



MINISTRY

OF LABOUR, SOCIAL AFFAIRS  
AND FAMILY  
OF THE SLOVAK REPUBLIC

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**Report on the follow-up to the Regional Implementation  
Strategy (RIS) of the Madrid International Plan of Action on  
Ageing (MIPAA) in the Slovak Republic**

2017

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## Part I

### Executive summary

The statement of the fact of population ageing, which is the consequence of the current demographic development practically in all countries, is the common initial denominator of key international and national documents. However, the difference between the documents often lies in how they contextualise this fact and interpret its implications for the future. Documents aimed at active ageing do not define population ageing in the future primarily as a threat, but as an opportunity for individual societies to achieve higher levels of their development, cohesion and intergenerational sustainability. A condition for using this opportunity is to approach the issue of active ageing support as the issue of public interest and to formulate targeted support policies in this area. A major breakthrough occurred in 2013 when in June 2013 the national project Active Ageing Strategy was completed; the project aims to elaborate connections between demographic ageing and the labour market and pension scheme, including the incorporation of strategic goals in this area and a proposal for measures to meet these goals.

The National Action Plan of Active Ageing for the Period of 2014 – 2020 (further as “NPAS”), by which the Slovak Republic acknowledges active ageing as a political priority, has been developed complementarily with the Active Ageing Strategy. The NPAS was approved by the Government Resolution 688 of December 4, 2013.

MIPAA was the basis for the development of the NPAS. This is the reason why we are going to present fundamental principles by which the NPAS establishes direct connection with the aims of the MIPAA and therefore leads to their fulfilment. NPAS focuses on support of human rights of persons over the age of 50 through their activation via the public support policies. The document especially focuses on employment policies and employability of older persons, but also on policies focused on support of their life-long learning, civil and social activities outside of the labour market, support of their independence, dignity, economic and social security including protection against maltreatment in each spheres of public life and relations.

Among other goals listed in the NPAS, prevention of risk factors arising from concrete problems in each of the given areas is another important feature of the document.

Goals are divided into the areas:

1. Protection of Human Rights, Support of Active Independence and Civic Participation of Older People,
2. Employment and Employability of Older People,
3. Independent, Safe and Quality Life of Older People:
  - a. Health care,
  - b. Pension system,
  - c. Social services,
  - d. Material need and poverty.

Fulfilment of individual tasks arising from the NPAS is evaluated on a regular basis and a report is submitted to the Government once per 2 years. The last report of 2016 evaluated the fulfilment of tasks from the first 2 years of implementation of concrete measures aimed at active ageing in the society of the Slovak Republic as its fundamental public interest and permanent political priority. This report was drafted on the basis of the Report on Fulfilment of Tasks Arising from the National Programme of Active Ageing for the Period of 2014 – 2020 for the period of up to December 31, 2015.

One of the most striking accomplishments within the evaluated period is the transformation of the Committee for the Seniors operating within the Ministry of Labour, Social Affairs and Family of the

Slovak Republic (further as “MOLSAF”) to an advisory body of the Government of the Slovak Republic by a Government Resolution 14/2014 of January 8, 2014 into the Government Council for the Rights of Seniors and Adaptation of Public Policies to the Population Ageing Processes. This accomplishment is a proof of the importance of the relation between the state and older persons and it also marks fulfilling of one of the tasks arising from the NPAS.

Due to the fact that older persons belong to the most vulnerable groups of the society, it is important for them to know their rights and to realise when their rights are being violated. Organizations dealing with the rights and needs of older persons have to be treated as partners when creating public policies and finding solutions related to older persons. Another important accomplishment achieved thanks to active cooperation of the members of the Government Council for the Rights of Seniors and Adaptation of Public Policies to the Population Ageing Processes with the Ministry of Justice (further as “MJ”) and the Ministry of the Interior (further as “MI”) is a whole package of legislative changes focused on the protection of seniors against retailers using aggressive and misleading business practices. One of the most important achievements is tightening of regulations, supervision and sanctions related to the sale of products and services to seniors via presentations and competitions having manipulative and compulsive character. The MI has conducted several preventive projects for seniors in cooperation with organizations of the elderly focused on safe behaviour which helped seniors increase their own safety against dangerous misconduct and negative socio-pathologic phenomena. The criminal police officers carried out several presentations during preventive activities organised for the elderly during various discussions, meetings and courses.

Thanks to the cooperation with the MJ, the rights of victims of violence and violence at home committed on seniors were legislatively strengthened. An amendment of the Criminal Procedure strengthened procedural rights of victims of these crimes.

The field of pensions system witnessed an introduction of the minimum pension as of July 1, 2015, related to the number of years of gainful activity. The aim of the minimum pension is to ensure that a person who carried out gainful activity during most of their life has an income during their pension age which enables them not to be dependent on the system of material need assistance.

It will be necessary for the future to focus on the labour market which is undergoing several important changes related to the ageing of the population. It is expected that in 2050, there will be a 21% deficit in the available workforce due to the population ageing. To reach this goal, increasing the level of employment and employability of persons over the age of 50 shall be crucial, especially by the means of age management; employment services for older employees and support of silver economy; non-discriminating, safe and healthy work conditions and life-long learning.

Paying adequate attention to social services, their financing, support of their deinstitutionalization and development of field and institute centred social services will be equally important. These should be continuously developed in accordance with their deinstitutionalization resulting in the stay of the older persons in their natural environment.

## **General information**

Country name: **Slovak Republic**

Name and contact details of the author of the report and official national focal point: Michaela Floreková, Department of Pension savings, Section of Social Insurance and Pension Savings, Ministry of Labour, Social Affairs and Family of the Slovak Republic, Špitálska 4, 6, 8, 816 43 Bratislava, michaela.florekova@employment.gov.sk

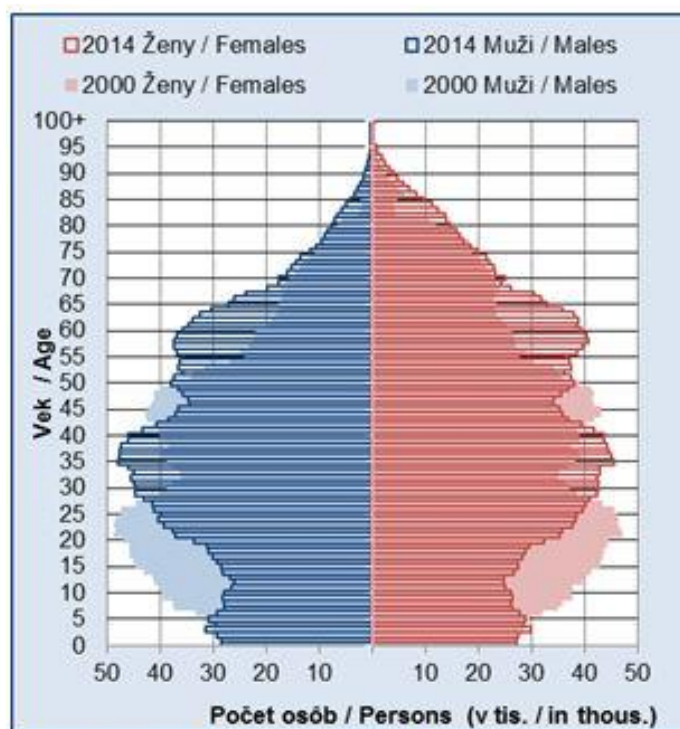
„National action plan for active ageing for the period 2014 – 2020“ was approved by the government of the Slovak Republic on 4th December 2013. National action plan for active ageing is attached in the annex.

## 1. National ageing situation

### Demographic indicators

Population ageing constitutes for Slovakia one of the greatest challenges of the 21st century, which irreversibly affects all spheres of the functioning of society. Despite the fact that the signs of the Slovak population ageing are not so perceptible, the development of the age structure of the population points out the acceleration of population ageing in Slovakia. The retirement age is reached by baby boomers and not very numerous age groups are born at the age of the highest fecundity (physiological fertility) in the first half of the 90's of the last century.

**Graph 1: Population age structure on December 31st 2000 and 2014**



Zdroj dát: SU SR / Data source: SO SR.

Currently in Slovakia, the ratio of the number of people of productive age, i.e. 15 - 64 years (71,7 % in 2014) to the number of people of pre-productive age (15,3 % in 2014) and those of post-productive age (13,9 % in 2014) is still relatively favourable. However, this situation is only temporary. In years to come, the ratio of the people of productive age to those of the post-productive and pre-productive age will start changing. The post-productive age is gradually being reached by numerous generations of men and women born in the second half of the 40's and the 50's, thus fundamentally changing the ratio of the productive part of the Slovak population to its post-productive part in the next ten years. It is the shift of numerous generations of men and women at the age over 50 which significantly contributes to the increase in the number of older people in the labour market. Population decrease may be mitigated by migration. But apparently, it will not affect the accelerating process of population ageing to a more considerable extent.

**Table 1: Population age-structure on December 31st of each year**

| Indicator               | Year      |           |           |           |           |           |
|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|                         | 2000      | 2005      | 2010      | 2012      | 2013      | 2014      |
|                         | persons   |           |           |           |           |           |
| <b>Total population</b> | 5 402 547 | 5 389 180 | 5 435 273 | 5 410 836 | 5 415 949 | 5 421 349 |

|                 |           |           |           |           |           |           |
|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>0-14</b>     | 1 036 425 | 894 308   | 830 457   | 830 576   | 829 925   | 830 181   |
| <b>15-49</b>    | 2 934 602 | 2 901 150 | 2 854 174 | 2 773 817 | 2 750 915 | 2 726 898 |
| <b>50-64</b>    | 881 936   | 961 084   | 1 077 918 | 1 096 221 | 1 101 973 | 1 107 391 |
| <b>65+</b>      | 619 584   | 632 638   | 672 724   | 701 222   | 733 136   | 756 879   |
| <b>Mean age</b> | 36,0      | 37,4      | 38,7      | 39,3      | 39,6      | 39,9      |
| proportion (%)  |           |           |           |           |           |           |
| <b>0-14</b>     | 19,18     | 16,59     | 15,28     | 15,35     | 15,32     | 15,31     |
| <b>15-49</b>    | 54,32     | 53,83     | 52,51     | 51,26     | 50,79     | 50,30     |
| <b>50-64</b>    | 16,32     | 17,83     | 19,83     | 20,26     | 20,35     | 20,43     |
| <b>65+</b>      | 11,47     | 11,74     | 12,38     | 12,96     | 13,54     | 13,96     |
| age             |           |           |           |           |           |           |
| <b>Mean age</b> | 36,0      | 37,4      | 38,7      | 39,3      | 39,6      | 39,9      |

*Zdroj dát / Data source: Infostat, Populačný vývoj v Slovenskej republike 2014*

The average age of the population of the Slovak Republic has also gradually increased; in 2012 it reached the age of 39,9 years.

### **Social and economic development**

According to data of the Statistical Office of the Slovak Republic drawn from the Labour Force Sample Survey ("LFSS"), since 2000 the total average number of the economically active older people in Slovakia (consisting of working people and the unemployed aged 50-64 years) has increased from the original ca. 365 thousand to nearly 675 thousand in 2012 and in 2015 to nearly 704 tisíc. In 2012 the total average economic activity rate of older people aged 50-64 years reached 61.9 %, while in 2015 it was already 63.6 %. Developments in the economic activity rate of the population aged over 50 years in the period after 2000 were influenced mainly by changes in setting the retirement age after 2003. The change in the old system of retirement after 2003 affected the more significant gradual increase in the economic activity rate for both men and women aged 60 years and over, or 53-57 years and over for women. Another approved increase of the pension age occurred in 2012, while the pension age has been gradually increasing in accordance with the increase of life expectancy of the pensioners since 2017.

The level of employment of older persons has been gradually increasing due to the reasons listed above. The most striking increase of employment growth in the period of 2012 – 2015 occurred within the 65+ age group. A considerable increase of the level of employment, influenced by the increase of the pension age, is present in the 55 - 64 years age group for women.

**Table 2: Rate of employment and unemployment in 2012 and 2015<sup>1</sup>**

| Age                     | Rate of employment (year average in %) |              |              |              |              |              | Rate of unemployment (year average %) |             |             |             |             |             |
|-------------------------|--|--------------|--------------|--------------|--------------|--------------|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
|                         | Total                                  |              | Males        |              | Females      |              | Total                                 |             | Males       |             | Females     |             |
|                         | 2012                                   | 2015         | 2012         | 2015         | 2012         | 2015         | 2012                                  | 2015        | 2012        | 2015        | 2012        | 2015        |
| <b>50 – 54</b>          | 77,4                                   | 77,9         | 80,0         | 80,3         | 75,0         | 75,6         | 10,9                                  | 10,5        | 10,7        | 9,3         | 11,1        | 11,7        |
| <b>55 – 59</b>          | 62,6                                   | 69,7         | 71,4         | 74,3         | 54,5         | 65,4         | 12,6                                  | 10,0        | 13,0        | 8,9         | 12,2        | 11,2        |
| <b>60 – 64</b>          | 19,6                                   | 22,8         | 31,5         | 30,7         | 9,4          | 15,8         | 5,3                                   | 7,0         | 4,8         | 6,5         | 6,6         | 7,7         |
| <b>65 +</b>             | 1,7                                    | 2,5          | 2,7          | 4,1          | 1,1          | 1,5          | 3,8                                   | 2,7         | 2,1         | 2,7         | 6,2         | 2,7         |
| <b>Total population</b> | <b>59,7*</b>                           | <b>62,7*</b> | <b>66,7*</b> | <b>69,4*</b> | <b>52,7*</b> | <b>55,9*</b> | <b>14,0</b>                           | <b>11,5</b> | <b>13,5</b> | <b>10,3</b> | <b>14,5</b> | <b>12,9</b> |

\*15 - 64 years

*Zdroj dát/ Data source: ŠÚ SR, VZPS*

<sup>1</sup> Development before 2012 is listed in the Annex

As of 2012, the total level of unemployment has been decreasing. This applies to almost all of the age groups with the exception of the 60 – 64 age group, where the level of unemployment increased from 5.3% in 2012 to 7% in 2015.

The growing number of seniors within the population increases the expenses related to the provision of pension benefits. In 2012, a total of 5.7 bill. EUR was used to provide pension benefits, while in 2015 the number stood at 6.4 bill. EUR. The number of pension benefits provided as of December 31, 2012, stood at 1 301 055 (not including pensions funded by the state), while as of December 31, 2015, the number increased to 1 642 919. The largest share is represented by old-age pensions. The average solo old-age pension amounted to 376 EUR as of December 31, 2012, and as of December 31, 2015, the benefit amounted to 411 EUR, according to the data of the Social Insurance Agency.

**Table 3: Ratio of average solo old-age pension (as of December 31) to average wage in the economy**

| Year        | Ratio of average solo old-age pension (as of December 31) | Average wage in the economy brutto* | Ratio of average solo old-age pension (as of December 31) to average wage in the economy (brutto) |
|-------------|---|-------------------------------------|---|
| <b>2012</b> | 375,89 €  | 805 €                               | 46,69 %   |
| <b>2013</b> | 390,51 €  | 824 €                               | 47,39 %   |
| <b>2014</b> | 400,18 €  | 858 €                               | 46,64 %   |
| <b>2015</b> | 411,06 €  | 883 €                               | 46,55 %   |

*Zdroj dát/Source: Sociálna poisťovňa/Social Insurance Agency*

The ratio of average solo old-age pension (as of December 31) to average wage in the economy is 46%.

## 2. Method

The basis for the preparation of this document was the report on the fulfilment of tasks of the NPAS, as the NPAS itself includes individual tasks that can be used to meet the goals of the Vienna Declaration and commitments of the RIS/MIPAA. The NPAS itself was developed by the MOLSAF within the activities of the Inter-departmental Working Group for the Preparation of the National Programme of Active Ageing for the period of 2014 – 2020. The NPAS was therefore developed in close cooperation with all ministries, the Statistical Office, self-governing regions, the Association of Cities and Towns of Slovakia, the Union of Pensioners of Slovakia, the Association of Christian Seniors, the Forum for the Assistance of the Elderly, the Confederation of Trade Unions of the Slovak Republic, the Association of the Social Services Providers in the Slovak Republic, the National Union of Employers, the Federation of Employer’s Associations of the Slovak Republic, etc.

These institutions participate on fulfilling the tasks of the NPAS at the same time. The MOLSAF presented a draft of the Report on Fulfilling of Tasks Resulting from the National Programme of Active Ageing for the period of 2014 – 2020 up to December 31, 2015. This report was prepared on the basis of partial reports provided to the MOLSAF by all ministries, other central state administrative bodies, institutions dependent on the state budget, the National Bank of Slovakia, the Radio and Television of Slovakia, the Social Insurance Agency, self-governing regions, the Association of Cities and Towns of Slovakia, the Union of Pensioners of Slovakia, the Association of Christian Seniors, the Forum for the Assistance of the Elderly, etc.

The Report on Fulfilling of Tasks Resulting from the National Programme of Active Ageing for the period of 2014 – 2020 up to December 31, 2015 was approved by the Government Council for the Rights of Seniors and Adaptation of Public Policies to the Population Ageing Processes, which also

submitted several amending proposals. This way the representatives of older persons were able to directly evaluate the fulfilment of tasks arising from the NPAS.

This national report on the implementation of MIPAA therefore originates from the real evaluation of tasks developed by the MOLSAF on the basis of partial reports of all relevant institutions and associations and it was developed not only the representatives of the seniors in the Government Council, but also the Government itself.

Supplementary information necessary for the development of this report was provided the Statistical Office of the Slovak Republic, the Social Insurance Agency, The Central Office of Labour, Social Affairs and Family, as well information available to the MOLSAF from other sources.

## Part II

### 1. National actions and progress in implementation of MIPAA/RIS

#### Goal 1: Longer working life is encouraged and ability to work is maintained

##### **Support of employment of older persons through active labour market policy**

Several measures, programmes, projects and activities aimed at facilitating the integration and re-integration of jobseekers, especially groups of disadvantaged jobseekers such as persons aged 50+, are conducted within the active labour market policy (further as "ALMP"). ALMP instruments also help develop business by supporting the creation of new jobs and maintaining the existing jobs and employees employed there. The majority of the ALMP instruments, in accordance with the Act No. 5/2004 Coll. on Employment Services, was implemented and funded via national projects from the Operational Programme Employment and Social Inclusion of the European Social Fund (further as "ESF") during the reference period. The ALMP instruments are co-financed also from the state budget, in accordance with the rules of the ESF, the usual ratio being 85%:15%.

##### **The National Project "We Want to be Active on the Labour Market" (50+)**

The aim of the project is to improve the situation of the unemployed persons aged 50+, increase their employability and employment. The aim is to decrease the level of unemployment of the selected target group of disadvantaged jobseekers aged 50+ via creation of new jobs. Creation of new jobs for persons aged 50+ is supported by financial contributions during the period of up to 12 months for employers to cover the expenses of advance insurance payments for compulsory public health insurance, social insurance and compulsory contributions for old-age insurance paid by the employer. The employer is obliged to maintain this job at least for the period of 12 months. The project is implemented from December 2015 to November 2018, the budget being 30 mill. EUR.

##### **Advisory services for increasing the employment of older persons**

There were 90 242 registered jobseekers aged 50+ on average in 2015. The number represented 25.45% of all jobseekers. Offices of labour, social affairs and family continuously provide all clients with information and advisory services, including clients aged 50+. In 2014 the number of provided information and advisory services stood at 161 565, in 2015 the number increased to 288 216. This group of jobseekers was also invited to job interviews. In 2015, there were 3 624 job interviews offering 30 068 jobs in total. The total number of accepted jobseekers to these jobs stood at 3 204 jobseekers. Out of this number, 492 jobseekers were aged 50+ (15% of all accepted jobseekers). In 2015, a total number of 1 159 jobseekers participated on education training courses on information technologies, 178 of them being aged 50+.



### **Advisory services and inspection in the field of creation of non-discriminatory, safe and healthy work conditions**

The National Labour Inspectorate carried out inspections focused on creation of non-discriminatory, safe and healthy work conditions via individual labour inspectorates in each individual region while focusing on establishments where the number of 50+ aged employees is highest. The total number of inspections amounted to 42 and were focused on creation of adequate work conditions for older employees (inspection of occupational safety and health focusing on older employees, adaptation of workplaces from the ergonomical point of view, work conditions considering health of the employees, psycho-social issues, stress-inducing factors, etc.). The subjects controlled were provided with free advisory services. It also has to be noted that within the “Advisory Services and Inspection in the Field of Creation of Non-discriminatory, Safe and Healthy Work Conditions” programme; labour inspectors were trained in the field of identification of discrimination, including discrimination due to age. This training took place in the second half of 2013.

### **Legislation related to non-discrimination of older employees**

The currently valid and effective Labour Code prohibits discrimination due to age of employees. In accordance with Article 1 of the Fundamental Principles of the Labour Code, natural persons shall have the right to work and to the free choice of employment, to fair and satisfying working conditions and to the protection against arbitrary dismissal from employment in accordance with the principle of equal treatment, stipulated for the area of labour-law relations under a special act on equal treatment in certain areas and on the protection against discrimination and on amending of certain acts (the Anti-discrimination Act). These rights belong to them without any restriction and discrimination on the grounds age, with the exception of a case where different treatment is justified by the nature of the activities to be performed in employment, or by the circumstances under which these activities are to be performed, if this reason consists in the actual and decisive requirement for the job, provided the objective is legitimate and the requirement adequate.

### **Increasing the IT literacy of seniors**

Within the new programme period of the Operational Programme Integrated Infrastructure, a specific target 7.6 – Improving the IT skills and inclusion of disadvantaged individuals into the digital market in relation to the Inclusive eGovernment initiative was introduced. Each person, including those belonging to the disadvantaged age group 55 – 74 years of age has the right to access to eGovernment. By applying these principles, digital gap has been steadily decreasing and the disadvantaged persons are able to participate on public administration. Another important aim is to increase the period of time during the person can live independently in their preferred environment and this aim can be achieved by assisted life technologies and tele-medicine.

## **Goal 2: Participation, non-discrimination and social inclusion of older persons are promoted**

### **Transformation of the Committee for the Seniors under the auspices of the MOLSAF to an advisory body of the Government of the Slovak Republic**

The MOLSAF closely cooperates and maintains active partnership with all subjects dealing with needs and interests of seniors. One of the most striking accomplishments within the evaluated period is the transformation of the Committee for the Seniors operating within the Ministry of Labour, Social Affairs and Family of the Slovak Republic (further as “MOLSAF”) to an advisory body of the Government of the Slovak Republic by a Government Resolution 14/2014 of January 8, 2014 to the Government Council for the Rights of Seniors and Adaptation of Public Policies to the Population Ageing Processes. The council is a permanent, advisory, coordinative and initiative body dealing with the rights of seniors in everyday life, equal opportunities and equal treatment of seniors and also focusing on closer cooperation with all relevant subjects in overcoming the population ageing. The

council also submits its proposals, coordinates and inspects the implementation of measures aimed at elimination of negative impact of population ageing on the economy, labour market, pension system and other aspects of the society, while also issuing its standpoints towards legislative acts proposals and other pieces of legislation which could have an impact on the situation of older persons, it also submits its proposals to ministries and other central state institutions focused on new legislation in the field of rights and obligations of seniors in all aspects of life.

### **Memorandum on Partnership and Cooperation between the self-governing regions and the Union of Pensioners of Slovakia**

Older persons and seniors are active partners in creation of public policies and activities dealing with the protection of interests and needs of older generations in the Slovak Republic also at the regional level. Several self-governing regions (Bratislava, Trnava, Trenčín and Košice) have concluded a Memorandum on Partnership and Cooperation with regional offices of the Union of Pensioners of Slovakia, the aim of which is to increase the quality of life and dignity of seniors residing within the territory of the given region. Other regions also confirm active cooperation with seniors. Some of the regions have also established “Municipal Parliament of Seniors”, where the older persons can provide feedback towards the conditions of life of older persons in their city.

### **Evaluation of policies from the point of view of their impact on the elderly**

Legislative and also non-legislative proposals submitted to the inter-ministerial discussion process and to the Government meetings have to include the so-called “selected impacts clause” and also an analysis of social impacts if social impacts have been identified. The methodology for the preparation of this clause is established in the Unified Methodology for evaluation of selected impacts. On October 1, 2015, an amendment to the methodology was introduced which strengthened the focus on vulnerable groups, including older persons. The assessment of impacts has to include overview of impacts on households, access to resources, rights, goods and services focused on potentially vulnerable groups in relation to the risk of poverty and social exclusion of older persons. When assessing impacts on equal opportunities, it has to be examined whether the proposal also takes into account equal treatment on the ground of age and whether it could lead to indirect discrimination. One part of the clause focuses on impact on employment and labour market from the point of view of specific age groups, e.g. whether such a proposal could be a reason for premature withdrawal of individuals from the labour market.

### **Guidance for seniors through the free Senior Line**

The “Forum for the Assistance of the Elderly” public association implements projects supported by the MOLSAF in order to support the activities and maintenance of the state-wide Senior Line. Specific problems encountered by the seniors are monitored via this line and solved in cooperation with the selected experts. Throughout 2014, more than 2900 citizens were assisted via this line. There is a great demand for this service. In 2015, guidance was provided for more than 200 citizens each month. The guidance focused e.g. on providing assistance for victims of violence and in this respect, the municipality and the police were notified and they provided the required assistance. The citizens were provided guidance on how to defend themselves against violence and how to prevent violation of their rights. If there were complaints related to maltreatment of the elderly by social services providers, the Forum informed the respective self-governing region and inspection institutions, as well as the Inspection Body of the MOLSAF. A lot of the cases were positively concluded and new measures focusing on overcoming the discovered deficiencies were adopted. The Forum also provides assistance in its consulting centre, where they assisted 450 citizens throughout 2014 in overcoming difficult situations; protect their property, life and personal freedom.

### **Protection of the elderly against maltreatment and abuse at retail sales**

On the basis of active cooperation between the Government Council for the Rights of Seniors and Adaptation of Public Policies to the Population Ageing Processes with the MJ and MI, several

measures aimed at prevention of illegal misconduct against seniors at retail sales have been adopted, especially the new Act No. 102/2014 Coll. on the protection of consumers at retail sales or provision of services on the basis of an agreement concluded at a distance or an agreement concluded outside of the sellers' premises, which tightens the regulation, inspection and sanctions related to manipulative retail sales of goods and services to the elderly. At the same time, Annex 1 of the Act No. 250/2007 Coll. on the protection of consumers was adjusted and amended to better protect consumers against sellers using manipulative and aggressive business practices. Inspections and sanctions related to manipulative and aggressive retail sales of goods and services to the elderly have been made stricter, while also improving and deepening cooperation with the Slovak Trade Inspection. The Police in cooperation with the Department of Crime-prevention of the MI published several leaflets with information on manipulative and aggressive business practices and distributed them to the regional Police departments to help the officers in their fight against these criminal activities. The MI together with organizations of the elderly organised a number of preventive projects for the elderly focused on safe conduct which helped the elderly to improve their own safety against negative socio-pathological phenomena. The Criminal Police officers gave several lectures to the seniors regarding the above-mentioned criminal activities. A new Act No. 391/2015 Coll. on alternative solving of consumer disputes was adopted to introduce new way of solving disputes between the seller and the customer. The act enables the consumers to turn to an independent subject when getting into a dispute with a retailer. This independent subject will attempt to help both parties find a quick and fair solution of consumer conflicts, which will prevent long judicial proceedings related to these disputes. Of course, the possibility to bring the case to the court still remains.

#### **Legislative strengthening of rights of victims of violence at home**

In 2015, the Criminal Procedure was amended. This amendment represents an important strengthening of rights of victims of violence at home committed on seniors. This amendment widened procedural rights of victims. A senior has e.g. the right be accompanied by a confidant who accompanies them and provides them with assistance, especially psychological support. Depending on each individual case, criminal proceedings institutions provide the victim with information on the provision of necessary healthcare, specialised psychological support, other types of support, procedures related to submission of criminal notification and of the position of the victim in these procedures, conditions of provision of assistance in case of life threatening situation, conditions of access to legal services, etc.

### **Goal 3: Dignity, health and independence in older age are promoted and safeguarded**

#### **Support for timely diagnosis of tumour diseases and lowering the number of deaths due to cardio-vascular diseases**

In 2014, the National Programme of Prevention of Heart and Blood Vessels Diseases, the National Diabetological Programme and oncological screening programmes were implemented to the National Programme of Health Support (further as NPHS). The NPHS relies on the results of health status monitoring of citizens of Slovakia and also on projects and programmes focusing on monitoring of risk factors of chronic non-infectious diseases. The Ministry of Health has allocated financial resources in order to lower mortality from cardio-vascular diseases and increase timely diagnosis of tumour diseases, as well as for the prevention activities from the NPHS related to diabetes mellitus. The resources amounted to 200 000 EUR and were used for preventive information programmes and a mass-media campaign related to these health issues broadcasted by the Radio and Television of Slovakia and also for establishing the Consultation Centre for Health Protection and Support at the Public Health Authority of the Slovak Republic.

### **Education activities for healthy lifestyle**

The Public Health Authority and its regional offices regularly organize education activities aimed at support of active ageing and healthy lifestyle throughout the territory of the Slovak Republic at the occasion of the so-called “world days”. These include e.g. The Week of the Brain, The World Day of the Alzheimer Disease, The World Day of Activities, The International Day of the Elderly, The World Day of Osteoporosis, or activities organised in October during the Month of Respect towards the Elderly. During the International Day of the Elderly in 2015, a country-wide activity called Days of Health for Seniors took place, during which 1366 seniors in total (1037 women and 329 men in the age group 65 – 69 years) were medically examined.

### **Improving the access to decent and available housing**

The State Fund for the Development of Housing has provided 618 200 EUR for the creation of social services establishments to selected municipalities in order to support social rental housing.

### **Legislative adjustment of the quality of social services**

An amendment of the Act on Social Services effective as of January 1, 2014, introduced changes and adjustments to the legal regulation of the provision of social services. A new aspect of the quality conditions of the provided social services was introduced – strengthening of human rights and freedoms in the assessment of the quality of social services provided. A new Annex No. 2 to the act adjusting the quality of social services according to set criteria, standards and indicators, as well as assessment framework for the quality of social services was established.

