



## **Quality in Gender+ Equality Policies**

European Commission Sixth Framework Programme  
Integrated Project

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## **State of the Art and Mapping of Competences Report: Slovakia**

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at [www.quing.eu](http://www.quing.eu).

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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## Introduction

The QUING “State of the Art” bibliography reflects the gradual emergence of the examined issues (non-employment, intimate citizenship, and gender-based violence) in Slovakia and their perception during the 1990s until now. The bibliography summarises the basic sources of relevant information; these are analyses, reports and research reports focusing on these topics. To a significant extent this is an overview of work done by Slovak NGOs (but not exclusively), mostly those dealing with gender and women’s or human rights agenda. NGOs have been the main, if not the a sole, initiators of change in this area for many years. Their engagement has only slowly made its way into official platforms and decision making bodies. It is worth stressing that this was possible thanks to the ability of NGOs to effectively advocate for women’s rights and using such international instruments as CEDAW or so-called EU gender directives. These efforts resulted in some recognisable political and legal steps of the Slovak government (changes in legislation and institutional changes). Nevertheless, it would be far from the truth talking about full implementation of international and national commitments in the field of women’s rights and the gender equality agenda. The coalition character of recent Slovak governments, where the party of Christian Democrats Movement played a significant role for many years, influenced the rise or, more often than not, decline in the intensity of institutional engagement in gender policies (i.e. in the process of implementation of women’s and minorities agendas in the legal, political and public fields). During the last two decades gender issues have been very often politicized, ideologised, schematized and generally speaking unrecognized as an important part of democratization of the society and an element of implementation of (women’s) human rights (such as the problem of increasing domestic violence, or the need to implement women’s and minority rights framed by the concept of human rights).

The past two decades in Slovakia brought many significant political, social and economic changes that impacted differently on men and women. Structural inequalities between men and women widened the gender gaps in many areas of life. The political response to these changes has been weak and only occasionally and partly reflected in the reform agendas.

While the so-called “third sector”, i.e. the nongovernmental organizations in Slovakia, focused on issues such as intimate citizenship and gender-based violence, official research addressed challenges related to the changing status of women on the labour market (covered by the Institute for Labour and Family Research (IVPR – Inštitút pre výskum práce a rodiny/ before SVPR – Stredisko pre výskum práce a rodiny). The NGO campaigns “Fifth woman” in 2001/2002 and “Pro-Choice” 2002 focused on issues such as violence against women, women’s right to abortion, self-determination of women, gender and sexual identities, the registration of same sex partnerships, human rights of lesbians and gays, single women’s reproductive rights, etc. The campaigns also aimed at repudiating all possible political attacks against the concept of human rights in Slovakia, disapproving of ignorance of all kinds of violence, sensitizing the public opinion, and, finally, preventing further politically motivated interventions in these sensitive areas.

NGOs focused not only on immediate awareness raising activities (campaigns etc.) but at the same time tried to collect and analyse relevant data, ensuring immediate publication of the findings in a variety of accessible forms.

### *Material sources*

Between 1993 and 2004 the feminist educational project *Aspekt*, based in Bratislava, published a journal/anthology, usually focusing on a single topic, which included, apart from translations of relevant theoretical frameworks, original Slovak research and reflections as well. This was virtually the only existing medium where feminist and gender sensitive texts were published. The texts published in *Aspekt* had a relatively broad scope and usually did not present analytical studies that would cover the targeted issue in depth. The bibliography contains some examples of interviews that have proven to be important in the process of gender (self)education. Lack of in depth focus is well compensated by the Global Reports on the State of Society published regularly by the Institute for Public Affairs (IVO – Inštitút verejných otázok), a think-tank and policy centre based in Bratislava. However, not every annual issue includes a “gender” chapter; some of the chapters included in our bibliography cover a longer time-span than one year and highlight possible trends and perspectives related to the researched topics. Although the gender approach is still, in general, lacking in its vertical dimension, we should not forget that each of the three issues examined by QUING is regularly addressed in IVO’s reports. Recently, the Institute for Public Affairs has been participating in several EQUAL EU projects and is due to publish more gender relevant analyses (focusing mostly on employment and discrimination on the labour market).

### *General Gender Equality Policy*

The annotated bibliography starts with a number of studies or publications in which the grounding of gender equality issue was treated in several (also intersected) gender policy contexts. The publications with outstanding intersectionality, especially among the three issues focused on by QUING, are placed into the “general” section of bibliography as well; many of them are of a large extent, with ambitious purpose to present the issue of gender equality in its complexity. On the other hand, their intersectionality does not spring from the real crossing of individual approaches or topics; actually their inner composition is more linear and the analyses try to cover all three areas, at times even more, one by one. The EU context, i.e. context of international law regulations and documents being in effect, is frequently added and explained, respectively, it works as a grounding for publication’s/ authors’ own topics and conclusions. This aspect of the analyses seems to be crucial for their argumentative force actually it can be overbuilt by this way to receive higher measure of public’s acceptance. The comparative links are also often included, especially to Polish (the question of abortion) or Czech (trafficking to human beings, common historical experience) surroundings, but they do not present a prevailing point of view; this is why the studies or books could not be listed under the comparative studies.

### *Non-employment*

Regarding the issue of non-employment, topics mostly related to life/work balance, reconciliation of work and family life and the highly increased pay gap (in some positions and occupations more than 30%) were discussed and explained. The

conflict between, firstly, men's and women's opinions about the necessity to eliminate gender based discrimination on the labour market and, secondly, relatively high support of traditional distribution of women's and men's roles in Slovak society, signals that the concept of women's rights' is not truly interiorized or indeed adopted by the Slovak population. It is no exaggeration to say this remains on the level of proclamations.

### *Intimate citizenship*

Some notes regarding the concept of "intimate citizenship"; the term itself is not commonly used in analyses and articles in Slovakia, or is used rather rarely. The only institution and "epistemic community" using it is that of the Department of Social and Biological Communication at the Slovak Academy of Sciences in Bratislava, which, however, in general does not seem to adopt feminist approaches to knowledge production. The use of the term in texts published by the members of the department is rather repetitive and non-reflective.

When taking the list of keywords as a point of departure for the bibliography, two issues concerning intimate citizenship were particularly relevant in the case of Slovakia: reproductive health and reproductive rights, and GLBT issues. The infringement on reproductive rights throughout the 1990s incited much publishing and research activity in Slovakia. Even before the actual legal attempts to change the Constitution of Slovak Republic and related legislation by the Christian Democrats Movement, there had been a lively discourse on the issues of family arrangements, abortions, birth control, demography, and population policy. On the other hand, the recognition of various types or forms of family life or intimate partnerships is still not fully acknowledged, neither by the political/ legal documents, nor their research platforms. This is reflected in the bibliography. Interestingly, public discussion as well as NGO and research focus moved away from topics such as assisted reproduction (artificial insemination), surrogate motherhood, age of consent, or recreational sex. Since the agenda of the aforementioned political party and the dispute with its adversaries took place in wider ideological contexts of notions of "proper" families, "proper" women's and men's roles, it inevitably shaped the discourse on sexual identities, too.

### *Gender-based Violence*

The last component of the bibliography relates to the issue of gender-based violence and contains the analyses, surveys or reports dealing with this phenomenon. It has to be mentioned that the field really lacks texts dealing with institutional forms of gender-based violence, except for a study which focuses on the topic of illegal sterilization of Roma women by the employees of medical care services and contributions concerning the legal framing of the issue. This form of gender based violence in Slovakia as a whole presents the hidden part of the iceberg (meaning the procedures within the police, courts, in prisons, and in social and medical services, etc.). The lack of literature (as well as debate) on rape as a kind of sexual violence is of further significance. While violence against women, gender based violence and domestic violence gained occurrence in the debates as well as in the new legislation, the issue of rape still remains a taboo. This fact is obviously attributable to the overstrained capacities of several NGOs and the low input of political structures and academic institutions into gender profiled research itself. The latter, universities and

research institutes, e. g. several institutes of social sciences of Slovak Academy of Sciences, have failed to recognize new challenges in time; this is why serious attempts to create any relevant base for gender studies and gender-orientated research (as for example at the Gender Studies Center at Faculty of Philosophy of Comenius University in Bratislava) are still within a limited reach.

The bibliography thus – due to the above stated reasons – contains only few units from members of the academic community in Slovakia. These texts are mostly from the conference “Women’s Spheres” held in 2004 at Matej Bel University in Banská Bystrica. The conference – with big variations in the quality of the presented papers – exhaustively illustrates the gender contextualized knowledge across the Slovak Republic.

# Annotated Bibliography

## 1 General Gender Equality Policy

### 1.1 Slovak sources

1/ Bútorová, Zora, and Jarmila Filadelfiová. 2007. Rovnosť žien a mužov. / Equality of women and men. In *Slovensko 2006. Súhrnná správa o stave spoločnosti / Slovakia 2006: A global report on the state of society*, Martin Bútor, Miroslav Kollár, and Grigorij Mesežnikov, ed, 677-710. Bratislava: Inštitút pre verejné otázky.

**Keywords:** gender equality, gender policy, public opinion, NGO, sexual division of labour, sex segregation on the labour market, women in top positions, violence against women

The study is a broadly established overview across all significant gender topics related to gender policy or gender-based activism in Slovakia. The authors analyze changes in the status of women and men in Slovakia between 2002 and 2006. They examine gender inequality on the labour market, concluding that vertical and horizontal segregation on the labour market as well as remuneration disparities linger on. They discuss representation of women in the government and in elected bodies on various levels following the most recent parliamentary, regional and municipal elections. The authors map out the public opinion regarding the social status of women, and compare gender issues before and after Slovakia's accession to the European Union, analyzing valid legislation, strategic documents and institutional mechanisms in the field of gender equality, including new financial mechanisms. The NGOs and their past, current and future roles are mentioned in the study as well.

2/ Lukšík, Ivan, et al. 2006. *Výskum a analýza rodového vnímania a rodových stereotypov na vysokých školách. / Survey and analysis of gender comprehension and gender stereotypes at universities*. Bratislava: Pedagogická fakulta UK

<http://genderstudies.fphil.uniba.sk/files/equal/uploads%20files/zavsaprava.pdf>

**Keywords:** gender studies, gender mainstreaming, feminism, gender-based discrimination, gender stereotypes, gender identities, body and sexuality, survey

The paper is part of the wider research project "The creation of the educative concept in area of gender equal opportunities with respect to Gender mainstreaming". It explores the opinions and expectations on selected gender issues, mostly among students and also a few professors of the Comenius University in Bratislava. The strong influence of family education stressing traditional gender roles and segregated gender norms for boys and girls has been recognized. For the students educated this way, the university environment seems to be much more supportive, gender sensitized as well as sensitizing. However, many loopholes can be identified even in university surroundings. The purpose of the research was to examine them and, in this way, to contribute to the development of the knowledge aiming at the implementation of gender mainstreaming, also in pedagogical practice. In this respect, a number of the author's proposals directly focus on gender sensitization of the existing courses and suggest an incorporation of regular gender studies into the universities' curricula.

3/ Filadelfiová, Jarmila. 2004/2005. Populačný vývoj a štruktúra rodín. / Development of the population and the structure of families. In *Slovensko 2004. Súhrnná správa o stave spoločnosti / Slovakia 2004. A global report on the state of society*, ed. Miroslav Kollár, and Grigorij Mesežnikov, 841-871. Bratislava: IVO.

**Keywords:** demographic development, population, men and women, children's population, family, reproductive behavior, fertility, birth rate, marriage rate, divorce rate, feminization of ageing, migration

The author focuses on the recent demographic development measured by key indicators, summarises the most recent data (last 5 years), and discusses expected/ possible consequences for family formation and composition. Special attention is paid to the ageing of the Slovak population, its causes and consequences and to regional variations in the demographic development from a gender perspective. The author concludes, that demographic changes and trends have not been sufficiently reflected in national development programs and strategies.

4/ Bosá, Monika. 2004. Úloha školských učebníc v procese rodovej socializácie. / The role of school textbooks in the process of gender socialization. In *Sféry ženy I. Sociológia, etnológia, história / Women's spheres I. Sociology, ethnology, history*, ed. Jolana Darulová, and Katarína Košťalová, 51-59. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_01\\_sociologia\\_etnologia\\_historia.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_01_sociologia_etnologia_historia.pdf)

**Keywords:** gender roles, gender stereotypes, gender sensitized socialization/ education, survey

As a CEDAW signatory, the Slovak Republic committed itself to the elimination of all forms of discrimination based on sex, including the elimination of gender stereotypes in educational processes. However, Slovak textbooks have not yet been revised from the gender perspective, and according to the author, still remain powerful transmitters of behavioural patterns based on gender stereotypes. Boys' and girls' life perspectives are not sufficiently taken into account, and the sexual division of work and traditional gender roles are reproduced through the educational system. The results of the survey indicate that traditional behavioural patterns of self-sacrifice, modesty, etc. are widely presented as models suitable for girls (and are also adopted by them very soon), while boys are expected to be dominant, ambitious, focused on their career and determined.

5/ Švedlárová, Miriam. 2004. Prečo je dôležité, aby sme boli rodovo citliví/ citlivé? Gender studies a ich potreba v každodennom živote. / Why is it important to be gender sensitive? Gender studies and their need in everyday life. In *Sféry ženy I. Sociológia, etnológia, história / Women's spheres I. Sociology, ethnology, history*, ed. Jolana Darulová, and Katarína Košťalová, 67-77. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_01\\_sociologia\\_etnologia\\_historia.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_01_sociologia_etnologia_historia.pdf)

**Keyword:** sexual division, gender stereotypes, education, pedagogic process, gender studies

The study highlights the importance of including gender studies into study programs of all pedagogical faculties. The main argument the author underlines is

that teachers are responsible for the education of future generation, and therefore it is essential for them to be able to sensitise young generation in issues related to human rights and the implementation of gender equality in all areas of life.

6/ Urbancová, Lujza. 2004. Rodové špecifiká komunikácie vo verejnej komunikačnej sfére. / Gender specifics of communication in public sphere. In *Sféry ženy III. Literatúra, umenie, komunikácia / Women's spheres III. Literature, art, communication*, ed. Slavomíra Očenášová-Štrbová, 207-217. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_03\\_literatura\\_umenie\\_komunikacia.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_03_literatura_umenie_komunikacia.pdf)

**Keywords:** gender-based discrimination, communication, gender stereotypes/differences, rationality and emotionality, public and private, political discourse, verbal attacks

Linguistic research has generally confirmed differences in the communication patterns of women and men. However, frequent polarizations of gender differences in communication support gender stereotypes as well as the concept of women's and men's opposing status in society. In her study the author pays attention especially to the political sphere of communication, while she does not follow common gender dichotomies. Her analysis stems from systematic observations of expressions of female politician's as they are presented mainly in the Slovak media. The article confirms that the public image of women politicians is much more confused than men's. On the one hand, women have opportunities for more individual and direct communicative acting, on the other hand, there are opportunities for gender discrimination as well.

7/ Kvapilová, Erika, and Sylvia Porubánová. 2003: *Rodova rovnosť: prečo ju potrebujeme? / Gender equality: why do we need it?* Stredisko pre štúdium práce a rodiny, Bratislava.

**Keywords:** gender policy, gender equality, gender identities, women's rights, gender segregation on the labour market, parental leave schemes, domestic violence, women in science, EU

This publication is based on a series of background papers that map the situation in 2003 in Slovakia from a gender perspective. The publication is the outcome of a project supported by the EC Framework Strategy Programme for Gender Equality (2001-2005), under the No. VS/2002/0695 "Human and citizenship rights of women in Slovakia: towards equality of opportunities". The papers cover topics such as: basic gender concepts, EU policy towards gender equality, implementation of gender equality in the selected EU member states, gender segregation on the labour market, political participation, parental leave schemes, domestic violence against women, and women in science. Apart from the description of the situation, the authors discuss some challenges concerning the implementation of gender equality in relevant spheres of life and offer some recommendations for policy makers.

8/ Cviková, Jana, and Jana Juráňová, ed. 2002. *Hlasy žien. Aspekty ženskej politiky. / Women's voices: Aspects of women's politics*. Bratislava: Aspekt.

