

Annual Report on the Activities of the Slovak National Centre for Human Rights for the Year 2016

I. IDENTIFICATION OF THE 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 Establishment of the Slovak National Centre for Human Rights, as amended
Legal Form:	independent legal person established by law, not listed in the Companies Register
Statutory Authority:	Mgr. Katarína Szabová – Executive Director (from 08.12.2016) Mgr. Marian Mesároš – Executive Director (01.01.2016 until 07.12.2016)
Management and Control Body:	Administrative Board
Chair of Administrative Board:	Mgr. Anton Martvoň, PhD.
Control Body:	on managing funding only- Supreme Audit Office of the Slovak Republic
Contact:	phone: +421 2 208 501 14 Email: info@snslp.sk www.snslp.sk

II. STATUS AND MANDATE 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 Establishment of the Slovak National Centre for Human Rights (hereinafter referred to as “the Act on 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 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.

Internal affairs of the Centre are regulated by the Statute of the Centre, which complies with the abovementioned international agreement including the commitment of the Government of the Slovak Republic to provide the Centre with financial resources to ensure legal and operational independence and sustainability of the Centre.

As an independent legal entity, the Centre performs irreplaceable roles in the area of human rights and fundamental freedoms in the Slovak Republic, including the observance of the principle of equal treatment.

Since 2004, when the Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and Protection against Discrimination and amending and supplementing certain acts (the Antidiscrimination Act) mandated the Centre as the only Slovak equality body, the activities of the Centre have been closely related to implementation of the antidiscrimination legislation in the Slovak Republic.

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

- monitors and reviews the observance of human rights and the observance of the principle of equal treatment under 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 parties to court proceedings concerning violation of the principle of equal treatment under the Antidiscrimination Act;
- issues, upon request of natural persons, legal persons or on its own initiative, expert opinions concerning the equal treatment principle 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;
- regularly evaluates and publishes information concerning reporting of anti-social activities (whistleblowing) and on granting protection under the special act.

Annually, by 30 April, the Centre prepares and publishes a report on the observance of human rights including the observance of the principle of equal treatment in the Slovak Republic for the previous year.

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

The Centre also fulfils all of its legal mandate and key activities in regions with the essential help of its three regional offices in Žilina, Banská Bystrica and Košice.

III. ACTIVITIES AND OUTPUTS OF THE CENTRE IN THE YEAR 2016

The majority of the Centre's activities in 2016 aimed at fulfilling its tasks under the Act on Establishment of the Centre, in the Plan of Activities of the Centre for the Year 2016 (hereinafter referred to as the "Plan of Activities"), in various national action plans and conceptions as well as tasks related to international status of the Centre. In line with the structure of 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, elaborating and publishing reports and recommendations concerning discrimination issues**
- C. Education and training in the area of human rights including the rights of the child and the principle of equal treatment**
- D. Legal assistance to victims of discrimination and manifestations of intolerance, provision of services in the area of human rights, publishing expert opinions concerning the observance of the principle of equal treatment, mediation in matters related to violation of the principle of equal treatment, legal representation in court proceedings concerning violations of the principle of equal treatment, cooperation with NGOs, legislative procedure**
- E. Information, documentation and library services**
- F. Publication activities**
- G. Cooperation with bodies and organisations of public administration and other institutions and NGOs active in the field of human rights and education**
- H. Cooperation with international organisations and institutions**
- I. Agenda related to the reporting of antisocial activities (whistleblowing)**
- J. Promotion and public relations**

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

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

1.1 Media monitoring focusing on the observance of human rights and fundamental freedoms and the principle of equal treatment in the Slovak Republic

Throughout the year 2016, the Centre gathered information and data for the purposes of preparation of the annual Report on the observance of human rights including the principle of equal treatment and the rights of the child in the Slovak Republic for the Year 2016.

The Centre carried out its monitoring activities as a planned and systematic action throughout the whole year 2016 aiming at central gathering, selection, procession and storage of information in the area of human rights and the principle of equal treatment. Media monitoring focused on regular selection of articles and information according to topics and areas, creation of a database for provision of information in particular areas of human rights, provision or regular and *ad hoc* outputs of quantitative analysis of gathered data and content analysis of published cases related to the respective areas.

Within the provision of thematic monitoring, the Centre prepared in 2016 also specific selections of articles upon requests for internal purposes.

The outputs of media monitoring specifically focused on discrimination pursuant to the Antidiscrimination Act were also used in 2016 within preparation of materials for educational activities and expert opinions of the Centre, as well as in provision of legal assistance to clients of the Centre.

1.2 Monitoring “the Slovak National Centre for Human Rights in media”

In 2016, the Centre prepared a selection of articles and transcriptions from Slovak print and electronic media, which in any way refer to the name of the Slovak National Centre for Human Rights.

1.3 Monitoring of cases of sexual harassment and chicane against women in workplace for the year 2016 (task under the National Action Plan for Prevention and Elimination of Violence against Women for 2014-2019)

The Centre conducted continuous monitoring of cases of sexual harassment and chicane against women in workplace throughout the year. For this purposes, the Centre analysed responses from approached organisations, media monitoring and statistical data on handled complaints. Monitoring reports for 2014, 2015 and 2016 are available at the Centre’s website.

2. Independent investigations concerning discrimination or human rights violations

2.1 Independent investigations upon analysis and assessment of particular complaints

Independent investigations concerning discrimination or human rights violations were conducted by the Centre based on concrete complaints alleging discrimination addressed to it as well as based on monitoring and researching social situation. In 2016, the Centre conducted the following independent investigations.

Based on a complaint of a former employee at an elementary school, the Centre conducted independent investigation in February 2016. The Centre confronted selected workers with their employer (a director of the school) in relation to the alleged chicanery in workplace. The Centre did not find grounds to establish violation of the antidiscrimination legislation and proposed mediation to resolve the dispute among the parties involved.

In the first half of 2016, the Centre realised independent investigation regarding procedure applied by an elementary school when lowering a grade for behaviour of a student diagnosed with ADHD. The Centre reviewed the observance of the requirement of compulsory consultancy with the Centre for pedagogic and psychologic consultancy and prevention. The procedure was observed and no ground of discrimination was identified in the school's conduct. The lower grade was duly reasoned and reviewed by the State School Inspection. The Centre, however, concluded that formal procedure for lowering grade for behaviour should be explicitly formulated in the future.

In May 2016, the Centre conducted independent investigation in one of regional offices of public health concerning a complaint of its employee alleging discrimination and chicanery in workplace. Based on submitted evidence and explications by managing employees as well as direct confrontation between the management and the complainant, investigation of premises and interviews with all employees from the department involved (anonymously and without presence of other persons), the Centre concluded there were no allegations of discrimination or abuse of rights by the employer.

In summer 2016, the Centre exercised independent investigation in a facility for accommodation in need Kotva in Banská Bystrica. The independent investigation responded to a petition for human dignity of citizens of Banská Bystrica accommodated in the facility, which was addressed to the mayor of the city. The petition contested mainly prohibition of visits in the facility. The Centre met several times with representatives of the city as well as with the tenants. Upon independent investigation, the Centre issued recommendations addressed to the city of Banská Bystrica.

In response to information in media concerning a 3-meter tall fence with barbed wire on the top erected in Partizánske, which was supposedly built to separate Roma from other citizens, the Centre conducted independent investigation. The aim of the fence was allegedly to decrease criminality. The concerned street (Nábrežná) has three blocks of flats inhabited in majority by Roma, while the neighbouring street (Komenského) is inhabited, according to the local authorities, by decent citizens who need to be protected. In 2012, the fence was made of mesh and the mayor stated that it was destroyed by children from Nábrežná Street, which was the reason why it was strengthened in August 2016 and the barbed wire was added. The Centre talked to Roma, who showed strong antipathies towards the mayor and stated that they

did not know about the reason why the fence had been constructed. The Centre approached also the mayor and will cover the issue in its Report on the Observance of Human Rights Including the Principle of Equal Treatment in the Slovak Republic for the Year 2016.

Based on information from media, the Centre also realised independent investigation regarding refusal to accommodate Turkish students who requested reservation through portal booking.com. Reasoning of the refusal by owners of the facility stated that they did not provide accommodation to persons from countries in war conflict and to Kurdish persons for security reasons. The students reported the owners for manifestation of racism. The following response from the owners excluded their racist motive, however, it underlined the fact that the facility did not provide accommodation to Turks and persons from Arabic countries for security reasons. The Centre offered legal aid to the discriminated students and informed them about claims they could seek. It also met with the facility's owners who agreed to refrain from discriminatory conduct. The owners also agreed to apologise to students and compensate pecuniary damage caused by their conduct violating the prohibition of discrimination. Due to the lack of interest from the students in legal representation by the Centre, the Centre closed the case by publishing its expert opinion and notifying the Turkish Embassy in Bratislava.

Upon information in media, the Centre conducted independent investigation concerning an accommodation facility in Bratislava. The facility refused to prolong accommodation for two Roma due to their ethnicity and reasoned it by full capacity of one floors of the facility, which was reserved for Roma clients. The Centre sought to offer legal aid to discriminated Roma and contacted a responsible person of a company for who they conducted construction services. It, however, failed to get signed powers of attorney to represent legally the victims. In terms of cooperation with the Slovak Trade Inspection, the Centre requested to be notified in case of subsequent inspection in the facility. The Slovak Trade Inspection, however, informed the Centre that the results of the first inspection with a written statement of co-owners of the facility should be sufficient to adopt conclusions. Due to lack of cooperation by concerned persons and the inspection body, the Centre was not legitimised to provide legal representation and closed the case by publishing its expert opinion.

3. Gathering and providing information on racism, xenophobia, anti-Semitism in the Slovak Republic

3.1 Gathering information on racism, xenophobia and anti-Semitism was conducted by media monitoring a part of which primarily focuses on these phenomena

The Centre particularly maps situation in the area of extremism in Slovakia through daily media monitoring in accordance with the task to gather and upon request provide information on racism, xenophobia and anti-Semitism.

Information gathering concerning racism, xenophobia and anti-Semitism continually conducted by the Centre as a part of specialised media monitoring focusing on manifestations of racism, xenophobia and anti-Semitism in Slovakia. In the first quarter of 2016, the Centre prepared a Report on Media Monitoring Specifically Focusing on Manifestations of Racism, Xenophobia and Anti-Semitism for the Year 2015.

4. Gathering and providing information in the area of spectator violence in the Slovak Republic

4.1 Gathering information on spectator violence was conducted through media monitoring a part of which primarily focuses on this phenomenon

Gathering information on spectator violence was conducted in 2016 through media monitoring a part of which primarily focuses on this phenomenon. The Centre continually conducted information gathering concerning spectator violence as a part of specialised media monitoring focusing on the issue of spectator violence in Slovakia and particularly on spectator violence at stadiums in Slovakia.