### **Better accessibility, quality and financial sustainability of social services**

The Regional Operational Programme (further as “ROP”) via its measure 2.1 called “Improving the quality of the provided social services by renovation, enlargement, modernisation and construction of social services establishments and establishments for social and legal protection of children and social guardianship, including their additional equipment” improved the quality of life of seniors in the respective establishments by construction, renovation, enlargement and modernisation of social services establishments, as well as the so-called community centres as institutions of civil infrastructure focused on support of social inclusion. 6 calls for the support were declared within this priority axis which amounted to 240 558 847 EUR – more than 100 social services establishments were supported in this way.

### **Legislative support of deinstitutionalization of social services**

An amendment of the Act No. 448/2008 Coll. on Social Services from 2014 created legal conditions for the process of deinstitutionalization of social services with the aim of providing community oriented social services. Introduction of changes related to the transformation of resident social services towards community social services supporting the process of deinstitutionalization of social services resulted in the creation of adequate conditions for prolonged stay of clients in their natural environment.

### **Financial support of deinstitutionalization of social services**

As of December 31, 2015, a pilot project called “National Project of Support of Deinstitutionalization of Social Services” focusing on the creation of fundamental conditions for successful transformation of institutionalized care to community care and starting of deinstitutionalization process of social services in 10 selected establishments throughout the Slovak Republic was concluded. 409 participants were trained (mainly employees of social services establishments and recipients of social services, as well as employees of state and regional institutions) during this project. The participating establishments are trained in the process of transformation and they are currently working on their Transformation Plans. Experts created the so-called Manual of the Creation of Transformation Plans and methodology of each individual key area of the transformation of institutionalized services to community based services in field of supported employment, provision of community services and

changes of the environment during the project. Another two national projects are going to be created as follow-ups to the pilot project. The aim of the first one is a specialised education and training of the management of the providers – social services establishments – as well as the employees of founders – self-governing regions – to be able to manage changes arising from the deinstitutionalization process. Its duration is planned for 66 months and the number of expected establishments participating annually is 16, with 96 establishments being expected to participate during the whole project. The project will be tied to investment support through the Integrated Regional Operational Programme (further as “IROP”). Social services establishments which prepare a transformation plan of high quality and will be able to apply for the support from IROP, will also participate on the second national project of the MOLSAF ensuring support for education of social services employees – the National Project Support of the Transformation of Institutionalized Care to Community Care in the Field of Social Services – Phase 2 – education and preparation of employees and recipients of social services in the process of deinstitutionalization.

### **Development of nursing services**

The MOLSAF Implementation Agency carried out the Support of Nursing Service National Project (further as “SNSNP”) from January 2014 to October 2015 with a total allocation of 28 mill. EUR throughout the Slovak Republic, with the exception of the capital city region. The project was financed from the resources of the European Social Fund under the Operational Programme Employment and Social Inclusion. The aim of the project was to enable the provision of home nursing service to a larger amount of persons requiring assistance of another person and to establish the pre-conditions of broadening of provision of nursing service to regions which were able to provide this service in a limited amount or not at all. The project increased the availability of nursing service for citizens with serious health disability, with unfavourable health condition and for seniors and at the same time it also supported their stay in their natural environment within their family and community and it also decreased the demand for institutionalised care. Another aim of the national project was support of social inclusion through the newly created jobs for persons working in nursing services.

### **Improvement of social services at the regional level**

Each employee of a social services establishment within the Košice self-governing region has a personal life-long learning plan. In accordance with these plans, the employees participate on training courses in the field of memory training, ergotherapy and basal stimulation, social rehabilitation, job morale, stress overcoming, diabetes mellitus (symptoms and first aid), burnout syndrome, decubitus prevention. All of these employees currently participate on a training focused on how to deal with an aggressive client. The Prešov self-governing region organizes a competition of nursing services employees, the aim of which is experience sharing. The Žilina self-governing region makes use of various instruments for creation of community environment for the social services recipients, e.g. they decrease the capacity of individual establishments by introducing single bed rooms or create specialised outpatient service premises within the establishments focused on day stay, or create conditions for clients able to live independently with only a certain kind of support.

### **Activities for higher safety and quality of groceries**

The Ministry of Agriculture and Rural Development of the Slovak Republic also participates on policies focused on the elderly by guiding groceries producers towards the need to produce nutritionally adequate products for older persons. This is achieved through professional trade unions constituted of individual producers. In the field of preparing the relevant European legislation, the ministry enforces application of elements necessary for the specific needs of the elderly (e.g. font size on food packaging, nutritive value, preparation); the ministry also supports specialised lectures and mass-media discussions focused on rational eating habits of the elderly, publishing of articles and specialised magazines; publishing of information on food legislation and protection of consumers focused on older persons.

## **Goal 4: Intergenerational solidarity is maintained and enhanced**

### **Introduction of the minimum pension**

As of July 1, 2015, an amendment of the Act No. 461/2003 Coll. on Social Insurance introduced the minimum pension, the amount of which depends on the years worked. The aim is to ensure that an insured person who has worked throughout most of their life has access to an income during their pension age at the level that would not force them to be dependent on the material need assistance. As a result, any old-age pension or invalidity pension paid after reaching the pension age will be increased so that the sum of this pension will be higher than the subsistence minimum for a single adult person, provided the person meets the prescribed requirements for the minimum pension.

### **Support of easily reachable and affordable transport for pensioners**

The Ministry of Transport and Construction of the Slovak Republic enables seniors to travel by public rail transport at a reduced tariff in order to ensure these persons have access to affordable and even free of charge transport. Persons aged 60+ are able to purchase the so-called SENIOR RAIL PLUS card enabling them to pay reduced prices up to 40% for rail transport during the whole year. The price of this ticket is 9.90 EUR. Persons aged 62+ travel by rail transport free of charge. Mobility of older persons is supported by modernisation of rail stops.

### **Strengthening of inter-generational understanding by the means of cultural activities**

The Ministry of Culture of the Slovak Republic (further as "MC") has created a special funding scheme – Culture of the Disadvantaged Groups focused especially on supporting of culture accessibility for vulnerable groups, including seniors. The MC has used 375 300 EUR in 2014 and 375 500 EUR in 2015 through this scheme. The Union of Pensioners asked the MC for a grant (which it got) to be used for XV. Nationwide Parade of Seniors' Folk Bands, II. Nationwide Exhibition of Handmade Products made by seniors in 2014 and Nationwide Presentations of Prose and Poetry. These activities lead to the support of members of the Union of Pensioners and members of their families. Children and young persons are invited to these events in order to strengthen intergenerational solidarity and positive perception of the seniors by the youngsters.

### **Prevention of social exclusion and support of physical and psychological health of seniors**

In the 2015 the MOLSAF has, in accordance with Act No. 544/2010 Coll. on Grants by MOLSAF, provided a grant focused on prevention of social exclusion and renewal of physical and psychological health of persons who are beneficiaries of the old-age pension, early old-age pension or retirement pension and who at the same time do not carry out a gainful activity, amounting to 538 250 EUR via 3 subjects – Confederation of Trade Unions of the Slovak Republic, Trade Union of Food Producers and the Union of Pensioners. A total of 10 765 persons participated on activities organised through this grant.

### **Appreciation of active seniors in the Senior of the Year competition**

The Forum for Assistance of the Elderly civil society annually declares a competition called Senior of the Year, the aim of which is to appreciate the most active seniors from various regions of the country who can serve as an example not only for their peers, but also for the whole of society. This event also shows the importance of the elderly for the society, their environment and family which leads to better intergenerational communication and relations. 20 persons were awarded in 2014, while in 2015 the number stood at 21. Three persons were awarded a special prize of the Minister of the Interior for criminality prevention. Representatives of MOLSAF, MI and the Ministry of Foreign and European Affairs of the Slovak Republic also participated on this event. The event was also supported by a grant mechanism of the Ministry of Foreign and European Affairs called Support and Protection of Human Rights and Freedoms. The event has gained a lot of attraction from the mass-media as well.

### **Voluntary activities in the regions**

Several regions of the country witnessed voluntary work of the elderly which is perceived as an important phenomenon and it is used to help organise public events, e.g. child events and cultural performances. In the Žilina self-governing region the voluntary work is used to strengthen intergenerational solidarity within creative workshops of seniors and children, amateur artists' workshops as well as when participating on lectures for children within the Support of Community Activities project. The Union of Pensioners confirms that a lot of seniors participate on voluntary work for other seniors and they provide each other with mutual assistance. The topic of voluntarism was a crucial topic for the Union of Pensioners in 2014.

### **Sensibilization of the public society in relation to active ageing**

In connection with its aim related to the provision of adequate time for the seniors, the Radio and Television of Slovakia (further as "RTVS") fulfils its obligation to dedicate its time to seniors in accordance with Act No. 532/2010 Coll. on the RTVS. The support of decent ageing consists of creation of life-long learning systems, adequate social security, strengthening of voluntarism and active participation on the family and civil life. A fulfilling and dignified life for all generations can only be achieved by integrating all age groups in this process. The RTVS supports this interest by preparing and broadcasting TV programmes focusing on the elderly and healthcare, housing, family and professional care, participation on the community life, life-long learning, meeting cultural needs of the elderly, honouring of human rights. RTVS programmes reflect ageing as a life-long process and it has to be perceived as such by the society. Preparation for old age has to be a part of life-long development of physical, economical, psychological, cultural, spiritual and other elements of personality and it is also a natural part of our lives.

### **Parliament of Seniors' activities**

Active seniors "work" in the Parliament of Seniors especially established for them. This parliament is an important subject and can influence political and legal decisions, participate on the creation and adoption of legislative proposals directly related to the elderly in the country. Seniors from different regions have specialised knowledge of this topic and they can actively comment on various documents, provide feedback and find solutions. Seniors use the gained knowledge from various events and lectures they participated on and consequently they provide their organisations with crucial information, where they discuss current issues with their colleagues. They also provide feedback to the municipalities. The Parliament of Seniors has its own statute and plan of work and it represents an adequate form of active participation of the elderly on presenting their proposals for improving their lives. They also invite experts to find solutions for cases of misconduct, violence and abuse.

## **2. Conclusions and priorities for the future**

The Slovak Republic, through its institutions and organizations which participated on preparing the answers to this questionnaire, plans to continue fulfilling the individual tasks and adopting measures in order to support active ageing. Coming from the last report on the status of tasks from the NPAS, the following tasks shall be focused on in the near future:

### **Age management field**

MOLSAF in cooperation with Employers' representatives, Regional self-government and scientific research and academic institutions are about to define age management and establish principles of age management for employers (in both the private and public sector). They will also motivate employers (in both the private and public sector) to apply age management, promote the employment of older people and motivate employees to remain in the labour market. conduct a public awareness and information campaign oriented on employers (in both the private and public

sector) and trade unions in order to draw their attention to the negative demographic development and principles of age management. To draw up a publication aimed at applying the principles of age management, including examples of good practice. Upon agreement with social partners to regularly and publicly evaluate and recognise employers who behave helpfully to older employees. It is also needed to determine the minimum scope of the necessary applied principles of age management, including the audit system for their application. To apply these rules in all organisations and companies, where the state or a self-government acts in the capacity of an employer or a dominant shareholder. To advise the general public of employers to observe these rules.

#### **Measures related to the labour market**

In the field of participation of older persons at the labour market it will be necessary to continue supporting intensive training courses focused on IT for older jobseekers in the future. Support should also be given to the possibility of shortened work time contracts for these persons until they achieve the pension age. Employers should be motivated to create the so-called “shared jobs” for older employees and to support new atypical forms of employment increasing the flexibility of the labour market for older employees. The MOLSAF updates the existing and create new active labour market measures focusing on sustainability of older employees at the labour market, as well as objective assessment of work capacities of older employees.

#### **Continue the support of social services related to deinstitutionalization of social services**

A particular focus has to be paid to effective link between health and social services. Because of this it will be necessary make the financing of social services more effective and support the introduction of a new benefit depending on the level of dependency for all establishments. It will also be necessary to find solutions to problems related to wages of social services employees in close cooperation with municipalities. Deinstitutionalization of social services has to continue in the future as well. One possibility is to focus on the concluded national project. Two new mutually related projects focusing on deinstitutionalization of social services are currently being developed. These national projects are prepared in close synergy with financial support within the Integrated Regional Operational Programme. Each high-capacity social services establishment will be able to participate on the NP DI – Phase 1 project under the condition that these establishments will be willing to work on deinstitutionalization process and which will meet the requirements prescribed in the Main Principles of Operation Selection document in accordance with the Integrated Regional Operational Programme. Each participating establishment is going to have an assessment of preparedness and a timescale of activities devised. Education and preparation of transformation plans, as the main activity, is going to take between one to two years – that is why the supposed number of participating establishments is quantified on annual basis. Having finished management education and transformation plans preparation within the Operational Programme Human Resources financed from the European Social Fund, the establishments will be prepared to apply for financial support of IROP and will be able to enter the NP DI - Phase 2 through which the employees and clients of the establishments are going to be trained in the field of transformation from institutionalized to deinstitutionalized community care.

#### **Support of development of nursing care through a national project in new programming period**

It will be necessary to continue supporting and development of the nursing service in the following programming period. The National Project Support of Nursing Service supported by the European Social Fund within the Operational Programme Human Resources is going to fund these activities. The main focus of the national project is to support further development of nursing services at home in order to prevent the need of placing natural persons dependant on assistance of others to residential facilities. The project’s ambition is to enable provision of nursing services to a larger group of dependant persons in their natural home environment, increase the availability of nursing services, create adequate conditions for preservation, renewal or development of capabilities of natural persons and their families to live an independent life, support the provision of nursing services in less developed regions which are unable to meet the demand for these services,



create/sustain jobs and therefore support employment in the regions. Several important changes have been conducted within the project coming from implementation practice of former projects. Pre-conditions of support have been reset in order to ensure regional proportionality of support according to the total area of self-governing regions and at the same time new activities are going to be introduced in the Bratislava region. The new project shall enable higher flexibility of nurses' work contract so that the provider will be able to cover the needs of larger groups of persons. Besides the more effective provision of nursing services itself, another important outcome of the project should be a proposal for introduction of a specialised system focusing on optimised financial support of this social service.

#### **Activities within the system of pension security**

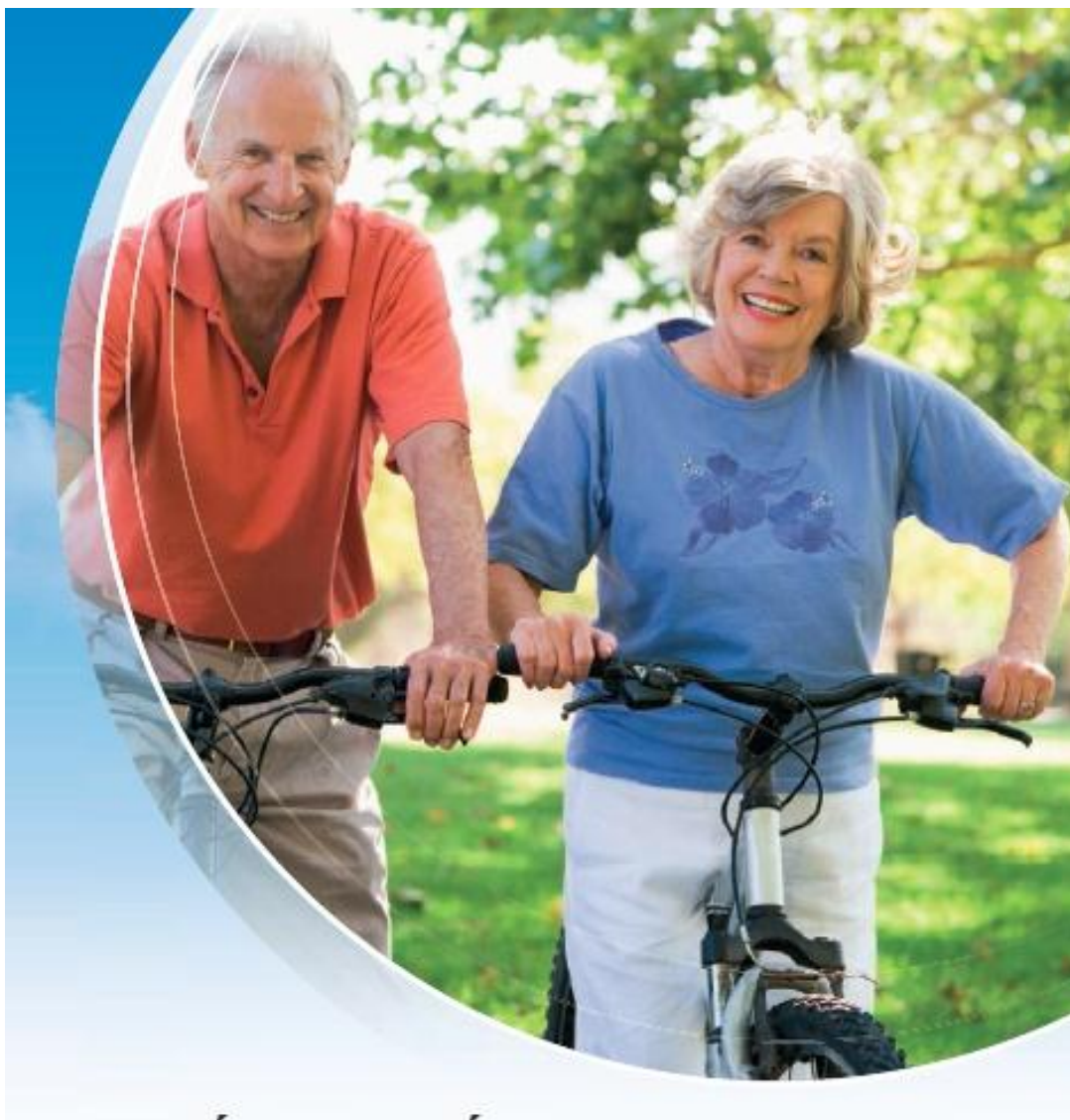
MOLSAF plans to consider the possibility of introducing alternative conditions for old-age pension. Another task is to consider the possibility of gradual retirement. MOLSAF also plans to prepare a proposal for the structure of gradual retirement. To conduct information campaign about this option and then make a survey of potential interest in gradual retirement. To prepare an impact study and based on its results decide on possible implementation of the measure. Another task for MOLSAF in this area is to analyse the possibility of introducing a new benefit provided from the system of supplementary pension savings, which would be intended for people in pre-retirement age.

#### **Support of life-long learning**

For the purposes of improving the quality of life, to create new and develop existing opportunities for education of older people in order to support their active life and extent and enhance their opportunities for employment or self-employment in the labour market. Currently, education of older people are provided by institutions of further education, Universities of the Third Age at universities in Slovakia, Academies of the Third Age which are operated especially with the support of towns and villages, seniors' clubs, and other educational institutions (e.g. civic associations). However, the interest of older people in education is currently much higher than the possibilities of these institutions and it will continue to grow due to the developments in the age structure of the population. It is therefore necessary to gradually expand educational opportunities of older people and focus them not only on interest education and leisure activities, but also on professional education for needs of the labour market. People in pre-retirement age belong among the most vulnerable groups in the labour market. This economically active part of the population will be increasingly numerous as a result of population ageing (increase in the number of older people within the population) and workforce ageing, which will require introduction of specific measures in the labour market. The contribution of education does not consist only in supporting the active lifestyles of older people, but it also manifests itself in increasing the economic and society-wide benefits of older individuals.

## **Annexes**

1. National action plan for active ageing for the period 2014 – 2020



**ACTIVE AGEING NATIONAL PROGRAMME FOR  
2014 – 2020  
SLOVAK REPUBLIC**

**ACTIVE AGEING NATIONAL PROGRAMME FOR  
2014 – 2020  
SLOVAK REPUBLIC  
2014**

## **Active Ageing National Programme for 2014 – 2020**

Published by

the Ministry of Labour, Social Affairs and Family of the Slovak Republic

Section of Social Insurance and Pension Saving

The national programme was developed in cooperation with all relevant authorities and organisations, i.e. with all the ministries in terms of their subject-matter competence, the Statistical Office of the Slovak Republic, offices of self-governing regions, the Association of Towns and Villages of Slovakia, the Union of Slovak Pensioners, Association of Christian Seniors, the Forum to Help the Aged, the Confederation of Trade Unions of the Slovak Republic, the Association of Social Service Providers in the Slovak Republic, the National Union of Employers, and the Federation of Employers' Associations of the Slovak Republic, etc.

The national programme would not have been established without the assistance of all members of the Cross-sectoral Working Group for the Preparation of the Active Ageing National Programme for 2014 – 2020.

## Active Ageing National Programme for 2014 – 2020

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## 1. Preamble

The statement of the fact of population ageing, which is the consequence of the current demographic development practically in all countries, is the common initial denominator of key international and national documents. However, the difference between the documents often lies in how they contextualise this fact and interpret its implications for the future. Documents aimed at *active ageing* do not define population ageing in the future primarily as a threat, but as an opportunity for individual societies to achieve higher levels of their development, cohesion and intergenerational sustainability. A condition for using this opportunity is to approach the issue of active ageing support as *the issue of public interest* and to formulate targeted support *policies* in this area.

Nowadays, the active ageing policies are formulated virtually by all prestigious international organisations in order to influence the developments at national levels. In September 2012, the World Health Organization Regional Office for Europe published the *Strategy and Action Plan for Healthy Ageing in Europe for 2012-2020*<sup>1</sup>; the Council of Europe is currently preparing a *proposal for the Recommendation on the Promotion of Human Rights of Older Persons*<sup>2</sup>. In March 2013, the UNECE Expert Group on Active Ageing published the results of a project aimed at developing the *Active Ageing Index* which will enable monitoring the progress in national policies focused on active ageing support in the EU Member States.

The Slovak Republic has not yet prepared a national document that would recognise the issue of active ageing as a national policy, although many currently implemented measures and policies correspond with the principles and interests in this area. A major breakthrough occurred in 2013 when in June 2013 the national project *Active Ageing Strategy*<sup>3</sup> was completed; the project aims to elaborate connections between demographic ageing and the labour market and pension scheme, including the incorporation of strategic goals in this area and a proposal for measures to meet these goals. This project was financed by the Operational Programme Employment and Social Inclusion.

The Active Ageing Strategy is complementary to the elaborated *Active Ageing National Programme for 2014-2020*, making Slovakia committed to the issues of active ageing as a political priority in its entirety. It is a new and comprehensive programme document focused on the promotion of human rights of older persons by activating them through public support policies. It is not only about policies in employment and employability of older people (at which the Active Ageing Strategy is primarily aimed), but also about policies in promotion of their lifelong learning, civic and social activities outside the formal labour market, support of their independence, dignity, economic and social security, including protection against ill-treatment in all social spheres and relationships.

Comprehensiveness of the document is determined by a target group of the active ageing policy which consists of people aged 50 years and over. Therefore, it captures a relatively large time period of human life and also the diversity of positions and relationships in which 50-year-old people and the older actively work. Since this document is developed for the years 2014-2020 it has the ambition to influence public policies for several electoral terms. Thus, it approaches the issue of active ageing support as the issue of public interest and a lasting political priority which offers an opportunity for a superior and sustainable development for all as the fundamental *vision* of the Slovak society. The *mission* of the document is to create conditions to promote the fulfilment of this vision.

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<sup>1</sup> Available at: [http://www.euro.who.int/\\_\\_data/assets/pdf\\_file/0008/175544/RC62wd10Rev1-Eng.pdf](http://www.euro.who.int/__data/assets/pdf_file/0008/175544/RC62wd10Rev1-Eng.pdf)

<sup>2</sup> Available at:

[http://www.coe.int/t/dghl/standardsetting/hrpolicy/other\\_committees/cddhage/Document\\_CDDH\\_AG/E/CDDH-AGE%282013%2909\\_Age-Platform\\_en.pdf](http://www.coe.int/t/dghl/standardsetting/hrpolicy/other_committees/cddhage/Document_CDDH_AG/E/CDDH-AGE%282013%2909_Age-Platform_en.pdf)

<sup>3</sup> Available at: <http://30.cvmprsvr.sk/index.php/projekty/programove-obdobie-2007-2013/39-strategia-aktivneho-starnutia-pre-slovensku-republiku-kod-itms-27120230107>

## 2. Basis of the Establishment of the Active Ageing National Programme for 2014 - 2020

The Active Ageing National Programme for 2014 – 2020 (“AANP”) is based on all relevant international documents, such as: the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the United Nations Principles for Older Persons, the International Plan of Action on Ageing (adopted by the first World Assembly on Ageing in Vienna in 1991), the Madrid International Plan of Action on Ageing adopted in 2002, the European Social Charter, the Charter of Fundamental Rights of the European Union, the Convention on Elimination of all Forms of Discrimination against Women (CEDAW), and the Digital Agenda for Europe. It relies on the latest initiatives the World Health Organization and the Council of Europe mentioned in the Preamble of the document and builds on the experience gained during the European Year for Active Ageing and Solidarity between Generations 2012. Similarly it follows from the National Program for Protection of Elderly People developed in 1999 and the knowledge and experience of its implementation.

The elaboration of AANP results directly from the Manifesto of the Government of the Slovak Republic for 2012 - 2020, where the Government has committed “...to develop a new National Programme for Support and Protection of the Elderly...” in the part “Quality of Life of Older People and People with Disabilities as an Important Determinant of a Cohesive Society” (a decision to rename the national programme to AANP was taken subsequently under the influence of experience gained during the performance of activities in the European Year for Active Ageing and Solidarity between Generations 2012.

The selection of the structure and the system of AANP was based on the results of the European project the *Active Ageing Index* which defines the active ageing for the EU Member States as: “...relating to the situations in which the ageing people continue to participate in the formal labour market, while being engaged in other unpaid productive activities (such as helping their family members or volunteering) and leading a healthy, independent and safe life” (Active, 2013:6)<sup>4</sup>. The objective was to create an efficient tool to measure the progress in development and implementation of national support (activating) policies. In order to measure the progress four areas (*domains*) suiting the purpose of active ageing were determined, including indicators using which they can be measured:

- (1) *preconditions for active ageing within a supporting environment* (determined by indicators, such as life expectancy at the age of 55, years of healthy life after 55 years of age, mental health, social relationships, use of information and communication technologies (“ICT”), level of education);
- (2) *the contribution of older people to paid work* (employment rates in the age groups of 55-59 years, 60-64 years, 65-69 years, and 70-74 years are the indicators);
- (3) *social activities and participation of older people* (the rate of volunteering, care for their own grandchildren or other older people or their political participation are the indicators);
- (4) *independent and autonomous life of older people* (physical performance, availability of services, independence, financial and personal security, and lifelong learning are the indicators).

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<sup>4</sup> Available at: [http://www1.unece.org/stat/platform/download/attachments/76287849/Methodology-Paper-as-of-10th\\_March-2013-FINAL.pdf?version=1&modificationDate=1367589733309](http://www1.unece.org/stat/platform/download/attachments/76287849/Methodology-Paper-as-of-10th_March-2013-FINAL.pdf?version=1&modificationDate=1367589733309)



In accordance with these domains, the document presented sets out the main principles of the policy of active ageing and subsequently the areas of partial policies developed at the level of partial targets and their corresponding measures.

Given the diversity of life roles, positions and relationships that people aged 50 years and over hold, the document uses the two terms. The term “the older people” is used mainly in the context of employment relationships and their impact on the formal labour market and the term “senior(s)”<sup>5</sup> is used in the context of activities and relationships after reaching the retirement age.

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<sup>5</sup> Wherever used in the text the term “senior(s)” shall mean person(s) of both female and male sex whether used in the singular or plural form.

### 3. Demographic Development

The first prerequisite for coping with the process of global population ageing which is unprecedented in history is **to know the level and pace of population ageing in Slovakia** and the socio-economic status of the society. The situation is even more serious because the impact of expected demographic changes, particularly in the area of social services, the health care system, the infrastructure and the labour market needs to be addressed during the financial crisis which adversely affects public funds.

**Population ageing constitutes for Slovakia one of the greatest challenges of the 21st century, which irreversibly affects all spheres of the functioning of society.** Despite the fact that the signs of the Slovak population ageing are not so perceptible, the development of the age structure of the population points out the acceleration of population ageing in Slovakia. The retirement age is reached by baby boomers and not very numerous age groups are born at the age of the highest fecundity (physiological fertility) in the first half of the 90's of the last century.

Currently in Slovakia, the ratio of the number of people of productive age, i.e. 15 - 64 years (71.5 % in 2012) to the number of people of pre-productive age (15.4 % in 2012) and those of post-productive age (13.1 % in 2012) is still relatively favourable. However, this situation is only temporary. In years to come, the ratio of the people of productive age to those of the post-productive and pre-productive age will start changing. The post-productive age is gradually being reached by numerous generations of men and women born in the second half of the 40's and the 50's, thus fundamentally changing the ratio of the productive part of the Slovak population to its post-productive part in the next ten years. It is the shift of numerous generations of men and women at the age over 50 which significantly contributes to the increase in the number of older people in the labour market. Population decrease may be mitigated by migration. But apparently, it will not affect the accelerating process of population ageing to a more considerable extent.

