



**THE ANNUAL REPORT ON THE
ACTIVITIES OF THE SLOVAK NATIONAL
CENTRE FOR HUMAN RIGHTS**

2014

I. IDENTIFICATION OF ORGANISATION

Name:	Slovenské národné stredisko pre ľudské práva/ Slovak National Centre for Human Rights
Headquarters:	Laurinská 18, 811 01 Bratislava
Legal Basis:	Act No. 308/1993 Coll. on the Establishment of the Slovak National Centre for Human Rights
Legal Form:	independent legal person established by law; not entered in the Companies Register
Statutory Authority:	Mgr. Marian Mesároš- Executive Director
Management and Control Authority:	Administrative Board
Head of Administrative Board:	Mgr. Anton Martvoň, PhD.
Control Body:	on managing funding only- Supreme Audit Office of the Slovak Republic
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II. STATUS AND ROLES OF THE SLOVAK NATIONAL CENTRE FOR HUMAN RIGHTS

Slovak National Centre for Human Rights (hereinafter referred to as “the Centre”) was established by the Act of the National Council of the Slovak Republic No. 308/1993 Coll. on the Establishment of the Slovak National Centre for Human Rights (hereinafter referred to as “the Act on the Establishment of the Centre”) which entered into force on 1 January 1994 (based on the Agreement between the United Nations and the Government of the Slovak Republic on the establishment of the Slovak National Centre for Human Rights – Announcement of the Ministry of Foreign Affairs of the Slovak Republic No. 29/1995 Coll.). According to the Act on the Establishment of the Centre, the Centre is an independent legal entity which is not entered into the Companies Register. It is a non-profit organisation.

The internal affairs of the Centre are regulated by the Statute of the Centre that is in compliance with the abovementioned international agreement, which includes the commitments

of the Slovak Government to provide the Centre with essential financial resources to ensure the legal and operational independence and sustainability of the Centre.

The Centre as an independent legal entity performs irreplaceable role in the field of human rights and fundamental freedoms in the Slovak Republic, including the rights of the child and the principle of equal treatment.

From the year 2004, the activities of the Centre are closely related to the Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and Protection against Discrimination (the Antidiscrimination Act). The Antidiscrimination Act mandates, *inter alia*, the Centre as **the only Slovak body protecting and promoting equality and monitoring and reviewing the observance of the principle of equal treatment.**

Pursuant to the Act on the Establishment of the Centre, the Centre:

- Monitors and reviews the observance of human rights and the observance of the principle of equal treatment under the Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and on Protection against Discrimination and on change and amendment of particular laws (the Antidiscrimination Act);
- Collects and provides upon request information on racism, xenophobia and anti-Semitism in the Slovak Republic;
- Conducts research and surveys necessary for provision of information concerning human rights and acquires and disseminates information in this field;
- Prepares educational activities and takes part in information campaigns aimed at increasing tolerance of the society;
- Provides legal advice for victims of discrimination and manifestation of intolerance and represents a party under the power of attorney proceedings before court in procedures concerning violation of the principle of equal treatment;
- Prepares expert opinions concerning the principle of equal treatment upon request from natural persons or legal entities or on its own initiative, pursuant to the Antidiscrimination Act;
- Carries out independent investigations concerning discrimination;
- Prepares and publishes reports and recommendations on discrimination matters;
- Provides library services and other services in the area of human rights.

Annually, by 30 April, the Centre publishes a Report on the Observance of Human Rights Including the Observance of the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic.

The Centre also monitors the observance of the rights of the child according to the Convention on the Rights of the Child and therefore it fulfils UN recommendations and international commitments of the Slovak Republic.

Within fulfilment of its mandate, **the Centre cooperates with bodies of state government and administration, local government authorities, NGOs** which are working in the field of human rights, **international organisations** working in this field and with **other peer organisations and stakeholders**.

The Centre fulfils all of its legal mandate and key activities also in regions with the essential help of its **three regional offices**.

The Centre's activities, their outcomes, results and inputs in 2014 demonstrated its stable and irreplaceable role among institutions active in the field of human rights protection and its unique role in the area of protecting and promoting the principle of equal treatment in the Slovak Republic.

III. ACTIVITIES AND OUTPUTS OF THE CENTRE IN THE YEAR 2014

The majority of the Centre's activities were aimed at fulfilment of tasks which had been defined by **the Act on the Establishment of the Centre** and **the Plan of the Activities of the Centre for the Year 2014**. The tasks related to its international position also played crucial role in defining its activities.

As stipulated in the Plan of Activities of the Centre for the Year 2014 (hereinafter referred to as "the Plan of Activities"), the Centre carried out activities in the following areas:

A. Monitoring and research of the observance of human rights in general, the rights of the child and the prohibition of discrimination in particular, independent investigations concerning discrimination, gathering information regarding racism, xenophobia and anti-Semitism;

B. Evaluation of the observance of human rights in general, the rights of the child and the prohibition of discrimination in particular, elaboration and publishing of reports regarding the observance of human rights including the principle of equal treatment and the rights of the child in the Slovak Republic and the elaboration and publishing of reports and recommendations concerning discrimination issues;

C. Education and training in the field of human rights including the rights of the child and the principle of equal treatment;

D. Legal assistance to victims of discrimination, publishing expert opinions on matters related to the principle of equal treatment, providing mediation in matters related to the breach of the equality principle, consultation and advisory services on the rights of the child;

E. Information, documentation and library services;

F. Publication activities;

G. Cooperation with the bodies and organisation of public administration and other institutions and NGOs working in the field of protection of human rights and education;

H. Cooperation with international organisations and institution;

I. Information campaigns

In line with the principle of equal treatment pursuant to Article 2(1) of the Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and on Protection from Discrimination (the Antidiscrimination Act) all names of work positions and professions referred in the Slovak version of this report are equally interpreted in both feminine and masculine gender.

A) Monitoring and research of the observance of human rights in general and the rights of the child and the prohibition of discrimination in particular, independent investigations concerning discrimination, gathering information regarding racism, xenophobia and anti-Semitism.

1. Monitoring the observance of human rights, the rights of the child and the principle of equal treatment

Information and data were gathered throughout the whole year 2014 also for the purposes of the annual Report on the Observance of Human Rights Including the Observance of the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic.

The Centre carried out monitoring activities as a planned systematic action in 2014. The monitoring was focused on the central collection, selection, processing and storage of information related to human rights, the rights of the child and the principle of equal treatment in accordance with the well-established procedures and methodologies.

The Media Monitoring in 2014 continuously selected and collected articles and other resources according to their specific topics and areas. Consequently, a comprehensive database for providing and spreading information in specific field of human rights was created, as well as for providing regular and ad hoc outputs of qualitative analysis of gathered data and content analysis of published cases related to the respective area.

For internal needs, the Centre prepared upon request in 2014 also specific selections of articles, within providing of thematic monitoring.

In 2014, the Centre prepared a selection of articles and transcriptions of programmes from Slovak print and electronic media, which refer the name of the Slovak National Centre for Human Rights and the name of its Executive Director.

The outputs from monitoring were used in preparation of materials for educational activities and expert opinions of the Centre and they also served as a basis of legal assistance provided to the Centre's clients.

2. Gathering information regarding racism, xenophobia and anti-Semitism

In relation to the Centre's mandate to gather and provide information on racism, xenophobia and anti-Semitism, the Centre has been mapping the situation in **the field of extremism** in Slovakia through daily media monitoring.

Information gathering on racism, xenophobia and anti-Semitism is continually realised by the Centre within specialised media monitoring focusing on manifestations of racism, xenophobia and anti-Semitism in the Slovak Republic. In the first quarter of 2014, the Centre prepared a **Report from Media Monitoring Specifically Focusing on Manifestations of Racism, Xenophobia and Anti-Semitism for the Year 2013**.

3. Gathering and providing information regarding spectator violence in the Slovak Republic

Information gathering in the area of spectator violence was realised in 2014 by media monitoring, a part of which primarily focuses on the selected phenomena.