5. Researches and surveys for provision of data in the field of discrimination and the prohibition of discrimination

5.1 Realisation of the 2nd phase of research aiming to assess the awareness on and implementation of positive actions by bodies of territorial self-governments

The second phase of a research monitoring and evaluating effectiveness of positive actions in Slovakia with particular focus on territorial self-governments run in the first half of 2016. The Centre contacted all municipalities that reported having adopted a positive measure in the first phase of the research. The aim was to gather detailed information on realised projects, their timeframes and funding. Findings were published in a research report, which is available at the website of the Centre.

5.2 Research on poverty and social exclusion of the elderly

The research on poverty and social exclusion of the elderly (Chudoba a sociálne vylúčenie starších) was realised in cooperation with the Help the Elderly Forum (Fórum pre pomoc starším). Its aim was to compare how the situation of older persons in Slovakia has changed since 2008 when the Centre realised a similar research. The research sought to establish a current situation of social exclusion of the elderly, their incomes and costs spent on the basic needs. Findings are available in a research report published at the Centre's website.

5.3 Research Implementation of the principle of equal opportunities and experience of persons with disabilities with discrimination in various areas of life, particularly in employment (task under the National Programme for the Development of Living Conditions of Persons with Disabilities for the Years 2014-2020)

The research is being prepared. The Centre has already prepared a questionnaire that should be distributed in the first half of 2017 as well as a list of its addressees.

B.

Evaluation of the observance of human rights in general, the rights of the child and the prohibition of discrimination in particular, elaborating and publishing reports on observance of human rights including the principle of equal treatment in Slovakia, elaborating and preparing reports and recommendations concerning discrimination

1. Report on the Observance of Human Rights Including the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2015

1.1 Preparation and elaboration of the Report on the Observance of Human Rights Including the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2015

Following the results of monitoring, independent investigations, findings of the Centre, reports and information from peer institutions and individual complaints, the Centre prepared the Report on the Observance of Human Rights Including the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2015.

In order to prepare the annual report for the year 2015, the Centre gathered information and data collected through monitoring, own research and a targeted media monitoring. The Centre also gathered relevant information from institutions and organisations of public administration and territorial self-governments, NGOs active in the area of human rights and other institutions by addressing targeted questions concerning particular topics of the reports.

1.2 Publishing the Report on the Observance of Human Rights Including the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2015

The Report on the Observance of Human Rights Including the Principle of Equal Treatment and the Rights of the Child in the Slovak Republic for the Year 2015 was published at the website of the Centre on 30 April 2016 in line with the Act on Establishment of the Centre.

1.3 Updating structure, preparation and information gathering for elaboration of the Report on the Observance of Human Rights Including the Principle of Equal Treatment in the Slovak Republic for the Year 2016

In order update the structure of the annual Report on the Observance of Human Rights Including the Principle of Equal Treatment in the Slovak Republic for the Year 2016, the Centre gathered information and data collected through monitoring, own research and targeted media monitoring. The Centre also gathered relevant information from institutions and organisations of public administration and territorial self-governments, NGOs active in

the area of human rights and other institutions by addressing targeted questions concerning particular topics of the reports.

C.

Education and training in the area of human rights including the principle of equal treatment

1. Educational activities

Educational activities and trainings in the area of human rights including the rights of the child and the principle of equal treatment were conducted in line with the Plan of Activities. Apart from the planned activities, the Centre also organised or co-organised other events. Target groups were:

- elementary school pupils, high school and university students,
- policemen and policewomen at the department of criminal police within regional directorates of the Police Force – fight against extremism units,
- Office of Criminal Police – Extremism and Spectator Violence Unit,
- marginalised Roma communities,
- employees at the Ministry of Education, Science, Research and Sport of the SR,
- employees at the Ministry of Finance of the SR,
- employees at the Ministry of Transport, Construction and Regional Development of the SR,
- employees at the Ministry of Agriculture and Rural Development of the SR,
- employees at the Central Office of Labour, Social Affairs and Family of the SR,
- Council of Basic Organisations of the Trade Union of Workers in Education and Science of Slovakia in Trnava/Námestovo/Liptovský Mikuláš/Košice/Michalovce,
- Basic Organisations of the Trade Union of Workers in Education and Science of Slovakia,
- Pri kríži social services home providing services for seniors,
- Government Office of the Slovak Republic,
- Bratislava summer school in cooperation with the Magistrate of the Capital City of Bratislava,
- rail workers trade union,
- cooperation with the National Culture Centre,
- school psychologists in Methodical and Pedagogical Centre in Bratislava.

In 2016, the Centre **organised 155 training events** for **4 453 participants**. In terms of target groups, these numbers comprised:

- 52 events for 1 069 elementary school pupils,
- 53 events for 1 868 high school students,
- 50 events for 1 516 adult participants.

1.1 *Educational activities for elementary schools and high schools*

In 2016, the Centre continued with training events at elementary schools and high schools. Schools could select from six standard topics, each of them in various modules in terms of time duration. The offer was distributed to hundreds of elementary schools throughout Slovakia.

Module A (2 x 45 min.) covers a short introduction on the Centre's mandate, lecture on the selected topic including good practice examples and a closing debate.

Module B (3 x 45 min.) further includes more detailed information on the selected topic and a thematic group game.

Module C (4 x 45 min.) includes also a short documentary or thematic video spots.

Standardly offered topics are Human rights, Non-discrimination, Gender equality, Holocaust, Rights of the child and Extremism. Many schools are interested in various topics within one academic year.

The Centre organised 105 events attended by 2 937 pupils and students, of which 52 events were for elementary school pupils and 53 events for high school students. Training events took place throughout all Slovakia, the most of them in the Bratislava Region. The most often selected variant was module A (101 events), which is less intrusive to school curricula. In terms of topics, the most selected were Human rights (19x), Non-discrimination (27x) and Extremism (49x). Holocaust (10x) and Rights of the child (10x) were also frequently selected.

1.2 *Education activities for the youth with disabilities*

In relation to the well-established cooperation, the Centre organised two educational activities at the Joint school-Technical College and Practical School in Švabinského Street 7. The first educational event covered sexual harassment for 14 students and the second one was on extremism, racism and human rights for 21 students.

1.3 *Let's Learn More Together*

The Centre approached various Roma communities in terms of awareness raising on non-discrimination, labour law and human trafficking. Due to a lack of interest from their side, the Centre, unfortunately, did not realise any cooperation and training under this project.

1.4 *Support of sensitizing and education activities for employers aimed at reducing and preventing discrimination (task under the Action Plan for Prevention of All Forms of Discrimination for 2016 - 2019)*

To support education aimed at eliminating and preventing discrimination for employers, the Centre cooperated with various institutions where it delivered trainings on non-discrimination, mobbing, bossing, and chicane in workplace. For this aim, the Centre approached all Slovak ministries, the Central Office of Labour, Social Affairs and Family and

offices of labour, social affairs and family in district cities. Upon offer, the Centre delivered trainings for the following institutions:

- 19.02.2016 – Ministry of Education, Science and Research of the SR– mobbing, bossing
- 04.03.2016 – Ministry of Education, Science and Research of the SR– elimination of violence against women
- 14.03.2016 – Ministry of Education, Science and Research of the SR– non-discrimination
- 20.04.2016 – Ministry of Economy of the SR– UN Convention on the Rights of Persons with Disabilities
- 12.05.2016 – Ministry of Transport, Construction and Regional Development of the SR– Antidiscrimination Act
- 18.05.2016 – Ministry of Transport, Construction and Regional Development of the SR– UN Convention on the Rights of Persons with Disabilities
- 23.09.2016 – Ministry of Finance of the SR– non-discrimination
- 27.09.2016 – Ministry of Transport, Construction and Regional Development of the SR– gender stereotypes and their impact on the society
- 14.11.2016 – Ministry of Agriculture and Rural Development of the SR– extremism, human rights
- 21.11.2016 – Ministry of Agriculture and Rural Development of the SR– non-discrimination and gender equality
- 24.11.2016 – Ministry of Agriculture and Rural Development of the SR– mobbing, bossing, chicane in workplace
- 29.11.2016 – Central Office of Labour, Social Affairs and Family of the SR– chicane in workplace
- 29.11.2016 – Central Office of Labour, Social Affairs and Family of the SR– gender equality
- 02.12.2016 – Central Office of Labour, Social Affairs and Family of the SR– chicane in workplace
- 02.12.2016 – Central Office of Labour, Social Affairs and Family of the SR– gender equality

1.5 Increase legal awareness on the problem of violence in employment through seminars and other educational activities (task under the National Action Plan for Prevention and Elimination of Violence against Women for the Years 2014 - 2019)

The Centre delivered a training on the Ministry of Education, Science and Research of the SR on 04.03.2016 on elimination of violence against women. In general, trainings on topics such as non-discrimination, mobbing, bossing, and chicane in workplace also address the issues of violence against women and sexual harassment under the Antidiscrimination Act. The Centre delivered 27 trainings on non-discrimination, 17 trainings on mobbing, bossing and chicane in workplace.

1.6 Increase awareness on negative impacts of extremism, racism and other forms of discrimination on the society (task under the Conception of Combating Extremism for 2015 - 2019)

In line with the task under the Conception of Combating Extremism for the Years 2015–

2019, the Centre organised 43 training events on extremism at elementary schools and high schools. There was also interest from the Ministry of Agriculture and Rural Development of the SR, where the Centre delivered training on 14.11.2016. In the context of current social situation, demand of schools and institutions regarding this topic was growing with an aim to increase awareness on impacts and causes of extremism. The Centre held 10 trainings on holocaust, while the topics of extremism, racism and holocaust can be addressed in connection as they are interlinking.

2. Active participation at expert conferences and seminars related to human rights, the rights of the child and at researches in this field

The Centre's employees participated at numerous human rights conferences, working meetings and seminars:

26.01.2016 – Senica- ceremony for the opening of the permanent exposition of the Holocaust Museum on the occasion of the International Day in memory of the victims of the Holocaust.

06.09.2016 – Bratislava- EIGE conference Path to Gender Equality in Slovakia presenting the gender equality index of the Slovak Republic.

18.10.2016 – Trnava- Faculty of Law of the University of Trnava- international conference on whistleblowing organised by the Transparency International Slovensko with a presentation of the Centre's contribution.

21.10.2016 – Bratislava- participation in panel debate on structural aspects of gender inequities in public policies and their impact on situation of women at the labour market.

