that sub-target are jobseekers from the MRC environment, usually without qualifications and with a low level of labour market preparedness, who are actively seeking employment.

Sub-goal # 3

Improve employment conditions affecting the employment of Roma, with an emphasis on those in the MRC environment, define measures aimed at eliminating prejudices against Roma in the labour market, focusing on implementing temporary compensatory measures and innovative solutions supporting Roma employment. The main target group of measures defined in relation to the sub-target are Roma as such, qualified to meet the requirements of an open labour market.

Sub-goal # 4

Improve the quality and availability of social and assistance services that are addressed in the MRC environment and have a potential impact on the employability of people from the MRC environment. The aim is to define measures aimed at providing quality and long-term social services contribute to increasing the employability of people from the MRC environment. In addition to the services already provided, emphasis is also put on financial literacy and debt relief activities. The main target group of measures defined in relation to the sub-target are people from the MRC environment, usually with low qualifications and labour market readiness, who are furthest from the open labour market.

As far as the number of office staff to the number of jobseekers is concerned, the Slovak Republic has adopted several new measures to widen the scope of placement services. As of 2016, we have started a large structural reform of the functioning of district offices of labour, social affairs and family. We have introduced new departments to each of the regional offices and these new departments improve the functioning of the public employment services from 2016, through 2017 and 2018 in several ways, e.g. more employees were hired to work

as counsellors for jobseekers; the departments specialise in the individual employment services and cooperation with private employment services providers was strengthened. Consequently, by hiring more employees, the number of jobseekers belonging to a single counsellor working in the placement services has been decreased by more than 65% which means that each counsellor can dedicate more time towards each client which greatly increases the quality of services provided to each jobseeker.

Regarding the question how non-governmental employment services work and how public employment services work with private employment services it has to be noted that public employment services work closely with non-public / non-state employment services. According to the Employment Services Act, there are three basic types of non-governmental entities that need a permit for their activities under the Act to be issued by the headquarters. These are:

- legal and natural persons engaged in recruitment services for remuneration,
- temporary employment agencies,
- supported employment agencies.

In cooperation with non-public employment service providers, the aim is to place jobseekers on the labour market. Both the authorities and the non-public employment service providers cooperate with employers to fill vacancies. In order to streamline the functioning of the employment services, the so-called "Networking" project started to be implemented as of 01.10.2016, through which cooperation with employers is expected to be intensified. All employers using the ISTP Internet Job Market Guide, which is used to report vacancies, have been contacted, with the option of searching for suitable clients for job offers. They can address clients directly if they have access profiles, or through authorities if they do not have access profiles.

Regarding the question of the participation of the social partners on organisation and running of employment services, the Slovak Republic would like to stake this opportunity to inform the ECSR that in order to deal with fundamental employment issues and to assess applications of legal persons or natural persons for ALMM contributions under the Employment Services Act, each office established within its territorial district an Employment Committee (hereinafter referred to as "the Committee"), in which the social partners are involved. The Committee has 11 members and consists of representatives of the Office, representatives of the self-governing region to which the Office belongs, representatives of towns and municipalities, representatives of employers operating in the Office's territorial district and representatives of trade unions operating in the Office's territorial district.

It shall be responsible for:

- approval of the priorities for promoting employment in the territorial district of the Office and analyses and forecasts on labour market developments,
- considering applications of a legal person or natural person for a contribution under this Act,
- recommending to the office, in the form of a positive opinion, the conclusion of an agreement with a legal person or natural person to provide a contribution under this Act.

In the exercise of its competence, the Committee shall apply and observe the principles of the use of funds for ALMM approved by the ministry. In its work, the Committee shall take into account the priorities of the national employment strategy, the priorities and tasks assigned to the Office and Headquarters, the priorities of the self-

governing region to improve the economic and social situation and to increase the scope and quality of jobs in the self-governing region; the working habits of their inhabitants who are at risk of social exclusion or who are socially excluded.

Thanks to these reforms of the employment services and the projects mentioned, the unemployment level has been steadily decreasing within, as well as outside of the reference period. In March 2016, it was more than 10% , while in April 2017, it stood below 8%, constituting more than 2% decrease over the year, which was historically the lowest number and was below the EU average at that time. Outside of the reference period the unemployment level was falling even further, reaching 4.94% in October 2019.

Article 1 Paragraph 4

During the reference period, several crucial changes related to the system of vocational education and training (VET) and apprenticeship occurred as of 2016 and onwards which is outside the reference period. It was initiated by employer representatives, particularly from the car manufacturing industry. The new act 61/2015 Coll. on Vocational Education and Training that was adopted, supports closer partnerships between schools and companies and encourages the shift to labour market demand-driven VET. In this new approach, companies take responsibility for training provision. They find students and sign individual training contracts that must be complemented by an institutional contract between the company and a VET school.

In the first school year after the introduction of the new system, newly introduced dual programmes consisting of 50% training within a company have been put into practise. The year after that, programmes based on agreement between companies and a self-governing region were delivered by new VET schools, offering 70% of in-company learning to comply with requirements of the employers. These programmes offer graduates the VET qualification certificate of apprenticeship or the school-leaving certificate while being able to undertake practical training within companies. Employers that participate on the dual VET are then given financial and other reliefs from the state, such as tax reliefs, etc. A new amendment of the dual VET system has been recently adopted and will enter into force from 1 September 2018 which reflects on the comments made by the employers regarding the funding of the programmes and other aspects.

The legislative changes have also been positively evaluated by the European Centre for the Development of Vocational Training.

Article 9

Regarding the question of the ECSR on the vocational guidance within the education system, the Slovak Republic would like to inform the committee that vocational guidance on each primary and secondary school is carried out within the so-called educational counselling. Educational counselling is provided to children, guardians and school staff in schools and school facilities through the activities of educational counsellors. The role of educational counselling is to provide counselling in addressing the personal, educational, professional and social needs of children and career counselling.

If necessary, the educational counsellor will provide children and their legal representatives with educational, psychological, social, psychotherapeutic, re-education and

other services, which they coordinate in cooperation with class teachers. They work closely with the school psychologist, school special pedagogue and professional staff of counselling facilities.

In order to increase the effectiveness, The Conceptual Solution of Educational and Career Counselling was developed with the aim to create a model of educational and career counselling to ensure systemic streamlining of career education and career counselling in primary and secondary schools, with a focus on creating conditions ensuring harmonization of individual needs and interests of pupils on the basis of the Program Declaration of the Government of the Slovak Republic for the years 2016 - 2020. The informative and starting part of the document is followed by a plan for fulfilling the objectives and measures for the education sector, with the relevant time horizon. In the area of meeting the current and expected needs of society and economic practice, the Government of the Slovak Republic enshrined in it that it will ensure further improvement of the system of dual education and implementation of effective career education and career counselling in primary and secondary schools.