Moreover, information gathering in the area of spectator violence was continually realised by the Centre within specialised media monitoring focusing on the area of spectator violence in the Slovak Republic and specifically on the spectator violence at stadiums.

4. Researches and surveys for provision of data in the field of human rights and the principle of equal treatment

- ***Research in the area of human rights***

In 2014, the Centre has started realising a **Research focusing on positive actions and their implementation on the level of territorial self-governments**, i.e. municipalities and self-governing regions. The Research is being carried out utilising the methodology of a

questionnaire composed of 25 questions. The objective of this questionnaire is to indicate the level of awareness on positive actions on the level of municipalities and self-governing regions. The frequency of use of positive actions, the difficulties encountered and possible means of motivation to implement positive measures by the targeted actors constitute further aims of the Research.

The prepared questionnaire will be distributed to all Slovak municipalities and self-governing regions in the year 2015. Following the results, the Centre plans to develop and realise the second round of the Research and to delve into possible rooms for cooperation with particular units of territorial self-governments in the sphere of promotion and consequent implementation of positive actions.

- ***Independent investigations concerning discrimination or human rights violation***

In 2014, independent investigations by the Centre were realised with regards to particular complaints alleging discrimination.

B) Evaluation of the observance of human rights in general, the rights of the child and the prohibition of discrimination in particular, elaboration and publishing of reports regarding the observance of human rights including the principle of equal treatment and the rights of the child in the Slovak Republic, elaboration and publishing of reports and recommendations concerning discrimination issues

1. Report on the Observance of Human Rights Including the Observance of the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2013

Following the results of monitoring, independent investigations, findings of the Centre, reports and information from peer institutions and the complaints of the clients of the Centre, the Centre prepared the Report on the Observance of Human Rights Including the Observance of the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2013.

In order to prepare the report for the year 2013 and for updating structure of reports for the year 2014, the Centre gathered information and data from monitoring, own research, targeted media monitoring. Furthermore, the Centre also collected relevant information from public institutions and organisations, territorial self-governments units, NGOs active in the area of human rights, other interest institutions and others by addressing targeted questions for the particular topics covered in the Centre's reports.

Report on the Observance of Human Rights Including the Observance of the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2013 was in compliance with the Act on the Establishment of the Centre published on the website of the Centre on 30 April 2014.

C) Education and training in the field of human rights including the rights of the child and the principle of equal treatment

Educational activities in the field of human rights including the rights of the child and the principle of equal treatment in the year 2014 were carried out in line with the Plan of Activities. Beside these activities, the Centre was involved in several other events, which were organised by the Centre itself or in cooperation with other stakeholders.

The target group of the educational activities included pupils from the elementary schools, high schools and university students, the employees of the Office of Labour, Social Affairs and Family, the Police officers working for departments of Criminal Police of regional directorates of the Police Force at units for Combating Extremism, sentenced persons serving suspensory imprisonment with probation, Roma community members, field and social workers, the pedagogical staff of primary schools and others.

Together, there were 1669 participants in 68 educational activities of the Centre in 2014. 27 activities were organised for number of 561 elementary schools pupils, 27 activities were organised for 748 students of high schools and 14 activities for 360 adult participants. These events took place all over Slovakia, but mostly in Bratislava Region.

In line with the Plan of Activities the Centre prepared:

1.1 Educational activities for elementary and high schools

In 2014, the Centre continued realising educational activities at the second level of primary schools and high schools. Schools could choose from six standard topics, each of them offered in various variants based on time limits. The offer with basic information and short description of each variant was distributed to hundreds primary and high schools throughout Slovakia.

Each school can choose a topic and variant which it suits the best. **Variant A** (two sessions- 45 minutes each) consists of brief introduction about the Centre's activities, lecture on the chosen topic including practical examples and discussion. **Variant B** (three sessions- 45 minutes each) additionally includes more profound information on the selected topic and a thematic group

game. **Variant C** (four sessions- 45 minutes each) is complemented with a documentary movie or a series of short videos adding even more information about the chosen topic.

Schools could choose from the following topics: Human Rights, Antidiscrimination, Gender Equality, Holocaust and Rights of the Child and as of September 2014 also Extremism. Several schools show interest for more than one topic during the school year.

When it comes to elementary school pupils and high school students, the lecturers of the Centre's headquarters prepared **45 events with overall participation of 1135 pupils and students**. 24 activities were organised for elementary schools, while 21 targeted high schools students. Most of these events took place within Bratislava Region.

The greatest interest was in Variant A (together 34 activities) since it has the lowest interference into regular curricula of the schools. The most required topics were "Antidiscrimination" (15 times) and Holocaust (15 times). Teachers and professors have expressed considerable interest in lectures on Extremism (7 times), which was added to the Centre's offer only at the beginning of the school year 2014/2015.

1.2 Educational activities dedicated to young people with mental disabilities

On the basis of a long term cooperation between the Centre and the Joint school – Technical College and Practical School in Švabinského street 7 the workshop on human rights was held with active participation of 17 students.

Moreover, the lecture for the students from Secondary School for children with hearing impairments in Kremnica was organised in 2014 within the event "The Week of Libraries".

1.3 Participation in expert conferences and workshops on the topics of human rights, the rights of the child and studies in this field

The employees of the Centre were participating in the following expert conferences and workshops in the field of human rights:

10.2.2014, Košice	Expert Training on Grants for Protection of Human Rights and Fundamental Freedoms
19.2.2014, Košice	Conference on National Minorities organised by the Plenipotentiary of the Government of the Slovak Republic for National Minorities
20.2.2014, Bratislava	"How to protect the rights of victims- Slovak legislation and practice"- Press conference and Seminar organised by the Vice-

	Chairwomen of the National Council of the Slovak Republic Erika Jurinová
8.4.2014, Prešov	International Romani Day
10.4.2014 Bratislava	Workshop on the Rights of LGBTI community organised within the framework of drafting the National Strategy for Human Rights Protection and Promotion of the Slovak Republic
16.4.2014, Bratislava	Coordination meeting for the Report on the course and results of the third round of monitoring of implementation of the European Charter for Regional or Minority Languages in the Slovak Republic
23.4.2014, Bratislava	Expert Workshop on drafting National Strategy for Human Rights Protection and Promotion of the Slovak Republic
25.4.2014, Bratislava	Meeting focused on drafting of the chapter on strengthening of NGOs and other participation mechanism within the framework of National Strategy for Human Rights Protection and Promotion of the Slovak Republic organised by the Ministry and Interior and the Plenipotentiary of the Government of the Slovak Republic on Civil Society Development
29.4.2014, Bratislava	Expert Workshop on drafting National Strategy for Human Rights Protection and Promotion of the Slovak Republic. “Education towards Human Rights” organised by the Ministry of Education, Science, Research and Sport of the Slovak Republic and the National Institute of Lifelong Learning.
29-30.4.2014, Bratislava	Implementation Round-table on the Report on results of the third round of monitoring of implementation of the European Charter for Regional or Minority Languages in the Slovak Republic
7.5.2014, Bratislava	Expert Workshop on drafting National Strategy for Human Rights Protection and Promotion of the Slovak Republic on “Dialogue on the essence and meaning of Human Rights” organised by the Ministry of Foreign and European Affairs of the Slovak Republic. The aim was to debate on international and national legal instruments and fundamental principles and philosophies of human rights as well as on topics which were open within the preparation of the Strategy.
9.9.2014, Bratislava	Meeting at the National Coordination Centre for Addressing Issues Related to Violence against Children within the Framework of National Strategy for Protection of Children from Violence
25.9.2014, Bratislava	Final Conference of the National Project of the Gender Equality Institute titled “When I grow up”