**Keywords:** gender policy, women's rights, gender equality, femininity, women in top positions, sexual division of labour, gender-based violence, body image, Czech Republic, EU

The focus of the publication is women's situation in relation to power and politics. The anthology, consisting of documents, reflections, and analytical studies, is divided into six parts: "numbers" (sociological and statistical data on the Slovak and Czech Republics); "suffrage" (excerpts from the history of women's struggle for suffrage and women's human rights); "images" (images of femininity symbolizing state); "personal is political" (interviews with women in politics); "public and private" (women's unpaid labour, careers and barriers, family and market); "affections and structures" (forbidden hatred, women afraid of success, distrust between the sexes, self-recognition, love as a political practice). The photographs and quotations by famous women bring an ironic view to the book's content and thereby aptly document the public opinion on women.

9/ Filadelfiová, Jarmila. 2002. O ženách, moci a politike: úvahy, fakty, súvislosti. / On women, power and politics: reflections, facts and links. In *Hlasy žien. Aspekty ženskej politiky / Women's voices: Aspects of women's politics*, ed. Jana Cviková, and Jana Juráňová, 13-80. Bratislava: Aspekt.

**Keywords:** gender equality, gender politics, women at top positions, EU

The article covers a wide variety of issues related to women in politics. Firstly, it defines the political rights of women and traces their historical developments. Secondly, it documents the state of the art of women's representation in national legislative bodies in EU member states and introduces various mechanisms for increasing the number of women in national parliaments. Thirdly, it gives an overview of the quantitative representation of women in the Slovak parliament after the 1998 parliamentary elections; further on, it compares the number of women in the government from 1989 until 2002; it introduces data on women in regional politics and women in top positions in particular ministries and state service institutions.

10/ Gyarfášová, Oľga, and Katarína Paľková. 2002. *Potenciál aktívnej účasti žien vo verejnom živote. Sociologický výskum. / Potential of active participation of women in public life. Sociological survey*. Bratislava: IVO

[http://www.ivo.sk/buxus/docs/vyskum/subor/produkt\\_4104.pdf](http://www.ivo.sk/buxus/docs/vyskum/subor/produkt_4104.pdf)

**Keywords:** gender policies, women's agenda, women's rights, structural inequality, horizontal/ vertical sex segregation in labour market, work/ life balance, women in politics, NGOs, survey, public opinion

The study was part of a research project focusing on women as a relevant target group of a non-governmental organization campaign before parliamentary elections in 2002. Among others, the research examined electoral behaviour of women, their willingness to participate in civic and NGO activities, public opinion on women's situation in society, women in politics and public life, and several measures in social policy. The respondents were women as well as men, and the final picture presents dissatisfaction with the state of gender inequality in Slovakia. The study shows the level of the debate of gender issues and gender policy in the Slovak Republic.

11/ *Mohlo by to byť inakšie? / Could it be different?* 2002. Bratislava: Aliancia žien Slovenska.

**Keywords:** human rights, (violation of) women's rights, documents, law, NGOs

This collection of studies and essays assesses the situation, in which women's rights are seen as a vital part of human rights. This approach, which was gradually adopted in the second half of the 20<sup>th</sup> century and largely extended in the international – especially Western European – framework, remains still virtually unknown to the majority of Slovak citizens, even to women themselves. Fundamental documents, starting with the concept of women's political rights and ending with the need to protect women from (domestic) violence are cited, together with the analysis of legislative governing of the subject in Slovakia, including the positive and negative changes (or proposals) of the last few years. Nevertheless, NGOs are still the ones who monitor and address the violation of women's rights in present-day Slovakia. The publication thus includes a list of the mostly active NGOs in this area with contact details.

12/ *Na ceste do Európskej únie: Sprievodkyňa nielen pre ženy. / On the way to the EU: A guide (not only) for women.* 2002. Bratislava: Aspekt.

<http://www.aspekt.sk/download/EUcelok.doc>

**Keywords:** gender policy, gender equality, sex segregation on the labour market (horizontal, vertical), pay gap, gender-based violence, domestic violence, trafficking in women, prostitution, reproductive rights, abortion, same-sex adoption, registered same-sex partnership, EU

In this overview publication the EU policies on equal opportunities of women and men are concisely explained and compared to the EU legislation and the state of the art in particular areas. Each chapter consists of a short theoretical essay on the issue concerned, and of a description of the state of the art in that particular area in Slovakia. These are followed by a short example of a particular EU policy or issue solution. In eight chapters the following issues are discussed: division of labour between women and men; women in decision making; women on the labour market; violence against women; rights of lesbian women; reproductive rights; equal opportunities policies; EU funds supporting equal opportunities. The supplementary chapters/examples focus on the following issues: quotas, sexual harassment, trafficking in women, prostitution, gender mainstreaming, EU institutions dealing with equal opportunities. The guide was published in Polish, Czech and Slovak simultaneously, thanks to Heinrich Böll Stiftung programs in respective countries.

13/ Bútorová, Zora, ed. 2001. *Krehká sila. Dvadsať rozhovorov o životných cestách žien / Fragile power: Twenty interviews on women's lifepaths.* Bratislava: Inštitút pre verejné otázky – Kalligram.

**Keywords:** women in top positions, gender relations, family status

The publication consists of interviews with 18 women and 3 men – all of them reflecting on the situation of women in society, women-men relations, family changes after the fall of communism, etc. Persons interviewed are academics, experts, opinion-makers, journalists, priests, and politicians, whose opinions on women's and gender issues matter in Slovak society. Among representatives of different professions are feminist and women's NGO activists Jana Cviková, Eva

Sopková, Jana Juráňová, Katarína Farkašová, and Šarlota Pufflerová, as well as feminist philosophers Etela Farkašová and Mariana Szapuová.

14/ Kvapilová, Erika, and Sylvia Porubánová, ed. 2001. *Nerovné cesty k rovnosti. Pohľady na ľudské a občianske práva žien na Slovensku. / Unequal paths to equality. Views on women's human and civil rights in Slovakia.* Bratislava: Medzinárodné stredisko pre štúdium rodiny.

**Keywords:** equal opportunities, gender agenda, international development, women's political/ economical/ social human rights, gender stereotypes, women in politics, women on the labour market

The book consists of five studies that cover issues such as: The structure and function of gender stereotypes or why is it important to distinguish between the concepts of sex and gender? (Zuzana Kiczková), Women's human rights as a legal part of the universal basic human rights and liberties (Anna Zachová, and Zuzana Zachová), Equal participation and representation of women and men in public positions (Jarmila Filadelfiová), Women's economic right: women's position on the labour market (Margita Barošová), and, Women's social rights (Erika Kvapilová). Including information about the historical background of the international women's rights agenda, the publication aims at establishing a framework for thinking and a broader discussion about women's right and gender equality in Slovakia.

15/ Sopková, Eva, and Monika Grochová. 2000. *Správa o situácii žien na Slovensku; vypracovaná pre Medzinárodný helsinský výbor. / The report on the situation of women in Slovakia; elaborated for the Helsinki Commission.* Prešov – Bratislava: Pro familia – Aspekt.

[http://www.piatazena.sk/htm5z/dokumenty/sprava\\_mhv.htm](http://www.piatazena.sk/htm5z/dokumenty/sprava_mhv.htm)

**Keywords:** gender policy, women's human rights, violence against women, women on the labour market, media, gender stereotypes, law, public services, NGOs, research, statistics

The report is divided into three parts. The first part examines the issue of violence against women in relation to the legislative framework in Slovakia, the role of police, social (also NGO) initiatives, the concept of human rights, etc. The authors show that the data on institutional forms of violence against women (women in prison, social or medical service institutions, or violence against refugees) are completely missing. The authors expect that planned re-codification of the criminal law would bring some positive changes to the current situation. The second part examines the participation of women in decision-making, and the portrayal of women in Slovak media; myths and stereotypes are being continually circulated and reproduced. The third part maps women's position in industry, business, and on the labour market. The analysis indicates that gender mechanisms such as the National Centre for Equality of Women and Men, or the Coordinating Committee for Women's Affairs lack competence and capacity to deal with the above mentioned issues; gender budgeting is an unknown concept; and, finally, low public engagement in active creation of gender policies and strategies in Slovakia could be considered as a further serious problem.

## 1.2 English sources

16/ Filadelfiová Jarmila, Zora Bútorová, and Oľga Gyárfášová. 2003. Women and Men in Politics. In *Slovakia 2002: A global report on the state of society*, ed. Miroslav Kollár, Grigorij Mesežnikov, and Tom Nicholson, 247-260. Bratislava: Inštitút pre verejné otázky.

[http://www.aspekt.sk/download/eu\\_v\\_politike.pdf](http://www.aspekt.sk/download/eu_v_politike.pdf) (only in Slovak)

**Keywords:** gender equality, women's political rights, women and men in politics, women in top positions, women in decision-making, international law, survey, public opinion

Authors analyze the participation of women and men in the parliamentary elections in 2002 while they distinguish between the active and the passive vote. They conclude that despite different perceptions in many key societal issues related to traditional division of gender roles, there is no gender gap regarding electoral behaviour of women and men in Slovakia. Authors pay attention to international legislation covering political rights of women and men, to which Slovakia is a party. They observe an intriguingly different situation in women's participation in legislation on the one hand and the executive on the other. In detail, they analyze roots and barriers of women's participation in decision-making. At the same time they introduce public opinion research outcomes on women's representation in politics. The study is an unabridged translation of the homonymous study published in the Slovak issue "Slovensko 2002. Súhrnná správa o stave spoločnosti".

17/ Bútorová, Zora, Jarmila Filadelfiová, Jana Cviková, Oľga Gyárfášová and Katarína Farkašová. 2003. Women, men and equality of opportunities. In *Slovakia 2002: A global report on the state of society*, ed. Miroslav Kollár, Grigorij Mesežnikov, and Tom Nicholson, 719-742. Bratislava: Inštitút pre verejné otázky.

**Keywords:** gender policy, equality of opportunities, gender differences, sexual division of labour, sex segregation on the labour market (horizontal, vertical), childcare and employment, NGO, gender sensitization, survey

The study summarizes the findings of the public discourse and public opinion polls in past four years, concerning the changing situation of women and men in Slovakia. Examining women's and men's perceptions of the sexual division of work within the family, the authors confront the results of the survey with accessible/ relevant data on time use in Slovakia. They analyze gender based differences in education and inequalities in the labour market. Further on, they examine profiles of women's non-governmental organizations and their activities, and assess the impact these organizations made in the gender sensitization of the general public. They document how women and men perceive women's issues and problems in society, their status and equality of opportunities. Particular attention is paid to the policies of equal opportunities in Slovakia and obstacles faced in implementing them. This is the English translation of the study published originally in Slovak, "Slovensko 2002. Súhrnná správa o stave spoločnosti". The English version does not differ significantly, the difference concerns mainly the conclusions on the national mechanisms implementing gender equality.

18/ Bútorová, Zora, Jarmila Filadelfiová, Peter Guráň, Oľga Gyárfášová, and Katarína Farkašová. 1999. Gender issues in Slovakia. In *Slovakia 1998 – 1999: A*

*global report on the state of society*, ed. Miroslav Kollár, Grigorij Mesežnikov, and Tom Nicholson, 279-315. Bratislava: Inštitút pre verejné otázky.

**Keywords:** gender equality, gender stereotypes, family policy, childcare and employment, sexual division of labour, sex segregation on the labour market (horizontal, vertical), sexual/ reproductive rights, domestic violence, violence against women, women in top positions, statistics

In this chapter of the global report, the authors analyze the prevailing gender stereotypes, as well as women's and men's roles in society. Using rich statistical material, they characterize the demographic development of both the male and female populations and recent trends in reproductive behaviour. They describe the position of women on the labour market. Special attention is paid to domestic violence against women. The authors also analyze the gender specifics of perceptions of the development of society and the political and civic behaviour of both men and women. They focus on the participation of women in public life. The chapter concludes with a discussion on the state of the formal and actual levels of women's rights in Slovakia, explores the attitude of political parties and government policies, and emphasizes the lack of public discourse on gender issues. This is the translation of a study originally published in Slovak, "Slovensko 1998 – 1999. Súhrnná správa o stave spoločnosti".

19/ Bútorová, Zora, et al. 1995. *She and He. Gender issues in public opinion*. Bratislava: FOCUS, Aliancia žien Slovenska

**Keywords:** gender equality, gender-based discrimination, gender roles/ stereotypes/ differences, reproductive and sexual behaviour, women on the labour market, work/ life balance, women in politics, feminism, public opinion

The publication is the outcome of the first sociological research commissioned by Aliancia žien Slovenska examining Slovakia from both feminine and masculine perspectives. It deals with the following issues: 1/ Women and men at the crossroads of social expectations (gender stereotypes, gender hierarchy), 2/ Women and men and the problems of reproduction (sexual and reproductive behaviour, planned parenthood, abortion, health and sex education, and so on), 3/ Women and men in marriage and family (premarital cohabitation, marriage, women at home and work, household duties, one-career or two-career marriage, divorce), 4/ Women at work: do they accept inequality? (unequal opportunities, preferences, objective / subjective situation), 5/ The dignity of women in public and work (sexual harassment, obscene communication, female nudity in public), 6/ Women, men and public life (representations of women, women's political participation), and others. The publication reviews the gender situation in Slovakia, the public opinion on gender issues, five years after November 1989. The study is the translation of the homonymous study published under the title "Ona a on na Slovensku: ženský údel očami verejnej mienky" (FOCUS, Aliancia žien Slovenska, 1996).

20/ Farkašová, Katarína. 1998. CEDAW shadow report: Slovakia 1998. Bratislava: Aliancia žien Slovenska.

[http://www.alianciazien.sk/files/CEDAW\\_98\\_eng.pdf](http://www.alianciazien.sk/files/CEDAW_98_eng.pdf)

<http://www.alianciazien.sk/files/CEDAW98.pdf>

**Keywords:** gender equality, policy makers, criminality, political interventions, violation of human rights, NGOs, civil society, gender roles/ stereotypes, women on the labour market, health care

The shadow report begins with the explanation of Vladimir Mečiar's influence on the civil society in Slovakia during the mid-90s; the public atmosphere was pervaded by a feeling of powerlessness because of the impunity of law offenders. This experience paradoxically gave new impetus to the development of NGOs. The report deals with the history and structure of individual NGOs, after that it mentions the newly established Coordination Committee for Women's Affairs founded at the Ministry of Labour. This legal act came into effect especially under pressure by NGOs, not so much because of the Beijing Platform. However, the obstructions concerning the women's agenda still exist (e. g. in gender budgeting). The circumstances described by the author marked even the CEDAW report as a shadow one, i.e., in no way as a regular part of the governmental agenda. The report shortly reviews the mainly sensitive gender issues in Slovakia. The study is the translation of the homonymous study published under the title "Tieňová správa CEDAW 1998".

### 1.3. Other languages sources

21/ Bútorová, Zora, and Jarmila Filadelfiová. 2006. Frauen und Frauenorganisationen in der Slowakei: Ein Bericht für die Heinrich Böll Stiftung / *Women and women's non-governmental organizations in Slovakia: Report for Heinrich Böll Stiftung*. Bratislava: Inštitút pre verejné otázky.

[http://www.ivo.sk/buxus/docs/vyskum/subor/Bericht\\_HBS\\_Deutsch.pdf](http://www.ivo.sk/buxus/docs/vyskum/subor/Bericht_HBS_Deutsch.pdf)

[http://www.ivo.sk/buxus/docs/vyskum/subor/Sprava\\_HBS\\_SK.pdf](http://www.ivo.sk/buxus/docs/vyskum/subor/Sprava_HBS_SK.pdf)

**Keywords:** women's agenda, political and legal measures, gender discrimination on the labour market, women in top positions, violence against women, women's NGOs, EU

The study is divided into three parts: the political and legal situation related to women's politics in Slovakia; the development of women's NGO's in Slovakia; Slovak women in the European context. The authors state that the acute problem lies in the distance between the formal and actual equality of women and men in the society. During the 1990s, Slovak society underwent a process of sensitization towards gender issues and now women's and gender issues are considered important. From all of the issues inequalities on the labour market are seen as most pressing. The authors observe that the international pressure in the area of gender equality dropped after 2004. However, international co-operation, e. g. in EQUAL projects, offers important ways in exchange of experience for women's NGOs with their partners from abroad. The study is the German translation of the homonymous study published under the title "Ženy a ženské mimovládne organizácie na Slovensku: Správa pre nadáciu Heinrich Böll Stiftung". Bratislava: Inštitút pre verejné otázky.