Active web links, including attachments, are used to raise awareness among educational advisors, career counsellors, educational staff, specialist staff in regional education, primary and secondary school pupils and their legal representatives. Of these, we pay particular attention to information publications aimed at promoting career guidance in regional education schools entitled 'Communication Procedures Suitable for Supporting Career Decisions in Vocational Education' and 'Facts and Data for Higher Education Applicants'.

Data on the current number of educational advisors in primary schools and educational advisors and career advisors in secondary schools from the ranks of educational staff, ascertained by the statistical survey are shown in the tables below. As the professional counsellor and career counsellor may also be promoted as professional staff, the total number of regional education staff engaged in educational and career counselling is higher than indicated in the relevant tables due to the fact that it is usually the selected teachers who on top of teaching are also fulfilling the role of such a counsellor. The number of professional staff performing educational guidance or career guidance tasks is not statistically reported. As of the school year 2016/2017, the following statistical data was reported:

Number of educational advisors	in primary schools		in secondary schools		in special secondary schools	in primary, secondary and special secondary
	women	men	women	men	x	x
	1240	58	569	653	x	x
Total	1398		1222		43	2663

Number of career advisors	in primary schools		in secondary schools		in primary and secondary schools
	women	men	women	men	x
	x	x	116	134	x
Total	x		250		250

School year 2017/2018:

Number of educational advisors	in primary schools		in secondary schools		in special secondary schools	in primary, secondary and special secondary
	women	men	women	men	x	x
	1151	121	569	653	x	x
Total	1272		1222		43	2663

Number of career advisors	in primary schools		in secondary schools		in primary and secondary schools
	women	men	women	men	x
	x	x	455	74	x
Total	x		529		529

School year 2018/2019:

Number of educational advisors	in primary schools		in secondary schools		in special secondary schools	in primary, secondary and special secondary
	women	men	women	men	x	x
	1151	121	569	653	x	x
Total	1272				43	2663

Number of career advisors	in primary schools		in secondary schools		in primary and secondary schools
	women	men	women	men	x
	x	x	398	134	x
Total	x		443		443

Individual offices of labour, social affairs and family also provide pupils and students with information and advisory services aimed at their future careers, with the system of the active labour market measures.

Information and counselling services (IaPS) are services for primary school pupils and secondary schools, the main aim of which is to assist pupils in choosing the appropriate study or employment by preventing wrong career choices and communicating the market situation, work and study opportunities. IaPS for primary school pupils are focused mainly on acquaintance with the characteristics of the profession, the prerequisites and the requirements for the pursuit of a particular profession. IaPS for secondary school pupils are focused mainly on providing information on professions, services provided by the authorities, and administrative training in communication with the future employer. In 2016, IaPS were provided to 20 234 pupils in 2016 (of which 9 233 were primary school pupils - 45.64% and

11 000 were secondary school students 54.36%). These services were provided to 485 schools, of which 278 were primary schools and 207 were secondary schools.

In 2017, 18,828 pupils and students were provided, of which 5,659 were primary school pupils (30.06%) and 13,169 were secondary school students (69.94%). These services were provided to 431 schools, of which 189 were primary schools and 242 were secondary schools.

In 2018, IaPS was provided to 16,452 pupils and students, 6154 to primary school pupils (37,40%) and 10 298 secondary school students (62,60%). These services were provided to 422 schools, of which 222 were primary schools and 200 were secondary schools.

As far as the question on information and advisory services for jobseekers is concerned, it has to be stated that the objective of professional advisory services ('OPS') is to provide individualized services of counselling support for jobseekers using modern career guidance methods that strengthen motivation, influence attitudes and develop self-management skills career. OPS are focused on solving problems related to job application of jobseekers, on creating consistency between his or her personality prerequisites and performance requirements to influence the decision-making and behaviour of the jobseeker and his social and occupational adaptation. The authorities provide OPS through internal professional consultants or external OPS suppliers.

In 2017, OPS were provided by 172 internal expert advisors (as at 31 December 2017). On average one expert advisor provided services for 386 jobseekers in 2017. This ratio, when compared to 2016 (when one counsellor provided OPS in average to 560 jobseekers) dropped, allowing delivery of more intensive and also longer-term individual consultancy support for jobseekers. In total, OPS were provided to 66,337 clients in 2017, of which 35,294 were women (53.20%) and 31,043 were men (46.80%). In 2017 total of 242 002 OPS were provided. The decline in both indicators compared to 2016 was related to intensifying and better individualizing of the services provided, as well as changing the way of the OPS provision. However, it is offset by a significant increase in OPS success and a total number of jobseekers successfully integrated in the labour market within one month after being provided with OPS. In 2017, no OPS were provided by external suppliers.

In 2018, OPS were provided by 349 internal expert advisors. On average, one expert advisor provided services for 173 jobseekers. This ratio compared to 2017 (when one advisor provided OPS to 386 jobseekers) decreased, allowing for more intensive and longer-term delivery of individual counselling support for a specific jobseeker. In 2018 external suppliers also provided these services within the framework of the national project Support for Personalized Counselling for Long-term Unemployed Jobseekers. Overall, OPS were provided to 60,366 clients in 2018. Of these, 34,577 were women (57.28%) and 25,789 men (42.72%). In 2018, a total of 432 752 OPS was provided to clients (242 002 OPS provided in 2017). Significant increase in the number of provided OPS when compared to 2017 is related to the intensification of provided personalized services (by increasing the personnel capacities of expert advisors at the authorities) and providing comprehensive, long-term guidance programs through national projects.

Article 10 paragraph 1

The Slovak Republic would like to inform the ECSR that as of the school year 2016/2017, a rather substantive reform of the system of vocational education and training took place. The dual education system is exceptional in that it establishes a partnership between the employer and the pupil, which is defined in the form of a learning agreement which regulates the rights and obligations of the parties in relation to the practical teaching of the pupil. Another important aspect of the dual education system is the relationship between employer and school. Concluded on a contractual basis, in the form of a dual education contract, which governs, in particular, the scope, conditions and coordination of the pupil's vocational training with the learning agreement, namely the coordination of theoretical and practical teaching of the pupil. The entire practical training is the responsibility of the employer, who at the same time bears all the costs associated with its implementation.

Dual education is a modern way of vocational training in which the pupil learns how to turn theoretical knowledge into practical within the employer's premises. It guarantees wider development of the individual's skills in accordance with labour market requirements. Theoretical education remains a part of teaching at the school. In the dual education system, a young person verifies theoretical knowledge acquired at school not on practical lessons, but directly during practical and productive work related to production at the employer. Each student has to conclude a training/learning contract with the employer which guarantees proper education. The training contract also includes the conditions for paying the company scholarship and other financial and material security of the pupil during the study. In addition to regular corporate scholarships, pupils may receive adequate remuneration and other benefits from their employer for their productive work, often similar to regular employees. This system offers a real possibility of concluding a future employment contract or an employment contract in addition to a learning contract with favourable labour-law conditions.