28.10.2014, Bratislava	Meeting on status of implementation of the National Action Plan on Children for 2013-2017 for the year 2014
29.10.2014, Bratislava	“Reproduction vs Production” Conference on reproductive rights of women and discrimination of women at workplace organised by the association Citizen, Democracy and Accountability
14.11.2014, Bratislava	EU stakeholder brunch on “Views on the Emancipation of Women” organised by the Information portal EurActive.sk in cooperation with the Representation of the European Commission in Slovakia and the Information office of the European Parliament in Slovakia.
21.11.2014, Bratislava	Expert discussion organised by the National Coordination Centre for Addressing Issues related to Violence against Children on the occasion of the anniversary of adoption of the Convention on the Rights of the Child and a International Day on Prevention of Child Abuse addressing implementation of the National Strategy for Protection of Children from Violence
26.11.2014, Bratislava	Expert seminar on combating corruption “Anticorruption Instruments and Challenges” organised under the auspices of Erika Jurinová- the Vice-Chairwoman of the National Council of the Slovak Republic and Ján Mičetoľský- the Member of the National Council of the Slovak Republic
27.11.2014, Bratislava	Cleveringa lecture of dr. Geliijn Molier on “Militant Democracy: The Instrument for Combating Political and Religious Extremism” organised by the Faculty of Law, Comenius University in Bratislava in cooperation with the Embassy of the Kingdom of the Netherlands to Slovakia
27.11.2014, Bratislava	Conference on “Human Rights in Modern Europe” organised by the Embassy of the Kingdom of Norway to Slovakia, the Ministry of Foreign and European Affairs of the Slovak Republic, Foundation Ekopolis and Open Society Foundation
4.12.2014, Bratislava	Inter-resort Commission’s Session on presenting results of the External Evaluation Monitoring of the Strategy of the Slovak Republic for Roma Integration by 2020
8.12.2014, Bratislava	International Human Rights Day Conference organised by the Ministry of Foreign and European Affairs of the Slovak Republic under the auspices of Vice-Chair of the Government of the Slovak Republic and the Minister for Foreign and European Affairs Miroslav Lajčák

Ad hoc Activities

The “Week of Libraries” Activities

The lectures on multiple issues of discrimination were presented within the scope of the Week of Slovak Libraries. These events took place in the library of the Centre on 31 March 2014, on 3 April 2014 in the Library of Ján Kollár in Kremnica and on 4 April 2014 in the Public Library of Ján Bociatius in Košice. Together 125 high school students participated in these lectures organised within the Week of Slovak Libraries.

Education activities for convicted persons

The Centre was invited to participate in trainings for convicted persons in Žiar nad Hronom on 22 April 2014. This event was organised on the basis of Swiss-Slovak Cooperation and by information centre EDUKOS. Ten persons serving a sentence under probation participated in the training.

Education activities for the employees of the Offices of Labour, Social Affairs and Family

In 2014, the Centre was offering lectures on Discrimination and Mobbing at Workplace to the Offices of Labour, Social Affairs and Family. The lectures encompassed the introduction of Centre and its activities, national legal framework of Anti-discrimination, bullying and mobbing at workplace. The lectures intended to present practical cases, which Centre had dealt with in the past. The lectures took place in Senec, Pezinok, Čadca. 81 employees of the Offices of Labour, Social Affairs and Family participated.

Lecture for students of the Academy of the Police Force

Within the long-term cooperation with Ms. Klaudia Marczynová from the Academy of the Police Force, the Centre organised lectures as part of the subject Constitutional Law. Human rights and Anti-discrimination issues were essential topics of the lectures provided by the Centre. Two lectures had 40 participating students.

Let’s Learn More Together!

In course of the year 2014, the Centre launched the project called Let’s Learn More Together- a series of training activities of the Centre in Roma communities in the area of awareness rising on non-discrimination, labour law and human trafficking. The trainings took part on 5 December 2014 in the premises of Don Bosca Salesians at Lunik IX in Košice and on 16 December 2014 in Banská Bystrica and on 17 December 2014 in Rožňava in the premises of Municipal offices. The realisation of the trainings was a result of a successful cooperation with local community centres in all three localities, the Magistrate of the City of Košice, Don Bosco Salesians at Lunik IX and the Elementary school of Podjavoriskná Street in Košice. The pilot training had 36 participants-inhabitants of Lunik IX, from which 25 were students of 8th and 9th grade of the local elementary school. The training in Banská Bystrica had 20 participants and the training in Rožňava had 15 participants. The participants got interested particularly by topics of discrimination and human

trafficking and expressed the interest in further activities organised by the Centre in the future. The Centre seeks to continue with the project in 2015 and plans further activities in Roma communities at the end of January 2015.

Lecture on Human Rights and Extremism within the Training for Department of Criminal Police of the Presidium of the Police Force- Unit Extremism and Spectator Violence

Pursuant to an agreement with the Unit of the Extremism and Spectator Violence of the Criminal Police Department of the Presidium of the Police Force of the Slovak Republic, the Centre participated in the training for trainers- the police officers from the Department of Criminal Police of Regional Directorates of the Police Force in the area of combating extremism. The training for 16 participants took place at the Academy of the Policy Force in Bratislava on 29 April 2014 the Centre delivered a lecture on human rights and extremism.

Educational Activities and Participation in Events by the Regional Offices of the Centre:

Regional Office in Banská Bystrica cooperated in 2014 with the Elementary School of P. Jilemnický in Zvolen. The activities included:

- **24.10.2014, Zvolen**, training for Peer-mediators on Human Rights (Routes to Other Dimension);
- **1.12.2014, Zvolen**, expert seminar for pedagogues of kindergarten and elementary school on non-discrimination;
- **15.12.2014, Zvolen**, 3rd Year of the Regional Conference “Learning School”- workshop on gender equality and non-discrimination.

Regional Office in Košice participated in the following activities in 2014:

- **20.2.2014, Košice**, Training on Trafficking in Human Beings, Asylum and Migration Policies for students of the High School of the Police Force in Košice;
- **15.4.2014, Košice**, Polianska Elementary School, Human Rights and Anti-discrimination Training;
- **25.4.2014, Košice**, Polianska Elementary School, Human Rights and Anti-discrimination Training;
- **13.5.2014, Levoča**, Training on Anti-discrimination for Joint School for Children with Sight Impairment;
- **3.10.2014, Košice**, Training on Trafficking in Human Beings, Asylum and Migration Politics for students of the High School of the Police Force in Košice.

D) Legal assistance to victims of discrimination, publishing expert opinions on matters related to the principle of equal treatment, providing mediation in matters related to the breach of the equality principle, consultation and advisory services on the rights of the child

Department of National Human Rights Guarantees and Education/ Department of Legal Services (as renamed in September 2014) performs, in line with the Plan of Activities, tasks of the Centre under the Act on the Establishment of the Centre as well as the tasks resulting from the mandate of the Centre as the sole institution in the Slovak Republic for evaluation of the principle of equal treatment under the Antidiscrimination Act.

Fulfilment of the respective task was realised in several areas:

1. Legal assistance to victims of discrimination and manifestations of intolerance including representation before courts and provision of services in the area of human rights

Provision of legal aid and legal assistance represented, similarly as in the previous years, everyday tasks of the employees of the Department of National Human Rights Guarantees and Education (upon organisational changes the Department of Legal Services) as well as the employees of the Regional Offices of the Centre.

The Centre received complaints in persons, in written form, by email and phone.

In 2014 the Centre received 2413 complaints; 669 of these complaints were irrelevant to the Centre's mandate. **1005 complaints** were lodge regarding the breach of **the principle of equal treatment**.

The Centre has observed in 2014, as every year, that most of the concern the area of labour law relations. The bossing, mobbing and harassment seemed to be the most common problems among the complainants. Other complaints concerned discriminatory terminations of labour relations or discrimination within selection procedures. A common starting point for chicane (mobbing or bossing) at workplace is for instance pointing out inappropriate steps or activities at workplace or exercising rights by employees. The clients complained about unsatisfactory work conditions, breaches of labour legislation concerning access to employment, remuneration, over times, termination of employment or sanctioning after expressing own opinion or taking part in trade union organisations. The complaints contesting chicane at workplace were handled by the Centre also by personal meetings with employers. The Centre positively assesses that as compared to the previous years the employers were more open to communicate about the

problems at workplace. The employers sought more to settle out of court and care for preserving good name of a company.

