

# **National Action Plan for the prevention and elimination of violence against women for the years 2009–2012**

## **Introduction**

Violence against women has deep social roots and grave social consequences and therefore tasks designed to prevent and eliminate it are tasks in which it is important that society as a whole participates.

The cross-cutting nature and the complexity of the problem of violence against women, including the fact that it was for a long time a taboo area in which unsolved problems became accepted as a normal and stereotypical part of life lead to the accumulation and intensification of such problems. The problem was not only an incorrect understanding of violence against women and incorrect attitudes to it on the part of society but also the lack of coordinated, specialised and developed services to assist the victims of such violence.

In the light of these facts in an effort to change the unfavourable situation described above, the government of the Slovak Republic has adopted two documents focussing on the problem of violence against women. These are the National strategy for the prevention and elimination of violence against women and in families (2004) and the National action plan for the prevention and elimination of violence against women for the years 2005–2008 (2005).

The National Action Plan for the years 2005–2008 included measures designed to achieve some short-term goals but mainly long-term objectives covering a three year period. It proposed mainly basic steps in the areas of prevention, education, research, improvements in legislation covering the issue as a whole and the building of an institutional framework of coordinated assistance for women against whom violence has been committed. At the adoption of the National Action Plan for the years 2005–2008 it was emphasised that after its results were evaluated in 2008, the material would be updated and supplemented with new formulations of areas and measures in order to move the whole issue forward smoothly.

The evaluation report on the implementation of the National action plan for the prevention and elimination of violence committed against women for the years 2005–2008 in 2008 concluded that a number of tasks had been fulfilled. There remained a serious problem in particular with the deficient quantity and quality of the services provided to women who had become victims of violence. In particular there were problems with the availability of services conforming to European quality standards, the coordination of work in support professions on the regional level and the financing of the relevant services. It emphasised the need for comprehensive coordination of all components of support for victims of violence based on coordinated intervention teams in all regions of Slovakia. It became clear that it is necessary to improve training for all professionals who come into contact with victims of violence. It highlighted the importance of continuing to collect statistical data and acquire research data, which is essential to improving activities for the prevention and elimination of violence against women in the years 2009 to 2012.

The implementation of the tasks of the NAP for the years 2005–2008 showed that violence against women is addressed within the competence of the Ministry of Interior, the Ministry of Justice, the Ministry of Labour, Social Affairs and Family and the Ministry of Health and other institutions and bodies, in particular the self-governing regions, through their standard procedures and poli-

cies for the prevention, elimination and assistance for the victims of violent crimes against the person. Integrated assistance will require cooperation between experts in the stated branches of government in cooperation with the regional and local administration and non-governmental organisations.

According to statistics of the Ministry of Interior, there is a declining trend in reported abuse of close persons and wards (2005 – 694 cases, 2006 – 609 cases, 2007 – 457 cases, 2008 – 497 cases). A similar trend is observed in victims of this crime, the number of whom has fallen from 830 in 2005 to 572 in 2008. Women represented 76.5% of victims in 2005, 80.1% of victims in 2006, 79.7% of victims in 2007 and 88.3% of victims in 2008.

461 persons were prosecuted for the abuse of a close person or ward in 2005, 410 persons were prosecuted in 2006, 296 persons were prosecuted in 2007 and 284 persons were prosecuted in 2008. Men made up 93.5% of persons prosecuted for this crime in 2005, 93.4% in 2006, 93.2% in 2007 and 93% of persons prosecuted in 2008.

These statistics are for registered, i.e. reported, crimes. It is a fact that violence against women is a largely hidden phenomenon and reported crimes are only the tip of the iceberg, as can be seen from sample surveys of violence against women in Slovakia. A reduction in the number of registered crimes does not necessarily indicate a decline in violence but may point to a renewed need to increase the visibility of the problem of violence against women and in families.

The problem of violence against women is not dealt with on a single level in other European Union countries. As regards foreign experience of coordinated action plans for combating violence against women, many countries include, or until recently included, the given issue in other complex plans. The national action plans of the European countries Denmark, Sweden, Germany and Finland relating to the issue of violence against women emphasise not only assistance for victims, training for support professions and the distribution of information but also work with offenders. Some of these countries have a number of continuing action plans focussing on violence against women or domestic violence. In general, their action plans are based on four areas – victim support, work with offenders, education for support professions and the dissemination of information about violence for the purposes of prevention and changing attitudes to violence.

The National action plan for the prevention and elimination of violence against women for the years 2009–2012 (NAP) builds on the operational builds on the operational objectives of the National strategy for prevention and elimination of violence against women and in families, developing them in line with new experience and the requirements of international conventions and practice. The tasks in the NAP are formulated mainly in the form of specific measures in the original four areas set out in the previous plan; the area of research has been expanded to include issues of statistics and monitoring. The material also includes three extended areas: training and sensitisation for support professions, violence against women in the workplace and work with the perpetrators of violence. The descriptions of the characteristics of each area highlight the important open problems that the specific tasks aim to address in the time period 2009–2012, though the complex nature of the issue means that the given list of problems cannot be taken as exhaustive.

The tasks for the NAP take into consideration the Concluding observations of the UN Committee on the Elimination of Discrimination against Women addressed to the Slovak Republic after the committee considered the combined second, third and fourth periodic report of Slovakia under the Convention on the elimination of all forms of discrimination against women. It is necessary to take measures to implement the recommendations made in the Concluding observations of the UN Committee on the Elimination of Discrimination against Women.