22/ Kvapilová, Erika. 2006. Rodna jednakost u EU i Republici Slovackoj: cinjenice, iskustva, izazovi i strategije. / Gender equality in EU and Slovak Republic: activities, experiences, challenges and strategies. In *Javno zagovaranje donosenja Zakona o ravnopravnosti polova. / Public advocacy of benefits of the Act on gender equality*, 64-72. Boegrad: Freedom House.

**Keywords:** gender equality, gender law, implementation of gender agenda, women's economic rights

The article offers an overview of recent developments and changes in national legislation related to the transposition of the so-called EU “gender directives”, mainly into labour and employment laws. The author pinpoints the fact that the transposition of the legislation is not necessarily the same as the implementation of the law and there are still significant gaps in this respect. The article also touches upon issues related to the role of national gender equality mechanisms in advocating for women's rights and gender equality in recent years.

## 2 Non-employment

### 2.1 Slovak sources

1/ Filadelfiová Jarmila. 2007. *Ženy, muži a vek v štatistikách trhu práce. / Women, men, and age in labour market statistics*. Bratislava: Inštitút pre verejné otázky.

**Keywords:** women 45+, gender discrimination on the labour market, women's/ long-term unemployment, full-time/ part-time employment, pay gap, women in top positions, EU, statistics

The study is the result of the project “Plus for Women 45+” (“Plus pre ženy 45+”) of the EU Community Initiative EQUAL, which aims to describe the work and life of women 45over, and to identify specific combinations of gender and age stereotypes in the various environments of Slovak society. The publication is the first of six research studies prepared as part of this project. Its main goal is to get better insight into the situation of women and men in the sphere of paid work. It presents a wide range of quantitative data on the labour market and on the broader demographic context classified by gender and age. Wherever possible, it compares indicators for the Slovak Republic with averages for EU countries. The study identifies interconnections of demographic trends and the labour market: older population, later parenthood, and smaller families. In short, among its research findings are: the unemployment rate of women and men is similar and long-term unemployment rose in the past 10 years in the case of women and men alike. The labour market is feminized in many occupational areas. “Female” working positions are those with lower financial remuneration and lesser opportunities for career development. Careers of women used to be interrupted more often than those of men. In Slovakia part-time work is more frequent among women, though this kind of work is still not very popular. The gender pay gap is about 26% and increased within the past two years.

2/ Barošová, Margita. 2006. *Monitoring rodovej segregácie na trhu práce – analýza dopadov transformačných zmien. Záverečná správa. / Monitoring of gender segregation on the labour market – analysis of transformation changes' consequences. A final report*. Bratislava: Inštitút pre výskum práce a rodiny.

[http://www.vupsvr.gov.sk/texty/File/vyskum/2006/Barosova/Monitoring\\_rod\\_segreg.pdf](http://www.vupsvr.gov.sk/texty/File/vyskum/2006/Barosova/Monitoring_rod_segreg.pdf)

**Keywords:** gender equality, sexual division of labour, gender discrimination on the labour market, occupational gender segregation, measures of segregation, pay gap, monitoring

The study consists of both a theoretical and an analytical part. The first one contains selected terms concerning gender equality, several theoretical approaches to the explanation of the reasons, which lead to gender (occupational) segregation at the labour market, examples of affirmative actions in support of occupational gender equality, and the measures of segregation. The second part contains topics such as gender segregation and gender wage differences monitoring by sectors, branch activities (NACE), and the topic of occupations and wage levels in 1996, 2001 and 2005. The summary of the monitoring results and the proposals for the improvement of the situation in the area are primarily comprised by the study conclusions.

3/ Marošiová, Lýdia, and Sylvia Šumšalová, ed. 2006. *Matky na trhu (práce a života)*. / *Mothers on the labour market and in family life*. Bratislava: Inštitút pre verejné otázky.

[http://www.ivo.sk/buxus/docs//publikacie/subory/Matky na trhu.pdf](http://www.ivo.sk/buxus/docs//publikacie/subory/Matky_na_trhu.pdf)

**Keywords:** sexual division of labour, gender inequality on the labour market, full-time/ part-time employment, motherhood/ fatherhood and labour market, childcare and employment, survey, public opinion

The research study is based on the findings of three empirical surveys. First, a representative survey examining the public opinion regarding the social status of mothers in Slovakia. Second, a survey of employers examining employment policies from the viewpoint of equal opportunities (especially employers' views regarding the performance of mothers with minor children). Third, a participative survey of employees examining employers' practices with respect to mothers with minor children. The representatives of the Union of Mother Centres collected 217 testimonies by mothers describing different experiences with employers from all around Slovakia. The study provides the most recent available data on the issue.

4/ Kobová, Ľubica, ed. 2005. Rodový infobalíček, č. 3: Ženy na trhu práce. / Gender information package, no. 3: Women on the labour market. *ASPEKTin*. (1<sup>st</sup> of December)

[http://www.aspekt.sk/download/rodovy\\_infobalicek\\_032005.pdf](http://www.aspekt.sk/download/rodovy_infobalicek_032005.pdf)

**Keywords:** sexual division of labour, gender-based discrimination on the labour market, sex segregation on the labour market (horizontal, vertical), women's unemployment, pay gap

Gender Information Packages were collections of gender related background texts published in 2005 aimed at providing gender sensitive information to politicians and decision makers. The Packages offered also sex segregated data and various sources of relevant information to journalists and media writing on these topics. The third issue of the "packets" included information on: women on the labour market in EU and Slovakia, the new Slovak antidiscrimination legislation, the results from research on labour discrimination based on sexual orientation, and a short introduction into the concepts of feminist economics. Most of the materials were reproduced from the original research reports, analyses of

NGOs, or represented translations of articles and other sources not yet published in Slovak.

5/ Bausová, Martina. 2004. Žena a muž v rodine a domácnosti. (Niektoré z výsledkov výskumu "Family and Gender", 2002.) / Woman and man in family and household. (Some of results of the survey "Family and Gender", 2002. In *Sféry ženy I. Sociológia, etnológia, história / Women's spheres I. Sociology, ethnology, history*, ed. Jolana Darulová, and Katarína Košťalová, 180-189. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_01\\_sociologia\\_etnologia\\_historia.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_01_sociologia_etnologia_historia.pdf)

**Keywords:** gender roles, life/ work balance, distribution of households, upbringing of children, survey, research statistics

The study presents some of the results of a survey carried out in 2002 by the Institute of Sociology of the Slovak Academy of Sciences that focuses on the sexual division of work in households and changes in traditional women's and men's gender roles. The increasing participation of women on the labour market during the 20<sup>th</sup> century has weakened the male position of an exclusive family breadwinner. On the other hand, men have acquired the opportunity to take greater responsibility in childcare. However, men tend to understand upbringing as playing with children, which is not related to housework. This tendency was also documented in the international comparative survey "Family and Gender".

6/ Chorvát, Ivan. 2004. O prítomnosti matiek v zamestnaní a otcov v rodinách: realita a formalita? / On the presence of mothers in employment and fathers in families: reality or formality? In *Sféry ženy I. Sociológia, etnológia, história / Women's spheres I. Sociology, ethnology, history*, ed. Jolana Darulová, and Katarína Košťalová, 169-180. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_01\\_sociologia\\_etnologia\\_historia.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_01_sociologia_etnologia_historia.pdf)

**Keywords:** private and public sphere, gender gap, employment of women, fatherhood, perspective of gender inadequacy, development perspective, gender division of households

The author focuses on the gender gap in the private sphere and states that the increase of women's participation in paid work and their increased professional realization have not been accompanied by a more egalitarian division of unpaid work in families and households. Domestic chores continue to be structurally as well as symbolically attached to the role of woman. Women themselves consider men to be less competent in doing household chores and the upbringing of children. According to the traditional role of fathers in families and only very slow changes in it, the author stresses that the developmental (positive) perspective of putting pressure on the issue is more appropriate as a means of solution, than compared to the role-inadequacy (deficit) perspective.

7/ Jasaňová, Katarína. 2004. Ženy na trhu práce v Slovenskej republike. / Women in labour market in Slovak Republic. In *Sféry ženy II. Právne, politické, ekonomické vedy / Women's spheres II. Legal, political, economical sciences*, ed. Jana Lasicová, 32-38. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_02\\_pravne\\_politicke\\_ekonomicke\\_vedy.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_02_pravne_politicke_ekonomicke_vedy.pdf)

**Keywords:** women on the labour market, structural discrimination, violence against women, gender stereotypes

The paper is based on the systematic enumeration of all existing manners of women's discrimination on the labour market and their short explanation as well. It uses data showing that the status of women in recent Slovakia confirms trends related to gender stereotypes and gender-based discrimination, which results in vertical / horizontal division of labour, pay gap, deficit of women in top positions, feminisation of financially underestimated branches (e. g., in the field of medical service almost 80% of women, in the field of school matters 74.5% of women),.

8/ Kika, Marián. 2004. Ženy vo vrcholovej manažérskej pozícii. / The women in top managerial positions. In *Sféry ženy I. Sociológia, etnológia, história / Women's spheres I. Sociology, ethnology, history*, ed. Jolana Darulová, and Katarína Košťalová, 294-302. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_01\\_sociologia\\_etnologia\\_historia.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_01_sociologia_etnologia_historia.pdf)

**Keywords:** sex segregation on the labour market (vertical), women in top positions, careers of women, double burden, barriers, reconciliation of work and family, leisure time, survey

The study is the first information on the results of a sociological survey in the area of Slovak women in top-managerial positions. Its aim was to elucidate the important part of their work, life and personalities. The paper shows the psychological characteristics of women in top managerial positions. The survey results illustrate the double burden and lack of time for any other (family, relaxation, healthcare) activities. The paper offers information on barriers in women's managerial careers; the author mediates the respondents' suggestions how to abolish the barriers and support women's vertical mobility on the labour market.

9/ Pietruchová, Oľga. 2004. *Pripomienky k "Country Assistance Program" pre Slovensko. / Notes to the "Country Assistance Program" for Slovakia*. Bratislava: Očianske združenie Možnosť voľby a Iniciatíva Piata žena.

<http://www.moznostvolby.sk/>

**Keywords:** gender mainstreaming, gender equality, gender gap, pay gap, feminisation of property, financial politics, sex segregation of the labour market, long-term unemployment, World Bank

This critical statement is useful for understanding the increasing feminisation of poverty in recent Slovakia in contrast with the success story of the Slovak reformed economy during the rule of conservative political coalition (1998 – 2006). The author examines the World Bank proposal ("Country Assistance Program") for Slovakia from the viewpoint of its gender consequences and criticises the (financial) policy, together with gender (un)budgeting, which does not give relevant attention to this point. Her radical argument is: while in 1996 the gender gap in Slovakia presented 21.8%, in 2003 it was already 28%, but, all investments are calculated to contribute to the development of traditionally male

occupations like, e. g. car manufacturing. The abolishment of this tendency, resulting from a gender unbalanced policy in the fields of economy and financial affairs, has to be a crucial goal for any Slovak government. Instead of that, gender sensitive warnings are likely to be publicly “identified” as a part of the Left feminist agenda or a remnant of communist times.

10/ Píscová, Magdaléna. 2004. *Ženy a veda. / Women and science. In Sféry ženy I. Sociológia, etnológia, história / Women's spheres I. Sociology, ethnology, history*, ed. Jolana Darulová, and Katarína Košťalová, 85-95. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_01\\_sociologia\\_etnologia\\_historia.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_01_sociologia_etnologia_historia.pdf)

**Keywords:** women and science, knowledge, gender, equal opportunities, divisions in academic carriers, “attrition effect”, Helsinki Group

The gender dimension of science attracted attention as a political as well as theoretical problem. Thanks to the activity of the Unit Women in Science at the Directorate General of Science and Research (and its body – Helsinki Group), the problem of existing men's domination in science and gender imbalance started to be more frequently discussed in public and scientific discourse. Underrepresentation of women is extremely visible in higher academic positions. The “glass ceiling” – the higher the academic position the less women there are – can be widely observed in Slovakia, too. The paper describes the present situation of women in science in Slovakia and makes an effort to find the roots of inequality in the academic careers of men and women.

11/ Píscová, Magdaléna, ed. 2004. *Ženy vo vede – alebo deravé potrubie? / Women in science – or leaky pipeline?* Bratislava: Sociologický ústav SAV.

<http://genderstudies.fphil.uniba.sk/files/pub/zeny-vo-vede.pdf>

**Keywords:** gender equality, women in science, sexual division of labour, professional women, one career/ two careers, gender neutrality, androcentric model of science, feminism, survey

The publication presents the outcome of a seminar reflecting the ENWISE Report of the European Commission. The issue gradually becomes the subject of public and professional discussions in Slovakia, in order to abolish the widely distributed prejudice concerning gender neutrality of science across the Slovak population, as well as the scientific community. The statistics related to these issues start to include some gender segregated data. The creation of a working network of subjects interested in these issues (without excluding decisive sphere) would be a good step towards achieving higher sensitization in this area. The authors of the individual contributions, mostly assistant professors and professors from Slovak universities, established the wider theoretical framework of research on the issue, questioned the androcentric model in science generally, and, according to relevant surveys and facts, tackled the problem of the “glass ceiling” (e. g. at Philosophical Faculty of Comenius University in Bratislava). At length, they highlighted that the necessity of work/life balance seems to be an unachievable ideal to female scientists.

12/ Rybanská, Katarína. 2004. *Rovnoprávne postavenie mužov a žien v pracovnoprávných vzťahoch v komunitárnom a slovenskom práve. / The equal position of men and women in labour legal relations in EU communitarian and Slovak*

law. In *Sféry ženy II. Právne, politické, ekonomické vedy / Women's spheres II. Legal, political, economical sciences*, ed. Jana Lasicová, 58-68. Banská Bystrica – Praha: Fakulta humanitných štúdií Univerzity Mateja Bela – Sociologický ústav Akadémie vied ČR.

[http://www2.fhv.umb.sk/Publikacie/2004/sz\\_02\\_pravne\\_politicke\\_ekonomicke\\_vedy.pdf](http://www2.fhv.umb.sk/Publikacie/2004/sz_02_pravne_politicke_ekonomicke_vedy.pdf)

**Keywords:** gender equality, discrimination, the principal of equal treatment, law system, EU

The regulation of labour legal relations generally is a dominant field of domestic law of the EU Members States. The aim of the Community law is first of all to harmonize problematic fields. The legislation of the European Communities in the field of equality of men and women in the labour legal relations and prohibition of any discrimination on ground of sex is quite rich. The article deals with selected sources of primary and secondary law regulating this field as well as the implementation into the Slovak legal system.

13/ Pietruchová, Oľga. 2003. *Gender mainstreaming v dôchodkovej reforme. / Gender mainstreaming in pension reform*. Bratislava: Možnosť voľby.

<http://www.moznostvolby.sk/olga/doku/Rodova%20analyza%20dochodkovej%20reformy.doc>

**Keywords:** gender mainstreaming, retirement reform, gender-based discrimination, (lack of) gender analyses, feminisation of poverty, pay gap, unpaid work, (methods of) statistics

The study questions the existing retirement reform in Slovakia from a gendered point of view. It warns that the complete absence of preliminary gender-based reform analyses resulted in the structural injustice toward female pensioners. The paper shows the ways in which the reform was pursued, and recommends a number of measures aimed at correction or full elimination of its gender-based discrepancies. Some of the means mentioned by the author are unisex tables in statistics (paradoxically, instead of gender segregated tables) which would be obligatory especially for health and pension insurance companies, or family/joint accounts (instead of personal accounts) presented as a capitalized pillar in the retirement reform. The reform designers did not take into account any disproportions between male and female employees and their opportunities on the labour market in contemporary Slovakia; the retirement system is additionally discriminative to all women already discriminated during their active professional life.