Regarding discrimination in the area of goods and services, the Centre dealt with a complaint of the (alleged) discrimination in the area of goods and services. More specifically, the complaint referred to reimbursement of medical additional payments, which was applicable solely to women or minor children by a public insurance company (campaign “100+100 pre matky a deti do 18 rokov”/ “100 +100 for mothers and children under 18”). The conditions of the product failed to clarify that reimbursement is also available for other persons and that it therefore does not target necessarily just a mother of the child. The Centre participated in the working meeting with the representatives of insurance company. Upon the warning of a possible discrimination within the provision of publicly available service, the company finally clarified that the product targeted any of the child’s legal representatives including father or its adopter. The product is offered irrespectively from the product for women- mothers, which was objectively justified by statistical data and by which the insurance company implements a temporary equalising measure in the area of health care for mother, which have proven to face higher costs for medications, as concluded by the Centre.

Other complaints received by the Centre in the area of goods and services:

1. Roma client was refused access to rent a land in the garden area, which was conditioned by prior personal meeting with the members of an association of gardeners.
2. The client was refused access to rent a flat by a landlord advertising the flat through a real estate agency due to his marital status.

In addition, the complaints in the area of the discrimination in health services (defining diagnosis- the patient’s diagnosis record was change after the subjective influence on doctors) and in education.

The Centre received a specific complaint concerning a refusal to take part in the so-called stimulating work assignment.

With respect to the Centre’s human rights agenda, the Centre dealt with complaints mainly in the area of civil law such as inheritance issues, neighbourhood disputes, flat ownership disputes and legal capacity issues. In 2014, the Centre received an increasing number of complaints from unsatisfied owners of flats who protested against costs of maintenance of their block of flats or they were refused to take part in the flat-owners meetings. Traditionally, the Centre received a number of complaints regarding neighbours disputes.

Persons serving the sentence of imprisonment or detention complained about conditions in the premises for serving imprisonment or detention as well as procedures of law enforcement bodies

or courts. Imprisoned persons in their written complaints sought to receive legal aid with regards to filing appeals or complaints to the European Court of Human Rights in Strasbourg. In their complaints, imprisoned persons tend to request visits in premises where they serve the sentence of imprisonment or reassessment of court decisions in their cases. However, the Centre is not mandated to address such requests. Regional Office in Banská Bystrica regularly receives applications for provision of texts of legislation, e.g. the Antidiscrimination Act, the Constitution of the Slovak Republic, the European Convention on Human Rights, legislation concerning the sentence of imprisonment etc. Such applications are always satisfied and the Centre delivers printed versions of actual wordings of the requested legislation to imprisoned persons by post.

The Centre processed a complaint concerning ex post termination of a sick leave by a doctor causing an employee two weeks unjustified abstention at work irrespective of the fact that within these two weeks she underwent medical examinations, her medical treatment was not terminated and she had no knowledge of ex post termination of her sick leave. Upon this abstention, an employment contract with the employee was immediately terminated.

Other complaints concerned property rights or social security benefits.

As 2014 was an electoral year in Slovakia (European Parliament elections, presidential elections, municipal elections), the Centre received several complaints indicating violations of the candidates' personal rights or manifestations of intolerance within some political campaigns.

The clients were also interested in information about the possibility to lodge a complaint to the Constitutional Court of the Slovak Republic, the European Court of Human Rights or to other monitoring mechanisms pursuant to international human rights conventions.

The Centre handled several complaints concerning property rights, provision of assistance in social need and material need, pension insurance and insurance in invalidity, provision of assistance in substantive need and the rights of persons with disabilities. Repeatedly, the Centre handled complaints regarding consumer rights, personal rights, and obligations to pay contributions, evidence or delivery of documents.

Legal Representation before Courts

In 2014, the Centre pursued in a case before court initiated in 2013, in which it represents a party alleging a breach of the principle of equal treatment in the area of university education.

In 2014, the Centre initiated a new court procedure concerning a breach of principle of equal treatment in the area of access to employment. A sued party is a legal person active in the area of providing security services. It is claimed that the company dismissed the client of the Centre from the selection procedure under a discriminative ground. In October 2014, this trial was

suspended in order to proceed with out-of-court settlement. The negotiations will continue in 2015.

Three actions concerning breaches of the principle of equal treatment were filed in the territorial scope of the Regional Office in Košice. One of the cases was concluded by a valid decision of the court finding discrimination in the form of mobbing on the ground of other status. Two other cases are still ongoing.

2. Consultation and advisory activities in the field of the rights of the child

In 2014, the Centre dealt with **41 complaints regarding breaches of the rights of the child**. The clients were mostly parents and family relatives of children. The Regional Office in Banská Bystrica, moreover, detected in 2014 a blatant increase in numbers of complaints lodged about the scarcity of places for children in the local kindergartens. Hence, this topic will be elaborated on in the Report on the Observance of the Human Rights including the Observance of the Principle of Equal Treatment and the Rights of the Child for the Year 2014. The Centre also received complaints concerning care for children after a divorce, i.e. with regards to regulating parental rights and duties. The Centre received a complaint from a mother contesting that her son had been a victim of bullying in school due to his Roma origin.

3. Providing mediation services to the victims of the discrimination and manifestations of intolerance

Mediation was and still is one of the forms of the solution of handled complaints that has been suggested to the clients as well as the counterparties by the lawyers of the Centre. The Centre promoted mediation as one of the effective means of legal aid for victims of discrimination within non-judicial procedure.

As one of the methods of handling complaints alleging discrimination, the Centre seeks to lead the parties towards amicable settlement of the dispute out of court. In case it is seemed appropriate, this method is preferred over filing anti-discrimination actions. In 2014, the Centre managed to settle several complaints concerning discrimination. Amicable settlement also concluded a long-term discrimination dispute of its client with a company active in the car industry. The dispute was settled in satisfaction of both parties.

4. Publishing expert opinions on matters related to the observance of the principle of equal treatment in accordance with the Antidiscrimination Act and on matters related to the rights of the child pursuant to the UN Convention on the Rights of the Child

Pursuant to the Article 1(2)f of the Act on the Establishment of the Centre, the Centre issues expert opinions. The expert opinions of the Centre have recommending and multiplier nature. The Centre publishes expert opinions on matters related to the principle of equal treatment in accordance with the Antidiscrimination Act, upon request of natural and legal persons or on its own initiative.

The Centre drafted and published the following expert opinions in 2014:

Expert opinions for natural persons:

- Expert opinion regarding discrimination on the ground of health condition in the area of employment alleged by a professional soldier in relation with termination of employment. The Centre did not find a discriminative motive.
- Expert opinion regarding discrimination at workplace on the ground of other status in the form of harassment (bossing) alleged by a former professional soldier. The Centre reached a conclusion that several claimed actions of superior employees could be considered as bossing;
- Expert opinion regarding discrimination on the ground of trade union membership in the form of harassment at workplace alleged by an employee of a railway company. The expert opinion has been issued upon request of the employee and provided for purposes of a procedure before court;
- Expert opinion regarding an on-going labour-law case of discrimination at workplace on the ground of other status;
- Expert opinion regarding discrimination in form of harassment (mobbing, bossing) on the ground of other status;
- Expert opinion regarding discrimination in the area of labour relations in the form of bossing and indictment to discrimination;
- Expert opinion regarding discrimination at the workplace related to the use of private mobile phone at workplace;
- Expert opinion regarding an alleged discrimination in the area of goods and services concerning age requirements when renting a car from car rent companies;
- Expert opinion regarding discrimination in the area of labour relations in the form of bossing and indictment to discrimination;
- Expert opinion regarding possible discrimination in access to employment within the selection process in the area of labour relations;
- Expert opinion regarding discrimination in the area of labour relations in the form of bossing and indictment to discrimination.