In order to address the issue of violence against women, some of the tasks under the NAP will be implemented and financed through a national project of the Operational Programme Employment and Social Inclusion (OP E&SI) “Systematic support for the prevention and elimination of violence through coordination and the provision of services by crisis intervention centres and teams”.

Non-governmental organisations, which have many years of experience and professional skills in dealing with violence against women, have an indispensable role in the implementation of tasks in the NAP.

Like the previous documents adopted in this area, the NAP for the years 2009–2012 uses the definition of violence against women used in the UN Declaration on the elimination of violence against women (1993):

Article 1 of the UN Declaration on the elimination of violence against women of March 1993 defines the term “violence against women” as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”. In accordance with international documents, the main cause of gender-based violence is considered to be the history of socially-conditioned unequal power relationships between men and women and the abuse of this unequal relationship.

Article 2 of the Declaration states that violence against women involves:

- a) physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;
- b) physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
- c) physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

Gender-based violence is the topic of General Recommendation No. 19 of the UN Committee on the Elimination of Discrimination against Women of 1992. This recommendation states that gender-based violence is a form of discrimination. Gender-based violence is violence that is directed against a woman because she is a woman or that affects women disproportionately. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty.

The NAP for the years 2009–2012 covers more forms of violence through its tasks than the previous plan but it still does not cover all of the defined forms. The reason for this is the fact that due to the culture and traditions of the Slovak Republic certain forms of violence do not occur here, or that a form of violence is dealt with by another action plan or will be dealt with by a continuing action plan in future.

The tasks proposed for the NAP in 2009–2012 have been discussed by the expert group for the prevention and elimination of violence against women and in families of the Government Council for the Crime Prevention and the Government Council for Gender Equality and its executive and consultative committee. The comments and recommendations of these bodies were taken into consideration in the drafting of this document and have helped to improve its quality.

The expert group for the prevention and elimination of violence against women and in families in the Government Council for Crime Prevention is an important body that will monitor the im-

plementation of the tasks set out in the NAP and resolve problems that may arise during ongoing implementation.

### **List of abbreviations used in the material:**

CEDAW – Convention on Elimination of all Forms of Discrimination against Women  
ILO – International Labour Organisation  
MLSAF – Ministry of Labour, Social Affairs and Family  
The Central Office and OLSAF – The Central Office and offices of Labour, Social Affairs and Family  
NLI – National Labour Inspectorate  
SNCHR – Slovak National Centre for Human Rights  
NGOs – non-governmental organisations  
DGEEO – Directorate of Gender Equality and Equal Opportunities of the Ministry of Labour, Social Affairs and Family  
ILFR – Institute for Labour and Family Research  
OP E&SI – Operational Programme Employment and Social Inclusion  
PJGC – Prison and Judicial Guard Corps

## **Implementation areas of the National action plan for the prevention and elimination of violence against women for the years 2009–2012:**

### **I. The framework of criminal and civil law**

#### **Operational objective**

**To prepare conditions for the development of specific legislation and to apply existing legislation effectively in practice in order to ensure adequate protection for women who experience violence and adequate penalties for the perpetrators of violence**

#### **Characteristics of the area and tasks**

Since January 2006, when the Criminal Code, Act No. 300/2005 Z.z., came into effect and as a result of Act No. 491/2008 Z.z. on the amendment of Act of the National Council of the Slovak Republic No. 171/1993 Z.z. on the Police Force, as amended, and the amendment of certain acts (Act No. 491/2008 Z.z.) there has been an improvement in the legislative framework that has made it possible to deal with cases of violence against women more efficiently. A possibility under consideration is whether to extend the period for which a perpetrator of violence may be excluded from a shared household (under section 27a currently 48 hours) to a proposed 14 days. This need will be assessed according to the results of the monitoring report on police procedures in the application of section 27a and Act No. 491/2008 Z.z. on the Police Force as regards the authorised exclusion of a person from a shared household.

Foreign experience and past domestic experience nevertheless continues to indicate that consideration should be given to the need for a new specific act on all forms of violence against women and in families (an example would be the Czech Act No. 135/2006 Zb. on the amendment of certain acts in the area of protection against domestic violence). This fact is reinforced by the request that

legislation against violence be specific and comprehensive with regard to women, which was made in the Concluding observations of the UN Committee on the Elimination of Discrimination against Women after consideration of the combined second, third and fourth periodic report of Slovakia under the Convention on the elimination of all forms of discrimination against women in 2008. In order to evaluate the potential for the development of a specific act in this area, a comparative study of specific legislation will be carried out considering legislation on violence against women and in families in selected EU member states; national legislation will also be monitored for effects on the problems of women against whom violence is committed.

In view of the absence of specific legislation in this area it is necessary to ensure that existing legislation is applied efficiently in practice (for example Act No. 448/2008 Z.z. on social services and on the amendment of Act No. 455/1991 Z.z. on trade licensing (the trade licensing act), as amended (Act No. 448/2008 Z.z.) in order to ensure continuous and stable improvement in the quality of assistance provided and the creation of new facilities and support services for women who experience violence. At the same time it will be necessary to evaluate and analyse the application of the stated law in practice and if necessary propose changes of a non-legislative or legislative nature in future. NGOs working on issues of violence against women can make an important contribution here by sharing their invaluable experience in working with legislation.