15.11.2016 – Bratislava- 3rd thematic working group meeting for the area of non-discrimination for the years 2017 – 2020 organised by the Office of the Plenipotentiary of the Government of the SR for Roma Communities to discuss draft action plan for non-discrimination.

06.12.2016 – Bratislava- expert colloquium on human rights in social services organised by the Secretary of State of the Ministry of Labour, Social Affairs and Family of the SR with consultations between members of expert groups and representative of human rights bodies and organisations.

06.12.2016 – Bratislava- conference on milestones in a path to protection and empowerment of women.

13.12.2016 – Bratislava- presentation of results of the second FRA EU survey on minorities and discrimination (EU-MIDIS II) with a focus on Roma.

Events where the Centre presented its activities and researches:

02.02.2016 – Bratislava- expert seminar of the Slovak Governance Institute within which the Centre presented findings of its first assessment report concerning whistleblowing in the Slovak Republic.

08.10.2016 – Prievidza- Help the Elderly Forum conference Abuse and Violence against the Elderly- a new social phenomena. The Centre presented results of the research on poverty and social exclusion of older persons.

14.10.2016 – Bojnice- Help the Elderly Forum conference organised in cooperation with the

Centre. The Centre presented results of the research on poverty and social exclusion of older persons.

08.12.2016 – Faculty of Social and Economic Sciences of the Comenius University in Bratislava. The Centre presented its mandate and activities.

Participation at events on racism, extremisms, xenophobia and Anti-Semitism:

8.9.2016 – Banská Bystrica- international expert conference on a policy of anti-Semitism and holocaust in post-war retribution procedures in the European states organised within a series of cultural and art event SHOA-Dialogue on Holocaust (SHOA-Dialóg o holokauste) by a Museum of the Slovak National Uprising in Banská Bystrica.

20.09.2016 – Bratislava- meeting regarding EXIT program for persons trying to leave out from the extremist groups.

13.10.2016 – Bratislava- “Muslim are?” conference on prejudice, myths and barriers towards Muslims and ways to combat them, attended by representatives of Muslim communities and experts from Slovakia and abroad.

10.11.2016 – Bratislava- conference on extremism and internet–threats and challenges aimed at mitigating risks of spreading extremist propaganda on internet and diminish radicalism within the most vulnerable groups.

28.11.2016 – Bratislava- round table European Fair Skills concerning the EXIT program with participation of foreigners joining the program.

02.12.2016 – Bratislava- conference on extremism organised within the Slovak Presidency in the Council of the European Union.

Participation at other events:

01.07.2016 – Bratislava- opening ceremony concert for the beginning of the Slovak presidency in the Council of the European Union.

25.10.2016 – Banská Bystrica- working meeting organised by the City Office of Banská Bystrica concerning social situation of clients without legal capacity and with no relatives.

Ad hoc educational activities:

04.03.2016 – 24 employees at the Ministry of Education, Science, Research and Sport of the SR- training on mandate of the Centre, mobbing and bossing.

14.03.2016 - 17 employees at the Ministry of Education, Science, Research and Sport of the SR- training on non-discrimination.

20.04.2016 – 15 employees at the Ministry of Economy of the SR- training on the UN Convention on the Rights of Persons with Disabilities (CRPD), equality and non-discrimination.

12.05.2016 – 23 employees at the Ministry of Economy of the SR- training on CRPD, accessibility, employment and diversity management.

14.06.2016 – 26 participants from the Council of Basic Organisation of Trade Unions and directors of schools- training on mobbing and bossing.

04.08.2016 – 150 participants of the Bratislava Summer School-training on unfair commercial practices and discrimination in the area of goods and services.

05.10.2016 – 47 preventivists of the Police Force- training on extremism.

10.11.2016 – 18 participants- training on extremism and spectator violence requested by the Office of Criminal Police: Department of Extremism and Spectator Violence.

11.11.2016 – 7 students at the Faculty of Law of the University of Trnava-training at the Centre on non-discrimination and case studies.

29.11.2016 – 37 employees of the Central Office of Labour, Social Affairs and Family-training on chicane in workplace and gender equality.

02.12.2016 – 26 employees of the Central Office of Labour, Social Affairs and Family-training on chicane in workplace and gender equality.

30.11.2016 – specialists in security measures and chiefs responsible for security measures concerning extremism and spectator violence- training on extremism requested by the Presidium of Police Force: Department of Criminal Police.

24.10.2016 – 65 employees of the Methodical and Pedagogical Centre- training on chicane in workplace.

12.12.2016 – 35 employees of the Methodical and Pedagogical Centre- training on chicane, sexual violence and sexual harassment.

Trainings for seniors and persons with disabilities:

Upon requested, the Centre delivered a training in the social care home Domov pri kríži in Bratislava on **04.11.2016** for 8 participants on human rights together with presentation of results of the Centre's research on social status of the elderly in Slovakia.

Training for KOVO Trade Union

Upon request, the Centre delivered a training on **06.10.2016** in Čingov for 32 participants. The training addressed the mandate of the Centre, introduction to legislation prohibiting discrimination and issues of mobbing and bossing in workplace, including practical examples of cases handled by the Centre.

Trainings for the Council of Basic Organisations of the Trade Union Vysoké Tatry (Kežmarské žľaby)

Trainings addressed the mandate of the Centre, introduction to legislation prohibiting discrimination and issues of mobbing and bossing in workplace, including practical examples of cases handled by the Centre.

26.04.2016 – non-discrimination- 36 participants

13.05.2016 – chicane in workplace- 36 participants

13.10.2016 – chicane in workplace- 32 participants

23.11.2016 – antidiscrimination legislation- 35 participants

24.11.2016 – non-discrimination- 35 participants

07.12.2016 – chicane in workplace- 45 participants

08.12.2016 – prevention and elimination of discrimination under the Antidiscrimination Act- 35 participants

Educational activities and event participation by the Regional Office in Banská Bystrica

01.06.2016 – Zlaté Moravce- Secondary technical vocational school- human rights

22.06.2016 – Banská Bystrica- Presidium of the Police Force, Office of the Criminal Police,

Fight against extremism and spectator violence- use of expert testimonies and expert statements in investigations under the Rules of Criminal Procedure and effective implementation of human rights in investigations in the area of extremism and spectator violence

22.11.2016 – Zvolen- 3. Elementary School- gender equality

01.12.2016 – Zvolen- 1. Elementary School- holocaust and extremism

Educational activities and event participation by the Regional Office in Žilina

05.02.2016 – Žilina- Secondary vocational school agricultural and rural services- extremism

09.03. 2016 – Stráňavy Elementary School- non-discrimination

21.03.2016 – Námestovo- chicane

26.04.2016 – Kežmarské Žľaby- chicane

13.05.2016 – Kežmarské Žľaby- chicane

14.06.2016 – Liptovský Mikuláš- Municipal Office, M. Rázusová-Martáková Elementary School- mobbing, bossing

14.10.2016 – Kežmarské Žľaby- chicane

21.10.2016 – Veľké Rovné- Slovenské učené tovarištvo Elementary School with Kindergarten- human rights

27.10.2016 – Kežmarské Žľaby- chicane

09.11.2016 – Čadca- J.M. Hurbana Grammar School- extremism

10.11.2016 – Čadca- J.M. Hurbana Grammar School- extremism

30.11.2016 – Trenčín- Východná 9 Elementary School- human rights, extremism

Educational activities and event participation by the Regional Office in Košice

07.01.2016 – Košice- training for chairmen of Basic Organisations of the Trade Union of Workers in Education and Science Košice II- chicane in workplace (mobbing a bossing)

18.02.2016 – Ždaňa- Ždaňa Elementary School- non-discrimination

17.03.2016 – Košice- Secondary vocational school of the Police Force in Košice- asylum and migration policies

29.06.2016 – Košice- Secondary vocational school of the Police Force in Košice- asylum and migration policies

30.08.2016 – Bardejov- Bajerov Elementary School- chicane in workplace (mobbing and bossing)

06.10.2016 – Čingov- chicane in workplace (mobbing and bossing)

10.10.2016 – Humenné- Secondary health school- holocaust

07.-08.11.2016 – Kežmarské žľaby- training for chairmen of Basic Organisations of the Trade Union of Workers in Education and Science of Slovakia- antidiscrimination legislation

24.11.2016 – Michalovce- Okružná 17 Elementary School- chicane in workplace (mobbing and bossing)

3. Competitions My Human Rights

The Centre organised in 2016 already the fourth year of essay competition “My Human

Rights” for students of law faculties in Slovakia. The students could choose one of the following topics:

1. “The right to remain silent” or what happens behind closed doors (Protection from domestic violence)
2. Equal opportunities to gain education

The competition run between 30 March 2016 and 30 April 2016. The aim of this nationwide competition is to raise awareness in the area of human rights, encourage interest of students in issues related to observance of human rights as well as in multiculturalism, racism, gender equality, non-discrimination and rights of the child.

Experts from the Centre chaired by the Executive Director evaluated essays. The winners of the competition were: 1st prize: JUDr. Juraj Martaus, Faculty of Law of the University of Pavol Jozef Šafárik in Košice; 2nd prize: Bc. Michaela Vieriková, Faculty of Law of University of Trnava; 3rd prize: Bc. Mária Mikulašková, Faculty of Law of University of Trnava.

The Centre also prepared the fourth year of artistic competition “My Human Rights” for students of primary schools and primary schools of art in Slovakia. The topics were:

1. Imagine a (barrier-free) life of a person with disability

The goal of this topic was to make children think about everyday challenges faced by persons with disabilities in seeking social integration and exercising their rights. Its ambition was to support tolerance and understanding of children towards this group of people.

2. Freedom of speech concerns also me

The aim of the topic was to provide understanding of the freedom of speech including the freedom to search for, gain and spread information of any kind orally, in writing, through press or art or any other means of expression. The Centre also sought to communicate that the freedom of speech brings about responsibilities and has its limits, including respect for good manners, tolerance, human dignity as well as respect towards parents, teachers and the elderly.