Expert Opinions not related to discrimination:

Upon a request from the Police Office in Velký Krtíš, the Centre added to its expert opinion concerning photos, symbols and abbreviations on issues of propagation and support of

movements inciting to violence and violations of human rights and fundamental freedoms information and conclusions regarding further symbols at T-shirts and sweaters.

Generally speaking, the Centre provides clients with a sort of expert opinions when responding to each complaint, therefore the abovementioned list of expert opinions is not exhaustive.

5. Assessing reports on adoption of temporary equalising measures

In accordance with the Antidiscrimination Act, the Centre assess reports regarding the legitimacy of the existence of imposed temporary equalising measures, in cases when the legitimate subjects for their adoption address their report to the Centre. In practice, the Centre acts more as an expert consultative body in the preparatory phase deciding whether this temporary positive actions should be implemented, which provisions should be applied and whether these temporary positive actions are not in breach with the Antidiscrimination Act. Moreover, on a regular basis, the Centre annually addresses central state authorities in order to receive information on adopted and implemented positive actions as well as prepared activities in this field.

A separate chapter of the Report on the Observance of Human Rights Including the Observance of the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2014 is dedicated to temporary equalising measures and elaborates on this problem more in detail.

E) Information, documentation and library services

Throughout 2014, the Centre's library performed tasks in accordance with the Statute of the Library emphasizing the information security for the Centre's workplace as well as the general public.

1. Library Catalogue

The Centre's Librarian carefully edited the Library catalogue adding and modifying the list of reports, researches, surveys and the list of new titles- journals and brochures. The Library catalogue at server was edited and the Centre continued in building new library resources- mainly journals and electronic documents, which are now all available for the Centre's staff via internal server.

In 2014, the Centre re-ordered all its book and journals resources and re-divided it into sections. Subsequently publications in each section were given serial numbers. Damaged books were repaired and books as well as publications in the library resources and publications donated by the Office of the Government of the Slovak Republic were marked.

The Library Resources (books and journals) were consequently redistributed into the following sections:

1. Dictionaries;
2. Political Science, Ethics, Philosophy and Psychology;
3. History, Sociology and Law;
4. International Organisations, International Protection of Human Rights, Human Rights, Conventions;
5. Fundamental Rights and Freedoms;
6. Economic and Social Rights;
7. Cultural Rights;
8. Rights of Minorities;
9. Environmental Rights;
10. Right to Fair Trial and Right to Legal Protection;
11. Genocide;
12. International Terrorism;
13. Criminality;
14. Torture and Other Cruel, Inhuman or Degrading Treatment;
15. Migration;
16. Education;
17. Rights of the Child (or young people);
18. Health;
19. Rights of Persons with Disabilities;
20. Inter-disciplinary materials.

Journals were divided into the following sections:

1. Slovak Journals;
2. English Journals.

In addition, the Librarian managed to give new chronological order to the Collection of Judgments and Decisions of the European Court of Human Rights from 1961 to 1994. Moreover, international cases concerning selected aspects of laws on the use of languages in education in Belgium from 1969 to 1982 were also chronologically reordered.

Selection, assignment of chronologic numbers to publications in the specific sections of the library resources, the correction of damaged books and marking of the books Ex libris is being modified and it is constantly undergoing. At the same time, the revision of the library resources is being undertaken.

The new electronic catalogue of the Centre's Library is now under construction. Once it is available it will be open for the Centre's personal purposes as well as easily accessible via the Centre's website for the general public.

Altogether in 2014, the Centre purchased 33 new publications which were incorporated into Library catalogue and the electronic catalogue of the Centre. 2 of them were purchased for the purposes of the Regional Office in Košice.

2. Information and Library Services

a) Services for internal users

The library provided the Centre's staff and administrative board with crucial information support. It provided 37 presence borrowings. Reference information were provided also by phone or electronically.

b) Services for external users

The library was visited by 10 external readers including lawyers, sociologist, pedagogues, university students, university experts, Slovak Academy of Sciences staff, and the NGO's representatives. Altogether, 97 presence borrowings were noted. 280 pages of copies from printed materials were provided for private use. The library was contacted also electronically and by phone by readers asking information (altogether 110 requests). The library elaborated 20 research papers and 220 scans.

The employees of the Centre also distributed publications of the Centre at expert seminars, conferences and working meeting, in which they participated. This served for enhancing access to copies of the Centre's publications (or of those at which the employees of the Centre participated as authors).

The notable decrease in borrowings as compared to the previous year was brought about by the fact that the Centre had changed its headquarters.

3. Library Catalogue within VIRTUA system

The Librarian of the Centre personally met with the expert employees of the Slovak National Library in Martin, which operates the VIRTUA software and realises the project KI3G. Subsequently the list of enrolled library resources in VIRTUA was downloaded and the Librarian was trained to work in KIS3G system. Currently, the Librarian is editing the lists of library resources of the Centre, the list as enrolled in system VIRTUA, list of new items and the list of discarded publications of the Centre in VIRTUA.

The Library Catalogue within VIRTUA system was made available through the Centre's webpage also in 2014; 24 hours per day with the exceptions of technical blockings caused by the provider of the system- the Slovak National Library in Martin. Within categorisation, the Library further prepared in form of thesaurus: content key words (authorities) of the Slovak National Library, Corporate key words (authorities) of the Slovak National Library and appendices to contracts on cooperation in using and provision of the library and information system VIRTUA and on cooperation within the project KIS3G.

The Library software VIRTUA is ran at the server of the Slovak National Library in Martin.

4. Promotion and Public Relations

The Library continued with regularly providing the clients with information about its services available for general public. The information was given personally, by phone or by email. According to the feedbacks, the most effective informative source is the website.

The Library was promoted also within the Week of Slovak Libraries (see part C- Education and training in the field of human rights including the rights of the child and the principle of equal treatment). The following main activities of the Library were presented:

- Providing information for the departments of the Centre and providing services to external users;
- Providing access to a study room, PC with internet, consultation services and copies of documents free of charge;
- Promotion of the use of library and information system VIRTUA.

The Centre's Library was promoted, *inter alia*, during the "Week of Slovak Libraries". These events took place in Bratislava, Kremnica and Košice. The Centre delivered presentations concerning the activities of the Centre and issues of non-discrimination, which were prepared in cooperation with the regional offices of the Centre. Altogether the events had 125 participating high school students.

F) Editorial Activities

In 2014, the Centre drafted, edited and published 3 titles. These publications were placed on the Centre's webpage (www.snslp.sk). One of the publications was translated to English and also published at the website of the Centre.

Print titles (2):

- **Správa o dodržiavaní ľudských práv vrátane zásady rovnakého zaobchádzania a práv dieťaťa v Slovenskej republike za rok 2013.** Bratislava: Slovenské národné stredisko pre ľudské práva, 2014. 327 s. ISBN 978-80-89016-76-1.
- **Sprievodca ľudskoprávnymi záväzkami Slovenskej republiky voči OSN.** Bratislava: Slovenské národné stredisko pre ľudské práva, 2014. 134 s. ISBN 978-80-89016-75-4.

Electronic titles (the abovementioned 2 plus 1 title):

- **Report on the Observance of Human Rights Including the Observance of the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2013.** Bratislava: Slovenské národné stredisko pre ľudské práva, 2014. 137 s. ISBN: 978-80-89016-74-7.

Printed versions of the titles were included into the library fond and archive of the Centre. The electronic versions are available at the website of the Centre.

