

**Czech University of Life Sciences Prague**

**Faculty of Economics and Management**

**Department of Humanities**



**Bachelor Thesis**

Women's Rights in the Job Market-Ethical Questions

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**Supervisor: Daniel Rosenhaft Swain, Ph.D., MA**

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# CZECH UNIVERSITY OF LIFE SCIENCES PRAGUE

Faculty of Economics and Management

## BACHELOR THESIS ASSIGNMENT

Marie Daová

Economics and Management

Thesis title

**Women's Rights in the Job Market – Ethical Questions**

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### Objectives of thesis

This thesis will consider the issue of gender discrimination in the job market from the perspective of contemporary ethics, with a particular focus on the Czech Republic. While both legal codes and business ethics practices strongly oppose discrimination on grounds of gender, there remain substantial barriers to women in the job market. As well as everyday sexual harassment and discrimination, women are also faced with a 'gender pay gap', and disproportionately take the burden of childcare. The thesis will thus consider laws and attitudes concerning women in the job market in the Czech Republic in the light of concepts in business and feminist ethics.

### Methodology

Conduct a literature review examining:

- Historical and contemporary questions of ethics, in particular business ethics.
- Feminist ethics and its influence on business.
- Contemporary legal approaches to workplace equality and discrimination in the EU and Czech Republic.

A practical part consisting of:

- Analysis of the position of women in the Czech labour market using data from the National Statistics Office.
- A survey considering attitudes towards women in the workplace and knowledge of existing legislation regarding childcare and discrimination.

**The proposed extent of the thesis**

40-50 pages

**Keywords**

Discrimination, Gender, Gender roles, Ethics, Feminism, Labour Market, Labour Code, Unemployment, Equality, Pay gap

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**Recommended information sources**

BURTON, Brian K., and DUNN, Craig P. (1996) Feminist Ethics as Moral Grounding for Stakeholder Theory, Business Ethics Quarterly 6(2) 113-147.

FIALOVÁ, E., SPOUSTOVÁ, I., HAVELKOVÁ, B. (2007) Diskriminace a právo. Praha: Gender Studies.

INTERNATIONAL LABOUR OFFICE (2007) ABC of Women Workers' Rights and Gender Equality.

OSBORNE, Susan (2001) Feminism, Pocket Essentials, ProQuest Ebook Central.

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### **Declaration**

I declare that I have worked on my bachelor thesis titled “Women’s Rights in the Job Market- Ethical Questions” by myself and I have used only the sources mentioned at the end of the thesis. As the author of the bachelor thesis, I declare that the thesis does not break copyrights of any their person.

In Prague on 15.03.2018

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Marie Daová

## **Acknowledgement**

I would like to thank my supervisor Daniel Rosenhaft Swain, Ph.D., MA for his advices, support and patience during my work on this thesis.

## **Abstract-Women's Rights in the Job Market-Ethical Questions**

This bachelor thesis deals with ethical questions of women's rights in the job market. The first part briefly analyses the basic terms which are related to topic. The following chapter discuss women in the labour market, where I am talking about labour market, unemployment rate, gender discrimination at workplace, legal regulation in the Czech Republic and in the European Union, focusing on Labour Code and Anti-Discrimination Act. Attention is focused mainly on the issue of unequal status of women and women's rights in the labour market. The practical part is divided into two parts. In the first part, I analysed the data that I obtained at the Statistical Office of the European Union or at the Czech Statistical Office. Second part is a questionnaire survey. The main aim of my survey was to determine if opinions differ from gender stereotypes and find out if women know about their working rights.

**Keywords:** Discrimination, Gender, Gender roles, Ethics, Feminism, Labour Market, Labour Code, Unemployment, Equality, Pay gap.

## **Abstrakt-Ženské právo na trhu práce – Etická otázka**

Bakalářská práce se zabývá etickou otázkou ženského práva na trhu práce. V první části práce jsou stručně rozebrány základní pojmy, které se vztahují na dané téma. Následující kapitola vyjednává o ženách na trhu práce, kde mluvím o pracovním trhu, míře nezaměstnanosti a typy genderové diskriminace na pracovišti. Dále se v kapitole věnuji právním úpravám pracovního trhu České republiky a předpisům Evropské Unie se zaměřením na zákoník práce a antidiskriminační zákon. Pozornost je hlavně zaměřena na otázku nerovnému postavení žen a ženského práva na trhu práce. Praktická část práce je rozdělena na dvě části. V první se věnuji analyzování dat, které jsem získala na statistickém úřadu Evropské unie nebo na Českém statistickém úřadu. Druhá část praktické části je věnována dotazníkovému šetření. Cílem mého průzkumu bylo zjištění reálných názorů a porovnat je od genderových stereotypů a také zmapovat, zda mají ženy znalosti o svých pracovních právech.

**Klíčová slova:** Diskriminace, Gender, Genderové role, Etika, Feminismus, Trh práce, Pracovní Zákon, Nezaměstnanost, Rovnost, Mzdové rozdíly.

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### **List of abbreviations**

- Eurostat – Statistical Office of the European Union
- CZSO – Czech Statistical Office

## **Introduction**

This bachelor thesis will consider one of the biggest problems of the contemporary situation of woman's rights on the labour market and equal opportunities of women and men. The objectives of my thesis are to analyse the issues of the topic that women are faced with during their work career, especially such issues as gender equality, women's unemployment rate, discrimination at workplace, gender stereotypes, gender pay gap, maternity and parental leave and coming back from maternity.

We know from history that women have not had an easy life because since ancient times women have dealt with inequality in family, education employment and voting rights. The women were not allowed to attend school, go to work and take place in public decision-making. Nowadays, women's rights have been improved but there are still some issues that I will discuss below in the Theoretical part. The first part of the thesis belongs to introduction of the basic terms which are related to the topic. I will also dedicate to a matter of women in the Job/Labour Market. There I will explain its basic terms of Market and Labour market. Furthermore, I will mention legal regulation in the Czech Republic in matters of employment and its regulation. The second part of my thesis will focus on analysing data from the Statistical Office of the European Union and from the Czech Statistical Office. The last part is my own survey in which I will try to find out attitudes of people to my topic: women's right in the Job/ Labour Market.

# **Objectives and Methodology**

## **Objectives**

The main objective of this study is to analyse obtained data from the Statistical Office of the European Union, the Czech Statistical Office and from my questionnaire survey and determine whether women are faced during their work career with issues such as gender equality, discrimination at workplace, gender stereotypes, gender pay gap, maternity and parental leave and another related issues with the topic of the thesis.

## **Methodology**

The thesis is divided into two main parts, theoretical and practical. The theoretical part is separated into two chapters. The first chapter briefly analyses the basic terms which are related to topics: Ethics, Business Ethics, Feminism Ethics, Gender, Gender roles, Gender discrimination and Feminism. The following chapter discusses women in the Job/ Labour Market. I will explain terms such as Market, Labour Market, Unemployment rate and how to calculate the rate, the consequences of unemployment and I will also mention types of discrimination in the workplace. Furthermore, I will talk about legal regulation in the Czech Republic and in the European Union, focusing on the Labour Code and equality regulation in matters of employment and occupation.

The second part of my thesis will focus on analysing data from the Statistical Office of the European Union and from the Czech Statistical Office. The following part is my own survey in which I will try to find out attitudes of people to my topic: women's right in the Job/ Labour Market, gender stereotypes, knowledge about their rights. The questionnaire survey will be made in two languages, English and Czech and it was given mainly to responders in the age group 16-30 years old and from bigger which has more than 100.000 thousand inhabitants. E.g. Prague, Pilsen and Ústí nad Labem. The last part will be the conclusion of my work.

## 1.1 Ethics

The term ethics comes from Greek *ethos* -moral. We rank it among philosophical disciplines, practical philosophy. As a discipline it has its origins in the philosophy of Aristotle and Confucius. Most people understand ethics as a theory of morality, but there are many opinions. The morale is also a subject of the interest. People have created ethics as a tool for exploring what is important for our life. If we should discuss closer, ethics is one of the oldest theoretical discipline that arose as a part of philosophy. Ever since antiquity ethics has been considered as a “practical philosophy” instead of “theoretical” knowledge of the world.

### 1.1.1 Ethics vs Morals

“Morals are the principles on which one’s judgments of right and wrong are based. Ethics are principles of right conduct. The main difference is that morals are more abstract, subjective, and often personal or religion-based, while ethics are more practical, conceived as shared principles promoting fairness in social and business interactions. Ethics are the science of morals, and morals are the practice of ethics”.<sup>1</sup>

Ethics works with historical material, it examines morality, behaviour of people in the past, today and in the future. It usually seeks to evaluate human behaviour from the point of view of good and evil, right and wrong, justice and crime.

### 1.1.2 Ethics in history

Ethics in antiquity responded not only to questions about what is good or wrong, but it was also a theory of how humans live. Socrates speaks about conscience, he believed that knowledge is a virtue and vice is the result of ignorance. And according to Plato, human behaviour is driven by three elements: desire, determination and sense.

The natural law of Thomas Aquinas expressed the medieval effort to unite Aristotle’s ideas that everything should go back to its purpose and the Christian doctrine in which all things

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<sup>1</sup> Ethics vs. morals [online]., 1 [cit. 2018-03-11]. Available from: <http://grammarist.com/usage/ethics-morals/>

are created by God in order obtain a coherent picture of what can be considered natural and good.

Later, four different approaches developed. According to Hobbes, Ethics should be based on an agreement between people. Hume was convinced that it should be based on feelings rather than on reason, because people naturally feel mutual considerations to each other. Proponents of utilitarianism felt that Ethics should have been based on the expectation of outcomes. And Kant believed that fundamental ethical principles should be built on practical reason.

Nowadays, many people are interested in Applied Ethics. Between the most important areas of Applied Ethics include Ethics of Living and Dying, Medical Ethics, Ethics of Sexuality and Relationships, Feminist Ethics, Bioethics (relating to genetics), Legal Ethics, Environmental Ethics and Business Ethics.

### **1.1.3 Business Ethics**

By Cater McNamara — “Business Ethics is generally coming to know what is right or wrong in the workplace and doing what is right— this is in regard to effects of products/ services and in relationship with stake holders”.<sup>2</sup>

According to John Donaldson- “Business ethics in short can be desired as the systematic study of ethical matters pertaining to business industry or related activities, institutions and beliefs. Business ethics is the systematic handling of values in business and industry”.<sup>2</sup>

Business ethics is a frequent subject of discussion by economists, philosophers, entrepreneurs, managers and even politicians. It is usually understood as a science of human intent, negotiation and their relationship to good or bad consequences behaviour in the business field. And so, the basic prerequisite for ethical business should be fair play and equality.

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<sup>2</sup> PALIWAL, Manisha. Business ethics [online]. New Delhi: New Age International (P) Ltd., Publishers, 2006 [cit. 2018-03-11]. Available from: <http://site.ebrary.com/lib/natl/Doc?id=10323318>.

### 1.1.4 Feminist Ethics

“Before examining feminist ethics, we must understand the fundamental differences between a feminist approach to philosophy and the more traditional approach—what Wicks et al. call the masculinist approach—that underlies traditional ethics. These differences are shown most clearly in ontology and epistemology. Traditional ethics is founded on an ontology of the individual self. "Others" are seen as threats, so rights become of prime importance. The resulting moral theories tend to be legalistic or contractual in nature. Kant” (1964) <sup>3</sup>

## 1.2 Gender, Gender role

### 1.2.1 Gender

“Gender refers to the socially constructed differences and relations between males and females. These vary widely among societies and cultures and change over time. The term “gender” is not interchangeable with the term “sex”, which refers exclusively to the biological differences between men and women, which are universal and do not change”<sup>4</sup>

“People who do not identify as men or women or with masculine or feminine gender pronouns are often grouped under the terms non-binary or genderqueer.”<sup>5</sup>

The term gender, as we know it today is quite a new word among social concepts. Its history began during 19th century in the context of feminist movements, when questions like “why are differences between men and women considered important?” and “why is there an unequal distribution of resources from which males developed?” The term became a sociological concept and described socially conditioned cultural differences, expectations and specifics of women and men.

