



Women

Empower



**November
10, 2022**

EUROPEAN
EQUAL
PAY DAY

From **Financial Independence**
to **Sustainable Future.**



Bratislava

JURKOVIČOVA
TEPLÁREN,
BOTTOVA 1/1

UNDER THE AUSPICES OF

President of the Slovak Republic,
ZUZANA ČAPUTOVÁ

GOLDEN



SILVER



BRONZE



MEDIA





**KRISTÍNA
GOTTHARDOVÁ**
AMCHAM SLOVAKIA



**ZUZANA
PETROVÁ**
AMCHAM SLOVAKIA



Many people think that men and women are equal in our today's society. We gained the right to vote in 1919, we can freely marry, divorce, attend university, and we even have a female president. However, simply removing legal barriers or overt discrimination does not create equality – at the current rate it would take us 257 years to close the gender pay gap globally.

The recent municipal elections further demonstrate that, with women making up only 26% of mayors and 28% of municipal council members. In 2022, the gender pay gap stands at 14%, marking November 10th as the day from when women work for free until the end of the year. That is why we must actively encourage and support both women and men in our efforts of having a more just and prosperous society and future.

With this conference we want to encourage and advocate for women to gain control of their financial independence, reach better financial literacy as well as inspire men to realize that women are an integral part of the working population, are crucial for the economy, and that investing in women founders and entrepreneurs together with supporting working women will benefit our entire society. Because there can be no empowered women, without men, just as there can be no equality and inclusive society if we tolerate discrimination. We must actively take a stand against discrimination, hatred, and violence aimed at any minorities, including the LGBT+ community. We hope to inspire you so that together we can be part of the change.

> PANELS & FIRESIDE CHATS

PANEL I.

Gender Pay Gap and Consequences of Life-changing Events on Women's Finances

In the EU, women earn on average 14.1% per hour less than their male counterparts, which equals to almost two monthly salaries. This is why the European Commission marks November 10 as the symbolic day after which women basically work for free until the end of the year. Not only do women earn less, they receive lower pensions but tend to live 5 years longer than men on average. Let's discuss the factors behind the gender pay gap, what must be done to achieve equal pay and how can women achieve financial independence and plan for life-changing events such as maternity leave, divorce, and retirement.

FIRESIDE CHAT

Women in the energy sector and their leadership

This chat will open a discussion about women and their role in the energy sector. We will also talk about women's leadership in their workplace based on the conducted Gallup studies. Are women better leaders? And do the qualities of leadership differ between men and women?

FIRESIDE CHAT

Gender Empowerment in the Public Sector

Women make up 2/3 of public sector workers in Slovakia, signifying a strong interest in society and public matters. Despite this, most decision-making roles in public administration and politics are still held by men. Recent evidence has shown that gender can be an important determinant of the priorities of public representatives.

Therefore, gender empowerment in the public sector is not only a matter of representation but can also significantly shape policy outcomes. Why are female leaders in the public sector important for society? And how can future generations benefit from them?

PANEL II.

Women Investing and Investing in Women, Value-Based Investing, and the Future of ESG

Global crises disproportionately affect women and highlight their need for passive income and financial independence. Investing protects women's savings from inflation and prepares them for retirement and unexpected life events. Female entrepreneurs account for 37% of global GDP. Support of women owned businesses is a prerequisite of reaching the 2030 UN Sustainable development goals. Women care more about the values of the companies they invest in than the returns, often choosing to invest in the fields of health, education, and sustainability.

“The tragic events of recent weeks in Slovakia have shown us that freedom, equality, solidarity, but also respect, dignity, and humanity of all people are not values that dominate in our society “once and for all” or “by themselves.”

All achievements must be constantly monitored, promoted, and protected for their development and sustainability. This applies to all levels - the societal, corporate, and personal.