14/ Barošová Margita. 2001. *Ženy a trh práce. Ekonomické práva žien: postavenie žien na trhu práce. / Women and the labour market. Women's economic rights: women's position on the labour market*. In *Nerovné cesty k rovnosti. Pohľady na ľudské a občianske práva žien na Slovensku. / Unequal paths to equality. Views on women's human and civil rights in Slovakia*, ed. Erika Kvapilová, and Sylvia Porubänová, 63-96. Bratislava: Medzinárodné stredisko pre štúdium rodiny.

**Keywords:** gender equality, gender gap, women's economic rights, labour market, legislative governing, Ministry of Labour, Social Affairs and Family, framework strategies, EU/ UNO/ CE documents, statistics

While EU member countries consider women's rights to be one of the main indicators of a democracy, the gap between formally guaranteed women's rights and social practices in the countries of Central and Eastern Europe has in many ways increased, with the loss of some of the previously gained benefits. The paper examines the difficulties in attaining any turning point. Even employed women who are discriminated at work, do not support the policy of equal opportunities sufficiently since their previous experience of formal rights led to a new circle of economic and social injustice. First the author reminds us of the international context of the issue; in the next part she describes the current situation in Slovakia analysing: 1/ documents passed by Slovak government, e.g. National Action Plan for Women in Slovak Republic (1997), or Conception of Women's and Men's Equal Opportunities (2001); 2/ legislative governing according to gender equality and equality of women's economic and labour opportunities. The study gives a number of statistical data covering the situation on the labour market in Slovakia at the end of the second millennium. The pay gap in 1999 was 25% and is continually increasing. Findings show that the higher the woman's education and the position, the bigger the discrepancy between her salary and the salary of her male counterpart. At the same time men have shifted their attention to labour branches with rising incomes (e. g. the financial sector). Women are increasingly segregated in areas, where incomes are markedly lower in comparison to other branches. The last part of the study speaks about institutional capacities and regressive tendencies on the governmental level (e. g. the reduction of expert bodies such as the Coordinating Committee for Women's Affairs), as well as the absolute absence of similar bodies on local levels.

15/ Barošová, Margita, Ľudovít Czírta, Ľubomíra Kyjacová, and Mariana Munková. 2001. *Uplatňovanie princípu rovnosti príležitostí v praxi SR; Východiská a nástroje uplatňovania princípu rovnosti príležitostí v praxi. / Equal opportunities principle in Slovak Republic in practice; starting-points and instruments.* Bratislava: VÚPSVR.

**Keywords:** equality of opportunities, men and women in labour, employment, law governing, application in practice, EU, means of survey

The study presents the methodical instruments involved in the analysis of the recent state of gender equality estimates in the area of employment and labour relations. It aspires to create a basis for varied forms of fundamental surveys in selected organizations in the Slovak Republic. Besides, it contains the overview of legal acts related to the mentioned topic in the national, as well as EU context.

16/ Bednárík, Rastislav, Emília Reuterová. 2001. *Rodina a práca; Analýza záujmu o úpravu pracovného času u rodičov s maloletými deťmi do 15 rokov veku. / The analysis of the interest in part-time work among parents with children up to 15 years of age.* Bratislava: VÚPSVR.

**Keywords:** work regime, part-time/ full-time work, flexible time schedule, parents, men and women, survey

The study is the final report from an empirical sociological survey carried out during the period June – August 2001 in several Slovak companies. Its aim was to identify the measure to which employed parents (men and women) with children up to 15 are ready to change the time schedule of their work. The survey questioning exactly this category of employed parents was based on a research task entitled "Parent's rights protection in labour relations in practice". The first

chapter deals with the use of these opportunities by employed parents (according to already existing time-work schedules). The second chapter focuses on how much they are prepared to change their work regime.

17/ Hess, Sabine. 2000/2001. Au-pairstvo – migračná stratégia mladých žien zo Slovenska. / Au-pair – a migration strategy for young women from Slovakia. *Aspekt*, no. 2/1: 265-271.

**Keywords:** sexual division of labour, structural unemployment, migrant workers, Czech Republic, interview survey

The author traces the changes in the understanding of “au-pair” through decades: au-pairs are not anymore young girls and women coming from middle-class Western families, seeking language improvement in a neighbouring state. Au-pairs are becoming “modern servants” who care for households and take care of children with minimum living requirements. The author states East European women already overtook Asian women in terms of migration, marriage migration, voluntary prostitution and forced prostitution. On the basis of interviews with several Slovak and Czech women, she clarifies the new au-pair status.

18/ Bačová, Viera, and Gabriela Mikulášková. 2000. Čo si myslia adolescentní chlapci a dievčatá o úlohách ženy a muža v rodine. / What adolescent boys and girls think about women’s and men’s roles in the family. *Aspekt*, no. 1: 98-108.

[www.cceol.com](http://www.cceol.com)

**Keywords:** Motherhood/ fatherhood/ parenthood and labour market, sexual division of labour, work/ life balance, survey

The authors present results of the survey on women’s and men’s roles in the family, which they conducted on a research sample of 179 adolescent boys and girls. The method used – “Identity Exploration” – served to assess the images of self, admired and unsympathetic persons. The research results show: boys and girls aged 17-18 imagine an egalitarian relationship between partners, however, the boundaries of women’s role are not as precisely defined as the men’s role. Parents and friends can be considered as transmitters of gender expectations and gender stereotypes. A set of research questions included statements on the sexual division of labour, such as working on Sundays, work migration, responsibility for the family budget, leisure time activities, availability for domestic chores.

19/ Kvapilová, Erika. 2001. Sociálne práva žien. / Social women’s rights. In *Nerovné cesty k rovnosti. Pohľady na ľudské a občianske práva žien na Slovensku. / Unequal ways to equality. Views of women’s human and civil rights in Slovakia*, ed. Erika Kvapilová, and Sylvia porubánová, 97-115. Bratislava: Medzinárodné stredisko pre štúdium rodiny.

**Keywords:** gender equality, gender-based discrimination, women's social/ economic rights, reconciliation of work and family life, social services

The article focuses on the status of implementation of women's social rights in Slovakia's EU pre-accession process. The author underlines the limits of the EU gender directives that focus almost exclusively on gender equality on the labour market while the EU legislation is relatively underdeveloped in areas outside the labour market. The author describes some challenges women in Slovakia have

been facing in recent years such as the lack of affordable and accessible child day care or care services for ill / disabled / elderly members of the family. Lack of these services combined with prevalent gender stereotypes in society impacts on women's free choice between family and paid work, and represents a real challenge for policy makers who declare their commitment to support measures aimed at reconciliation of work and private spheres and securing gender equality in all areas of life.

20/ Kiczková, Zuzana. 1997. *Vzájomný vzťah medzi verejnou a súkromnou sférou z pohľadu žien. / Mutual relation between public and private spheres from women's perspectives. Aspekt*, no. 1: 189-196.

**Keywords:** women's employment, work/ life balance, double burden, survey, public opinion

Against the background of theoretical discussions on the public/private division, its philosophical genealogy and implications for feminist theorizing as well, the author discusses the post-communist transformations of public and private in Slovakia. One of her main arguments concerns the fact that women's experience in Slovakia is not as much marked by exclusion, but by the double burden of women's roles on the labour market and in the family. She focuses on the importance of women's employment for their self-recognition and, at the same time, the high regard for family and motherhood. Thereby the author sketches the conflict of women's double roles. When commenting on the social status of women and public opinion, the author predominantly refers to and uses the results of a survey conducted in 1995 by the FOCUS Agency (published as "She and He in Slovakia". Bratislava 1996.).

21/ Bútorová, Zora, Ivan Dianiška, Mario Dobrovodský, Oľga Gyarfášová and Sylvia Vehovszká. 1995. *Žena v rodine, práci a spoločnosti. / Woman in the family, work and society. Aspekt*, no. 2-3: 228-244.

**Keywords:** gender equality, gender-based discrimination on the labour market, motherhood and labour market, sexual division of labour, women in top positions, sexual harassment, survey, public opinion

The study presents the results of a representative sociological research conducted in June 1995. The sample of 1069 questioned is representative in terms of sex, age, education, settlement size, region and nationality/ ethnicity. The research covered the issues of reproductive behaviour, women's conflict between the roles of women in family and employment, the status of women on the labour market, sexual harassment, sexual assault and attacks on the dignity of women, and the participation of women in public life. The overall results of the research were published in the book "She and He in Slovakia" (Bratislava 1996).

## 2.2 English sources

22/ Debrecéniová, Janka, and Zuzana Očenášová. 2005. *Equal opportunities for women and men. Monitoring law and practice in Slovakia.* Bratislava: Open Society Institute.

[http://www.soros.org/initiatives/women/articles\\_publications/publications/equal\\_2005\\_0502/eowmslovakia\\_2005.pdf](http://www.soros.org/initiatives/women/articles_publications/publications/equal_2005_0502/eowmslovakia_2005.pdf)

**Keywords:** gender policies and programs, gender equality, gender-based discrimination, structural violence against women, human rights, labour market, employment, pay gap, equal treatment, law, institutions, research, EU

This wide-ranging report is the result of secondary research, and the Slovak national contribution to an international project focused on monitoring law and practice in new member states and accession countries of the EU. Under the title “Legislative Framework” it offers detailed descriptions of topics such as equal pay for equal work (the pay gap in 2005 was 28%, in the higher educated population even 35%!); equal treatment of women’s and men’s employees, protection of employed pregnant women, the burden of proof in cases of gender-based discrimination, non-discrimination against part-time workers, the framework of parental leave, equal treatment in occupational social security schemes, etc. Further, the report comes with the overview of governmental involvement in this area, enumerates and describes all responsible institutional bodies, formal mechanisms, developed policies and official programmes, which deal with the issue of human rights related to the labour market. Finally, some further references and proposals linked especially to the information on the international framework of the subject are attached. The resume of research findings is also attached in the form of a fact-sheet. The experts conclude that the status and effectiveness of the institutional mechanisms for gender equality in the Slovak Republic has been decreasing continually since 1995. The transversal character of gender equality issues is not taken into consideration, and what is striking as well – there is no comprehensive gender equality strategy.

23/ Sedová, Tatiana, ed. 2005. *Women and Science in SAS*. Bratislava: Veda, Publishing House of the Slovak Academy of Sciences.

**Keywords:** gender mainstreaming policy, women in science/ decision-making, gender hierarchy/ barriers, structural character of discrimination, androcentric research, feminism, Slovak Academy of Sciences (SAS), survey

This is the first guide to gender mainstreaming in the environment of the Slovak Academy of Sciences; the outcome of a seminar that was held on the 28<sup>th</sup> of June 2002. The first article “Feminism versus Equal Opportunities” (Tatiana Sedová) deals with background ideas of gender mainstreaming policy, offers a basic account of feminist philosophy of science and epistemology, and political philosophy. The author outlines the evolution of feminist philosophy of science, recently resulting in more broadly focused analyses of the relationship between social processes which are internal and external to science. The article “Participation of Women in Decision-Making in the Slovak Republic” (Silvia Matúšová) deals with the issue from the view of equal opportunities. The contribution “Helsinki Group – its Challenges and Limitations” (Magdaléna Piscová) presents the main ideas of the science policy by the EC, and mentions a lack of harmonized sex-segregated statistics on the issue across EU countries. “Outcome of the Questionnaire Survey on Participation of Women and Men in Meteorology, Operational Hydrology and Related Disciplines – Statistical Evaluation” (Gabriela Babiaková, Oľga Majerčáková, and Pavla Pekárová) is the title of the next contribution. It demonstrates the fact that in spite of a relatively equal proportion of employed women and men (about 50:50) in the field, within the higher levels of institutional management the number of women is decreasing. The analysis “The Position of Women Scientists in SAS – by Selected Status

Indicators (a framework analysis of statistical data for February – April 2002” (Imrich Vašečka) is about the status of women – scientist employees of the SAS. The main findings are: the higher the level of academic hierarchy, the lower the number of women; women are barred from achieving the highest academic positions, and the existence of such a barrier is of structural character. The potential of women working at the Academy, who represent 33% of all employees, is not fully and successfully utilized. The investigation “A Survey of Gender Chances in SAS” (Vladimír Krivý) has been carried out in May of 2002 in the form of a questionnaire completed by 200 scientists (male and female). It focused on the representation of female and male scientists and scholars in the academic hierarchy, vertical and horizontal, from a gender point of view, in an effort to recognize (if there are any) gender determined barriers in science. By its own findings, the contribution “Structured Interviews with SAS Women Scientists” (Sylvia Porubánová) accents various hidden forms of women’s discrimination in science; this was mostly confirmed by the survey (through the interviews) among thirty respondents – female scientists. The book is the English translation of the homonymous publication entitled “Ženy a veda v SAV”. 2003. Bratislava: Veda.

### 3 Intimate Citizenship

#### 3.1 Slovak sources

1/ Jójárt, Paula. 2007. Lesba, teplá, butch, dokonca aj lesbička ...: Postkomunistické identity lesbických aktivistiek na Slovensku. / Lesbian, queer, butch, and “homosexual”, too ...: Postcommunist identities of lesbian activists in Slovakia. In *História žien: aspekty písania a čítania / Women’s histories: Aspects of writing and reading*, ed. Jana Cviková, Jana Juráňová, and Ľubica Kobová, 175-189. Bratislava: Aspekt.

**Keywords:** homosexuality, gays, lesbians, homophobia, queer, sexual identities, bisexuality, heteronormativity, survey, NGO, activism

The study analyzes and theorizes identities of lesbian and bisexual women activists in Slovakia in the historical perspective of the development of the LGBT movement. Embedded in theorizations of Foucault, Butler, and Jagose it considers identity produced within communities, which on the one hand give an opportunity to assume identity and on the other hand they normalize and regulate the process of identification. While the period before 1989 can be characterized as full of ignorance, pathologization, and criminalization towards non-heterosexual identities, and non-existence of any community, the developments change after 1989. The study presents the variety of identities and especially the use of language when naming them. At the same time it points to different kinds of activism – from the organizing of socializing events to the first campaigns for recognition of non-heterosexual identities in the Initiative Otherness (‘Iniciatíva Inakosť’).

2/ Jójárt, Paula. 2006. Je prísľub šance na slušný život pre všetky rodiny na Slovensku utópiou? / Is it utopian to think of a decent life for ALL families in Slovakia? *ASPEKTin* (May 31),

[http://www.aspekt.sk/aspekt\\_in.php?content=clanok&rubrika=1&IDclanok=231](http://www.aspekt.sk/aspekt_in.php?content=clanok&rubrika=1&IDclanok=231)

**Keywords:** registered same-sex partnership, homosexual marriage, homophobia, heteronormativity, family policy, same-sex adoption

In her article the author analyzes the prospects for same-sex families and same-sex adoption in contrast to the election program of Christian Democrats promising “a decent life” for everyone in Slovakia. She critically points to the fact that the GLBT movement has moved away from the issue of adoptions and same-sex families in order to advocate registered partnerships.

3/ Debrecéniová, Janka. 2005. “Každá desiata zadarmo”. Právne aspekty sexizmu v reklame. / “One in Ten for Free”. The legal aspects of sexism in advertising. In *Žena nie je tovar: Komodifikácia žien v našej kultúre / Women are not commodities: The commodification of women in our culture*, ed. Jana Cviková, Jana Juráňová, and Ľubica Kobová, 79-101. Bratislava: Aspekt.

**Keywords:** advertisement, body image

In her study the author discusses the legal regulation of advertisements in the Slovak Republic, including self-regulation of the advertisement agencies via the Code of Ethics. Four requirements on advertisements that are connected to the representation of women’s bodies in advertising are in focus: politeness, fairness, social responsibility and veracity. The author also offers examples of sexist advertisements and reactions to them in order to demonstrate the factual state of institutional approach to sexist advertising.