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<sup>3</sup> Burton B. and Dunn C. (1996). Feminist Ethics as Moral Grounding for Stakeholder Theory. *Business Ethics Quarterly*, 6(2), 133-147. doi:10.2307/3857619

<sup>4</sup> ABC of women workers' rights and gender equality [online]. 2nd ed. Geneva: International Labour Office, ©2007 [cit. 2018-03-11]. Available from: <http://site.ebrary.com/lib/natl/Doc?id=10512166>.

<sup>5</sup> Gender. In: *Wikipedia: the free encyclopedia* [online]. San Francisco (CA): Wikimedia Foundation, 2018 [cit. 2018-03-11]. Available from: <https://en.wikipedia.org/wiki/Gender>

### **1.2.2 Gender role**

“Gender roles are learned behaviours in a given society, community or other social group. They condition which activities, tasks and responsibilities are perceived as appropriate to males and females respectively. Gender roles are affected by age, socio-economic class, race/ethnicity, religion, and the geographical, economic, political and cultural environment. Gender relations are also relations of power which affect who can access and control tangible and intangible resources.”<sup>6</sup>

Nobody can choose their gender when they were born. But once we have been as a girl or a boy, society gives us direction as to how we should behave as a female or a male. Therefore, the fact of being a male or a female significantly influences our opportunities and possibilities of life chances, basic choices as education, future occupation and salary evaluation in jobs, etc. For these reason gender roles play a major part in questions of inequalities between gender.

### **1.2.3 Gender discrimination**

Gender discrimination is the type of discrimination in which someone is treated less well because of their sex. We can meet with sexual discrimination in many types. Most known is discrimination in education, employment, wage/salary inequalities and basic human rights. To understand the term, we have to look at the term “discrimination” as well. Discrimination is “treating a person or particular group of people differently, especially in a worse way from the way in which you treat other people, because of their skin colour, sex, sexuality, etc.”<sup>7</sup>

We recognize direct, indirect and hidden discrimination, which will be discussed below.

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<sup>6</sup> ABC of women workers' rights and gender equality [online]. 2nd ed. Geneva: International Labour Office, ©2007 [cit. 2018-03-11]. Available from: <http://site.ebrary.com/lib/natl/Doc?id=10512166>.

<sup>7</sup> Cambridge Dictionary: Discrimination [online]. United Kingdom [cit. 2018-03-11]. Available from: <https://dictionary.cambridge.org/dictionary/english/discrimination>



## **1.3 Feminism**

Feminism is a way of looking at the world, which women occupy from the perspective of women. It has as its central focus the concept of patriarchy, which can be described as a system of male authority, which oppresses women through its social, political and economic institutions.<sup>8</sup>

Feminism can be perceived also as an extremist movement when feminists are considered women who do not agree with men and want to compete with them. This is so-called “female emancipation”. Feminism is in other words is a complex of philosophies, social theories, political movements and ideologies with the aim to promote female oppression.

And why do we have feminism? In earlier times, in 19<sup>th</sup> century, women were considered inferior to men, this is the reason why they began to seek greater rights.

### **1.3.1 History of women’s rights – evolution of Feminism**

This evolution is divided into two period or waves. The first one was in late 19<sup>th</sup> and early 20<sup>th</sup> century, it took place all around the world but mostly in English-speaking world. They fought for basic women rights such as education, free speech or better working condition. But this wave was interrupted by Second World War. Unfortunately, in the end of the War, society returned to a conservative way of female and male “standard”. This was also the impulse of the origin of second wave of feminism.

#### **First and Second wave of feminism**

As I have already mentioned, the main requirements of the first wave were enshrining of basic political, civil and human rights in the law. These included, gaining women’s suffrage and equal access to education. The first female equality emancipation was thanks to Mary Wollstonecraft “widely accepted as the founder of modern Anglo-American feminism.”<sup>9</sup> She was inspired and influenced in her writing of “A Vindication of the Rights of Women” (1792) by Olympe de Gouges, who wrote “Declaration of the Rights of

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<sup>8</sup> OSBORNE, Susan. Feminism [online]. Harpenden: Pocket Essentials, 2001. Pocket essentials. Ideas [cit. 2018-03-11]. Available from: <http://site.ebrary.com/lib/natl/Doc?id=10005836>.

<sup>9</sup> Same as (8)

Women and of the Citizen (1791). Olympe's "declaration was written as a riposte to the revolutionary National Assembly's Declaration of the Rights of Man and the Citizen (1789) which had explicitly denied equal rights for women".<sup>10</sup>

As the result of these two women's activities, society changed into a modern bourgeoisie. New Civil Code have brought a higher level of equality in countries. Especially, for Czechs, one of the most influential feminist Eliška Krásnohorská founded Minerva's first Gymnasium in Central Europe in 1890.

Second-wave feminism is a period of feminist activity and thought that first began in the early 1960s in the United States, and eventually spread throughout the Western world and beyond. Second-wave feminism broadened the debate to a wide range of issues: sexuality, family, workplace, reproductive rights, de facto inequalities, and official legal inequalities. Second-wave feminism also drew attention to domestic violence and marital rape issues, establishment of rape crisis and battered women's shelters, and changes in custody and divorce law. "Feminist-owned business such as bookstores, credit unions, and restaurants were among the key meeting spaces and economic engines of the movement."<sup>11</sup>

The development of feminism does not end with the second wave. Some authors speak about the third wave, where they try to explore the sexist foundations of society itself and to reveal the subjectivity of woman. Others are disagreeing with the fact, that there is the third wave even though the requirements from the second wave have not been fulfilled yet.

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<sup>10</sup> OSBORNE, Susan. Feminism [online]. Harpenden: Pocket Essentials, 2001. Pocket essentials. Ideas [cit. 2018-03-11]. Available from: <http://site.ebrary.com/lib/natl/Doc?id=10005836>.

<sup>11</sup> Second-wave feminism. In: Wikipedia: the free encyclopedia [online]. San Francisco (CA): Wikimedia Foundation, 2018 [cit. 2018-03-11]. Available from: [https://en.wikipedia.org/wiki/Second-wave\\_feminism](https://en.wikipedia.org/wiki/Second-wave_feminism)

# **Women in the Job market**

## **1.4 Market**

A market is one of the many varieties of systems, institutions, procedures, social relations and infrastructures whereby parties engage in exchange. While parties may exchange goods and services by barter, most markets rely on sellers offering their goods or services (including labour) in exchange for money from buyers. It can be said that a market is the process by which the prices of goods and services are established.<sup>12</sup>

## **1.5 Job/Labour market**

A labour market is the place where workers and employees interact with each other. In the labour market, employers compete to hire the best, and the workers compete for the best satisfying job.<sup>13</sup>

From the economic point of view, we can divide labour market into two directions, macroeconomic and microeconomic. The macroeconomic outlook focuses on the relationship that takes place in the labour market and other markets such as Foreign trade or commodity market. It monitors the development of unemployment, GDP (Gross domestic product) and the development of pensions. Whereas, the microeconomic aspect monitors the behaviour of individual employees in the labour market.

The classical economists defined the labour market as a homogeneous market, however this is not the case. The number of labour markets is connected to the number of professions, sectors or geographic areas. This means that it is connected with segmentation in the labour market.

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<sup>12</sup> Market (economics). In: Wikipedia: the free encyclopedia [online]. San Francisco (CA): Wikimedia Foundation, 2018 [cit. 2018-03-11]. Available from: [https://en.wikipedia.org/wiki/Market\\_\(economics\)](https://en.wikipedia.org/wiki/Market_(economics))

<sup>13</sup> The Economic Times: Definition of 'Labour Market'[online]. In:2018: Bennett, 2018, s. 1 [cit. 2018-03-11]. Available from: <https://economictimes.indiatimes.com/definition/labour-market>

We can divide labour market segmentation into two sectors, primary and secondary. The primary sector has better job offers with more favourable salary, employees have career opportunities and a lot of benefits connected with their jobs. They can also improve their qualifications to help them with attractiveness for the labour market. The secondary sector offers jobs with lower pay scales, less interesting work and limited benefits. In the secondary sector belong employees as women, young and old, physically disabled people, people without sufficient education or people from ethnic minorities. For these reason, employee fluctuations are higher in the secondary sector.

Nevertheless, moving from the secondary to the primary sector is difficult due to lack of education or qualifications, way of negotiation and presentation. It is practically impossible to move from second sector, because of unwillingness of investment in development and hence they are reliant on less paid jobs.

## **1.6 Unemployment, Unemployment rate**

An involuntarily unemployed person does not work but is actively looking for a job. We call them “economically active” and an employed person an economically active person, who works. The rest of the population are retirees, students, housewives, invalids, which make up together the inactive working population.

For the purpose of measuring the unemployment rate are used:

- a. Number of unemployed
- b. Size of labour force

The unemployment rate is a measure of the prevalence of unemployment and it is calculated as a percentage by dividing the number of unemployed individuals by all individuals currently in the labour force.<sup>14</sup>

$$\text{Unemployment rate (\%)} = (\text{unemployed} / \text{labour force}) * 100$$

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<sup>14</sup> Unemployment. In: Wikipedia: the free encyclopedia [online]. San Francisco (CA): Wikimedia Foundation, 2018 [cit. 2018-03-11]. Available from: <https://en.wikipedia.org/wiki/Unemployment>

The labour force participation rate is calculated as the fraction of the population that is over 15 years of age that is in the labour force:

$$\text{Labour force participation rate} = \text{labour force} / \text{population 15 and over}$$

### **1.6.1 The types of Unemployment**

1. Cyclical unemployment – is unemployment that accompanies fluctuations in real GDP and if total demand for labour is low. This situation occurs particularly during an economic recession. Workers are dismissed without compensation.
2. Frictional unemployment – is unemployment that occurs naturally during the normal workings of an economy. It occurs because it simply takes time for people to find the right jobs and for employers to find the right people to hire. It is also due to the constant movement of people between areas and workplace or during their life-cycle stages. Even if the economy were in a state of full employment, there would always be some fluctuations
3. Seasonal unemployment – is usually unemployment that arises as a result of seasonal changes in job offers.
4. Structural unemployment – it appears where there is a mismatch between supply and demand for workers. Inconsistency may arise because the demand for a type of work increases while demand for another type decreases and supply does not adapt quickly enough. As a result, we often encounter imbalances in individual occupations or areas, as certain sectors are developing while others are falling.

### **1.6.2 Unemployment consequences**

Work is a social activity and person without a job can easily move to the edge of society. Therefore, unemployment is one factor of social problems. We generally divide unemployment consequences into economic and social.

Economic consequences include: falling demand for goods and services, falling demand for businesses further down the supply chain, fall in revenue from income tax and taxes on consumer spending, falling profits and loss in output (GDP) from people being out of work, etc. Okun's law states that when unemployment falls by 1%, GNP rises by 3%.

Social consequences are mainly due to long-term involuntary unemployment, it sometimes leads to self-harm, suicide, alcoholism and the deterioration of mental and physical health.

## **1.7 Discrimination at workplace-Types of discrimination**

Discrimination simply put is an action or decision that treats a person or group negatively, based on their sex, race, age or disability.

### **1.7.1 Direct and indirect discrimination**

Negative discrimination, sometimes referred to as discrimination absolute, can be further divided into following groups: direct, indirect and hidden.