G) Cooperation with the bodies and organisations of public administration and other institutions and NGOs working in the field of protection of human rights and education

1. Cooperation with the Ministry of Foreign and European Affairs with regard to the activities related to the preparation of the alternative or periodic reports to the UN Treaty Bodies and other mechanisms

The Centre provided the Ministry of Foreign and European Affairs with the following background materials in 2014:

Month	Name of the document
March 2014	Commenting on the 5 th Periodic Report of the European Commission against Racism and Intolerance (ECRI) on Slovakia- the Centre's background to conclusions, concerns and recommendations of ECRI
April 2014	Background materials for the round table for preparation on the Report on process and results of the 3 rd round of monitoring of implementation of the European Charter of Regional Languages in Slovakia
July 2014	Opinion on a complaint lodged to the UN Committee on the Elimination of Racial Discrimination under the International Convention on the Elimination of All Forms of Racial Discrimination, comments to the position of Slovak Government to the complaint
August 2014	Opinion on a complaint lodged to the UN Committee on the Elimination of Discrimination against Women under the Optional Protocol to the International Convention on Elimination of All Forms of Discrimination

	of Women, comments to the position of the Slovak Government to the complaint
December 2014	Background materials to the 4 th Periodic Report of the Slovak Republic on the International Covenant on Civil and Political Rights

2. Cooperation with the Committee for National Minorities and Ethnic Groups of the National Council of the Slovak Republic

The employees of the Centre took active part in the sessions of the Committee for National Minorities and Ethnic Groups of the National Council of the Slovak Republic in 2014.

3. Cooperation with academia

One of the areas in which is the Centre traditionally active with regards human rights education and education concerning the principle of equal treatment is academia. The Centre seeks to achieve greater effectivity in law education and its application and support interactions between theory and practice of human rights.

With regards to cooperation with academia, the Centre in 2014 delivered lecture for the students of the Academy of the Police Force in Bratislava (see Part C Education and training in the field of human rights including the rights of the child and the principle of equal treatment).

Under a contractual cooperation, the Centre offers internship for students of several universities. In 2014, one student from the Faculty of Law of the Comenius University in Bratislava, two students from the Faculty of Law of the University in Trnava and one student from the Faculty of Law of the Paneuropean University in Bratislava did an internship at the Centre under the supervision of the Centre's expert employees. Regional Office in Košice supervised internship of two students from the Faculty of Law of the University of Pavol Jozef Šafárik in Košice.

In 2014, the Centre cooperated with academia at organising two expert events. The Centre cooperated with the University of Trnava at organising expert seminar on the topic of "Discrimination in Contract Law", which was part of a broader project titled "Labour Code and its possible variations"- a project under the Science Grants Agency of the Ministry of Education and the Slovak Academy of Sciences (VEGA). The seminar took place on 3 December 2014 in Trnava. In cooperation with the Faculty of Philosophy of the University of Pavol Jozef Šafárik in Košice, the Centre co-organised an international conference. The conference on "Human Rights: Where democracy goes" formed part of the 4th year of Košice Political Dialogue and was held on 20-21 November 2014 under the auspices of the Rector of the University of Pavol Jozef Šafárik in Košice, the Mayor of Košice and the Chair of Košice Self-governing Region.

Further collaboration between the Centre and academia was established for the purposes of annual essay competition titled “My Human Rights” targeting students of law faculties in Slovakia.

4. Cooperation with NGOs active in the field of the principle of equal treatment, human rights and the rights of the child

The Centre has signed agreements with several representatives of the NGO sector in Slovakia. The most intensive cooperation based on a long-term mutual trust is established with the **Council of the non-governmental organisations of Roma communities in Slovakia (RMORK)**, which is apolitical civil society organisation sheltering more than 120 Roma associations on Slovakia.

In 2014, the Centre and RMORK organised on the occasion of Victims of holocaust and racial violence memorial day an international conference “**Language, History and Cultural Identity of Roma**” and “**X. International Roma Festival**”. Both events were organised under the auspices of the President of Slovakia H.E. Andrej Kiska and the Mayor of Bratislava Mr. Milan Ftáčnik and were financially supported by the Office of the Government of the Slovak Republic under the programme Culture of National Minorities.

At the conference, the Chair of RMORK Mr. Ladislav Richter together with the Executive Director of the Centre debated with several experts on Roma culture. The output of the conference was recognition of a need to support cultural awareness of Roma, in particular the awareness of younger generations on Roma history and language. Ideas concerning the need to establish self-governing Roma institutions and greater participation of Roma in both Roma and majority topics were presented. The participants at the conference ranged from activists and experts in the area of Roma education, Romologists, sociologists, ethnologists, experts at Roma issues, activists, field social workers, workers of community centres and experts in the area of Roma culture, history and language.

The 10th annual International Roma Festival hosted, among others, a representative of the Office of the President of the Slovak Republic, the Secretary of State of the Ministry of Labour, Social Sciences and Family, members of the National Council of the Slovak Republic, the Plenipotentiary of the Government of the Slovak Republic for Roma Communities, representatives of embassies, a representative of the Office of the Public Defender of Rights and representatives of Slovak and foreign NGOs. The program included several Slovak and foreign Roma and non-Roma celebrities, music bands and dance groups. The 2013 annual RMORK prize for rising and advancing Roma culture was awarded to Mrs Sisa Lelkes Sklovská.

In 2014, the Centre was requested by NGO Inicijativa Inakost’ and provided its opinion concerning the prepared referendum for protection of family.

Also in 2014, the Centre upon invitation regularly participated in expert seminars, conferences, meetings or round tables which were organised by civil society organisations and NGOs.

5. Cooperation with the Presidium of the Police Force of the Slovak Republic in fulfilling tasks under the Conception for Combating Spectator Violence for the Years 2012-2015

The Centre has as traditionally collaborated with the Presidium of the Police Force on activities which stem from the Conception for combating spectator violence for the years 2012-2015. The cooperation was realised mainly by organisation of expert's events on prevention of extremism, manifestations of racism, xenophobia, anti-Semitism and other manifestations of intolerance and within the media monitoring, gathering of information concerning manifestations of extremism, racism, xenophobia, anti-Semitism and other manifestations of hatred, superiority and intolerance, including spectator violence during sport events.

Ad hoc Activities

The Centre cooperated with **the Office of the Plenipotentiary of the Slovak Government for Roma Communities**. This cooperation concerned participation in the electoral commission at the session of the Committee for National Minorities and Ethnic Groups of the Slovak Republic which was held on 4 July 2014. The Committee supervised the course of the electoral session and was responsible for counting ballots.

The Centre established more systematic cooperation with **the Office of the Public Defender of Rights (OPDR) in the Slovak Republic** and initiated a meeting of the Executive Director of the Centre with the Ombudswoman. The Executive Director met the Ombudswoman and they discussed possible rooms for interaction and cooperation. These concerned among others informal prompt information exchanges and cooperation in handling complaints of mutual clients as well as referring complaints. A more profound cooperation will be carry out by mutual participation of the employees in trainings, expert events and conferences organised by the Centre or OPDR.

Addressing the non-existence of regional offices of OPDR caused by financial constraints, the Executive Director of the Centre offered a possibility to provide its premises in the regional offices of the Centre in Košice, Banská Bystrica and Žilina in order to hold personal meetings of the employees of OPDR with clients at a regular base. Additionally, the Executive Director of the Centre offered a possibility to place mailboxes of OPDR in its regional offices and to subsequently deliver the received post for OPDR by the employees of the Centre. The Centre agreed with OPDR on mutual placement of informative materials concerning their institutions in their headquarters and in the regional offices of the Centre.

In 2014, the Centre was one of the partners of the event **Roma Spirit**, which was held on 30 November 2014. The Roma Spirit project aims to promote good practices and positive achievements for Roma ethnicity and to acknowledge activities of individuals and organisations for improving living conditions and integrating Roma minority.

As of March 2014, the Centre has **appointed its representative to the Committee for the Centre for Legal Aid**, which is an advisory body to the Executive Director of the Centre for Legal Aid pursuant to the Act No. 327/2005 Coll. on Providing Legal Aid for Persons in Material Need. The Committee prepares approval statements of its members concerning the provision of legal aid to persons who do not meet conditions for free legal aid by the Centre for Legal Aid. In 2014, the Committee assessed 6 such cases, 4 of which concerned legal persons.