SILVIA PORUBÁNOVÁ

Executive Director of the Slovak
National Centre for Human Rights



> AGENDA

08:30 **REGISTRATION, COFFEE,
BREAKFAST & NETWORKING**

09:00 **OPENING**



Kristína Gotthardová,
Policy Coordinator, AmCham Slovakia



Zuzana Petrová,
Policy Manager, AmCham Slovakia

09:05 **INTRODUCTORY REMARKS**



Silvia Porubánová,
Executive Director of the Slovak National
Centre for Human Rights

09:15 **PANEL DISCUSSION I:**
Gender Pay Gap and Consequences
of Life-changing Events on Women's
Finances



Jana Brodani, Executive Director of the
Czech Capital Market Association, Member
of the Board of Directors of the international
association European Fund and Asset
Management Association (EFAMA)



Júlia Čillíková,
Executive Director Supervision and Financial
Consumer Protection Department at
National Bank of Slovakia



Elena Kohútiková, Chairwoman of the
Board of Advisors of the Prime Minister of
the Slovak Republic, Vice-Chairwoman of
the Supervisory Board of VÚB



Ľubomíra Lukáčová, Manager P&C SK,
Philip Morris International



Martin Šuster, Economist, Member of the
Council for Budget Responsibility

10:40 **COFFEE BREAK**

11:05 **FIRESIDE CHAT I:**
Women in the Energy Sector and Their Leadership

 **Miroslav Šarišský**, Director of Human Resources and Management Organization at Slovenské elektrárne, a.s.

11:25 **FIRESIDE CHAT II:**
Gender Empowerment in the Public Sector

 **Ľubica Binka Hamarová**, Consultant for the Macroeconomics and Growth Team, the Development Research Group, World Bank Group

11:45 **PANEL DISCUSSION II:**
Women Investing and Investing in Women, Value-Based Investing, and the Future of ESG

 **Terézia Jacová**, Co-founder of the Lumus Investment Collective, previously Investment Manager at Neulogy Ventures

 **Zuzana Kedroňová**, Founder of the Sustainable Fashion Brand Yoor Studio

 **Maroš Ovčarik**, CEO, Chairman of the Board of Directors at PARTNERS INVESTMENTS



**LENKA
BUCHLÁKOVÁ**
MODERATOR

12:35 **LUNCH & NETWORKING**

> SPEAKERS



/ INTRODUCTORY REMARKS

SILVIA PORUBÁNOVÁ

Executive Director of the Slovak National Centre for Human Rights

Silvia is a renowned sociologist and gender equality expert who is also the Executive Director of the Slovak National Centre for Human Rights. Until July 2020, she was the director of the Institute for Work and Family Research. She is the holder of the Gold Medal of the International Year of the Family and the UN Honorable Mention. She is also significantly involved in initiatives aimed at increasing the social and political participation of women and marginalized groups. She is the author, co-author, and editor of many book publications in the field of human rights. She is well known for raising awareness of socially sensitive topics such as abortion, migration, and the rights of LGBTIQ+ communities.



/ PANEL DISCUSSION I

JANA BRODANI

Executive Director of the Czech Capital Market Association, Member of the Board of Directors of the international association European Fund and Asset Management Association (EFAMA)

Jana Brodani completed her studies at the University of Economics in Prague, Faculty of International Relations and the Faculty of Law, Charles University in Prague, University of London in the UK and a French MBA postgraduate study programme at the IFTG. She obtained her PhD. at the University of Economics, Faculty of Finance and Accounting. Since 2009 she has been the executive director of the Czech Capital Market Association. She is also a member of the Board of Directors of the international association European Fund and Asset Management Association (EFAMA). She initiated the creation and participated in the preparation of the Capital Market Development Concept in the Czech Republic, which was approved by the Government of the Czech Republic in 2019, and regularly participates in the creation of Czech capital market legislation and the implementation of European legislation. For a long time, she has been devoted to the topics of women's investing and financial stability, the development of capital markets in the region of Central and Eastern Europe, and pension savings.



/ PANEL DISCUSSION I

JÚLIA ČILLÍKOVÁ

Executive Director Supervision and Financial Consumer Protection Department at National Bank of Slovakia

After graduating from the Faculty of Mathematics, Physics, and Informatics of Comenius University, Júlia Čillíková worked as an actuary at the Ministry of Finance of the Slovak Republic, where she became the Head of the Insurance Supervision Department in 1999. From November 2000 she worked at the Financial Market Supervision Authority as the Director of the Insurance Department and after the approval of the Supervision Act in May 2002, the Government of the Slovak Republic appointed her as the Director General of the Financial Market Supervision Authority (hereinafter referred to as the FMSA). After the merger of the FMSA with the National Bank of Slovakia in January 2006, she was responsible for the supervision and regulation of the insurance industry and pension and capital market entities as the Executive Director and since 2010 as the Director of the Department of Regulation and Methodology of Macroprudential Risk Management. Since January 2017, she has been the Executive Director of the Financial Consumer Regulation and Protection Unit at the National Bank of Slovakia.