Direct discrimination occurs where an employer or organisation treats someone less favourably because of their age, disability, gender, sexual orientation, marital status, pregnancy or maternity, race, religion or belief, or sex. These attributes are known as protected characteristics. On the other hand, indirect discrimination occurs where a policy of an employer or organisation applies to everybody but results in people with certain protected characteristics (e.g., race or gender) being put at a disadvantage.<sup>15</sup>

And the person affected by direct and/or indirect discrimination has the right to claim before the courts, in particular, that the harassment be refrained from that consequences of

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<sup>15</sup>What is the difference between direct and indirect discrimination? In Brief: The Legal Information Site [online]. United Kingdom: All Rights Reserved, 2018 [cit. 2018-03-11]. Available from: <https://www.inbrief.co.uk/discrimination-law/difference-between-direct-indirect-discrimination/>

the harassment acts be remedied and that she/he be provided with appropriate compensation.

### **1.7.2 Sexual harassment**

Sexual harassment “in undesirable behaviour of a sexual character with the same intent or a result of harassment. Sexual harassment does not have to be a physical contact. But it can be sexually coloured jokes, speeches, emails with cheeky materials or employer’s request to have an informal contact with clients”.<sup>16</sup> And according to the Czech Act No.262/2006 Coll., Labour Code, Section 16, Equal Treatment and prohibition of Discrimination, defines sexual harassment as the form of discrimination that is prohibited on labour market and it is regulated by the Anti-Discrimination Act (Note108). Also “In most modern legal contexts, sexual harassment is illegal. As defined by the United States' Equal Employment Opportunity Commission (EEOC).”<sup>17</sup>

The term sexual harassment involves different types of behaviour and we can meet with them daily and according to the Anti-Discrimination law, the person affected by harassment has the right to claim before the courts, in particular that the harassment be refrained from, that consequences of the harassment acts be remedied and that she/he be provided with appropriate compensation.

Sexual harassment may include the following types of behaviour:

- Sexually coloured jokes or conversation
- Sexual relations at work between colleagues
- Sending and showing inappropriate pictures or photos
- Sexual-oriented comments
- Asking uncomfortable about your private life (sexual life, sexual orientation)
- Unintended physical contact

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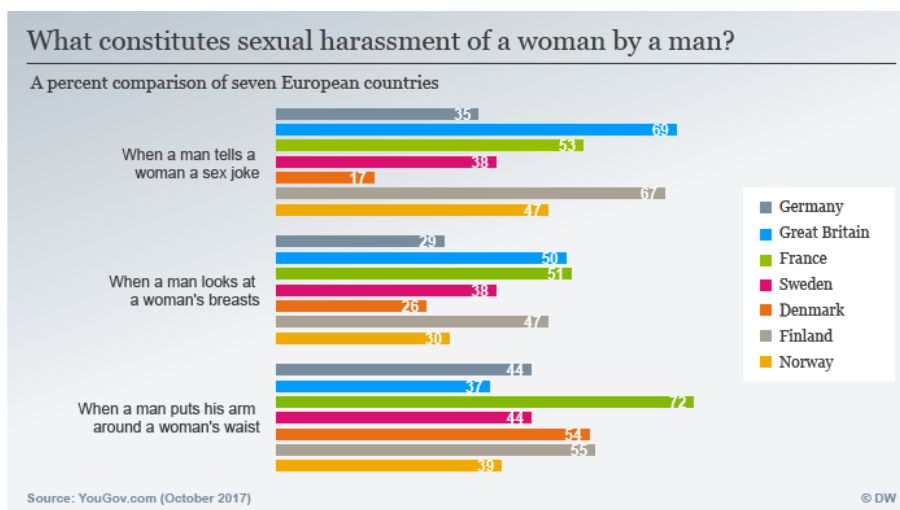
<sup>16</sup> FIALOVÁ, Eva, SPOUSTOVÁ, Ivana a HAVELKOVÁ, Barbara. Diskriminace a právo: [diskriminace na základě pohlaví a rovné příležitosti žen a mužů na trhu práce z pohledu práva. [Praha]: Gender Studies, 2007. 46 s. ISBN 978-80-86520-20-9.

<sup>17</sup> Sexual harassment. In: Wikipedia: the free encyclopedia [online]. San Francisco (CA): Wikimedia Foundation, 2018 [cit. 2018-03-11]. Available from: [https://en.wikipedia.org/wiki/Sexual\\_harassment](https://en.wikipedia.org/wiki/Sexual_harassment)

- Forcing sexual contacts
- Rape

In this Picture 1., we can see the survey from YouGov (International Internet-based market research and data analytics company) in which they were asking seven European countries question “What constitutes sexual harassment of a woman by a man?”

69 people from Great Britain agreed with answer “when a man tells a woman a sex joke” on the other hand only 17 responders of Denmark agreed with this answer. To the second answer “when a man looks at a woman’s breasts” agreed 51 responders from France and to the third answer “when a man puts his arm around a woman’s waist” agreed also the most responders from France. From this survey, we can consider the sexual harassment as a worldwide issue.



Picture 2 – What constitutes sexual harassment of a woman by a man?

Source: YouGov.com (2017)

### 1.7.3 Racial discrimination

Racial discrimination is a form of discrimination where one participant treats another differently because of race in situations when you are in the workplace, when you use public service, transport or you want to join a club or association, etc.

In the European Union there is a legal norm that deals with racial discrimination and is also binding for the Czech Republic. It is called the “International Convention on the Elimination of All Forms of Racial Discrimination”, entry into force 4 January 1969.



Article 5 of International Convention on the Elimination of All Forms of Racial Discrimination shows us the main part of the norm, where we can find the rights for racial equality. (Appendix 4)

#### **1.7.4 Age discrimination**

Age is besides gender the main measure of the status of an individual in the labour market. Discrimination based on age is known as ageism. It is present in all stages of employment, not only in advertisements but also in division of work tasks, hiring employees and changing jobs. The Czech Act No.262/2006 Coll., Labour Code provides a prohibition of discrimination according to your age in the first paragraph of the normative part of the law. It also includes a ban on discriminatory advertising, where the priority of selection of employees depends on basis of age or sex. Complaints are not often reported, however does not mean that discrimination disappear. It just changed the form of discrimination, it has become “hidden age discrimination”.

#### **1.7.5 Job interview**

Unfortunately, women are the often subject of job interview discrimination. It is illegal, because if the employer shows that “she” does not have a chance to get a job, because of the age, marriage status, number of children or family responsibilities (care for a young child/ren). Despite warnings and regulation of the Act No.262/2006 Coll., Labour Code, some of them still ask inappropriate questions nowadays.

Examples of questions that may discriminate include:

- Do you have any children? If so, how many and what are their ages?
- What is your current marriage status?
- Are you planning to get married? If so, when?
- What is your sexual orientation?
- Do you planning to get pregnant in 3 years?
- Are you pregnant?
- How often are your children sick/ill?
- Do you prefer Miss or Mrs.?

- Is your partner/husband/wife employed?
- You seem to be old. How old are you?

### **1.7.6 Pay gap**

Firstly, we need to know the differences between Pay and Remuneration. Remuneration includes wage and salary and other related benefits directly or indirectly provided by the employer in cash or in kind (e. g. vouchers, bonuses, benefits, overtime pay, gifts, etc.) and Pay is the money which you will receive for doing a job.

The Gender Pay gap, sometimes known as Gender Wage gap represents gender inequalities in wage/salary measurement for the work with same value. It is also one of the discriminatory factor in gender equality questions. Employers are obliged to ensure equal treatment of all employees in accordance of the Labour Code. The biggest problem is not ensuring fair remuneration for employees with the same or very similar position but comparing the difficulty of different positions across adequate ratings, typically women's jobs are often valued less regardless of difficulties.

Therefore, Czech legislation guarantees equal pay with the Act No. 262/2006 Coll., Labour Code, Section 110, which says that:

“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.”, and also mention that for “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.”.

## **1.8 Gender stereotypes**

Gender stereotypes are traditional and often discriminatory vision about the characteristics, roles and positions that are typical for the male or female in society. The origins of opinions about men and women are formed and influenced by family and its standard of living or education at schools. And despite all women's movements and emancipation during history in areas as education and socio-political field, there are still stereotypes of

the sex roles that is usually provided by media through movies or books since our childhood. The main cast is in most cases men and they usually occupy superior positions, while women are subordinated to men and depend on them. For example, Disney Princesses who are waiting for Prince to rescue her or they are willing to sacrifice everything – Snow White and the Seven Dwarfs, Cinderella, Ariel, Sleeping Beauty, Rapunzel, etc. Someone can say that it is pointless note, but the television, Internet and other media can be one of huge influence in development of gender stereotypes. However, the development of gender roles and stereotypes has been here for many centuries, therefore there are many other factors that can influence us.

I should also mention the terms such as “glass ceiling” and “glass escalator”, which belong to a segmentation-stereotypes field. The glass ceiling can be understood as a barrier that prevents woman getting a promotion from employer because employer automatically assumes that woman misses some work qualities and skills in compare with men.

On the other hand, glass elevator is based on the fact, the employer is focused on men’s qualities, skills, masculine aspect and compare them with women in women-dominated professions (teaching, social work, nursing, etc.) It can be also known as unequal opportunities.

Some of gender stereotypes:

- A woman is usually not strong enough to be able to lead.
- Women’s work success is generally hindered by lack of courage.
- Women are too emotional to work effectively with them, because they cannot make a logical and rational decision.
- Women with managerial ambitions should forget about the family
- Women do not understand the technique and modern workflow

## **1.9 Legal protection in the Czech Republic**

In general, Czech legislation is classified as inadequate in comparison with modern Community law responding to the current problems of the European Union. Prohibition of discrimination and the rights to equal treatment are primarily enshrined in the “Charter of Fundamental Rights and Freedoms” which is regulated by the “Equal Treatment Act” and

to protect against discrimination – “Anti-Discrimination Act”. Furthermore, legal protection against discrimination in labour market is regulated by the “Labour Code”.

### **1.9.1 Charter of Fundamental Rights and Freedoms**

The Charter of Fundamental Rights and Freedoms sets out the basic principles of equality of people and the prohibition of discrimination. According to the Charter are all people “free and equal in their dignity and rights. Their fundamental rights and freedoms are inherent, inalienable, non-prescriptible and irrevocable.” They are also free and equal in irrespective of their gender, ethnic background, belief, language, faith, religion, political orientation, nationality, property, family, etc.

Between the most important regulations belong:<sup>18</sup>

- Act No. 262/2006 Coll., Labour Code
- Act No. 345/2004 Coll. about Employment
- Act No. 221/1994 Coll., Enforcement of Industrial Property Rights Act
- Act No. 218/2002 Coll., Service Act
- Act No. 2/1991 Coll., Collective Bargaining Act
- Act No. 99/1963 Coll., Civil Procedure Code
- Act No. 150/2002 Coll., Code of Administrative Justice
- Act. No. 200/1990 Coll., Offenses Act
- Act No. 40/1964 Coll., Civil Code
- Act. No. 54/1956 Coll., Medical care and sickness benefit
- Act No. 117/1995 Coll., State social support Act
- Act No. 251/2005 Coll., Labour Inspection Act

### **1.9.2 Anti-Discrimination Act**

The Anti-Discrimination Act has been in force since September 2009. By adopting this Act, the Czech Republic fulfilled its obligation to implement the European Union regulations for equal opportunities for all inhabitants in Europe. The main task of Anti-

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<sup>18</sup> KUCHAROVÁ, Věra, Štěpán JURAJDA, Daniel MÜNICH a Kateřina MACHOVCOVÁ, SOKAČOVÁ, Linda, ed. Career – Family – Equal Opportunities: Studies on Women and Men in the Czech Labour Market. Gender Studies. 2007, **2007**, 27.