The competition run between 1 April and 31 May 2016. Altogether, 52 primary schools and primary schools of arts participated and submitted 236 works in total. The Executive Director and experts from the Centre selected the winners. Thanks to a high number of participants and the quality of works, the Centre awarded prizes in three categories. The results in each category were as following. The first category covering pupils of 1st degree of primary schools: 1st prize: Daniel Alabán (Elementary School Šíd no. 241); 2nd prize: Janka Hanulíková (Elementary School Mier, Bytča); 3rd prize: Tamara Antónia Erby (Elementary School J. Švermu, Michalovce). The second category covering students of 2nd degree of primary schools in topic Imagine a (barrier-free) life of person with disability: 1st prize: Viktória Vinjarová (Komenského Elementary School, Bardejov); 2nd prize: Dana Sleziačková (Zarevúca Elementary School, Ružomberok); 3rd prize: Anna Chmurová (Elementary School with kindergarten Vagonárska, Poprad). The third category covering students of 2nd degree of primary schools in topic Freedom of speech concerns also me: 1st prize: Alexandra Kardošová (Elementary School of Matej Bela, Šamorín); 2nd prize: Natália Novotová (Elementary School Mojmirova, Zlaté Moravce); 3rd prize: Beata Fülöpová (P. Kellner Hostinský Elementary School, Rimavská Sobota). Employees of the Centre awarded prizes to winners.

D.

Legal assistance to victims of discrimination and manifestations of intolerance, provision of services in the area of human rights, publishing expert opinions concerning the observance of the principle of equal treatment, mediation in matters related to violation of the principle of equal treatment, legal representation in court proceedings concerning violations of the principle of equal treatment, cooperation with NGOs, legislative procedure

1. Legal aid to victims of discrimination and manifestations of intolerance including legal representation in court proceedings concerning violation of the principle of equal treatment

1.1 Legal aid in cases of discrimination pursuant the Antidiscrimination Act and to victims of manifestations of intolerance

Provision of legal aid to victims of discrimination and manifestations of intolerance is one of the main functions of the Centre as the equality body. In 2016, the Centre received 524 complaints directly or indirectly contesting violations of the principle of equal treatment.

In many cases, the Centre provided legal aid in form of legal assistance. It mainly sought to explain clients the antidiscrimination legislation since they often lacked basic knowledge. 276 complaints stated other status as the protected ground concerned, however, in almost all of the cases the complaint was found ill-founded under the antidiscrimination legislation. There was only one complaint alleging discrimination based on sexual orientation.

The most frequently reported area of discrimination in 2016 was the area of employment, which was identified in 320 from 524 received complaints. There were only four complaints concerning the area of provision of health care. In vast majority of complaints, legal aid of the Centre consisted of provision legal advice concerning discrimination with subsequent analysis of subject measures with a finding that unequal treatment could not be reasonably established in the particular case. In 19 cases, the Centre issued its expert opinion pursuant to Article 1 para. 2 subpara. f) of the Act on Establishment of the Centre.

Independent investigations conducted by the Centre are listed in part A) point 2.1.

The Centre also handled a complaint alleging possible violations of the principle of equal treatment in certain job advertisement including a condition of particular age of candidates. However, this requirement concerned positions related to contribution to creation of work positions under the Act on Employment Services. According to the Antidiscrimination Act, discrimination is not a creation of specific conditions for persons of particular age groups to access employment or expert education if objectively justified. The Centre concluded that the contested job advertisings did not breach the principle of equal treatment.

The Centre also worked on the alleged discrimination of a group of the so called “old

pensioners” (under Article 12 para. 1 of the Slovak Constitution) in relation to different calculations of pensions under the current legislation (Act No. 461/2003 Coll. on Social Insurance as amended) and the previous legislation (Act No. 100/1988 Coll. on Social Security as amended). This discrimination is claimed since 1 January 2004 when the new law entered into force. The Centre based its opinion in the statement of the Constitutional Court of the Slovak Republic (PL. ÚS 12/2014) and found that there was no discrimination.

1.2 Basic legal advice in cases in competence of other institutions with a recommendation to turn to a relevant institution or an advocate

Complaints outside the mandate of the Centre were quite frequent also in 2016. The Centre referred clients in 611 cases to turn to other relevant institutions or to use free legal aid available through the Legal Aid Centre or to file a complaint to the public defender of rights or labour inspectorates.

1.3 Representing clients in court proceedings concerning breaches of the equal treatment principle upon consideration of relevant facts and mutual agreement with the client based on the Centre’s expert consideration

The Centre currently has three ongoing civil cases concerning discrimination. Any of the antidiscrimination disputes run by the Centre was closed with a final ruling in 2016.

The first case concerns direct discrimination in employment based on other status. The Centre filed an appeal against the court decision in first instance. The original lawsuit was initiated in January 2014.

In the second case, the Centre represents a person claiming direct discrimination on the ground of language. This lawsuit was filed in November 2015.

The third case is in the stage of appeal and concerns violation of the principle of equal treatment caused by failure to provide reasonable accommodation under Article 7 of the Antidiscrimination Act with regards of an employee with disability. The original lawsuit was filed in 2015.

1.4 Expert consultancy and guidance for the regional offices’ employees and to employees of other departments of the Centre

The Department of Legal Services regularly provided consultation and guidance to employees of regional offices and employees of other departments, particularly concerning preparation of inputs to questionnaires and reports for international bodies and organisations.

2. Mediation services in issues related violation of the principle of equal treatment

2.1 In line with Article 9 para. 5 of the Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and Protection from Discrimination and amending and supplementing

certain acts (the Antidiscrimination Act), the Centre will promote mediation as an alternative dispute resolution method to its clients in 2016

The Department of Legal Services prioritised settlements in handling complaints concerning discrimination. It also provided clients information on possible use of mediation services under the Act No. 420/2004 Coll. on Mediation and amending and supplementing certain acts as amended.

2.2 Mediation services concerning breaches of the equal treatment principle upon assessment of relevant circumstances and mutual agreement with the client based on the Centre's expert consideration

In 2016, the Centre closed two cases with a settlement agreement. The first case concerned a nurse in a private medical facility who was a victim of bossing from her direct supervisor. Bossing consisted of inappropriate remarks, abusing in front of patients, inadequate responses or inappropriate lecturing even if the client made no mistakes in her work. This went on for a longer period. The client sought a written apology sent by internal email to all employees and published in a visible spot at the entry reception of the facility. She also claimed positive reference since doctors and patients were satisfied with her work and she performed her job expertly, which was supposed to be a reason for bossing. Upon consultations with a legal representative of the former employer, the claims of the client were covered in a settlement agreement and were duly fulfilled. Moreover, the employer terminated employment of the superior responsible for the bossing.

In the second case, a client alleged chicane in workplace by a superior worker. The Centre contacted the employer and requested his statement on the allegations. Upon written communication, the Centre also met with representatives of the employer in person. The employer in the end agreed with settlement.

3. Expert opinions concerning the observance of the principle of equal treatment under the Antidiscrimination Act

3.1 Issuing expert opinions concerning the principle of equal treatment upon request of natural persons, legal persons or on the Centre's own initiative

In 2016, the Centre issued the following expert opinions (published in its website):

a) Upon requests of individuals or legal entities

- Expert opinion concerning conduct of an employer resulting in termination of employment pursuant to Article 63 para. 1 (b) of the Labour Code. The Centre found possible discrimination based on reporting of antisocial activities in workplace (whistleblowing).
- Expert opinion concerning incitement to discrimination in relation to interpretation of Article 15 of a document called Declaration for Family. The Centre concluded that content of the contested article fell under definition of incitement to discrimination since it inclined

discriminatory impact on certain groups of population.

- Expert opinion requested for the purposes of civil procedure concerning invalid termination of employment and chicane in workplace leading to this termination. The Centre has not identified any ground of discrimination and concluded that there has not been a violation of the principle of equal treatment under the Antidiscrimination legislation.
- Expert opinion regarding violation of the rights of a person with disability caused by a lack of accessible entrance to a building of the District Directorate of the Police Force of the SR. The Centre concluded that there has been a breach of the UN Convention on the Rights of Persons with Disabilities as well as national legislation.
- Expert opinion concerning proposals to withdraw employment benefits to employees at maternity or parental leave or employees in notice period. The Centre found some of the proposed measures of a private employer to be discriminatory and recommended that there were not adopted.
- Expert opinion on contested discrimination based on disability. The Centre found that in case it could be objectively justified that the procedure of vacation approval described by the client was established and usual, and in line with conclusions of a labour inspectorate that the employer's conduct justified by costs saving violated good manners, there has been a breach of the principle of equal treatment.
- Expert opinion concerning discrimination of an employee based on disability. The Centre stated that a failure to offer other appropriate position followed by termination of employment due to health conditions causing inability to perform tasks within the assigned position consisted a violation of the principle of equal treatment, if there was an opportunity to provide the person another position.
- Expert opinion on alleged discrimination by an employer based on age. The Centre found that by proving contested issues by the client (e.g. statements of the director of the District Directorate of Firemen and Rescuers Force, failure to provide access to basic training) there has possibly been a violation of the principle of equal treatment.
- Expert opinion concerning discrimination in pre-employment relations. The Centre recommended the client to file an action for declaration of the breach and seek compensation of pecuniary damage caused.
- Expert opinion regarding violation of the principle of equal treatment in labour advertising. The contested job offers, however, were in line with the requirements for contribution for creation of new job positions under the Act on Employment Services. Since, according to the Antidiscrimination Act, discrimination is not a creation of specific conditions for persons of particular age groups to access employment or expert education if objectively justified, the Centre concluded there has been no breach of the principle of equal treatment.
- Expert opinion concerning alleged discrimination of a university pedagogue, in which the Centre found direct discrimination in employment by employer with certain aspects of harassment (bossing) and following incitement to discrimination. The protected ground behind the discrimination was the ground of other status.
- Expert opinion regarding discrimination in procurement and termination of employment of a public servant in probation. The Centre could not establish discrimination of the public servant in the area of employment under the Antidiscrimination Act in the particular case.

- Expert opinion on the alleged discrimination of a group of the so called “old pensioners” (under Article 12 para. 1 of the Slovak Constitution) in relation to different calculations of pensions under the current legislation (Act No. 461/2003 Coll. on Social Insurance as amended) and the previous legislation (Act No. 100/1988 Coll. on Social Security as amended). This discrimination is claimed since 1 January 2004 when the new law entered into force. The Centre based its opinion in the statement of the Constitutional Court of the Slovak Republic (PL. ÚS 12/2014) and found that there was no discrimination.
- Expert opinion concerning discrimination by private employer within termination of employment in probation period based on sex (pregnancy). It was not possible to establish reasonable facts giving suspicion of discrimination and causal nexus between termination of employment and pregnancy since the reported situation occurred 7 years before the client requested the expert opinion (statute of limitation). Hence, the Centre could not establish possible objective success in civil proceeding.
- Expert opinion regarding failure to count in a period of parental leave under Article 166 para. 2 of the Labour Code into duration of employment for the purposes of establishing claim of an employee for severance allowance beyond scope of the Labour Code. The Centre found this practice to be in violation with the principle of equal treatment under the Antidiscrimination Act, national and international antidiscrimination standards.
- Expert opinion concerning a violation of employer’s obligations towards an employee who returned to work after parental leave. The Centre found the breach of the particular Labour Code provisions, protecting employees from unfavourable impacts of taking maternity or parental leave, to establish a violation of the principle of equal treatment.
- Expert opinion concerning chicane and harassment in workplace. Upon investigating materials provided by the client and the personal office of his employer and conducting independent investigation in the workplace, the Centre could not identify violation of the principle of equal treatment in the contested conduct of the personal office.

b) Issued from the Centre’s own initiative

- Expert opinion regarding direct discrimination of Turkish students in the area of goods and services based on nationality, ethnicity and other status. Due to lack of interest of the students concerned in the legal representation by the Centre in a possible court proceeding, the Centre did not continue with further action and informed the Turkish Embassy in Bratislava.
- Expert opinion concerning direct discrimination of Roma in provision of accommodation services based on their ethnicity. Due to the lack of cooperation by competent subjects, the Centre could not provide its legal representation to the victims and closed the case by publishing the expert opinion at its website.