4/ Kobová, Ľubica, ed. 2005. Rodový infobalíček, č. 2: Sexuálne a reprodukčné práva žien. / Gender information package, no. 2: Sexual and reproductive rights of women. *ASPEKTin*. (16<sup>th</sup> of May)

[http://www.aspekt.sk/download/rodovy\\_infobalicek\\_022005.pdf](http://www.aspekt.sk/download/rodovy_infobalicek_022005.pdf)

**Keywords:** biopolitics and gender, sexual rights, reproductive rights, artificial insemination, abortion, rape, safe sex, AIDS, surrogate mothers, reproductive self-determination, family policy, Poland, South America

Gender Information Packages were collections of texts published in 2005 aiming to provide all necessary information to politicians and decision makers, and thereby make their decisions in issues covered by the packages gender sensitive, and also bring as much relevant data, sources and information to journalists and media informing the public on these topics. In the second issue there were various articles covering a broad range of issues published, such as: the history of abortion debate in Poland; vocabulary of controversial terms; analysis of the Basic Treaty Between Slovakia and Holy See; reflection on reproductive technologies; an article on reproductive rights in South America; short overview of the situation in Slovakia; information on organizations active in the issue in Slovakia; bibliography on the topic. Most of the materials were being republished from original reports, analyses of Slovak NGO’s or were new translations of articles not published in Slovak until then.

5/ Poláková, Eva. 2005. *Postavenie a rola rómskej ženy v spoločnosti. II. Štúdie. / The status and the role of Roma woman in society. II. Studies*. Trnava: UCM. + Poláková, Eva, and Vlasta Fabianová. 2004. *Postavenie a rola rómskej ženy v spoločnosti. I. Rómske ženy rozprávajú. / The status and the role of Roma woman in society. I. Roma women narrate*. Nitra: PF- UKF.

**Keywords:** Roma women, (self)representations, majority/ Roma population, sexual and reproductive behaviour, gender role(s), mother role, traditional family, anti-discrimination, comparative approach, Czech Republic

Both publications are the outcome of the research project VEGA, realized between 2003 and 2005. The task of the project was: 1. Work out the analysis of the relation of Roma people to Roma cultural identity. 2. Establish the characteristics of the status and the role of women in traditional and contemporary Roma society, from the point of view of minority and majority members of the society. 3. Devise a study that should be instrumental in supporting anti-discriminative educational, and enlightenment activities, with the goal of building up an integrated, multi-cultural society.

6/ Bodnárová, Bernardína, and Jarmila Filadelfiová. 2004. *Stav a podmienky sociálnej ochrany mládeže a monitoring dodržiavania práv detí v zmysle Dohovoru o právach dieťaťa a ďalších medzinárodných dokumentov týkajúcich sa práv detí. Sekundárna analýza dostupných štatistických údajov. / State and conditions of social protection of young people and monitoring of respecting children's rights in terms of the Convention on the rights of the child and other international documents related to children's rights. Secondary analysis of accessible statistical data.* Bratislava: Stredisko pre štúdium práce a rodiny.

[http://www.sspr.gov.sk/texty/File/pdf/2004/rodina/monitoring-%20publik/Stav\\_podm\\_SOM.pdf](http://www.sspr.gov.sk/texty/File/pdf/2004/rodina/monitoring-%20publik/Stav_podm_SOM.pdf)

**Keywords:** demography, sexual and reproductive behaviour, family, gender roles, motherhood, work/life balance, sexual division of labour market, domestic violence, public opinion, survey, statistics

The publication in its first part entitled "Summary of more general information and selection from statistical data" offers a broadly established overview of several relevant issues: the demographic situation of the sexual and reproductive behaviour of Slovak population (boys-men/ girls-women), use of contraception, abortions, motherhood, health care related to mothers and their children, fertility, characters and structure of Slovak families, parental relationships, work division in families, women's and men's roles in families, education of children, children from divorced families, one-parent families, one-career and two-career families, children's rights, children and violence, and so on. The exploration shows that the Slovak population has the most traditional opinions of gender issues in the Central and Eastern European area on the one hand, although, on the other hand, the statistics confirm different trends in the behaviour itself. The second part presents a collection of surveys provided by MSŠR/SŠPR on: 1/ Domestic violence and violence against women, 2/ Opinions of girls and young women in Slovakia on work abroad, and other issues.

7/ Bosá, Monika, and Dávid Bosý. 2004. *Verejná diskusia o interrupciách / Public discourse on abortions.* Bratislava: Esfem.

<http://www.esfem.sk/?action=fileDownload&idFile=48>

**Keywords:** abortion, reproductive rights

The aim of the media analysis presented was to cover the "abortion debate", which started after attempts of the Christian Democrats Movement to ban

abortions via legal changes in 2003. Two argumentation currents – pro-choice and pro-life – were identified in approximately 200 newspaper articles and commentaries. Authors identify the main argumentation “dogmas” and strategies of politically antagonistic groups.

8/ Daučíková, Anna, and Eva Adámková. 2004. Iniciatíva Inakosť – lesbický a gejský aktivizmus na Slovensku. / Initiative Otherness – lesbian and gay activism in Slovakia. In *Lesby-by-by: Aspekty politiky identít. / Les-bi-ans: Aspects of politics of identity*, ed. Hanna Hacker, Anna Daučíková, Ľubica Kobová, Jana Cviková, and Jana Juráňová, 31-38. Bratislava: Aspekt.

**Keywords:** registered same-sex partnership, same-sex adoption, homophobia, sexual rights, sexual identities, sexual orientation, same-sex family, partnership legislature

In the article the authors summarize the context of establishing the Initiative Otherness (Iniciatíva Inakosť), a coalitional political body of gay and lesbian activists in 2000, and its goals. Its main aim was to strive for equality of sexual minorities and to make this claim public and visible, especially when the Concordat between the Holy See and Slovakia was in preparation. The article gives an overview of the public activities of the Initiative (campaigns, rallies, media appearances, discussions) and its legislative proposals, and urges for change (Act on same-sex registered partnership, changes in Labor Code, Act on State Service, Act on Public Service; Anti-discrimination Act).

9/ Debrecéniová, Janka. 2004. *Ako čeliť diskriminácii / How to confront discrimination*. Bratislava: Altera.

<http://diskriminacia.altera.sk/brozura.pdf>

**Keywords:** homophobia, sexual rights, gender discrimination on the labour market

The publication is a self-help brochure targeted at members of the GLBT community who are discriminated against in various environments. It introduces the available legal measures and explains them in the way “ready for use” by community members. It gives information on different kinds of discrimination, direct and indirect, harassment on a basis of sexual orientation. Besides, it gives examples of judiciary decisions in European courts and gives guidelines on how to file a complaint, etc.

10/ Jójárt, Paula, and Marianna Šípošová. 2004. *Správa o diskriminácii lesbických žien, gejov, bisexuálok a bisexuálov na Slovensku. / Report on discrimination of lesbians, gays, and bisexual women and men in Slovakia*. Bratislava: Q archív. A shortened version reprinted in *Lesby-by-by: Aspekty politiky identít. / Les-bi-ans: Aspects of politics of identity*, ed. Hana Hacker, Anna Daučíková, Ľubica Kobová, Jana Cviková, and Jana Juráňová, 2005, 39-55. Bratislava: Aspekt.

[http://www.ganymedes.info/qarchiv\\_2002/diskrim/index.html](http://www.ganymedes.info/qarchiv_2002/diskrim/index.html)

**Keywords:** registered partnership, same-sex adoption, coming out, homophobia, sexual rights, same-sex family, heteronormativity, employment, partnership and migration

The aim of the participatory research was to map the discrimination of lesbians, gays, and bisexual men and women in Slovakia. An anonymous questionnaire was distributed by community members to respondents. The findings of the

research cover a broad range of topics: hiding sexual orientation; violence and harassment; discrimination at the workplace, in the army, in services, in public spaces, emigration because of sexual orientation, discrimination in the church, in the family.

11/ Wallace-Lorencová, Viera. 2004. Reprezentácia sexuálnej odlišnosti v periodikách Aspekt, L-listy, Séparé, Atribút a Q archív. / The representation of sexual difference in magazines Aspekt, L-listy, Séparé, Atribút and Q archív. In *Lesby-by-by: Aspekty politiky identít / Les-bi-ans: Aspects of politics of identity*, ed. Hana Hacker, Anna Daučíková, Ľubica Kobová, Jana Cviková, and Jana Juráňová, 56-73. Bratislava: Aspekt.

**Keywords:** queer, sexual identities, heteronormativity

The author sets the aim of the study as “mapping” the representation of sexual differences first in the feminist cultural journal *Aspekt* and partly also in other periodicals mentioned in the title. The author contextualizes the emergence of the issue of sexual identities and their representation against the backdrop of transformations of Slovak society and gay and lesbian communities after 1989.. The pioneering issue of the official magazine *Aspekt* focusing on “Lesbian Existence” is mentioned next to intra-community periodicals, such as *Listy/L-listy* (1994 – 1999), *Séparé* (1999 – 2000), *Atribút* and *Q archív*.

12/ Zampas, Christina, Sneha Barot, and Barbora Bukovská. 2003. *Telo i duša: Násilné sterilizácie a ďalšie útoky na reprodukčnú slobodu Rómov na Slovensku. / Body and soul: Forced sterilizations and other attacks on the reproductive freedom of Roma in Slovakia*. Košice: Centrum pre reprodukčné práva & Poradňa pre občianske a ľudské práva.

<http://www.poradna-prava.sk/dok/teloidusa.pdf>

**Keywords:** sterilizations, biopolitics and gender, sexual rights, birth control, reproductive capacities, reproductive rights, reproductive self-determination, family policy, Roma population, survey

The study is the result of a research conducted in 2002 in 40 segregated villages, where Roma communities live. Approximately 240 women were interviewed about their experience with treatment in health institutions, hospitals, and maternity hospitals. The findings tell that human rights of Roma women in Slovakia were breached in several ways: by forced sterilizations; by misinforming about reproductive health matters; by racial discrimination in health services; by denying to disclose the health documentation to patients. Moreover, women were attacked verbally and physically by medical personnel. The research report articulates extensive recommendations to Slovak state institutions for the remedy of this situation.

13/ Bolčíková, Eva. 2002. *Reprodukčné a sexuálne zdravie rómskej populácie. / Reproductive and sexual health of Roma population*. Bratislava: Spoločnosť pre plánované rodičovstvo.

[http://www.rodicovstvo.sk/prieskum\\_rom.htm](http://www.rodicovstvo.sk/prieskum_rom.htm)

**Keywords:** abortion, biopolitics and gender, safe sex, HIV/AIDS, birth control, reproductive capacities, reproductive self-determination, family policy

The aim of the study was to draw a picture of sexual and reproductive health of the Roma population in Slovakia, on a sample of populations of two districts (Rožňava, Plešivec). The following areas were targeted particularly: family and social relations in communities; sexual and reproductive health with regard to HIV/AIDS, STD's, planned parenthood and other pressing problems in the Roma community; identifying behaviour and traditional practices having impact on spreading STD's, HIV and planned parenthood. In order to monitor the possibilities of co-operation in further projects in the future, the knowledge about these issues among Roma population and the level of services and infrastructure were researched as well.

14/ Ondrisová, Sylvia, Marianna Šípošová, Ivana Červenková, Paula Jójárt, and Gabriel Bianchi. 2002. *Neviditeľná menšina: Čo (ne)vieme o sexuálnej orientácii. / Invisible minority: What we do (not) know about sexual orientation*. Bratislava: Občan a demokracia.

**Keywords:** intimate citizenship, registered same-sex partnership, coming out, homophobia, sexual rights, sexual identities, sexual orientation, safe sex, heteronormativity, same-sex adoption

The publication introduces the issue of homosexuality and bisexuality in the context of human rights in order to inform the broad public and more particularly, to serve as a source for education of high school students. The articles included contain general information on the issue as well as depict concrete situations in Slovakia (legal status, perceptions, etc.). Particular chapters explain the most common concepts such as: sexual orientation, human rights, history of homosexuality, homophobia and heterosexism, cultural constructions and opinions on homosexuality, cultural constructions and opinions on gender roles, coming out, internalized homophobia, sexual minorities in the legal context, gay and lesbian parenting, gay, lesbian and bisexual movement. The theoretical part is supplemented with teaching methods and worksheets.

15/ Pietruchová, Oľga, and Jarmila Filadelfiová. 2002. Reprodukčné práva žien: Situácia na Slovensku. / Women's reproductive rights: Situation in Slovakia. In *Na ceste do Európskej únie: Sprievodkyňa nielen pre ženy. / On the way to the EU: A guide (not only) for women*, 72-79. Bratislava: Aspekt.

<http://www.aspekt.sk/download/EUcelok.doc>

**Keywords:** abortion, biopolitics and gender, birth control, reproductive rights, family policy

The article describes recent changes in the area of women's reproductive rights in Slovakia. It describes the clashes between the political efforts to tighten reproductive legislation and the improving of the situation of sexual and reproductive health of women in Slovakia. The authors give a historical overview of abortion legislation. They focus on other issues, too: sexual education, educational programs among the broad public, and public availability of contraceptives.

16/ *Reprodukčné práva žien: Vybrané texty. / Women's reproductive rights: selected texts*. 2002. Bratislava: Aliancia žien Slovenska.

**Keywords:** abortion, biopolitics and gender, birth control, reproductive rights, reproductive self-determination, family policy, Slovakia, Poland, EU

The anthology of texts intervened in the debates on the ban of abortions in 2002 and the following years. In the publication various types of texts are included: UN and EU Parliament definitions and resolutions are introduced; Slovak legislation on abortions is reprinted. Several texts give an overview of the issue in the European context, the others describe the situation in Slovakia – in terms of the history of reproductive rights, prospects for reproductive and sexual health when compared to Poland, etc. The context of women's movements striving for reproductive and sexual freedom is mentioned, too.

17/ Cupaník, Vladimír, and Michal Kliment. 2001. Analýza interrupcií na Slovensku za rok 2000. / Analysis of abortions in 2000 in Slovakia. In *Možnosť voľby. Aspekty práv a zodpovednosti / Freedom of choice. Aspects of rights and responsibility*, ed. Jana Cviková, and Jana Juráňová, 74-77. Bratislava: Aspekt.

**Keywords:** abortion, birth control, reproductive capacities, reproductive rights, reproductive self-determination, statistics

In their short analysis the authors (both are gynaecologists) interpret the statistical data on the number of abortions in 2000 in Slovakia. They do so in relation to variables such as age, number of children, family status and education. The authors underline that the use of hormonal contraceptives in Slovakia is still relatively low (18% of women in reproductive age and IUCDs 5.8% respectively), but despite this there has been a significant decrease in abortions between 1989 and 2000. Nevertheless, some health centres and hospitals refuse to provide legal abortions as a part of healthcare referring to their right to exercise freedom of consciousness.

18/ Drgonec, Ján. 2001. Právo na život. / Right to life. In *Možnosť voľby. Aspekty práv a zodpovednosti / Freedom of choice. Aspects of rights and responsibility*, ed. Jana Cviková, and Jana Juráňová, 31-38. Bratislava: Aspekt.

**Keywords:** abortion, birth control, reproductive rights, reproductive self-determination, family policy, biopolitics and gender

Contextualizing the issue of the "right to life" in life sciences the author describes the status of "right to life" in current Slovak legal documents. The author analyzes several legal concepts and issues, e. g. the definition of human being and euthanasia, against the backdrop of EU law.

19/ *Spoločná cesta k inštitútu registrovaného partnerstva na Slovensku. / A joint way to the institute of registered partnership in Slovakia.* 2001. Bratislava: Iniciatíva Inakosť.

[http://www.ganymedes.info/2001\\_spolocnacesta.pdf](http://www.ganymedes.info/2001_spolocnacesta.pdf)

**Keywords:** registered same-sex partnership, homosexuality, heteronormativity, partnership legislature, family policy, Slovakia, Sweden, Czech Republic

The volume is a collection of texts presented at a homonymous conference that took place in December 2000 in Bratislava. Besides the main focus of the conference, i.e. registered same-sex partnerships, other, more general issues are analyzed, such as: homophobia, history of lesbian love, medical aspects of homosexuality, socio-psychological aspects of homosexuality. The treatment of homosexuality in the legislatures of Sweden and the Czech Republic is compared

to the proposed legal document in Slovakia. Some of the texts discuss family as a political issue, which is the subject of many ideological discussions.