Discrimination Act is to provide the highest legal protection for victims of discrimination. It sets out principles of equal treatment for many areas. Such as, principle of equal opportunities and equal treatment for men and women in the field of job market, entrepreneurship, access to health care and education.

The Act includes the principles of equal treatment for men and women in occupational social security schemes in section 8, No. 2 - Men and women must have, in particular:

“equal access to an occupational social security scheme, equal entitlement to the provision of a performance, equal conditions for the origin, duration and retention of entitlement to a performance, equally compulsory or voluntary affiliation to a scheme, equal rules for the provision of a performance, particularly age-limit, duration of employment or period of affiliation to a scheme, equal conditions for the suspension of a performance or acquisition of entitlement to benefits paid during maternity leave or family-related leave, entitlement to an equal scope of performance upon fulfilment of the same conditions, an equal method of calculation of the amount of employer’s or employee’s contributions, an equal method of calculation of the amount of performance including increases due in respect of a spouse or for dependants, equal conditions for the reimbursement of contributions to an employee when the employee leaves the scheme without having fulfilled the conditions guaranteeing a deferred right to long-term benefits, an equal method of fixing retirement age for the purposes of granting a pension from an occupational social security scheme.”

### **1.9.3 Act No. 262/2006 Coll., Labour Code**

Act No. 262/2006 Coll., Labour Code came into force in 1<sup>st</sup> January 2007 and it replaced the original one, from 1965. General statement of the Labour Code says that any discrimination against employees in labour relations based on race, gender, sex, language, belief and religion, sexual orientation, political or other opinion, membership or activity in political parties or political movements, trade unions and other associations, property, nationality, ethnic, age, health condition, marriage status, family obligations are prohibited by the Labour Code. Employers are required by the Labour Code to ensure equal treatment of all employees in their payments, work benefits, division of tasks and another equality that should be at workplace. In accordance with a fundamental principle of Czech Labour law, rights must not be misused. If so, the employee may require financial compensation

for substantial damage to their dignity or honour caused by unwelcome action. Usually, the court will determine the amount of compensation for non-property loss based on the fact of seriousness of the damage and on the circumstances in which the rights and obligations were infringed.

#### **1.9.4 European Union equality regulation in matters of employment and occupation**

The principle of equality based on the law of European Economic Community. It represents one of the fundamental rights which is a key principle of equality in European Community. It is legislation that is prioritized over European member states national law. The main Council Directive:

“Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions”

“Council Directive 86/378/EEC of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes”

“Council Directive 75/117/ EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women”

“Council Directive 97/80/EC of 15 December 1997 on the burden of proof in cases of discrimination based on sex”

#### **1.10 Maternity and Parental Leave**

The Labour Code entitles an employee to 28 weeks of maternity leave in connection with childbirth and care for a new-born child, 37 weeks if she has given birth to 2 or more children. And according to Act No. 262/2006 Coll, Labour Code, Section 195 she can go to the Maternity Leave “at the beginning of the sixth week before the expected childbirth (confinement), but no earlier than the beginning of the eighth week before the expected confinement.” and “If a female employee has taken less than six weeks of maternity leave

before the childbirth because the child was born earlier than the date determined by her doctor, she is entitled to her maternity leave as of the day when she started to take it until the expiry of the period laid down in subsection or if a child is stillborn, the female employee is entitled to maternity leave of 14 weeks.”

The Act No. 262/2006 Coll., Labour Code, Section 195 also mention that Maternity leave related to confinement “may never be shorter than 14 weeks and cannot terminate or be suspended before expiry of six weeks from the date of childbirth.”

In my point of view, Maternity leave belongs to legal obstacle at work, but if all conditions are fulfilled, mothers can take the advantages of Social Security Benefits. For example: maternity cash assistance, etc. These benefits are important in aiding the changing economic situation of single parents or due to high expenses in raising children.

### **Parental Leave - Section 196, Labour Code**

Act No. 262/2006 Coll., Labour Code, Maternity and Parental leave, Section 195. Parental Leave says that

“In order to extend the care being given to a child, the employer shall grant a female or male employee parental leave if so applied for. The entitlement to parental leave applies to the mother of a child upon termination of her maternity leave and to the father of a child from the day when the child was born and it is granted within the scope as applied for, but no longer than until the day when the child reaches the age of three years.”

Although, since 2009 in so co-called Harmonization Amendment to the Act No. 262/2006 Coll., Labour Code fathers are officially recognized as “suitable” to take care of their child/ren fulltime. This means that, they can take parental leave from the seventh week after the birth of child. Changing in parenting helps equal opportunities for women in the labour market as well because women/mothers can more easily return to their work in shorter time. But the numbers of fathers taking parental leave in recent years are still negligible compare to women. The reason for the low numbers are traditional distribution of gender roles and inequality in wages and salaries.

## **1.11 Coming back from Maternity and Parental leave**

Women are usually considered as mothers and are attributed to family care. This is one of the main issues of women in the job market because they often have a problem with finding a job after maternity or parental leave. Sometimes, it is automatically assumed that women with the same adequate education cannot achieve same job as a man, because the women look after the family more often and she mostly give preference to family over work, while the men devote more attention to work, sometimes even to the detriment of the family. Therefore, as I have already mentioned, a woman coming back from maternity and parental leave cannot often find a properly full-time job.

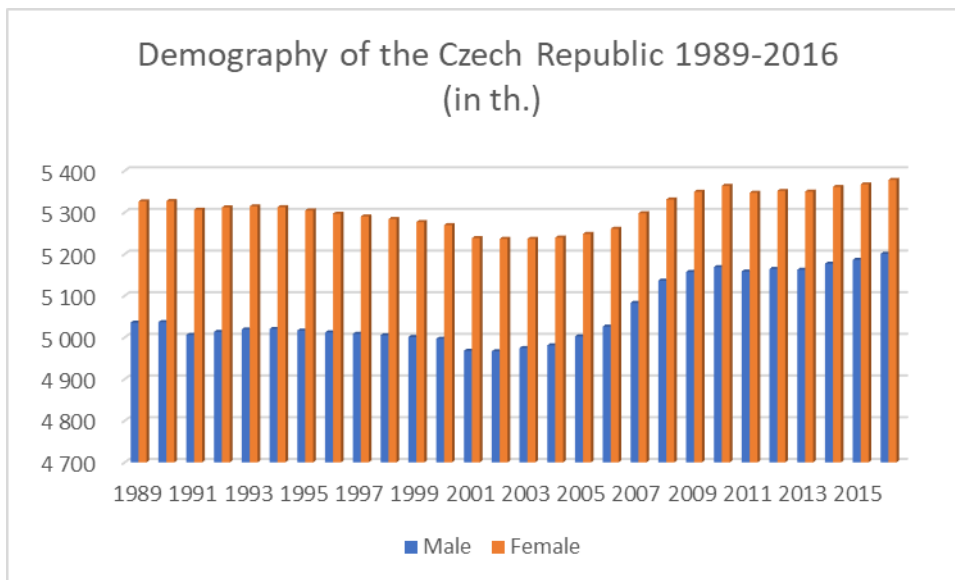
However, according to the Act No. 262/2006 Coll., Labour Code, Section 47 which tell us that “if employee returns to work, the employer is obliged to reinstate this employee to his/her original work (job) and workplace. Where it is not possible because the original work or workplace has ceased to exist, the employer shall assign work to this employee in accordance with the employment contract.” In any case, the employee has an obligation to tell the employer a term of return in advance. On the other hand, one of the employer’s obligations are that he/she shall not force the person returning from maternity or parental leave to change an employment contract. For example, the employer cannot change the length of work time. But if the employee asks for shorter weekly working hours in consideration with childcare (child/ren under 15 y. o.), the employer is obliged to permit the of employee’s request. And if the employee takes care of a child under 1-year-old, it is forbidden to work overtime (same situation as a pregnant employee).



## Practical Part

### 1.12 Data in the Czech Republic

#### 1.12.1 Demography of the Czech Republic in period 1989 -2016

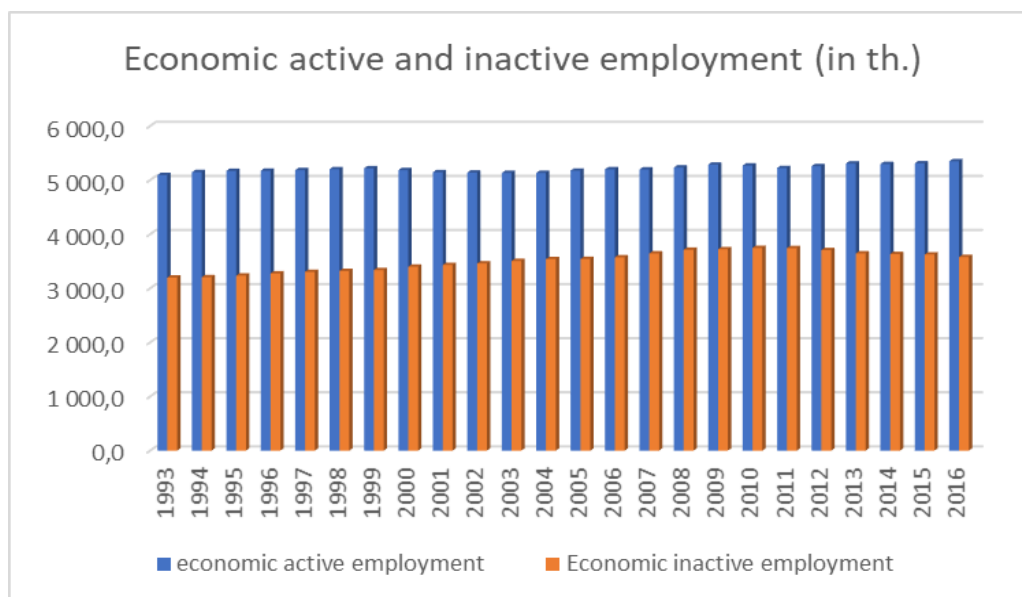


Graph 1. Demography of the Czech Republic (1989 -2016), own work, source: CZSO (2016)

The population of the Czech Republic includes all people who have residence in the territory of the Czech Republic. It has about 10.5 million inhabitants to December 2016 (CZSO).

And as you can see from Graph - Graph 1., demographic changes after 1989 brought down the birth rate and it went slightly up from the year 1995 and the highest population number since 1989 was in the year 2009. Graph-Graph 1. also shows the difference between male and female population. The male population in the Czech Republic was always lower since the 20<sup>th</sup> century but according to the Graph 1., it slowly goes up every year. The difference between male and female population in 2016 was only approximately 200 000.

### 1.12.2 Economic active and inactive employment



Graph 2. Economic active and inactive employment (in th.), own work, source: CZSO (2016)

The labour market as a place of supply and demand for labour or for work. And it is understandable

Here you can see the economic active and inactive employment. A surprise is that economic inactive is more than half of an economically active employment in 23 years.

### 1.12.3 Unemployment rate



Graph 3: Unemployment rate (%), own work, source CZSO (2016)

If I had to evaluate this Graph 3., I would say that after 1989, the impact of the past regime was still there and unemployment rate in 1990 was very low. The unemployment rate started increase in 1991 due to new market economy. However, it was not so dramatic as year 1997 when the rate rose sharply up and stopped in the highest point (8.8%) in 2002. I can consider that between 2004-2007, the rate was favourable because the Czech Republic joined European Union in 2004 and it helped with growth. According to the Czech Statistical Office, the average growth of real GDP before joining the EU was only 2.4% in comparison with years between 2004 and 2007, the average growth increased to 5.9%. But then, economic crisis began in 2008, therefore we can see fast growth of the unemployment rate, from 4.4% to 7.4%. Thanks to more stable economy in the Czech Republic nowadays, the rate went down to the lowest point in past two decades.