Solving the problem of violence against women requires not only attention on the national level but also on the regional and local level. The interest that a number of self-governing regions have shown in improving their work on the problem of violence against women shows that it is useful and desirable to develop independent regional action plans for the prevention and elimination of violence against women (RAP) that build on the NAP. The regions can also set their own tasks or objectives for gradual incorporation into the conceptual materials of the self-governing regions and the community plan of municipalities. It is effective for members of the regional parliaments and municipal councils to take an interest in the elimination of violence. In view of the financial and personnel constraints in self-governing regions, towns and villages, the tasks formulated in the NAP for such subjects are formulated as recommendations, which means that the self-governing regions, towns and villages will seek to implement the tasks given in NAP as their resources allow.

## Activities I

Task no.	Proposed tasks	Responsibility	Indicators	Deadline	Sources of financing
1.	To apply existing legislation (e.g. Act No. 448/2002) effectively in practice in order to ensure continuous and stable improvement in the quality of assistance provided and the creation of new facilities and support services for women who experience violence	Self-governing regions and MLSAF	number of social services established number of new facilities	Continuously, with evaluation as at 31.12.2012	Budgets of self-governing regions
2.	To prepare a monitoring report on police procedures in the application of section 27a of Act No. 491/2008 Z.z. on the authorised exclusion of a person from a shared household	MI	Number of excluded persons Number of breaches of restrictions Number of exclusions subsequently judged to be illegitimate	31.12.2010	Budget chapter of Ministry of Interior

3.	To prepare a comparative study of specific legislation – laws on violence against women or domestic violence in selected EU member states	SNCHR	Number of act compared	30.6.2011	From the budget of SNCHR or project funds
4.	To prepare an analysis of national legislation on the problem of women against whom violence has been committed and to assess the feasibility of developing a separate act on this issue	SNCHR in cooperation with the Institute of State and Law of the Slovak Academy of Sciences	Number of monitored acts	30.6.2012	From the budget of SNCHR or project funds
5.	To develop regional action plans (RAP) for the prevention and elimination of violence against women	Self-governing regions and municipalities	Number of action plans, number of areas, priorities and measures	31.12.2010	From the budget of self-governing regions and municipalities
6.	To incorporate into the conceptual materials of the self-governing regions and community plans the tasks of the NAP and RAP and other elements and procedures that will contribute to the prevention and elimination of violence	Self-governing regions and municipalities	Number of elements incorporated into generally binding legal regulations, internal regulations and materials of self-governing regions and municipalities	2009–2012	From the budget of self-governing regions and municipalities

## **II. Provision of assistance to women who have experienced or are experiencing violence**

### **Operational objective**

**To ensure fast and effective assistance for all women exposed to violence or the threat of violence taking into consideration the specific needs of the given situation**

### **Characteristics of the area and tasks**

In 2008 the UN Committee on the Elimination of Discrimination against Women recommended that the Slovak Republic place a high priority on the introduction of comprehensive and holistic measures to address all forms of violence against women. In particular the committee recommended the Slovak Republic to provide support services in sufficient numbers and with adequate standards for women have experienced or are experiencing violence. The establishment of facilities and support services conforming to European standards for women experiencing violence remains one of the uncompleted tasks of the previous NAP for the prevention and elimination of violence against women for the years 2005–2008.

Some measures contributing to the resolution of this issue will be implemented and financed through a national project of the Operational Programme Employment and Social Inclusion (OP E&SI) “Systematic support for the prevention and elimination of violence through coordination and the provision of services by crisis intervention centres and teams”:

► institutional support for the issue through the establishment of a Methodology Coordination Cen-

tre for the Prevention and Elimination of Violence against Women;

► creation of conditions (legislative, financial, organisational, personnel and so on) for the establishment and functioning of a network of facilities and support services for women affected by domestic violence that conforms to international standards.

Compared to the previous period there has been an improvement in the quality of legislation but there has been no real improvement in the provision of assistance and support in the network of facilities and social services in terms of the creation of services taking into consideration the specific and diverse needs of the victims of violence such as shelters, protection and assistance, crisis counselling hotlines, crisis intervention centres, walk-in advice centres, interdisciplinary integrated teams and so on. In this regard it is necessary to ensure the complete and efficient implementation of Act No. 448/2008 Z.z. An important step towards networking and improving the quality of assistance for women who experience violence will be the establishment of a network of intervention centres and the development of a legal and professional framework for their establishment in the national project of OP E&SI “Systematic support for the prevention and elimination of violence through coordination and the provision of services by crisis intervention centres and teams”. The project will include a pilot programme to test the functionality of the network.

The plan is to establish at least one crisis intervention centre in each region of Slovakia (following the example of the Czech Republic), at least one safe house for women (residential facility) and one (non-residential) counselling centre in each self-governing region; these facilities will conform to European standards and the number of specialised facilities will be gradually increased. The facilities will be owned and operated by public or non-public providers accredited by the Ministry of Labour, Social Affairs and Family and should be financed by both public and non-public sources.

Work standards for facilities providing assistance to victims of violence for specific establishments in Slovakia were developed in the NAP for the years 2005–2008. Nevertheless, these need to be supplemented and updated in cooperation with the expert group for the prevention and elimination of violence against women and in families in the Government Council for Crime Prevention and published on the website of the MLSAF in order to facilitate their application in practice. To speed up implementation of the standards, it is recommended that providers of services to women who experience violence incorporate principles based on the standards into the quality conditions for the services they provide in accordance with Annex 2 of Act No. 448/2008 Z.z. This will make it possible to monitor compliance with standards through supervision of the provision of social services under Act No. 448/2008 Z.z. In this context it is recommended that self-governing regions be able to incorporate finished standards into the practical activity in their facilities.