**Table 1: The Age Structure of the Population by Economic Age Groups in the Slovak Republic, 2001 - 2012**

| Age group | Year              |           |           |           |           |           |           |           |           |           |           |           |
|-----------|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|           | 2001              | 2002      | 2003      | 2004      | 2005      | 2006      | 2007      | 2008      | 2009      | 2010      | 2011      | 2012      |
|           | Number of persons |           |           |           |           |           |           |           |           |           |           |           |
| 0 - 14    | 1,006,970         | 974,991   | 944,456   | 918,915   | 894,308   | 870,622   | 851,044   | 836,069   | 831,320   | 830,457   | 832,572   | 830,576   |
| 15 - 64   | 3,759,296         | 3,787,945 | 3,815,286 | 3,839,958 | 3,862,234 | 3,883,376 | 3,903,172 | 3,921,880 | 3,928,471 | 3,932,092 | 3,881,088 | 3,870,038 |
| 65+       | 612,685           | 616,225   | 620,311   | 625,949   | 632,638   | 639,639   | 646,782   | 654,305   | 665,134   | 672,724   | 690,662   | 710,222   |
| Total     | 5,378,951         | 5,379,161 | 5,380,053 | 5,384,822 | 5,389,180 | 5,393,637 | 5,400,998 | 5,412,254 | 5,424,925 | 5,435,273 | 5,404,322 | 5,410,836 |
|           | Structure (%)     |           |           |           |           |           |           |           |           |           |           |           |
| 0 - 14    | 18.72             | 18.13     | 17.55     | 17.06     | 16.59     | 16.14     | 15.76     | 15.45     | 15.32     | 15.28     | 15.41     | 15.35     |
| 15 - 64   | 69.89             | 70.42     | 70.92     | 71.31     | 71.67     | 72.00     | 72.27     | 72.46     | 72.42     | 72.34     | 71.81     | 71.52     |
| 65+       | 11.39             | 11.46     | 11.53     | 11.62     | 11.74     | 11.86     | 11.98     | 12.09     | 12.26     | 12.38     | 12.78     | 13.13     |

Data source: Statistical Office of the Slovak Republic, demographic statistics

**Table 2: The Slovak Population in Middle Age, Late Middle Age and Old Age**

| Year        | Population<br>total | Age groups    |         |               |         |               |         |                   |        |
|-------------|---------------------|---------------|---------|---------------|---------|---------------|---------|-------------------|--------|
|             |                     | 45 - 59 years |         | 60 - 74 years |         | 75 - 89 years |         | 90 years and more |        |
|             |                     | men           | women   | men           | women   | men           | women   | men               | women  |
| <b>1991</b> | 5,274,335           | 362,531       | 407,143 | 245,435       | 324,772 | 74,147        | 129,408 | 2,051             | 5,578  |
| <b>2001</b> | 5,379,455           | 486,766       | 523,205 | 246,625       | 344,698 | 77,404        | 147,984 | 3,429             | 9,127  |
| <b>2011</b> | 5,397,036           | 562,324       | 582,806 | 304,917       | 399,288 | 91,559        | 185,033 | 3,714             | 10,086 |

Data source: Statistical Office of the Slovak Republic, 1991 - 2011 Censuses

Population ageing can be best monitored through the following indicators:

- **Ageing index** - number of persons aged 65+ per 100 children aged 0-14 years,
- **The average age of the population** - the average number of years lived out by the members of a given population in a given moment,
- **Life expectancy** - the average number of years of survival of a person of a particular gender and age provided that mortality ratios do not alter.

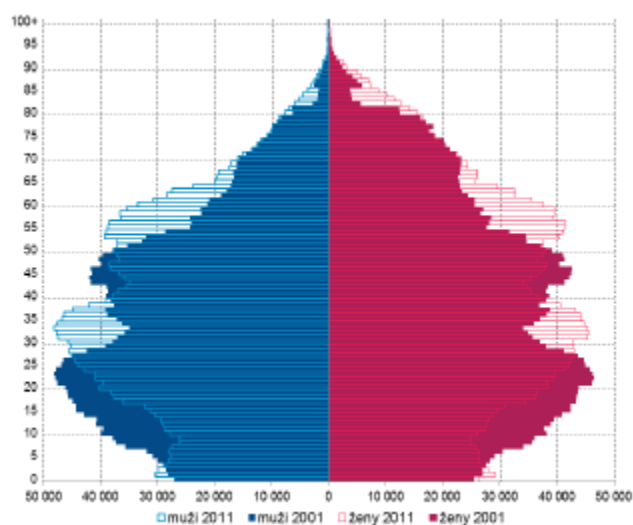
**The ageing index** has been gradually increased since 2001, and in 2012 it reached the value of 85.5 (nearly 86 inhabitants aged 65+ got a share of 100 children aged 0-14 years); index of men ageing was 63.2 in 2012; index of women ageing had the value of 109.1 in 2012.

**Table 3: The Ageing Index in the Slovak Republic, 2001 - 2012**

| Indicator       | Gender | Year  |       |       |       |       |       |       |        |        |        |        |        |
|-----------------|--------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|
|                 |        | 2001  | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008   | 2009   | 2010   | 2011   | 2012   |
| Ageing<br>index | men    | 44.90 | 46.50 | 48.10 | 49.70 | 51.60 | 53.48 | 55.25 | 56.90  | 58.23  | 59.00  | 60.89  | 63.16  |
|                 | women  | 77.50 | 80.80 | 84.20 | 87.50 | 90.80 | 94.47 | 97.83 | 100.67 | 102.94 | 104.07 | 106.20 | 109.07 |
|                 | total  | 60.80 | 63.20 | 65.70 | 68.10 | 70.70 | 73.47 | 76.00 | 78.25  | 80.01  | 81.01  | 82.96  | 85.51  |

Data source: Statistical Office of the Slovak Republic, demographic statistics

**Chart 1: The Age Structure of the Slovak Population in Comparison of 2001 with 2011**



Data source: Statistical Office of the Slovak Republic, 2001 and 2011 Censuses of Inhabitants, Houses and Flats

The average age of the population of the Slovak Republic has also gradually increased; in 2012 it reached the age of 39.3 years (37.7 years for men, 40.9 years for women).

**Table 4: The Average Age of the Slovak Population, 2001 – 2012**

| Indicator   | Gender   | Year  |       |       |       |       |       |       |       |       |       |       |       |
|-------------|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|             |          | 2001  | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010  | 2011  | 2012  |
| Average age | men      | 34.60 | 34.90 | 35.20 | 35.50 | 35.80 | 36.06 | 36.34 | 36.60 | 36.84 | 37.09 | 37.41 | 37.68 |
|             | women    | 37.70 | 38.00 | 38.40 | 38.70 | 39.00 | 39.25 | 39.54 | 39.80 | 40.05 | 40.28 | 40.61 | 40.87 |
|             | In total | 36.20 | 36.50 | 36.80 | 37.10 | 37.40 | 37.71 | 37.99 | 38.25 | 38.49 | 38.73 | 39.05 | 39.32 |

Data source: Statistical Office of the Slovak Republic, demographic statistics

**Life expectancy**, its increase in combination with the current low fertility also indicates the acceleration of population ageing in Slovakia. Life expectancy in the Slovak Republic increases over a long period of time, although relatively slowly. Within the EU27, Slovakia ranks among the countries with the lowest life expectancy. In 2011, life expectancy at birth exceeded the limit of 72 years for males (for the first time) and 79 years for females. Compared to 2001, in 2011 it increased by 2.7 years for males and by 1.8 years for females. In 2012, life expectancy was 72.5 years for males and 79.5 years for females. The value of life expectancy is also affected by certain factors, such as the economic conditions of society, the level of medical care, environmental quality, family environment, an individual's lifestyle, education, etc.

**Table 5: Life Expectancy at Birth and at the Age of 15 and 60 years in the Slovak Republic, 2001 - 2012**

| Year | 0-year-old |       | 15-year-old |       | 60-year-old |       |
|------|------------|-------|-------------|-------|-------------|-------|
|      | men        | women | men         | women | men         | women |
| 2001 | 69.51      | 77.54 | 55.31       | 63.13 | 15.97       | 20.67 |
| 2002 | 69.77      | 77.57 | 55.51       | 63.42 | 16.27       | 20.87 |
| 2003 | 69.77      | 77.62 | 55.63       | 63.41 | 16.29       | 20.86 |
| 2004 | 70.29      | 77.83 | 56.08       | 63.59 | 16.46       | 21.02 |
| 2005 | 70.11      | 77.90 | 55.92       | 63.58 | 16.34       | 21.01 |
| 2006 | 70.40      | 78.20 | 56.20       | 63.80 | 16.50       | 21.20 |
| 2007 | 70.51      | 78.08 | 56.20       | 63.75 | 16.56       | 21.23 |
| 2008 | 70.85      | 78.73 | 56.55       | 64.17 | 17.00       | 21.60 |
| 2009 | 71.27      | 78.74 | 56.99       | 64.33 | 17.04       | 21.67 |
| 2010 | 71.62      | 78.84 | 57.26       | 64.44 | 17.07       | 21.62 |
| 2011 | 72.17      | 79.35 | 57.80       | 64.88 | 17.59       | 22.14 |
| 2012 | 72.47      | 79.45 | 58.12       | 64.98 | 17.79       | 22.12 |

Data source: Statistical Office of the Slovak Republic, demographic statistics

**Table 6: Comparison of Life Expectancy of the Slovak Population in 1991, 2001, 2011, 2012**

| Period | Life expectancy       |       |                  |       |                  |       |                  |       |
|--------|-----------------------|-------|------------------|-------|------------------|-------|------------------|-------|
|        | at birth (0-year old) |       | at the age of 45 |       | at the age of 60 |       | at the age of 75 |       |
|        | men                   | women | men              | women | men              | women | men              | women |
| 1991   | 66.75                 | 75.17 | 25.63            | 32.48 | 14.98            | 19.53 | 7.35             | 9.07  |
| 2001   | 69.51                 | 77.54 | 27.30            | 33.97 | 15.97            | 20.67 | 8.11             | 9.60  |
| 2011   | 72.17                 | 79.35 | 29.43            | 35.60 | 17.59            | 22.14 | 8.66             | 10.32 |
| 2012   | 72.47                 | 79.45 | 29.74            | 35.64 | 17.79            | 22.12 | 8.81             | 10.32 |

Data source: Statistical Office of the Slovak Republic, demographic statistics

Population ageing in economic terms is shown by the **economic dependency ratio**, which represents the number of individuals of pre-productive age (0 - 14 years) and those of post-productive age (65 years and over) attributable to a hundred people of productive age (15 - 64 years). The development of the economic dependency ratio of the Slovak population showed a slightly downward trend from 2001 to 2008, and in 2008 it reached historically the lowest level (38). Since 2009, the economic dependency ratio has been increasing slightly again. In 2012, 100 inhabitants of productive age were attributed to 39.8 inhabitants aged 0-14 years and aged 65 years and over in the Slovak Republic.

**Demographic development in the Slovak Republic is characterised by a continued decline in fertility and birth rates**, which resulted in a significant change in reproduction ratios. The number of potential mothers within one generation (net reproduction rate) will decrease by 30 % at current fertility and mortality rates. Since the 90's, the total fertility rate {the average number of live births attributable to 1 woman during her entire reproductive period (15 – 49 years), while maintaining the fertility rate of the year under consideration and assuming no mortality}} gradually declined below the “critical value” (1.5). Between 2000 – 2007, the total fertility rate declined below the

“very low fertility rate” (1.3). Currently, the total fertility rate has the value of about 1.4. Reducing the fertility rate indicates an increase in the average age of women at childbirth. The increase in the age of a woman reduces her ability to become pregnant and carry the baby to the term. In 2012, the average age of women giving birth was 29 years, i.e. by 2.7 years higher than in 2001. In 2012, 55,715 children were born in Slovakia, of which 55,535 live births. The total number of births consisted of 28,775 boys and 26,940 girls. Compared to 2011, the proportion of boys increased by 0.5 point to 51.6 %.

**Table 7: Selected Characteristics of Fertility in Slovakia, 2001 - 2012**

| Indicator                                       | Year   |        |        |        |        |        |        |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|   | 2001   | 2002   | 2003   | 2004   | 2005   | 2006   | 2007   | 2008   | 2009   | 2010   | 2011   | 2012   |
| <b>Births in total</b>                          | 51,343 | 51,035 | 51,930 | 53,958 | 54,625 | 54,122 | 54,631 | 57,586 | 61,445 | 60,599 | 61,003 | 55,715 |
| <b>of which</b>                                 |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>live births</b>                              | 51,136 | 50,841 | 51,713 | 53,747 | 54,430 | 53,904 | 54,424 | 57,360 | 61,217 | 60,410 | 60,813 | 55,535 |
| <b>stillbirths</b>                              | 207    | 194    | 217    | 211    | 195    | 218    | 207    | 226    | 228    | 189    | 190    | 180    |
| <b>Live births per 1,000 inhabitants</b>        | 9.5    | 9.5    | 9.6    | 10.0   | 10.1   | 10.0   | 10.1   | 10.6   | 11.3   | 11.1   | 11.3   | 10.3   |
| <b>Stillbirths per 1,000 births</b>             | 4.0    | 3.8    | 4.2    | 3.9    | 3.6    | 4.0    | 3.8    | 3.9    | 3.7    | 3.1    | 3.1    | 3.2    |
| <b>Average age of a woman giving live-birth</b> |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>Total</b>                                    | 26.46  | 26.67  | 26.95  | 27.19  | 27.51  | 27.78  | 28.07  | 28.31  | 28.59  | 28.83  | 29.13  | 29.11  |
| <b>in the 1st order</b>                         | 24.14  | 24.53  | 24.88  | 25.26  | 25.66  | 25.97  | 26.30  | 26.59  | 26.95  | 27.31  | 27.78  | 27.29  |

Data source: Statistical Office of the Slovak Republic, demographic statistics

#### 4. Basic Principles of Public Policies of Active Ageing Support

Public policies in relation to older people and support of their active ageing are based on the following principles:

- **The principle of dignity** – is based on the need to respect the needs of people of all ages as equally important and worthy of public support in satisfying them. The application of the principle of dignity also includes the right of older people and seniors for protection against various forms of ill-treatment in all areas of life.
- **The principle of equal treatment** – sets out the prohibition of discrimination on grounds of age, particularly in employment and remuneration, but also in access to health care, lifelong learning, housing, social and financial services of all kinds.
- **The principle of gender equality** – strengthens the importance of human dignity, regardless of his/her gender and respect for diversity of life experience and choices of older people and seniors that go beyond the stereotypical expectations of society related to ageing women and men.
- **The principle of independence** – is based on the rights of older people and seniors to self-determination and independence in accordance with their physical and mental capacities. It also means the right to stay as long as possible in their natural home or community environment with adequate conditions created for barrier-free (wheelchair accessible) housing and other necessary services and support.
- **The principle of self-realisation** – is based on the perception of active ageing as a long-term process and an active approach to own life throughout the life cycle in line with expectations, needs, and opportunities of any individual. The application of this principle is conditioned by accessible lifelong learning, facilitation of the access to new “age-friendly” technologies, as well as support of volunteering of older people and seniors as a form of their community participation and building a more cohesive society.
- **The principle of solidarity** – is based on the need for balanced intergenerational exchange, ensuring the sustainability of society development in all its areas in relation to persons of different ages and socio-economic status.
- **The principle of subsidiarity** – is based on the need for shared responsibility of actors at different levels (national, regional, local, community, family, individual) in fulfilling the goals and objectives of active ageing support as the issue of public interest. The principle of subsidiarity is connected with the principle of solidarity to the effect that specific responsibilities and activities in promoting active ageing are to be assumed by the level which is the most competent to fulfil these responsibilities and tasks, while assuming the highest efficiency for the benefit of all stakeholders (older people and seniors and public authorities).
- **The principle of shared governance** – supports the right of older people and seniors to exercise their influence in determining the direction and development of a country, region or community through various movements, self-help groups and associations or civic associations defending the rights of older people and seniors.
- **The principle of employment** – is based on the rights of older people and seniors to work and have wage-earning income, as well as income from business or other self-employment after reaching the retirement age. Employment in old age enables seniors to assess their work experience and capital, strengthen their economic sovereignty and maintain or create new job and social contacts. The application of this principle also includes creation of flexible and “age-friendly” working conditions.
- **The principle of care** – relates in the broadest sense to the principle of solidarity and represents a fundamental social value resulting from the interdependence of people in the complex of social relationships. In the strict sense it means the right of older people to be provided with necessary assistance and support by carers (who give care both formally and informally) in accordance with the right of carers to adequate social protection and social recognition of the value of the care given.

## **5. Protection of Human Rights, Support of Active Independence and Civic Participation of Older People**

Pursuant to the Slovak law and international treaties on protection of human rights by which the Slovak Republic is bound, older people have the same right to respect and dignity than other population groups. As they belong among the most vulnerable groups in society they encounter worse access to their rights, ill-treatment or unlawful conduct. In order to ensure the effectiveness of respect for human rights, older people must know their rights and their enforcement and recognise when these rights are violated by their close relatives, as well as by people from the surrounding area. Therefore, it should be a society-wide priority to raise awareness in this area among the members of the general public and the target group itself by providing quality education.

### **5.1. Enforcement of Rights, Legally Protected Interests and Needs of Older People through the Support of Seniors' Organisations**

Organisations promoting the interests and needs of older people must be partners in developing public policies and dealing with matters that concern them. Policies have an impact on older people who should therefore influence such policies effectively. It is also about the precondition for ensuring full and effective participation of older generation in economic, political and social life of society and also about the means to provide for the continued active integration of older people in the process of developing and strengthening their rights. The objective is to create a society friendly to all age groups, where older people will also have conditions created for a dignified working life without discrimination. It also concerns the need to use the potential of older people in order to create an intergenerational coherent and age-inclusive society.

**Objective 1:** To regard bodies promoting the interests of older people as active partners in developing public policies, use their knowledge, experience and potential to improve the situation of older people in social policies concerning them.

**Administered by:** MLSAF SR in cooperation with municipalities and higher territorial units ("HTUs")

**Cooperating bodies:** representatives of the beneficiaries of social services, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 2:** To assess policies and measures in terms of their impact on older people with the emphasis on preventing age discrimination and protecting human rights and freedoms.

**Administered by:** MLSAF SR in cooperation with municipalities and higher territorial units

**Cooperating bodies:** representatives of the beneficiaries of social services, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 3:** To provide seniors' organisations with technical assistance and support in the form of subsidies in order to develop social activities in social areas falling within the competence of the Ministry of Labour, Social Affairs and Family of the Slovak Republic ("MLSAF SR").

**Administered by:** MLSAF SR

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 4:** To encourage the participation of older people in life of society and promote their rights, legally protected interests, and needs through seniors' organisations.

**Administered by:** municipalities and higher territorial units



**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

## 5.2. Legal Protection of Seniors

The Slovak legislation considers important **to protect mainly consumers – seniors, who represent particularly vulnerable group of consumers**. While legislation should not be discriminatory (i.e. it should not be focused on a group of citizens defined by age) it should penalise all unfair (or aggressive) business practices of suppliers that are “designed” particularly for the vulnerable group of seniors. At different presentation and sales promotion events of their products, suppliers often take advantage of the lack of the actual power of seniors to resist commercial practices and their credulity. It is therefore legitimate for a legislator to “even up” the actual inequality in order to protect the particularly vulnerable group of people by taking its measures to modify the basic principles of private law. The principle of individual autonomy (freedom of will) is one of the so concerned principles. But we cannot speak about the equality between seniors and suppliers regarding the assessment of freedom of will. Compared to other population groups, the actual freedom of seniors to decide whether or not to buy a product is significantly reduced. Seniors must face more considerably the barriers of a factual nature that preclude their freedom to make decisions soberly to the extent that the contract serves the purpose of satisfying their personal and economic needs, and not the purpose of making suppliers' profits. In practice, there are the following circumstances with regard to the group of seniors:

- a) personal and economic inexperience with goods which have a low market value, but are praised as highly valuable at promotional events;
- b) lack of information about the product: seniors do not mostly expect that they are invited to the event for product promotion under the guise of a trip or lunch; product properties are described them mistakenly in the strange environment full of emotions.
- c) lack of know-how and inexperience in trade;
- d) dependence (whether seniors are really dependent or persuaded by dealers) on goods due to illness or disability.

It is necessary to further amend the legislation so that sales promotion events which use a mistake, deceit or threat are properly penalised. The legal consequences of the supplier's behaviour which is contrary to good manners must also be tightened up. The foregoing may be based on the already existing provision set forth in Act No. 250/2007 Coll. on Consumer Protection (Section 4 paragraph 8). This provision prohibits any action contrary to good manners and defines it by an example as an action that is inconsistent with deep-seated traditions and shows clear signs of discrimination or departing from morality recognised in the sale of a product and provision of a service, or which may cause harm to a consumer due to a failure to act in good faith, with honesty, according to customs and practice and takes advantage mainly of a mistake, deceit, threat, significant inequality between contracting parties, and violation of contract freedom.

**Objective 1:** To ensure awareness of seniors concerning the issues of immoral contract terms and abusive practices of service providers or suppliers of goods.

**Administered by:** seniors' organisations represented on the Committee for Seniors in cooperation with municipalities and higher territorial units

**Cooperating bodies:** Ministry of Justice of the Slovak Republic (“MJ SR”), Ministry of Economy of the Slovak Republic (“ME SR”), MLSAF SR, Ministry of Education, Science, Research and Sport of the Slovak Republic (“MESRS SR”), Radio and Television of Slovakia (“RTVS”), universities and colleges, further education institutions

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 2:** To publish legal counselling sections and agony columns in magazines for seniors, provide regular regional counselling and organise lectures on seniors' rights protection, depending on specific issues that resonate in society – create an opportunity for personal consultations and addressing specific legal issues.

**Administered by:** seniors' organisations represented on the Committee for Seniors

**Cooperating bodies:** MJ SR, MLSAF SR, MESRS SR, RTVS, universities and colleges, further education institutions

**Period of fulfilment:** continuously from 2014 to 2020

### **5.3. Participation of Older People in Making Decisions on Matters Concerning Them Directly at all Levels, Their Right to a Free Choice and Participation in Social Life**

Promotion and protection of any and all rights, legally protected interests and needs are essential for creating a cohesive society for all age groups, where full participation of older people will be ensured without discrimination on the basis of equality. It also concerns an unqualified support of the dignity of older people, strengthening and promoting their participation in social life. The aim is to equalise the life of older people, encouraged by providing social services, with the life of people of active age as much as possible. In this regard, the emphasis is placed on fundamental human rights and freedoms and respect for them in providing social services and the related rights of beneficiaries of social services and the need for their greater autonomy.

**Objective 1:** To involve older people and their families as potential users in planning, creating, providing and community development (including development of social services) supportive of older people and satisfying their needs and preferences.

**Administered by:** municipalities, higher territorial units in cooperation with social service providers and representatives of the beneficiaries of social services

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 2:** To provide older people with the right of choice and participation in decision-making concerning a form, manner, extent and location of providing assistance and support in order to ensure dignity in old age and in providing assistance.

**Administered by:** municipalities and higher territorial units in cooperation with social service providers and representatives of the beneficiaries of social services

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

### **5.4. Abuse and Ill-treatment of Older People**

Elimination of all forms of violence and discrimination against older people is a primary requirement in providing social protection and support of older people. Abuse and ill-treatment of older people take many forms (e.g. physical, psychological, emotional, financial abuse). Professional staff in social services should learn to recognise abuse and ill-treatment of older people, particularly by formal and informal providers at home, in communities and social service facilities. The need to ensure unreserved respect for human rights of clients in the provision of social services with the emphasis on their proper social integration also requires creation of both legal and factual conditions for effective exercise of powers of MLSAF SR in assessing the conditions of the quality of social services provided and for effective exercise of supervision of providing social services.

**Objective:** To prevent abuse and ill-treatment of older people.

**Measures:**

**1.1.** Putting the emphasis on elimination of age discrimination and protection of human rights in the provision of social services.

**Administered by:** MLSAF SR in cooperation with municipalities and higher territorial units

**Cooperating bodies:** social service providers, representatives of the beneficiaries of social services, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.2.** To create conditions for the elimination of neglect, abuse and ill-treatment of older people reliant on the assistance of others by providing quality social services. To enhance the ability of social workers to search for and deal with cases of abuse, ill-treatment and neglect of older people, put the emphasis on prevention and avoidance of such phenomena.

**Administered by:** MLSAF SR in cooperation with municipalities and higher territorial units

**Cooperating bodies:** social service providers, representatives of the beneficiaries of social services, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.3.** To tighten up regulation, supervision of and penalties for the sale of goods and services to seniors through promotional events and competitions of a manipulative and coercive nature. To inform the public about the most frequent unfair commercial practices. To consider adoption of laws pursuant to which it would be, under certain conditions, possible to withdraw the authorisation to conduct business from the entities providing financial services if they violate the law.

**Administered by:** ME SR, MI SR

**Cooperating bodies:** MJ SR, MF SR, National Bank of Slovakia, municipalities, higher territorial units, social service providers, representatives of the beneficiaries of social services, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.4.** To create conditions to prevent social isolation of older people, which is one of the risk factors of possible abuse and neglect of older people or their manipulation.

**Administered by:** municipalities

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.5.** To enhance safety, protection of life, health and property of older people, prevent abuse and ill-treatment of older people and violence against older people – continue to implement preventive senior-oriented projects (the nationwide project "Safe Autumn of Life" and projects at the regional level).

**Administered by:** MI SR

**Cooperating bodies:** seniors' organisations, the third sector

**Period of fulfilment:** continuously from 2014 to 2020

## **5.5. Promotion of Volunteering as a Source of Self-realisation and Social Contacts of Older People**

Volunteering is one of the ways and an opportunity of older people for social integration and individual development, self-realisation, growth and maintenance of personal well-being in old age, a means that enables people who reached the retirement age to effectively participate in the economic, political and social life of society. Volunteering in which older people can hold a post of providers of assistance and support to other weaker individuals is a tool for meaningful participation and integration of older people in society. Volunteering contributes to the consolidation of a healthy, active and productive life, to discovering and finding their own usefulness in old age. It undoubtedly concerns the social and economic contribution of older people which needs to be used, supported and stimulated. Promotion of volunteering is one of the means of the strategy to eliminate threats to older people, resulting from their social isolation. Volunteering also contributes to improving the quality of life of older people who need support, help or care.

**Objective 1:** To promote the involvement of older people in volunteering and create conditions for the involvement of volunteers in carrying out activities designed for seniors, support the involvement of young people in providing services to seniors within volunteering, thus strengthening the intergenerational bonds.

**Administered by:** municipalities, higher territorial units in cooperation with social service providers

**Cooperating bodies:** representatives of the beneficiaries of social services, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 2:** To raise awareness of the possibilities of volunteering in social services, provide seniors with access to this information in order to facilitate the participation of older people in mutual self-help and work of intergenerational groups in communities, create opportunities for realising seniors' potential.

**Administered by:** municipalities, higher territorial units in cooperation with social service providers

**Cooperating bodies:** representatives of the beneficiaries of social services, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

## 6. Employment and Employability of Older People

Developments in the status of older people in the labour market will be one of the key factors affecting the future development of the Slovak society because people of pre-retirement age are one of the endangered groups in the labour market. Given population ageing and workforce ageing, this group will be increasingly numerous in workforce and labour market measures taken due to workforce ageing must take account of developments in this group of people in the first instance. In this context, it is important to know both the absolute and relative representation of persons aged 50-64 years among the economically active population and within them in the number of working people and the unemployed.

### 6.1. Educational Structure of Population in Middle Age, Late Middle Age and Old Age

The highest educational attainment is one of the decisive factors for people to be employed or self-employed in the labour market. As at 21 May 2011, as at the decisive moment of 2011 Census of Inhabitants, Houses and Flats, the population in middle age (45-59 years) accounted for 21.2 % of the total population of Slovakia (1,145,130). As at the date above, the population in late middle age (60-74 years) accounted for 13 % (704,205) and the share of the population in old age (75-89 years) was 5.1 % (276,592).

#### The age group of:

- **45-59 years** contained the highest percentage of the population with completed secondary professional education with a school-leaving exam (24 %, i.e. 275,499), with vocational education without a school-leaving exam (23.8 %, i.e. 272,385), and with university education<sup>6</sup> (16.1 %, i.e. 184,315).
- **60-74 years** showed the highest percentage of the population with primary education (24.1 %, i.e. 169,758), with vocational education without a school-leaving exam (23.2 %, i.e. 163,207), and with completed secondary professional education with a school-leaving exam (20.8 %, i.e. 146,797). The population with completed university education accounted for 12.3 %, i.e. 86,575 of the total number of people aged 60-74 years.
- **75-89 years** was characterised by the highest proportion of people with primary education (49.1 %, i.e. 135,767). The population with university education accounted for 7.2 %, i.e. 19,866 of this age group.

**Table 8: The Population of the Slovak Republic by the Highest Educational Attainment in Middle Age, Late Middle Age and Old Age**

| Period/<br>age<br>groups | The highest educational attainment |   |  |   |  |                                   |        |                        |   |                                |                                |
|--------------------------|------------------------------------|---|--|---|--|-----------------------------------|--------|------------------------|---|--------------------------------|--------------------------------|
|                          | primary                            | vocational<br>without<br>a school-<br>leaving<br>exam | secondary<br>profession d<br>without<br>a school-<br>leaving<br>exam | complete<br>secondary<br>with<br>a school-<br>leaving<br>exam | completed<br>secondary<br>professional<br>with<br>a school-<br>leaving<br>exam | completed<br>secondary<br>general | higher | university<br>bachelor | university<br>master,<br>engineering,<br>doctoral | university<br>postgradu<br>ate | without<br>school<br>education |
| 1991                     |                                    |   |  |   |  |                                   |        |                        |   |                                |                                |
| <b>45 - 59</b>           | 335,952                            | 166,584   | 28,431   | 5,031   | 130,490  | 23,840                            | 2,272  |                        |   | 65,327*                        | 5,102                          |
| <b>60 - 74</b>           | 397,606                            | 49,131  | 25,368   | 1,816   | 45,676   | 13,514                            | 1,284  |                        |   | 23,291                         | 5,742                          |
| <b>75 - 89</b>           | 168,003                            | 7,698   | 5,360  | 269   | 6,913  | 2,544                             | 155    |                        |   | 3,083                          | 5,592                          |

<sup>6</sup> The **university education** means university bachelor, master, engineering, doctoral and postgraduate education.

| 2001    |         |         |         |        |         |        |        |        |         |        |       |  |
|---------|---------|---------|---------|--------|---------|--------|--------|--------|---------|--------|-------|--|
| 45 - 59 | 222,848 | 295,526 | 46,227  | 21,120 | 220,220 | 47,722 | 7,922  | 2,748  | 117,420 | 9,756  | 2,556 |  |
| 60 - 74 | 294,062 | 108,530 | 33,507  | 6,346  | 70,112  | 20,083 | 6,336  | 1,507  | 34,241  | 4,361  | 2,734 |  |
| 75 - 89 | 156,554 | 20,399  | 10,989  | 1,324  | 13,943  | 6,236  | 1,872  | 461    | 6,329   | 820    | 1,731 |  |
| 2011    |         |         |         |        |         |        |        |        |         |        |       |  |
| 45 - 59 | 138,534 | 272,385 | 148,679 | 37,997 | 275,499 | 45,336 | 24,107 | 10,822 | 162,367 | 11,126 | 1,273 |  |
| 60 - 74 | 169,758 | 163,207 | 69,489  | 14,108 | 146,797 | 33,230 | 18,522 | 3,533  | 74,374  | 8,668  | 708   |  |
| 75 - 89 | 135,767 | 38,018  | 26,815  | 3,218  | 27,909  | 10,070 | 5,951  | 1,527  | 15,509  | 2,830  | 475   |  |

\*in 1991 all levels of university education were evaluated together

Data source: Statistical Office of the Slovak Republic, 1991, 2001 and 2011 Censuses of Inhabitants, Houses and Flats

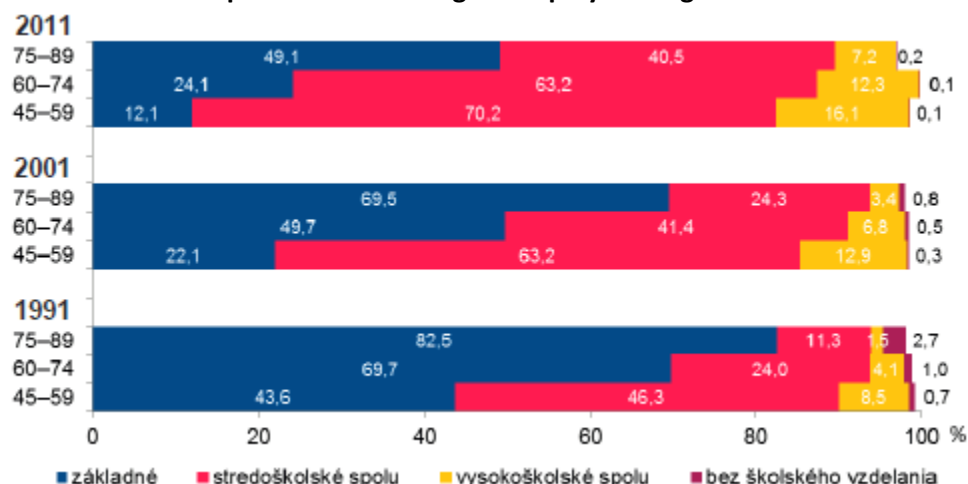
The chart below documents significant changes in the educational structure of the population in middle age, late middle age and old age in the periods between censuses 1991 – 2001 and 2001 – 2011. While in 1991 the share of the population with primary education (43.6 %) and secondary education<sup>7</sup> (46.3 %) was approximately the same in the age group of 45-59 years, over ten years this ratio has changed considerably in favour of the share of the population with secondary (by 16.9 pp) and university education (by 4.4 pp). Even in the period between censuses 2011 – 2001, we witnessed in this age group a further decrease in the population with primary education (by 10 pp) and a further increase in the share of the population with secondary (by 7 pp) and university education (by 3.2 pp). Similar changes are evident in the age groups of 60-74 years and 75-89 years in the periods between censuses 2011 – 2001 and 2001 – 1991.