## Females and Males unemployment rate by age group

<i>Female unemployment rate by age group (%)</i>	1993	2016
<i>15 to 19</i>	13.9	26.8
<i>20 to 24</i>	8.0	9.7
<i>25 to 29</i>	8.9	7.4
<i>30 to 34</i>	5.9	5.8
<i>35 to 39</i>	4.2	3.9
<i>40 to 44</i>	3.8	3.9
<i>45 to 49</i>	2.9	3.2
<i>50 to 54</i>	2.6	3.9
<i>55 to 59</i>	4.5	4.4
<i>60+</i>	6.4	1.9

Table 1: Females unemployment rate by age group – year 1993 and 2016, own work, source CZSO (2016)

<i>Male unemployment rate by age group (%)</i>	1993	2016
<i>15 to 19</i>	10.1	22.7
<i>20 to 24</i>	5.3	8.9
<i>25 to 29</i>	3.0	4.1
<i>30 to 34</i>	3.1	3.3
<i>35 to 39</i>	2.5	2.6
<i>40 to 44</i>	2.3	2.1
<i>45 to 49</i>	2.5	2.0
<i>50 to 54</i>	1.6	2.9
<i>55 to 59</i>	1.8	4.0
<i>60+</i>	6.2	2.8

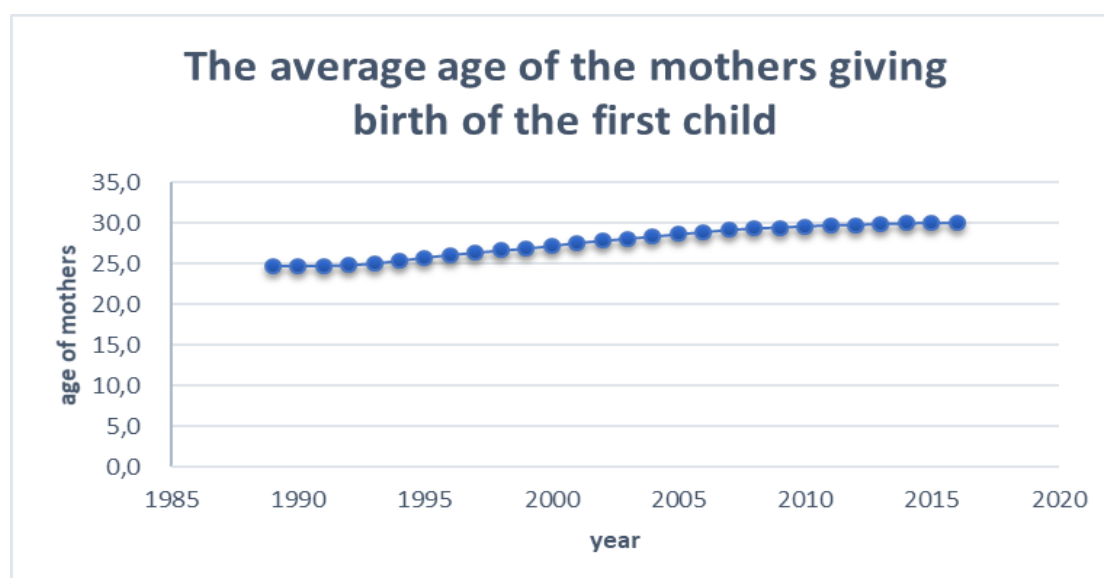
Table 2: Males unemployment rate by age group (%) – year 1993 and 2016, own work, source CZSO (2016)

These two tables show us more detail numbers of females and males unemployment rate by age group. I took two years to compare, first one is 1993, the year of establishment of the Czech Republic and the second one is 2016 (the latest available data). As you can see, there are huge differences between years 1993 and 2016. The female and male unemployment rate in age group 15-19 years old is almost 10-12% of difference. It tells us that far more people in 1993 went to work after finishing their primary education in comparison with the year 2016. But if you can see, female age group 35-39y.o.in 2016 has lower unemployment rate than in the year 1993. I think it is because of preference of

different generation of women. In the past, women stayed at home and look after children but nowadays, women in this age group prefer to work and build a career.

Nevertheless, despite the fact from Graph 1. – Demography of the Czech Republic, where we can see that the population of females is almost twice bigger than males, here we can see that the male unemployment rate by age group is lower than the female unemployment rate. Especially in 25-29 age group where the difference is 5.9%(in 1993) and 3.3%(in 2016). This can be explained by Graph 4., where we can see the average age of the mothers giving birth to the first child. The average age is between ages 25-29. It means that women are more likely taking parental leave and they do not work.

Another fact is that the age of women having their first child is increasing every year. It happened nowadays because of the pressure of society to have a career first.



Graph 4. The average age of the mothers giving birth of the first child, own work, source: CZSO (2016)

### Females and Males unemployment rates by education group

<i>Female unemployment rate by education group (%)</i>	1993	2016
<i>Primary education and no education</i>	8.7	20.6
<i>Secondary education without A-level examination</i>	5.8	5.5
<i>Secondary education with A-level examination</i>	4.0	3.3
<i>Higher education</i>	2.2	2.4

Table 3: Females unemployment rate by education group (%) – year 1993 and 2016, own work, source CZSO (2016)

<i>Male unemployment rate by education group (%)</i>	1993	2016
<i>Primary education and no education</i>	9.3	20.2
<i>Secondary education without A-level examination</i>	3.1	3.6
<i>Secondary education with A-level examination</i>	2.5	2.2
<i>Higher education</i>	1.8	1.5

Table 4: Males unemployment rate by education group (%) – year 1993 and 2016, own work, source CZSO (2016)

In these Tables 3. and 4. we can see female and male unemployment rates by education group in the Czech Republic and a difference between years 1993 and 2016. The education groups are divided into 4 main categories, the first category is “Primary education and no education”. The second category is “Secondary education without A-level examination” and another division are represented by “Secondary education with A-level examination”. The last category indicates the percentage of unemployment rate by education of people with higher education.

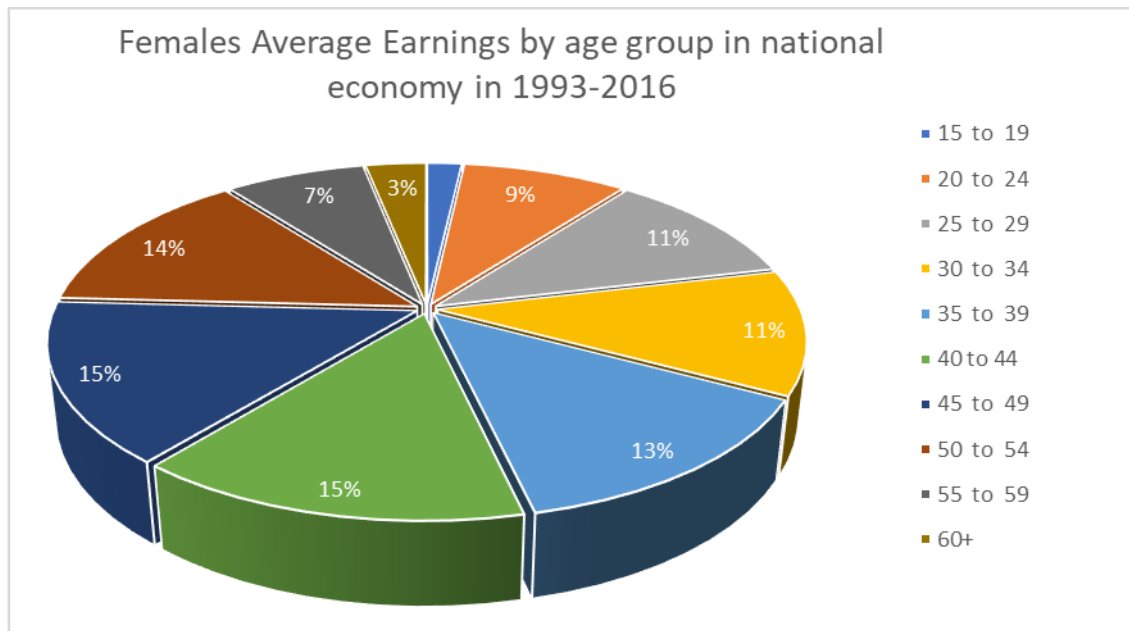
The Tables show us that men were represented with lower rates of unemployment in every education group. It tells us that even if women have equal education to men, they still have higher unemployment rate, no matter if it is in year 1993 or in 2016.

A large gap is in both (female and male) education group “Primary education and no education”, where we can see almost 12% of change in the unemployment rate between years 1993 and 2016.

In category “Secondary education with A-level examination”, the unemployment rate of men in 1993 was only 2.5% in comparison with women’s rate which was 4%. The difference is 1.5%. We can see an improvement in 2016 in the same category, the difference was only 1.1%, it decreased by 0.4%. According to this fact, we can understand that women in the past 23 years have a greater chance to find a job after their Secondary education.

Another thing that I should mention is that women with higher education in 1993 have a lower rate than in 2016. On the other hand, men’s unemployment rate decreased by 0.3%.

#### 1.12.4 Females Average Earnings by age group in national economy



Graph 5. Females Average Earnings by age group in years 1993-2016 in national economy, own work, source CZSO (2016)

New data from the Ministry of Labour and Social Affairs confirmed that women have smaller amount of earnings compare to men, even though, as I have said, they have a same education and experience. According to CZSO, women's earnings in private sector is on average 24% less and in public sector are average 17% less than men's earnings. The reasons for difference in salaries are caused by many factors. For example, women are often working in lower paid disciplines and they have also lost time on maternity leave. As you can see from Graph 5., the higher percentage of average earnings belongs to age groups 40-44 years old and 55-59 years old. This can be explained by Graph 4. where we found that the average age of women having a first child is between 25-30 years old, therefore they usually begin their career after parental leave or after their children grow up, approximately in the age of 35-40.



### 1.12.5 Pay Gap

Territory	2010	2011	2012	2013	2014	2015
<b>Czech Republic</b>	<b>21.6</b>	<b>22.6</b>	<b>22.5</b>	<b>22.3</b>	<b>22.5</b>	<b>22.5</b>

Table 5: Czech Gender Pay Gap in in years 2010 – 2015 (%), source: Eurostat (2016)

Territory	2015
<b>European Union</b>	<b>16.3</b>
<i>Belgium</i>	6.5
<i>Bulgaria</i>	15.4
<b>Czech Republic</b>	<b>22.5</b>
<i>Denmark</i>	15.1
<i>Germany</i>	22.0
<i>Estonia</i>	26.9
<i>Ireland</i>	:
<i>Greece</i>	:
<i>Spain</i>	14.9
<i>France</i>	15.8
<i>Croatia</i>	:
<i>Italy</i>	5.5
<i>Cyprus</i>	14.0
<i>Latvia</i>	17.0
<i>Lithuania</i>	14.2
<b>Luxembourg</b>	<b>5.5</b>
<i>Hungary</i>	14.0
<i>Malta</i>	:
<i>Netherlands</i>	16.1
<i>Austria</i>	21.7
<i>Poland</i>	7.7
<i>Portugal</i>	17.8
<i>Romania</i>	5.8
<i>Slovenia</i>	8.1
<i>Slovakia</i>	19.6
<i>Finland</i>	17.3
<i>Sweden</i>	14.0
<i>United Kingdom</i>	20.8

Table 6. European Gender Pay Gap (%), source: Eurostat (2016)

As I have already mentioned, gender pay gaps are a phenomenon that demonstrates inequalities between men and women in the job market and it is also closely related to with gender segregation in the labour market. Segregated job positions have different wage levels and in general, jobs, where men are dominated, are financially better paid than jobs where are mostly women. This fact creates unhealthy consequences for some people because significant differences in salary can lead to lower standard of living of certain

groups of population, such as single mothers. In another word, depending on the fact of unequal salaries between men and women it is possible to assess the position of women in the labour market.