When providing support services it is necessary to take into consideration groups of women with cumulative disadvantages (women from cultural, social and ethnic minorities) and to incorporate their specific needs in all measures.

It is advisable to develop methodologies of procedures for working with women who experience violence and their children for all participating support professions and for integrated intervention teams working in the self-governing regions. The creation of these teams of experts in an important part of the coordination work of the participating professions in providing effective assistance to women who experience violence. A method of cooperation will be established including the specific activities, competences and responsibilities of team members. The work of the intervention teams will include improving the level of cooperation and knowledge of adequate instruments for assisting the victims of violence and distributing information on possible forms of assistance in cases of violence against women. It is still necessary to prepare information materials on locations and methods of assistance for women – both in general and specific to professional assistance providers.

Self-governing regions and municipalities have an important role in the provision of assistance to women who experience violence and their children. It is therefore recommended that self-governing regions and municipalities cooperate and combine financial resources for the financing of proposed tasks, where possible, and pay increased attention to improving the quality of assistance

and support provided through the network of social housing and social services so that the created services and temporary emergency accommodation can concentrate on support for women and children experiencing violence taking into consideration their specific and diverse needs in accordance with the developed standards.

## Activities II

Task no.	Proposed tasks	Responsibility	Indicators	Deadline	Sources of financing
7.	To establish a Methodology Coordination Centre for the Prevention and Elimination of Violence against Women.	MLSAF in cooperation with self-governing regions	Establishment of the centre	30.6.2010	Included in a national project in OP E&SI
8.	To develop a legal and professional framework for the establishment and functioning of a network of intervention teams and subsequently to establish this network	MLSAF through the national project	Number of established intervention teams	Monitored annually, with evaluation as at 31.12.2012	MLSAF as part of a national project in OP E&SI
9.	To supplement, update and publish on the website of the MLSAF a document presenting the standards for activities in the provision of assistance to the victims of violence against women conforming to Annex 2 of Act No. 448/2008 Z.z. taking into consideration the specific and diverse needs of the target group, which will serve as a recommendation document for the providers of such services and the accreditation commission.	MLSAF, in cooperation with the expert group for the prevention and elimination of violence against women and in families in the Government Council for Crime Prevention	Publication of the standards on the website of MLSAF	30.6.2010	MLSAF as part of a national project in OP E&SI
10.	To make efforts to create a network of facilities, support services and emergency accommodation for women experiencing domestic violence that conforms to the set standards and the requirements of Act No. 448/2008 Z.z.	Public and non-public providers of social services	Number of facilities in regions Number of services established Number of clients of facilities Number of services used	Monitored annually, with evaluation as at 31.12.2012	From the budget of self-governing regions
11.	To make efforts to create a set of activities for the benefit of women who experience violence that conform to the set standards and the requirements of Act No. 448/2008 Z.z.	OLSAF	Number of activities provided Number of clients using the provided activities	Monitored annually, with evaluation as at 31.12.2012	From the budget of OLSAF
12.	To take into consideration groups of women with cumulative disadvantages (women from cultural, social and ethnic minorities) when providing support services and to incorporate the needs of such women specific needs in all measures	Public and non-public providers of social services Office of the government plenipotentiary for Roma communities	Number of facilities providing specific support services Types of specific services and activities provided	Monitored annually, with evaluation as at 31.12.2012	From the budget of public and non-public service providers

			Number of beneficiaries of specific services		
13.	To encourage providers of services to women who experience violence to incorporate principles based on the standards published on the MLSAF website into the quality conditions for the services they provide in accordance with Annex 2 of Act No. 448/2008 Z.z.	Public and non-public providers of social services	Number of facilities incorporating the standards, Number of specific support services	Monitored annually, with evaluation as at 31.12.2012 (standards from 1.1.2011)	From the budget of public and non-public providers of social services
14.	To develop methodologies of procedures for working with women who experience violence and their children for all participating support professions and for integrated intervention teams working in each region.	MLSAF in cooperation with ILFR after consultation with participating government departments, OLSAF and the self-governing regions	Methodology	31.12.2010	ILFR based on a task contracted by DGEE0 via a contract between ILFR and MLSAF and a project under OP E&SI
15.	To allocate funding from the self-governing regions and to pay increased attention to improving the quality of assistance and support provided through the network of social services so that the created services can concentrate on support for women and children experiencing violence taking into consideration their specific and diverse needs in accordance with the developed standards	Self-governing regions	Amount of funding allocated by self-governing regions Number of women requiring assistance per calendar year Number of facilities providing assistance in crises	2009 – 2012	From the budget of self-governing regions and municipalities
16.	To develop methodological guidelines on the implementation of measures for the socio-legal protection of children and social custody in relation to children who are the victims of violence, neglect or abuse and children living in families where gender-based violence occurs by units for the socio-legal protection of children and social custody in the social affairs departments of the offices of labour, social affairs and family	OLSAF	Number of offices issuing such guidelines	30.6.2010	From the budget of OLSAF

### **III. Training and sensitisation for support professions**

## Operational objective

**To ensure gender-sensitive training for all support professions and participating subjects in relation to the prevention and elimination of violence against women**

## Characteristics of the area and tasks

It is necessary to continue training begun in the previous period and to begin training in those areas where it has not yet been begun for all support professions that come into contact with women who are experiencing or have experienced violence. The relevant professions include police employees, members of medical professions, judges and members of the legal profession, social workers and psychologists, probation officer, mediation officers, members of the teaching profession, religious counsellors etc. They also include employees of institutions that decide on activities relating to women who have experienced violence. Effective training is the key to ensuring an effective response to domestic violence.