Practical training in the dual education system is carried out in the workplace of practical training at the employer. The workplace of practical training is considered to be an organizational part of the employer or other premises to which the employer has the ownership right or right of use and if he / she has been issued with a certificate of employer's ability to provide practical training in the dual education system. At the request of the employer, the certificate shall be issued by the relevant professional or professional organization with a material competence in the field of study in which the employer provides practical training. The certificate entitles the employer to provide practical training to pupils with whom the employer concludes a training agreement under § 19 of the Act no. 61/2015 on Vocational Education.

In order for the school to actively cooperate with the employer in meeting its expectations in the area of recruiting pupils for the conclusion of a training agreement, the school must have active cooperation with the primary school. In practice, the most successful tools for recruiting pupils were secondary vocational schools focused on demonstrations of occupations, excursions at employers, organization of technical circles at school or directly at employers with the support of schools, etc., carried out by schools in cooperation with employers. It is recommended to involve in particular recruitment activities of school graduates who have found employment with cooperating employers. It can be stated that the school's ambition to be involved in the dual education system must be in line with the school's vocational education and training expectations that the employer expects to address its needs for its human resources development plan.

Modernization and specialization of vocational education and training takes into account the labour market needs and employers' requirements, as it is an important prerequisite for the school's entry into dual education on the basis of partnership with the employer in the form of a dual education contract. To achieve this, the school needs active cooperation with the employers' association, professional or professional organization and the employers themselves. The dual education system is most often entered by a specific employer who, on the basis of his decision for dual education, actively seeks a secondary vocational school for cooperation in dual education. It is therefore necessary for a school wishing to enter dual education to have its marketing program and marketing tools such as school website also focused on dual education information.

The ability of the employer to provide practical education in a study or vocational field in the dual education system is in particular material, technical, professional and personal readiness to provide practical education in accordance with the Education Act and the Vocational Education and Training Act. At the same time, it also means ensuring the preparation of the pupil for the profession in accordance with the state educational program, model curricula and model curricula for the dual education system.

If required by the nature of the profession or professional activities for which the pupil is being trained, the vocational training, professional experience or artistic practice may also be temporarily carried out at another place of productive work designated by the employer (customer service or assembly, customer service, etc.), while the employer complies with the conditions of practical training in accordance with applicable legislation. This system of education ensures that the education and training of the pupil for the profession fully meets the requirements of the employer.

Starting January 1, 2016, the “Dual Education and Increasing the Attractiveness and Quality of Vocational Education and Training” national programme has been launched with the programme period of January 2016 – October 2020 and starting fund allocation of 33 326 257, 73 EUR. The main objective of the national project is the comprehensive implementation of the dual education system in all appropriate vocational and study fields, deepening the link between employer - secondary school - pupil within the dual education system, creating a uniform information environment for the dual education system and electronization of implementation of processes related to VET and training of instructors, masters and teachers for the above tasks.

The primary criterion for the selection of secondary vocational schools is the selection of schools entering the dual education system. The selection of newly created or innovated fields of study is subject to the involvement of the given field of study or study in the dual education system. Employers' participation in the dual education system is expected to be at the level of 1,450 employers, 7 professional and professional organizations pursuant to Act No. 61/2015 Coll. and in this connection also 280 secondary vocational schools (the number of schools was determined based on the assumption and gradual introduction of specialization of secondary vocational schools), 8 higher territorial units.

An important aim of the project is to achieve the closest connection of VET with the needs of the labour market and employers' requirements by updating the map of employers' material and territorial competence, developing a proposal for solutions and ways of transferring labour market requirements to the dual education system. The aim of the activity is to provide a tool, as well as information for setting the performance plans of secondary

vocational schools based on the needs of the labour market, as well as an analysis of employment of graduates of all secondary schools.

The whole VET reform was initiated by employer representatives, particularly from the car manufacturing industry. The new act 61/2015 Coll. on Vocational Education and Training that was adopted supports closer partnerships between schools and companies and encourages the shift to labour market demand-driven VET. In this new approach, companies take responsibility for training provision. They find students and sign individual training contracts that must be complemented by an institutional contract between the company and a VET school. In the first school year after the introduction of the new system, newly introduced dual programmes consisting of 50% training within a company have been put into practise. The year after that, programmes based on agreement between companies and a self-governing region were delivered by new VET schools, offering 70% of in-company learning to comply with requirements of the employers. These programmes offer graduates the VET qualification certificate of apprenticeship or the school-leaving certificate while being able to undertake practical training within companies. Employers that participate on the dual VET are then given financial and other reliefs from the state, such as tax reliefs.

The legislative changes have also been positively evaluated by the European Centre for the Development of Vocational Training.

Even though the system is relatively new, there are some statistical data related to the number of pupils undertaking dual education available. As the secondary schools are primarily established by the self-governing regions, the data are segregated according to the geographic principle, e.g.:

The Trenčín Self-Governing Region (TSK) was in 2018 a founder of 1 combined, 1 language, 27 secondary vocational, industrial and medical schools and 11 grammar schools. Over the last three years since the adoption of Act No. 61/2015 Coll. on vocational education and training, twenty secondary schools within the Trenčín self-governing region have become involved in the dual education, representing almost 77% of all secondary schools in the region. TSK was already statistically a leader within the new system during the 2016/2017 school year. After the very introduction of the new system, only 12 secondary vocational schools were involved, 36 employers and 303 pupils. The substantial increase over the three years is significant.

The Žilina self-governing region currently is the founder of 60 secondary schools. These represent 32 secondary vocational schools, 7 joint schools, 2 industrial schools, 3 medical schools, 2 art-oriented schools, 1 language school and 15 grammar schools. Over the last three years since the adoption of Act No. 61/2015 Coll. on vocational education and training, thirteen secondary schools within the Žilina self-governing region have become involved in the dual education, together with 75 employers.

Currently, there are 60 secondary schools established within the territory of the Nitra self-governing region with a total of 18 486 pupils, which represents 71.53% of the total number of pupils in the region. From the total number of 50 secondary vocational schools and 1 language school, while 16 336 pupils are educated in secondary vocational schools; which represents 63.21% of the total number of pupils. During the first year of implementation of the dual education system, the Nitra region was its leader. In the school year 2015/2016, 26 employers and 103 pupils from 8 secondary vocational schools were involved in the system,

which was the most of all self-governing regions. In the 2016/2017 school year, the total number of pupils increased to 270, ranking second behind the Trenčín region. The growing trend in the number of pupils, companies and schools involved was also confirmed in the school year 2017/2018. In 2018, 441 pupils, 61 employers and 14 vocational schools are involved in the dual system in this region, which represents 16.89% of students in the Nitra Region.