20/ Kliment, Michal. 2000-2001. Základná zmluva medzi SR a Svätou stolicou z hľadiska sexuálneho a reprodukčného zdravia a sexuálnych a reprodukčných práv. / The Basic Treaty between the Slovak Republic and the Holy See from the viewpoint of sexual and reproductive rights and health. *Aspekt*, no. 2-1: 275-277.

Reprinted in: *Možnosť voľby. Aspekty práv a zodpovednosti / Freedom of choice. Aspects of rights and responsibility*, ed. Jana Cviková, and Jana Juráňová, 78-83. Bratislava: Aspekt.

**Keywords:** abortion, biopolitics and gender, sexual rights, birth control, reproductive capacities, reproductive rights, reproductive self-determination, family policy

The analysis of the Framework Treaty between the Slovak Republic and the Holy See points to the problematic and unclear issues of this legal document and its implications on sexual and reproductive rights and health of women's citizens in Slovakia and sexual education. In conclusion, the recommendations of how to ensure protection of basic human rights of citizens of Slovakia are articulated.

21/ Jójárt, Paula. 1999. Téma „homosexualita“ na telefonickej linke pre deti a dospelých. / The topic of „homosexuality“ on a helpline for young people. *Aspekt*, no. 1: 219-225.

<http://www.aspekt.sk/desat.php?desat=77> (in English)

**Keywords:** homophobia, coming out, sexual orientation, heteronormativity, survey

The aim of the research "Homophobia in helping professions", which was conducted by the author during the academic year 1997/98 thanks to the scholarship from Society for Higher Education (Bratislava), was to undertake an initial mapping of homosexuality as an issue present at the helpline for children and adolescents. 286 calls and consultants' responses (making 1% of all calls and responses) tackling the issue of homosexuality were observed and analyzed from February 1997 to February 1998. More precisely, the issues dealt with during the calls were coming out, finding out about one self being not straight, finding help for friends who are considered to be homosexuals.

22/ Šípošová, Marianna. 1998. Homofóbia a jej vplyv na homosexuálnu menšinu. / Homophobia and its impact on the homosexual minority. *Aspekt*, no. 1: 241-261.

**Keywords:** homophobia, sexual orientation, coming out, heteronormativity, psychological survey

The study originates in the author's MA thesis. Its aim was to demythologize homosexuality, clarify reasons for the emergence of prejudices against homosexuality and explicate their mechanisms. The research itself was focused on how sexual orientation is connected to the experience and everyday life of an individual, therefore several issues were stressed in the research design, such as: relationship with parents; first sexual encounters (number and duration of sexual relationships); coming out and reactions of parents and mates to coming out; coping with stressful situations interconnected with different sexual orientation; interpersonal relations; emotional states and moods (especially anxiety, feelings of guilt, extroversion). The research "sample" consisted of 76 persons aged 18 to

52 (38 heterosexuals, 38 non-heterosexuals – each of the groups consisted of an equal number of men and women).

23/ FOCUS. 1997. Reprodukčné správanie žien na Slovensku. / Reproductive behaviour of women in Slovakia. *Aspekt*, no. 3: 261-272.

Reprinted in *Možnosť voľby. Aspekty práv a zodpovednosti / Freedom of choice. Aspects of rights and responsibility*, ed. Jana Cviková, and Jana Juráňová, 39-68. Bratislava: Aspekt.

**Keywords:** abortion, biopolitics and gender, partnerships, safe sex, AIDS, sexual self-realization, birth control, reproductive self-determination, survey, statistics, sociological analysis

The article presents the results of research conducted by the FOCUS Agency in 1997; the aim of which was to analyze opinions on reproductive behaviour and reproductive behaviour of women in fertile age. Research conducted via standardized face-to-face interviews on a sample of 1015 women is representative in terms of education, ethnicity and settlement. It covers the following issues: ideal and real reproductive and parenting strategies including the issues of the start of sexual life, first birth, sexual life before marriage, the wished-for number of children, attitudes toward abortions, use of various methods of birth control, sexual education. The study lucidly enumerates the main findings of the research.

### 3.1.1 Comparative studies

24/ Kliment, Michal and Vladimír Cupaník. 1999. Reprodukčné práva občanok a občanov Slovenska v kontexte záverov káhirskej konferencie OSN o populácii a rozvoji. / Reproductive rights of female and male citizens of Slovakia in the context of conclusion from UN Cairo Conference on population and development. *Aspekt*, no. 2: 200-204.

Reprinted in 2001. *Možnosť voľby. Aspekty práv a zodpovednosti / Freedom of choice. Aspects of rights and responsibility*, ed. Jana Cviková, and Jana Juráňová, 12-22. Bratislava: Aspekt.

**Keywords:** abortion, birth control, reproductive rights, reproductive self-determination, family policy, Cairo Conference, Central and Eastern European countries, Poland

In their article the authors summarize the conclusions of the UN Cairo Conference on Population and Development (1994). In reference to the Cairo Plan of Action they analyze the problems of the Central and Eastern European countries, especially Slovakia, are facing in respect to reproductive and sexual rights and health. Following the identification of opposition against the UN approach in church and some political parties' representatives, they assume the so called "Polish scenario", i.e. severe limitations on women's sexual and reproductive health, can be a case in Slovakia in the future as well. Already at the time of the first publication of this article (1999), Slovakia, together with Lithuania, was at risk to embark on the "Polish scenario".

### 3.2 English sources

25/ Lajčáková, Jarmila. 2005. *End of women's reproductive health freedoms in Slovakia: The Draft Treaty between the Slovak Republic and the Holy See on the right to exercise the objection of conscience*. Bratislava: Možnosť voľby.

[http://www.moznostvolby.sk/Analysis\\_Vatican\\_treaty.doc](http://www.moznostvolby.sk/Analysis_Vatican_treaty.doc) (in English)

<http://www.moznostvolby.sk/> (in Slovak)

**Keywords:** concordat, conscience objection, structural violence/inequality, reproductive rights, women's rights, safe sex, HIV/AIDS, law, EU

The legal analysis deals with the concordat on the conscience objection between the Slovak Republic and the Holy See, which presents a serious precedent for other EU countries, too. The author stresses that in the case of the signing of the concordat and its ratification in the Slovak Parliament, the concordat's precedence over Slovak (national) laws is guaranteed by international obligations. This can happen despite the fact that the concordat in several ways interferes with the Slovak legal system, including the Constitution of the Slovak Republic. The possible consequences of the Draft Treaty may violate especially reproductive rights of Slovak citizens and so will present a double burden for women mostly (in terms of safe sex, contraception, abortions, assisted reproduction, medical care generally), but not only to them (venereal diseases, HIV/AIDS etc.). The concordat in this form must be refused and recognized as a serious attack against the basic principles of the legal state in Slovakia. The study is the translation of the homonymous study entitled "Koniec reprodukčných práv žien na Slovensku: Zmluva o výhrade svedomia medzi Slovenskou republikou a Svätou Stolicou".

26/ Daučíková, Anna, Zora Bútorová, and Viera Wallace-Lorencová. 2003. The status of sexual minorities. In *Slovakia 2002: A global report on the state of society*, ed. Kollár Miroslav, Grigorij Mesežnikov, and Tom Nicholson, 743-756. Bratislava: Inštitút pre verejné otázky.

[http://www.aspekt.sk/download/eu\\_sex\\_mensiny.pdf](http://www.aspekt.sk/download/eu_sex_mensiny.pdf) (in Slovak)

**Keywords:** sexual orientation, homosexuality, gays, lesbians, bisexuality, registered same-sex partnership, homophobia, survey

Relying on research within the community, the authors sketch the situation of Slovak gays, lesbians and bisexual women and men, who face condemnation, discrimination and physical violence in their work, family and other environments. At the same time the authors state that the distance between the heterosexual majority and gays and lesbians reduced during the 1990s. The authors describe the activities of non-governmental organizations focusing on greater visibility of the community and on lobbying, and pay attention to key attempts in changing the legislation in Slovakian parliament (2001 – 2002). They state that although these efforts were not successful, this marginal topic became one of the key aspects of struggle for democracy in Slovakia. The study is the translation of the homonymous study published in the Slovak issue of "Slovensko 2002. Súhrnná správa o stave spoločnosti".

27/ Cupaník, Vladimír. 2002. The role of the Slovak society for planned parenthood and family education in women's and reproductive rights in the Visegrad Countries. In *Reprodukčné zdravie a reprodukčné práva pre tretie milénium v krajinách V4 /*

*Reproduction rights and reproductive health for the third millennium in the Visegrad countries*, 35-38. Bratislava: Charis s.r.o. – Open Society Foundation.

<http://www.osf.sk/Documents/Publikacie/020.pdf> (in Slovak only)

**Keywords:** sexual/ reproductive/ women's rights, right to life, health protection, abortions, contraception, reproductive behaviour, conscientious objection, abortion tourism

In his study the author gives a wealth of data relating to the development of abortion behaviour in Slovakia during the last 15 years. He analyzes the social structure of women who decided to have an abortion (from the family status point of view). With the numbers of abortions, the Slovak Republic is at the bottom of the European statistics and together with the Czech Republic presents a radical turn in the reproductive behaviour patterns. The author focuses on a possible emergency related to the Slovak Constitution, which guaranteed to each Slovak citizen the possibility of making a conscientious objection. On this ground, five medical institutions have refused to perform abortions, even though this reservation applies only to individuals. (A comparison with other countries, except a few data on the Czech Republic, is not included, although it is transparently mentioned in the title.) The study is the translation of the homonymous study entitled "Úloha SSPRV v oblasti ženských a reprodukčných práv žien v krajinách Višegrádskej štvorky".

28/ Filadelfiová, Jarmila. 2002. Demographic development. In *Slovakia 2001. A global report on the state of society*, ed. Miroslav Kollár, Grigorij Mesežnikov, and Tom Nicholson, 569-596. Bratislava: Inštitút pre verejné otázky.

**Keywords:** abortion, biopolitics and gender, reproductive capacities, reproductive rights, family policy, statistics

The author evaluates demographic processes through the lens of statistics. She traces broader trends with an emphasis on the second half of the 1990s. She focuses on both the narrow demographic and broader social aspects of each issue. Besides characterizing Slovakia's overall demographic situation, the author highlights regional differences and presents them in an international context. She outlines the most important implications of the demographic developments and evaluates the public debate on these issues. The study is the translation of the homonymous study published in the Slovak issue of "Slovensko 2001. Súhrnná správa o stave spoločnosti".

29/ Magurová, Zuzana. 2002. Legislation governing abortion in the Slovak Republic in comparison with the legislation currently in effect in the Visegrad countries. In *Reprodukčné zdravie a reprodukčné práva pre tretie milénium v krajinách V4 / Reproduction rights and reproductive health for the third millennium in the Visegrad countries*, 13-18. Bratislava: Charis s.r.o. – Open Society Foundation.

<http://www.osf.sk/Documents/Publikacie/020.pdf> (in Slovak only)

**Keywords:** abortion, historical development of legislation governing abortion, act, regulation, criminality, Slovakia, Czechoslovakia, Hungary, Poland

The study presents the development of legislation governing abortion from the time of Austro-Hungarian Empire when both, Slovakia and Hungary were the subject of Hungarian law, down to the present day. It lists all the acts and

regulations being in effect during the Slovak State (1939-1945) and the socialist Czechoslovak Republic. The author follows the legislative arrangement of abortions which is currently in effect in Poland, or, in other words, she states a lack of stability in the situation concerning women's right to abortion, as well as the abortion laws themselves, in Slovakia. The study is the translation of the homonymous study entitled "Právna úprava umelého prerušenia tehotenstva na území Slovenska v porovnaní s úpravou krajín Višegrádskej štvorky".

30/ Pietruchová, Oľga. 2002. Reproductive rights in Slovakia. In *Reprodukčné zdravie a reprodukčné práva pre tretie milénium v krajinách V4. / Reproduction rights and reproductive health for the third millennium in the Visegrad countries*, 39-41. Bratislava: Charis s.r.o. – Open Society Foundation.

<http://www.osf.sk/Documents/Publikacie/020.pdf> (in Slovak)

**Keywords:** reproductive rights, human rights, Christian Democrats Movement (KDH), Catholic Church, public opinion, political issue, Slovak Constitution

After noting the results of the public opinion survey on abortions, which support the present-day legal arrangement, the author presents, chronologically, the information about the attempts of the Christian Democrats Movement (KDH – Kresťansko-demokratické hnutie) to restrict reproductive rights in Slovakia. She mentions the signing and ratification of the Basic Treaty between the Slovak Republic and the Holy See, which, thanks to its conclusions, in many questions oversteps the constitutional framework in Slovakia. The results in the field of reproductive rights are: dramatisation of the topic of abortion, polarisation of society, generating dangerous emotions against women, and criminalization of women. The Pro-Choice Initiative Civil Association is the forum where activities of several women's NGOs are conducted in order to prevent any changes in abortions' legislative framework. The author highlights that the comparisons among different countries of EU are significant in one point: the stronger the role of the Catholic Church, the worse the results in the demographic development. The study is the translation of the homonymous study entitled "Reprodukčné práva na Slovensku".

31/ Pirošík Vladimír, Margita Janišová, and Viola Šuterová. 2001. Marginalized groups. In *Slovakia 2000: A global report on the state of society*, ed. Miroslav Kollár, Grigorij Mesežnikov, and Tom Nicholson. Bratislava: Inštitút pre verejné otázky.

**Keywords:** registered same-sex partnership, homosexuality, lesbians, same-sex adoption, homophobia, bisexuality, transsexuality, coming out

The chapter focuses on selected marginalized groups of citizens, i.e. homosexuals and lesbian women, and mentally disabled citizens. In the part "Homosexuals and Lesbian Women" the developments of opinions on homosexuality, the situation of homosexuals and lesbian women in Slovak society, and a short overview of the most pressing problems faced by the community are introduced. The authors state that despite the remaining distance of the population or a negative attitude of a part of political elites and church representatives, the year 2000 can symbolise a qualitative shift from the viewpoint of Slovak homosexuals and lesbian women. This shift can be seen in the majority population as well. It is stressed that registered same-sex partnerships remain the greatest challenge in future. The study is an unabridged translation of the

homonymous study published in the Slovak issue of "Slovensko 2000. Súhrnná správa o stave spoločnosti".

## 4 Gender-based violence

### 4.1. Slovak Sources

1/ Holubová, Barbora. 2006. *Monitoring organizácií poskytujúcich pomoc obetiam domáceho násila. Záverečná správa. / Monitoring of the organizations providing assistance to victims of domestic violence. Final report.* Bratislava: Inštitút pre výskum práce a rodiny

[http://www.vupsvr.gov.sk/texty/File/vyskum/2006/Holubova/Monitoring\\_organizacii.pdf](http://www.vupsvr.gov.sk/texty/File/vyskum/2006/Holubova/Monitoring_organizacii.pdf)

**Keywords:** domestic violence, victims of domestic violence, social services, monitoring

The monitoring report describes 45 organizations providing social services to domestic violence victims in the field of emergency intervention, post-intervention and prevention of domestic violence. It deals also with the personal and financial characteristics of the monitored network. The report identifies problems and discusses useful proposals or recommendations, as they are given by the providers of social services for domestic violence victims.

2/ Bútorová, Zora, and Jarmila Filadelfiová, ed. 2005. *Násilie páchané na ženách ako problém verejnej politiky. / Violence against women as a public policy issue.* Bratislava: Inštitút pre verejné otázky.