There are two fundamental problems relating to training that need to be resolved:

► Financing of training – funding will be provided through the budgets of participating ministries for education and training, into which the ministries will include the prevention and elimination of violence against women as a topic, and the national project OP E&SI “Systematic support for the prevention and elimination of violence through coordination and the provision of services by crisis intervention centres and teams”. ► The content of training activities, the target group, tutors – basic sensitisation training will be provided to ensure that all professionals and institutions involved in dealing with the problem of violence against women are duly sensitive to the issue of violence against women. More specific training will also be provided according to the specific needs of particular professions. The content of such education can be classified as undergraduate and postgraduate content.

The target group of education may be all professions falling under a particular ministry or function/posts with specific responsibility relating to violence against women.

Tutors for training programmes must be carefully selected and must receive adequate training. Tutors may be drawn from NGOs because they have the professional skills to provide accredited professional training on the issue of violence against women.

Building on the tasks laid down by the previous NAP, each ministry will implement training activities for the support professions in its area of responsibility. To specify, the Ministry of Justice will implement training on the issue of violence against women for judges, senior clerks of court and prosecutors in cooperation with the Judicial Academy, focussing in particular on judicial aspects of such cases, i.e. the need for a prompt, fast and effective ruling on the matter itself). The Ministry of Justice will also design and put into practice a training system for forensic psychologists on the topic of violence against women.

The Ministry of Health is establishing and training, as part of a national project in cooperation with self-governing regions and NGOs, coordinators of assistance for women at risk of violence from the ranks of medical professionals in each self-governing region and every general hospital; it will extend the training system for medical professionals on the issue of violence against women; and it will incorporate the given issue into the content of specialised study programmes and courses in educational institutions providing systematic training for the medical professions through a national project.

The Ministry of Education, in cooperation with its directly controlled organisations, will provide training in the identification of the problem and the provision of assistance for women threatened by violence by teaching and non-teaching employees in the education sector; it will extend the continuing education system for teaching professionals with topics on violence against women and

their children and the possibilities for the timely detection of violence and its prevention; and it will incorporate the issue into the content of education activities in continuing education for teaching professionals.

The Ministry of Interior and the Ministry of Labour, Social Affairs and Family in cooperation with NGOs, will train first contact police officers in the identification of domestic violence and the procedure for excluding a violent person from a shared household through the use of specific methods; they will train police investigators in the correct approach to the victims of domestic violence and better handling of investigations of cases involving domestic violence.

SNCHR will provide training for the employees of schools and educational and cultural facilities in human rights issues.

The Office of the Government Plenipotentiary for Roma Communities, in cooperation with the Social Development Fund, will train field social workers and their assistants in issues relating to violence in Roma families.

It is recommended that self-governing regions and municipalities participate in the provision of training for all participating professional groups that come into contact with women who experience violence, and their children – the employees of social service facilities owned by municipalities and self-governing regions, registered non-public subjects providing social services, educational facilities and health care facilities. Relevant professions are the medical professions, teachers, social workers and psychologists working in social service facilities or as counsellors.

### Activities III

Task no.	Proposed tasks	Responsibility	Indicators	Deadline	Sources of financing
17.	To arrange funding for the prevention and elimination of violence against women from the budgets of participating ministries for the implementation of activities and tasks including education and training of employees in each ministry's area of responsibility.	Ministry of Labour, Social Affairs and Family, Ministry of Justice, Ministry of Interior, Ministry of Education	Amount of financial resources for the performance of tasks in each ministry, Number of training activities carried out, Trained professions	Monitored annually, with evaluation as at 31.12.2012	From the budget chapters of the responsible ministries and a national project of OP E&SI
18.	To implement activities and tasks including education and training for employees of the ministry of health in the prevention and elimination of violence against women	Ministry of Health	Number of training activities carried out, Trained professions	Monitored annually, with evaluation as at 31.12.2012	As part of a national project in OP E&SI
19.	To develop a system of gender-sensitive accredited training and training content (common general core and specific modules for each profession) for all support professions and employees deciding on issues; to implement a system of undergraduate and postgraduate education in this area	MLSAF in collaboration with specialists in the problem of violence, and in cooperation with the Ministry of Justice, the Ministry of Interior, the Ministry of Health, the Ministry of Education and the self-governing regions	System of accredited education Content of education Number of training courses Number of trained professions, employees and specialists Number of tutors	Monitored annually, with evaluation as at 31.12.2012	As part of a national project in OP E&SI
20.	To design and put into practice a	Ministry of Jus-	Design of sys-	31.12.2012	Budget chapter

	training system for forensic psychologists on the topic of violence against women	tice	tem Number of trained forensic psychologists		of the Ministry of Justice
21.	To provide human rights training for professionals who come into contact with people who are discriminated against or against whom violence is committed,	SNCHR	Number of training courses Number of trained professions, employees and specialists	31.12.2009	From the budget of SNCHR
22.	To train field social workers and their assistants to deal with violence in Roma families	Office of the Government Plenipotentiary for Roma Communities in cooperation with the Social Development Fund	Number of trainees	Continuous, with evaluation as at 31.12.2012	SDF