E.

Information, documentation and library services

1. Information support in fulfilment of the Centre’s main tasks

1.1 Registration of information sources in the accession list, regular provision of information to employees on accessions to the library collection

In 2016, the Centre's library fulfilled tasks under the Statute of the Library accenting the information support for expert units of the Centre as well as for the public. Registration of documents was done in line with the Notice of the Ministry of Culture of the Slovak Republic No. 421/2003 Coll. The Centre processed each acquired document, listed it in accession list and registered it in Virtua system. A retrospective cataloguing of unregistered documents was also conducted throughout the year.

1.2 Acquisition of information sources and building library collection

New documents were acquired into the library collection throughout the whole year. In 2016, the library of the Centre acquired 46 documents. The acquisition of materials was adapted to the needs of the Centre's employees as well as those of external users with an aim to update the library collection. The Centre bought 8 documents, acquired 26 documents as a gift and another 12 documents in relation to participation of its employees at conferences.

1.3 Cooperation with national peer organisations (written and personal contacts)

The library of the Centre cooperated with the Slovak National Library and participated on the elaboration of the library catalogue. Upon request, the library of the Centre provided inter-library loans through provision of scanned materials.

1.4 Loans of books, periodic and other documents and consultancy to information sources search; registration of internal users and loans

The library provided library and information services in line with the Library Rules. In 2016, it provided 52 loans, which were registered in the book of loans. This number covers 40 internal users' loans and 12 loans by external users. Internal users borrowed 117 documents in total, most often commentary to legislation and dictionaries.

1.5 Increasing the publicity of the Centre's library via the library server

Employees of the Centre were informed on new accessions by emails. Accessions to library collection in 2015 and 2016 are published the Centre's website in the section Library.

The library was promoted at educational activities of the Centre for pupils, students and the expert public. On the Day of Slovak Libraries, the Centre published a publication on stereotypes in libraries, which is available at its website. The promotion was also done through participation in conferences and seminars.

1.6 Revision of the library collection

In 2016, the Centre revised 2684 documents of its collection. Within the revision, the

Centre also reorganised the library collection to make use of the collection easier.

2. Information support for the regional offices of the Centre

2.1 Building ready reference collections

Partial collections of the library are placed in the regional offices and are primarily set for the needs of their employees. Hence, the ready reference collections were extended based on the needs of the regional offices' employees. Each regional office received one document from the library collection of the Centre.

2.2 Consultancy, loan and search services for employees of the regional offices; registration of loans

Upon request of the employee of the Regional Office in Banská Bystrica, a copy of a document from its library collection was provided.

3. Information support for expert and lay public in the area of human rights

3.1 Consultancy, loan and search services for external users; registration and statistics of external users and loans

In 2016, the Centre's library provided 12 external loans. In total, 90 documents were borrowed. External users were mainly interested in documents on migration and human rights and freedoms. The majority of external users were law students. Each loan was registered in the book of loans.

Upon request, the Centre prepared 5 searches on the topics of rights of the child, discrimination in labour relations, violence against women, fundamental rights (their nature, history and role in the society), right to resistance and civil disobedience.

Each user was informed on the Library Rules and the library collection order arrangement for better orientation in the library collection. The needs of each user were identified based on a short interview and users were subsequently guided towards suitable documents. Upon finding relevant documents and their registration in the book of loans, users can use a computer and copy or scan necessary parts of documents. If their needs change after researching the original materials, the list of relevant documents is updated based on further consultation.

3.2 Provision of publications of the Centre and of other (national and international) organisations to institutions, schools, NGOs, expert workplaces and other interested subjects

Publications of the Centre were promoted at education activities and trainings of the

Centre and were also provided to external users of the Centre's library. Since the majority of the Centre's publication was published electronically, interested subjects are usually directed to the website of the Centre where these publications are available.

4. Providing the library catalogue with online accessibility – Project KIS3G VIRTUA

4.1 Name and systematic categorisation in the library system VIRTUA

The Centre's library processed the documents both according to name and systematically and recorded them within the system Virtua. Hence, the library participates at corporate categorization within the project KIS3G. Compulsory principles of processing documents in Virtua were duly followed. The Centre processed new accessions as well as other documents, which were registered retrospectively.

4.2 Participation at meetings and seminars for clients of VIRTUA system organised by the Slovak National Library in Martin

In 2016, the Centre was not invited to participate in expert seminars organised by the Slovak National Library in Martin.

F. Publication activities

In 2016, the Centre prepared, as author or editor, 8 titles that were 8 published at the website of the Centre (www.snslp.sk).

8 titles were issued and published in electronic version:

1. *Správa o dodržiavani ľudských práv vrátane zásady rovnakého zaobchádzania v Slovenskej republike za rok 2015* [online]. Bratislava: Slovenské národné stredisko pre ľudské práva, 2016. 178 p. ISBN 978-80-89016-82-2.
2. *Sprievodca ľudskoprávnymi témami spojenými s členstvom Slovenskej republiky v Európskej únii* [online]. Bratislava: Slovenské národné stredisko pre ľudské práva, 2016. 142 p. ISBN 978-80-89016-84-6.
3. *Sexistické reklamy na Slovensku: alebo čo má spoločné sťahovanie, prášková lakovňa a bankové služby* [online]. Bratislava: Slovenské národné stredisko pre ľudské práva, 2016. 41 p. ISBN 978-80-89016-80-8.

4. *Stereotypy v knihovníctve* [online]. Bratislava: Slovenské národné stredisko pre ľudské práva, 2016. 29 p. ISBN 978-80-89016-81-5.
5. Publication *Práva dieťaťa* (rights of the child) will be published in the first half of 2017.
6. *Chudoba a sociálne vylúčenie starších osôb na Slovensku* [online]. Bratislava: Slovenské národné stredisko pre ľudské práva, 2016. 82 p. ISBN 978-80-89016-87-7.
7. *Monitorovanie a vyhodnocovanie účinnosti dočasných vyrovnávacích opatrení v podmienkach Slovenskej republiky* [online]. Bratislava: Slovenské národné stredisko pre ľudské práva, 2016. 90 p. ISBN 978-80-89016-86-0.
8. *Report on the observance of human rights including the observance of the principle of equal treatment in the Slovak Republic for the year 2015* [online]. Bratislava: Slovenské národné stredisko pre ľudské práva, 2016. 126 p. ISBN 978-80-89016-85-3.

G.

Cooperation with bodies and organisations of public administration and other institutions and NGOs active in the area of human rights and education

1. Cooperation with ministries at activities related to preparation of implementation reports for treaty bodies monitoring mechanisms

The Centre actively cooperated with ministries in activities related to, *inter alia*, fulfilment of relevant action plans and preparation of implementation reports to treaty bodies monitoring mechanisms. In 2016, the Centre provided ministries, upon their request, the following materials (Some materials were prepared exclusively in English):

Month	Name of Organisation	Document	Number of pages
January	Office of the Plenipotentiary of the Government of the SR for Roma Communities	Recommendation on effective Roma integration measures in the Member States	0,5 (also in English)
January	National Coordination Centre for Resolving Issues of Violence against Children (Ministry of Labour, Social Affairs and Family of the SR)	Consolidated third, fourth and fifth periodic report of the SR on implementation of the UN Convention on the Rights of the Child	4,5
January	Ministry of Labour, Social	National Programme for the	2,5

	Affairs and Family of the SR	Development of Living Conditions of Persons with Disabilities for the Years 2014-2020	
January	Ministry of Labour, Social Affairs and Family of the SR	National Action Plan for Children for the Years 2013-2017	2,5
March	Ministry of Labour, Social Affairs and Family of the SR	National Action Plan for Prevention and Elimination of Violence against Women for the Years 2014-2019 – activity report for 2014 and 2015	0,5 + documents from monitoring for the years 2014 and 2015
June	Ministry of Foreign and European Affairs of the SR	ODIHR questionnaire on protection of human rights defenders in OSCE states	8 (in English)
August	Ministry of Foreign and European Affairs of the SR	Background material for the Human Dimension Implementation Meeting (OSCE, 19.-30.09.2016, Warsaw)	25
September	Ministry of Foreign and European Affairs of the SR	Response to requests of the Immigration and Refugee Board-Canada	5,5 (in English)
September	Ministry of Labour, Social Affairs and Family of the SR	Application of the Lanzarote Convention	0,5
November	Ministry of Foreign and European Affairs of the SR	Voluntary promises and commitments regarding the candidacy of the SR to the UN Human Rights Council	1

2. Cooperation with academia (Institute of State and Law at the Slovak Academy of Science, law faculties and faculties of humanitarian sciences of Slovak universities) including by inviting pedagogical employees to educational activities and trainings of the Centre, participation at conferences and activities organised by academia and creation of collectives of authors, lectures by the Centre's employees

The Centre continued with the established cooperation with law faculties and faculties of humanitarian sciences aimed at providing expert internships for their students and graduates at the Centre. In 2016, the Centre welcomed 2 students of the Faculty of Political Science and International Relations of the University of Matej Bel in Banská Bystrica, one student of the Faculty of Law of Matej Bel University in Banská Bystrica, one student of the Faculty of Law of the University of Trnava and two students of the Faculty of Law of Comenius University in Bratislava.

Interns learned about the status and mandate of the Centre, tasks of particular employees and they were mainly interested in application of the antidiscrimination legislation in practice and legal protection of human rights in Slovakia. Interns actively participated in complaints handling procedure and at other delegated tasks. All interns showed abilities of independent work and efforts to further their professional development.

On **27.04.2016**, the Executive Director of the Centre attended inauguration of the new dean at the Faculty of Law of the University of Trnava.