**The share of the population with primary education still remains the highest in the group of people in old age, where almost half of the population of this age group (49.1 %) had the lowest level of education in 2011. However, in 2011 the share of the population with primary education decreased significantly in the age group of people in old age: by 20.4 pp compared to 2001 and by 33.4 pp compared to 1991. Similarly to the group of the population in middle age (45-59 years), over the past 20 years there was a significant increase in the population with secondary and university education in the group of the population in late middle age (60-74 years) and old age (75-89 years).<sup>8</sup>**

<sup>7</sup> **Secondary education** means vocational (without a school-leaving exam), secondary professional (without a school-leaving exam), completed secondary vocational (with a school-leaving exam), completed secondary professional (with a school-leaving exam), completed secondary general, higher professional education.

<sup>8</sup> Team of authors: Obyvateľstvo Slovenskej republiky v kontexte Európskeho roku aktívneho starnutia. (in English: "The Population of the Slovak Republic in the Context of the European Year for Active Ageing.") Bratislava: Statistical Office of the Slovak Republic, 2012, 91 p. ISBN 978-80-8121-144-7; p. 52 - 54

**Chart 2: A Share of the Population in Middle Age, Late Middle Age and Old Age of the Total Population of the Slovak Republic in a Given Age Group by the Highest Educational Attainment**



■ primary ■ secondary in total ■ university in total ■ no school education

Data source: Statistical Office of the Slovak Republic, 1991, 2001 and 2011 Censuses of Inhabitants, Houses and Flats

## 6.2. Older People in the Labour Market

According to data of the Statistical Office of the Slovak Republic drawn from the Labour Force Sample Survey ("LFSS"), since 2000 the total average number of the economically active older people in Slovakia (consisting of working people and the unemployed aged 50-64 years) has increased from the original ca. 365 thousand to nearly 675 thousand in 2012. It was most influenced by an increase in the number of the economically active people aged 55-59 years. In 2012 the economically active people aged 50-64 years in Slovakia accounted for almost a quarter whereas in the early 21st century it was only about 14 %. In 2012 the total average **economic activity rate** of older people aged 50-64 years reached 61.9 % (70.8 % for males and 53.7 % for females). Developments in the economic activity rate of the population aged over 50 years in the period after 2000 were influenced mainly by changes in setting the retirement age after 2003. The change in the old system of retirement after 2003 affected the more significant gradual increase in the economic activity rate for both men and women aged 60 years and over, or 53-57 years and over for women.

Developments in the share of working people in older people (aged 50-64 years) were affected particularly by changes in the timing of retirement and to a lesser extent by economic crisis in recent years. In general, **the employment rate** had an upward trend for both men and women in such age. While in 2001 working men accounted for only less than 55 %, according to the 2012 data they accounted for more than 63 % of the total number of men in such age. There was even more considerable increase in the employment rate for women. In 2001 working women aged 50-64 years accounted for more than 32 % of the total number of women in that age; in 2012 it was nearly 48 %.

**Table 9: Developments in the Employment of Older People (Average for a Given Period)**

|                                    | Number of workers in thousands |         |                 |         | Employment rate in % |       |       |       |
|------------------------------------|--------------------------------|---------|-----------------|---------|----------------------|-------|-------|-------|
|                                    | 2000                           | 2008    | 2011            | 2012    | 2001                 | 2008  | 2011  | 2012  |
| <b>Older people in total</b>       | 2,101.7                        | 2,433.8 | 2,315.3   2,329 |         | 56.5*                | 62.3* | 59.3* | 59.7* |
| of which                           |                                |         |                 |         |                      |       |       |       |
| 50 - 64 years                      | 321.3                          | 552.2   | 586.5           | 600.3   | 42.9                 | 55.0  | 54.6  | 55.0  |
| share in older people in total (%) | 15.3                           | 22.7    | 25.3            | 25.8    | -                    | -     | -     | -     |
| 55 - 64 years                      | 100.3                          | 235.5   | 284.2           | 306.2   | 22.4                 | 39.3  | 41.3  | 43.1  |
| share in older people in total (%) | 4.8                            | 9.7     | 12.3            | 13.1    | -                    | -     | -     | -     |
| <b>Men in total</b>                | 1,137.3                        | 1,363.7 | 1,292.2         | 1303.5  | 61.4*                | 70.0* | 66.1* | 66.7* |
| of which                           |                                |         |                 |         |                      |       |       |       |
| 50 - 64 years                      | 190.7                          | 319.3   | 322.7           | 330.3   | 54.8                 | 67.1  | 62.7  | 63.1  |
| share in men in total (%)          | 16.8                           | 23.4    | 25.0            | 25.3    | -                    | -     | -     | -     |
| 55 - 64 years                      | 74.9                           | 157.5   | 169.9           | 180.0   | 37.7                 | 56.7  | 52.5  | 53.7  |
| share in men in total (%)          | 6.6                            | 11.5    | 13.2            | 13.8    | -                    | -     | -     | -     |
| <b>Women in total</b>              | 964.4                          | 1,070.0 | 1,023.1         | 1,025.5 | 51.8*                | 54.6* | 52.5* | 52.7* |
| of which                           |                                |         |                 |         |                      |       |       |       |
| 50 - 64 years                      | 130.6                          | 233.0   | 263.8           | 270.0   | 32.6                 | 44.1  | 47.1  | 47.6  |
| share in women in total (%)        | 13.5                           | 21.8    | 25.8            | 26.3    | -                    | -     | -     | -     |
| 55 - 64 years                      | 25.3                           | 78.0    | 114.2           | 126.3   | 9.8                  | 24.2  | 31.4  | 33.6  |
| share in women in total (%)        | 2.6                            | 7.3     | 11.2            | 12.3    | -                    | -     | -     | -     |

\*at the productive age of 15 - 64 years

Data source: Statistical Office of the Slovak Republic, the Labour Force Sample Survey

Both the general economic activity rate and the employment rate are somewhat influenced by age structure and the related possibility of gaining a certain level of education.

Similarly to the entire population, older men and women with university education participate in the Slovak labour market more often than people of the same age, but with lower educational attainment. On the other hand, in terms of education the age group of older people is characterised by the fact that it contains a significantly higher proportion of people with vocational education without a school-leaving exam compared to the average.

With regard to developments in unemployment rates, older people (both men and women) are distinguished by more favourable ratios than shown by the average for the total population aged



15-64 years. Until 2008, similarly to the whole productive part, the unemployment rate of older people was declining and after that year the rate was increasing to a moderate extent.

**Table 10: Developments in the Unemployment of Older People (Average for a Given Period)**

|                                    | Number of the unemployed in thousands |       |       |       | Unemployment rate in % |      |      |      |
|------------------------------------|---------------------------------------|-------|-------|-------|------------------------|------|------|------|
|                                    | 2000                                  | 2008  | 2011  | 2012  | 2001                   | 2008 | 2011 | 2012 |
| Older people in total              | 485.2                                 | 257.5 | 364.6 | 377.5 | 19.2                   | 9.6  | 13.6 | 14.0 |
| of which                           |                                       |       |       |       |                        |      |      |      |
| 50 - 64 years                      | 44.1                                  | 46.4  | 69.4  | 74.6  | 12.7                   | 7.8  | 10.6 | 11.1 |
| share in older people in total (%) | 9.1                                   | 18.0  | 19.0  | 19.8  | -                      | -    | -    | -    |
| 55 - 64 years                      | 13.9                                  | 16.3  | 31.8  | 38.7  | 12.2                   | 6.6  | 10.1 | 11.2 |
| share in older people in total (%) | 2.9                                   | 6.3   | 8.7   | 10.3  | -                      | -    | -    | -    |
| Men in total                       | 265.5                                 | 124.6 | 203.5 | 203.8 | 19.5                   | 8.4  | 13.6 | 13.5 |
| of which                           |                                       |       |       |       |                        |      |      |      |
| 50 - 64 years                      | 29.3                                  | 21.4  | 38.5  | 40.2  | 12.8                   | 6.3  | 10.7 | 10.9 |
| share in men in total (%)          | 11.0                                  | 17.2  | 18.9  | 19.7  | -                      | -    | -    | -    |
| 55 - 64 years                      | 11.7                                  | 9.1   | 20.4  | 22.2  | 12.5                   | 5.5  | 10.7 | 11.0 |
| share in men in total (%)          | 4.4                                   | 7.3   | 10.0  | 10.9  | -                      | -    | -    | -    |
| Women in total                     | 219.7                                 | 132.8 | 161.1 | 173.8 | 18.8                   | 11.1 | 13.6 | 14.5 |
| of which                           |                                       |       |       |       |                        |      |      |      |
| 50 - 64 years                      | 15.0                                  | 25.1  | 30.9  | 34.4  | 12.5                   | 9.8  | 10.5 | 11.3 |
| share in women in total (%)        | 6.8                                   | 18.9  | 19.2  | 19.8  | -                      | -    | -    | -    |
| 55 - 64 years                      | 2.4                                   | 7.3   | 11.4  | 16.5  | 11.4                   | 8.5  | 9.1  | 11.6 |
| share in women in total (%)        | 1.1                                   | 5.5   | 7.1   | 9.5   | -                      | -    | -    | -    |

Data source: Statistical Office of the Slovak Republic, the Labour Force Sample Survey

According to data of the Statistical Office of the Slovak Republic drawn from the Labour Force Sample Survey, in 2012 the **unemployment rate** of Slovak people aged 50-64 years reached 11.1 % (10.9 % for men and 11.3 % for women) and was lower by 2.9 pp (by 2.6 pp for men and 3.2 pp for woman) than the total unemployment rate in the Slovak Republic.

The analysis of unemployment by age and length of unemployment points out the fact that older people do not show as negative variation in the unemployment rate (not their significantly more than in other age groups) as in the length of unemployment. The group of the long-term unemployed showed the highest number of the unemployed in the age group of 50-64 years for a period of more than four years with a share of 33.7 %.

**Objective:** To increase the employment rate and employability of older people aged 50 years and over.

**Administered by:** MLSAF SR

**Cooperating bodies:** the Central Office of Labour, Social Affairs and Family (“COLSAF”), scientific research and academic institutions, social partners

**Period of fulfilment:** continuously from 2014 to 2020

### **6.2.1. Age Management**

While 15 % of workforce will be missing due to population ageing in the EU in 2050, the missing workforce in Slovakia will account for 21 % in that year. Therefore, employers should already now be thinking about how to create suitable conditions for the work of the ageing population and motivate older employees to remain in working life as long as possible. Employers should already now devote their time to analyse the (current and future) age structure of employees, including by occupational categories and regions. As the awareness of managers in Slovak companies of the issue of active ageing is very low, or this term is usually interpreted incorrectly, it is necessary to put emphasis on communication and explain them not only demographic developments, but also benefits of employing older people. The internal communication towards the employees themselves (both younger and older) is also very important and raising awareness of the benefits of age diversity in a workplace and specifically those of older workers for a company.<sup>9</sup>

**Objective 1:** To transform the Committee for Seniors to the advisory body of the Government of the Slovak Republic for adapting public policies to the process of population ageing.

**Measure:**

To transform the Committee for Seniors to the advisory body of the Government of the Slovak Republic which will ensure closer cooperation among stakeholders in addressing the consequences of population ageing. To propose, coordinate and monitor individual measures to eliminate the negative effects of population ageing on the economy, labour market, pension scheme, and other areas in the life of society will be the main tasks of the aforementioned body.

**Administered by:** MLSAF SR

**Deadline:** by 31 December 2013

**Objective 2:** To define age management and establish principles of age management for employers (in both the private and public sector).

**Administered by:** MLSAF SR

**Cooperating bodies:** public sector, FEA SR, NUE, CTU SR, higher territorial units, ATVS, scientific research and academic institutions

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 3:** To motivate employers (in both the private and public sector) to apply age management, promote the employment of older people and motivate employees to remain in the labour market.

**Measure:**

To promote the principles of age management among employers (in both the private and public sector) and trade unions.

**Manner of fulfilment:**

To conduct a public awareness and information campaign oriented on employers (in both the private and public sector) and trade unions in order to draw their attention to the negative demographic development and principles of age management. To draw up a publication aimed at

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<sup>9</sup> Business Leaders Forum: Recommendations of Leaders in Corporate Responsibility for the Field “Staff”

applying the principles of age management, including examples of good practice. Upon agreement with social partners to regularly and publicly evaluate and recognise employers who behave helpfully to older employees.

**Administered by:** MLSAF SR

**Cooperating bodies:** public sector, FEA SR, NUE, CTU SR, higher territorial units, ATVS, scientific research and academic institutions

**Period of fulfilment:** continuously from 2014 to 2020 (the public awareness campaign and the dedicated publication by 31 December 2016)

**Objective 4:** To determine the minimum scope of the necessary applied principles of age management, including the audit system for their application.

**Manner of fulfilment:**

To develop the minimum scope of desirable rules of conduct of employers (in both the private and public sector) in applying age management and indicators of their observance. To apply these rules in all organisations and companies, where the state or a self-government acts in the capacity of an employer or a dominant shareholder. To advise the general public of employers to observe these rules. To negotiate with CTU SR and achieve that individual trade unions and organisations apply these requirements in collective bargaining. To consider bonus awards of employers who willingly accept these requirements.

**Administered by:** MLSAF SR and MI SR

**Cooperating bodies:** public sector, FEA SR, NUE, CTU SR, higher territorial units, ATVS, universities and colleges

**Deadline:** determination of desirable rules and indicators of their observance by 30 June 2015; application of these rules by authorities in the public sector by 1 January 2016; a decision on possible bonus awards of employers by 31 December 2016; other issues continuously until 2020

## **6.2.2. Employment Services for Older Workers and Support of the Silver Economy Development**

Help and assistance to participants in the labour market with particular regard to the employment of disadvantaged jobseekers who are also persons older than 50 years will continue to be provided through employment services which represent a system of institutions and instruments of support and assistance in finding employment, changing jobs, filling vacancies and taking active measures in the labour market in accordance with Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain acts, as amended (the "Employment Services Act").

The right of access of the citizens over 50 years of age to employment is provided pursuant to Section 14 of the Employment Services Act.

The right of access of these citizens to employment will continue to be provided without any restrictions in line with the principle of equal treatment in industrial relations and similar legal relations set forth in the Anti-Discrimination Act. Discrimination on grounds of age of a citizen will remain prohibited in line with the principle of equal treatment.

In general, it is the education which makes people freer and boosts their self-confidence, independence, and autonomy. Inclusion of older people in training courses to enable them to gain new knowledge and skills or renew the existing ones could therefore contribute to increasing their motivation to work and cooperate actively in integrating themselves into the labour market. Computer literacy can be designated as a specific kind of education that promotes active ageing in many respects, e.g. as a source of information, social links, job opportunities, etc. For the first time within 2011 Census of Inhabitants, Houses and Flats, the Statistical Office of the Slovak Republic

surveyed selected computer skills of the entire population. The level of computer skills, i.e. the level of their command was not subject to the survey. Inhabitants checked the answer “yes” or the answer “no” in census forms, depending on whether as at 21 May 2011, the decisive moment of the census, in their opinions they were able or not to work with text, tables, electronic mail (e-mail) and the Internet. The results of 2011 Census of Inhabitants, Houses and Flats are encouraging for the inhabitants on condition that they are further educated.

**Table 11: The Population of the Slovak Republic in Middle Age, Late Middle Age and Old Age with Command of Selected Computer Skills**

| Age group            | Computer skills |         |                  |         |                        |         |                  |         |
|----------------------|-----------------|---------|------------------|---------|------------------------|---------|------------------|---------|
|                      | Work with text  |         | Work with tables |         | Work with the Internet |         | Work with e-mail |         |
|                      | men             | women   | men              | women   | men                    | women   | men              | women   |
| <b>45 - 59 years</b> | 245,855         | 304,369 | 180,071          | 211,064 | 273,526                | 310,527 | 225,987          | 268,134 |
| <b>60 - 74 years</b> | 78,738          | 87,811  | 52,563           | 47,248  | 76,322                 | 70,236  | 63,390           | 58,600  |
| <b>75 - 89 years</b> | 8,049           | 6,247   | 4,901            | 3,793   | 5,959                  | 4,369   | 4,985            | 3,993   |

Data source: Statistical Office of the Slovak Republic, 2011 Census of Inhabitants, Houses and Flats

**Table 12: The Percentage of the Population of the Slovak Republic with Command of Selected Computer Skills in a Given Age Group**

| Age group            | Computer skills |       |                  |       |                        |       |                  |       |
|----------------------|-----------------|-------|------------------|-------|------------------------|-------|------------------|-------|
|                      | Work with text  |       | Work with tables |       | Work with the Internet |       | Work with e-mail |       |
|                      | men             | women | men              | women | men                    | women | men              | women |
| <b>45 - 59 years</b> | 21.5            | 26.6  | 15.7             | 18.4  | 23.9                   | 27.1  | 19.7             | 23.4  |
| <b>60 - 74 years</b> | 11.2            | 12.5  | 7.5              | 6.7   | 10.8                   | 10.0  | 9.0              | 8.3   |
| <b>75 - 89 years</b> | 2.9             | 2.3   | 1.8              | 1.4   | 2.2                    | 1.6   | 1.8              | 1.4   |

Data source: Statistical Office of the Slovak Republic, 2011 Census of Inhabitants, Houses and Flats

In the age group of:

- **45 - 59 years, more than a quarter of women** (27.1 %) and almost a quarter of men of all inhabitants of this age group (23.9 %) stated in the census that they can work with the Internet. Then in this age group, more than 20 percent was reached by women and men able to work with text (26.6 % by women, 21.5 % by men) and more than 20 percent was also reached by women who confirmed that they can work with e-mail (23.4 %);
- **60 - 74 years**, the highest percentages were reached by men and women able to work with text (12.5 % by women, 11.2 % by men) and men and women able to work with the Internet (10.8 % by men and 10% by women);
- **75 - 89 years**, the highest percentages were reached by both men and women able to work with text (2.9 % by men and 2.3 % by women of all inhabitants aged 75 - 89 years).

While women aged 45-59 years with command of all computer skills reached higher percentages than men in this age group, this state is changing with increasing age. The age group of people aged 75-89 years with command of all computer skills showed higher percentages for men than women

who confirmed in 2011 Census of Inhabitants, Houses and Flats that they can work with text, tables, the Internet and e-mail.<sup>10</sup>

As at 31 May 2013 there were 99,214 people aged 50 years and over registered as jobseekers. With increasing age, their opportunities to get a job are becoming increasingly lower. The number of older people who can still be actively working is, however, significantly higher, but these people are not registered at the Offices of Labour, Social Affairs and Family (“OLSAFs”). A low old age pension and the high cost of securing basic necessities of life reduce their standard of living, often up to the poverty line. Getting a part-time job would be the only way to increase the income of these older people. This option would positively influence not only the financial situation of older people, but also the mental well-being of healthy older people who are able and willing to work even at the retirement age. Having a day filled again with activities, being vital and beneficial to employers, team of employees and their close relatives can significantly affect the quality of their lives.

Non-traditional forms of employment increase labour market flexibility and also enable employment of the socio-demographic groups that cannot find traditional forms of employment. Statistical data drawn from the Labour Force Sample Survey indicate low realisation of the potential of these forms of employment in Slovakia compared to developed EU countries. In 2012 there were only 7 % of people doing temporary, occasional and seasonal jobs. The employees aged 50 years and over (the age group of 50+) with this type of job accounted only for 4.9 %. There were only 4.2 % part-time workers of the total number of employees; the age group of 50+ contained 6.1 % part-time workers. Although the number of part-time workers aged 50-64 years increased threefold in the period from 2000 to 2011 Slovakia ranked among the countries with the lowest share of part-time work in the European Union. In the EU15, this percentage ranges from 15 to 25 %.

**Objective 1:** To increase employment and employability of older people through intensive training courses aimed at ICT skills for people aged 50 years and over registered at offices of labour, social affairs and family.

**Objective 2:** To increase the opportunity of jobseekers aged 50 years and over to find part-time employment until they become entitled to an old age pension.

**Objective 3:** To motivate employers to create job shares as half-time jobs or 2.5-hour jobs for older people aged 50 years and over.

**Objective 4:** To encourage the development of new (non-standard) forms of employment increasing labour market flexibility for older workers aged 50 years and over.

**Measure:**

In addition to conceptual changes in the economy, acceptable motivation of employers can contribute to solving the problem of older people in finding employment. Offices of Labour, Social Affairs and Family can help by providing information and counselling services focusing in terms of contents on job vacancies suitable especially for older people registered at Offices of Labour, Social Affairs and Family as jobseekers and job applicants. Subsequently these older unemployed could be invited to interviews, where they would introduce themselves to employers as suitable employees. Group counselling services for older unemployed should therefore be also aimed at activating self-presentation skills and increasing the self-confidence of older job applicants. Based on the current labour market requirements, MESRS SR in conjunction with MLSAF SR will cooperate in the preparation of training and educational programmes to supplement the skills necessary for the labour market.

**Administered by:** MLSAF SR

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<sup>10</sup> Team of authors: Obyvateľstvo Slovenskej republiky v kontexte Európskeho roku aktívneho starnutia. (in English: “The Population of the Slovak Republic in the Context of the European Year for Active Ageing.”) Bratislava: Statistical Office of the Slovak Republic, 2012, 91 p. ISBN 978-80-8121-144-7; p. 84 - 85

**Cooperating bodies:** ME SR, COLSAF, FEA SR, NUE, higher territorial units, MESRS SR, scientific research and academic institutions

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 5:** To update existing and create new tools of active labour market measures to retain people over 50 years of age in the labour market.

**Measure:**

To improve the tools of active labour market policies oriented on older people.

**Administered by:** MLSAF SR

**Cooperating bodies:** COLSAF, scientific research and academic institutions, social partners

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 6:** To prepare a study for objectified assessment of the working capacity of older employees aged 50 years and over.

**Administered by:** MLSAF SR

**Cooperating bodies:** COLSAF, scientific research and academic institutions, social partners

**Period of fulfilment:** continuously from 2014 to 2020

### 6.2.3. Non-discriminatory, Safe and Healthy Working Conditions

Act No. 124/2006 Coll. on Occupational Safety and Health and on amendments and supplements to certain acts, as amended, applies to all employers and employees in all areas of the manufacturing and non-manufacturing sector, regardless of the specific groups of employees which also include the employees older than 50 years.

The issue of integration of the ageing generation into employment also ranks among the main aims in research of occupational safety and health ("OSH") in the Slovak Republic. The main priorities of MLSAF SR in research of occupational safety and health for 2012-2015 also contain the integration of specific population groups into employment, including the ageing population.

In 2013, the Institute for Labour and Family Research in conjunction with the National Labour Inspectorate performed a research task "Occupational Safety and Health and Risk Factors of Employees over 50 Years - Involvement of Older People in the Working Process and Proposals for Actions at the Level of Selected Industries and Businesses". The main objective of the research task will include particularly the objectification of problems in OSH and working conditions of older workers, identification of risks and threats existing in the workplaces of older employees, mapping and analysis of current barriers and opportunities of older workers to be employed or self-employed in the labour market and finally, proposal of measures to improve the quality of work life and increase the overall variability of the opportunity of people aged over 50 years to be employed or self-employed in the labour market.

**Objective 1:** To increase safety of employees aged over 50 years and protect their health at work by means of a thorough targeted inspection of work carried out every two years, focused on compliance with legislation concerning industrial relations and occupational safety and health.

**Manner of fulfilment:**

The targeted inspection of work oriented on the age group of employees over 50 years will be designed for the purposes of the nationwide plan of tasks to be implemented for the first time in 2014 and subsequently in 2016, 2018, and 2020. The inspection will contain checking the status of

safety and protection of health with a particular focus on the creation of appropriate working conditions taking account of the older age of employees, modifying their workplaces and jobs from an ergonomic point of view, working conditions taking account of state of health, psychosocial load, factors causing stress and health problems, etc. It will be based on a check of risk assessment, i.e. whether employers took specifics regarding older age of workers into consideration in a written risk assessment. When carrying out inspections, the entities inspected will be provided with free expert advice in accordance with applicable legislation.

Resources of the European Agency for Safety and Health at Work will also be utilised in creating the content focus; the European Commission has commissioned this agency to prepare a 2-year project on the older working population due to adverse demographic developments in the EU countries.

**Administered by:** Labour Inspectorates

**Period of fulfilment:** continuously from 2014 to 2020

Older employees are losing their jobs mainly due to the loss of specific skills when companies cease to be willing to contribute to further education of these employees because they have doubts about return on this contribution. Older people often face several obstacles concurrently that discourage them from continuing to work after becoming entitled to an old age pension or complicate their return to the labour market if they are unemployed or have been inactive for some time. If a job is to become attractive and beneficial to older employees, it is necessary to take actions in several areas, such as to encourage employers to engage older workers and retain them in employment.

Addressing and promoting the issue of employment of older people is not possible without the agreement of social partners. Especially it concerns the creation of suitable job opportunities for older employees, a change in attitudes and support of the culture that appreciates the skills and knowledge that can be offered by older employees. In this respect, it is necessary to promote and disseminate good practice in age management, particularly professional trainings in the workplace.

The valid and effective wording of Act No. 311/2001 Coll., the Labour Code, already contains all tools necessary for the protection of employees in the age group of 50+. The Labour Code prohibits discrimination on grounds of age at the entry into, in the course of, and at the termination of employment. The prohibition of discrimination in employment on grounds of age is (in accordance with Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and Protection against Discrimination and on amendments and supplements to certain acts, as amended) sufficiently provided for and covered by Act No. 400/2009 Coll. on Civil Service and on amendments and supplements to certain acts, as amended and by Act No. 552/2003 Coll. on Performance of Work in the Public Interest, as amended. Despite the foregoing, there are cases of age discrimination in practice.

At the EU level, the perception of discrimination on grounds of older age of 50+ is clearly more intense than that of discrimination on grounds of lower age of -30. The completed Eurobarometer surveys as well as the survey conducted under Activity 3 of the National Project "Active Ageing Strategy" show that the Slovak citizens' conviction of discrimination against older people is even stronger than in the EU as a whole. Moreover, there is also a prevailing view that the ongoing economic crisis continues to deepen this negative phenomenon. Almost two thirds of respondents in Slovakia think that the age over 55 years puts a job applicant at disadvantage.<sup>11</sup> From the point of

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<sup>11</sup> The analysis of exogenous and endogenous factors affecting the participation of older people in the labour market, the National Project "Active Ageing Strategy" - Activity 3, p. 36

view of the age group of 50-64 years, discrimination on grounds of old age occurs in the labour market quite frequently. This conviction was expressed by more than 80 % of respondents in this age group. It is alarming that nearly two-thirds of the surveyed employers also have a similar conviction. In Slovakia, there is a very strong conviction of the actual existence of unequal treatment in the labour market and a higher physical age is clearly regarded as the strongest discriminating factor.

Protection of employees at work is promoted through labour inspection. Pursuant to Section 150(2) of the Labour Code, any employee who is aggrieved by a breach of obligations arising from industrial relations, such employee may refer the matter to the competent labour inspectorate according to his/her workplace. Labour inspectorates hold a breaching party liable for violation of labour-law regulations and violation of obligations under collective agreements and also provide free advice to employers, individuals who are entrepreneurs (sole traders) but not employers and employees to the extent of basic professional information and advice on how to best comply with labour-law regulations. Labour Inspectorates also check compliance with the provisions of the Labour Code concerning discrimination.

**Objective 2:** To detect and subsequently eliminate age discrimination in the labour market through effective measures, thus providing older people with equal treatment in professional life.

**Manner of fulfilment:**

In the second half of 2013, trainings of labour inspectors will be carried out and funded by the European Social Fund within the project “Improving the Quality of Provided Public Services through Trainings of Labour Inspection Staff” on the recognition of discrimination for the effective performance of labour inspection. The outcomes of the trainings will be reflected in the next monitoring period of the Active Ageing National Programme for 2014 - 2020 in the way of improving the management of performance of labour inspection in such field thanks to the deepened knowledge of labour inspectors concerning discrimination, among other things, on grounds of age of employees.

**Administered by:** Labour Inspectorates

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 3:** To improve the legal status of older workers aged 50 years and over in industrial relations, especially in the case of dismissal and immediate termination of employment.

**Manner of fulfilment:**

To stipulate a requirement for invalidity of legal acts with discriminatory content by law.