/ PANEL DISCUSSION I

ELENA KOHUTIKOVÁ

Chairwoman of the Board of Advisors of the Prime Minister of the Slovak Republic, Vice-Chairwoman of the Supervisory Board of VÚB

Elena Kohútková has been a Vice-Chairwoman of the Supervisory Board of VÚB since March 2018 and Chairman of the Board of Advisors to the Prime Minister of the Slovak Republic since April 2022. Before, she held several top management positions at VUB Bank as a member of the Management Board and Chief Executive Officer responsible for the Financial and Capital Markets Division and as Deputy CEO. She entered the banking sector in 1990, when she started to work at the State Bank of Czechoslovakia and then at the National Bank of Slovakia in 1993 as the Executive Director of the Economic department and then as member of the NBS Bank Board. Since then she has held the position of Deputy Governor of the NBS, responsible mainly for monetary policy and research. She represented the Central Bank in the European Commission in the Economic and Financial Policy Committee, in the Committee on International Relations at the European Central Bank, was alternate with the Governor of the NBS in the General Council of the European Central Bank and alternate governor in the World Bank. She also cooperated in Slovakia's entry into the Eurozone.



/ PANEL DISCUSSION I

ĽUBOMÍRA LUKÁČOVÁ

Manager P&C SK, Philip Morris International

Ľubomíra Lukáčová is part of and at the heart of driving Philip Morris International's global transformation, with over 10 years of all-round experience in HR and manufacturing management. She graduated from the Faculty of Arts at Comenius University in Bratislava. She has been with Philip Morris International since 2008, where she gained experience in Krakow, Poland, Madrid, Spain, Kutná Hora, the Czech Republic, and Prague. She has moved through several roles in the production, innovation, and human resources departments. Since March 2021, she has been leading the People & Culture department in Slovakia.



/ PANEL DISCUSSION I

MARTIN ŠUSTER

Economist, Member of the Council for Budget Responsibility

Martin Šuster was the Director of the Research Department at the National Bank of Slovakia from 2007 to 2021. In 2022, he was the Economic Analyst of the Recovery Plan, National Implementation and Coordination Authority at the Office of the Government of the Slovak Republic. In 2007- 20099 he led the information campaign on the introduction of the euro in Slovakia. In addition, he lectured at several economic faculties in Slovakia and abroad. He was the chairman of the board of Transparency International Slovakia, chairman of the Slovak Economic Society, and a member of the scientific councils of several faculties. He studied economics at the University of Maryland at College Park (dissertation Search and Matching in Imperfect Labor Markets). He completed his Master's degree at the Faculty of Management of Comenius University in Bratislava and his MA in Economics at the Central European University in Budapest.



/ FIRESIDE CHAT I

MIROSLAV ŠARIŠSKÝ

Director of Human Resources and Management Organization at Slovenské elektrárne, a.s.

Miroslav Šarišský is the Director of Human Resources and Management Organization at Slovenské elektrárne. He is a member of the Presidium of the National Union of Employers and the Federation of Employers' Associations of the Slovak Republic. He worked in the National Bank during the introduction of the euro, in the Office of the National Council of the Slovak Republic in several management positions, and in the American Bar Association in support of reforms in the field of the judiciary. He is the initiator of the Fund for a Transparent Slovakia and the Rule of Law Initiative. He is active in the non-governmental sector and is the Chairman of the Board of Directors of the organization Projekt DOM.ov, which helps marginalized communities to build legal houses on their own.



/ FIRESIDE CHAT II

ĽUBICA BINKA HAMAROVÁ

Consultant for the
Macroeconomics and Growth
Team, the Development Research
Group, World Bank Group

Ľubica Hamarová currently works as a consultant for Macroeconomics and Growth team at the World Bank. She supports a team of economists from Harvard, MIT, and the World Bank in a study of optimal tax system designs for more equal societies. Previously, she completed her higher education at the University of Amsterdam and worked as an analyst for the Ministry of Investments, Regional Development, and Informatization of the Slovak Republic. Since then she is on a mission to bring an evidence-based approach into the center of Slovak policy space.



