

Czech University of Life Sciences Prague

Faculty of Economics and Management

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Bachelor Thesis – Appendix

Women´s Rights in the Job Market-Ethical Questions

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Appendix 1 -Survey in English language

Women´s Rights in the Job Market- Ethical Question

This survey was done in consideration of legal system in the Czech Republic

1. Please choose your gender

- a. Man
- b. Woman
- c. Other

2. Please choose your age group

- a. 0 – 15 years old
- b. 16 – 30 years old
- c. 31 – 45 years old
- d. 46 – 50 years old
- e. 60+

3. Have you ever heard about gender discrimination?

- a. Yes
- b. No
- c. I do not know

4. If so, have you ever experienced or witnessed gender discrimination in person?

- a. Yes
- b. No
- c. I do not know

5. Should women have equal opportunities in a labour market to men?

- a. Yes
- b. No
- c. I do not know

6. Do you think that women have the same career opportunities as men?

- a. Yes
- b. No
- c. I do not know

7. Do you think that women are often employed in managerial positions? (like CEO, director or supervisor)

- a. Yes
- b. No
- c. I do not know

8. If so, have you ever worked under women leaders?

- a. Yes
- b. No

9. Do you feel differences between men or women in leading position?

- a. Yes
- b. No

If you answer “YES”, Can you please name one difference between men or women in leading position?

10. Do you think that men and women have equal earnings?

- a. Yes
- b. No
- c. I do not know

11. Do you know when can a pregnant woman start her maternity leave?

- a. 6 weeks before expected delivery date
- b. 8 weeks before expected delivery date
- c. I do not know

12. Can a pregnant woman work overtime?

- a. Yes, if she agrees
- b. No, it is forbidden
- c. I do not know

13. Can an employer dismiss pregnant woman in her trial working period?

- a. Yes
- b. No
- c. I do not know

14. Should fathers take parental leave instead of mothers? (please write the main reason of your answer)

- a. Yes, because
.....
.....
- b. No, because
.....
.....
- c. I do not know, because.....
.....

Appendix 2 - Survey in Czech language

Ženské právo na trhu práce – Etická otázka

Tento dotazník byl vytvořen s ohledem na právní systém v České Republice

1. Prosím vyberte vaše pohlaví

- a. Muž
- b. Žena
- c. Jiné

2. Vyberte vaši věkovou skupinu

- a. 0–15 let
- b. 16–30 let
- c. 31–45 let
- d. 46–50 let
- e. 60+

3. Slyšeli jste už někdy o genderové diskriminaci?

- a. Ano
- b. Ne
- c. Nevím

4. Pokud ano, máte s tím osobní zkušenosti nebo stali jste se někdy svědky genderové diskriminace?

- a. Ano
- b. Ne
- c. Nevím

5. Měli by mít ženy stejné příležitosti na trhu práce jako muži?

- a. Ano
- b. Ne
- c. Nevím

6. Myslíte si, že mají ženy podobné kariérní příležitosti jako muži?

- a. Ano
- b. Ne
- c. Nevím

7. Domníváte se, že jsou ženy často zaměstnány v manažerských pozicích? (jako jsou výkonné ředitelky, ředitelky nebo nadřízená?)

- a. Ano
- b. Ne
- c. Nevím

8. Pokud ano, pracovali jste někdy pod ženským vedením?

- a. Ano
- b. Ne

9. Vnímáte rozdíl, když je muž nebo žena v pozici vedoucího?

- a. Ano
- b. Ne

Pokud jste odpověděli “Ano”, prosím uveďte jeden rozdíl mezi mužem a ženou ve vedoucí pozici

10. Myslíte si, že mají muži a ženy stejné platové ohodnocení?

- a. Ano
- b. Ne
- c. Nevím

11. Víte, kdy může těhotná žena odejít na mateřskou dovolenou?

- a. 6 týdnů před plánovaným termínem porodu
- b. 8 týdnů před plánovaným termínem porodu
- c. Nevím

12. Může těhotná žena pracovat přesčas?

- a. Ano, pokud souhlasí
- b. Ne, je to zakázané
- c. Nevím

13. Může propustit zaměstnavatel těhotnou ženu ve zkušební době?

- a. Ano
- b. Ne
- c. Nevím

14. Měli by otcové odejít na rodičovskou dovolenou místo matek? (prosím uveďte hlavní důvod vaší odpovědi)

- a. Ano, protože.....
.....
- b. Ne, protože.....
.....
- c. Nevím, protože.....
.....

Appendix 3 - Labour Code, Section 110

Labour Code, section 110:

(1) All employees employed by one employer are entitled to receive equal wage, salary or remuneration (pursuant to an agreement) for the same (equal) work or for work of the same value.

(2) The same (equal) work or work of the same value shall mean to be work of the same or comparable complexity, responsibility and strenuousness which is performed in the same or comparable working conditions and which is of equal or comparable work efficiency and brings equal or comparable work results.

(3) Complexity, responsibility and strenuousness of work (job) shall be evaluated with regard to vocational training (educational prerequisites) and practical experience, skills required for the performance of such work (job), and with regard to complexity of both the subject of work (job) and working activity, demands on organizational and managerial skills, the degree of liability for damage (harm), occupational health and safety, and further with regard to physical, sensory and mental strain and negative effects of such work.

(4) Working conditions shall be assessed with regard to tiresomeness of patterns of working time, arising from the distribution of working hours, e.g. into shifts, non-working days, night work and/or overtime, and with regard to harmfulness or arduousness caused by other negative effects of the working environment and with regard to risky aspects of the working environment.

(5) Performance of work shall be assessed with regard to intensity and quality of work done, work abilities and qualifications/skills, and results of work shall be assessed with regard to their quantity and quality.

Appendix 4- International Convention on the Elimination of All Forms of Racial Discrimination, Article 5

In compliance with the fundamental obligations laid down in article 2 of this Convention, States Parties undertake to prohibit and to eliminate racial discrimination in all its forms and to guarantee the right of everyone, without distinction as to race, colour, or national or ethnic origin, to equality before the law, notably in the enjoyment of the following rights:

(a) The right to equal treatment before the tribunals and all other organs administering justice;

(b) The right to security of person and protection by the State against violence or bodily harm, whether inflicted by government officials or by any individual group or institution;

(c) Political rights, in particular the right to participate in elections-to vote and to stand for election-on the basis of universal and equal suffrage, to take part in the Government as well as in the conduct of public affairs at any level and to have equal access to public service;

(d) Other civil rights, in particular:

(i) The right to freedom of movement and residence within the border of the State;

(ii) The right to leave any country, including one's own, and to return to one's country;

(iii) The right to nationality;

(iv) The right to marriage and choice of spouse;

(v) The right to own property alone as well as in association with others;

(vi) The right to inherit;

(vii) The right to freedom of thought, conscience and religion;

(viii) The right to freedom of opinion and expression;

(ix) The right to freedom of peaceful assembly and association;

(e) Economic, social and cultural rights, in particular:

(i) The rights to work, to free choice of employment, to just and favourable conditions of work, to protection against unemployment, to equal pay for equal work, to just and favourable remuneration;

(ii) The right to form and join trade unions;

(iii) The right to housing;

(iv) The right to public health, medical care, social security and social services;

(v) The right to education and training;

(vi) The right to equal participation in cultural activities;

(f) The right of access to any place or service intended for use by the general public, such as transport hotels, restaurants, cafes, theatres and parks.