**Administered by:** MLSAF SR

**Cooperating bodies:** MJ SR, social partners

**Period of fulfilment:** 2014

#### **6.2.4. Lifelong Learning**

Currently, education of older people are provided by institutions of further education, Universities of the Third Age at 16 universities in Slovakia, Academies of the Third Age which are operated especially with the support of towns and villages, seniors' clubs, and other educational institutions (e.g. civic associations). However, the interest of older people in education is currently much higher than the possibilities of these institutions and it will continue to grow due to the developments in the age structure of the population. It is therefore necessary to gradually expand educational opportunities of older people and focus them not only on interest education and leisure



activities, but also on professional education for needs of the labour market. People in pre-retirement age rank among the most vulnerable groups in the labour market. This economically active part of the population will be increasingly numerous as a result of population ageing (increase in the number of older people within the population) and workforce ageing, which will require introduction of specific measures in the labour market. The contribution of education does not consist only in supporting the active lifestyles of older people, but it also manifests itself in increasing the economic and society-wide benefits of older individuals.

**Objective 1:** For the purposes of improving the quality of life, to create new and develop existing opportunities for education of older people in order to support their active life and extent and enhance their opportunities for employment or self-employment in the labour market.

**Measure:**

Lifelong learning is to create such an environment in which a person will be able to obtain and deepen their qualifications during lifetime as currently required by the labour market. The Slovak Republic, as a member of the EU, ranks among the last ones with regard to participation of adults in lifelong learning. In cooperation with relevant partners, it is also necessary to motivate people to further education by improved quality of training programmes that would be more clearly focused on the requirements of the labour market. It is essential to conceive education of seniors as an important means of active ageing even in the post-career life. The availability and orientation in further education for the adult population can also be increased through better access to information about the possibilities of lifelong learning. When developing the programs of further education and anticipating future skill requirements, it is also necessary to use existing prognostic information and assessments of OECD (PISA, PIAAC). In cooperation with MLSAF SR and COLSAF, to submit proposals of demand-oriented challenges that would respond to the current situation in the labour market with the need to deepen existing and acquire new knowledge, skills and needs of interest education of seniors.

**Administered by:** MESRS SR

**Cooperating bodies:** MLSAF SR, COLSAF, universities, ATVS, higher territorial units, non-governmental organisations, institutions of further education

**Period of fulfilment:** continuously from 2014 to 2020

In Slovakia, there is no specific legislation that would provide for the education of older people and seniors. The education of older people and seniors is part of a wider scope of further education which is stipulated by Act No. 568/2009 Coll. on Lifelong Learning, as amended as interest education. The education of seniors is also not explicitly set forth in Act No. 131/2002 Coll. on Higher Education, as amended despite the fact that Universities of the Third Age are operated only at universities. Given the need to develop the education of older people (achieving Objective 1), focusing on education for labour market needs, this objective is fully legitimate.

**Objective 2:** To enshrine the respective types and forms of education of older people in education system of the Slovak Republic.

**Measure:**

It will be necessary to incorporate the education of older people into applicable legislation as an independent and compatible part of the education system of the Slovak Republic and legally stipulate the status of institutions that provide such education (especially Universities of the Third Age, Academies of the Third Age, seniors' organisations, etc.), types and forms of education, their funding as well as recognition of selected types of education in the labour market. For the purposes of ensuring training conditions of seniors, to enable the use of school facilities (primary schools, secondary schools) for the forms of interest education of older people under conditions set by their head-masters.

**Administered by:** MESRS SR

**Cooperating bodies:** National Institute of Lifelong Learning in Slovakia, universities and colleges, primary schools, secondary schools

**Period of fulfilment:** 2014 - 2015

The education of older people is largely financed by the participants in education themselves (Universities of the Third Age), or such education is financially supported by self-governments (Academies of the Third Age) and sporadically from grants and subsidies (seniors' and other educational organisations). In recent years, the Ministry of Education, Science, Research and Sport of the Slovak Republic ("MESRS SR") regularly pays only fees of the Association of Universities of the Third Age in Slovakia for the membership of the international association "Association Internationale des Universités du Troisième Âge" ("AIUTA"). However, there are no funds specifically allocated to the education of older people. Comparison with other countries: for example, Polish and Czech governments and cities provide financial support to the education of older people at universities to a considerable extent. In the Czech Republic, the funding of Universities of the Third Age is annually incorporated in their programmes, where the Universities of the Third Age are annually allocated 15-20 million Czech crowns through the F indicator of the budget of universities of the Ministry of Education of the Czech Republic (information provided by the Association of Universities of the Third Age of the Czech Republic). In Poland, both the government and the city contribute to the funding and only one-third of the cost is covered by seniors' contributions. The Polish Universities of the Third Age which have 25,000 students receive annually 1 million zlotys (ca. 300,000 euros), and they may also benefit from projects designed to the target group of seniors within larger and small grants.

**Objective 3:** To financially provide for the respective types and forms of education of older people.

**Measure:**

It is essential to constantly seek new funding opportunities, regularly use the existing ones and continuously remove various administrative barriers to their use. Funding of the education of older people should be prospectively included in the financial framework for future years 2014 - 2020; direct funds for the education of older people should be regularly earmarked by central government bodies, universities, higher territorial units, towns and villages in their budgets. Funds of the European Union and other financial mechanisms should also be used for this purpose more intensely. It is essential that financial provision of the education of older people is also part of achieving the above-mentioned objective 2.

To find a suitable scheme within the system of financing lifelong learning, which would fund the active participation of older people in educational activities. In addition to individuals, financing lifelong learning should also involve the state providing funds through national grants, local self-governments, employers from both the public and the private sector, and the banking sector.

**Administered by:** MESRS SR

**Cooperating bodies:** MLSAF SR, FEA SR, ATVS, universities and colleges, relevant agencies

**Period of fulfilment:** continuously from 2014 to 2020

Creating favourable conditions for active involvement of seniors in the use of ICTs is a natural need of our time. In this context, it is necessary to ensure the systematic support of seniors in the active use of information sources (the Internet, e-government) and ensure the readiness of seniors to control and use modern technologies with particular emphasis on their use in further education.

**Objective 4:** To define an indicator of increasing the digital literacy of older people in formulating the new programming period in order to improve their digital literacy.

**Measure:**

To create and support programmes for improvement of digital literacy and also promote awareness in this field in order to increase the interest of older people and remove their concerns about ICT skills. To intensify and promote education in the field of ICT and the use of modern technologies (the use of ATMs, internet banking, credit and other electronic cards, mobile phones, etc.).

**Administered by:** MF SR, MESRS SR

**Cooperating bodies:** MLSAF SR, scientific research and academic institutions, educational institutions, the third sector

**Period of fulfilment:** continuously from 2014 to 2020

Older people with poor financial literacy are becoming endangered in the financial environment and decision-making in everyday life. It is necessary to educate older people and provide them with necessary information concerning their consumer rights and financial obligations.

**Objective 5:** To implement programmes to improve the financial literacy of older people.

**Measures:**

To develop methodologies by public authorities and conduct awareness campaigns focused on the financial education of older people.

**Administered by:** MLSAF SR

**Cooperating bodies:** Education Centre of MLSAF SR, MESRS SR, MF SR, Institute of Banking Education of the National Bank of Slovakia, RTVS

**Period of fulfilment:** continuously from 2014 to 2020

Changing life circumstances also affect how older people decide with respect to their employment or self-employment. The conception of career counselling for older people can make them better informed about acquiring new competencies targeted at the labour market in order to increase their employability.

**Objective 6:** To strengthen and systematically develop the quality of specific professional trainings conducted by career counsellors for work with older people.

**Measures:**

To create a uniform standard of knowledge, skills and competencies of a career counsellor in relation to his/her competence to work with older people.

To initiate the development of and implement education programs aimed at specific professional trainings of career counsellors for work with older people.

**Administered by:** MLSAF SR

**Cooperating bodies:** MESRS SR, COLSAF, Euroguidance, educational institutions focused on professional trainings of career counsellors, the third sector

**Period of fulfilment:** continuously from 2014 to 2020

## 7. Independent, Safe and Quality Life of Older People

### 7.1. Health Care

**The rate of success of active ageing is conditioned by human health.** The state of health of the population of a country results from the interplay of genetics of the economic and psychosocial situation, the quality of the environment, nutrition and lifestyle, as well as general availability and level of health care, including preventive programmes. It stresses particularly the importance of social capital, which implies the economic situation and social imbalances.

There are tight relations between health of the population, the quality of its life and its positive development. The healthier and the more educated people are, the better conditions they have to improve the quality of their lives and at the same time, increase in the quality of life caused by growth of economy and education is associated with improvement of the state of health of an individual and society.

Health and the state of health of the population are the highest priority of any society because only a healthy society constitutes one of the conditions for its next sustainable development. Moreover, health is one of the most important attributes of quality and sustainability of life of both an individual and a society.

A responsible health policy can fundamentally affect three of the key determinants, i.e. health, quality of an environment and indirectly the lifestyle of citizens.<sup>12</sup>

The state of health of the population is a result of a lifestyle, but also a barometer of conditions that operate in its shaping. Determinants of the state of health and its changes include: the external environment: climate, physical, chemical, biological; socio-economic conditions: GDP, social classes, migration, level of education, relationships between people; personal characteristics: genetic factors, beneficial and harmful habits, behaviour and health care.

Demographic development and development of mortality and morbidity in the Slovak Republic are as follows: Since 1993 the mortality of the population has been keeping below the limit of 10 deaths per 1,000 persons. In 2010, 53,445 people died in the Slovak Republic, of which 27,645 men and 25,800 women. It was more by 532 people than in 2009. The total number of deaths consisted of 71.7 % who died in post-productive age, 27,3 % who died in productive age and less than 1 % who died in pre-productive age. In 2011, 51,903 people died in the Slovak Republic, including 25,106 women and 26,797 men, and the average age of a dead men was 67.92 years and the average age of a dead women was 76.64 years.

A share of deaths per the most frequent causes of death shows differences not only by gender, but also by age groups.

**Table 13: The Most Frequent Causes of Death by Gender in 2011**

|                             | men    | women  |
|-----------------------------|--------|--------|
| Circulatory system diseases | 45.9 % | 59.8 % |
| Tumours                     | 26.2 % | 20.1 % |
| External causes             | 8.0 %  | 2.7 %  |

<sup>12</sup> Team of authors: Správa o stave zdravotníctva na Slovensku. (In English: "Report on the State of Public Health Service in the Slovak Republic.") Ministry of Health of the Slovak Republic, 240 pages, ISBN: 978 - 80 - 969507 - 9 - 9

|                           |       |       |
|---------------------------|-------|-------|
| Respiratory diseases      | 7.0 % | 5.6 % |
| Digestive system diseases | 6.4 % | 4.6 % |
| Other diseases            | 6.5 % | 7.2 % |

Data source: Public Health Authority of the Slovak Republic, Report on the State of Health of the Slovak Population for 2009 - 2011, 2012

**Table 14: The Most Frequent Causes of Death in the Age Group of up to 64 years (the so-called "Premature Deaths") by Gender in 2011**

|                             | men    | women  |
|-----------------------------|--------|--------|
| Circulatory system diseases | 30.4 % | 24.8 % |
| Tumours                     | 28.5 % | 40.0 % |
| External causes             | 15.8 % | 7.7 %  |
| Respiratory diseases        | 5.5 %  | 4.7 %  |
| Digestive system diseases   | 10.3 % | 10.0 % |
| Other diseases              | 9.4 %  | 12.8 % |

Data source: Public Health Authority of the Slovak Republic, Report on the State of Health of the Slovak Population for 2009 - 2011, 2012

In 2009, the Statistical Office of the Slovak Republic (SO SR) carried out a sample survey on health of the Slovak population on the basis of the harmonised methodology developed by Eurostat - the European Health Interview Survey (EHIS 2009). The aim of the first EHIS survey, which involved many European countries besides Slovakia, was to get ready for the systematic production of statistics on the health of population in the European Union countries, collect statistical data and information for the international comparison of Slovakia with other EU countries and also to prepare for the analysis of the state of health of the Slovak population.

The questionnaire of EHIS 2009 consisted of four modules: the state of health, health care, determinants of health and module with basic information about the respondent and the household in which he/she lives. Data collection took place throughout Slovakia. The activity of interviewers was directed by the Statistical Office of the Slovak Republic through its offices in the regions; they addressed the respondents using the method of regional randomisation. The interviewers obtained information from 4,972 people aged 15 years and over<sup>12</sup>.

Overall, 64,2 % of the total studied population aged 15 years and over regarded their health as very good or rather good. The proportion of the population with very good health declined in older age groups; the proportion of the population who regarded their health as rather bad or very bad increased with increasing age. The proportion in the age group of 45 - 59 years accounted for 13.2 %; the proportion of 31.9 % was found out in the age group of 60 - 74 years and the proportion in the age group of 75 - 89 years accounted for more than half (51 %). According to other results of the above-mentioned survey, the proportion of people with a long-standing health problem grew with increasing age. The proportion in the age group of 45 - 59 years accounted for 67.9 %; the proportion of 90.6 % was found out in the age group of 60 - 74 years. 96,2 % people in the age group of 75 - 89 years had a long-standing health problem<sup>13</sup>.

**Table 15: The Overall Assessment of the Health of the Slovak Population in Selected Age Groups in %**

| The overall assessment of health | Total | Age groups    |               |               |
|----------------------------------|-------|---------------|---------------|---------------|
|                                  |       | 45 - 59 years | 60 - 74 years | 75 - 89 years |
| very good, rather good           | 64.2  | 53.5          | 23.4          | 10.7          |
| average                          | 23.6  | 33.4          | 44.7          | 38.3          |

|            |       |       |       |       |
|------------|-------|-------|-------|-------|
| rather bad | 9.0   | 10.2  | 24.8  | 32.1  |
| very bad   | 3.2   | 3.0   | 7.1   | 18.9  |
| Total      | 100.0 | 100.0 | 100.0 | 100.0 |

\*the table data is characterised by a lower reliability (the estimate is based on less than 30 sample observations) Data source: Statistical Office of the Slovak Republic, EHIS 2009

In general, **population must more often buy goods and services related to health with increasing age.**

**Table 16: Expenditures of Private Households on Health by Age of the Head of the Household**

| Indicator                              | Period      | Households with the head aged |                |               |               |                   |
|--|-------------|-------------------------------|----------------|---------------|---------------|-------------------|
|  |             | total                         | up to 44 years | 45 - 59 years | 60 - 74 years | 75 years and more |
| Expenditures per person and year (EUR) | 2011        | 112                           | 80             | 101           | 182           | 232               |
|  | 2006        | 86                            | 58             | 82            | 157           | 161               |
|  | 2001        | 37                            | 30             | 42            | 60            | 53                |
| Index of nominal growth                | 2006 - 2011 | 129.4                         | 139.3          | 122.2         | 115.4         | 143.8             |
|  | 2001 - 2006 | 232.2                         | 195.3          | 194.8         | 264.2         | 302.5             |
| Index of real growth                   | 2006 - 2011 | 107.6                         | 115.9          | 101.6         | 97.7          | 121.8             |
|  | 2001 - 2006 | 147.5                         | 124.0          | 123.7         | 151.0         | 172.9             |
| Share of the net cash expenditures (%) | 2011        | 2.9                           | 2.2            | 2.6           | 4.3           | 6.1               |
|  | 2006        | 2.6                           | 1.8            | 2.4           | 4.5           | 5.0               |
|  | 2001        | 1.5                           | 1.3            | 1.5           | 2.3           | 2.5               |

Data source: Statistical Office of the Slovak Republic, Household Budget Surveys in 2001, 2006, 2011

The table shows that while people at younger age were able to keep in good health by the so-called natural way (eating, doing sports, recreation, food supplements, health education, etc.), older people were more often forced to deal with restoration of health, including the purchase of goods and services designed for this purpose. The foregoing is confirmed by expenditures on health (purchase of drugs, vitamins, medical devices and equipment, outpatient and inpatient services, etc.). In general, the older the people in the household were, the higher the expenditure on health were incurred by the household.<sup>13</sup>

The health policy of the Government of the Slovak Republic is aimed at improving the state of health of the population, building a health system that will respond to the changing needs of the population and protecting the socially disadvantaged individuals against the high cost of health care. It will be necessary to ensure that the health care system respects the demographic development and progresses accordingly, provide for the effectiveness of health care while maintaining its availability and support measures related to prevention. The demographic development must also take account of legislation; it is therefore necessary to continue amending such legislation in order to improve the state of health of the population (not only that of the ageing population) and achieve increased life expectancy while reducing the health problems of the population. These tasks are incorporated in national programmes that have been continuously implemented by the Ministry of Health of the Slovak Republic ("MH SR") since 2008: *The National Programme for Prevention of*

<sup>13</sup> Team of authors: Obyvateľstvo Slovenskej republiky v kontexte Európskeho roku aktívneho starnutia. (in English: "The Population of the Slovak Republic in the Context of the European Year for Active Ageing.") Bratislava: Statistical Office of the Slovak Republic, 2012, 91 p. ISBN 978-80-8121-144-7; p. 22-24

*Cardiovascular Diseases, the National Mental Health Programme, the National Transplantation Programme, the National Health Promotion Programme, the National Obesity Prevention Programme, the National Action Plan for Tobacco Control for 2012 - 2014, the National Action Plan on the Problems with Alcohol Use for 2013 - 2014.*

**Objective 1:** To reduce the mortality due to cardiovascular diseases.

**Measure:**

Reducing standardised mortality of people aged under 75 years due to ischaemic heart disease, reducing smoking rates, especially among high-risk persons who have had myocardial infarction, stroke, transient ischaemic attack or have diabetes or peripheral vascular disease of the lower extremities, improving the early detection of hypertension and reducing the number of untreated hypertensive patients while improving the treatment of hypertension.

**Administered by:** MH SR

**Cooperating bodies:** Public Health Authority of the Slovak Republic ("PHA SR")

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 2:** To improve the early diagnosis of colorectal cancer, breast cancer, cervical cancer through greater involvement of the population in prevention programmes aimed at the prevention of colorectal cancer, breast cancer, cervical cancer.

**Measure:**

The programme for prevention of colorectal cancer, the programme for prevention of breast cancer, the programme for prevention of cervical cancer; establishment of a national screening centre; to examine as large part of the Slovak population aged over 50 years as possible in order to reveal as many early stages of the disease as possible, which would lead to a reduction in mortality due to colorectal cancer (CRC), cervical cancer and breast cancer.

**Administered by:** MH SR

**Cooperating bodies:** Public Health Authority of the Slovak Republic ("PHA SR")

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 3:** To ensure geographic accessibility and quality long-term care for seniors in accordance with the demographic development in Slovakia.

**Measures:**

To optimise the network of health care providers in the number and composition so as to ensure effective, accessible, continuous, systematic and professional health care, while taking account of the increasing number of seniors and the development of seniors' morbidity.

**Administered by:** MH SR

**Cooperating bodies:** offices of self-governing regions

**Period of fulfilment:** continuously from 2015 to 2020

**Objective 4:** To improve the health awareness of older people in the area of preventive vaccination with the emphasis on improving health, prolonging life and improving the quality of life across the population using health education, health promotion, disease prevention and other forms of health interventions.

**Administered by:** MH SR, PHA SR, Regional Public Health Authorities in Slovakia (“RPHAs”)

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 5:** To develop methodological guidance on the progress of health workers in providing health care to seniors at risk of domestic violence in order to prevent the forms of discrimination against older people.

**Administered by:** MH SR, the Chief Expert on Geriatrics of MH SR

**Period of fulfilment:** 2014

**Objective 6:** To promote active ageing, healthy lifestyle and overall health of seniors through educational activities carried out by employees of regional public health authorities in the Slovak Republic by means of individual, group and mass counselling.

**Measure:**

Promoting active ageing, healthy lifestyle and overall health of seniors.

**Administered by:** MH SR, PHA SR, RPHAs

**Cooperating bodies:** seniors’ organisations, the Slovak Alzheimer’s Society, the Memory Foundation and other non-governmental organisations.

**Period of fulfilment:** continuously from 2014 to 2020

In accordance with Section 6(1)(b) of Act No. 544/2010 Coll. on Subsidies within the competence of MLSAF SR, amended by Act No. 393/2012 Coll., MLSAF SR provides subsidies to support wellness and curative activities aimed at promoting the prevention of social exclusion and the renewal of mental and physical condition of an individual who is an old age pensioner, a recipient of early retirement benefits or a retirement pension and does not carry out an activity that entitles him/her to wage-earning revenue, or income from business and other self-employment.

The possibility of providing subsidies to support wellness and curative activities is just one of many purposes within support of the social area from the budget section of MLSAF SR. The possibility and the amount of the support depends on the capabilities of the state budget in a given budgetary year.

**Objective 7:** To maintain the subsidies to support wellness and curative activities for seniors under Section 6(1)(b) of Act No. 544/2010 Coll. on Subsidies within the competence of MLSAF SR, as amended by Act no. 393/2012 Coll. in accordance with the capabilities of the state budget.

**Administered by:** MLSAF SR

**Cooperating bodies:** seniors’ organisations

**Period of fulfilment:** continuously from 2014 to 2020

## 7.2. Housing

Decent housing is a basic necessity of life and shortcomings in this area reduce the quality of human life. The role of the state is to create economic and legal conditions of the availability of housing for low-income households and socially vulnerable groups of the population.

In accordance with the aims of the state housing policy, there is a system of economic support tools for housing development in Slovakia, differentiated by the social situation of applicants for housing. The Ministry of Transport, Construction and Regional Development of the Slovak Republic (“MTCRD SR”) provides within its competence for a long-term system of support of the acquisition of



new rental flats through a combination of subsidies and soft loans from the State Housing Development Fund (“SHDF”).

As part of the Housing Development Programme, MTCRD SR grants subsidies to municipalities and higher territorial units under Act No. 443/2010 Coll. on Subsidies for Housing Development and Social Housing for the acquisition of rental flats of a common and lower standard (the “Act on Subsidies for Housing Development”). The Act provides that the floor area of a flat of a common standard shall not exceed 80 m<sup>2</sup> and the floor area of a flat of a lower standard shall not be more than 60 m<sup>2</sup>. The so determined maximum size of the floor area shall not apply to barrier-free flats. The subsidy for flats of a common standard is granted up to 30 % and for flats of a lower standard up to 75 % of the acquisition costs in compliance with other conditions, however, particularly up to the maximum amount of eligible cost per 1 m<sup>2</sup> (up to EUR 900.00 per 1 m<sup>2</sup> of a flat of a common standard, or up to EUR 525.00 per 1 m<sup>2</sup> of a flat of a lower standard). Based on this programme, since 1998 more than 35,000 rental flats have been built in Slovakia.

The Act on Subsidies for Housing Development also defines the so-called social housing. It is defined as the housing acquired with the use of public resources intended for the adequate and humanly decent housing of individuals who cannot provide for housing by their own efforts. The state support is therefore targeted at promoting the construction of rental flats for citizens with lower income (up to three times the amount of the subsistence minimum) and for vulnerable groups of the population. Thus, the concept of social housing also includes the provision of housing for people with disabilities and older people.

In addition to living in standard flats, older people can also live in social service facilities that are either directly intended for seniors or persons with reduced self-reliance, whether due to old age, physical or mental disability, or other serious reasons. However, social service facilities do not primarily serve the purpose of ensuring housing, but their priority is to provide social services. Under Act No. 607/2003 Coll. on the State Housing Development Fund, as amended, SHDF provides comprehensive support of housing development mainly through soft loans. There are three purposes of the fund that can be considered subsidies supporting the housing of older people: the construction and purchase of a rental flat, the construction of social service facilities, or the rehabilitation or renovation of social service facilities. A municipality can get a soft loan with 1 % interest rate and maturity of 20 years for the construction and rehabilitation or renovation of a social service facility.

A housing benefit plays an important role for maintaining the availability of housing for socially disadvantaged groups, specifically for people in material need. A housing benefit is one of the benefits within the system of assistance in material need<sup>14</sup> and is provided as an allowance to a benefit in material need. The aim of this benefit is to financially contribute to a citizen in material need in order to cover his/her cost associated with housing.

Increase in the proportion of older people requires adapting services and products to their needs and preferences that support and extend their full life. Gradual ageing of the population causes that the issue of providing housing for older people is becoming more complex. Satisfying the needs and demands for housing of older people requires following the basic principle, i.e. to create conditions that enable these people to live in a flat or at least in the area where they lived as wage-earners as long as possible. MLSAF SR is competent to look for opportunities for supporting other types of temporary housing that would address the situation of older people. In terms of the state housing policy, in the upcoming period MLSAF SR will therefore continue taking measures to promote rental housing in order to ensure affordability of this type of housing.

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<sup>14</sup> Act No. 559/2003 Coll. on Assistance in Material Need and on amendments and supplements to certain acts, as amended

**Objective:** To improve access to decent and affordable housing with the emphasis on support of social rental housing.

**Measures:**

**1.1.** To ensure support of the construction of rental flats within the Housing Development Program and the State Housing Development Fund in accordance with the capabilities of the state budget.

**Administered by:** MTCRD SR

**Cooperating bodies:** MF SR

**Period of fulfilment:** continuously from 2014 to 2020

**1.2.** To motivate towns and villages to construct rental flats for socially vulnerable groups by providing support tools, such as subsidies, soft loans and other incentive measures.

**Administered by:** MTCRD SR

**Cooperating bodies:** ATVS, the Union of Towns and Cities of Slovakia, and offices of self-governing regions

**Period of fulfilment:** continuously from 2014 to 2020

**1.3.** To support measures increasing energy efficiency in housing, because they reduce the costs of occupants and thus increase the availability of housing.

**Administered by:** MTCRD SR

**Period of fulfilment:** continuously from 2014 to 2020

### 7.3. Pension Scheme

Growth in the number of seniors in the population increases expenditures on retirement benefits. In 2012 Slovakia paid the total amount of 5,749.7 million euros for pensions, i.e. by 250.2 million euros more than in 2011. Expenditures on old age pensions in 2012 increased the most significantly compared to 2011 (by ca. 238.8 million euros).

**Table 17: Expenditures on Pensions by Type in the Period of 2007 - 2012**

| Expenditures on pensions in millions (EUR) | Year           |                |                |                |                |                |
|--|----------------|----------------|----------------|----------------|----------------|----------------|
|  | 2007           | 2008           | 2009           | 2010           | 2011           | 2012           |
| <b>Total expenditures*</b>                 | <b>4,477.0</b> | <b>4,630.1</b> | <b>5,137.4</b> | <b>5,350.1</b> | <b>5,499.5</b> | <b>5,749.7</b> |
| of which on pensions                       |                |                |                |                |                |                |
| old age                                    | 3,029.7        | 3,222.7        | 3,595.4        | 3,758.2        | 3,926.9        | 4,165.7        |
| early retirement                           | 161.8          | 218.7          | 240.2          | 239.9          | 172.5          | 128.0          |
| disability                                 | 510.5          | 560.6          | 622.3          | 656.4          | 689.2          | 722.9          |
| widow's                                    | 432.9          | 458.5          | 496.8          | 507.7          | 516.7          | 533.8          |
| widower's                                  | 24.0           | 30.2           | 35.6           | 39.1           | 42.4           | 46.2           |
| orphan's                                   | 40.8           | 41.6           | 44.5           | 43.3           | 43.1           | 42.8           |
| increase of pension due to immobility      | 9.8            | 8.7            | 7.7            | 6.9            | 6.2            | 5.5            |
| spousal                                    | 0.8            | 0.6            | 0.5            | 0.4            | 0.3            | 0.3            |
| social                                     | 7.6            | 7.3            | 7.3            | 6.9            | 6.4            | 6.1            |
| youth invalidity                           | 3.4            | 5.8            | 9.9            | 13.7           | 17.8           | 22.4           |

\* including expenditures on increase of pension due to a single source of income, resistance, rehabilitation and deportation, Christmas contributions to pension, supplements to political prisoners' pension, allowance for civil service and other pensions (benefits under Section 271 of the Act on Social Insurance)

Data source: Social Insurance Agency

**Table 18: The Number of Pensioners and the Number of Paid Pensions by Type of Pension as at 31 December 2007 - 2012**

| Number of pensioners,<br>number<br>of paid pensions | Year             |                  |                  |                  |                  |                  |
|---|------------------|------------------|------------------|------------------|------------------|------------------|
|   | 2007             | 2008             | 2009             | 2010             | 2011             | 2012             |
| <b>Number of persons receiving pension</b>          | <b>1,246,740</b> | <b>1,266,091</b> | <b>1,275,932</b> | <b>1,297,236</b> | <b>1,293,878</b> | <b>1,312,257</b> |
| <b>Number of paid pensions</b>                      | <b>1,539,705</b> | <b>1,565,691</b> | <b>1,580,357</b> | <b>1,605,228</b> | <b>1,604,676</b> | <b>1,626,312</b> |
| of which pensions                                   |                  |                  |                  |                  |                  |                  |
| old age   | 916,941          | 923,732          | 931,795          | 954,661          | 957,633          | 980,863          |
| early retirement                                    | 48,225           | 57,505           | 56,352           | 47,893           | 32,130           | 24,404           |
| disability  | 195,139          | 200,104          | 204,378          | 213,834          | 223,182          | 227,801          |
| widow's   | 302,807          | 302,954          | 302,238          | 300,405          | 299,389          | 297,828          |
| widower's   | 31,109           | 33,555           | 35,267           | 36,439           | 37,986           | 39,049           |
| orphan's  | 29,645           | 29,493           | 28,978           | 28,043           | 27,617           | 26,923           |
| spousal   | 2,923            | 2,362            | 1,909            | 1,554            | 1,271            | 1,030            |
| social  | 3,566            | 3,275            | 3,005            | 2,755            | 2,534            | 2,319            |
| youth invalidity                                    | 1,565            | 2,553            | 3,960            | 5,146            | 6,450            | 7,800            |
| not incorporated in the automated records           | 302              | 272              | 200              | 188              | 168              | 52               |
| paid abroad   | 7,480            | 9,884            | 12,274           | 14,309           | 16,315           | 18,242           |

Data source: Social Insurance Agency

In Slovakia, there is no minimum amount of pension directly guaranteed by Act No. 461/2003 Coll. on Social Insurance, as amended; the indirect guarantee follows from the definition of the *minimum assessment base* for the payment of insurance premiums; the minimum assessment base is the minimum wage for workers covered by the Act on the Minimum Wage or 50 % of the average wage paid two years ago for self-employed persons.

