

INTERNAL REGULATION No. 5/2026

DIRECTIVE OF THE SLOVAK ACCREDITATION AGENCY FOR HIGHER EDUCATION ON EQUAL REMUNERATION OF MEN AND WOMEN FOR EQUAL WORK OR WORK OF EQUAL VALUE

In Bratislava, 30 July 2026

DIRECTIVE OF THE SLOVAK ACCREDITATION AGENCY FOR HIGHER EDUCATION ON EQUAL REMUNERATION OF MEN AND WOMEN FOR EQUAL WORK OR WORK OF EQUAL VALUE

On 30 July 2026, the Executive Board of the Slovak Accreditation Agency for Higher Education (hereinafter referred to as the „Executive Board“) approved, pursuant to Article 9 par. 1 letter i) of the Statutes of the Slovak Accreditation Agency for Higher Education (hereinafter referred to as „SAAHE“ or the „Agency“), the following internal regulation – *Directive on Equal Remuneration of Men and Women for Equal Work or Work of Equal Value* (hereinafter referred to as the “Directive”).

Article 1 General Provisions

1. This Directive lays down the rules of SAAHE ensuring equal remuneration of men and women for equal work or work of equal value within the meaning of the provisions of Act No. 76/2026 Coll. on equal remuneration of men and women for equal work or work of equal value and amending certain acts (hereinafter referred to as the “Act”).
2. This Directive applies to:
 - a) all employees in an employment relationship, as well as employees working under agreements for work performed outside an employment relationship,
 - b) wages and other non-entitlement components of remuneration within the meaning of Articles 2 and 6 of the SAAHE Salary Regulation.
3. Where the term “employee” is used in this Directive, it refers to both male and female employees.
4. For the purposes of this Directive, the following terms are defined:
 - a) **the right to equal remuneration** – the right to equal remuneration for equal work or work of equal value,
 - b) **the principle of equal remuneration** – the principle that men and women should receive equal remuneration for equal work or work of equal value. The principle of equal remuneration forms part of the principle of equal treatment, the essence of which is the prohibition of any discrimination in remuneration,
 - c) **equal work** – activities that are identical or similar in terms of the nature and character of the tasks performed, the degree of complexity, responsibility, physical exertion, and working conditions. When assessing whether work is equal, only measurable and gender-neutral criteria relating to the job in question are taken into account. The individual personality traits of a specific employee are not taken into account.
 - d) **work of equal value** – this refers to work which, whilst not identical in content or nature, may be considered equivalent based on a systematic assessment according to objective criteria, which include complexity, responsibility, demanding nature and working conditions, and other factors relevant to the specific job, whilst also taking soft skills into account.
 - e) **remuneration** – for the purposes of this Directive, this includes all payments that an employer makes, directly or indirectly, to its employees. It includes wages and other non-entitlement-based components of remuneration within the meaning of Articles 2 and 6 of the SAAHE Salary Regulation,
 - f) **structure of remuneration** – a system of rules contained in this Directive and in related documents, which serves to determine employees’ remuneration and enables the values of different job roles within the employer’s organisation to be compared according to objective and non-discriminatory criteria.

Article 2

Rules and structure of remuneration

1. The rules governing the remuneration of SAAHE employees are based on an objective assessment of work in accordance with key criteria as well as soft skills relevant to the specific post (supplementary criteria).
2. The main criteria include, in particular:
 - a) complexity,
 - b) responsibility,
 - c) demanding nature
 - d) working conditions.
3. Supplementary criteria include, in particular:
 - a) social and communication skills,
 - b) problem-solving skills and creative thinking,
 - c) teamwork,
 - d) digital skills,
 - e) assertiveness,
 - f) conflict resolution skills,
 - g) empathy.
4. The Chair of the Executive Board, pursuant to Article 6 par. 1 letter a) of the SAAHE Statutes, shall issue a measure establishing the remuneration structure for the Agency's staff.

