

Questionnaire
Gender Equality and Culture

Slovak Republic

QUESTIONNAIRE

Please provide responses in a separate Word document. Completed questionnaires and contact details should be sent to Ms Penelope Keenan (p.keenan@unesco.org) by 15 October 2013.

A. National policies in the field of culture

1. Does your country have (or is in the process of elaborating) a cultural policy that includes a specific reference to gender equality and /or women's empowerment?

If yes, please specify the following in your response:

- Any references to a UNESCO Convention, Declaration or publication or any of the international treaties and actions plans listed above (cf.2.Background);
- References to women from indigenous or other minority groups;
- The ministry or public body responsible for its implementation;
- Involvement of women's groups, communities and other associations working on gender and culture in the consultation and elaboration of this policy;
- Impact assessment or evaluations.

Response: Ministry of Culture of the Slovak Republic (Ministry) implements measures for gender equality by developing activities in organisations which fall within its founding competence, as well as through a subsidy system of the Ministry – the programme *Culture of the Disadvantaged Population Groups*. These activities follow out recommendations and measures for the sector of culture within the comprehensive Government strategic documents, such as: the National Strategy of Gender Equality for 2009–2013, the National Action Plan for the Prevention and Elimination of Violence Against Women for 2009–2012 (document has been continuously updated from 2004, currently the document for 2013–2019 is being finalised). That involves crosscutting actions in the area of information and training (including e-learning) on gender equality, consistent gender mainstreaming, provisions for internal regulations of ministries and all other central bodies of state administration to incorporate gender equality, evaluate gender representation in the sector's managing positions, undertaking sectoral statistical surveys with data broken down by gender, etc.

The Government of the Slovak Republic approved the National Action Plan for Gender Equality for 2010–2013 (Action Plan) on 12 May 2010; it is the implementing document for the National Strategy of Gender Equality for 2009–2013 (Strategy). The Strategy is the basic programme document for the implementation of gender equality policy focusing specifically on economic and social area; health, family and state family policy; the area of public and political life; participation and representation; and the area of research, education, schools, media and culture. The Strategy's main objective is to create environment, develop efficient mechanisms, tools and methods for implementing gender equality in all areas of society's life. The Action Plan defines systemic activities for particular areas, sets implementation dates, tools and indicators, identifies organisations and institutions responsible for their achievement. The Action Plan tasks relate to central bodies of state administration, with the Slovak National Centre for Human Rights, Statistical Office of the Slovak Republic, nongovernmental organisations and professional associations also contributing to their achievement. Starting from 1 October 2012, Ministry of Labour, Social Affairs and Family has been the central body of state administration for gender equality and equal opportunities and the coordination of state policies in this area. The Council of

the Government of the SR for Human Rights, National Minorities and Gender Equality has also been established.

The Ministry of Culture set up a financial instrument using subsidies for the support of gender issues – the Culture of Disadvantaged Population Groups Programme. Its main purpose is to facilitate integration of the disadvantaged population groups in the society in the area of culture, and create equal opportunities through cultural mechanisms. The programme (supporting cultural activities of persons with disabilities, disadvantaged children and youth groups, older people, homeless people, migrants) is, inter alia, designed to support cultural projects contributing to the implementation of gender equality (women-mothers, battered women, non-discrimination of women after 45 years of age, women-migrants, women from marginalized Roma communities, etc.), and the prevention of discrimination and all forms of violence through cultural mechanisms. It involves strengthening the policy of gender equality by the adoption of temporary equalising measures in the area of culture and measures for the protection of women from socially excluded communities against multiple discrimination.

B. National implementation strategies of UNESCO Culture Conventions

2. How has your country addressed gender issues in its work to:

- protect cultural property in the event of armed conflict;
- fight the illicit trafficking of cultural property;
- safeguard intangible cultural heritage;
- protect cultural and natural heritage;
- protect underwater cultural heritage; and
- promote cultural industries.

Please provide examples of activities, action plans and research undertaken between 2003 and 2013.

Response: The Ministry has elaborated and periodically updated Government strategy documents for the implementation of UNESCO Culture Conventions that comply with the principle of solidarity, tolerance, non-discrimination and equal opportunities: Strategies for the Development of Museums and Galleries in the Slovak Republic, the Strategy for the Development of Slovak Library Science, the Concept of the Protection of Historical Monuments Stock, Concept of Conservation of Traditional Folk Culture, the Strategy for the Development of Local and Regional Culture, the Strategy for the Development of Public Education Activity, the Concept of the Orientation and Support of Research and Development in the Culture Sector, the Sectoral Concept of Vocational Education and Training of Pupils for Occupations and Technical Activities in the Sector of Culture, the Concept of Protection of Historical Monuments Stock and Cultural Heritage in Crisis Situations.