Moving on to the Trnava region, in total, there are 67 secondary schools in the region, of which 50 are founded by the region itself, 13 schools are private, 3 are church and the total number is complemented by 1 conservatory. Of the total number of students involved in the dual system, which is 2 611 in 2018, the share of students in the Trnava Region is 9.2%. The total number of students ranks the Trnava region in 6th place, while fewer students in system are only involved in the Prešov and Banská Bystrica regions. In that regard, it should be added that in comparison with the year 2015, when the system was introduced, a relatively significant increase is to be observed throughout 2018. In the first year of the dual system only 29 students entered the system and in 2016, 90 students.

Taking into account the Banská Bystrica region which is the founder of 60 schools and school facilities in the following composition: 17 grammar schools, 4 business academies, 1 conservatory, 3 secondary medical schools, 1 hotel academy, 1 technical academy, 1 pedagogical and social academy, 5 joint schools, 4 secondary technical schools and 23 secondary vocational schools, the total number of secondary school pupils in the region reached 18 781 in 2018. A total of 6 secondary schools are currently involved in the dual education system, 11 employers and 151 students of secondary vocational schools. Share in the total number of pupils is at just under 6%, which is below average across the board in Slovakia. In this context, the overall number of students may be considered a major problem, only 1 425 pupils are studying at 4 secondary technical schools.

Article 10 paragraph 2

Apprenticeship does no longer exist in the Slovak Republic, it has been replaced by the new system of dual vocational education. Please see information in the reply to Article 10 par. 1.

Article 10 paragraph 3

Regarding the question of the ECSR related to the situation of employed persons and their access to vocational training/retraining, the Slovak Republic would like to state that these activities are performed by the employer in the interest of further employment of their employees by increasing their educational level, work potential and adaptability of their employees according to the needs of the labour market. It is carried out during working hours and it represents an obstacle to work on the part of the employee. The Office may provide a financial contribution towards these measures if the employer undertakes that after the conclusion of these trainings, the employer will maintain these employees in employment at least for 12 months. The Office may grant a contribution for one employee up to the maximum of 70% of the eligible costs of the training for one person.

The total agreed contribution in 2016 for 443 employees was € 4,476,354. The total agreed contribution in 2017 for 432 employees was € 3,256,200.00.

Regarding the training of unemployed persons, the Slovak Republic would like to inform the ECSR that within the reference period, a restructuring of these services for the unemployed was introduced in order to better address the needs of the jobseekers and the labour market. A new active labour market measure called “REPAS” was introduced to meet this goal.

The REPAS projects - retraining as an opportunity for cooperation between jobseekers, authorities and educational institutions – are designed for all jobseekers that have difficulty finding their place in the labour market and need higher flexibility in responding to the labour market demands. Jobseekers can choose the type of work activity they want retrain to, as well as the retraining provider who is to carry out the required retraining. The Office reimburses 100% of the costs of retraining (course fees).

In 2016, 15 351 jobseekers were reclassified and funds were paid in the amount of € 6,769,208.93. Of the total number of jobseekers, 8 823 (57.48%) were women. In order to maintain the efficiency and effectiveness of providing the allowance for retraining the assessment of the requalification requirement was assessed on the basis of stricter criteria, which are considered as a result of a decrease in approved retraining courses compared to 2015. Up to 11 590 (75.50%) jobseekers assigned to retraining were disadvantaged. The largest group were the disadvantaged jobseekers who have been at least 12 consecutive calendar months prior to registration of jobseekers did not have regular paid jobs (8,679; 56.64% of all jobseekers included in jobseekers) and long-term unemployed jobseekers (5,065; 32.99% of all jobseekers assigned to retraining). In terms of age, the highest proportion of jobseekers aged 30 to 49 years (48.76%) was 7 485 jobseekers. 47,96% of the jobseekers who participated on these trainings managed to find a job within 6 months.

In 2017, 12,867 job seekers were reclassified. Of the total number of jobseekers, 7 388 were (57.42%) women and 5,479 men (42.58%). Funds were paid in the amount of 7 483 999,71 €. Within 6 months after retraining, 51.39% of jobseekers were placed on the labour market. The REPAS projects were implemented up to the end of 2017. Since July 2017, the REPAS projects have been innovated and the REPAS + and KOMPAS + projects started to be implemented and therefore the total number of jobseekers undertaking these courses decreased in comparison with 2016. From the start of REPAS + implementation (07/2017) until the end of 2017, 2,145 jobseekers participated. Of the total number of jobseekers, 1,190 were men (55.48%) and 955 were women (44.52%). Financial funds were paid in the amount of € 732,761.66, of which the contribution to the course fee was 639 € 734.31 and travel and subsistence allowance of € 93 027.35 €. Within 6 months after termination 44.52% of jobseekers placed on the labour market.

The Competence Courses (KOMPAS +) support selected key competencies of jobseekers applicable in the labour market, such as communication skills (including social competences), personal development (including managerial and entrepreneurial skills), computer skills, language skills. With a view to strengthening key competencies, the jobseeker can choose the competency course of interest and the provider of the competency course. From the beginning of the realization of KOMPAS + (07/2017) to the end of 2017, there were competency courses for 2 247 jobseekers. Of the total number of jobseekers included, 1,037 men (46.15%) and 1 210 women (53.85%). The funds were paid in the amount of € 458,792.63 of which the contribution to the course fee of € 417,394.63 and travel and subsistence allowance of € 41,398.00 €. Before 6 months after the end of the competency course, 30.87% of jobseekers were placed on the labour market.

In 2018, the REPAS agreements were concluded in 2017 but in 2018, 247 jobseekers were included for retraining on the basis of agreements that were concluded back in 2017. REPAS funds were paid in 2018 amounting to € 1,156,663.41 and included the payment of course fees for 1,692 jobseekers under agreements that were concluded in 2017. In 2018, 13 308 jobseekers were included for retraining (REPAS +). Of these, 6 648 men (49.95%) and 6 660 women (50.05%). In 2018, the contribution to support the retraining of jobseekers (REPAS +) was provided in total amounting to 10 247 562,26 € of which the contribution to the course was 8 871 360,85 € and the contribution to travel and subsistence allowances amounted to € 1,376,201.41. Significant increase in the number of jobseekers supported under REPAS + in 2018 compared the previous year is related to the fact that the REPAS + measure has only gradually started to be implemented in II. half of 2017.

In 2018, 8 873 jobseekers were enrolled for competency courses (KOMPAS +). Of the total number of jobseekers enrolled there were 3,375 men (38.04%) and 5,498 women (61.96%). Funding for Competency Courses (KOMPAS +) was in 2018 paid in the amount of 6 691 907,65 €, of which the contribution to the course was 5 942 636,63 € and the travel and subsistence allowance was € 749,271.02.