3. Cooperation with institutionalised organisations active in the area of equal treatment, human rights and the rights of the child

3.1 Mutual exchange of information relevant under the mandates of the Centre, the Public Defender of Rights, the Commissioner for Persons with Disabilities, the Commissioner for Children and the Legal Aid Centre

Council of the Centre for Legal Aid

The Centre cooperated also with the Legal Aid Council through representation in the Council of the Legal Aid Centre (CPP Council), which performs tasks under the Act No. 327/2005 Coll. on Provision of Legal Aid to Persons in Material Need. Under Article 5a para. 3 of the Legal Aid Act, CPP Council discusses and adopts approvals to the annual report of the Legal Aid Centre, the conception of activities submitted by the director and to financial compensation of free legal aid in cases of special consideration for persons not fulfilling the requirements for provision of legal aid by the Legal Aid Centre. In 2016, the CPP Council met only once due to the loss of quorum (number of members decreased from 6 to 3). The representative of the Centre attended on 17.06.2016 an event organised for the 10. Anniversary of the Legal Aid Centre in Trenčianske Teplice.

Election Committee for the election of members of the Committee for National Minorities and Ethnic Groups

The Centre participated at work of the Election Committee for the election of members of the Committee for National Minorities and Ethnic Groups established at the Office of the Plenipotentiary of the Government of the Slovak Republic for National Minorities and its representative became a full member of the election assembly for the election of alternative members of the Committee.

07.07.2016 – working meeting at the Office of the Commissioner for Children concerning possible cooperation between the Centre and the Office of the Commissioner for Children in the area of the rights of the child.

3.2 Cooperation in complaints handling

11.02.2016 – the Centre was requested its written statement by the Control and Inspection Service Section at the Ministry of Interior of the SR whether there has been a violation of the

rights of persons with disabilities in absence of accessible entrance to a building of the Police Force of the SR and a lack of technical measures securing mobility of persons with disabilities within the building.

29.07.2016 – the Centre was asked for cooperation by the Office of the Commissioner for Persons with Disabilities with regards to a specific complaint. The Centre provided information on how the complaint was handled by it, a form of provided legal aid etc. In the particular case, the Centre had issued an expert opinion, which was also provided to the Office of the Commissioner for Persons with Disabilities.

10.08.2016 – the Centre requested cooperation from 12 cities and municipalities concerning construction of fences/walls separating Roma people from the majority.

18.08.2016 – the Centre was asked for cooperation by the Office of the Public Defender of Rights with regards to civic petition of citizens from Banská Bystrica accommodated in facilities Kotva. The Centre provided a document “Recommendations of the Slovak National Centre for Human Rights regarding the Petition for Human Dignity of Citizens of Banská Bystrica Accommodated in Facilities Kotva“, which was addressed to the city of Banská Bystrica based on findings of independent investigation of the Centre.

02.11.2016 – the Centre asked the Ministry of Labour, Social Affairs and Family of the SR for cooperation with regards to a complaint of a client asking for investigation of procurement for a position of filed social workers and the stated requirements.

4. Cooperation with non-governmental organisations active in the area of equal treatment, human rights and the rights of the child

4.1 Enhancing cooperation with NGOs

Help the Elderly Forum (Fórum pre pomoc starším)

In 2016, the Centre extended cooperation with the Help the Elderly Forum and conducted a joint research on poverty and social exclusion of the elderly in Slovakia. Research report is available at the website of the Centre.

Citizen, Democracy and Accountability (Občan, demokracia a zodpovednosť)

The Centre was approached by civil association Citizen, Democracy and Accountability with regards to a court proceeding in which the association represent a client alleging discrimination based on sex and maternity. The Centre consulted with the representative of the association and issued its expert opinion regarding key issues of the case in terms of the principle of equal treatment.

Stop corruption (Zastavme korupciu)

The Centre continued in regular cooperation with non-governmental sector in the area of protected reporting (whistleblowing). In particular, it cooperated with civil association Stop corruption as well as with Transparency International Slovakia and Alliance Fair-Play. This cooperation consisted of information exchange aimed at improving implementation mechanisms.

4.2 Participation at conferences, seminars and activities organised by the non-governmental sector

16.05.2016 – Bratislava- meeting of appointed contact persons with NGO representatives at the Ministry of Labour, Social Affairs and Family of the SR regarding list of action and updating of the National Action Plan for Children for the Years 2013-2017.

29.09.2016 – Bratislava- Library barcamp, open conference and workshop on libraries, library culture, library theory and practice.

08.10.2016 – Prievidza- Help the Elderly Forum conference Abuse and Violence against the Elderly- a new social phenomena. The Centre presented results of the research on poverty and social exclusion of the elderly.

14.10.2016 – Bojnice- Help the Elderly Forum conference organised in cooperation with the Centre. The Centre presented results of the research on poverty and social exclusion of the elderly.

25.10.2016 – Bratislava- Open Society Foundation conference on human rights focusing on the current trends of film, advertising and game industries in picturing human rights issues.

07.12.2016 – Bratislava- Open Society Foundation, Conference Connected on improving promotion of human rights issues to broad public using education or storytelling.

19.12.2016 – Bratislava, Freedom of Choice seminar human rights of women and children under the Istanbul Convention and why the Istanbul Convention serves as a crucial tool in protection and promotion of these rights. The aim of the seminar was to create space for expert debate on effective and adequate support to a human rights based, gender sensitive and coordinate approach to the issues of women rights and rights of the child in terms of violence against women.

H.

Cooperation with international organisations and institutions

Effective cooperation with peer organisations at international level is crucial for gaining credit and international prestige by the Centre. In 2016, the Centre continued with the established cooperation with international organisations and institutions and fulfilled its ambition to enhance cooperation with other organisations and institutions active in the field of human rights at regional and international level.

1. Cooperation with the UN

1.1 Preparation of inputs for UN experts and human rights mechanisms

Upon request, the Centre prepared in 2016 several inputs for UN human rights mechanism.

In **February 2016**, the Centre answered the questionnaire of the UN High Commissioner for Refugees concerning statelessness.

In **April 2016**, the Centre responded to a survey of the International Coordinating Committee of National Human Rights Institutions regarding experience of NHRIs with interaction with UN Treaty Bodies conducted in order to harmonise their procedures.

In **May 2016**, the Centre provided input to the Office of the UN Commissioner for Human Rights regarding implementation of Article 5 of the UN Convention on the Rights of Persons with Disabilities in Slovakia and an input to the UN Special Rapporteur on the Rights of Persons with Disabilities on disability inclusive policies.

In **June 2016**, the Centre provided input to UN Special Rapporteur on the Right to Adequate Housing.

Finally, in **October 2016**, the Centre provided its input to the UN Special Rapporteur on the Rights of Persons with Disabilities regarding support services for persons with disabilities.

1.2 Preparation of NHRI reports within monitoring of implementation of UN human rights treaties

The Centre as a national institution for human rights (NHRI) regularly submits alternative reports to the UN Treaty Bodies. These reports serve as an alternative to state implementation reports concerning the observance of obligations resulting to Slovakia from the ratification of UN human rights treaties. Since in 2016 there was no deadline for submission of NHRIs report for Slovakia, the Centre has not prepared any NHRI report.

1.3 Participation at the annual conference of the International Coordinating Committee of National Human Rights Institutions

The Centre participated on **21.-23.03.2016** at the 29th Annual International Coordination Committee of National Human Rights Institutions (ICC 29) in Geneva. On this occasion, the ICC was re-named to GANHRI (Global Alliance of National Human Rights Institutions).

2. Cooperation within ENNHRI network (European Network of National Human Rights Institutions)

ENNHRI (European Network of National Human Rights Institutions) is a successor of the European group of national human rights institution (NHRI) and comprises members from across wider Europe. ENNHRI Secretariat is located in Brussels. In 2016, the Centre actively cooperated with ENNHRI Secretariat and intensively participated in activities within the network.

2.1 Membership in working groups and fulfilment of tasks resulting therefrom

Since January 2016, the Centre has been represented in ENNHRI's Legal Working Group. Within activities of the working group, the Centre addressed requests from members

on various questions regarding national legislation and prepared materials of the working group. A representative of the Centre participated in Vienna at a Workshop on National Implementation of the EU Charter organised on **09.02.2016** by the European Union Agency for Fundamental Rights in cooperation with ENNHRI Secretariat.

In follow-up to the seminar, the Centre initiated cooperation with ENNHRI Secretariat for preparation of an information material on the use of the Charter of Fundamental Rights of the EU by NHRIs. In **the second trimester of 2016**, the Centre in cooperation with ENNHRI prepared a questionnaire distributed to ENNHRI members. Based on collected information, the representative of the Centre in Legal Working Group prepared draft material, which should be distributed in 2017.

In 2016, the Centre became again a member of ENNHRI working group on communication and nominated its representative.

2.2 Activities related to the membership of Advisory Group of a project for monitoring human rights of older persons in long-term care (Older Persons Project)

The meeting of the Advisory Group of the Older Persons Project was held in Brussels on **27.-28.09.2016**. Members of the Advisory Group discussed with members of the pilot groups draft monitoring report and opportunities and means to present the project and its results.

2.3 Participation at ENNHRI meetings and the NHRI Academy

The Centre participated at ENNHRI general assembly, which took place on **21.03.2016** during the 29th Annual International Coordination Committee of National Human Rights Institutions (ICC 29) in Geneva.

On **30.05.-03.06.2016** a representative of the Centre participated at the NHRI Academy in Tbilisi aimed at training of NHRI staff on pluralism under the Paris Principles, cooperation with civil society, human rights monitoring and setting-up indicators, prevention of torture and counter-terrorism measures and their impact on human rights. The Academy was co-organised by ENNHRI, the Organisation for Security and Cooperation in Europe (OSCE) - Office for democratic institutions and human rights (ODHIR) in cooperation with the Public Defender of Rights of Georgia.

The second General Assembly of ENNHRI (GA ENNHRI2) took place in Zagreb on **27.-28.10.2016**. Its agenda covered presentation ENNHRI finances, fulfilment of Operation Plan for 2016, adoption of draft Operation Plan for 2017 and draft budget for 2017. NHRIs' representatives were introduced to the work of ENNHRI working group and to its project on the rights of older persons in long-term care. Within group discussions, the Centre's representative presented the work of ENNHRI Legal Working Group focusing on the use of the EU Charter of Fundamental Rights by NHRIs.

Within ENNHRI2, the Centre participated on **28.10.2016** at ENNHRI General Assembly Seminar Human Rights and Counter-Terrorism. The seminar addressed counter-terrorism measures and their impact on human rights as well as NHRIs activities in this area.