In the area of gender equality, the following initiatives have been implemented under the programme of the Culture of Disadvantaged Population Groups of the Ministry's subsidy system:

- Občianske združenie K – 2000, Prievidza (Citizens Association) – project PRO FEMINA – 1st creative workshop for jobless women - 2,000 EUR
- Gemerské osvetové stredisko, Rožňava (Gemerský ústav pre ľudské práva, Rožňava) – project of the International Week of Human Rights, Gender Equality and Battered Women

- a cultural event for women designed to promote human rights and gender equality issues – 1, 500 EUR
- Občianske združenie Transparentnosť, Košariská (Citizens Association Transparency, Kosariska - the Project of Experience-based art therapy for battered women - an art therapy event for battered women – 1,500 EUR
- Citizens Association of Parents and Friends of Children with Mental Disabilities – PALISANDER, Medzilaborce – Mothers’ acknowledgment project – a concert for mothers and children with disabilities and children from socially excluded communities – 2,500 EUR
- ROMA Media Centre, Košice – project We, the Roma Women – website – presentation of cultural activities to promote gender equality – 3,000 EUR
- Milan Simecka Foundation, Bratislava – a multicultural event Week of New Minorities - (women migrants, women in marginalized Roma communities, etc.) – 4, 800 EUR
- Milan Simecka Foundation, Bratislava - multikulti.sk – electronic journal offering information to general public on human rights-related topics, including prevention of violence against women (women migrants, women in marginalized Roma communities, etc.) – 4,000 EUR.

C. Access to decision-making

3. What measures exist in your country to promote and ensure the equal representation of women and men in decision-making processes in the field of culture?

Please consider the following in your response:

- Level of government implemented (e.g. national, local);
- Any measures to ensure that women can participate on an equal basis with men in identifying what constitutes cultural heritage;
- Any measures to ensure that women can participate on an equal basis with men in taking decisions about the use and safeguarding or protection of heritage;
- Any measures that aim to ensure improved gender parity in senior management or leadership positions within cultural institutions;
- Impact assessments or evaluations.

Response: Within the meaning of Measure 23 of the National Strategy of Gender Equality for 2010 - 2013 the sector of culture has been charged with the task - of making provision for internal regulations of ministries and all central bodies of state administration incorporating the topic of gender equality and inserting the competence for the area of gender equality in the content of activities of the relevant organisational unit at all ministries. The measure was implemented by amending Article 5 of the Statute of the Ministry of Culture of the Slovak Republic – The principle of activity and management of the Ministry, Section (6): In its activity, the Ministry shall apply the principle of equal treatment, gender equality and equal opportunities, and, in accordance with it, shall ensure the fulfilment of tasks of the Ministry as central body of state administration of the Slovak Republic that follow from the resolutions of the Government of the Slovak Republic.

Within the organisational structure of the Ministry of Culture of the SR, the Division of Culture of Intangible Cultural Heritage and the Culture of Disadvantaged Groups of Population is the organisational unit charged with the issues at hand (currently one female employee is designated

to carry out the agenda - the culture of disadvantaged population groups, including gender equality and equal opportunities and also protection of cultural rights of people at risk of poverty and social exclusion). The Division has been in existence since 2005.

As examples of the proportion of women's representation in decision-making processes in the field of culture we may give all information and documentation institutions in the area of arts and state language, namely the Theatre Institute, the Music Centre, the Literary Information Centre, the Slovak Design Centre, all these are headed by women in the leading position – as directresses. Equally, the Section of Arts and State Language of the Ministry is headed by a women, the Division of State Language also has a directress.

D. Education, Capacity-Building, and Training

4. How has your country addressed gender gaps in educational, capacity-building and management programmes in the fields of heritage or creativity?

Please consider the following in your response:

- Include examples of programmes. For example, a heritage management programme that aims to increase female cultural professionals access to senior management and leadership positions or capacity-building workshops addressing gender issues in safeguarding intangible cultural heritage;
- Include a list of any technical training or educational programme;
- Describe if the methodology, content and curriculum has been informed by a gender-responsive approach,
- Describe whether they address socio-economic challenges to pursue educational programmes faced by certain groups of women, such as women in rural areas or indigenous women;
- Impact assessments or evaluations.

Response: Within comprehensive Government strategic documents – the National Action Plan for Gender Equality for 2019–2013, the National Action Plan for Prevention and Elimination of Violence Against Women for 2013–2019 recommendations have been adopted for the access to information, education and creativity development in the sector of culture. These are implemented by the organisations falling within the Ministry's founding responsibility and through the subsidy system of the Ministry.