Article 10 paragraph 4

Please see the information presented in the previous paragraph, as it also includes data related to the long-term unemployed.

Article 15 paragraph 1

Regarding the question of the ECSR on the legal definition of the term “disability”, the Slovak Republic would like to confirm that there is no legal definition in the national legislation. However, as we are a contracting state to the UN Convention on the Rights of Persons with Disabilities, the definition listed in the treaty is directly applicable in the national legislation as well, because the document was ratified in the way that allows its direct application on the national circumstances. Therefore, when speaking about disabilities, the convention is always being referred to.

Regarding the question on antidiscrimination legislation, as is listed in the conclusions, the Antidiscrimination Act sets up a basic framework for the protection. The UN convention mentioned above is of the same character as far as the rights of the disabled persons are concerned due to the way it was ratified. As far as remedies are concerned, those listed in the convention are directly applicable as well. On top of this, in 2016, a substantial reform of the civil procedure took place and the recently introduced Civil Dispute Procedure, which in its Sections 307 – 315 sets up new standards for seeking protection against discrimination in front of the court. One of the fundamental changes lies in the ability of NGOs to represent a person suffering from discrimination.

Regarding the question of the ECSR on the training for teachers working with disabled pupils and students, the Slovak Republic would like to inform the committee that as long as there is a disabled child in a classroom, the class has its own assistant (called teacher’s assistant) provided by the school to enable disabled children proper participation on education. It is a person different from the class teacher, who participates on the education process by doing to following:

1. The teacher assistant enters the classroom earlier than the disabled pupil with whom they work. They welcome the child to school and help the child to prepare for their curriculum.

2. In mathematics, the assistant helps the pupil to understand the wording of the problem analysed. He tries to simplify the text so that he can understand it. On geometry it helps him to work with a compass, rulers or other necessary instrument.

3. On the mother tongue or the foreign language, the assistant explains once again the phenomena if the child does not understand. If the pupil does not manage to work with the class, the assistant works with him at the child's own pace.

4. In history, geography, physics, biology, chemistry, the assistant dictates notes to the pupil, if he is not able to read them from the blackboard, he helps him to make notes from the textbook.

5. When writing a written assignment, the assistant simplifies the tasks and tries to explain them to the pupil several times to understand the question and be able to answer it.

6. When a teacher is going to explain something to a pupil with whom the assistant works, their roles switch for the time being.

7. The teacher assistant also helps children in real situations at school, for example at the school yard during a large break or in the dining room during lunch.

Financial resources for the personal costs of teacher assistants for pupils with health disadvantages, pursuant to Section 4a of Act of the National Council of the Slovak Republic No. 597/2003 Coll. on the financing of primary schools, secondary schools and school facilities, as amended, may be allocated by the Ministry of Education, Science, Research and Sport from the Ministry and the Ministry of the Interior at the request of the school founder (municipality or a self-governing region).

In the school year 2016/2017, there were 15 204 disabled children attending the education in the mainstream classes, 2 677 in special classes in public primary schools. For private primary schools the numbers were 17 859 and 1 933 respectively. For church primary schools, 27 and 4. In total there were 33 090 disabled pupils attending the education in mainstream classes, 4 614 in special classes. In the same school year, there were 2 766 disabled students attending the education in the mainstream classes of public secondary schools, 1 351 in special classes. For private secondary school the numbers were 2 977 and 263. For church schools 8 and 15 respectively.

In the school year 2017/2018, there were 15 645 disabled children attending the education in the mainstream classes, 2 868 in special classes in public primary schools. For private primary schools the numbers were 19 203 and 1 712 respectively. For church primary schools, 36 and 0. In total there were 34 884 disabled pupils attending the education in mainstream classes, 4 580 in special classes. In the same school year, there were 2 983 disabled students attending the education in the mainstream classes of public secondary schools, 1 388 in special classes. For private secondary school the numbers were 2 856 and 307. For church schools 6 and 0 respectively.

Article 15 paragraph 2

The Slovak Republic would like to state that natural persons have the right to work and to free choice of employment without any restriction or discrimination on grounds of unfavourable medical condition or disability. Discrimination on these grounds is expressly prohibited in industrial relations. The regulation of support for the employment of people with disabilities and their increased protection in labour relations is contained in the Labour Code and in specific legislation (e.g. the Employment Services Act).

The Labour Code defines an employee with a disability as an employee who is recognized as disabled under the Social Insurance Act and who submits a decision on disability pension to his employer (i.e. the decision of the Social Insurance Agency). Since in many cases people with disabilities rely on specific measures, the employer must provide workers with disabilities with working conditions that enable them to exercise and develop their abilities to work with regard to their health.

The Employment Services Act imposes several obligations on employers when employing people with disabilities:

- ensure appropriate conditions for the performance of the work of disabled people (e.g. to create conditions for these employees to attend courses and training programs they organize),
- undertake training and preparation for the work of people with disabilities and pay special attention to upgrading their skills during their employment (e.g. to allow theoretical or practical training to maintain, increase, extend or change their previous qualifications),
- keep records of citizens with disabilities,
- employ disabled people amounting to 3.2% of the total number of its employees, if it employs at least 20 employees and if the relevant Office of Labour, Social Affairs and Family in the register of job seekers lists citizens with disabilities.

Persons with disabilities often require an appropriate form of assistance or a special approach to carry out their work - appropriate accommodation. In accordance with the Antidiscrimination Act these may include:

- redefining tasks,
- acquisition or change of facilities,
- security of the barrier-free environment,
- flexible work organization.

When employing people with disabilities, it is appropriate to agree that they themselves indicate what adjustments they consider necessary. Employers have to respond to legitimate requests from persons with disabilities and create the conditions for them to be able to participate in their tasks in the same way as other employees, even at the recruitment stage.

Career progression may also include adapting jobs to enable disabled employees to hold different or higher jobs, thus developing new skills. Employees with disabilities have the same right to education as others. The employer has to create the conditions for these employees to participate in courses and training programs they organize in both internal and external training. Persons with disabilities should also be enabled, as far as possible, to

participate actively in work activities organized by the employer. One example is the creation of conditions such as working time arrangements, part-time work, home work, teleworking. Access to written materials in appropriate formats will also be necessary; provision of special software enabling the use of the intranet / internet for business purposes and the like.

People with disabilities usually require a special approach and the creation of extraordinary conditions (e.g. barrier-free architectural environment, accessible information, etc.) without which it is not possible for them to be fully integrated into society and work. The proposal aimed at the principle of extending standard design to people with a certain type of disability in order to maximize the number of people who have easy access to a building, information, service, etc. is to be achieved as follows:

- designing products, services and environments that are directly applicable to most users without any modification;
- producing products or services that are customizable to different users;
- to ensure that standardized interfaces are compatible with special products for people with disabilities.