[http://www.ivo.sk/buxus/docs/vyskum/subor/produkt\\_4164.pdf](http://www.ivo.sk/buxus/docs/vyskum/subor/produkt_4164.pdf)

**Keywords:** violence against women, structural gender-based inequality, social/moral unacceptability

The authors understand violence against women as a serious breaching of women's human rights, deepening inequality between women and men. Therefore it has to be seen as a serious obstacle on the way to a functioning democracy in Slovakia. The study describes the width of the problem in Slovakia, and formulates measures that are to be taken by various stakeholders – representatives of parliament, government, state institutions, NGOs, media, research and educational institutions – in order to prevent and eliminate violence against women, and to effectively help its victims. Attachments: criminal statistics, contact addresses (labour, social affairs and family offices/ centres for psychological advising/ shelters for victims)

3/ Jurásková, Martina. 2005. *Stratégie úniku z chudoby? Obchod so ženami z rómskych komunit. / Strategies of flight from poverty? Trafficking in women from Roma communities in Slovakia.* In *Žena nie je tovar: Komodifikácia žien v našej culture. / Women are not commodities: The commodification of women in our culture*, ed. Jana Cviková, Jana Juráňová, and Ľubica Kobová, 386-392. Bratislava: Aspekt.

**Keywords:** violence and migration, gender-based violence, trafficking in human beings, prostitution, Roma women

Since there is an assumption that a significant part of women trafficked from Slovakia are of Roma ethnicity, the author aims to identify factors contributing to the greater probability of Roma women to be trafficked. These are: some traditional characteristics of Roma families; culture of poverty; absolute poverty;

illegal employment; usury; drug and alcohol abuse; low education; migration and exoticism.

4/ Kollárová, Henrieta. 2005. Obchodovanie s ľuďmi: Právna úprava v Slovenskej republike. / Trafficking in human beings: The legal regulation in Slovakia. In *Žena nie je tovar: Komodifikácia žien v našej culture*. / *Women are not commodities: The commodification of women in our culture*, ed. Jana Cviková, Jana Juráňová, Ľubica Kobová, 380-385. Bratislava: Aspekt.

**Keywords:** gender-based violence and migration, trafficking in human beings, prostitution

The article gives an overview of the legal response to trafficking in human beings in the Slovak Republic. First, it distinguishes between the definitions of trafficking in human beings, prostitution, kinds of prostitution, slavery and forced labour. Second, the article states the rise of trafficking in human beings from 2000 onwards; insufficient mechanisms for victims' protection; and weaker legal instruments that are at the disposal of victims when compared to the possibilities of perpetrators. The article covers also changes of the Criminal Code that take effect on January 1, 2006.

5/ Rajtáková, Iveta. 2005 (?). *Právne aspekty násillia*. / *Legislative aspects of violence*. Košice: Fenestra.

<http://www.fenestra.sk/html/d/d4.htm>

**Keywords:** Slovak Constitution, penal/ civil code, the Act against discrimination, penal proceedings

Year 2002 was the decisive year for the new re-codification of the Slovak legal system in terms of women's human rights, violence against women, and so on. The author – a lawyer – systematically enumerates all these changes in both the penal and civil codes, in the penal and civil judicial orders as well, and explains them in comparison to the previous state of legislative arrangement. The changes were achieved by the united effort of Slovak women's NGOs and their broadly established campaign "The fifth woman". In May 2004 the "Act on equal treatment in some areas and the prevention of discrimination", also known as the Antidiscrimination Act, came into effect. The new act has resulted in a partial regulation of labour-legislative relations. In January 2005 the next new "Act on substitute alimony" also became valid. In cases of failure to pay alimony by a parent, the act delegates this duty to the competent state office.

6/ Šalingová, Andrea. 2005. "Šikovní" obchodníci a "naivné" ženy: Téma obchodovania s ľuďmi v slovenských médiách. / "Skilled" traffickers and "naive" women: Trafficking as a topic in Slovak media. In *Žena nie je tovar: Komodifikácia žien v našej kultúre* / *Women are not commodities: The commodification of women in our culture*, ed. Jana Cviková, Jana Juráňová, Ľubica Kobová, 353-366. Bratislava: Aspekt.

**Keywords:** secondary victimization, trafficking in human beings, prostitution, social/ moral unacceptability

The article gives an overview of a media analysis conducted by the author from January 2003 until August 2004 that focused on representations of trafficking in human beings in Slovak newspapers, magazines, TV and radio broadcasting. While analyzing a particular newspaper-clip, the author identifies several ways the media treat the issue of trafficking in human beings: marginalization, ignorance of cultural and societal contexts, creation of stereotypical images of the issue,

exclusive focus on trafficked women, turning attention away from traffickers and crime facts, invisibility of clients, underestimation of crime's significance. The author picks up several examples of phrasing and formulates negative consequences of inappropriate representation of trafficking in human beings in the media.

7/ Bodnárová, Bernardína, and Jarmila Filadelfiová. 2004/2005. *Násilie páchané na ženách. / Violence against women. In Slovensko 2004. Súhrnná správa o stave spoločnosti / Slovakia 2004. A global report on the state of society*, ed. Miroslav Kollár, Grigorij Mesežnikov, 911-930. Bratislava: IVO.

**Keywords:** gender equality, violence against women, domestic violence, research, statistics

The authors focus on a secondary analysis of research findings concerning violence against women, its presence in society as well as the public opinion on the issue, and remark on the insufficient progress of research and statistical evidence in this area. The presentation of the most recent data is fulfilled by the assessment of the proper solutions in their development. First, they attempt to offer critical analysis focused on the approaches of the official subjects in Slovak Republic, and second, they analyze the whole process leading to the creation of the fundamental strategic documents aiming to eliminate violence against women completely. 87% of the adult population in Slovakia considers violence against women performed by their own partners as a problem of high importance.

8/ Rajtáková, Iveta. 2004 (?). *Využívanie legislatívy. / Using legislation*. Košice: Fenestra.

<http://www.fenestra.sk/html/st/st3.htm>

**Keywords:** penal code, criminal charges, legislative and proceeding loopholes, maltreatment, second victimization, the role of (judicial) psychological experts

From September 2002 the changes of the Penal Code have been in effect (Act 215: the maltreatment of relatives or persons placed in one's care). The purpose was to protect possible victims from ongoing maltreatment. Juridical analysis shows that the received changes of the Penal Code have a minimal influence on the penal proceeding itself or, at worst, the new articulation of the Act achieves a contrary effect; generally only brute physical attacks get considered as maltreatment. The author mentions several reasons why the opinion of judicial psychological experts or advisers as the next possible legal means tend also to be counter-productive. The next part of the analysis describes in detail all legislative traps which make the penal or civil proceedings difficult or even discriminative for a female victim of domestic violence.

9/ Šramová, Blandína. 2004. *Domáce násilie páchané na deťoch a mládeži. Vybrané sociálno-psychologické aspekty. / Domestic violence against children and youth. Selected psycho-social aspects*. Nitra: Univerzita Konštantína Filozofa – Fakulta sociálnych vied a zdravotníctva, Katedra pedagogickej psychológie.

**Keywords:** domestic violence, violence against children, risk factors/ groups, abuse, CAN, social aspects of violence, role of media, intervention measures, law, therapy, prevention

In its six chapters the publication primarily deals with theoretical questions; it defines and categorizes (domestic) violence, gives explanations for its acts, identifies its risk factors and groups in order to prevent domestic violence. The phenomenon itself is explained against the framework of several key conceptions:

the theories of aggressiveness, ecological model, social-interactive model, attachment theory, social learning theory, theory of helplessness, to name the main ones. The author gives a more prominent treatment to issues of physical and psychological abuse, neglect, sexual abuse and special forms of CAN (syndrome of Child Abuse and Neglect) applying projective, semi-projective and semantic methods of psychological diagnostics, child's drawing including. Finally, individual forms of preventing domestic violence are discussed, and a list of legal acts in the field of domestic violence in the Slovak Republic is given.

10/ *Ako sa dnes na Slovensku žije piatej žene? / What is the life of the "fifth woman" in Slovakia nowadays?* 2003. Bratislava: Aspekt.

<http://www.aspekt.sk/desat.php?desat=27>

**Keywords:** gender-based violence, domestic violence, violence against women, victim, victimization

A transcript of a panel discussion with the most acknowledged experts on domestic violence (Eva Sopková, Monika Grochová, Henrieta Kollárová, Katarína Farkašová) and at the same time the representatives of the Initiative Fifth Woman on their experience with use of at that time new legislature on violence against women, crisis centres, women shelters and the National Strategy to Eliminate Violence Against Women.

11/ Cviková, Jana, and Jana Juráňová. 2002. *Piata žena: Aspekty násillia páchaného na ženách. / Fifth woman: Aspects of violence against women.* Bratislava: Aspekt.

**Keywords:** structural gender-based inequalities, gender-based violence, domestic violence, (second) victimization

The anthology of texts is part of the campaign against violence against women "Fifth Woman". It includes information and argumentation materials, facts on violence against women, myths and stereotypes obscuring the substance of the problem. The aim of the publication is to point to the issue of violence against women and to show that violence is not an individual problem; it is a problem based on structural gender inequalities. Most of the texts were already previously published in various issues of the feminist cultural journal Aspekt.

12/ *Násillie na ženách. / Violence against women.* 2002. Bratislava: Aliancia žien Slovenska.

**Keywords:** structurally based violence, violence against women, domestic violence, NGOs, police, law, USA

The main impetus for this publication came from the wish, first, to present the results of the campaign "Piata žena" ("Fifth Woman") interviewing women – victims of gender-based violence in Slovakia (roughly 20% of the adult female population, that is every fifth woman); the second, to inform the Slovak public about this long-standing taboo and to increase its sensitivity to the occurrence of gender-motivated crimes. The work attempts to deconstruct the commonly-held view stressing the private nature of this expanding phenomenon and point out its structural social foundation. A closer cooperation with police seems to be a solution by Slovak NGOs. The investigations, statistics and first-hand confessions of abused female victims are complemented by an overview of the different strategies of tackling this problem abroad; e. g. the US experience is introduced. A list of SOS links and contacts of centres providing social services for domestic violence victims are attached.

13/ Baranová, Daniela. 2001. Legislatívna úprava domáceho násillia. / Legislative regulation of domestic violence. In *Domáce násillie* 11, 8-22. Bratislava: OZ Pomoc ohrozeným deťom.

**Keywords:** domestic violence, human/ victim's rights, legal system, civil/ penal code, family, public opinion, CEDAW context

As the head of the team working on the legal proposals to protect women from violence in Slovakia, and as the administrative director of the Slovak National Woman Judges Association, the author offers a profound insight into the existing state of Slovak legislation on the subject of domestic violence. She explains the underlying philosophy of the legal changes introduced and describes new legislative norms to be implemented soon. The author comments the "arguments" of some of her "top" law colleagues, such as the need to protect traditional family values at the cost of the individual victimized members of a family, or the issue of domestic violence as being only a moral problem of the Slovak (or any other) society. She stresses that similar arguments are clearly at odds with the number of valid international conventions and, finally, confirms that some professional law circles are fully ignorant of the domestic violence issue in its broad (social) context.

14/ *Ohajoba práv a záujmov žien – obetí násillia v párových vzťahoch. / The advocacy of the rights and interests of female victims in violent partnerships.* 2001 (?). Košice: Fenestra.

<http://www.fenestra.sk/>

**Keywords:** violence against woman in partnerships, victims, support services, legislative (proceedings), social/ international context, NGOs

The first part of the study deals with the purpose to achieve systematic changes in the area of domestic violence. First of all, it is absolutely necessary to build an adequate infrastructure of support services, shelters, safe houses, S.O.S. links, and Crises Centres for the victims of domestic violence. The next crucial step is the change of the valid legislation, even though this is not a guarantee of systematic change; the judicial practice could be much more decisive. At the moment the most effective mean of achieving the goal seems to be the "invisible" work on local levels, together with the cooperation among public institutions and NGOs. Anyway, to reach a comprehensive overview of the whole situation as well as the needs of the target group presents a solid base for any change. The second part of the paper deals with the activities and documents in international context (UNO, WHO, EU, CE), which are obligatory for Slovak Republic, too.

15/ Kollárová, Henrieta. 1999. *Právna situácia v Slovenskej republike v oblasti domáceho násillia. / Legal situation in domestic violence in the Slovak Republic.* *Aspekt*, no. 1: 241-246.

**Keywords:** structural gender-based inequalities, gender-based violence, violence in intimate relationships, domestic violence, violence against women, second victimization

The analysis served as teaching material at the workshops focused on training law professionals in the area of violence against women prevention and understanding women's human rights. Workshops were organized in co-operation of Amnesty for Women, Hamburg, and the Aliancia žien Slovenska (the Alliance of Women of Slovakia), Bratislava. The author enumerates related legal documents. She further focuses on the status of woman as a victim of domestic violence, judicial practice, and counselling. In the appendix, the statistics on

recorded criminal acts classified as domestic and public violence during the period 1995 – 1997 and the share of women in judiciary state apparatus are presented.

16/ Sopková, Eva. 1998. Problém, o ktorom sa mlčí. / An issue kept in secret. *Aspekt*, no. 3: 22-25.

**Keywords:** violence in intimate relationships, sexual violence, domestic violence, violence against women, secondary victimization

A pioneering text tackling the issue of violence against women in Slovakia, which, in the first paragraph plainly states: “The degree of violence in Slovakia can only be estimated, since in opposite to countries abroad, there have been no research or monitoring conducted on the issue.” After defining the concepts, the author introduces the results of her own irregular monitoring in a psychological center where she works, in the years 1980, 1993 and 1997. In 1997, together with her colleague Slávka Šintalová, she conducted research on the subject with 43 battered women. The authors got in touch with them via the collaboration of psychological helping centers existing in regions. The results of that research are summarized and, in conclusion, some of the psychological mechanisms are explained.

17/ Sopková, Eva. 1998. Situácia žien – obetí domáceho násillia. / Situation of women – victims of domestic violence. *Aspekt*, no. 3: 48-52.

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Sopková, Eva, and Slávka Šintalová. 1998. Fakty o bitých ženách. / Facts on battered women. *Aspekt*, no. 3: 53.

**Keywords:** violence in intimate relationships, domestic violence, violence against women/ children, shelters network, Beijing Platform, survey

The text was presented at the First European Conference Women against Violence Europe (1998, Vienna) as the national shadow report on the situation of women – victims of domestic violence. (Originally published in “The First European WAVE Conference”. 1998. Vienna: WAVE-Office, Austrian Women’s Shelter Network.) It gives an overview of the following issues: virtual non-existence of anonymous shelters for women in violent relationships; existence of shelters for lone parents with children and asylums; their financing; non-existence of a women’s shelters network; list of advisory centers and helplines; legal situation; situation of women migrants; training programs and courses; special programs for children; programs for perpetrators; co-operation of NGOs with police and courts; preventive strategies and campaigns. The issues concerned are confronted with the National Action Plan (issued for the Beijing Platform for Action).

The +added article is a one-page summary of the results of the survey conducted by Eva Sopková and Slávka Šintalová in 1997: 43 battered women were interviewed.

18/ Rozhovor Aspektu: s Evou Sopkovou /An Aspekt interview with Eva Sopková. 1998. *Aspekt*, no. 3: 103-117.

Reprinted in:

1. Cviková, Jana, and Jana Juráňová, ed. 1998. *Rozhovory Aspektu 1993 – 1998 / Aspekt interviews 1993 – 1998*, 331-364. Bratislava: Aspekt.

2. Cviková, Jana, and Jana Juráňová, ed. 2001. *Piata žena: Aspekty násilia páchaného na ženách / Fifth Woman: Aspects of Violence Against Women*, 319-363. Bratislava: Aspekt

**Keywords:** gender-based violence, violence in intimate relationships, domestic violence, violence against women, violence against children, victimization

In the interview the psychologist Eva Sopková talks about her experience with violence against women in her practice as a psychologist in a local counselling center. First she gives an historical account of the treatment of the issue before 1989 and then she focuses on the changes after 1994, when she started to cooperate with the Austrian psychologist Ruth Dewime and with networks against violence against women in Europe. Sopková identifies the changes in several methods in her practice after being acquainted with the feminist literature on violence against women. Besides her clinical experience the psychologist talks about the issue of violence as a political problem that has to be appropriately dealt with in new legislation.

### 4.1.1 Comparative studies

19/ Filadelfiová, Jarmila, Zuzana Magurová, and Adriana Mesochoritsová. 2005. *Násilie páchané na ženách – vybrané kapitoly. / Violence against women – selected chapters*. Prešov – Bratislava: EsFem.