The Ministry increased access to the issues referred to above by making available in 2012 to organisational units and organisations set up by the Ministry the information and recommendations on e-learning – the web page on issues of gender equality and possibilities of e-learning in the field of gender equality (the guarantor of the web page is the Ministry of Labour, Social Affairs and Family of the Slovak Republic – its Gender Equality Division).

The library services of the organisations in the founding responsibility of the Ministry contribute significantly to the education and information on gender equality issues: the University Library, the Slovak National Library, the State Scientific Libraries in the Slovak Republic (Prešov, Banská Bystrica, Košice) continuously provide research services for users on the issues at hand (tens of researches annually). In the period under review, tens of new book exhibitions were held on the issues above. Based on continuous acquisition proposals the book funds have been supplied with publications dealing with the topic. Campaigns were also held, such as the campaign “Let's boo

violence off the stage“ (in 2012) that focused on putting an end to violence against women (the campaign took the form of promotion information materials and leaflets displayed in the premises of libraries). Matej Hrebenda’s Slovak Library for the Blind and Visually Impaired in Levoča in its journal Vierka designed for blind and visually impaired women regularly pays attention to the issue of gender equality publishing articles covering prevention of discrimination and violence against women, elimination of gender prejudice and stereotypes (e.g. articles on non-stereotyped professions for women, etc.).

In 2012 the Ministry made available to its organisational units and organisations set up by the Ministry information on the web page on gender equality issues and the options of e-learning in this area - links to the web page on gender equality (guarantor: Ministry of Labour, Social Affairs and Family of the Slovak Republic). In the period under review, 2 female employees of the sector of culture have taken part in a cycle of international workshops of the National Institute of Gender Equality (in cooperation with the Ministry of Labour, Social Affairs and Family of the Slovak Republic and France). These involved interactive training in basic gender equality terms and issues and gender equality implementation in all areas of life – cultural heritage, architecture, environment, etc.

E. Access to credit and financial resources allocation

5. What special policies, practices or other measures in your country exist to ensure that female cultural entrepreneurs can access credit?
6. Does the allocation of public financial resources in the fields of heritage and creativity take into account gender differences in cultural activities and practices?

Please consider the following in your response:

- The public or private body that is responsible for these policies, practices or measures;
- Any public or private partnerships or schemes in this area;
- Any cultural sub-sectors that are targeted in such policies, practices or measures? (e.g. crafts, dance, theatre),
- Impact assessments or evaluations.

Response: Based on the Act No. 516/2008 Coll. on the Audiovisual Fund and on amending of certain acts, as amended, the Audiovisual Fund was established as a public law institution for the support and development of audiovisual culture and industry. In allocating financial resources to entities operating in the field of audiovision, account is taken of the purpose, quality and contribution of the submitted project with no special regard to gender criteria.

F. Visibility and awareness-raising

7. Are there any actions in your country that aim to raise awareness of and give visibility to women’s contribution to cultural life (e.g. heritage, creativity, the arts)?

If yes, please consider the following in your response:

- Efforts to promote greater recognition of women’s contribution to cultural life in educational curricula or the media;

- Special measures (e.g. quota system) to promote female artists in public media and fora (e.g. radio, television, cultural events);
- Impact assessments or evaluations.

Response: In the period under review, the National Public Education Centre – an organisation in the founding responsibility of the Ministry whose main mission is to support informal educational and pro-social activities in the field of culture – concentrated also on information and awareness-raising of gender equality among, both, lay and professional cultural public. In the framework of its methodological and counselling activity it posted on its web page the list of publications and materials dealing with the given subject. The information is to be found at the following page pages: <http://www.nocka.sk/vzdelavanie/mp-cinnost/2012/narodne-programy/metodicka-cinnost> and also web link <http://www.nocka.sk/vzdelavanie/mp-cinnost>. The National Public Education Centre also published within sectoral bulletin Social Prevention authors' contributions on the subject of implementation of gender equality and prevention and elimination of violence against women (e.g. Selected aspects of the problems of domestic violence. Info-educational bulletin Social Prevention – Crime Prevention, No. 1/2012, p. 20 – 21. ISSN: 1336-9679, etc. – number of copies 2, 500).

Equally, other budgetary and contributory organisations of the Ministry get involved in the process of implementation of gender equality, particularly through the activities of informal education. They include e.g. SEUK (Slovak Folk Artistic Ensemble), artistic ensemble Lúčnica, Centre of Folk Traditional Crafts Industry, the Slovak National Gallery, the Slovak National Museum, particularly through creating room for cultural activities implementing the topic of gender equality by means of arts and also creating scope for the development of talent and self-realisation of women – artists and researchers - some also in the leading positions in the field of culture.