Adhering to certain standards and criteria in the design process is an important means of achieving accessibility for people with disabilities. In many cases, people with disabilities rely on specific measures without which they would have no chance of accessing their rights. In view of this, failure to comply with the obligation to take appropriate measures for disabled persons is considered as indirect discrimination against the disabled person within the meaning of the Anti-Discrimination Act.

In 2015, there were 12 790 disabled persons employed within 7243 sheltered workshops and sheltered workplaces. In 2016, the numbers were 12 466 and 7157. In 2017, 10 923 and 6 231. In 2018, 10 584 and 6 083.

With regard to measures introduced to permit the integration of persons with disabilities into the ordinary labour market, the report indicates the types of financial benefits set out in Act on Employment Services to support and assist such persons, in 2015 the numbers were as follows: contribution for the establishment of a sheltered workshop or sheltered workplace (provided to the employer by the local labour, social affairs and family office; 357 persons employed, total costs amounting to 2 929 705 EUR); contribution paid to employers for keeping a person with disabilities in employment (29 beneficiaries with the total cost amounting to 33 049 EUR); contribution paid to a person with disabilities engaging in self-employment (90 beneficiaries with the total cost amounting to 390 473 EUR); contribution for the activities of a work assistant (831 beneficiaries with the total cost amounting to 3 255 677 EUR); contribution towards the operating costs of a sheltered workshop or a sheltered workplace and towards the cost of employee transport (9 808 beneficiaries with the total cost amounting to 23 614 157 EUR).

In 2016 the numbers were as follows: contribution for the establishment of a sheltered workshop or sheltered workplace (provided to the employer by the local labour, social affairs and family office; 237 persons employed, total costs amounting to 1 310 103 EUR); contribution paid to employers for keeping a person with disabilities in employment (28 beneficiaries with the total cost amounting to 39 544 EUR); contribution paid to a person with disabilities engaging in self-employment (75 beneficiaries with the total cost amounting to 385 398 EUR); contribution for the activities of a work assistant (990 beneficiaries with the

total cost amounting to 4 206 871 EUR); contribution towards the operating costs of a sheltered workshop or a sheltered workplace and towards the cost of employee transport (9 723 beneficiaries with the total cost amounting to 26 633 613 EUR).

In 2017 the numbers were as follows: contribution for the establishment of a sheltered workshop or sheltered workplace (provided to the employer by the local labour, social affairs and family office; 155 persons employed, total costs amounting to 607 551 EUR); contribution paid to employers for keeping a person with disabilities in employment (21 beneficiaries with the total cost amounting to 31 180 EUR); contribution paid to a person with disabilities engaging in self-employment (77 beneficiaries with the total cost amounting to 393 153 EUR); contribution for the activities of a work assistant (1 077 beneficiaries with the total cost amounting to 4 916 625 EUR); contribution towards the operating costs of a sheltered workshop or a sheltered workplace and towards the cost of employee transport (9 763 beneficiaries with the total cost amounting to 28 467 161 EUR).

Article 18 paragraph 1

With the regard to the question of the ECSR on the types of work permits, the Slovak Republic would like to inform the committee that as far as employment of third country nationals is concerned, An employer may only employ a third-country national who:

- is a holder of the EU Blue Card,
- has been granted temporary residence for employment purposes upon a confirmation of the possibility of filling a vacancy,
- has been granted a work permit and a temporary residence for employment purposes,
- has been granted a work permit and a temporary residence for the purpose of family reunion,
- has been granted a work permit and temporary residence of a third-country national, who has a status of a long-term resident in a Member State of the European Union, unless stipulated otherwise by a special regulation, or
- does not require confirmation of the possibility of filling a vacancy that corresponds to a highly qualified employment, confirmation of the possibility of filling a vacancy or a work permit.

EU Blue Card

The EU Blue Card is a form of a temporary residence which enables a third-country national to enter, reside and work in the territory of the Slovak Republic for the purpose of a highly qualified employment, to leave the territory of the Slovak Republic and re-enter the territory of the Slovak Republic during the period for which it was issued by a Police Department. One of the legal conditions for the EU Blue Card issuance is submission of a contract of employment or employer's written promise with an employment contract for the performance of a highly qualified employment, if the employment on the basis of such an employment contract should last at least one year from the date of the granting of a EU Blue Card and the monthly salary is agreed in the amount of at least 1.5-fold of the average monthly salary of an employee in the Slovak Republic in the respective area published by the Statistical Office of the Slovak Republic for the calendar year which precedes the calendar year in which the EU Blue Card application is filed or a written promise of the employer to hire the third-country national for a highly qualified employment. The EU Blue Card is issued to a third-country national for three years or if the duration of employment is shorter than three years, the EU Blue Card is issued for the duration of employment period extended by 90 days. When issuing the EU Blue Card a Police Department requests from the Central Office

of Labour, Social Affairs and Family a confirmation of the possibility of filling a vacancy that corresponds to a highly qualified employment. Conditions for issuing the confirmation of the possibility of filling a vacancy that corresponds to a highly qualified employment containing a consent or an opposition to it are defined by the Act on Employment Services.

Temporary residence for the purpose of employment upon confirmation of the possibility of filling a vacancy (single permit)

A third-country national who intends to be employed in the Slovak Republic submits an application for a single permit at the Police Department, which is required to accept even an incomplete application. A single permit authorizes a third-country national to reside in the territory of the Slovak Republic for the purpose of employment. When issuing a single permit a Police Department requests from the relevant Labour Office confirmation of the possibility of filling a vacancy. Conditions for issuing the confirmation of the possibility of filling a vacancy containing consent or opposition to it are defined by the Act on Employment Services.

Work permit

Temporary residence for the purpose of employment on the basis of a work permit to a third country national shall be granted by a Police Department if there are no reasons for its refusal. Conditions for obtaining of work permit are regulated by the Act on Employment Services. There is no legal right to obtain a work permit. A work permit is granted by the relevant Labour Office at the written request of a third-country national, employer or a legal or natural person, to whom the third country national is seconded to perform work.

The relevant Labour Office may grant a work permit to a third country national that has been granted:

- temporary residence for the purpose of a family reunification, in the period of up to 12 months from the date of issuance of the temporary residence permit for the purpose of family reunification,
- temporary residence of a third country national who has the status of a long-term resident in a Member State of the European Union, unless provided otherwise by a special legislation, in the period of up to 12 months from the beginning of the residence in the Slovak Republic.

Employment without a work permit, confirmation of the possibility of filling a vacancy that corresponds to the highly qualified employment or confirmation of the possibility of filling a vacancy

A group of persons, nationals of third countries in respect of whom there is no legal requirement to have confirmation of the possibility of filling a vacancy that corresponds to a highly qualified employment, confirmation of the possibility of filling a vacancy and work permit when entering the Slovak labour market are exhaustively defined by the Act on Employment Services.

