



SLOVAK NATIONAL
CENTRE FOR
HUMAN RIGHTS

Collaboration as tool to achieving gender equality

Conference: Towards Gender Equality in Europe
Zuzana Pavlíčková, 26 September 2023

Slovak National Centre for Human Rights

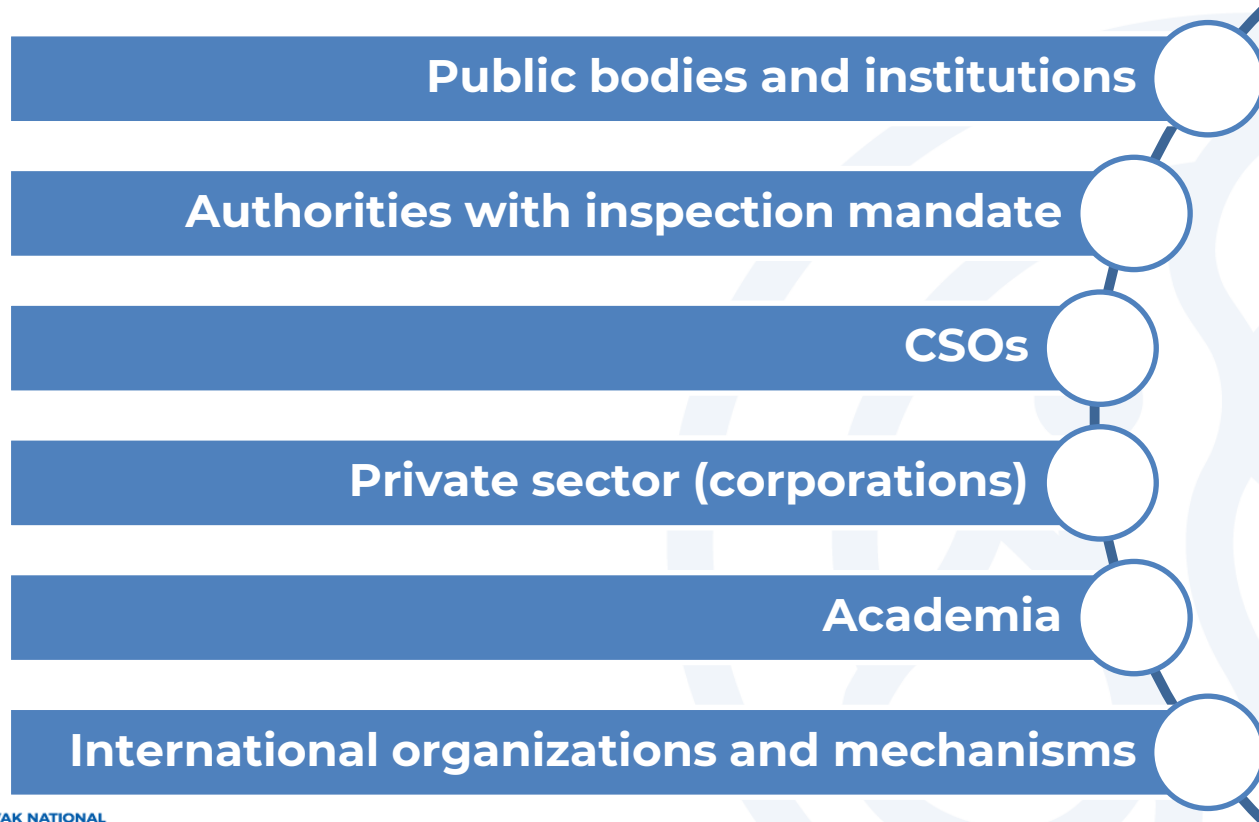
- national human rights organization (NHRI) & national equality body (NEB)
- should as **NEB** (Commission Recommendation 2018, standards)
 - engage in dialogue and cooperate effectively with relevant national authorities and bodies
 - collaborate at European and at international level with other NEBs and other organizations
 - cooperate with relevant bodies (e.g. National Frameworks under CRPD; National Roma Contact Points; CSOs etc.)
- should as **NHRI** (Principles relating to the Status of National Institutions)
 - cooperate with the UN and any other organization in the UN system, the regional institutions and the national institutions of other countries that are competent in the areas of the protection and promotion of HR
 - maintain consultation with the other bodies, jurisdictional or otherwise, responsible for the promotion and protection of HR
 - develop relations with the non-governmental organizations devoted to promoting and protecting HR



Areas of cooperation ~ functions



Areas of cooperation ~ subjects



Examples of successful cooperation

1. Public bodies – inspection authorities

- National Labour Inspectorate, State School Inspection, Slovak Trade Inspection

- complaints handling & litigation (as NEB lack of inspection powers)
- pay discrimination, other forms of workplace discrimination when data about other employees are needed for comparison
- initiatives for inspection
- admission to on-site inspections (e.g. in case of alleged sexual harassment)
- referral of cases
- trainings on workplace discrimination for the inspectors (2018, 2022)



Examples of successful cooperation

2. Private sector & CSOs

- corporations and CSOs working on issues of diversity, inclusion & CSR (e.g. Diversity Charter Slovakia)
- awareness raising & prevention
- Diversity Index
 - innovative self-assessment tool
 - several categories – gender equality predominant (including gender pay gap, representation of women in management etc.)
- trainings for corporations on non-discrimination (e.g. in the context of employment benefits or mobbing & bossing)
- assessment of prepared internal policies and benefits (affirmative actions, internal policies on remunerations and benefits etc.)



Other examples ~ other areas

- **STAKEHOLDER FOCUS: International actors – UNHCR Slovakia**
 - MoU; co-chairing taskforce on the prevention against sexual exploitation and abuse
 - Prevention of sexual exploitation and abuse, including sexual harassment within humanitarian aid (trainings, tools, policies),
- **THEMATIC FOCUS – access to safe abortions**
 - advocacy & legislative procedure
 - international cooperation (CoE Commissioner for Human Rights), national cooperation (CSOs)





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Thank you for your attention



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