With effect from 1 August 2006, the Social Insurance Agency became obliged to notify the Office of Labour, Social Affairs and Family of the identification data of the recipient of a pension provided that such pension is not more than the amount which **may entitle such recipient to a benefit in material need and allowances to a benefit in material need** (paid out from the system of social assistance), however, only if it is a recipient of an old age pension, or a recipient of an old age pension along with a widow's or widower's pension. In the case of recipients of other pensions or a social pension, the Social Insurance Agency is under such obligation only if the beneficiary reaches 62 years of age. The competent Office of Labour, Social Affairs and Family as a government body with local competence which is responsible for taking decisions on material need and ensuring basic living conditions and assistance in material need by providing benefits and allowances shall initiate a procedure for the assessment of material need on the initiative of the Social Insurance Agency. The Social Insurance Agency is also obliged to notify the recipient of a pension of the possibility of assessing the entitlement to a benefit in material need by mentioning such possibility in Annex to the Decision on the Pension or in Annex to the Decision on Increasing the Pension. In the event that a benefit in material need and allowances to a benefit in material need are awarded in the procedure, pensioner's income will be supplemented with such benefit up to the amount of legally stipulated claims.

**Objective 1:** To determine the minimum pension depending on the number of years worked (length of service) so that the individuals who worked the number of years stipulated by law do not find themselves in the system of social assistance.

**Administered by:** MLSAF SR

**Cooperating bodies:** Social Insurance Agency

**Deadline:** 2014 - 2015

Pensions are increased by a fixed amount determined by the percentage of the average monthly amount of a particular pension type as of 1 January on an annual basis in order to maintain the purchasing power of their recipients. The percentage of increase of a particular pension type is calculated as the sum of 50 % of the year-on-year growth in consumer prices and 50 % of the year-on-year growth in the average wage. Since 2014, pensions continue to be increased by the fixed amount, but the difference is that the percentage of the year-on-year growth in consumer prices will increase annually by 10 % and accordingly the percentage of the year-on-year growth in the average monthly wage will decrease. After expiry of the transitional period, i.e. since 2018 the pensions will be increased again as a percentage, depending on the year-on-year growth in consumer prices for households of pensioners.

**Objective 2:** To continuously evaluate increase in pensions paid out in the system of social security, also depending on economic developments and if necessary to take measures to protect the adequacy of pensions.

**Administered by:** MLSAF SR

**Cooperating bodies:** Social Insurance Agency

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 3:** To consider the possibility of introducing an alternative to retirement.

**Manner of fulfilment:**

To analyse the opportunities for substantial increase in the minimum number of years of pension insurance required for entitlement to a full old age pension up to the limit of 30 years. To determine the number of years of pension insurance after elapse of which a physical age will not be another condition for entitlement to a full old age pension. To prepare the structure of a partial old age pension. Based on the results of the analysis, to consider the implementation by amending Act No. 461/2003 Coll. on Social Insurance, as amended.

**Administered by:** MLSAF SR

**Cooperating bodies:** Social Insurance Agency

**Deadline:** to make the analysis by 31 December 2017, to take the decision on the implementation by 1 March 2018

**Objective 4:** To consider the possibility of gradual retirement.

**Manner of fulfilment:**

To prepare a proposal for the structure of gradual retirement. To conduct an information campaign about this option and then make a survey of potential interest in gradual retirement. To prepare an impact study and based on its results, decide on possible implementation of the measure.

**Administered by:** MLSAF SR

**Cooperating bodies:** Social Insurance Agency

**Deadline:** the proposal for the structure of gradual retirement by 30 June 2017, the information campaign, survey of potential interest by 31 December 2017, the decision on the implementation by 1 March 2018

**Objective 5:** To analyse the possibilities of tightening the conditions for entitlement to an early retirement pension.

**Administered by:** MLSAF SR

**Cooperating bodies:** Social Insurance Agency

**Deadline:** by 31 December 2014

**Objective 6:** To stipulate optimal conditions for payment of supplementary retirement pension from the system of supplementary pension savings.

**Manner of fulfilment:**

To make a risk analysis of individual employments in relation to employees who perform work tasks included in Category 3 and Category 4 from a medical, economic and legal perspective. Based on the results of the analysis, to make a decision on amending the applicable legislation, particularly Act No. 650/2004 Coll. on Supplementary Pension Saving and on amendments and supplements to certain acts in order to optimally set the conditions for payment of a supplementary retirement pension from the system of supplementary pension savings.

**Administered by:** MLSAF SR

**Cooperating bodies:** MH SR

**Deadline:** by 31 December 2017

**Objective 7:** To analyse law enforcement applicable to mandatory employer contributions to supplementary pension savings of those employees who perform work tasks included in Category 3 and Category 4.

**Manner of fulfilment:**

To make an analysis of the actual numbers of the employees concerned and the state of compliance with applicable provisions of Act No. 650/2004 Coll. on Supplementary Pension Saving and on amendments and supplements to certain acts. To prepare the methodological guidance for labour inspectorates so as to carry out regular inspections of the area.

**Administered by:** MLSAF SR

**Cooperating bodies:** labour inspectorates, the Association of Supplementary Pension Companies ("ASPCs"), social partners

**Deadline:** to make the current state analysis by 31 December 2015, to prepare the methodological guidance for labour inspectorates by 30 June 2016, to carry out inspections continuously

**Objective 8:** To consider the preparation of new legislative standards permitting and regulating the transformation of the non-current (fixed) assets of Slovak citizens into long-term regular income in old age.

**Manner of fulfilment:**

To analyse the existing legislative standards regulating the operation of reverse mortgages abroad and experience with their operation. Based on the analysis, to make a decision on drafting a similar act adapted to the environment in the Slovak Republic.

**Administered by:** MF SR

**Cooperating bodies:** NBS, MLSAF SR

**Deadline:** to make the analysis of foreign experience by 31 December 2015, to make the decision on drafting a special legislative standard by 1 June 2016

**Objective 9:** To analyse the possibility of introducing a new benefit provided from the system of supplementary pension savings, which would be intended for people in pre-retirement age.

**Manner of fulfilment:**

To analyse the structure of the benefit from the system of supplementary pension savings, which would allow the participants in the system to earlier leave the labour market and cover their living costs with private funds from their personal accounts. Based on the results of the analysis, to consider the implementation by amending Act No. 650/2004 Coll. on Supplementary Pension Saving and on amendments and supplements to certain acts, as amended.

**Administered by:** MLSAF SR

**Cooperating bodies:** MH SR, ASPCs, employers' representatives, CTU SR

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 10:** To analyse the possibility of introducing insurance in case of dependence on the assistance of another person.

**Administered by:** MLSAF SR

**Cooperating bodies:** MF SR

**Period of fulfilment:** continuously from 2014 to 2020

#### 7.4. Social Services

In accordance with Act No. 448/2008 Coll. on Social Services and on amendments and supplements to Act No. 455/1991 Coll. on Trade Licensing, as amended, the social service is a professional activity, servicing activity or any other activity or a set of these activities aimed at:

- a) preventing an unfavourable social situation, addressing the unfavourable social situation or mitigating the unfavourable social situation of an individual, family or community;
- b) retaining, restoring and developing an individual's ability to lead an independent life and promoting his/her integration into society;
- c) ensuring the necessary conditions to meet basic necessities of life of an individual;
- d) solving a critical social situation of an individual and the family;
- e) preventing social exclusion of an individual and the family.

The number of beds in facilities for seniors decreases in Slovakia. As at 31 December 2011, the Slovak Republic had 5,404,322 inhabitants. As at that date, there were:

- 1,135 social service facilities in Slovakia that provide social services to 44,284 inhabitants (0.8 %).
- 755 institutional facilities with 35,938 beds in Slovakia. The majority of these facilities (613) consisted of institutional facilities for adults. The institutional facilities for adults include facilities for seniors, social service homes for adults by type of health disability, and specialised facilities. These are facilities with a higher number of inhabitants which mostly provide services all year round.

As at 31 December 2011, the number of Slovak social service facilities totalling 1,135 included 243 facilities for seniors with a capacity of 11,679 beds. The number of facilities for seniors increased from 2006 to 2010. The number of facilities for seniors in Slovakia increased by 62 from 2006 to 2010; it increased the most in 2010 (by 41) in a year-on-year comparison. In the next year, the number of facilities for seniors decreased from 263 in 2010 to 243 in 2011.

The number of beds in facilities for seniors has been declining since 2009. There was a year-on-year decrease by 29 beds in 2009, by 917 beds in 2010, by 1,297 beds in 2011 compared to the number of beds in facilities for seniors in the previous year (2010). However, new kinds of social service facilities have been being established since 2009, namely specialised facilities where not only the number of facilities, but also the number of beds have been increasing.

**Table 19: Social Services Facilities as at 31 December 2006 - 2011**

| Indicator                                    | Year          |               |               |               |               |               |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
|  | 2006          | 2007          | 2008          | 2009          | 2010          | 2011          |
| <b>Facilities in total</b>                   | <b>797</b>    | <b>824</b>    | <b>873</b>    | <b>955</b>    | <b>1,060</b>  | <b>1,135</b>  |
| of which                                     |               |               |               |               |               |               |
| institutional facilities                     | 528           | 549           | 579           | 643           | 714           | 755           |
| of which                                     |               |               |               |               |               |               |
| for adults                                   | 378           | 417           | 436           | 494           | 563           | 613           |
| of which                                     |               |               |               |               |               |               |
| facilities for seniors*                      | 201           | 206           | 208           | 222           | 263           | 243           |
| retirement homes - old people's homes        | 13            | 15            | 16            | -             | -             | -             |
| of which by founder                          |               |               |               |               |               |               |
| self-governing region                        | 194           | 207           | 229           | 245           | 271           | 295           |
| OLSAF  | D             | D             | D             | 1             | 0             | -             |
| municipality                                 | 71            | 74            | 77            | 88            | 102           | 118           |
| church legal entities                        | 45            | 47            | 52            | 62            | 62            | 61            |
| other legal entities                         | 54            | 74            | 63            | 80            | 100           | 106           |
| natural persons (individuals)                | 14            | 15            | 15            | 18            | 28            | 33            |
| <b>Beds in institutional facilities</b>      | <b>34,152</b> | <b>34,675</b> | <b>35,501</b> | <b>36,259</b> | <b>37,538</b> | <b>35,938</b> |
| of which                                     |               |               |               |               |               |               |
| for adults                                   | 27,405        | 28,159        | 28,676        | 29,539        | 30,969        | 29,700        |
| of which                                     |               |               |               |               |               |               |
| facilities for seniors                       | 13,258        | 13,758        | 13,922        | 13,893        | 12,976        | 11,679        |
| retirement homes - old people's homes        | 1,703         | 1,568         | 1,505         | -             | -             | -             |
| of which by founder:                         |               |               |               |               |               |               |
| self-governing region                        | 17,994        | 18,280        | 18,295        | 18,103        | 18,541        | 17,179        |
| OLSAF  | 33            | 31            | 23            | 100           | 0             | -             |
| municipality                                 | 5,852         | 5,958         | 6,149         | 6,415         | 6,642         | 6,887         |
| church legal entities                        | 1,154         | 1,317         | 1,424         | 1,607         | 1,630         | 1,376         |
| other legal entities                         | 1,583         | 1,697         | 2,044         | 2,728         | 3,186         | 3,223         |
| natural persons (individuals)                | 789           | 876           | 741           | 586           | 970           | 1,035         |
| <b>Residents of institutional facilities</b> | <b>33,278</b> | <b>33,583</b> | <b>34,534</b> | <b>34,527</b> | <b>35,389</b> | <b>35,878</b> |
| of which                                     |               |               |               |               |               |               |
| adults                                       | 26,800        | 27,360        | 28,012        | 28,199        | 29,333        | 29,763        |
| of which                                     |               |               |               |               |               |               |

|                                       |        |        |        |        |        |        |
|---------------------------------------|--------|--------|--------|--------|--------|--------|
| facilities for seniors                | 12,938 | 13,404 | 13,594 | 13,706 | 12,659 | 11,849 |
| retirement homes - old people's homes | 1,684  | 1,543  | 1,463  | -      | -      | -      |
| of which by founder                   |        |        |        |        |        |        |
| self-governing region                 | 17,751 | 17,900 | 18,044 | 17,696 | 17,958 | 17,880 |
| OLSAF                                 | 30     | 19     | 18     | 100    | 0      | 0      |
| municipality                          | 5,804  | 5,920  | 6,016  | 6,239  | 6,433  | 6,702  |
| church legal entities                 | 1,084  | 1,234  | 1,327  | 1,449  | 1,448  | 1,332  |
| other legal entities                  | 1,400  | 1,492  | 1,871  | 2,204  | 2,554  | 2,771  |
| natural persons (individuals)         | 731    | 795    | 736    | 511    | 940    | 1,078  |

\*retirement homes until 2008

D - secret data

Data source: Statistical Office of the Slovak Republic

Due to the long-term reduction in natural population growth, the process of population ageing, increase in the number of lifestyle diseases and psychiatric disorders (schizophrenia, combination of different disabilities, etc.), Slovakia is also giving more and more preference to care for seniors at home over the possibility of placing them in facilities for social services. The number of requirements for improving social services is increasing, the interest in scarce social services is also growing, especially the interest in field and outpatient social services, such as rehabilitation centres, nursing services, but also residential services having a form of an assisted living facility.

The Act on Social Services provides for the possibility and conditions of providing health care to the extent of nursing care in selected social service facilities (facilities for seniors, nursing care facilities, social service homes, specialised facilities) and sets forth the possibility and conditions of providing social services in an institutional care facility. The current legal situation is problematic because of the impossibility of concluding contracts for the provision of health care between a health insurance company and a selected social service facility (a legal entity) and thus also due to the impossibility of paying for the provided health care from the funds of public health insurance. The reason is the lack of interconnection between the legislation of public health insurance and legal regulations concerning health care - selected social service facilities do not have the legal status of health care providers to the extent of nursing care.

Social services have been decentralised from the competence of state authorities into the autonomous competence of municipalities and higher territorial units (HTUs) and are financed from the budgets of local governments (municipalities, HTUs) *the funds of which are insufficient, among other things, due to the economic and financial crisis*. Payments for social services from clients and their families are another source of funding. The Amendment to the Act on Social Services with effect from 1 March 2012 created legal conditions for strengthening the financial sustainability of social services by changing the system of their funding, namely by providing for the possibility of financing selected social service facilities established or founded and operated by municipalities and private social service providers in selected social service facilities by making a financial contribution from the state budget, determined for all legal forms of social service providers on the same basis.

As from 1 January 2016, MLSAF SR will assess the conditions of quality of provided social services based on qualitative and quantitative criteria, i.e. quality standards set out in the Schedule to the Act on Social Services.

In June 2009, MLSAF SR drew up the National Priorities for the Development of Social Services for 2009-2013 which reflect the real situation of providing social services in Slovakia. These priorities are based on the needs identified in the Slovak Republic as well as on the priorities of the European Community (availability and accessibility of social services and their financial sustainability). The



National Priorities for the Development of Social Services constitute basic information for municipalities in drawing up community plans of social services and for self-governing regions in creating concepts of social services development. New priorities of the development of social services will also be drawn up for the next period (2014 - 2020) in line with strategic and legislative objectives of MLSAF SR.

The National Priorities of the Development of Social Services in Slovakia by 2013 include:

- encouraging clients to remain in their natural environment by developing field social services of both public and private providers;
- development of outpatient social services and residential social services in facilities with a weekly stay;
- improving the quality and humanization of provided social services through rehabilitation, expansion, modernisation and construction of social service facilities - education and trainings of employees working in the field of social services.

As part of promoting independent living and inclusion of people with disabilities in society, the Government of the Slovak Republic adopted the "Strategy for Deinstitutionalisation of the Social Services System and Foster Care in the Slovak Republic (the "DI Strategy") in November 2011. By adopting this document, the Slovak Republic officially signed up to support the global trend of replacing institutional isolation and segregation of people requiring long-term assistance and care in specialised facilities with an alternative model of the network of cooperating and interconnected social services provided under integrated conditions of local communities. It is a kind of social services that enable an individual to lead an independent life and actively participate in society.

The main tasks of the DI Strategy contain:

- stipulation of legal conditions to support the deinstitutionalisation of social services;
- preparation of the National Action Plan for the Transition from Institutional to Community-based Care in the Social Services System for 2011-2015;
- preparation of the National Project of Support of the Deinstitutionalisation of Care Services.

In December 2011, MLSAF SR adopted the "National Action Plan for the Transition from Institutional to Community-based Care in the Social Services System for 2011-2015", which is the fundamental planning and implementation document on transformation and deinstitutionalisation of social services and foster care.

The application practice shows that demand prevails over supply of services of all kinds in the whole territory of the Slovak Republic; the network of social services and that of field social services are insufficient and regionally uneven and do not cover legitimate demand of individuals dependent on social services for their development. With respect to the coverage of individual regions with social service facilities, there are differences that objectively result from the degree of urbanisation, age and social structure of the population, rates of utilisation of traditional functions of a family in caring for older family members and family members with severe disabilities, various sociological changes occurring in society, particularly those caused by breakdown of coexistence of multi-generational families, as well as from economic power of an area and existing consequences of the financial and economic crisis. The development of social services and their availability is, however, significantly affected by social policies implemented by the respective self-governing regions and municipalities and the earmarked volume of funds for this area in public budgets.

The greatest weaknesses of providing social services may be characterised as insufficiently created conditions for a beneficiary of social services to stay in the natural (home) social

environment, inadequately secured continuity of social and health care in case of long-term dependence on the assistance of another person, deficiency and regional unevenness of the network of social service facilities and field social services covering the legitimate demand of citizens for their development in terms of the respective types of social services and their physical accessibility and lack of variability and flexibility of social services, low multi-source financing of social services designed for individuals dependent on the assistance of another person in self-servicing, a failure to provide the possibility of covering the costs of health care with the funds of public health insurance to the extent of nursing care in selected social service facilities.

The most serious threats to social services particularly include the risk of increase in payments for provided social services, the risk of decline in their quality and long-term sustainability of financing due to population ageing and increase in the costs of services, and the risk of insufficient capacity of field social services and the unsatisfied need for capacity development of social service facilities as a result of increase in the number of people of older age dependent on comprehensive and long-term health-social care.

#### **7.4.1. Availability, Quality and Financial Sustainability of Social Services**

In order to fully realise the potential of ageing in the 21st century, it is necessary to achieve changes in attitudes, policies, and practices at all levels and in all sectors.

In response to demographic ageing, the ever-increasing number of older people requiring long-term care, but also in relation to globalisation which leads to changes in the structure of families and reduction of the involvement of families in informal care, policies on social services or long-term care must also undergo a rapid change. Long-term care or in general, social services for vulnerable groups of society must become part of publicly provided services, and their adequate financial support from the state and local governments is also essential to ensure a balance between demands on other social protection systems. The area of social services in the Slovak Republic needs a systemic solution to their financing. Availability and sustainability of social services are challenges not only for Slovakia, but also for other European countries. The objectives of the EU 2020 Strategy also include the provision of economic, social and territorial cohesion by helping poor and socially excluded groups of citizens so that they can actively participate in life of society. An important means to achieve this goal is to increase the quality, sustainability and accessibility of social services and the long-term care system in response to the ever-growing needs of people dependent on the assistance of another person, even in response to population ageing.

Ensuring access to sustainable and quality social services is a response to population ageing associated with the demand for social services. In terms of social services, population ageing and the resulting effects manifest themselves mainly in prolonging the period of life in which an older person is dependent on the assistance of another person, which is related to the costs of provided care. Demographic developments associated with population ageing and increase in the number of persons dependent on the assistance of another person result mainly in increasing the importance and the need to ensure long-term social-health care, its accessibility, sustainability, and quality. There is no doubt that in this context, social services are becoming increasingly important, both as a source of job opportunities on the one hand and as a means of reconciling work and family life on the other hand, specifically in relation to presence of a family member dependent on the assistance of another person. Thus social services “give a person job opportunities and allow him/her to work”. With regard to the issue of social services, it is essentially about ensuring affordability for clients, accessibility in space and time and long-term sustainability of related demands on public funds, subject to system and multi-source financing. It also concerns the requirement of the quality of provided social services which is a prerequisite for proper social integration of the client as well as

the related requirement of applying and meeting the conditions of the quality of provided social services with the unconditional requirement of maintaining dignity at all stages of life and taking account of the needs of older people. Ensuring effective exercise of supervision of providing social services and assessing conditions of their quality is another prerequisite for the enforcement of compliance with the applicable provisions regulating legal relations in providing social services and their financing that are contained in the Act on Social Services.

Streamlining and expanding the system of multi-source financing of social services is undoubtedly an essential requirement for creating conditions for the sustainability of financing the growing demand for social services. It is about making connections and links between public finance, private funds and other sources. The challenge of drafting legislation for the next period particularly includes to systemically address the issue of compensation for increased costs of dependence of an individual on the assistance of another person in self-servicing, regardless of whether the dependent individual is provided with professional social service or with the assistance of informal carers.

When providing social services to the residents of a given territory, it is also necessary to strengthen the application of the principle of subsidiarity, responsibility, collaboration and cooperation of a municipality with the competent higher territorial unit, including the related financial flows. Ensuring the sustainability and the quality of social services is also associated with the need to transform the forms of social services provided as well as with alterations to the internal contents of social services provided, specifically by transition from the “collective” method of providing social services to individual forms through the introduction of new activating forms of work with the client, which increases his/her social inclusion with the emphasis on prevention and social rehabilitation. Creating conditions for the development of human resources in social services and their sustainability are undoubtedly also a means of increasing the number of skilled jobs, thus also constituting a means of increasing employment and employability.

**Objective:** To ensure availability, quality and financial sustainability of social services

**Measures:**

**1.1.** Based on the findings of the audit of public administration, to reconsider the possibility of making a financial contribution from the state budget for the provision of social services according to the level of dependence of an individual on the assistance of another person in self-servicing in line with the capabilities of the state budget.

**Administered by:** MLSAF SR, MF SR

**Cooperating bodies:** ATVS

**Period of fulfilment:** continuously from 2014 to 2020

**1.2** To stipulate legal conditions to ensure financial sustainability and affordability of social services by introducing multi-source financing of social services.

**Administered by:** MLSAF SR, MF SR

**Cooperating bodies:** HTUs, municipalities, social service providers, representatives of beneficiaries of social services

**Period of fulfilment:** 2014

**1.3.** To create conditions for the use of funds from grant programmes, structural funds, particularly from the European Social Fund (the Operational Programme “Employment and Social Inclusion”), the Regional Operational Programme (Priority Axis 2 “Infrastructure of Social Services, Social and Legal Protection and Social Guardianship) and grants within the subsidy policy of MLSAF SR for the development and modernisation of social services with full coverage, without excluding the Bratislava region.

**Administered by:** MLSAF SR, the Ministry of Agriculture and Rural Development of the Slovak Republic ("MARD SR"), the Government Office of the Slovak Republic ("GO SR")

**Cooperating bodies:** HTUs, municipalities, social service providers, representatives of beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.4.** To ensure co-financing of social services from public sources for all recipients, regardless of whether they use services of public or private providers so that payments for social services do not jeopardise covering the living costs (meeting the basic necessities of life) of persons who make such payments (beneficiaries of social services, jointly assessed persons or other obliged persons).

**Administered by:** MLSAF SR, HUTs, municipalities

**Cooperating bodies:** social service providers, representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.5.** When drawing up plans for economic and social development under Act No. 539/2008 Coll. on the Support of Regional Development, to take account of the need for the development of social services as one of the prerequisites for economic and social development in the area.

**Administered by:** HTUs and municipalities

**Period of fulfilment:** continuously from 2014 to 2020

**1.6.** To ensure the application of standards for the quality of social services and the assessment of conditions of the quality of social services provided.

**Administered by:** MLSAF SR

**Cooperating bodies:** HTUs, municipalities, social service providers, representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2016 to 2020

**1.7.** To provide for lifelong learning of employees in social services, particularly professional staff in direct contact with the beneficiaries of social services in order to achieve an integrated approach to health, well-being and care of older people, while taking account of the social and psychological aspects of ageing as one of the tools to improve the quality of social services provided.

**Administered by:** MLSAF SR, social service providers

**Cooperating bodies:** HTUs, municipalities

**Period of fulfilment:** continuously from 2014 to 2020

**1.8.** To continue modernising social service facilities, making them wheelchair accessible (barrier-free) and increasing the level of material and technical equipment of their interiors (adjustable beds, medical tools for clients, technical equipment to improve the handling of persons with reduced mobility, equipment of the premises to use professional methods of work with clients, carry out professional activities, occupational therapy, educational and training activities, rehabilitation activities, leisure activities, signalling devices, access to ICTs - the Internet, etc.) in order to improve the quality of social services provided.

**Administered by:** HTUs, municipalities, social service providers

**Cooperating bodies:** MLSAF SR

**Period of fulfilment:** continuously from 2014 to 2020

**1.9.** To continue with transformation of large-scale social service facilities into facilities with lower capacity (family-type facilities) so as to apply an individual approach to social services oriented on the needs of a specific person.

**Administered by:** HTUs, municipalities, and MLSAF SR

**Cooperating bodies:** representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.10.** To promote the development of social rehabilitation in both home and institutional care in order to create conditions for keeping an independent way of life as long as possible.

**Administered by:** HTUs, municipalities, social service providers

**Cooperating bodies:** representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.11.** To examine the network of services for older people with mental disorders and older people with multiple disabilities and restructure it so as to correspond to the current situation and the real needs of older people.

**Administered by:** HTUs and municipalities, social service providers

**Cooperating bodies:** representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.12.** To carefully evaluate the effects of reforms and measures in social services on both the current and future situation of older people.

**Administered by:** MLSAF SR in cooperation with HTUs and municipalities

**Cooperating bodies:** representatives of the beneficiaries of social services, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.13.** To remove undervaluation of claims for financial provision for social services in public budgets (to "remove" voting for a budget that does not take account of the needs for the provision of social services).

**Administered by:** HTUs and municipalities

**Cooperating bodies:** social service providers

**Period of fulfilment:** continuously from 2014 to 2020

**1.14** To improve the quality of social services provided to the target group (in housing, eating, offering various additional services - rehabilitation, leisure and other activities).

**Administered by:** municipalities and higher territorial units

**Cooperating bodies:** social service providers

**Period of fulfilment:** continuously from 2014 to 2020

**1.15** To build a quality and adequate network of specialised facilities.

**Administered by:** municipalities and higher territorial units

**Cooperating bodies:** social service providers

**Period of fulfilment:** continuously from 2014 to 2020

**1.16** To regulate the number of beds in large-scale social service facilities.

**Administered by:** municipalities and higher territorial units

**Cooperating bodies:** social service providers

**Period of fulfilment:** continuously from 2014 to 2020

#### **7.4.2. The Development of Field Social Services and Outpatient Social Services Encouraging Older People to Stay in Their Natural Family Environment**

It is desirable to enable such development of social services in a natural environment that enable eliminating, mitigating or overcoming the effects of dependence of older individuals on the assistance of other persons, while taking changes and restrictions caused by ageing into account. It concerns a means of strengthening safety and self-reliance upon an unconditional requirement of maintaining dignity and the need to ensure assistance by providing social services in an optimal manner from the economic point of view. Concurrently, the emphasis should be placed on the possibility of combining different kinds of field social services, outpatient social services (while assuming the development of all forms of provided field and outpatient social services) and health care to the extent of nursing care along with the requirement for individualisation of assistance and its flexible adapting to the changing needs of the client. Increase in the number and proportion of older people in the population generally require that goods and services also start adapting to the needs of this group of people.

Safe housing and a supportive environment conducive to mobility and social relations as a prerequisite for maintaining independence and social participation of older people is a factor that considerably determines whether older people dependent on the assistance of another person stay or not in their natural home environment (meeting the needs of persons with reduced mobility and orientation, including the provision of assistive devices by type of disability and individual needs). It is about creating conditions for independent and active life of older people through modified housing, built infrastructure, available information conveniences and transport services.

The prevention of accident rate and dependence of older people by removing architectural barriers in their home environment, thus increasing safety and independence of older people is another challenge for the next period.

**Objective:** To promote the development of field social services and outpatient social services encouraging older people to stay in their natural family environment

**Measures:**

**1.1.** To encourage older people to stay in their natural social (family) environment by developing field social services and outpatient social services, while responding to the evolving need for the development determined by the number of potential beneficiaries in the area (age structure of the population in the area) and the degree of their dependence.

**Administered by:** HTUs and municipalities, social service providers

**Cooperating bodies:** representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.2.** To ensure the availability of assistance services, particularly monitoring and signalling the need of assistance in the natural social environment.

**Administered by:** municipalities

**Cooperating bodies:** representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.3.** To ensure the availability of nursing services throughout Slovakia and search for older persons dependent on the assistance of other people.

**Administered by:** municipalities

**Cooperating bodies:** representatives of the beneficiaries of social services  
**Period of fulfilment:** continuously from 2014 to 2020

**1.4.** To deal with the issue of inadequate funding of the beneficiaries of home care services in relation to private providers.

**Administered by:** MLSAF SR

**Cooperating bodies:** municipalities, representatives of the beneficiaries of social services, social service providers

**Period of fulfilment:** continuously from 2014 to 2020

### **7.4.3. Humanization of Social Services Associated with Support of Deinstitutionalisation of Social Services**

Achieving a goal of deinstitutionalisation of social services is also a means of ensuring their sustainability and quality in order to create conditions for the return of the beneficiaries of social services provided in social service facilities with a year-round stay to their natural family environment along with providing social services preferentially in a field, outpatient or weekly-stay form.

The process of deinstitutionalisation of social services is also justified by the need to ensure continuity and efficiency of social services provided as well as by the efforts to encourage people dependent on the assistance of others to stay in their natural family environment as long as possible (humanisation of social services). Since the success of such process also depends on creating adequate community social services, including encouraging the client to stay at home using ICTs, it will be necessary to support it by the development of field and outpatient social services.

**Objective:** Humanization of social services associated with support of deinstitutionalisation of social services

#### **Measures:**

**1.1.** To create conditions for deinstitutionalisation of social services, i.e. replacing institutional isolation and segregation of people requiring long-term assistance and care with an alternative model of the network of cooperating and interconnected social services provided under integrated conditions of local communities. It is about the need of providing such type of social services that enable an individual to lead an independent life and actively participate in society.

**Administered by:** MLSAF SR in cooperation with HTUs and municipalities

**Cooperating bodies:** social service providers, representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.2.** To promote the development of field social work in a village providing older people and their families with support and flexible services and contributing to the independence and social participation of older people.