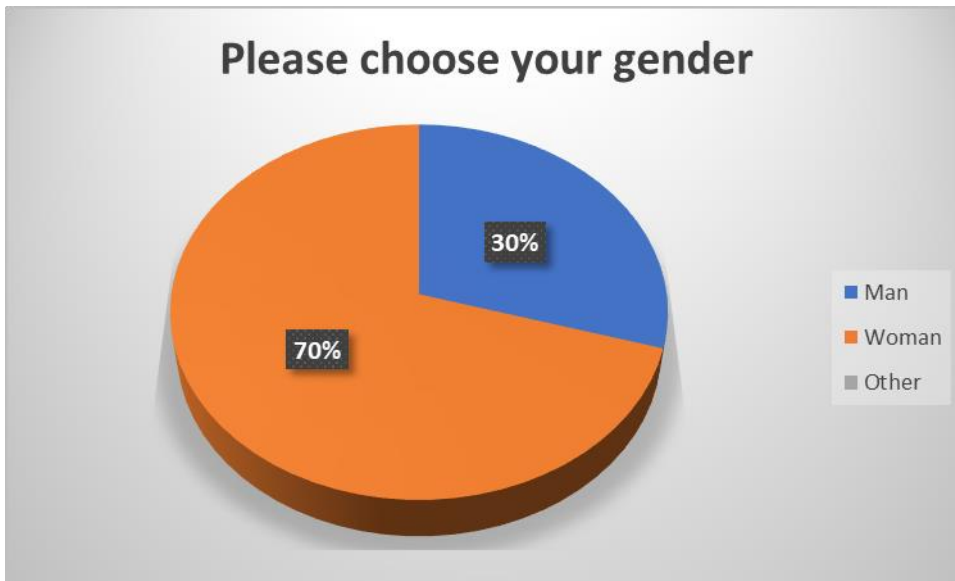
We can see in the Table 6. that the Czech Republic has the biggest pay gap among all countries from European Union And according to Czech Statistical Office, women in age 35-39 earned an average of CZK 24,000 thousand per month in 2015, which means CZK 10,000 thousand less than average men's earning. (CZSO). We can also see that pay gap of the Czech Republic has not significantly changed since 2015. Therefore, downward pressure on salaries/wages due to financial adjustment prevents young people from becoming independent.

### **1.13 Survey**

This chapter is related to my own survey (Appendix 1 and 2) in which I was trying to find attitudes of people to my main topic: women's rights in the job market. It ascertains whether the status of women in the job market is equal to the status of men. Further, my survey includes: determining if opinions differ from the fact of gender stereotypes, knowledge of gender rights and possible notes to the given topic.

My survey was made in two languages, English and Czech and it has 14 questions and selection of respondents mainly focused on my age group 16-30 years old because I was interested in how my generation would respond to this topic. Another reason was to know if they know their work rights. This age group is significant in their behaviour, because they are able to understand abstract concepts such as truth or fairness, a principle of morality and in solving problem they consider different alternative, create hypotheses, verify them through facts. They also require respect from another people and find their own position in society. Also, they are not focused just on career, but they want to pursue their hobbies and enjoy their leisure time even with or without family duties. And if they establish a family they try to find a reasonable work-life balance. I consider this group openly critical to all issues.

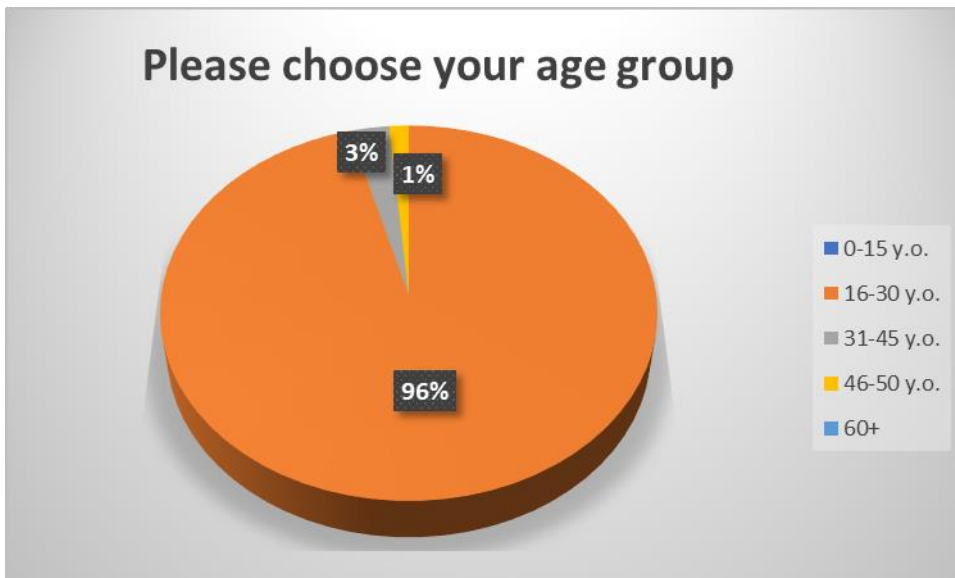
**Question 1. Please choose your gender**



Graph 6. Please choose your gender, Own survey

From 70 responders were 70% women and 30% men.

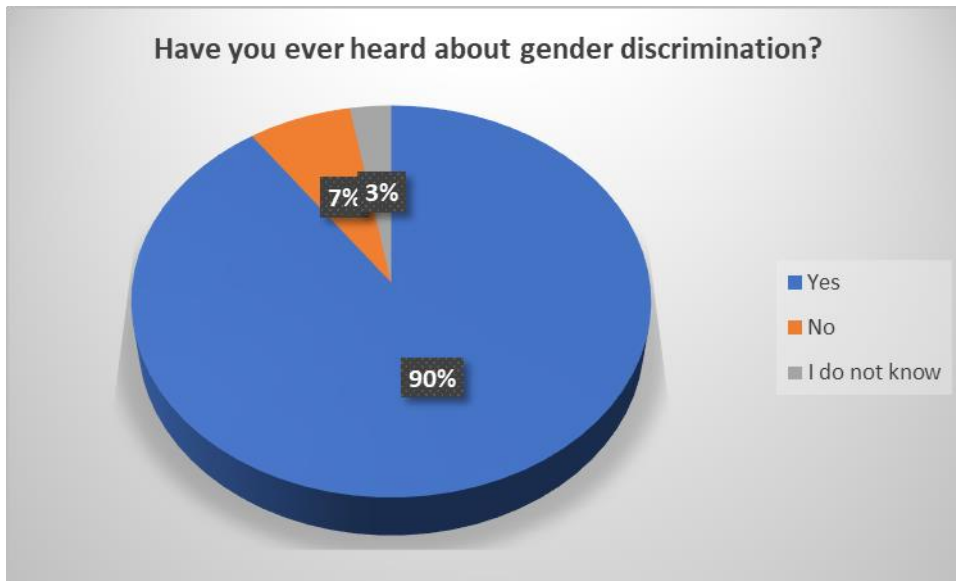
**Question 2. Please choose your age group**



Graph 7. Please choose your age group, Own survey

My responders were mostly people in my age group, 16-30 years old. It was also the aim of my survey because I was interested in how would my age group respond to this topic. For this reason, 96% responders are people from my age group and rest 4% are from age groups 31-45 years old and 46-50 years old.

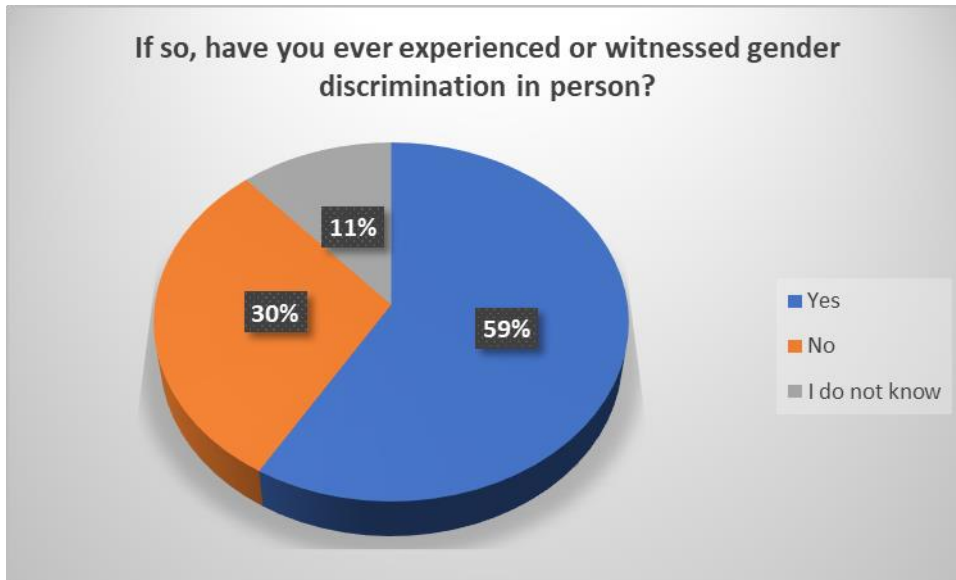
**Question 3. Have you ever heard about gender discrimination?**



Graph 8. Have you ever heard about the gender discrimination? Own survey

The aim of this question was to find out how many of participants have heard about “gender discrimination”. 90% of responders answered “yes” but surprisingly 7% answered that they have not heard about this term and 3% do not know if they have met with gender discrimination.

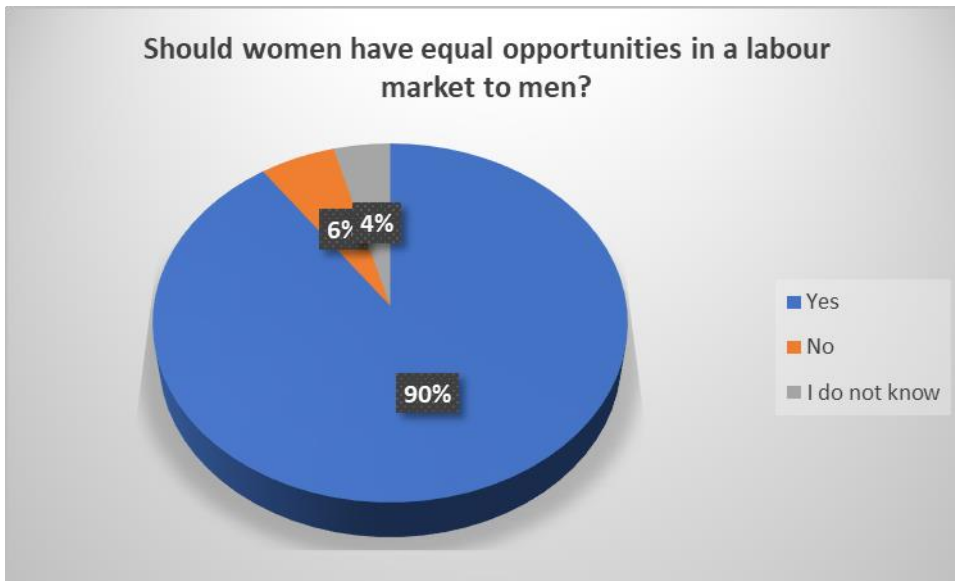
**Question 4. If so, have you ever experienced or witnessed gender discrimination in person?**



Graph 9. If so, have you ever experienced or witnessed gender discrimination in person? Own survey

This question was supposed to find out how many participants have ever experienced or witnessed gender discrimination in person. From 70 participants, 59% of them experienced and witnessed this situation in person and only 30% answered “no” and 11% do not know. These answers are very worrying because more than half of the participants have experienced or witnessed gender discrimination.