Theatre, music, literary and design institutions in the functional responsibility of the Ministry support, promote, introduce, present to the general public, or, in some cases, even specifically publish artistic works of women (actresses, female directors, writers, translators, dancers, choreographers, singers, musicians, composers, designers, costume and scenic artists. etc.) in their promotion materials, editions and also in the media. Certain artistic competitions or surveys organised also with the financial support of the Ministry have categories with respect to gender equality – awards are conferred for best female and male interpretation performance (acting, singing) – for example, the Theatre Awards for the Season organised by the Association of Contemporary Theatre. But special measures or quota systems to promote positions or presentations based on gender criteria are not in place, neither is there any pressing demand for their introduction.

Information on the contribution of women to cultural life in the media

The programs of the public-law broadcaster, Radio and Television Slovakia, present distinguished figures of culture, both male and female, and their creation.

Also periodical printed press, be it art journals or magazines, or women's journals and magazines, or daily periodicals and their weekend editions, gives visibility, on a regular basis, to female personalities from the field of culture. Currently (September 2013) there are 57 periodical press titles published in Slovakia focused on culture, arts and public education, of which 27 periodicals aim at women audiences.

For several years, the publisher of a women's magazine has been presenting the annual "Slovakia's Female of the Year" award based on a public questionnaire. To win the title,

personalities from different spheres (health care, science and research, sports, charity, entrepreneurship and management, education and support to new talents) are nominated, including arts and culture, media and communications. The public law broadcaster also gives visibility to this public poll effort thus enabling the public to annually get to know personalities having achieved success in the area of their activity.

Special measures

The Slovak Republic has not taken any special measures or quota systems to promote positions or presentations based on gender criteria in relation to the public law media.

In legislative area, the Ministry ensured equal and non-discriminating approach in terms of the broadcasting content and provision of on-demand audiovisual media services.

Pursuant to Section 19 of the Act No. 308/2000 Coll. on broadcasting and retransmission and on amending the Act No. 195/2000 Coll. on telecommunications, as amended, the programming service, the on-demand audiovisual media service and their components must not, inter alia, infringe on human dignity and the basic human rights and freedoms of others by the way of rendition or content, promote violence or openly or covertly incite to hatred, belittle or dishonour others on the grounds of sex, race, colour of skin, religion and belief, political or other conviction, national or social origin, association with a national minority or ethnic group.

Specifically, in relation to the broadcasting content and the nature of programmes, the Act No. 532/2010 Coll. on Radio and Television of Slovakia and on amending of certain acts, as amended, stipulates the obligations for the public broadcaster. Within the meaning of the Act, the programming service of the Radio and Television of Slovakia comprises news, publicist, documentary, dramatic, musical, sports, entertainment and education programmes, programmes for children and youth and other programmes which are, inter alia, based on the principles of democracy and humanism, and contribute to legal awareness, ethical awareness, and the environmental responsibility of the public, developing national awareness and cultural identity of the population of the Slovak Republic irrespective of sex, race, colour of skin, language, age, religion or belief, political or other opinion, national or social origin, association with national minority or ethnic group, property, lineage, or other status so as to make the programme reflect the diversity of opinions, political, religious, philosophical and artistic movements and support the development of civil and knowledge-based society thus creating conditions for social accord in public matters with a view to strengthening mutual understanding, tolerance and supporting cohesion of a diverse society.

G. Statistics and Indicators

8. Are there any gender indicators in your country related to culture (e.g. heritage and creativity)? Are cultural statistics in your country disaggregated by sex?

If yes, please list.

Response: The Ministry periodically monitors statistical data in the sector of culture to establish the number and remuneration of female/male employees according to relevant salary scales and managing, technical, administrative positions or jobs involving prevalingly physical and manual work, disaggregated by sex. From January 2012, the statistics within the Ministry is processed electronically and respects the gender breakdown in the wage differences.

Based on the Regulation by the Statistical Office of the Slovak Republic, the Ministry undertakes annually a statistical survey for the area of radio and television broadcasting, periodical press, and the area of audiovision. Within the statistical survey, gender indicators are monitored only for the area of radio and television broadcasting. For example, in the area of television broadcasting (provision for broadcasting, programme production and creation, editors' work) in 2012 there were 2,526 persons involved of which 929 were women, accounting for 36.7%. In the area of radio broadcasting in 2012, 984 persons were involved of which 456 were women, which accounts for 46.3%.

The issues of women's status are also dealt with by the Statistical Office of the Slovak Republic, which carries out statistical surveys also with the view to identifying and describing factors affecting the status of women in the society. In relation to the National Action Plan for Gender Equality the SO SR discharges the tasks in the area of strengthening gender aspects in crosscutting statistics and, for the past three years, it also publishes the data in a special publication. The recent publication "Rodová rovnosť 2012 - Gender equality 2012" is available from the website of the Statistical Office of the Slovak Republic at www.statistics.sk.

Thank you for completing the questionnaire!