#### IV. Prevention

##### Operational objective

**To prevent the occurrence of violence and any situation that encourages or indicates toleration of violence**

##### Characteristics of the area and tasks

Effective prevention of violence against women depends on society becoming more aware of the seriousness and the negative effects of violence against women and on the promotion of zero tolerance for violence. The implementation of campaigns, including the most recent government campaign “We must end domestic violence against women” in 2007–2008, has been one of the methods used to increase awareness among specialists and the general public. It would be useful to continue activities in this direction in a targeted manner. It is also necessary to intensify prevention work through upbringing and education, to eliminate gender stereotypes in family and institutional upbringing and society as a whole through the provision of information on violence against women based on an understanding of the specific causes and the context of the forms of violence committed against women.

In order to emphasise the gender-determined nature of violence against women, it is necessary to increase the awareness of specialists and the general public of the relevant international documents (e.g. the Convention on the elimination of all forms of discrimination against women and its optional protocol, the UN Declaration on the elimination of violence against women, General recommendation no. 19 of the Committee on the Elimination of Discrimination against Women on violence against women, Recommendation Rec(2002)5 of the Committee of Ministers to member states of the Council of Europe on the protection of women against violence and other relevant recommendations of the Council of Europe). It is also important to increase their use in practice.

In accordance with the tasks set in the previous NAP, the Ministry of Education will address the issue of violence against women as part of human rights education in the preparation of teaching documents for relevant elementary and secondary school subjects. The issue of violence against women will also be emphasised in the implementation of the National plan for human rights educa-

tion for the years 2005–2014. The Ministry of Education will also propose a change in the content of mass-media studies in higher education to incorporate issues of gender equality in order to prepare future specialists in the mass media and marketing to apply a gender-sensitive approach in practice.

The Ministry of Culture plans to create and improve conditions for supporting cultural activities focussing on the prevention and elimination of violence against women through the grant system of the Ministry of Culture and through the National Cultural Centre it collects information on the activities of the regional cultural centres in Slovakia in this area.

The media are one of the most effective instruments for influencing public opinion and the attitudes of society to violence against women. Efforts in the previous period did not succeed in encouraging the media to promote zero tolerance of violence. Nevertheless the media are indispensable in efforts to prevent violence against women. They are vital to media campaigns on aspects of the issue and the presentation of the issue in accessible print and electronic media, ministerial periodicals, regional media and so on. Supporting activities that promote the prevention of violence against women in the media and advertising in cooperation with representatives of the public media and media councils will be one of the tasks in the national project of the OP E&SI “Systematic support for the prevention and elimination of violence through coordination and the provision of services by crisis intervention centres and teams”. It is important that media councils encourage the incorporation of zero tolerance for violence against women into professional guidelines and codes of conduct. Efforts to improve the quality of work in the media will include the preparation of a methodology for monitoring media and annual reports on the monitoring of selected media.

The cooperation of self-governing regions and municipalities is important for the preparation and distribution of information material on the locations and forms of assistance available to women – both in general and specific to professional assistance providers. Information materials should also include information for women with special needs due to their age, ethnicity, sexual orientation, status as migrants etc.

#### Activities IV

<b>Task no.</b>	<b>Proposed tasks</b>	<b>Responsibility</b>	<b>Indicators</b>	<b>Deadline</b>	<b>Sources of financing</b>
23.	Make available to the general public and specialists information on the international commitments of the Slovak Republic in the area of human rights and violence against women and have the relevant UN, Council of Europe and EU documents translated into Slovak	MLSAF and other ministries and organisations	Number of participating ministries and organisations Number of presented activities Number of translated documents	by 30.6.2011	From the budgets of the competent ministries and organisations
24.	To address the issue of violence against women as part of human rights education in the preparation of teaching documents for relevant elementary and secondary school subjects.	Ministry of Education and the National Institute for Education	Analysis of teaching documents	Continuously, with evaluation in 2012	Budget chapter of the Ministry of Education
25.	To emphasise the issue of violence against women in the implementation of the National plan for human rights education for the years 2005–2014.	Ministry of Education	Number and character of activities dedicated to the problem of violence	Continuously with evaluation in 2012	Budget chapter of the Ministry of Education