On **15.12.2016**, the Centre participated in Strasbourg at High Level Seminar on

Freedom of Expression- role and powers of national human rights institutions and other national mechanisms organised by the Council of Europe in cooperation with ENNHRI. The seminar discussed on activities and standards of the Council of Europe in relation to freedom of expression, NHRIs activities in this area and mutual engagement of the Council of Europe and NHRIs. At the end, ENNHRI and the Council of Europe adopted proposal for future joint activity to address urgent issues concerning freedom of expression.

3. Cooperation within EQUINET network (European Network of Equality Bodies)

Equinet (European Network of Equality Bodies) is an international non-for profit organisation operating since 2007 as a platform for information exchange and cooperation among national equality bodies. Equinet currently comprises 46 organisations from 34 European countries with various mandates and competences to fight discrimination on the grounds of ethnic origin and race, gender, sexual orientation, age and many others. The Centre is a full member of the network since its establishment and actively participates at its activities.

3.1 Representation in working groups and fulfilment of tasks related to membership

In 2016, the Centre had its representative in each of four Equinet working groups and actively participated in their work through attendance of their meetings, information exchange among the members and provision of data and cooperation within preparation of written publications and positions of Equinet. Upon agreement with the Equinet Secretariat, the Centre hosted on 22.11.2016 meeting of Communication Strategies and Practices Working Group.

In 2016, the Centre's employees attended the following meetings of working groups:
18.02.2016 – Brussels - Policy Formation Working Group- debate on multiple discrimination in general and multiple and intersectional discrimination on the ground of gender and on the plan of activities for 2017;

01.03.2016 – Nicosia - Communication Strategies and Practices Working Group- strategic issues for 2017, information on social media training for members, sharing national practices;

22.03.2016 – Brussels - Equality Law Working Group- sharing interesting cases of discrimination in practice, discussion on discrimination based on race and ethnicity and focus of the working group in 2016 a 2017;

21.11.2016 – Bratislava - Communication Strategies and Practices Working Group- how to respond to hate speech on internet, the most effective communication on social media and discussion on the content of the prepared social media manual for equality bodies.

3.2 Participation at trainings, conferences and seminars organised by Equinet

In 2016, the Centre's employees attended the following Equinet trainings and seminars:
04.-05.04.2016 – Vienna- Seminar on Accessibility and Reasonable Accommodation focusing on the rights of persons with disabilities in terms of accessibility and reasonable

accommodation and work of equality bodies.

19.-20.05.2016 – Prague - Equinet Seminar on Gender Equality in Education focused on supporting proactive approaches to gender equality. The aim was to exchange experience among equality bodies and promoting and securing gender equality in education,

13.-14.10.2016 – Dublin - Communicating Equality: Social Media Training for Equality Bodies held in Facebook premises. Content of the training covered forms and means of effective and appropriate communication through social media, correct formulation of posts and communication of various topics. The aim was also to teach the participants how to use analysis tools and mutual exchange of good practices.

09.-10.11.2016 – Budapest - Equinet Seminar on Fighting Discrimination on Grounds of Race and Ethnic Origin. The aim of the seminar was to create a platform for debate on good practices from equality bodies with a special focus on discrimination of Roma and migrants based on their race and ethnic origin.

07.12.2016 – Brussels – Conference called Diverse, Inclusive and Equal: Innovating at the intersections of gender equality, which addressed the issues of intersectional discrimination and current jurisprudence and case studies concerning equal treatment at the European level and in the USA as well as specific forms of discrimination and their impacts with an accent on intersectional discrimination.

3.3 Representing the Centre at annual general meetings and other meetings of Equinet

The annual general meeting took place in Brussels on **29.-30.09.2016** and was attended by the Executive Director of the Centre. At the meeting, Standards for Equality Bodies and the European Directory of Equality Bodies were presented. Representatives of equality bodies adopted the Plan of activities for 2017 and accepted member to the network (Institution of Human Rights Ombudsman of Bosnia and Herzegovina).

Prior to the annual general meeting, the Executive Director of the Centre attended on **29.09.2016** a meeting of selected representatives of equality bodies with the Equinet Secretariat and representatives of the Delegation of Norway to the EU on opportunities to use EEA and Norway grants to support equality bodies' projects.

4. Cooperation within CoE-FRA-ENNHRI-Equinet platforms

4.1 Representation in the CoE-FRA-EQUINET-ENNHRI platform on hate crime

In 2016, the Centre joined the CoE-FRA-EQUINET-ENNHRI platform of hate crime, however, due to other duties, the Centre could not participate at the meeting of the platform that took place on **28.-29.04.2016** in Amsterdam.

4.2 Representation in the CoE-FRA-EQUINET-ENNHRI platform for Roma equality

A representative of the Centre attended on **07.-08.06.2016** a meeting of the operative platform for Roma equality in Athens. Representatives of Equinet and ENNHRI members

informed on national developments concerning the rights of Roma and representatives of FRA, ODIHR, the European Commission and the Council of Europe provided information on current development at international level. The main aim of the meeting was preparation of the final draft of a joint statement on forced evictions of Roma. The participants were presented the new joint programme on access of Roma women and Travellers to justice in Bulgaria, Greece, Ireland, Italy and Romania initiated by the Council of Europe and the European Union. Upon adoption, the Centre shared the Statement on Forced Evictions of Roma, which was also supported by the Office of the UN High Commissioner for Human Rights and OSCE/ODIHR.

5. Cooperation with FRA (European Union Agency for Fundamental Rights)

As a member ENNHRI Legal Working Group, the Centre participated at the above-mentioned Workshop on National Implementation of the EU Charter in Vienna on **09.02.2016** organised by FRA in cooperation with ENNHRI Secretariat.

On **07.06.2016**, a representative of the Centre attended a meeting of selected national human rights bodies and institutions with FRA's director Mr. Michael O'Flaherty. The meeting was held on the occasion of the Slovak presidency in the Council of the EU and covered opportunities for cooperation between FRA and partner bodies and institutions in Slovakia aimed at promoting human rights issues within the Slovak presidency.

In **July 2016**, the Centre commented the FRA Programmatic Focus 2018 within stakeholders' consultation.

The Centre also distributed several FRA press releases and research findings. In **March 2016**, the Centre published at its website information on FRA report "Professionally speaking: challenges to achieving equality for LGBT people" together with FRA press release. In **April 2016**, the Centre issued a press release concerning FRA research "Ensuring justice for hate crime victims: professional perspectives". In **May 2016**, the Centre shared on its Facebook FRA Fundamental Rights Report 2016. In **December 2016**, the Centre published at its website and on its Facebook interim results of the second survey on minorities and discrimination in EU (EU-MIDIS II) regarding discrimination of Roma in 9 selected EU Member States including Slovakia.

6. Cooperation with ECRI (European Commission against Racism and Intolerance)

In **September 2016**, the Centre prepared input for ECRI concerning the ECRI Interim follow-up on two recommendations adopted by ECRI in 2014 within the fifth monitoring cycle of Slovakia.

Ad hoc activities

Official working visits

On **25.01.2016**, the Centre hosted a delegation of the European Institute for Gender

Equality (EIGE) to discuss opportunities for cooperation, particularly in terms of Slovak presidency in the Council of the EU in the second half of 2016. EIGE representatives informed the Centre on the prepared glossary of key words of gender equality and were interested in activities of the Centre in the area of gender equality and possibilities for EIGE to raise awareness on equal treatment between men and women in Slovakia.

On **08.09.2016**, the Centre hosted a study visit of a president and members of governing boards of Moldavian equality body (Consiliului pentru prevenirea și eliminarea discriminării și asigurarea egalității) and a director and representatives of Romanian equality body (Consiliul National pentru Combaterea Discriminarii). The aim of the visit was to debate operation and composition of equality bodies and to share good practices in various areas of their mandate.

On **13.12.2016**, the Centre hosted a deputy director of UN Information Service in Vienna and a consultant for Slovakia to debate on possible cooperation in the area of communication and awareness raising on human rights and tolerance

Participation at international conferences, seminars, workshops and other events

22.01.2016 – Brno- international conference on Unequal pay for men and women organised by the Office of the Public Defender of Rights of the Czech Republic. The conference covered legal aspects of equal pay, possible redresses of unequal pay of men and women and role of social partners in this area;

03.-04.03.2016 – Prague- workshop on Islamophobia and Xenophobia in Central Europe organised by the Open Society Initiative for Europe, which addressed issues of islamophobia and xenophobia in international context and in terms of V4 countries as well as relevant activities or European institutions;

23.03.2016 – Prague- conference called Promote Equal Pay to Diminish Pension Gap, Poverty and Social Exclusion which was organised under the auspices of the Minister of Labour and Social Affairs of the Czech Republic and the Minister of Human Rights, Gender Equality and Legislation of the Czech Republic. The executive director of the Centre presented his contribution in section on different pensions as a result of unequal remuneration of women and men and gender inequality in Slovakia in terms of the elderly, poverty, gender stereotypes and unequal remuneration of seniors;

14.04.2016 – Vienna- Supplementary Human Dimension Meeting I: Policies and strategies to further promote tolerance and non-discrimination, aimed at evaluating implementation of commitments of OSCE states in the area of tolerance, non-discrimination based on colour, gender, language, religion and belief, political or other affiliation or social origin. The meeting gathered representatives of ministries, human rights institutions and NGOs;

14.-15.04.2016 – Budapest- seminar on Human Rights Education in the V4 Countries organised within by Tom Lantos Institute with an aim to share information from practice regarding human rights education in the V4 region and to establish a long term cooperation in this area;

06.-07.06.2016 – Magdeburg- study visit at Deutsche Präventionstag organised by the Radicalisation awareness network within annual gathering in the area of crime prevention and related issues such as Islamism and right-wing radicalism for state representatives and NGOs active in the area of extremism, terrorism, radicalisation and human rights;

16.-17.06.2016 – Warsaw- Tom Lantos Institute seminar on Human Rights Education in the V4 Region: practices, challenges, and ways forward focusing on human rights education, workshops and group activities and creation of human rights education action plans. The seminar was attended by representatives of schools, human rights officers, ombudspersons and NGOs active in the area of human rights;

13.10.2016 – Brussel- ERIO (European Roma Information Office) on Ending School Discrimination of Roma: the Role of Equality Bodies, addressing opportunities of equality bodies in eliminating segregation of Roma children in education and securing the observance of the principle of equal treatment. The debate focused on cooperation between equality bodies and civil society, main challenges in eliminating and preventing discrimination in education and raising awareness on discrimination at schools and in Roma communities;

25.11.2016 – Brussels- Annual Legal Seminar of the European Network of Legal Experts in Gender Equality and Non-discrimination organised by the European Commission and the European Network of Legal Experts in Equality and Non-discrimination. The seminar focused on the ground of race and ethnic origin, the directive on equal treatment in the area of employment and issues of people with psychosocial disabilities, migration and discrimination as well as transparent remuneration.