H) Cooperation with international organisations and institutions

For the Centre it is indeed inevitably important to engage effectively with its peer organisations abroad. The Centre has carried on cooperating with traditionally close partners, however new forms of collaboration were established with further organisations.

1. Cooperation with the United Nations

From the UN mechanisms, the Centre, as a national human rights institution (NHRI), cooperates especially with the Treaty Bodies. This cooperation has, above all, a form of presenting the so called alternative reports on the implementation of human rights conventions in the Slovak Republic. The Centre did not prepare any NHRI Report as no Treaty Body held session on the Slovak Republic in 2014.

Regarding indirect cooperation with the UN mechanisms, the Centre representatives took part in the 27th Annual International Coordination Committee of National Human Rights Institutions (ICC 27) in Geneva from 12 to 14 March 2014.

2. Cooperation with the Council of Europe

A Delegation of the **Advisory Committee on the Framework Convention for the Protection of National Minorities of the Council of Europe** visited the premises of the Centre on 24 September 2014 within the 4th round of monitoring of implementation of the Framework Convention. The purpose of the visit was to discuss activities of the Centre in the field of protection of national minorities with regard to protection of minority languages. The monitoring body evaluated the implementation of the Framework Convention in Slovakia.

3. Cooperation within EQUINET

EQUINET (the European Network of Equality Bodies), brings together 42 organisations from 32 European countries, which are empowered to counteract discrimination as national equality bodies across the range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation. The Centre is a full member of the network of national equality bodies and actively participates at its activities since the establishment of the network.

In 2014, the Centre was represented in all five working groups of EQUINET and participated at their meetings as well as on their outcomes such as reports, position papers etc. The employees of the Centre also regularly participated on trainings and seminars organised by EQUINET, as well as on the annual general meeting. The interactions between the Centre and EQUINET also had form of providing information and data for various questionnaires and sharing experience and good practices among all member institutions.

Employees of the Centre participated in the following WG meetings in 2014:

26.2.2014, Brussels	WG Gender Equality (sexual harassment, multiple discrimination of women, protection of victims of discrimination on the ground of gender, Directive 2004/113/EC)
27.2.2014, Brussels	WG Strategy Development (preparation of EQUINET Strategic Plan)
15.5.2014, Brussels	WG Policy Formation (discussion on national institutional architecture with regard to National Equality Bodies)
5.9.2014, Vienna	WG Strategy Development (finalisation of the Report on Strategic Planning)
11.-12.9.2014, Budapest	WG Equality Law in Practice (positive actions and temporary equalising measures in national legislations)
7.10.2014, Rome	WG Gender Equality (sexual and gender harassment, equal pay, Directive 2006/54/EC)
24.11.2014, Brussels	WG Communication Strategies and Practices (exchange of good practices in communication campaigns)

The Centre employees took part in the following expert seminars and workshops in 2014:

19.2.2014, Brussels	EQUINET High-level Legal Seminar on Equality Law (European and national case law regarding protection from discrimination on the ground of nationality and free movement of persons within EU)
24.4.2014, Brussels	EQUINET High-level Seminar on Gender Equality (Directive 2004/113 in the work of National Equality

	Bodies with focus on transgender persons)
17.-18.6.2014, Stockholm	EQUINET Training Event on LGBTI Issues (strategic litigation, the rights of intersex persons)
23.-24.9.2014, Warsaw	EQUINET Gender Training Event on Combating Harassment and Sexual Harassment (exchange of good practices)
15.10.-17.10.2014, Belgrade	EQUINET Legal Training on Positive Actions Measures (exchange of good practices in several thematic workshops, comparisons of legislation in the USA and the EU)

Other activities in 2014, related particularly to consultations for drafting of EQUINET Strategic Plan 2015-2018:

6.11.2014, Rome	EQUINET Networking Meeting (presentation of drafted EQUINET Strategic Plan 2015-2018 and of drafted 2015 EQUINET Work Plan)
4.12.2014, Brussels	EQUINET Annual General Meeting (adoption of EQUINET Strategic Plan 2015-2018, EQUINET 2015 Work Plan and voting on admission of a new member institution- the Commissioner for the Protection from Discrimination of the Republic of Albania)

4. Cooperation with FRA

The well-established cooperation between Centre and FRA carried on also throughout the year 2014. The Centre kept on participating in **the project CLARITY** and took part in its second phase. This encompassed the Centre's presentation on the experience and good practices with the project. Within the meeting of CLARITY working group, this information was presented to possible new participants in the project on 13 May 2015 in Vienna.

Within the cooperation with FRA, the Centre supported dissemination of the results of FRA ground-breaking research on Violence against Women in Slovakia. The results of the survey were disseminated in Slovak media by in-kind support of the Centre's employees. The Centre representative was also present in the conference on **Violence against women across the EU: Abuse at home, work, in public and online**, which was held on 5 March 2014 in Brussels on the occasion of publishing of the result of the survey.

The Centre's employees participated in 2014 in the following FRA (co)-organised events:

10.-11.4.2014, Vienna	Fundamental Rights Platform Annual Conference (civil society and its organisations active in the area of human rights)
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4.9.2014, Vienna	Human Rights in Business Context (round table on human rights and business in the EU)
10.-11.11.2014 , Rome-	Fundamental Rights and Migration to the EU Conference (7 th fundamental rights conference, fundamental rights aspects of migration to the EU)

5. Cooperation within ENNHRI

The European Network of National Human Rights Institutions (ENNHRI) comprises around 40 National Human Rights Institutions (NHRIs) from across wider Europe. It has recently set up its Secretariat in Brussels. In 2014, the Centre actively cooperated with the ENNHRI Secretariat. The employees of the Centre provided the Secretariat with an in-kind support, which was carried out in a way of administrative support and collation of periodic email newsletters.

From January to September 2014, the Centre participated in **ENNHRI Asylum and Migration Working Group**. Within this WG, the Centre participated in the preparation of an open ENNHRI letter to the Chair of the European Commission and the Director of the European Central Bank concerning irregular migrants, post-Stockholm agenda and activities of FRONTEX.

From May to September 2014, the Centre participated in **ENNHRI Communication WG** and drafting of a Communication strategy of ENNHRI. The Centre was represented in the WG meeting, which took place on **13-14 May 2014** in Vienna with support of FRA. The aim of the meeting was preparation of ENNHRI communication strategy. The representative of the Centre also participated in consultations among ENNHRI, the Council of Europe, FRA and EQUINET concerning possibilities of establishing common communication strategy and platform among these stakeholders.

As a member of ENNHRI, the Centre got involved in the project for monitoring of the observance of Human rights of older persons in long-term care (**Older Persons Project**), which is realised by ENNHRI and founded from resources provided by the European Commission. Within the project, the Centre participated on **5 June 2014** in Brussels at the working meeting of the Advisory Group and on **8 October 2014** in Brussels at the ENNHRI Conference on Human Rights of Older Persons in Long-Term Care at which projects targeting seniors were presented in order to share know-how.

On **12 March 2014**, the Centre took part at the annual ENNHRI meeting, which was held on the side of ICC 27 in Geneva.

6. Cooperation with ECRI

On **22-23 May 2014**, the representative of the Centre participated in Strasbourg at the ECRI (European Commission against Racism and Intolerance) seminar with national bodies for combating racism and intolerance aimed at cooperation of national specialised bodies for combating racisms and intolerance with local self-government and regional organisations in human rights awareness rising at local level.

Furthermore, **in September 2014**, the Centre cooperated at distribution of the 5th ECRI Report on Slovakia and ECRI Press Release on the Report. These documents were published at the website of the Centre and were also distributed together with the statement of the Centre to media and embassies in Slovakia.