**Administered by:** MLSAF SR in cooperation with municipalities and higher territorial units (“HTUs”)

**Cooperating bodies:** social service providers, representatives of the beneficiaries of social services, seniors’ organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.3.** To promote measures to prevent institutionalisation and dependence on long-term care.

**Administered by:** MLSAF SR in cooperation with MH SR

**Cooperating bodies:** municipalities and HTUs, seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

#### **7.4.4. Providers of Informal Care (Carers) and Their Social Protection**

A family, community and conditions that support social contacts and relationships have crucial impact on the quality of life in old age. It is also necessary to recognise the contribution of older people to life in a family and community. A family, intergenerational interdependence, solidarity and reciprocity are essential for social development of older people. Coping with consequences related to the increasing number of older people in the population will not be possible without new approaches in population, family, social, economic and migration policies. It also concerns the need to ensure stability of family structures in order to provide for conditions of care for older people in their families.

Necessary care and support should be provided to older people mainly by their families. Younger family members need not personally provide assistance to the older family members, but they should manage to ensure that the necessary assistance and support are provided to them. A family which provides personal assistance to an older family member dependent on the assistance of another person needs social protection and particularly the creation of conditions to ensure the quality of personal care provided.

However, in addition to demographic developments linked to population ageing, it is necessary to pay attention to changes in the structure and status of families. The disintegration of a traditional family and multi-generational coexistence, as well as gender changes in the labour market result in the fact that the women will have still less and less opportunity to take responsibility for care of an older family member dependent on the assistance of another person in the manner as it has been so far. Furthermore, the increasing difference between the life expectancy of men and women will lead to a still greater increase in the number of women who themselves will need some form of personal assistance when becoming older, but their families will not be able to provide them with such assistance. Integration, coordination and continuity of informal and formal systems of assistance and care are therefore of crucial importance to support older people dependent on the assistance of other persons in self-servicing

**Objective:** To support informal care providers (carers) and their social protection

**Measures:**

**1.1.** To make information and basic training on the issue of care for older people dependent on the assistance of other persons also available and accessible to people who provide informal assistance.

**Administered by:** municipalities

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.2.** To create conditions for increasing the employment of older women involved in providing informal assistance to family members dependent on the assistance of other persons, especially through by working hours as well as through social services provided in a form of field and outpatient services on a daily basis.

**Administered by:** municipalities and higher territorial units



**Cooperating bodies:** social service providers

**Period of fulfilment:** continuously from 2014 to 2020

**1.3.** To increase the level of social protection of informal carers so as to prevent the risk of their poverty and risk of social exclusion and increase the ability of family members to assume care for the older family members.

**Administered by:** MLSAF SR

**Period of fulfilment:** 2018

**1.4.** To ensure the development of respite services for family carers in order to maintain their physical and mental health.

**Administered by:** municipalities

**Period of fulfilment:** continuously from 2014 to 2020

**1.5.** To support the provision of long-term care in communities along with interconnection and continuity of both informal and formal care so as to create conditions for reconciling work and family life.

**Administered by:** MLSAF SR in cooperation with municipalities and higher territorial units (“HTUs”)

**Cooperating bodies:** social service providers, representatives of the beneficiaries of social services

**Period of fulfilment:** continuously from 2014 to 2020

**1.6.** To provide families and cares with professional support (including financial support), information and assistance (not excepting their psychosocial support).

**Administered by:** MLSAF SR in cooperation with municipalities

**Period of fulfilment:** continuously from 2014 to 2020

**1.7.** To initiate and support educational and training programmes for informal providers focused on care for older people, an integrated approach to health, well-being of older people and care for them, as well as on social and psychological aspects of ageing.

**Administered by:** MLSAF SR in cooperation with municipalities

**Period of fulfilment:** continuously from 2014 to 2020

#### **7.4.5. Coordination and Integration of Long-term Health Care and Social Services**

The increase in the demand for long-term care services is generally caused by the increase in the average life expectancy associated with prolongation of the period of life in which a person needs assistance of another, as well as the incidence of serious health disabilities resulting in dependency on the long-term assistance of another person. The issue of creating conditions for a new system of long-term care (LTC), especially for older clients and persons with disabilities dependent on the assistance of other persons depends on the introduction of the new mechanism of financing social services so as to ensure the client’s right to social services and their availability on the one hand, but also the financial sustainability of such system on the other hand. Due to the ever-growing needs of older clients, this system is very costly, thus it is needed to look for a society-wide consensus and necessary resources, or a sustainable mix of public and private funds. It also concerns the need to ensure multi-source financing which combines resources from insurance, taxes, funds from public

budgets (the state, communities, higher territorial units), from social service providers and the long-term care recipients and their families only to the extent that does not result in a threat to coverage of other living costs posing a risk of poverty or financial dependency. Improving effective coordination and integration of health care and social services and their flexibility by adapting care to the respective changing needs of the client in space and time is a crucial requirement along with growing importance of social counselling targeted at care coordination. The provision of long-term care in a home environment should be given precedence over the provision of institutionalised care.

**Objective 1:** To create legal conditions for the possibility of covering the costs of health care to the extent of nursing care provided in selected social service facilities from public health insurance.

**Administered by:** MH SR in cooperation with MLSAF SR

**Cooperating bodies:** municipalities and HTUs, social service providers, health insurance companies, representatives of the beneficiaries of social services

**Period of fulfilment:** 2014

Reconciling work and care for a dependent family member is currently a challenge for the state family policy and the gender policy developing in Slovakia. In the area of working process, Slovak women are confronted with both horizontal and vertical segregation. In the areas, such as public health, social services and education, women account for 80 % of the workforce; in the government sector they reach the percentage of 70 %. In contrast, in the private sector with higher earnings women account only for 42 % of all employees. Gender differences are the most marked in the business sector, where one businesswoman can be allotted to three men - entrepreneurs. For a long period of time, the Slovak Republic has been ranked among the European countries with the lowest share of women and men working part-time. In 2011, the proportion of women aged 15-64 years working part-time increased from 5.67 % to 6.18 % and that of men increased from 3.26 % to 3.28 % on a year-on-year basis. Lack of work and the inability to find full-time employment is the most common reason for shorter working hours.

**Objective 2:** To increase reconciling of work and care for dependent family members by organising competitions and audits of employment family-friendly and gender-positive policies.

**Administered by:** MLSAF SR

**Cooperating bodies:** Institute for Labour and Family Research ("ILFR")

**Period of fulfilment:** 2014

## 7.5. Material Need and Poverty

The issue of population ageing is closely linked to the existence of a comprehensive system of effective social protection of older people against the risk of poverty and their social exclusion. Older people belong to the groups of citizens facing the greatest risk of poverty and social exclusion, particularly older people living alone and people with low pensions. The overall poverty rate in Slovakia has been constantly increasing since 2008. Generally, we can say that on the whole, women were at risk of poverty more than men.

**Table 20: The Level of Risk of Poverty after Social Transfers<sup>15</sup> by Gender and Selected Age Groups in %:**

| Level of risk of poverty | EU SILC 2005 | EU SILC 2006 | EU SILC 2007 | EU SILC 2008 | EU SILC 2009 | EU SILC 2010 | EU SILC 2011 |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|

<sup>15</sup>**Social transfers** are family benefits and allowances for families with children, unemployment benefits, old age benefits, survivors' pensions, sickness benefits, disability benefits, education allowances, benefits and contributions in social exclusion, including housing benefits.

| <b>Total population</b>               |      |      |      |      |      |      |      |
|---------------------------------------|------|------|------|------|------|------|------|
| Total                                 | 13.3 | 11.6 | 10.6 | 10.9 | 11.0 | 12.0 | 13.0 |
| Men                                   | 13.2 | 11.8 | 9.9  | 10.1 | 10.1 | 11.7 | 12.8 |
| Women                                 | 13.5 | 11.5 | 11.2 | 11.5 | 11.8 | 12.2 | 13.1 |
| <b>Age group of 45 - 59 years</b>     |      |      |      |      |      |      |      |
| Total                                 | 11.3 | 9.8  | 8.2  | 8.8  | 8.8  | 10.6 | 12.6 |
| Men                                   | 11.7 | 10.5 | 8.5  | 9.3  | 9.4  | 10.8 | 13.0 |
| Women                                 | 10.9 | 9.1  | 8.0  | 8.3  | 8.2  | 10.3 | 12.3 |
| <b>Age group of 60 - 74 years</b>     |      |      |      |      |      |      |      |
| Total                                 | 4.5  | 5.5  | 5.6  | 7.7  | 7.1  | 5.7  | 5.5  |
| Men                                   | 2.7  | 3.6  | 3.5  | 5.4  | 3.9  | 3.8  | 4.2  |
| Women                                 | 5.7  | 6.9  | 7.0  | 9.3  | 9.2  | 7.0  | 6.4  |
| <b>Age group of 75 years and over</b> |      |      |      |      |      |      |      |
| Total                                 | 11.2 | 12.3 | 11.5 | 12.2 | 13.9 | 9.6  | 8.3  |
| Men                                   | 3.5  | 6.5  | 3.8  | 3.7  | 5.2  | 4.9  | 3.3  |
| Women                                 | 14.9 | 15.0 | 15.7 | 16.5 | 19.0 | 12.5 | 11.3 |

Data source: Statistical Office of the Slovak Republic, EU SILC 2005 – 2011

The table shows that gender disparity by age groups manifested itself most significantly within the group of 75 year-old and older seniors. In some years of surveying, women aged 75 years and over were at the risk of poverty three to four times more often than men in the same age. The analysis of age groups clearly indicates that people aged 60-74 years were at risk of poverty to the least extent throughout the period under consideration. However, we can also state that all three age groups analysed had lower levels of risk of poverty than those of the entire Slovak population during almost the whole period under consideration. It follows that the younger age groups were vulnerable to the risk of poverty more than the older generation (people under 18 years of age were generally the most vulnerable age group in terms of income poverty).<sup>16</sup> Especially, ensuring long-term sustainability of the pension scheme and the existence of effective systems of care for older people is the basic tool for the prevention and elimination of poverty of older people.

From the perspective of the current Government of the Slovak Republic, creating prerequisites for improving the quality of life of citizens and the overall standard of living, even in the current difficult period is one of the most important social challenges resulting from its Manifesto. The positive fact is that in its Manifesto, the Government took a comprehensive approach to improving the quality of life of the older generation, which can strengthen the cohesion of society upon meeting the objectives.

People who found themselves in material need, i.e. have low income or cannot provide for or increase their income by their own efforts, are socially protected by the state. The system of social protection is provided through the instruments of assistance in material need under the applicable legislation<sup>17</sup>. The assistance in material need is aimed at ensuring basic living conditions and helping in material need with the contribution of active participation of a citizen and individuals that are considered along with the citizen. Basic living conditions means one hot meal a day, necessary clothing and shelter.

<sup>16</sup> Team of authors: Obyvateľstvo Slovenskej republiky v kontexte Európskeho roku aktívneho starnutia. (in English: "The Population of the Slovak Republic in the Context of the European Year for Active Ageing.") Bratislava: Statistical Office of the Slovak Republic, 2012, 91 p. ISBN 978-80-8121-144-7; p. 34 - 36

<sup>17</sup> Act No. 599/2003 Coll. on Assistance in Material Need and on amendments and supplements to certain acts, as amended

A social assistance benefit in material need constitutes the basic help from the state for the one in material need within the system of assistance in material need. Any individual whose income is below the subsistence minimum determined by the state and cannot increase the income by his/her own efforts is entitled to assistance in material need. Persons who reached the retirement age are becoming released from the requirement to increase their income by working. When assessing material need, the level of ensuring basic living conditions and assistance in material need, 75 % of the old age pension is regarded as income of the old age pensioner, i.e. the remaining 25 % of the old age pension is not considered income. The old age pensioner who acquired the pension insurance period of more than 25 years, the amount of deducted percentage increases by 1 % of the awarded old age pension for each next year of the pension insurance acquired after 25 years of pension insurance.

As part of the system of assistance in material need, the state provides not only the basic assistance in material need through benefits in material need, but also specific benefits, namely a health care allowance, a housing benefit, an allowance supporting the activation of citizens in material need and a protection allowance. Given that old age pensioners cannot improve their situations by working, if they qualify for benefits in material need the system of assistance in material need incorporates a protection principle in the form of a protection allowance provided as a supplement to the basic benefit. As mentioned above, in case of qualifying for the benefits a health care allowance and a housing benefit may also be provided as a supplement to the basic benefit.

The issue of ageing is an integral part of policies to combat poverty and social exclusion. Poverty and social exclusion take various forms related especially to factors, such as income, standard of living and quality of life, the opportunity to education and decent work, social protection, housing, access to social services, health care, etc.

The Slovak Republic wants to reduce the risk of poverty and social exclusion, for example, by introducing new tools of assistance in material need, taking measures aimed at ensuring adequate income, continuing with the development and adoption of conceptual solutions to the problems of socially excluded communities and marginalised Roma communities, improving the quality of social services and providing accessible quality and sustainable social services, taking actions of social and legal protection, supporting families, especially in reconciling family and work life of their members, as well as by increasing youth employment, reducing long-term unemployment or introducing a minimum pension.

Achieving the set goals is conditional on further modernisation and stabilisation of the systems of social protection and social inclusion, as well as on implementation of measures aimed at ensuring their financial sustainability.

As part of the National Strategy for Combating Poverty and Social Exclusion, the Slovak Republic set in relation to the Europe 2020 Strategy the objective "... to extricate at least 170,000 people from the risk of poverty or social exclusion by 2020". The target group at the national level includes citizens living at the risk of poverty and social exclusion, i.e. people with low income and/or those who cannot afford satisfying any of the basic necessities of life and/or live in families where nobody works or works only occasionally.

According to the results of the European Union Statistics on Income and Living Conditions (EU SILC), there were 20.6 % of the population at the risk of poverty or social exclusion in 2010 and 2011. 14.5 % of the people aged 65+ were at the risk of poverty or social exclusion in 2011, representing a decrease by 2.2 p.p. compared to 2010 (16.7 % in 2010). Adjusting the social protection system, i.e. social transfers, including pensions plays an important role in influencing the level of the risk of poverty.

## 7.6. Social Inclusion of Older People with Severe Disabilities

**Objective:** To support social inclusion of older people with severe disabilities.

**Measure:**

To provide funds earmarked for alleviating disadvantages resulting from severe disability.

**Administered by:** MLSAF SR

**Cooperating bodies:** COLSAF

**Period of fulfilment:** continuously from 2014 to 2020

## 7.7. Improving the Quality of Life of Older People

### 7.7.1. Mobility of Older People, Easily Accessible and Affordable Transport

At present, customers older than 60 years are granted two types of discounts, i.e. social and commercial discounts as part of the pricing policy in rail transport implemented under the Contract for Transport Services in the Public Interest.

**Objective 1:** To create conditions for the sustainable quality of life of older people, their mobility and affordable transport.

**Measure:**

To maintain and if possible, to improve the current level of discounts granted to older passengers on fares.

**Administered by:** MTCRD SR in granting social discounts; by individual rail companies in providing commercial discounts

**Cooperating bodies:** MLSAF SR, individual carriers in railway transport under the Contract for Transport Services in the Public Interest

**Period of fulfilment:** continuously from 2014 to 2020

Persons with reduced mobility and orientation, including older people, have the right to use public passenger transport services at a comparable and adequate level like other citizens. This principle indicates the need to ensure physical accessibility of the transport infrastructure and public passenger transport services to people with reduced mobility and orientation. The actual accessibility of the transport infrastructure as well as means of transport is not currently provided to persons with reduced mobility and orientation to a sufficient extent, which does not enable this group of people to fully use public transport and restricts their right of access to quality public transport. The main problem in this area consists particularly in the low level of accessibility of the transport infrastructure (insufficient wheelchair access) and the absence of low-floor vehicles, which would make getting on and off the vehicles easier for older people with reduced mobility. Worsened accessibility of public transport services also directly affects other areas of life of older people, because in fact, transport constitutes only a means that helps citizens carry out other activities of their daily lives - commute to work, offices, health care facilities, social service facilities, attend cultural events, visit family, recreation facilities, etc. Worsened access to transport creates barriers to active involvement of older people in life of society and also contributes to their exclusion without the opportunity to adequately apply their knowledge and experience for the benefit of society.

Currently, mainly the projects aimed at the modernisation of railway corridors, building the infrastructure for integrated transport systems and the purchase of new trains within the

implementation of the Operational Programme “Transport for 2007 - 2013” (“OPT”) contribute to improving the accessibility of public passenger transport for older people. At the same, projects focused on the purchase of new trams and trolley buses will have positive effects on improving access of older people to public transport as part of the upcoming revision of the operational programme. The main benefit of the projects of modernisation of railway lines and construction of the infrastructure for integrated transport systems lies in introducing new elements and making construction changes that enable or facilitate the access of older people to transport services (construction of subways and ramps, wheelchair access to platforms, lifts for immobile people or provision of communication and radio devices). The projects of modernisation of a rolling stock for railway, tram and trolley bus transport consist in acquiring new vehicles characterised by low-floor design and larger interior space with a place designated for wheelchair users, which enables efficient transport for immobile people and makes getting on/off easier for older people with reduced mobility.

When using resources from EU funds in transport in the next programming period 2014 - 2020, the Operation Programme Transport (“OPT”) envisages maintaining continuity in implementation of projects aimed at the modernisation of railway corridors, implementation of integrated transport systems and support of public passenger transport. These projects will continue to support and promote solutions facilitating the access of people with reduced mobility (including older people) to public passenger transport services.

**Objective 2:** To promote mobility of older people through improving accessibility of the transport infrastructure and public passenger transport services.

**Justification for the objective:**

Removing barriers that lead to exclusion and isolation of older people from public, political, social and professional life due to worsened access to the transport infrastructure and ensuring equal access to public passenger transport services for all groups of the population. Taking the defined action as part of achieving this objective will improve physical accessibility of public passenger transport for older people, support the inclusion of this group of citizens in public life, and achievement of this objective will also contribute to the creation of conditions for sustainable quality of life of older people.

**Measure:**

Increasing the extent of barrier-free (wheelchair) access to the transport infrastructure and increasing the number of low-floor vehicles of public passenger transport.

**Administered by:** MTCRD SR

**Cooperating bodies:** relevant recipients for projects under the current and future operational programme in transport

**Period of fulfilment:** continuously by 2020

As part of its activities, MTCRD SR is also aimed at improving education and awareness in traffic safety, using safety elements and equipment and implementing methods and tools that are beneficial to the protection of the most vulnerable road users - children and older people. Special attention is given to particular groups of road users, such as pedestrians, cyclists, and motorcyclists, among others, through safer infrastructure and vehicle technology.

Perspective creation of the “zero accident vision” in transport safety is the essence of these objectives. A target to reduce the number of deaths in road accidents by 50 % was set based on the announcement of the European Commission. Positive experience with the uniform EU target between 2002 and 2010 led to the conclusion to set a strategic intent **to reduce the number of**

**fatalities due to road accidents (people killed within 30 days of the accident) by 50 % by 2020 compared to the reference year 2010.** In order to achieve real reduction in the number of road accidents and their consequences, it is necessary to fulfil the set objective progressively (by 5 % per annum on average).

In 2012, a new document entitled the “National Plan to Improve Road Safety for 2011- 2020” was prepared based on the previous national plan for 2005-2010 in order to achieve the objectives set in the traffic safety strategy. The document is a guide how to create appropriate conditions for continuous process of improving the safety of road users in the next period. It contains a number of measures ensuring progress in several framework areas affecting the status of road safety, relating particularly to the impact of human factors, road infrastructure safety, vehicles and smart transport systems as well as post-accident care. It is oriented mainly on the protection of preferential groups of road users, such as vulnerable road users (pedestrians, cyclists) with particular regard to children and **seniors**, including young drivers and motorcyclists. These groups rank statistically among the groups at the highest risk and require more attention not only of the state but also of the whole society. These measures are dealt with in the C chapter: *Reducing the Number of Road Accidents of Vulnerable Road Users*.

**Measures:**

- traffic awareness of seniors aimed at stressing the need for compliance with traffic regulations and teaching seniors safe behaviour in road traffic;
- to teach seniors how to behave in road traffic, especially at pedestrian crossings, how to observe traffic regulations with the emphasis on the number of accidents caused by people in retirement age;
- traffic awareness of seniors through lectures on new legislative amendments to traffic regulations of the Slovak Republic.

Volunteers from the “VAMOS” project devote their efforts to the target group of seniors. It is a registered network of volunteers who carry out activities focused on awareness, education or practical training in the following areas: visibility of pedestrians and cyclists, traffic regulations in relation to the safety of older people, the negative impact of alcohol on road users, compliance with speed limits, the use of safety belts and child restraints, etc. These volunteers include old age pensioners and older adults in addition to teachers, driving instructors, civil servants, police officers in charge of prevention and employees of leisure centres.

**Administered by:** MTCRD SR

**Cooperating bodies:** MI SR, MH SR, MESRS SR, higher territorial units, police force of MI SR, local and regional governments, education sector, health organisations, transport and land-use planners, training facilities and driving schools, etc.

**Period of fulfilment:** continuously throughout the implementation of the strategy “*National Plan to Improve Road Safety for 2011-2020*”.

### **7.7.2. Awareness and Accessibility of Culture, Support of Solidarity and Cohesion between Generations**

The Ministry of Culture of the Slovak Republic (“MC SR”) supports active ageing through the subsidy programme “Culture of Disadvantaged Groups of the Population”: The programme aims, inter alia, to activate seniors, involve them in activities of younger generations through culture and give them opportunities for cultural self-realisation in the form of various activities - cultural and social activities, dance workshops, parlour games, educational lectures, etc. The objective is to support the process of active ageing and solidarity between generations, emphasise an independent

and full life led with dignity, promote activities that positively affect the lives of seniors, eliminate stereotypes associated with age and break down barriers.

Budgetary and contributory organisations of MC SR are also significantly involved in the development of cultural needs and the active approach to the creation of culture of seniors. **The National Cultural Centre** is one of the most important contributory organisations which in accordance with its mission develops cultural and awareness activities in the Slovak Republic, focuses on educational, leisure and artistic activities in the area of care for older people and helps increase the quality of cultural and social level of life of seniors. By carrying out its activities, the National Education Centre contributes to making opportunities for self-realisation of people in the autumn of their lives, active involvement of seniors in cultural activities in order to develop a proactive approach of seniors to culture, motivate them to meaningfully create their own lives and facilitate their integration into society.

Seniors' access to culture is often worsened by low financial income, status of health, prejudices of the majority and particularly by the lack of available information (low information/computer literacy). Seniors' problems need to be solved not only to improve the quality of life of older people - the availability of active and passive culture, but also to activate them for the purposes of promoting social inclusion and ensuring sustainable development of society.

The role of culture in supporting active ageing is to encourage the seniors' approach to the active creation of cultural values, cultural information, as well as present a positive view on ageing as an active part of the human life led under dignified conditions. It is also necessary to promote the cultural activities developing intergenerational solidarity.

**Objective 1:** To develop the active seniors' approach to culture, promote the development of their cultural needs in order to motivate them to form cultural values and thus meaningfully create their own lives, facilitate their integration into society and the process of social inclusion.

**Measures** to promote active ageing, development and meeting the cultural needs of seniors - in the field of culture:

**1.1.** To support active participation of seniors in formation of cultural values by the subsidy programme of MC SR.

**Administered by:** MC SR

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.2.** To promote accessibility of culture to seniors through organisations founded by MC SR.

**Administered by:** MC SR

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

**1.3.** To develop non-formal lifelong learning of seniors through cultural mechanisms and cultural institutions in order to raise awareness of the significance of active ageing and prevent discrimination and social exclusion.

**Administered by:** MC SR

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020



**1.4.** To increase the availability of information about culture and the possibilities of active participation in formation of cultural values for seniors.

**Administered by:** MC SR

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

Broadcasting and establishment of public media are used to satisfy cultural, social and societal needs of the population based on the principles including unbiased awareness, protection of human rights, education, highlighting respect for and building the basic human values, formation, consolidation and strengthening of relationships between people, while putting the emphasis on intergenerational relations which are overshadowed by objective factors of the present time.

Under Section 18 of Act No. 575/2001 Coll. on the Organization of the Activity of the Government and on the Organization of the Central State Administration, as amended, MC SR is, inter alia, the central body of the state administration in the media and audiovisual sector, but only to the extent determined by special regulations and as an executive body may in no way interfere in the activities of broadcasters and publishers or influence the contents of broadcasting and periodicals. Thus, it may not directly ensure raising awareness of this issue or determine the nature of media campaigns. The structure and contents of broadcasting are decided by independent broadcasters - a (public) broadcaster under law and (private) broadcasters under licence.

Under Section 5(1)(e) of Act No. 532/2010 Coll. on the Radio and Television of Slovakia, the main activities of the public broadcaster include broadcasting the majority of programmes in the public interest. Pursuant to Section 3(k) of Act No. 308/2000 Coll. on Broadcasting and Retransmission and on amendment to Act No. 195/2000 Coll. on Telecommunications (the "Act on Broadcasting and Retransmission"), a programme in the public interest means a programme aimed at satisfying information and cultural needs of listeners or viewers on the territory covered by the broadcaster's signal; this is mainly:

1. a programme for minors focused on training, educational and information purposes;
2. a news programme;
3. a programme focused on education and training, science and research;
4. a programme which provides legal and other information, promotes a healthy lifestyle, nature conservation, environmental protection, protection of life, health and property, and road safety;
5. a programme which presents culture with the emphasis on the Slovak national culture and the culture of national minorities and ethnic groups, their lives and opinions;
6. a programme which presents religious activities;
7. a programme which is designed for groups of people in the unfavourable social situation.

**Objective 2:** To support preparation for active ageing, break down stereotypes against older people, strengthen intergenerational relations, answer the questions of health and disease prevention, a healthy lifestyle, active use of leisure time and catharsis through programmes broadcast on television and radio.

**Measure:**

Each year when developing the programme and transmitting structure of radio and television broadcasting, to take the needs of older people into account and include programmes for older people focused on education in such broadcasting.

**Administered by:** RTVS

**Cooperating bodies:** seniors' organisations

**Period of fulfilment:** continuously from 2014 to 2020

Cycling and hiking are important forms of tourism, and what is more, they have a high growth potential in Slovakia and are suitable for older people.

To create conditions for the development of cycling and hiking in drawing up the Partnership Agreement of the Slovak Republic for the programming period 2014 - 2020. Steps to meet the targets of the development of cycling are defined in the "National Strategy of Development of Cycling Transport and Cycle Touring in the Slovak Republic". Building and marking cycle routes, stipulating legislative and technical conditions and finding optimal financial resources for their construction, operation, and maintenance. In collaboration with the Club of Slovak Tourists, it is also necessary to look for a solution relating especially to financial resources for building and marking hiking trails and routes.

**Measure:**

To promote the development of cycling and hiking in Slovakia.

**Administered by:** MTCRD SR

**Cooperating bodies:** Club of Slovak Tourists

**Period of fulfilment:** 2014 and thereafter

When building new accommodation and catering facilities, wheelchair accessibility is not sufficiently taken into account; existing accommodation and catering facilities also have an insufficient level of wheelchair accessibility. In relation to tourism services, it must be stated that the global trend is to eliminate all barriers and create conditions for people with reduced mobility and orientation, leading to amendments to the EU legislation in all areas of services provided.

**Objective 3:** To allow people with reduced mobility and orientation to more intensely participate in tourism through necessary construction and technical designs.

**Measure:**

To achieve the objective by issuing a new decree laying down technical requirements for buildings used by persons with reduced mobility and orientation in accommodation and catering facilities.

**Administered by:** MTCRD SR

**Cooperating bodies:** MLSAF SR

**Period of fulfilment:** in the course of 2014 (in connection with the adoption of the Building Act)

The following voluntary philatelic associations are one of the positive examples that support leisure activities of older people in all regions of Slovakia: the Union of Slovak Philatelists, the Community of Christian Philately in Slovakia, and the Slovak Association of Olympic and Sports Philately (the "philatelic associations"). By operating their clubs the membership majority of which consists of old age pensioners, these associations organise educational and cultural events for the general public, especially national and regional philatelic exhibitions, as well as inaugurations of postage stamps, such as Slovak Philately Days, Day of the Slovak Postage Stamp and Philately in cooperation with Slovenská pošta, a. s. and MTCRD SR.

In addition to its core activities, the philatelic associations carry out a number of educational activities through exhibitions of valuable exhibits appreciated in Slovakia and abroad and organise

philatelic events that also serve the purpose of transferring knowledge and experience of older people to younger generation. These activities are funded by membership fees and voluntary contributions. The unfavourable fact is that every year the number of organised philatelists as well as the number and range of events decrease because of limited financial possibilities of the philatelic associations. In the past four years, the number of members of the Union of Slovak Philatelists ("USF") declined by 40 % within the organised philately, the number of clubs decreased by 10 % and the share of members in retirement age accounts for 53 %. (In 2007 USF had 90 clubs with 2,004 members and in 2011 it had 81 clubs with 1,188 members.) The objective is to promote philatelists' activities, especially in economically disadvantaged regions where there was a large decline in the membership base and financial possibilities resulting from voluntary contributions are low.

MTCRD SR cooperates with the philatelic associations in organising "Day of the Slovak Postage Stamp and Philately" which is associated with awarding a prize of the Minister for stamp production by making a contribution to the cultural programme. Further cooperation takes place in holding philatelic events without financial support.

The EU Member States also invited to strengthen cooperation in the development of philately at the 25th Universal Postal Congress by Resolution C 38/2012 on development of philately with a particular focus on making contributions to the events of an educational nature.

**Objective 4:** To support the philatelic associations in organising philatelic events that are of an educational and instructive nature and intended mainly for the general public.

**Measure:**

Providing technical and organisational support to philatelic events, especially to Slovak Philately Days, national and regional exhibitions, Day of the Slovak Postage Stamp and Philately, the inauguration of postage stamps and others by making a financial contribution (e.g. to rental of premises, an occasional postmark, transport of exhibition panels, promotional and publication activities, cultural programme, etc.).

Within the Active Ageing Programme, MTCRD SR as a co-organiser of the above-mentioned events together with the philatelic associations will promote the development of organised philately in Slovakia by financial activities that are not costly; the estimated costs of their organisation would be about 4,800 euros per year.