Preparing inputs and materials for international partners

Throughout the year 2016, the Centre actively responded to requests for information and inputs from various regional and international institutions and mechanisms of human rights protection and promotion, as well as from its foreign partners and NGOs. Some materials are also mentioned above within cooperation with specific subject. (*Note: all materials were prepared in English.*)

	Request from	Subject matter	Number of pages
1	European Commission	assessment under the Council Recommendation on effective Roma integration measures in the Member States	1
2	European Commission	consultation: Possible action to address the challenges of work-life balance faced by working parents and caregivers	8
3	ILGA Europe	the Rainbow Index survey	1
4	Commissioner for the Protection from Discrimination in Albania	criteria for recruiting policemen, equal treatment, disability	2
5	UN High Commissioner for Refugees	statelessness	2
6	European Commission	public consultation on the review of the European Disability Strategy 2010-2020	7
7	ICC	harmonisation of UN treaty bodies modalities of engagement with NHRIs	4

8	ENNHRI	functional Immunity for NHRI Accreditation	1
9	Advocate of the Principle of Equality (Slovenia)	national legislation concerning class actions	1
10	Equinet	gender pay gap	2
11	Dóra Bogárdi (PhD. candidate, University of Pécs)	legislation on minority and ethnic group rights	2
12	ENNHRI	members description form	3
13	Equinet (Policy Formation Working Group)	intersectionality in the work of equality bodies- focus on gender intersectionality	4
14	Ombud for Equal Treatment (Austria)	mandate of equality bodies and alternative dispute resolution entities in consumer disputes concerning discrimination	1
15	Equinet	equality, integration and inclusion of migrants and asylum seekers	2
16	Office of the UN Commissioner for Human Rights (OHCHR)	Article 5 of the UN Convention on the Rights of Persons with Disabilities	5
17	Special Rapporteur on the Rights of Persons with Disabilities	disability-inclusive policy	13
18	Equinet (Policy Formation Working Group)	evaluation of activities of the Policy Formation WG- survey	1
19	Equinet (Equality Law Working Group)	discussion paper on race and ethnic origin	8
20	Office for Democratic Institutions and Human Rights (OSCE-ODIHR)	the situation of human rights defenders	5
21	UN Special Rapporteur on Adequate Housing	the right to adequate housing	4
22	Equinet (Policy Formation Working Group)	positive antidiscrimination duties	6
23	Equinet	EEA and Norway Grants- Open Consultation	2
24	FRAME	NHRI interaction with the EU, incoherence in EU human rights policy	8
25	FRA	Programmatic Focus 2018- stakeholder consultation questionnaire	14
26	European Commission	2016 Annual Colloquium on fundamental rights-Public consultation on media pluralism and democracy	3

27	ENNHRI	NHRIs' use of the Charter of Fundamental Rights of the European Union	5
28	Equinet	social media training survey	14
29	Equinet	member's profile	11
30	ENNHRI	survey on ENNHRI Project on the role of NHRIs in conflict and post-conflict situations	15
31	ECRI	interim follow-up	3,5
32	Equinet (Gender Equality Working Group)	discrimination on the ground of pregnancy and maternity/parental leave	3
33	Cyprus: Office of the Commissioner for administration and human rights	maternity allowance and social benefits	1,5
34	Office of the Ombudsman in Lithuania	discrimination advertising in the area of goods and services, mandate of equality bodies	1
35	Special Rapporteur on the Rights of Persons with Disabilities	support services for persons with disabilities	6,5
36	Equinet (Policy Formation Working Group)	discrimination of young people	6
37	ENNHRI	national practices of supported decision making, Article 12 CRPD	3
38	Inproof	awareness raising on the rights of persons with disabilities (Art. 8 CRPD)	6,5
39	European Commission	consultation on the European pillar of social rights	9
Pages in total			195

I.

Agenda related to the reporting of antisocial activities (whistleblowing)

1. Publishing information concerning reporting of anti-social activities and provision of protection under the Act No. 307/2014 Coll. on Certain Measures Related to Reporting of Anti-social Activities and on amendment and supplements to certain acts at the website of the Centre

The Centre published at its website its first evaluation report concerning protected reporting (whistleblowing) in Slovakia. It also published Transparency International's publication "Oznamovateľov nekalej činnosti chránime len na papieri" (Whistleblowers are being protected only at the paper) and a manual prepared by the National Labour Inspectorate

“Praktický manuál, ako oznámiť nekalú prax a nedoplatiť na to” (Practical manual on how to report abusive practice and don't be victimised).

Within awareness raising activities, the Centre provided information regarding the Whistleblowers Act, particularly through educational activities and trainings of the Centre and within provision of legal aid. Representatives of the Centre participated at expert seminar of Inštitút pre dobre spravovanú spoločnosť (Slovak Governance Institute), in which they presented results of the first evaluation report, as well as at various expert debates and seminars at academia. The Centre also initiated cooperation with the civil association Zastavme korupciu (Stop corruption) and other subjects obliged under the law, which showed interest in closer cooperation in this area.

At the end of 2016, the Centre prepared materials for elaboration of the second evaluation report on reporting of abusive practices in workplace, which will be published in the first trimester of 2017.

J.

Promotion and public relations

1. Public promotion of the Centre

Within Public Relations, the Centre publishes various information and materials on antidiscrimination policies, press releases, annual reports on the Centre's activities and monitoring reports concerning discrimination in Slovakia both via its website and by creating printed materials for distribution within the Centre's activities.

The Centre promotes itself also through participating at events organised by cooperating organisations. Since 2016, the Centre has been active at Twitter and Facebook.

The Centre published 44 outputs at its website, which covered general information and news on activities of the Centre, its statements and commentaries to current topics, short information on international days, and distribution of external press releases of the Centre etc. Approximately 637 people visit the website of the Centre.

Table no. 1: Outputs of the Centre at its website www.snslp.sk published in 2016

International Days	Foreign human rights news and reports	Slovak news and reports on human rights and non-discrimination	Statements of the Centre	News and reports of the Centre	Altogether
10	4	12	9	9	44

2. Raising awareness on human rights and non-discrimination

The Centre seeks to address the current issues also through media to raise awareness and fulfil its mandate to promote human rights. The Centre publishes press releases on its own initiative, in response to current situation or issues as well as in order to promote itself and its activities. In 2016, the Centre issued 15 press releases and news concerning racism, xenophobia, gender equality, whistleblowing etc. (see table no. 2).

Table no. 2: Media outputs and press releases of the Centre

	Own news/press releases
Extremism	2
Discrimination	3
Spectator Violence	1
Human Rights	1
LGBTI	2
Gender Equality	2
Positive Actions	1
Whistleblowing	1
Other	2
Altogether	15

Apart from press releases, the Centre also provided responses to journalists electronically, by phone or in personal interviews. In total, the Centre provided 23 responses and interviews as can be seen in table no. 3. These covered for instance interviews concerning the situation of seniors facing poverty in relation to the Centre's research (19.11.2016, TV TA 3), chicane and bullying in schools (16.02.2016, TV JOJ) or the newly introduced crime of apartheid in the Criminal Code (30.10.2016, Radio and TV Slovensko).

Table no. 3: Provided responses or requested interviews

Provided interviews and responses	Number	Provided to/Published by
Discrimination of persons with disabilities	4	Lumen, Regina, News RTVS 2x aired
News on human rights in general	4	Radio Slovensko (all)
Discrimination based on religion	4	Radio Slovensko 3x, TV STV 1 (RTVS all)
Rights of the child	2	Radio Slovensko (RTVS)

Extremism	2	Radio Slovensko (RTVS)
Discrimination based on age	4	TV TA 3 (2x), Radio Slovensko (2x)
Bullying in schools	1	TV JOJ
Racism	2	Radio Slovensko (RTVS)

2.1 Preparation of information and methodical materials for employers and employees on gender equality and sexual harassment in workplace and possible assistance for victims (task resulting under the National Action Plan for Prevention and Elimination of Violence against Women for the Years 2014-2019)

In 2016, the Centre prepared 4 information and methodical materials for employers and employees. Two materials are on gender equality and two on sexual harassment, hence each issues is elaborated from the perspective of employers and employees separately. They define the basic terms, provide means of redress and refer to relevant legislation. Materials are available at the website of the Centre and will be delivered to participants in the Centre's trainings on the related topics.

3. Raising awareness on human rights, non-discrimination and the Centre through the website of the Centre and social media

In 2016, the Centre published 44 news at its website. 637 users in average visited the website.

The Centre also became active on social media since they represent the most preferred form of communication in the present and enable immediate response to current issues in the society as well as provide closer contact with people. Firstly, the Centre created its Twitter account in November 2015, which was followed in April 2016 by creation of its Facebook profile. The main aim is to share a variety of posts in terms of their forms and topics covered.

3.1 Twitter

In 2016, the Centre shared 129 contributions at Twitter and since creation of its account, the Centre gained 37 followers. The contributions mostly reacted to current issues and the Centre most often tweeted or retweeted tweets concerning human rights. Table no. 4 lists the topics covered in the Centre's tweets.

Table No. 4: Twitter contributions

Human Rights, Discrimination/ Equal Treatment	39
Gender Equality	19
Migration, Refugees	14
International and National Days	11

Other	10
Promotion of the Centre (activities, publications)	9
Racism, Anti-Semitism, Extremism	7
LGBTI	7
Hate speech	5
Roma	4
Elderly	4
Altogether	129

3.2 Facebook

Since creation of the Centre's profile at Facebook in April 2016 until the end of the year, 74 posts were uploaded. In this period, the Facebook profile of the Centre got 186 likes.

Posts are mainly uploaded in response to current issues or situation in the society. They often commemorate international days or promote activities or new publications of the Centre. The Centre aims to proportionally address each issues it has been working on. Number of contributions regarding particular topics is available in table no. 5.

Table no. 5 Numbers of posts at the Centre's Facebook page according to their topics

Promotion of the Centre (activities, publications)	15
International and National Days	10
Gender Equality	7
Racism, Anti-Semitism, Extremism	7
Human Rights, Discrimination/ Equal Treatment	7
Roma	6
Other	6
Elderly	4
Migration, Refugees	3
LGBTI	3
Hate speech	3
Extremism	3
Altogether	74