/ PANEL DISCUSSION II

TERÉZIA JACOVÁ

Co-founder of the Lumus
Investment Collective, previously
Investment Manager at Neulogy
Ventures

In 2020, Terezia co-founded Lumus Investment Collective, an investment club for women angel investors who invest in technology start-ups from the CEE region. She is devoted to educating and bringing more women into the investment world. Terezia has previously worked as an Investment Manager at Neulogy Ventures, a first venture capital fund based in Bratislava, investing in early-stage technology companies from Slovakia. In addition to working at Lumus and Neulogy Ventures, she regularly participates in local start-up events as a mentor or jury member. As an external expert, Terezia assesses business plans under the EIC Accelerator, the EU's largest research and innovation funding program. Terezia holds a bachelor's degree from The Hague University of Applied Sciences and a master's degree from IMC Krems.



/ PANEL DISCUSSION II

ZUZANA KEDRONOVÁ

Founder of the Sustainable
Fashion Brand Yoora Studio

After earning her master's degree in fashion design from The Academy of fine arts and design in Bratislava, Zuzana entered the fashion world to explore her passion for design and creativity. She established the sustainable fashion brand Yoora studio with the main focus on bridal dresses 5 years ago.



/ PANEL DISCUSSION II

MAROŠ OVČARIK

CEO, Chairman of the Board
of Directors at PARTNERS
INVESTMENTS

Maroš Ovcarič graduated from the Faculty of Economics of Matej Bel University in Banská Bystrica. From 2007 to 2009 he was the head of the Mortgage Loan Division at Consumer Finance Holding. Later, he created the 1st banking comparison site in Slovakia called FinančnaHitparada.sk. Since 2014, he has been the co-creator and director of PARTNERS INVESTMENTS and the financial portal www.FinancnyKompas.sk.



/ MODERATOR

LENKA BUCHLÁKOVÁ

Lenka Buchlaková hosts the Investing program on TA3. The program is dedicated to increasing the financial literacy in the Slovak Republic. Lenka Buchlaková is a graduate of the PanEuropean University in Bratislava. In 2016, she received a diploma in International Relations and Diplomacy from the Geneva School of Diplomacy and International Relations and in International and European Studies from the University of Cambridge in the UK, and in 2020 a diploma from the Université de Genève, in Economics and Management. She joined TA3 coming from the financial sector. As an analyst, she worked for Slovenská sporiteľňa and the financial intermediary FinGO.sk, where she focused mainly on digital and consumer topics. She was one of the most quoted banking and financial analysts in Slovakia. Previously, she worked for more than 11 years in the media - she wrote for the daily Hospodárske noviny, Pravda, radio Aktual, and for several local television stations.



/ ORGANIZER

KRISTÍNA GOTTHARDOVÁ

Policy Coordinator at AmCham
Slovakia

Kristína has been working at AmCham Slovakia since October 2021 and is responsible for coordinating the Digital Committee and its activities centered on public policies supporting digitalization, digital skills, European regulation, and topics of technological sovereignty. Kristína is a big advocate of gender equality, inclusion, and women's empowerment at AmCham Slovakia. She graduated from the University of Regensburg with MA in European American Studies, during her studies she focused on transcontinental relations, politics, international law, and feminism. Previously, she worked as a research assistant at the Faculty of American Studies and as a student coordinator at the International Office of the University of Regensburg.



/ ORGANIZER

ZUZANA PETROVÁ

Policy Manager at AmCham
Slovakia

Zuzana is a lawyer who served as a chief state advisor at the Public Procurement Office and the Ministry of Interior of the Slovak Republic. She interned at many different organizations and institutions such as the Ministry of Foreign and European Affairs of the Slovak Republic and the Permanent Mission of the Slovak republic to the OSCE, focusing on international law. As one of AmCham's newest policy managers, she is the Rule of Law Initiative coordinator and oversees the constitutional pillar. She is also passionate about women's empowerment topics. Zuzana graduated from the Faculty of Law at Comenius University in Bratislava and she also holds a master's degree from Central European University where she studied International Business Law.

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