**Administered by:** MTCRD SR

**Cooperating bodies:** voluntary philatelic associations and Slovenská pošta, a. s.

**Period of fulfilment:** continuously from 2014 to 2020

### 7.7.3. Food Safety and Quality

Within its competence in relation to older people, the Ministry of Agriculture and Rural Development of the Slovak Republic ("MARD SR") performs functions particularly in the following areas:

- *food processing industry* - it directs food producers through professional trade unions which include individual food producers and makes them concentrate on the need to make nutritional products suitable for older people; it promotes application of elements covering specific requirements of older people in the upcoming European legislation (e.g. font size on packaged foods, nutritional value, a proposal for preparation); it supports professional lectures and media debates in electronic media with the emphasis on rational nutrition of the older population; it supports publishing articles dealing with the issue of proper nutrition of older people by means of the respective columns in daily press, as well as professionally-oriented

magazines; it publishes information about food law and consumer protection law with a particular focus on older people;

- *implementation of operational programmes* that directly (e.g. rehabilitation of social service homes) or indirectly (e.g. regeneration of settlements) contribute to the support of improving the quality of life of older people.

**Objective 1:** To ensure intergenerational exchange in agriculture.

Intergenerational exchange is particularly important in agriculture where workers aged over 50 years predominate. According to statistical surveys, a greatest decrease in the number of agricultural workers was recorded in the age group of 35-49 years. On the contrary, the age group of 50-59 years is the most numerous; young farmers account only for ca. 16 % of the total number of farmers. This situation is alarming, because the number of the young people who start working in agriculture is declining every year, and vice versa, the average age of agricultural workers is increasing. Exchange of experience will help young farmers who already started working in agriculture, make the area of agriculture more attractive to young people and motivate older people to share their experience.

**Measure:**

To ensure intergenerational tutoring in agriculture directly in the field.

**Administered by:** MARD SR in cooperation with Agroinštitút Nitra (a state enterprise)

**Cooperating bodies:** Slovak University of Agriculture in Nitra, COLSAF

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 2:** To ensure lifelong learning of older people working in agriculture.

Lifelong learning of older people working in agriculture should be focused mainly on the area of ICT so that older people can also use both the existing and new tools and forms of communication available to them.

**Measure:**

Trainings for seniors working in agriculture, especially in the field of ICT (courses, workshops, training weekends specially designed and adapted for seniors focused on current labour market requirements, developing computer literacy and computer skills, communication through the Internet and specific topics as required by respondents).

**Administered by:** MARD SR in cooperation with Agroinštitút Nitra (a state enterprise)

**Cooperating bodies:** COLSAF

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 3:** To ensure food quality training.

To promote training in nutrition for the population with the special focus on older people and support awareness of healthy eating (publishing, exhibitions, etc.).

**Measure:**

Workshops on topics of food quality, especially its health safety, enabling older people to find out which food is of good quality. This measure would be implemented in cooperation with older people working in agriculture who could take their own views on food production and its quality.

**Administered by:** MARD SR in cooperation with Agroinštitút Nitra (a state enterprise)

**Cooperating bodies:** Slovak University of Agriculture in Nitra, State Veterinary and Food Administration of the Slovak Republic, Public Health Authority of the Slovak Republic, Central Control and Testing Institute in Agriculture

**Period of fulfilment:** continuously from 2014 to 2020

**Objective 4:** To take account of the requirements of older people in the community legislation on food.

To constantly promote elements covering the specific requirements of older people in the upcoming European legislation on food.

**Measure:**

Ensuring systematic application of the specific requirements of the older population through new food community transcripts.

**Administered by:** MARD SR

**Period of fulfilment:** continuously from 2014 to 2020

#### 7.7.4. Environment, Its Quality and Sustainability

Organisations of the Ministry of Environment of the Slovak Republic create such conditions that allow older people to obtain information and gain knowledge concerning the environment. For instance, the Slovak Mining Museum offers services in its library and reading room for individual study; the Slovak Museum of Nature Protection and Speleology currently ensures publishing and distribution of a short publication NATURA 2000 for the target group of seniors as part of the implementation of the project funded from EU structural funds titled "NATURA 2000 in Lifelong Learning". The Slovak Environmental Agency performs environmental education and training designed for various target groups, including seniors. The State Nature Conservancy of the Slovak Republic carries out educational and training activities for the public, including activities of information centres, the Nature Conservation School in Varín and caves open to the public.

**Objective 1:** To provide older people with access to educational, cultural and spiritual activities in caring for the environment and with sufficient opportunities for their personal development in older age.

**Measure:**

To ensure environmental education and training through educational programmes for the target group of seniors.

**Administered by:** ME SR and organisations with subject-matter competence

**Cooperating bodies:** seniors' centres, seniors' organisations, Živica<sup>18</sup>

**Period of fulfilment:** continuously from 2014 to 2020

Organisations of the Ministry of Environment of the Slovak Republic (e.g. the Slovak Mining Museum, Zoo Bojnice the State Nature Conservancy of Slovak Republic) give older people (seniors and severely disabled persons) the opportunity to visit their exhibitions and shows at a significant discount on admission fee. At present, pavements and roads in the area of ZOO Bojnice are under rehabilitation. Its completion will be followed by providing wheelchair access to all exhibitions, catering and relaxation facilities on the exhibition routes.

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<sup>18</sup> Živica - a centre of environmental and ethical education, a voluntary, educational, non-profit, non-political and environmental civic association.

**Objective 2:** To allow old age pensioners to visit the exhibitions and shows at a discount on admission fee; to complete construction works on wheelchair access in the area of the zoo.

**Measure:**

To give old age pensioners the opportunity to visit the exhibitions of museums, caves and the zoo at a discount on admission fee.

**Administered by:** ME SR

**Cooperating bodies:** organisations of ME SR with subject-matter competence

**Period of fulfilment:** continuously from 2014 to 2020

The Ministry of Environment of the Slovak Republic provides, inter alia, for monitoring centres of the environmental quality (environmental quality observatories).

**Objective 3:** To keep especially older people informed about weather, smog, meteorological and flood warnings, heat waves, the quality of the environment.

**Measure:**

To operate environmental quality observatories as a service to citizens, especially older people and residents with health problems.

**Administered by:** ME SR

**Cooperating bodies:** organisations of ME SR with subject-matter competence

**Period of fulfilment:** continuously from 2014 to 2020

By organising the event “Starý zámok generáciám” (in English: “Old Castle to Generations”) every year, the Slovak Mining Museum promotes solidarity and cohesion between generations. This activity presents the meeting of two generations, namely the members of seniors’ centres, Živena, residents of retirement homes with students of schools in Banská Štiavnica, performers and invited guests at the museum. Through memories and practical skills of seniors and students with the emphasis on the spiritual aspect of life, cooperation between the Slovak Museum of Nature Protection and Speleology and the Union of Pensioners in Liptovský Mikuláš and Ružomberok at cultural events of the museum has a positive effect on intergenerational relations.

**Objective 4:** By organising social, training, cultural and educational events, meetings of students with the older generation, to have a positive impact on the development of personalities of the young generation and also engage the older generation in social life, thus positively influencing intergenerational relations.

**Measure:**

To organise social, training, cultural and educational events positively influencing intergenerational relations.

**Responsible for implementation of the measure:** ME SR and organisations with subject-matter competence

**Cooperating bodies:** seniors’ centres, seniors’ organisations, students

**Period of fulfilment:** continuously from 2014 to 2020

### 7.7.5. Affordability of Energy

In a transparent and non-discriminatory manner, Act No. 250/2012 Coll. on Regulation in Network Industries ensures the availability of goods and related regulated activities at reasonable

prices and in determined quality. The Act recognises the concept of a “vulnerable customer” which is, among others, an electricity user and a gas user in a household. A significant part of the households includes households with one, several or all members who are older or old age pensioners.

**Objective:** By the state regulation of network industries and using opportunities given by Act No. 250/2012 Coll. on Regulation in Network Industries, to take measures to protect households of older people and old age pensioners as vulnerable electricity and gas users.

**Administered by:** Regulatory Office for Network Industries

**Deadline:** continuously by 2020

### **7.7.6. Simple Technologies for Older People, Adaptation of Goods and Services to the Needs of Older People**

**Objective 1:** Promotion of technological innovations in production of simple devices for older people.

**Manner of fulfilment:**

To promote technological innovations in the field of simple domestic appliances (only with the most important basic functions) that can be independently used by older people even in old age or with altered abilities.

**Administered by:** ME SR

**Cooperating bodies:** development institutes, universities, academies

**Period of fulfilment:** continuously from 2014 to 2020

When building information and communication systems related to the provision of public services, it is necessary to take the changed needs and abilities of people into consideration. The aforementioned issue is provided for by law, namely in the adopted Act on e-Government and the general binding legal regulation, MF SR Decree No. 312/2010 Coll. on Standards for Public Administration Information Systems. MF SR monitors compliance with standards, including standards for people with reduced abilities (impaired people) every year and in case of non-compliance it may impose a fine on the violating party. This legislation also applies to information systems already developed. Development of new information systems of the OPIS operational programme (“Operational Programme Informatisation of Society, acronym: “OPIS”) is addressed in this respect from the outset, i.e. in the approval procedure by meeting the relevant criteria.

The role of the department of geodesy, cartography and cadastre is to keep records of real estate and titles thereto so that such records can be a reliable basis for disposal of real estate at the level of private law, as well as for tax purposes, protection of agricultural land and forest land, protection of mineral resources, protection of national cultural monuments and other cultural monuments and building other information systems on real estate at the level of public law. In relation to the defined roles of the department land registry and legal entities established by the office provide data from the cadastre.

The current state of access to data and services of the land registry can be characterised by considerable fragmentation and decentralisation of data and services. Individual land registries operate their information systems, which can cause a number of restrictions for the public, and

therefore also for older people. These are, for instance, operational, organisational, financial and other restrictions. Information and services are currently provided by land registries:

- a) personally in oral form,
- b) by phone,
- c) in writing by post,
- d) by e-mail,
- e) by electronic mail.

The majority of input and output services is provided to the applicant at a face-to-face meeting (a citizen visits the competent land registry in person). Only part of these services is provided electronically through the cadastre portal [www.katasterportal.sk](http://www.katasterportal.sk). Information from the information system of geodesy, cartography and cadastre are made available to all persons free of charge through the cadastre portal. The cadastre portal is updated at weekly intervals from the data provided by the competent land registries. The current electronic data is provided for information only.

**Objective 2:** To increase the level of cadastre, geodesy and cartography for citizens using a modern information system, improve access to data from the cadastre in terms of efficiency for citizens, including older people as well as employees of the department, constantly bring it up to date and make it safe to perform the priorities and tasks in the department of geodesy, cartography and cadastre.

**Measure:**

To complete the implementation of the ongoing programmes - the Operational Programme Informatisation of Society - Land Registry Electronic Services ("LRES") and the Basic Database for the Geographic Information System ("BD GIS").

**Administered by:** Geodesy, Cartography and Cadastre Authority of Slovak Republic ("GCCA SR")

**Cooperating bodies:** organisations established by GCCA SR and local government bodies providing state administration services in the field of geodesy, cartography and cadastre

**Period of fulfilment:** continuously by 2020

The aim of the development of information services of the department of geodesy, cartography and cadastre is to ensure the efficient provision of up-to-date information to both internal and external users. Following the successful initiation of the cadastre computerisation, older people will have a simplified access to cadastre data due to the fact that besides data obtained directly via the Internet, the cadastre data can also be obtained at an integrated service point and administrative contact point of citizens ("ACPCs"). The foregoing is also conditional on the successful initiation of the project "Integrated Service Points" ("ISP") and building a network of ISP facilities and ACPCs. The ISP project, implemented through the Operational Programme Informatisation of Society, will be finalised in 2015. Older people will not have to go to district towns or competent land registries in order to obtain documents certifying or confirming their titles to real estate and obtain data from the cadastre, but after payment of a required administration fee they can obtain such data directly at the address of a competent integrated service point or at the address of a competent ACPC. It follows that in the future older people as well as other citizens will not have to wait in long queues at competent land registries, which saves their financial costs associated with travelling and eliminates delays related to dealing with these issues. However, the cadastral portal will remain accessible to all citizens free of charge. The finalisation of the Operational Programme Informatisation of Society - ISPs and ACPCs will result in creating conditions for the provision of data for legal purposes through web services of the departmental portal. It is also assumed that the information system data will be updated online, i.e. in real time.



After launching the cadastre computerization system, citizens will be able to find out through the Internet at what stage is their procedure in the land registry or they may notified of dealing with their particular submission by SMS or e-mail.

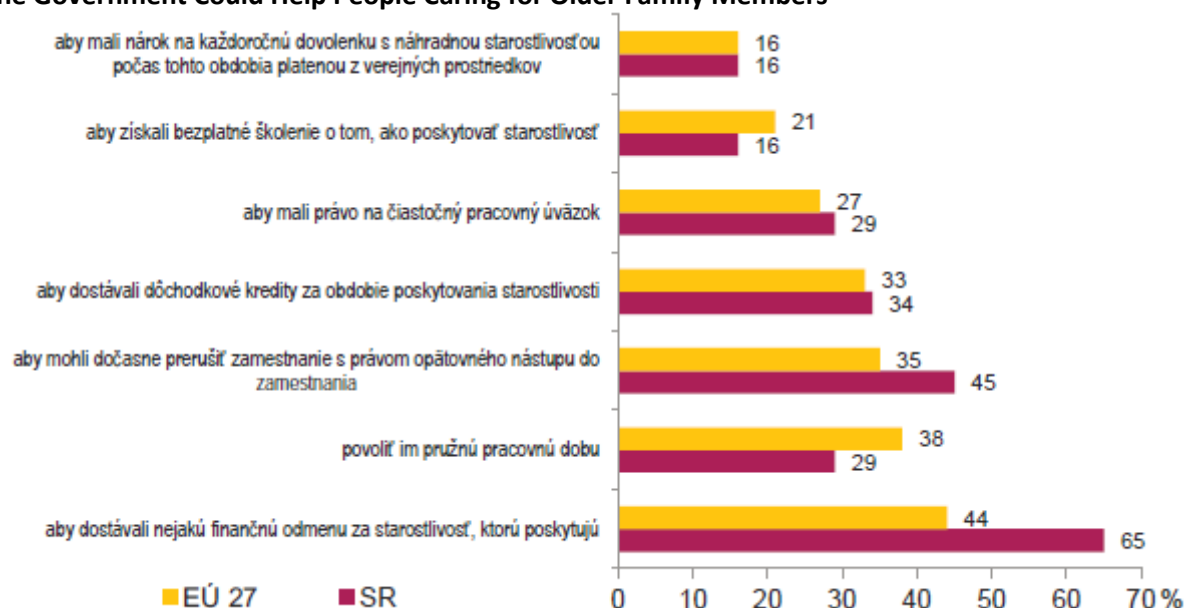
## Annexes to the Proposal for the Active Ageing National Programme for 2014 - 2020:

**Eurobarometer**, a public opinion survey on Active Ageing organised by the European Commission on 24 September 2011 - 8 November 2011 in EU27 countries. In total, 26,723 interviews were conducted in this survey, of which 1,000 were conducted in the Slovak Republic.

In connection with the development of social services, the outcome of the public opinion survey on active ageing Eurobarometer 2011 is noteworthy. As shown in the chart below:

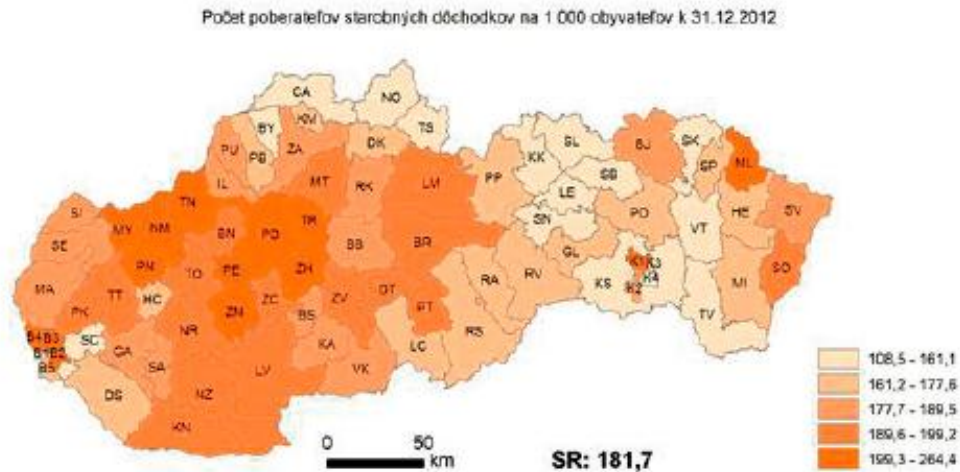
- 65 % of respondents interviewed in this survey in Slovakia believe that the government could help people caring for their older family members by its financial contribution;
- 45 % of respondents would regard as the government's assistance if it enabled people caring for older family members to interrupt employment without losing the right to start working again in such employment;
- 34% of respondents would welcome if people caring for older family members received retirement credits from the government during the period of care.

**Chart 1: Opinions of the Slovak Population and the EU27 on the Most Useful Measures by which the Government Could Help People Caring for Older Family Members**



Data source: European Commission, Eurobarometer 2011

## P1 The Number of Old Age Pensioners per 1,000 Inhabitants as at 31 December 2012



Zdroj údajov: Štatistický úrad SR, Sociálna poisťovňa

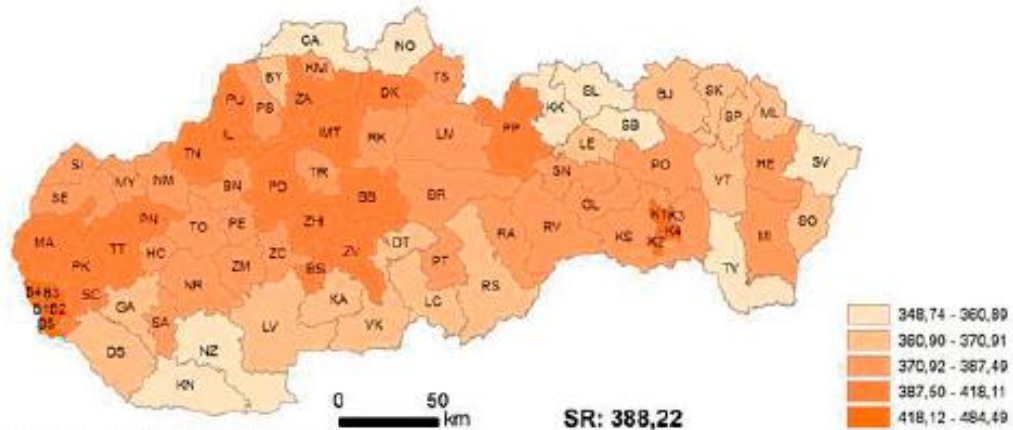
Data source: Statistical Office of the Slovak Republic, Social Insurance Agency

<sup>1</sup> Abbreviations of the Slovak districts by region (in the maps)

**Bratislava region** - BA I (Bratislava I), BA II (Bratislava II), BA III (Bratislava III), BA IV (Bratislava IV), BA V (Bratislava V), MA (Malacky), PK (Pezinok), SC (Senec); **Trnava region** - DS (Dunajská Streda), GA (Galanta), HC (Hlohovec), PN (Piešťany), SE (Senica), SI (Skalica), TT (Trnava); **Trenčín region** - BN (Bánovce nad Bebravou), IL (Ilava), MY (Myjava), NM (Nové Mesto nad Váhom), PE (Partizánske), PB (Považská Bystrica), PD (Prievidza), PU (Púchov), TN (Trenčín); **Nitra region** - KN (Komárno), LV (Levice), NI (Nitra), NZ (Nové Zámky), SA (Šaľa), TO (Topoľčany), ZM (Zlaté Moravce); **Žilina region** - BY (Bytča), CA (Čadca), DK (Dolný Kubín), KM (Kysucké Nové Mesto), LM (Liptovský Mikuláš), MT (Martin), NO (Námestovo), RK (Ružomberok), TR (Turčianske Teplice), TS (Tvrdošín), ZA (Žilina); **Banská Bystrica region** - BB (Banská Bystrica), BS (Banská Štiavnica), BR (Brezno), DT (Detva), KA (Krupina), LC (Lučenec), PT (Poltár), RA (Revúca), RS (Rimavská Sobota), VK (Veľký Krtíš), ZV (Zvolen), ZC (Žarnovica), ZH (Žiar nad Hronom); **Prešov region** - BJ (Bardejov), HE (Humenné), KK (Kežmarok), LE (Levoča), ML (Medzilaborce), PP (Poprad), PO (Prešov), SB (Sabinov), SV (Snina), SL (Stará Ľubovňa), SP (Stropkov), SK (Svidník), VT (Vranov nad Topľou); **Košice region** - GL (Gelnica), KE I (Košice I), KE II (Košice II), KE III (Košice III), KE IV (Košice IV), KS (Košice - okolie), MI (Michalovce), RV (Rožňava), SO (Sobrance), SN (Spišská Nová Ves), TV (Trebišov)

**P2: The Average Monthly Amount of Paid Old Age Pensions in Total (Including Overlapping, i.e. Concurrence of Pensions) as at 31 December 2012**

Priemerná mesačná výška vyplácaných starobných dôchodkov spolu (vrátane súbehov) k 31.12.2012

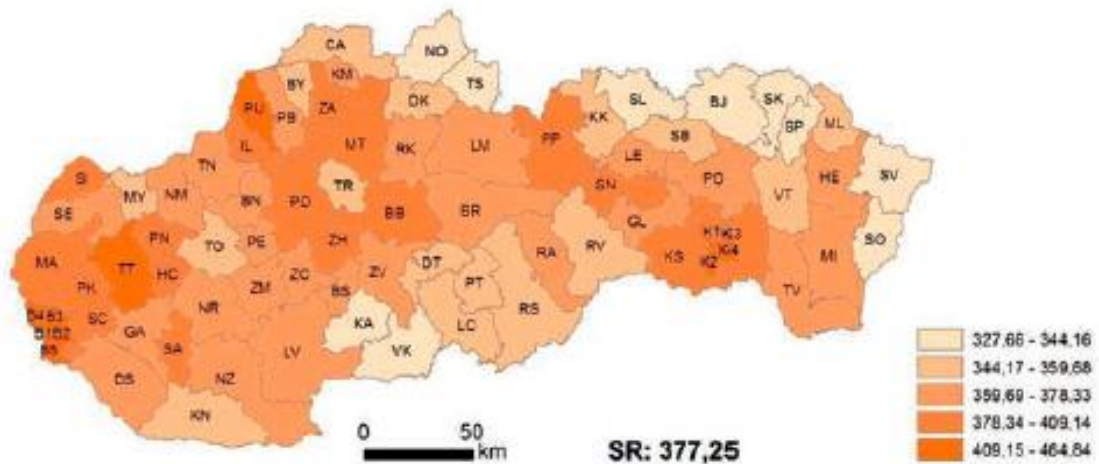


Zdroj údajov: Štatistický úrad SR, Sociálna poisťovňa

Data source: Statistical Office of the Slovak Republic, Social Insurance Agency

**P3: The Average Monthly Amount of Early Retirement Pensions in Total (Including Overlapping, i.e. Concurrence of Pensions) in EUR as at 31 December 2012**

Priemerná mesačná výška predčasných starobných dôchodkov spolu (vrátane súbehov) v € k 31. 12. 2012



Zdroj údajov: Štatistický úrad SR, Sociálna poisťovňa

Data source: Statistical Office of the Slovak Republic, Social Insurance Agency

#### P4: The Number of Paid Early Pensions (in Total) per 1,000 Inhabitants as at 31 December 2012



Data source: Statistical Office of the Slovak Republic, Social Insurance Agency  
 The maps were processed by: the Statistical Office of the Slovak Republic, 2013  
 Borders of the territorial and administrative planning, GCCA SR 2010

**Table 1: Developments in the Average Amount of One Pension as at 31 December in EUR**

| Year | Old age pension | Early retirement pension | Disability pension | Widow's pension | Widower's pension | Orphan's pension |
|------|-----------------|--------------------------|--------------------|-----------------|-------------------|------------------|
| 2003 | 215.9           | 0                        | 174.7              | 143.6           | 73.7              | 63.8             |
| 2004 | 233.8           | 244.6                    | 188.1              | 153.5           | 91.5              | 68.7             |
| 2005 | 256.0           | 282.1                    | 192.7              | 163.9           | 106.4             | 75.3             |
| 2006 | 273.1           | 297.7                    | 203.8              | 172.8           | 117.5             | 99.0             |
| 2007 | 294.9           | 312.0                    | 219.8              | 184.0           | 131.1             | 107.6            |
| 2008 | 313.0           | 327.6                    | 232.4              | 194.5           | 144.1             | 114.2            |
| 2009 | 339.7           | 350.6                    | 249.4              | 209.7           | 157.8             | 122.5            |
| 2010 | 352.5           | 367.1                    | 254.8              | 217.1           | 165.4             | 125.3            |
| 2011 | 362.1           | 357.6                    | 255.63             | 222.0           | 169.7             | 125.9            |
| 2012 | 375.9           | 374.5                    | 260.9              | 229.7           | 175.9             | 128.2            |

Source: Social Insurance Agency

**Table 2: Developments in the Average Amount of a Pension Paid Concurrently as at 31 December in EUR**

| Year | Widow's pension concurrently with |                          |                    |                  | Widower's pension concurrently with |                          |                    |                  |
|------|-----------------------------------|--------------------------|--------------------|------------------|-------------------------------------|--------------------------|--------------------|------------------|
|      | old age pension                   | early retirement pension | disability pension | Weighted average | old age pension                     | early retirement pension | disability pension | Weighted average |
| 2003 | 239.7                             | 0.0                      | 227.9              | 238.2            | 0.0                                 | 0.0                      | 0.0                | 0.0              |
| 2004 | 259.5                             | 293.6                    | 246.6              | 257.9            | 307.9                               | 327.9                    | 263.9              | 298.2            |
| 2005 | 284.2                             | 335.0                    | 269.0              | 284.0            | 338.2                               | 346.7                    | 275.1              | 334.1            |
| 2006 | 302.9                             | 347.0                    | 286.0              | 302.7            | 356.1                               | 383.3                    | 312.8              | 354.5            |

|      |       |       |       |       |       |       |       |       |
|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2007 | 324.0 | 362.7 | 307.7 | 323.8 | 371.1 | 404.0 | 337.8 | 370.5 |
| 2008 | 343.7 | 383.2 | 325.7 | 343.5 | 394.0 | 429.8 | 358.9 | 393.5 |
| 2009 | 371.1 | 415.6 | 351.0 | 370.9 | 428.8 | 450.8 | 385.2 | 427.8 |
| 2010 | 385.1 | 418.0 | 361.8 | 384.7 | 446.2 | 470.4 | 394.6 | 444.8 |
| 2011 | 394.5 | 421.7 | 367.0 | 394.0 | 458.4 | 464.7 | 402.0 | 456.5 |
| 2012 | 410.4 | 435.8 | 378.8 | 409.7 | 478.3 | 484.7 | 410.0 | 476.0 |

Source: Social Insurance Agency

**Table 3: Key Factors Affecting the Amount of the Old Age Pension**

| Year | Average period of pension insurance in a given year |       |       | Average retirement age |       |       | Adjusted average personal wage point |        |        |
|------|---|-------|-------|------------------------|-------|-------|--------------------------------------|--------|--------|
|      | Men   | Women | Total | Men                    | Women | Total | Men                                  | Women  | Total  |
| 2003 | 40.0  | 34.7  | 36.6  | 60.1                   | 55.1  | 56.9  | x                                    | x      | x      |
| 2004 | 42.4  | 36.7  | 38.8  | 61.4                   | 56.8  | 58.5  | 1.4050                               | 1.2506 | 1.3131 |
| 2005 | 43.0  | 36.2  | 38.4  | 60.7                   | 56.0  | 57.5  | 1.2557                               | 1.0032 | 1.0854 |
| 2006 | 40.4  | 34.0  | 35.8  | 60.2                   | 56.8  | 57.8  | 1.2252                               | 0.8772 | 0.9815 |
| 2007 | 41.3  | 33.8  | 35.6  | 60.7                   | 58.0  | 58.7  | 1.1603                               | 0.8389 | 0.9206 |
| 2008 | 42.1  | 35.7  | 37.7  | 61.6                   | 57.6  | 58.8  | 1.1713                               | 0.8341 | 0.9430 |
| 2009 | 41.9  | 35.9  | 38.4  | 61.8                   | 57.2  | 59.1  | 1.1592                               | 0.8463 | 0.9778 |
| 2010 | 41.2  | 36.1  | 37.9  | 61.7                   | 57.9  | 59.3  | 1.1419                               | 0.7958 | 0.9172 |
| 2011 | 41.4  | 35.6  | 38.7  | 61.8                   | 58.2  | 60.1  | 1.1326                               | 0.8000 | 0.9757 |
| 2012 | 42.0  | 38.3  | 39.6  | 61.8                   | 57.9  | 59.3  | 1.1340                               | 0.8028 | 0.9209 |

Source: Social Insurance Agency

**Table 4: A Comparison of the Average Amount of the Old Age Pension ("OAP") with the Average Monthly Nominal Wage in the National Economy of the Slovak Republic**

| Year | Aver. wage ("AW") in EUR | Net aver. wage in EUR | Old age pension in EUR | Ratio of OAP to average wage | Ratio of OAP to net AW |
|------|--------------------------|-----------------------|------------------------|------------------------------|------------------------|
| 2004 | 525.29                   | 407.1                 | 233.9                  | 44.5%                        | 57.5%                  |
| 2005 | 573.39                   | 444.4                 | 256.0                  | 44.7%                        | 57.6%                  |
| 2006 | 622.75                   | 482.6                 | 273.1                  | 43.8%                        | 56.6%                  |
| 2007 | 668.72                   | 518.3                 | 294.9                  | 44.1%                        | 56.9%                  |
| 2008 | 723.03                   | 560.3                 | 313.1                  | 43.3%                        | 55.9%                  |
| 2009 | 744.5                    | 577.0                 | 339.7                  | 45.6%                        | 58.9%                  |
| 2010 | 769.0                    | 596.0                 | 352.5                  | 45.8%                        | 59.1%                  |
| 2011 | 786.0                    | 609.1                 | 362.1                  | 46.1%                        | 59.5%                  |
| 2012 | 805.0                    | 622.4                 | 375.9                  | 46.7%                        | 60.4%                  |

Source: Social Insurance Agency, Statistical Office of the Slovak Republic



Ministry of Labour, Social Affairs and Family of the Slovak Republic  
Section of Social Insurance and Pension Saving  
Špitálska 4, 6, 8  
816 43 Bratislava

Tel: (421 - 2) 2046 1913  
Fax: (421 - 2) 5975 6160

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