26.	To propose a change in the content of mass-media studies in higher education in accordance with Act No. 131/2002 Z.z. an on approval to incorporate issues of gender equality in order to prepare future specialists in the mass media and marketing to apply a gender-sensitive approach in practice.	Ministry of Education	Incorporation of the given issue into the content of mass-media studies in higher education	31.12.2012	Budget chapter of the Ministry of Education
27.	To increase media presentation of the issue of violence against women and increase society's awareness of this problem through media campaigns on aspects of the issue and the presentation of the issue in accessible print and electronic media, ministerial periodicals, regional media and so on.	All government departments, self-governing regions and municipalities, NGOs	Number of media campaigns Number of media appearances depending on the type of media	Continuously, with evaluation in 2012	From the budgets of the competent ministries and organisations and a national project in OP E&SI
28.	To monitor the issue of violence against women in the media and advertising in cooperation with the media councils and the Methodology Coordination Centre for the Prevention and Elimination of Violence against Women	MLSAF in cooperation with NGOs and medial councils	Number of submitted complaints and requests for investigation Number of institutions adopting a code of conduct on violence	Continuously, with evaluation in 2012	MLSAF, using funding from the national project in OP E&SI
29.	To develop a methodology for monitoring the media and annual reports from the monitoring of selected media	MLSAF in cooperation with ILFR	Development of a methodology for media monitoring Report on monitoring of the media	31.12.2009 30.6.2010 30.6.2011 30.6.2012	ILFR based on a task contracted by DGEE0 via a contract between ILFR and MLSAF
30.	To prepare information materials on locations and methods of assistance for women – both in general and specific to the profession of assistance providers.	The Central Office and offices of labour, social affairs and family in cooperation with the Methodology Coordination Centre for the Prevention and Elimination of Violence against Women and with self-governing regions, municipalities and NGOs	Information materials prepared and distributed, Methodological guidelines, Series of articles, television and radio programmes in regional media	Continuously, with evaluation in 2012	From the budgets of the responsible subjects and from the national project in OP E&SI

## V. Statistics, research and monitoring

### Operational objective

**To develop an adequate knowledge base on various aspects of violence against women**

## Characteristics of the area and tasks

The knowledge base on violence against women in Slovakia is starting to improve in both quantitative and qualitative terms but it is necessary to continue research into specific issues relating to violence, forms of violence, the cost and effects of violence and so on. New information and a detailed insight into specific sub-areas could be achieved through research into violence against groups of women with specific and multiple vulnerabilities. It could also be useful to carry out a sample survey of masculinity in Slovakia, which will include the information requested by CEDAW on the root causes of homicides resulting from domestic violence in Slovakia, which it will be necessary to present in 2014 in the next periodic report of the Slovak Republic on the implementation of the Convention on the elimination of all forms of discrimination against women in Slovakia.

Since sufficient progress has not yet been made in obtaining specific statistical data from the various departments of government, no central processing of such data has been carried out. It was therefore necessary to formulate tasks through which national indicators on violence against women could be collected and the results of statistical and archive research. The Ministry of Health has undertaken to arrange the collection of data on records of violence produced in its area of responsibility by improving the reporting of statistics.

In view of the need to analyse the number and quality of services provided to women who experience violence, a comparative study will be carried out into social assistance and support services, health care and accommodation services for women who are victims of violence in Slovakia and EU member states to identify international standards and generate recommendations. The study will be made available to participating professionals and the general public. It will also be necessary to carry out monitoring in line with European standards of support services provided to women and children who experience violence.

## Activities V

Task no.	Proposed tasks	Responsibility	Indicators	Deadline	Sources of financing
31.	To prepare a comparative study of social assistance and support services, health care and accommodation services for women who are victims of violence in Slovakia and EU member states to identify international standards and generate recommendations and to make the study available to participating professionals and the general public.	MLSAF in cooperation with ILFR	Study	31.12.2011	ILFR based on a task contracted by DGEE0 via a contract between ILFR and MLSAF
32.	To arrange the collection of data on records of violence produced in the relevant area of responsibility by improving the reporting of statistics	Ministry of Health, Ministry of Interior, Ministry of Justice, Public Prosecution Office and self-governing regions	Number and quality of reported statistical indicators for the purposes of forensic evidence	Continuously to 2012	From the budget chapters of the responsible subjects
33.	Selection of national indicators of	MLSAF – ILFR in cooperation	List of indicators	31.12.2009 30.6.2010	ILFR based on a task con-

	violence against women and annual reports on the results of statistical and record research	with the providers of data		30.6.2011 30.6.2012	tracted by DGEEEO via a contract between ILFR and MLSAF
34.	Pilot project to translate and test the pilot household victimisation survey developed by the EU and implementation by the Statistical Office in 2009	Statistical Office	Conclusions and experience of translating and testing the pilot household victimisation questionnaire in practice	30.6.2010	Statistical Office through an EU project
35.	Methodology and ongoing monitoring of support services provided to women and children experiencing violence for conformity to European standards	MLSAF – ILFR	Methodology Monitoring reports	31.12.2010 30.6.2011 30.6.2012	ILFR based on a task contracted by DGEEEO via a contract between ILFR and MLSAF
36.	Research into violence against women with specific and multiple vulnerabilities	MLSAF - ILFR	Research report	31.12.2012	ILFR based on a task contracted by DGEEEO via a contract between ILFR and MLSAF
37.	Preparation of a sample survey of masculinity in Slovakia for 2013	MLSAF in cooperation with ILFR	Formulation of a contract with MLSAF	31.12.2012	ILFR

## **VI Violence against women in the workplace**

### **Operational objective**

**To create an adequate knowledge base and define instruments for eliminating violence against women in the workplace**

### **Characteristics of the area and tasks**

The problem of violence against women in the workplace is part of a broader concept of violence in the workplace. From cases of abuse, threats and assaults against persons in the working environment, it has expanded to include issues of health, safety, working conditions and decent treatment in work, human rights and anti-discrimination policy. Legislation on equal treatment defines direct and indirect discrimination, instruction and incitement of discrimination as basic concepts of anti-discrimination law.