Article 3

Staff appraisal system

1. The appraisal system for all employees ensures that there are no unjustified differences in pay based on gender between individual employees performing equal work or work of equal value.
2. The value of each job position is assessed based on the criteria set out in Article 2, taking soft skills into account.
3. When evaluating a job position and assessing individual factors, the Agency avoids gender-based bias and stereotypes by paying sufficient attention to soft skills that are genuinely relevant to the job in question.
4. The Agency evaluates jobs in a gender-neutral manner, assessing responsibility according to the actual content of the main duties and the impact of decisions. Where justified, it also takes into account the formal and hierarchical level or the number of subordinates.
5. The job evaluation system serves to assess the characteristics of jobs within the organisational structure, and its aim is to determine the value of jobs based on common, pre-defined criteria. This system is objective, so as to rule out any discrimination on the grounds of gender. It is universal and is based on the tasks actually performed.
6. Job evaluation must not be tailored to specific employees. It focuses on the work itself – its content and characteristics. It therefore does not compare the people who carry out the work, but rather the aspects of the work itself that are comparable.
7. Market conditions may be one of the reasons for differences in remuneration, but they must be based on objective, gender-neutral and impartial criteria. Their purpose is to respond to the economic realities of the market without the need for artificial interventions in job evaluation (differences in the cost of living and economic conditions across regions, labour shortages in certain professions or sectors).
8. Job evaluation may lead to differences in remuneration; however, such differences must be demonstrably objective and justified.

Article 4

Right to information on remuneration

1. Every employee has the right to request the following information from their employer regarding:
 - a) their individual remuneration level,
 - b) average pay levels, broken down by gender, for categories of employees performing the same work as them or work of equal value to their own.
2. The Agency is not obliged to provide information on average level of remuneration, broken down by gender, for categories of employees performing the same work or work of equal value, if such information could be used to determine the remuneration level of another specific employee. In such a case, the employer shall state that it cannot provide the information on the grounds of the protection of personal data.
3. The Agency shall provide the employee with the requested information within two months of the date on which the request was submitted.
4. If the information provided to the employee is inaccurate or incomplete, the employee is entitled, upon submitting a new request, to receive from the employer, within 30 days of the date of submission of the request, additional and reasoned explanations and details regarding that information. The employer is not obliged to respond to general requests for further, reasoned explanations and details, but only to relevant requests, the content of which must be specifically defined and limited solely to clarifying information already provided.
5. The Agency is obliged to inform all employees once per year that they have the right to obtain the aforementioned information and of the steps they may take to exercise this right.
6. The Agency may not prevent an employee from disclosing the amount of their remuneration or the level of their remuneration. However, the employee is obliged to maintain confidentiality regarding the average level of remuneration.

Article 5

Information prior to the commencement of employment

1. All job offers from the Agency must be worded in gender-neutral language; that is, both the job titles and the entire job advertisements must be gender-neutral.
2. The Agency does not publish job vacancies that contain any restrictions or discrimination on the grounds of race, skin colour, gender, age, language, faith and religion, disability, political or other beliefs, trade union activity, national or social origin, membership of a national or ethnic group, property, marital status or family status. The Agency does not publish photographs or graphic elements in its job advertisements that are based on stereotypical assumptions about which gender is more suitable for a particular job.
3. A job applicant shall be provided, prior to a job interview, with information on the starting salary or the salary range for the post for which they are applying, determined on the basis of the criteria set out in this Directive. The Agency shall provide the information referred to in the preceding sentence in such a manner and at such a time as to ensure informed and transparent remuneration negotiations, prior to the job interview or prior to the conclusion of a contract with the employee.
4. The Agency shall not require an individual applying for a job to provide information on their remuneration from their current or previous employers.
5. Transparency in remuneration enables potential employees to make an informed decision about their expected remuneration without restricting the ability of the employer or the applicant to negotiate remuneration outside the specified range.

Article 6

Final provisions

1. This Directive was adopted at the meeting of the Executive Board on 30 July 2026 and shall enter into force on 31 July 2026.

In Bratislava on 30 July 2026

prof. Ing. Robert Redhammer, PhD.
Chair of the Executive Board