**Keywords:** women's agenda, violence against women, women's human-rights, international context/ documents, law, EU, EWL, Germany, Portugal, Ireland, Austria, and Norway examples

Each author focuses on a different aspect of violence against women. Adriana Mesochoritsová describes the issue as a social problem and as a problem of intimate partnerships. She lists several forms of violence against women, the institutional forms related to a second victimization of women as well. Describing a "standard" cycle of the process of violence, the author moves to the health consequences of female victims of violent partnerships. The second victimization designated as a "structural violence" leads the author to consider legal system reforms. A review of the basic international documents, view on the development of the issue over the last decades, and proposals for the Slovak (health-care, public and political) environment are included. Jarmila Filadelfiová gives us detailed explanations of all events or initiatives undertaken within the European political space, including the activities of the EWL (European Women Lobby). She deals with the needs and possibilities to harmonize European and Slovak national agendas relating to violence against women, ending with a few case studies taken from Germany, Portugal, Ireland, Austria, and Norway. Zuzana Magurová presents the methodologies adopted in the process of the preparation and implementation of all the relevant legal norms in Slovakia, from the 1980s until the recodification of the legal system in 2005.

20/ Giertl, Martin. 1997. *Súčasný slovenský právny systém. / Slovak legal system nowadays*. *Aspekt*, no. 3: 204-205.

**Keywords:** rape, forced intercourse, law, Hungary

The article in short summarizes the legal treatment of rape and rape in marriage in Slovak legislation. It compares it to the Hungarian legislation and explains the framework and impact of international covenants on the Slovak legal treatment of sexual violence.

### 4.2 English sources

21/ Bodnárová, Bernardína, and Jarmila Filadelfiová. 2004. *Domestic violence and violence against women in Slovakia*. A short research report. Bratislava: Bratislava Center for Work and Family Studies (Bratislava International Centre for Family Studies, BICFS).

**Keywords:** domestic violence, violence against women, violence in intimate relationships, victims, perpetrators, social intervention, means of solution, public opinion, research, survey

In this publication the authors warn us, that any form of domestic violence, in any social environment, has a different impact on the victims. The role of the state is to protect the victims, the society as a whole too, from domestic violence, and to adopt strategies for its elimination. The results of survey have shown that a great number of Slovak inhabitants have personal experience with different kinds of domestic violence, women mostly as victims, men as perpetrators. The research stresses that all women experience violence regardless of their age, social and economic status or region, and regardless of whether they live in cities or rural

areas. The data has proved that the more intensive the violence is the more health problems women have, even if the consequences are hidden. Studies on the family and survey of values include Slovakia among countries with a high percentage of people with traditional opinions on family and the role of men and women. This research project has in many ways shown that individual aspects of violence and attitudes towards violence depend upon gender and gender stereotypes. That is why prevention is important in Slovak conditions (education, campaigns). On the other hand, in researching domestic violence, it is necessary to study the value system, key structures and institutions that are dominant in the larger society. The respondents pointed to violence as a trend which has been on the rise in Slovakia over the last 10 years and needs further research.

22/ Farkašová, Katarína, et al. 2004. *The current situation in Slovakia: Trafficking in human beings*. Report. Bratislava: Aliancia žien Slovenska.

[http://www.alianciazien.sk/files/Situacia\\_na\\_Slovensku\\_eng.pdf](http://www.alianciazien.sk/files/Situacia_na_Slovensku_eng.pdf)

**Keywords:** human rights, trafficking in human beings, prostitution, risk groups, NGOs, Netherlands, Sweden

The Slovak Republic has incorporated the Palermo Protocol in its legislation; in spite of that the American government evaluation of Slovakia in 2004 noted that “the government of SR does not fully comply with the minimum standards for the elimination of trafficking”, and that “the country lacks essential victim support such as shelters, health services, and legal assistance.” On the other hand, it stressed the effort of the Slovak government, especially of the Ministry of Interior Affairs. The report which is part of the project “Prevention in Traffic in Women in Central and Eastern Europe” points out that so far there were only few NGOs, public activities and events related to human trafficking. The biggest initiative came from the side of the NGO Alliance of Women in Slovakia (AŽS – Aliancia žien Slovenska). The report publishes the results of some surveys in this field: according to the findings Slovakia is both a transit state and the country of origin for such crimes. It defines the risk groups (especially Roma women, female asylum applicants and foreigners without legal residence in SR), the risk areas (Eastern and Southern Slovakia) faced with serious social problems (very high unemployment rate), and gives a few proposals to provide more effective policy dealing with the problem of trafficking in human beings in Slovakia. Authors shortly mention the Dutch model of dealing with prostitution, and the Swedish model of dealing with human trafficking.

23/ Šalingová Andrea. 2004. *From „white meat” to human beings. Reflection of trafficking in human beings in the Slovak media from January 2003 to August 2004. Media analysis*. Bratislava: Aliancia žien Slovenska

[http://www.alianciazien.sk/files/Analyza\\_medii\\_eng.pdf](http://www.alianciazien.sk/files/Analyza_medii_eng.pdf)

[http://www.alianciazien.sk/files/Analyza\\_medii.pdf](http://www.alianciazien.sk/files/Analyza_medii.pdf)

**Keywords:** gender stereotypes, trafficking in women, prostitution, second victimization, media, Palermo’s Protocol, Czech Republic

The study deals with trafficking in human beings in Slovakia, especially in women being at the same time forced into prostitution. The publicly broadly covered case of the modelling agency ELI (unmasked by the police in June 2004) was examined mostly. The study analyses the ways in which the various media (newspapers, magazines, radio, TV in Slovakia, and also partly in the Czech Republic) covered the crime. It examines the standard journalistic vocabulary, the most commonly used stereotypes, and brings to attention a number of

simplifications. The media focused almost exclusively on the “questionable” women, and practically never mentioned the male clients, the organizers of crime, or gave any larger social and cultural background to the cases under discussion. Identifying trafficking in women with prostitution and the tendency to underestimate both crimes presented the further frequent “misunderstanding”, not so innocent as it looks like. The study is the English translation of the homonymous study published under the title “Od ´bieleho mäsa´ k ľuďom. Reflexia obchodovania s ľuďmi v slovenských médiách v období január 2003 – august 2004. Analýza médií”.

#### **4.2.1 Comparative studies**

24/ Jemrić, Ines, ed. 2003. *Until It Stops: Violence Against Women Across Transitional Europe*. Zagreb: Ženska infoteka.

<http://www.zinfo.hr/engleski/pages/research/untilitstops.htm> (accessed March 20, 2007). EN

**Keywords:** transitional countries, violence against women, content analysis, newspaper articles, report

This is a report on the content analysis of 43 daily newspapers in nine East European countries (Albania, Bosnia-Herzegovina, Croatia, Czech Republic, Macedonia, Montenegro, Serbia + Kosovo + Vojvodina, Slovakia and Ukraine) on their reporting on violence against women. The report notes that a relatively small number of articles in the majority of countries (varying from 13 articles in Kosovo to 123 articles in Croatia) is itself illustrative as it demonstrates that violence against women is not an attractive topic for the media. Further analysis confirms this assumption, and points to the need for a reporting on this topic that is more systemic and of different content in all the countries of Eastern and Central Europe included in this research.

## 5 OPERA - Gender training books and manuals

We have no knowledge about any gender training books and manuals being created or used in accordance with gender training activities in Slovakia. No public administration is active in this area; however, there are some teaching/ learning books, prepared by Slovak NGOs, partly substituting the lack of this kind of literature. They used to be applied even at schools, i.e., in pedagogical practice, in order to introduce the elementary or burning aspects of gender equality issue as well as the various social and political connections of it. It is useful to mention that a number of the below listed bibliographic units is crossing more fields, informative, analytical, public/ political and, not at last, pedagogical as well. Translations of manuals into Slovak are added as well.

1/ Cviková, Jana, Jana Juráňová, and Ľubica Kobová, ed. + the authors of the concept. 2006. *Žena nie je tovar: Komodifikácia žien v našej kulture. / Women are not commodities: Commodification of women in our culture*. Bratislava: Aspekt.

Contents available at [http://www.aspekt.sk/znjt\\_contents.php](http://www.aspekt.sk/znjt_contents.php).

**Keywords:** gender training book

The publication focuses predominantly on widespread contemporary ways of converting women into commodities, at the same time it traces their historic roots. It brings novel studies by Slovak and Czech authors, manifold mix of selections from theoretical essays, fiction, and media, and impulses for teaching and learning practice as well. Instead of giving prefabricated answers it asks questions. Various aspects of sensitive issues such as representations of women's body in advertising, sexism in advertising, communication styles of women's magazines, professional beauty qualification, definitions and forms of femininity and masculinity, women's self-respect, developing positive attitude towards one's body, sexual harassment, prostitution, trafficking in women are the focus. Textual and picture materials in the publication draw attention to historical links and structural patterns of momentous social institutions, such as marriage, repeatedly.

2/ Cviková, Jana, and Jana Juráňová, ed. + the authors of the concept. 2005. *Ružový a modrý svet: Rodové stereotypy a ich dôsledky. / Pink and blue world: Gender stereotypes and their consequences*. Bratislava: Aspekt – Občan a demokracia.

Contents available at <http://www.pinkandblueworld.sk/?no=471>.

**Keywords:** gender training book

The book was published in a second edition as part of the project "pinkandblueworld.sk". The book itself was the impulse for the project and is the base for its widespread activities. The structure of the book is very specific. Its base is formed by a number of expert studies written on some special topics, such as relation between sex and gender, maternity, beauty myth, violence on women, gender sensitive pedagogy, and some others, all of them focused on gender stereotypes and their role in the socialization of women and men. All studies are complemented by a collage of additional materials, such as extracts from children books, fiction and nonfiction books, quotations, pictures, working materials for pupils and students, etc. The story of a girl in her teens, named Babeta is also a part of the book itself; later on it was also published as a separate book for

children. The book, as well as the project itself, is not aimed at schools exclusively. It is used mainly at secondary schools and universities, also by professional pedagogic staff, and others.

3/ Debrecéniová, Janka, Igor Obuch, Ivan Rapoš, and Milana Zacharovský. 2004. *Metodická príručka: Právo na každý deň. / Methodic handbook: Law in everyday life.* Bratislava: Občan a demokracia.

**Keywords:** gender training handbook

The handbook serves as a teaching material in courses that NGO Citizen and Democracy (OaD – Občan a demokracia) experts offer to prison and law professionals in Slovakia. Each of the separate volumes of the handbook consists of a more theoretical part explaining the basic concepts, legal framework of issues concerned, and a “practical” part giving an overview of various teaching methods that can be used. The practical tasks are commented by professionals from the fields of psychology and law that explain the choice and meaning of the particular method. The following volumes were published until now: freedom of speech, domestic violence, right of information, right of privacy, discrimination, EU law.

4/ Ondrisová, Sylvia, Marianna Šípošová, Ivana Červenková, Paula Jójárt, and Gabriel Bianchi. 2002. *Neviditeľná menšina: Čo (ne)vieme o sexuálnej orientácii. / Invisible minority: What we do (not) know about sexual orientation.* Bratislava: Občan a demokracia.

**Keywords:** gender training book

The publication introduces the issue of homosexuality and bisexuality in human rights context in order to inform the broad public and more particularly, to serve as a teaching material in high schools. Therefore the articles included contain general information as well as information on the situation in Slovakia. Chapters explain the most common concepts in the field, such as: sexual orientation, human rights, history of homosexuality, homophobia and heterosexism, cultural constructions and opinions on homosexuality, cultural constructions and opinions on gender roles, coming out, internalized homophobia, sexual minorities in legal context, gay and lesbian parenting, gay, lesbian and bisexual movement. The theoretical part is supplemented with teaching methods and worksheets.

5/ Pötz-Neuburger, Susanne, Renate Egger, and Petra Ledvinková. 1999. *AdvoCats for Women: Dokumentace: Odborný trénink pro právničky a právnický vzdělané ženy k tématu Násilí na ženách a Ženská práva. / AdvoCats for women: Documentation: Professional training for lawyers and women in law professions on issues of “Violence against women” and “Women’s rights”.* Praha – Bratislava – Hamburg: ProFem – Aliancia žien Slovenska – Amnesty for Women.

Shortened version of gender training book is available at

<http://www.alianciazien.sk/files/AdvoCats.pdf>.

**Keywords:** gender training book (Germany, Austria, Czech Republic)

The documentation of a professional training is divided into four parts: domestic violence, trafficking in women, women’s rights and report from a study visit. The first part on domestic violence consists of expert presentations from Germany, Austria, Czech Republic, and Slovakia. It gives an overview of existing legal frameworks and possible intervention schemes. In the other two parts basic concepts introducing the issue of trafficking in women and understanding of women’s rights as human rights are given.

6/ *Pomoc ženám v situáciách domáceho násillia. / Helping women in situations of domestic violence.* November 1996. Košice – Humenné: Asociácia poradcov pre jednotlivca, pár a rodinu – Pro Familia.

**Keywords:** gender training book

The collection of texts was prepared as material for the participants of a seminar that took place in November 1996 in Humenné. It consists of four parts. First, an article by Renate Egger, an Austrian expert on violence against women, on legal and administrative measures to be taken to suppress domestic violence against women is translated. Furthermore, general conclusions and recommendations from a seminar on intolerance and violence against women, which took place in October 1994 in Bratislava, are reprinted. Also materials from other seminars on the issue of domestic violence from 1996 are attached. In the fourth part, materials authored by Elfriede Froeschl and Sylvia Loew are translated.

### **Translations of training books and manuals into Slovak**

7/ Stiegler, Barbara. 2002. *Ako uplatňovať rodové hľadisko: Aspekty stratégie Európskej únie. / Gender mainstreaming: Aspects of EU strategy.* Bratislava: Aspekt.

Available at <http://library.fes.de/pdf-files/bueros/vifaost/a03-01959.pdf>.

**Keywords:** gender mainstreaming training book

The translation of a publication of a German expert aimed to introduce the issue and the ,at the time, new concept of gender mainstreaming to the Slovak public. Interestingly, the editors explain the translation of the concept in the context of establishing gender-relevant terminology in Slovak environment. The publication explains what gender mainstreaming is, the background of this approach, its relation to other gender policies and gives examples of some concrete steps as well.

8/ Fröschl, Elfriede, and Sylvia Löw. 2000. *Konať proti násilliu na ženách. / Acting against violence against women.* Bratislava: Aspekt.

**Keywords:** gender training manual

The publication is a translation of an Austrian original. It consists of 17 worksheets aimed at various aspects of violence against women. Although the publication was in the first stance used in the Austrian context, it includes necessary actualizations in all important respects. Most valuable are information sheets targeted at policepersons, lawyers, teachers, and contact addresses of counselling centres in Slovakia.

9/ *Modelové stratégie a praktické opatrenia na elimináciu násillia voči ženám v oblasti prevencie criminality a trestnej justície: Manual. / Model strategies and practical measures on the elimination of violence against women in the field of crime prevention and criminal justice: Resource manual.* 2000. Bratislava.

<http://www.icclr.law.ubc.ca/Publications/Reports/VAWMANUA.PDF> (in English)

**Keywords:** resource manual

The resource manual is a translation of a Canadian original. The manual has been translated for the needs of members of the Expert Group for Prevention of Violence against Women established at the Governmental Council for Prevention of Criminality. As to our knowledge, it was not used in any trainings or seminars. Its distribution was limited to the expert group members.

## 6 FRAGEN

There are no archives or documentation centres specializing on gender equality policies at the national level. Several NGOs, state institutions and research centres have their own reference libraries, however, these are not open for public. There is only one library and information and documentation centre focused on literature on feminism, women's and gender issues in Slovakia open for public.

ASPEKT – library and information and documentation centre

Mýtina 38, 811 07 Bratislava

<http://www.aspekt.sk>, tel. + 421 2 5262 4621, [kniznica@aspekt.sk](mailto:kniznica@aspekt.sk)

The library and information and documentation centre ASPEKT collects books, journals, policy papers, reports, flyers. It also holds a media monitoring collection of press clippings from the years 2001 – 2003 and issue-oriented press clippings collections (parliamentary elections 2006, EU parliamentary elections 2004, presidential elections 2002).