Directive 2002/73/EC of the European Parliament and of the Council speaks of the specific form of gender-based discrimination and defines the following terms:

- ▶ direct discrimination: where one person is treated less favourably on grounds of sex than another is, has been or would be treated in a comparable situation
- ▶ indirect discrimination: where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex, unless that provision, criterion or practice is objectively justified by a legitimate aim, and the means of achiev-

ing that aim are appropriate and necessary,

► harassment: where an unwanted conduct related to the sex of a person occurs with the purpose or effect of violating the dignity of a person, and of creating an intimidating, hostile, degrading, humiliating or offensive environment,

► sexual harassment: where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.

In 2001 the ILO defined sexual harassment as unwanted or undesirable behaviour of a sexual nature in the workplace or in relation to work, which causes a person to feel humiliated, frightened, discriminated against or harassed.

In Slovak law, Act No. 365/2004 Z.z. on equal treatment in certain areas and protection against discrimination, amending and supplementing certain other laws (Anti-Discrimination Act) defined the term harassment. The definition of sexual harassment was introduced into Slovak law by Act No. 85/2008 Z.z. amending and supplementing the Anti-Discrimination Act, which came into effect on 1.4.2008 (section 2a(4) and (5) of the Anti-Discrimination Act) Sexual harassment therefore represents a breach of the principle of equal treatment.

For the prevention and elimination of sexual harassment it is necessary to carry out research in order to obtain an adequate knowledge base on the phenomenon in Slovakia. It is also necessary to raise employees' awareness of legal issues relating to harassment and other forms of violence in working relationships and possibilities for preventing and discouraging it. Implementing seminars and other educational activities on the prevention of violence and harassment in the workplace at the self-governing regions appears to be a necessary and useful way to limit the occurrence of cases of violence and harassment in the workplace.

The Slovak National Centre for Human Rights, the institution responsible for the implementation of the Anti-Discrimination Act, and the National Labour Inspectorate, the body with the power to monitor compliance with principles of gender equality and equal opportunities, will monitor cases of sexual harassment and bullying of women in the workplace in the course of their activities.

## Activities VI

Task no.	Proposed tasks	Responsibility	Indicators	Deadline	Sources of financing
38.	To raise employees' awareness of legal issues relating to violence and employment relations through seminars and other educational activities	Ministry of Education, Ministry of Health and professional associations MLSAF, SNCHR, employer associations, trade union organisations, self-governing regions	Number of education activities broken down by form Number of participants in lectures, training sessions and other education activities	Continuously to 2012	From the budgets of the competent ministries and organisations
39.	To prepare informational and methodological materials for employers and employees on the topic of gender equality and violence against women in the workplace and the forms of assistance available to victims	MLSAF, SNCHR, employer associations, trade union organisations, self-governing regions	Number of materials; Number of workplaces in which materials are distributed	Continuously to 2012	From the budget of MLSAF and SNCHR
40.	To carry out monitoring of cases of	SNCHR	Monitoring	Every year	From the

	sexual harassment and the bullying of women	NLI	reports	as at 31.12.12.	budget of SNCHR and NLI
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## VII. Work with perpetrators of violence

### Operational objective

**To create social conditions and mechanisms to encourage the perpetrators of violence to take responsibility for their behaviour**

### Characteristics of the area and tasks

A specific area of efforts to eliminate violence against women is work with the perpetrators of violence. Since there are no accredited programmes in Slovakia for work with the perpetrators of violence against women, it is necessary to study the experience of their implementation in neighbouring countries with the ultimate aim of assessing the potential for the application of some of them in Slovakia. By analysing existing models of good practice in programmes in other countries for working with the perpetrators of violence within relationships it may be possible to develop a system that implements reliable methods in our conditions.

Before starting the implementation of programmes for work with offenders, a system for training participating professionals to work with the perpetrators of violence against women will be developed in line with the practices of other countries. As follow-up to the above, education and special training for work with the perpetrators violence against women will be provided, in cooperation with foreign experts and NGOs, to professionals working in prisons, mediation and probation officers and social custody officers. This will open extensive opportunities for probation and mediation officers. The aim of all programmes for offenders should be that offenders take responsibility for their own actions and stop using violence as a means for getting their way in relations with women.

### Activities VII

Task no.	Proposed tasks	Responsibility	Indicators	Deadline	Sources of financing
41.	To prepare an analysis of existing models of good practice in other countries in programmes for working with the perpetrators of violence within relationships	MLSAF in cooperation with ILFR	Analysis	31.12.2010	ILFR based on a task contracted by DGEEEO via a contract between ILFR and MLSAF
42.	To develop a system for training participating professionals to work with the perpetrators of violence against women in line with the practices of other countries	MLSAF in cooperation with ILFR	Training system Number of foreign resources used	31.12.2011	ILFR based on a task contracted by DGEEEO via a contract between ILFR and MLSAF
43.	To provide education and special training for work with the perpetrators violence against women, in cooperation with foreign experts and	Ministry of Justice, Ministry of Interior, MLSAF in cooperation	Number of educational activities Number of	31.12.2012	Responsible ministries and subjects, using funds from a

	NGOs, to professionals working in prisons, mediation and probation officers and social custody officers.	with PJGC and OLSAF	experts trained		national project in OP E&SI
44.	To prepare standards for work with perpetrators of violence against women for participating professionals in order to begin development of a system for working with the perpetrators of violence against women in line with the practices of other countries	Ministry of Justice, Ministry of Interior, MLSAF in cooperation with PJGC and OLSAF	Standards Number of foreign resources used	31.12.2012	Responsible ministries and subjects in cooperation with MLSAF, which will draw funds from a national project in OP E&SI