Free legal services in this field are provided by the Migration Information Centre and the relevant authority responsible for this field is the Ministry of Labour, Social Affairs and Family of the Slovak Republic.

A third-country national has the same right to use employment services as a citizen of the Slovak Republic, provided:

- she or he has been granted work permit and temporary residence permit for the purpose of employment,
- they are holders of the EU Blue Card,

- they are asylum applicants whose labour market entry is permitted by Act No. 480/2002 on asylum.

An employer that has a registered office in the territory of the Slovak Republic can hire in employment only a third-country national who meets the conditions above.

Article 18 paragraph 2

During the reference period, a restructuring of the types of permits occurred, especially as far as the single permit is concerned. For more information, please see the information presented above. The so-called single residence and work permit is a type of temporary residence for the purpose of employment issued on the basis of a vacancy confirmation.

For this type of stay, it is sufficient for a foreigner to apply for a temporary residence for the purpose of employment, and it is not necessary for them or their future employer to apply for a work permit to the competent employment office. However, their prospective employer must report a job vacancy to the relevant labour office at least 20 working days before applying for a temporary stay for the purpose of employment. Job vacancies can also be submitted electronically on the website of the Internet Labour Market Guide www.istp.sk.

The period of 20 days does not apply only in cases where the labour office does not examine the situation on the labour market. If, within 20 working days of the announcement of the vacancy, the vacancy has not been filled by the person registered in the job seekers register, the employer may issue a written employment pledge or conclude an employment contract with the foreigner. The foreigner can apply for a temporary stay for the purpose of employment (i.e. for a single residence and work permit) no earlier than 20 working days after the date of reporting the vacancy. The following are to be attached to the application for temporary residence as documents confirming the purpose of the stay:

- a written promise of employment or employment contract; and
- a decision on recognition of an education certificate or an officially certified education document required for a regulated profession.

The single residence and work permit may be obtained for a maximum period of 2 years.

Regarding the fees for the issuance of the relevant documents are concerned, these are as follows:

Applications for a temporary residence at the Foreign Police Department for the purpose of:

- entrepreneurship - 232 EUR
- employment - 165.50 EUR
- seasonal work - 33 EUR
- special activities - 99.50 EUR
- family reunion - 132.50 EUR
- performing professional duties in civil services of the armed forces - 66 EUR
- Blue Card - 165,50 EUR

- third country national who has the status of a person with long term residence in another member state and is conducting business activities in the Slovak Republic territory - 232 EUR
- third country national who has the status of a person with long term residence in another member state and is employed in the Slovak Republic territory - 165,50 EUR
- third country national who has the status of a person with long term residence in another member state and is performing special activities or research and development in the Slovak Republic territory- 99,50 EUR
- third country national who has the status of a person with long term residence in another member state, who is a family member of a third country national who has the status of a person with long term residence and the family existed in another member state - 132,50 EUR

Applications for a prolongation of a temporary residence for the purpose of:

- entrepreneurship - 132.50 EUR
- employment - 99.50 EUR
- seasonal work - 16.50 EUR
- special activities - 33 EUR
- family reunion - 66 EUR
- performing professional duties in civil services of the armed forces - 33 EUR
- Blue Card - 99,50 EUR
- third country national who has the status of a person with long term residence in another member state and is conducting business activities in the Slovak Republic territory - 132,50 EUR
- third country national who has the status of a person with long term residence in another member state and is employed in the Slovak Republic territory - 99,50 EUR
- third country national who has the status of a person with long term residence in another member state and is performing special activities or research and development in the Slovak Republic territory- 33 EUR
- third country national who has the status of a person with long term residence in another member state, who is a family member of a third country national who has the status of a person with long term residence and the family existed in another member state - 66 EUR

Article 18 paragraph 4

Regarding the question of the ECSR on restrictions of the right to freely leave the country stemming from the Constitution, the Slovak Republic would like to inform the committee that these cases are only applied within criminal proceedings, when a third country national is suspicious or has been accused of committing a crime, in order to prevent their unlawful departure from the country before giving judgement by the court.

Article 20

The Slovak Republic would like to inform the ECSR on the development within the reference period, as far as prevention of gender-based violence is concerned.

In order to further improve the protection of the victims of violence and harassment, the Slovak Republic created the Coordinating-Methodical Centre (CMC). The Centre is established within the Institute for Work and Family Research. However, the Centre will fulfil its tasks across various institutions and relevant ministries.

The aim of the CMC is to create, implement and coordinate a comprehensive national policy for the prevention and elimination of gender-based and domestic violence. An expert team was established at the CMC which is responsible for professional coordination and supervision of systematic prevention and intervention of this violence, supporting survivors and providing services for victims of gender-based and domestic violence.

The CMC provides professional coordination of activities through methodical guidelines in primary prevention as well as other relevant areas for the elimination of violence against women and children. The CMC facilitates multi-institutional cooperation between assistance professionals, and provides an educational system for these professionals. Research and monitoring is also an important role of the CMC.

The CMC represents compliance with Article 10 of the Council of Europe's Convention on Preventing and Combating Violence Against Women and Domestic Violence which reads as follows: "*Parties shall designate or establish one or more official bodies responsible for the co-ordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence covered by this Convention.*" Experts from the non-governmental sector have been addressing issues concerning gender-based and domestic violence for a long time, using a well-developed approach. Since these experts possess great expertise and experience, they are to be involved in all stages of solving and dealing with this issue in accordance with Article 11 of the aforementioned convention.

Aims of the project:

- To develop and implement legislative instruments aimed at ensuring an effective system of prevention and elimination of violence against women and domestic violence, including specific legislation aimed at the elimination and prevention of violence against women and domestic violence,
- To ensure prompt and efficient assistance to all women subjected to violence or to a threat of violence, while keeping in mind the specific needs which arise from their situation,
- To prevent any form of violence, any situations that contribute to violence, and any tolerance of violence,
- To gather sufficient knowledge on violence against women in order to contribute to the expansion of effective tools in the areas of prevention and intervention.

The opening conference was held on April 15, 2015 in Bratislava.