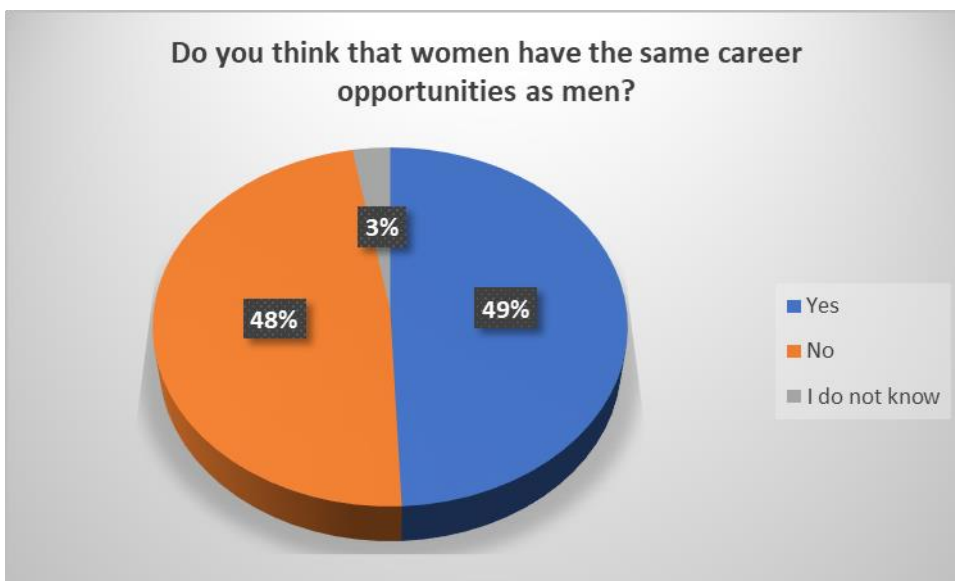
**Question 5. Should women have equal opportunities in a labour market to men?**



Graph 10. Should women have equal opportunities in a labour market to men? Own survey

90% of participants answered yes to the question “Should women have equal opportunities in a labour market as men?” and only 6% disagree with this question and rest 4% do not know. It means that almost 60 of 70 responders think that women “should” have equal opportunities in the labour market, however, this question is connected to next one.

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



Graph 11. Do you think that women have the same career opportunities as men? Own survey

As I said, this question is related to the question no. 5. where I found out that 90 % of participants think that women “should” have equal opportunities in the job market but according to question no. 6 – “Do you think that women have the same career opportunities as men?” answered 48% “no”. We can see that participants know what is “right” and what is “wrong” (should or should not) but when it comes to reality, almost half of them think that women do not have the same career opportunities as men. This question shows us how strongly gender stereotypes are connected in practice.

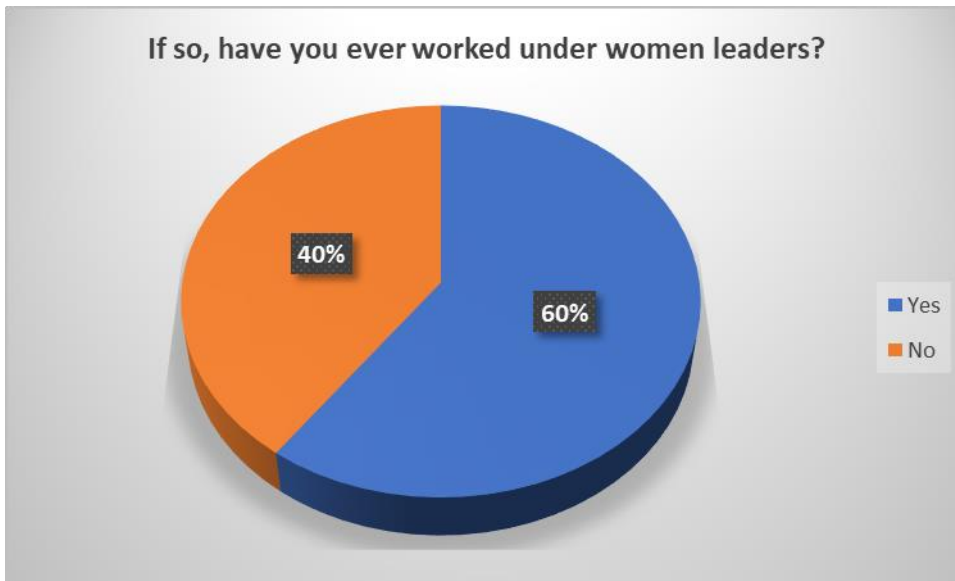
**Question 7. Do you think that women are often employed in managerial positions? (like CEO, director or supervisor)**



Graph 12. Do you think that women are often employed in managerial positions? (like CEO, director or supervisor), Own survey

46% of responders think that women are not often employed in managerial positions as CEO, directors or supervisors however 41% think that women are often employed in man. positions and 13% do not know.

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

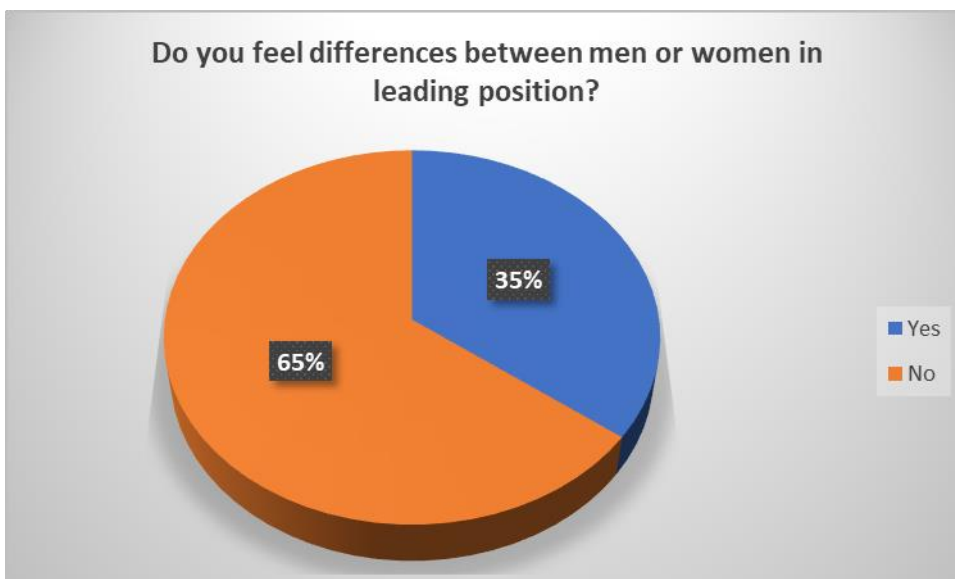


Graph 13. If so, have you ever worked under women leaders? Own survey

An interesting fact is that 60% have worked under women leaders but according to question no. 7., 46% think that women are not often employed as leaders. But we should mention that 40% of participants have never worked under women leaders.

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

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



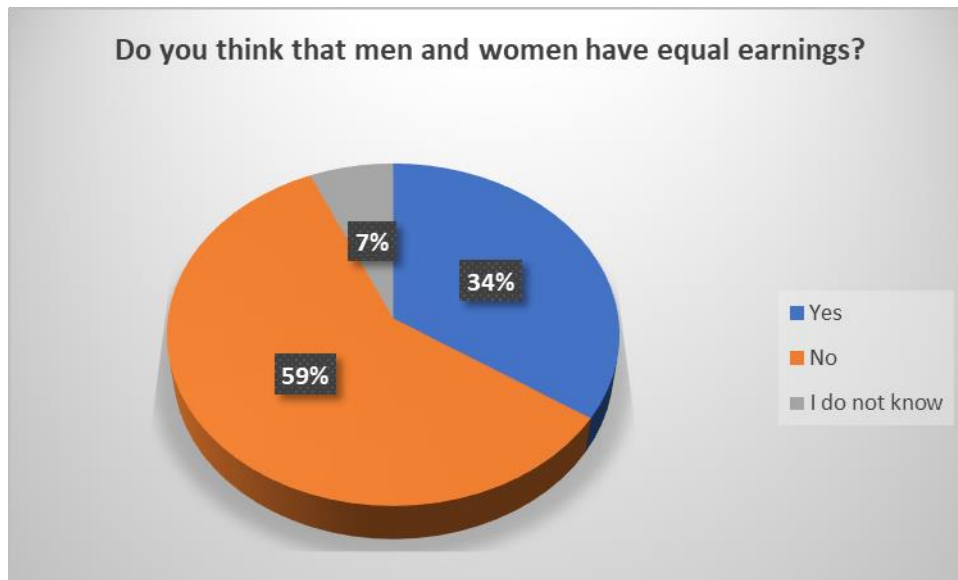
Graph 14. Do you feel differences between men or women in leading position? Own survey



65% responded that they do not feel differences between men or women in leading position but 35% of responders feel differences.

One of my responders said that she/he think that “women tend to be more considerate of their employees, more understanding and patient”. Another responder said, “I see the difference in work approach between women and men”. I also got reply as “women are not strong enough, they are too emotional and cannot decide in a rational way”. Someone also mentioned that she/he see differences in salaries and wages, women “usually” get less money than men in leading position and men have usually more respect as a team leader. According to these replies, I can see that most of them prefer men to be in leading position.

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



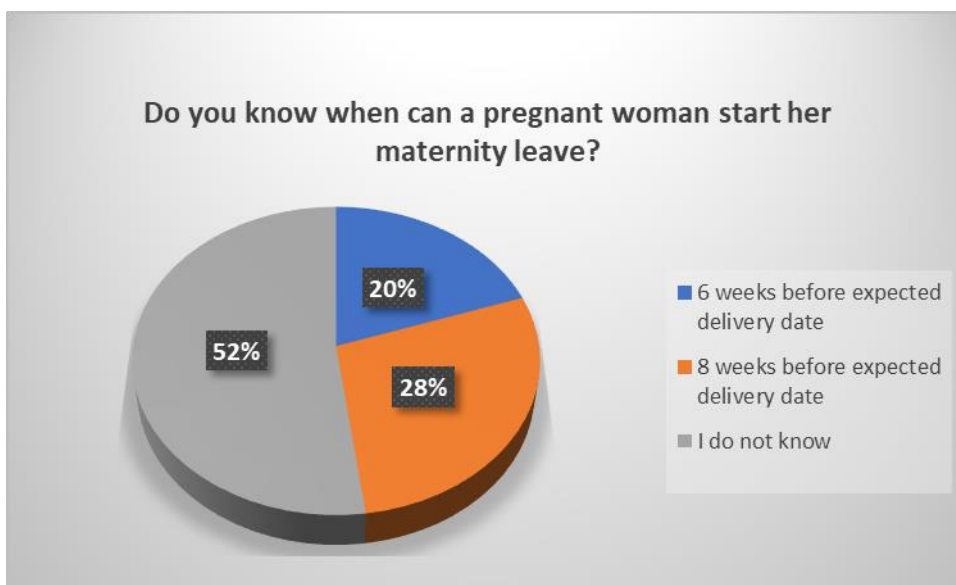
Graph 15. Do you think that men and women have equal earnings? Own survey

This question shows how many people of 70 think that women and men have equal earnings. 34% of responders think that women and men have equal earnings. It is a big percentage, but I think it was caused by region where I spread my survey. It was mainly in the big cities with more than 100.000 thousand inhabitants. E.g. Prague, Ústí nad Labem and Pilsen. And according to the CZSO, the average income of these cities is approximately CZK 35 000 thousand, and so there are not significant different in the pay gap between gender.