7. Cooperation with EIGE

In accordance with the plan to cooperate with EIGE (European Institute for Gender Equality) stated in the Plan of Activities, the Centre planned to participate in the EIGE event in Brussels on 10 December 2014 concerning A Europe free from Gender-based Violence, in which the EIGE Report on Estimating the Costs of Gender-based Violence in the EU and a campaign White Ribbon Campaign were presented. The Centre's representative did not manage to participate due to unexpected cancellation of the flights caused by strikes.

8. Cooperation with OSCE

From 23 to 27 June 2014, the representative of the Centre took part in the NHRI Academy in Budapest organised by the Organisation for Security and Co-operation in Europe- Office for Democratic Institutions and Human Rights (OSCE-ODHIR) in cooperation with ENNHRI and the Central European University. The goal of the NHRI Academy was to train staff of national human rights institutions.

On **28 October 2014**, the Centre hosted a **Delegation of the Office for Democratic Institutions and Human Rights (ODHIR)**. The aim of the visit was to discuss cooperation between the Police Forces of the Slovak Republic and Roma communities. The delegation sought to gather information on the Centre's mandate and activities, specific means and measures for securing effective police interventions in the race-based-violence against Roma, measures to increase awareness of the law enforcement bodies on the situation of Roma communities, eliminating prejudices and negative stereotypes as well as on current human rights challenges in the field of the Police Forces and its activities in Roma communities.

Ad hoc Activities

Participation at international conferences, seminars, workshops and other events

30.-31.1.2014, Podgorica	International workshop on Anti-gypsism and its causes in the contemporary Europe organised by the Secretariat of Roma Decade
14.2.2014, Brussels	4th Meeting between National Roma Contact Points and National Equality Bodies facilitated by the European Commission in order to strengthen the common dialogue and coordinate steps at national and European levels
21.-22.2.2014, Prague	Citizen, Power and Democracy in European Crises Conference organised by the Vaclav Havel European Dialogues addressing the impact of civil society on human rights situation in the EU and on democracy
8.9.2014, Helsinki	Pre-Conference New Dimensions of Family-Life and Work for Women, Men and Children organised by the Confederation of Family Organisations in the European Union in cooperation with Väestöliitto and The Family Federation of Finland
9.9.2014, Helsinki	European Employer's Forum for Work Life Balance Conference organised by the Confederation of Family Organisations in the European Union and The Family Federation of Finland, at which the Centre as a member organisation represented EQUINET
21.10.2014, Brussels	3rd ERIO workshop on Protecting Roma from Discrimination: The Role of Equality Bodies Conference organised by the European Roma Information Office
23.-24.10.2014, Brno	International conference on Work-life Balance Conference organised by the Czech Public Defender of Rights
6.-7.11.2014, Rome	Joint High Level Event on Non-Discrimination and Equality: Shaping the future of equality policies in the EU organised by the Italian Presidency of the Council of the European Union and the European Commission
2.12.2014, Brno	Expert seminar on The Influence of the CJEU Case-Law on the Anti-Discrimination Law organised by the Czech Public Defender of Rights
17.-18.12.2014, Brussels	The Charter of Fundamental Rights of the EU: assessing and responding to the training needs of legal

	practitioners and public officials conference organised by the European Commission on the occasion of the 5 th anniversary of the Charter’s legally binding power
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I) Information campaigns

1. Public Relations of the Centre

Public Relations of the Centre were carried out through the participation in peers’ events and publishing in print and online media within the whole year.

The Public Relations’ activities, moreover, included publishing of various materials promoting anti-discrimination policy, distribution of press-releases, publishing of the Centre’s annual reports on activities and reports on monitoring of the situation concerning the observance of equal treatment in Slovakia. These products of the Centre’s Public Relations activities are being distributed via emails, the Centre’s webpage, print media and in printed form distributed during other activities of the Centre.

The Centre utilised the means of its webpage to come up with 80 different outputs ranging from general information about the Centre to the Centre’s statements or information about international days, distribution of external press releases etc. (Chart 1)

Chart 1: The Centre’s outputs at its website www.snslp.sk

	Outputs at the website of the Centre	International and national days	Human rights and discrimination related news from abroad	Human rights and discrimination related news from Slovakia	Centre’s Statements	Centre’s Reports
Altogether	80	21	8	10	14	27

Within the scope of its financial resources, the Centre intends to point out to the issues of human rights and equality treatment principle violations in Slovakia.

Throughout the year, the Centre promotes itself also by participating at events organised by peer organisations.

The Executive Director of the Centre vividly engaged with media. Personal interviews for purposes of further clarification of issues were provided by the Centre in the following cases:

- **8 February 2014- Interview in TV TA3** in order to provide more specific information on the topic of seizures;
- **30 October 2014- Interview in TV STV1** on the handled case of mobbing and harassment at workplace;
- **2 April 2014- Interview in Radio Regina** on de-barrierisation of the main entrance in Košice Post Office;
- **22 December 2014- Interview with TV TA3** on human trafficking issues;
- **19 written medial statements** on topics such as racism, gender equality, extremism, chicane and discrimination (see Chart 2).

Chart 2: Written media statements and reports of the Centre

Centre's media outputs	Topics	Centre's Press Releases	Distribution of other Press Releases
1	Discrimination	-	1
6	Racism	5	1
3	Gender Equality	2	1
2	Extremism	2	-
2	Chicane, Mobbing, Bossing	2	-
2	LGBTI	2	-
1	Children	-	1
3	Others	3	-
20	Altogether	16	4

2. Conference on the occasion of the 20th Anniversary of the Slovak National Centre for Human Rights

Due to the several practical and financial difficulties the Centre decided to re-schedule the organisation of Conference to the following year 2015. One of the reasons was also the recent re-

location of the Centre's headquarters. Therefore, the 20th Anniversary Conference will be connected with the presentation of the new premises of the Centre. The 20th Anniversary of the Centre's existence was actively commemorated in other external events where the Centre's representatives participated.

3. Conferences on the occasion of the 20th Anniversary of the Slovak National Centre for Human Rights at local level

Due to the need to prioritise items of the budget of the Centre and to support activities leading directly to protection and monitoring of the observance of human rights and the principle of equal treatment, the Centre had to decide to omit the preparation of the two local conferences.

4. Competition "My Human Rights"

The successful competition "My Human Rights" was organised by the Centre also in the year 2014. The Centre's employees took into account the specificities and actual trends of human rights protection in the society. The purpose of the competition is, *inter alia*, to foster public debate on human rights and raise awareness on human rights violations in the Slovak society. Moreover, it aims to mainstream multiculturalism, combating racisms, gender equality, non-discrimination and the rights of the child. The competitions targeted high-school and faculty of law students in two separate categories.

The competition was divided into two categories, the literary category and the art category. The former took part from 15 April to 15 June 2015 while the latter took part from 31 March to 30 April 2015. The law faculty students were asked to write a short essay on the topic of "**Human rights protection in Slovakia in 1993 and now; challenges for future**", which corresponded with the 20th anniversary of the existence of the Centre. The high-school students were asked to write a short essay on the topic of "**My position in society: Between the majority and minorities**".

In both categories of the competition, there are two age groups and the Centre grants gold, silver and bronze prize in both groups.

The evaluation of the registered essays was done by the Centre in cooperation with the Institute for Research of Labour and Family, which was represented in the jury by its Director Mrs. Silvia Porubánová, and the Faculty of Law of the Comenius University in Bratislava, represented in the jury by the Secretary of the Department of Constitutional Law Mr. Marián Giba.

Ad hoc Activities

From **September to November 2014**, the Centre participated at a Europe-wide campaign on the occasion of the International Day against Racism and Anti-Semitism ran by the organisation UNITED for Intercultural Action. UNITED for Intercultural Actions acts as a European network against nationalism, racism, fascism and for supporting migrants and refugees. Within the campaign, the Centre contributed by distribution of materials during its educational activities concerning human rights, holocaust and extremism. The Centre also provided the campaign materials in its headquarters and in the regional offices.