Project Activities:

- The establishment of the CMC, including the expert team,
- Coordination of a national system of prevention and elimination of violence against women and domestic violence,
- Ensuring the analysis of the current legislation on violence against women and domestic violence and the formation and drafting of new legislative measures and strategic materials,
- Ensuring and provide the educational system for professional assistance workers, including courses at universities and lifelong learning programmes,

- Developing methodical guidelines and standards for providing services in collaboration with partners from Norway and the creation of conditions and the system of the accreditation of specific services,
- Ensuring systematic education at the existing educational institutions and creating a team of lecturers for lifelong learning programmes,
- Ensuring the system of primary prevention, including the coordination of educational and training activities,
- Developing and implementing strategies to promote a zero tolerance approach to violence against women and to promote gender equality in media,
- Coordination of a nationwide media campaign on the issue of violence against women,
- Providing an analysis and evaluation of the existing system of statistical reporting, to identify gaps and weaknesses, improve and supplement the registration system for all relevant areas,
- The establishment of a database of comprehensive statistical data treatment and ensuring the regular publication of statistics on violence against women,
- Conducting various types of research concerning violence against women and domestic violence, including research aimed at women with multiple disadvantages,
- Adoption of the EU common indicators for monitoring the implementation and conduct of policies and activities aimed at the elimination of violence against women.

All the developed guidelines, standards, and analysis are based on an update of existing information and results obtained from publicly available information and will be implemented in cooperation with the partner from Norway and the Council of Europe, while also utilising the experience of other EU countries.

Expected impact of the project:

- A high-quality system of help for victims of gender-based violence and domestic violence will be ensured,
- The level of sensitivity of the relevant actors, the media and the public concerning gender-based and domestic violence will increase,
- The occurrence of violence against women and domestic violence will decrease in a long term.

The project recipient is the Ministry of Labour, Social Affairs and Family of the Slovak Republic

The partners of the project are:

- The Institute for Work and Family Research
- Norwegian Centre for Violence and Traumatic Stress Studies
- Council of Europe

The Slovak Republic would like to inform the Committee that in 2015 and 2016 it intensified the support of women in the managing positions, mainly by the project “Support of Balanced Representation of Women and Men in Managing Positions in the Public and Private Spheres” financed from the grant scheme Progress of the European Commission. The aim of

the project was to collect information and identify obstacles and good practices related to women in managing positions, increase the awareness about the current status of this topic and to create instruments for improving gender equality in managing positions. The full overview of the project's outcomes can be found at <http://www.gender.gov.sk/aktivita/projekty/projekt-progress/>

The Strategy for Gender Equality (2009 - 2013) is followed by the same strategy for 2014 – 2019 and it is a strategic document identifying 6 key areas in which additional measures have to be adopted: 1. Economic Independence and Labour Market; 2. Participation on Decision Making in the Public and Private Sphere; 3. Education, Research and Science; 4. Dignity and Physical Integrity; 5. Institutional and Legislative Ensuring of Gender Equality; 6. International Cooperation. The aims of the Strategy are more general, but they are followed by the related Action Plan.

The Action Plan formulates concrete tasks with regard to the operational aims of the strategy and marks concrete steps and main actors responsible for their fulfilling. E.g. the goal no. 1 - Strengthening of economic independence of women and overcoming wage differences - defines task no. 7 (Support legal awareness and proper implementation of labour law, mainly the Labour Code and the Antidiscrimination Act, in practice, especially in relation to women at work). This task also sets the goal of monitoring harassment at work (together with sexual harassment). Task no.13 focuses specifically on introduction of active labour market measures and social policy focusing on disadvantaged groups of women, while task no. 15 deals with adoption of temporary equalization measures of the labour and social policy.

The tasks of the Action Plan are monitored on a regular basis and continuously updated as the need arises. Some of the tasks set out by the Action Plan have already been met, such the above-mentioned project “Support of Balanced Representation of Women and Men in Managing Positions in the Public and Private Spheres”, while the majority are still not fully implemented, as the calls for project submissions have not been concluded. A complex overview of the Action Plan shall be therefore submitted to the Committee at a later stage.

Inspection of proper application of the provision in question is carried out within labour inspection. It constitutes an inseparable part of labour inspection carried out on the basis of nation-wide tasks, individual complaints, decisions of individual labour inspectors or labour inspectorates.

In the course of 2017, a total of 163 submissions were received by labour inspectorates (i.e. employee suggestions, ex-employees, third-party notifications, etc.) which, according to the writers, pointed out violations of the principle of equal treatment and discrimination for various reasons or infringements of other provisions of labour law relating to compliance with the principle equal treatment and non-discrimination. In cases of incomplete filing, the authors of the complaint were asked in writing to complete it data, suggestion or submission of evidence or consent with the disclosure of their identity to the employer. Without giving this consent, inspectors would have not had the opportunity to verify compliance or, on the contrary, breach of the principle of the same treatment in relation to a discriminated person. 24 submissions were judged to be well founded (justified 14.72%) and 71 submissions as unfounded.

In 2016, the National Labour Inspectorate ordered regional labour inspectorates to carry out systematic inspection focused on equal treatment in labour-law relations set up by the Labour Code and the Antidiscrimination Act. Within this inspection, a total of 165 subjects were inspected. The inspectors discovered 157 violations of labour-law relations, while 38 of these violations were marked as serious. Out of these 157 violations, 39 violations were related to equal treatment. The most common violation (22) was not informing the employees about the legal provisions related to equal treatment (section 47 par. 2 of the Labour Code). Regarding equal remuneration violations, please see the answer to the last question of this report.

In 2015, a total number of 143 complaints were filed within labour inspectorates (complaints submitted by employees, former employees, third persons and anonymous complaints) in which the submitting persons informed labour inspectorates about various violations of equal treatment provisions by their employers. The equal treatment complaints constituted 2.49% of all complaints submitted to labour inspectorates in the given year.

Additionally, the Slovak Republic would like to inform the Committee that in case on discrimination at work, it is possible to contact the Slovak National Centre for Human Rights or non-governmental organizations focusing on this field. The Slovak National Centre for Human Rights is at the same time national equality body assisting the victims of discrimination, monitoring discrimination and promoting equality. The basic discrimination reasons according to the European Union are gender, race, ethnic origin, age, sexual orientation, faith and belief, health disability.

Article 24

Regarding the question of the ECSR on whether reaching of the proper pensionable age constitutes a valid reason for the termination of employment, the Slovak Republic would like to state that this does not constitute a valid reason for dismissal, in accordance with Section 63 of the Labour Code.

Regarding the question on the ceiling of wage compensation amounting to 36 months, the Slovak Republic would like to state that the limit does not mean that a victim will not get higher compensation. There is no limit to the compensation of damages. No matter how high the compensation is, the wage compensation up to 36 months means that on top of the damages decided on by the court, the victim shall also be provided with wage compensation up to 36 months on top of the reparation decided by the court. Therefore, the limit only relates to additional wage compensation, not the damages compensation/reparation decided on by the court, nor pecuniary damages.

Disputes resulting from individual labour-law relations and anti-discrimination disputes belong to the group of the so-called “disputes related to the protection of the weaker side”, in accordance with the Act No. 160/2015 on the Civil Dispute Procedure. That means the burden of proof is shifted from the victim to the employer or entity which caused the discrimination.

Article 25

No questions asked.