But over 50%, exactly 59% think that they do not have equal earnings. Especially in the Czech Republic where average earning is approximately 26 000 CZK (app. 1033 EUR) but

according to statistical data from CZSO only half of men and third of women reach to this “average” earning. CZSO also said that only 8% of men and 1% of women in the Czech Republic earn over 50.000 CZK (app. 1.966 EUR) per month. And as we have already known from the Table no. 6 in the first part of the practical part, the Czech Republic has the biggest pay gap (22.3%) among all countries from European Union. The average pay gap in the European Union is around 16% and among the best, equally evaluated countries belong Italy or Luxembourg.

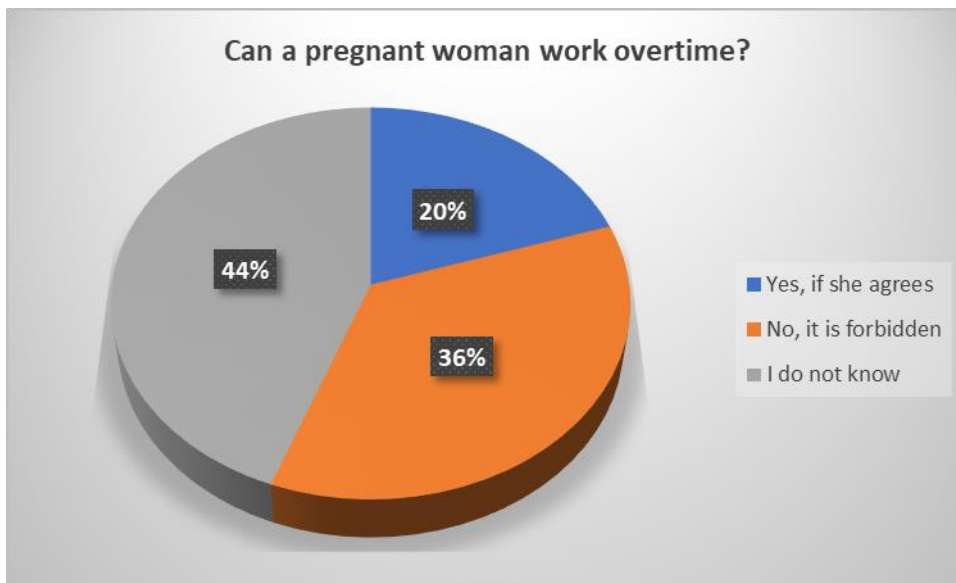
**Question 11. Do you know when can a pregnant woman start her maternity leave?**



Graph 16. Do you know when can a pregnant woman start her maternity leave? Own survey

This question was a little bit tricky because according to the Act No. 262/2006 Coll., Labour Code, Section 195, “A female employee shall go on her maternity leave, as a rule, at the beginning of the sixth week before the expected childbirth (confinement), but no earlier than the beginning of the eighth week before the expected confinement” Therefore, first two answers are correct. But as you can see, 52% of responders say that they do not know. The thing is that my responders are in age group 16-30 years old, in general, in their “expectation period” and more than half of them do not know this law.

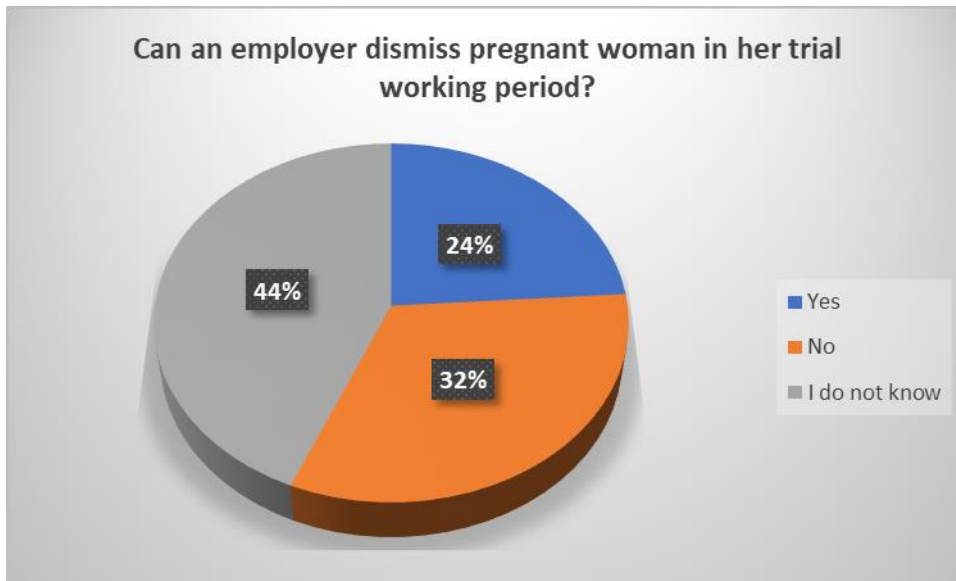
**Question 12. Can a pregnant woman work overtime?**



Graph 17. Can a pregnant woman work overtime? Own survey

According to the Act No. 262/2006 Coll., Labour Code, Section 241, “it is prohibited to employ pregnant (female) employees on overtime work. Female employees and male employees taking care of a child who is younger than one year may not be ordered by their employer to work overtime.” It means that 20% of my responders are incorrect when they choose the answer “yes, if she agrees” and 36% of them are correct. However, there are still 44% who do not know. As I said most of my responders are in age group 16-30 years old and I thought that they could know the correct answer to this question

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

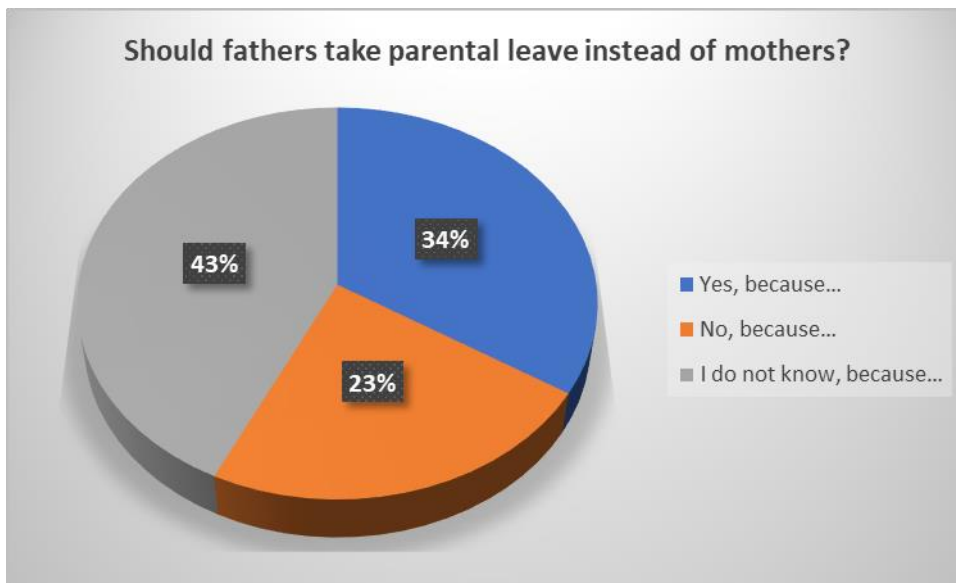


Graph 18. Can an employer dismiss pregnant woman in her trial working period? Own survey

It is said in the Act No. 262/2006 Coll., Labour Code, Section 66 that during a trial period, the employer and his employee may terminate the employment relationship due to any reason or without stating any reason. But the termination of an employment relationship during a trial period must be made in writing. Therefore, only 24% of my responders answer correctly, 32% incorrectly and 44% do not know.

This law is generally known in every branch of employment but when I put “pregnant woman” into question, most of my responders were confused. Because the fact is that the pregnant woman cannot be dismiss in her working period because it is forbidden but can be dismiss in her trial working period.

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



Graph 19. Should fathers take parental leave instead of mothers? Own survey

As you can see, 43% of my participants respond: “I do not know, because...”, 34% of them agree that fathers should take parental leave instead of mothers and only 23% say that fathers should not take parental leave. And as we know from the Graph 1., 70 % of my participants in this survey are women and the rest 30 % are men.

Most of women say that it depends on parent’s agreement who will take the parental leave and it also depends on economic situation of family and their priorities. Some of women responders say that “fathers should take parental leave because then both of gender can have equal career opportunities”. On the other side, one of them say that “women take care for children over the centuries, so why should it be done differently? One of them mention that “fathers should take the parental leave to help them to understand, how difficult is to take care of children and help them to build a bond between father and child/ren”. But men’s replies are neutral, because they respond that they would stay at home with the child/ren in case their partner earns more money.

## Conclusion

The position of women in the Job/Labour Market is and always has been complicated. Especially in the Czech society, the gender roles are unfortunately strongly rooted in gender stereotypes that divided women's and men's duties. However, there have been slight changes in last few years. But it is hard to say whether these changes are positive or negative because in my point of view, there are twice more pressure for women in the Job Market. It is expected that woman will perform perfectly the role of housewife, wife, mother and employee. On the other hand, man is still perceived as a "head of family". These gender standards have a significant negative impact on the position of women in the Job Market. Even employee as mothers who have already reached a certain position in their career do not have simple means of returning to the Job market due to their maternity and parental "pause". But thanks to the fundamental changes related to the treatment of equal treatment in the field of Czech legislation by joining the membership of the European Union, women get more equal treatment and protection against discrimination at workplace and the Job market. We can see it for example in the recent years, there has been an increase in gender equality activities in the Czech Republic and as an important step in right direction to facilitate the position of women in the Job market during their career life. Some of employers are helping them to get additional skills and knowledge through training courses, with the aim to reintegrate when they return to work after maternity and parental leave. Thanks to these "assistances", these problem is perceived as a serious sociological problem. And according to my questionnaire survey, 90% of my responders said that women should have equal rights as men in the Labour market and almost half of them agreed that fathers should take parental leave instead of women to equalize unemployment rate and Pay gap in the Labour market.

As I mention another very discussed topic from my survey is Pay gap situation in the Czech Republic. Even that, the law of equal payment treatment is set by the Labour Code, there are still 59% responders who think that women and men do not have same earnings. And according to statistical data from CZSO, the Czech Republic belong to one of the countries where pay gap between gender is significantly different. However, gender equality cannot only be set by the law, but it should be known and promoted openly in public. Women should not be perceived only as mothers, wives, housewives and employees, their efforts and ability to combine two challenging areas of life should be

valued and supported by society and by all employers. Especially nowadays in this contemporary society in which women are not only focused on career development, but they also want to pursue their hobbies and enjoy their leisure time even with or without family duties. And I must agree that without support from society and employer's friendly approach, there are no real chance of achieving harmonious alignment of career development and parental/family duties.

Therefore, I suggest, establish an independent institution in each region to control equality on the Job/Labour Market. They should also provide free consultation, presentation and help victims of discrimination.

And as I said, gender equality should be promoted openly in public, e.g. in every elementary school, high school, university but also in every company with the aim to get a sufficient knowledge of their rights and institutions that can be contacted in case of discrimination. I also suggest all companies provide publicly information about average earnings per year of each employee including employees in higher positions to prevent big pay gap between men and women earnings. And the bigger companies should provide nursery and kindergarten for their employees, especially for working woman-mother.

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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 vaší 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 ženské vedení?**

- 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.*