



Quality in Gender+ Equality Policies

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State of the Art and Mapping of Competences Report: Czech Republic

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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Introduction

Gender equality policies in the Czech Republic gain more and more interest in academia and on the activist as well as the political level, especially since the Beijing conference in 1995. After 1989, non-profit non-governmental organisations represented the most important opinion-makers and transmitters of the equal opportunities concept. The NGO Gender Studies (GS) was one of the first to tackle these issues and is still one of the most influential. In 1998, the Gender Studies Centre at the Philosophical Faculty, Charles University in Prague was founded. A second place to study gender issues in the Czech Republic is now situated at the Masaryk University in Brno.

The main research institutions in the Czech Republic publishing on gender equality policies are the Institute of Sociology, Academy of Sciences (Prague) which has a special department dealing with Gender & Sociology and the Research Institute of Labour and Social Issues (Výzkumný ústav práce a sociálních věcí, VUPOSV) belonging to the Ministry of Labour and Social Affairs of the Czech Republic. The main comprehensive studies in the area of gender are issued by the Ministry of Labour and Social Affairs. Furthermore, also the NGO Gender Studies does far-reaching research in this area.

Research on general gender equality policies covers a vast area: it deals with the transposition of EU legislation, the role of women, equal treatment, discrimination, and the change of gender roles to only name a few. Academic studies in the Czech language on general gender equality policies are rare. Usually, the studies have a specific focus on issues such as women in politics or women on the labour market. Furthermore, the focus of the studies (in Czech or in English) is still mainly on the role of women and not on the interaction between men and women as such. Yet, the role of men and their importance for achieving gender equality increasingly gets attention on the academic level.

There are two main shadow reports on gender equality compiled by NGOs covering all three QUING-issues, non-employment, intimate citizenship and gender based violence. They also include the issue of minority rights (Roma).

In general, among the three issues “non-employment” has gotten the most coverage in academic literature. The two issues “intimate citizenship” and “gender-based violence” have not received that much attention. Yet, in these two categories important changes in legislation took place during the recent years, therefore it can be expected that academic research in this area will also increase.

Non-employment

The main focus of research in the area of national gender+ equality policies is on the issue of employment/non-employment. The focus is especially on the position of women on the labour market. There exist several national and international studies which tackle these issues. Yet, non-employment is not yet used as a persisting category. The amount of literature, also increasingly available in English, resulted mainly from the required changes during the EU accession process. The main demands by the EU for changes in legislation in the area of gender equality were dealing with the labour market, therefore the biggest amount of literature deals with

this aspect. Since the Czech Republic became a candidate country and then a member of the EU in 2004, an ever-growing number of comparative data and literature has been compiled, both by academia, NGOs and international organisations.

Intimate citizenship

Intimate citizenship is increasingly discovered as a topic. There are several papers to be found dealing with very different issues such as the change in marital law, the position of homosexuals and the role of single parents. The topic has been mainly covered by academia and by international organisations.

Gender-based violence

This category has the smallest amount of research among the three QUING-issues. Articles on gender-based violence have been published in psychological and criminological magazines. Research in the area of domestic violence has been commissioned by the Ministry of Labour and Social Affairs, but has not yet received a broad following in academia, especially not in the English language. The issue of rape has also not yet attracted much attention in academic research. Notwithstanding this, sexual harassment is increasingly studied and considered an important category. The topic of gender-based violence has been analysed by academia, NGOs and international organisations.

Annotated Bibliography

1 General Gender Equality Policy

1.1. Czech sources

1) Králíková, Alena. 2006. *Ženy v České republice v roce 2006 (Women in the Czech Republic in the year 2006)*. Prague: FES. <http://www.fesprag.cz/dokumenty/2006-WP6-Kralikova-cz.pdf>.

Keywords: women, labour market, equal opportunities, legislation, institutions, women in politics, violence against women

This report discusses the changes for the situation of women, which occurred in the year 2006. Political parties increasingly targeted women during their election campaigns. First discussions on social and family policies have been led during 2005/6. Furthermore, gender equality has become a part of the plans for human resources in the private sector. The media is also increasingly interested in this topic. The study mainly focuses on the situation of women on the labour market and the reconciliation of work and family life; furthermore the representation of women on the political level is discussed and the institutions relevant for gender equality policies. Suggestions are also formulated to solve the problem of violence against women.

1.1 English sources

2) European Roma Rights Centre, League of Human Rights, and Gender Studies. 2006. *Shadow report to the committee on the elimination of all forms of discrimination against women for the Czech Republic*. <http://www.llp.cz/subdomains/en/images/stories/files/finaljointcedawssubmission.pdf>.

Keywords: minority rights (Roma), legislation, governmental policies, domestic violence, women in decision-making, stereotypes, child support

The shadow report addresses a number of categories of serious human rights abuses of women, including extreme forms of abuse such as domestic violence and coercive sterilisation, as well as very problematic law, policy, and practice in a number of areas of relevance to the Convention. This submission is not comprehensive. Its sole purpose is to present several areas of problematic law, practice and policy arising in Convention areas. The present submission is structured according to relevant Convention articles.

3) Havelková, Barbara. 2006. Effectiveness of transposed EU equality law in the Czech Republic. *Croatian Yearbook of European Law and Policy* 2: 209 - 310.

Keywords: law study, legislation, EU equality law

Although the *acquis communautaire* related to gender equality has largely been transposed in the Czech Republic, this does not necessarily mean that these rules are being fully implemented. Almost two years after accession to the EU, the equally important implementation phases – namely, application (establishment of

procedures and administration of measures by the relevant authorities) and enforcement (monitoring by the relevant authorities and ensuring or compelling conformity) – are severely underdeveloped, and compliance by the private sector is at a low level. Little attention is paid to continuous policy evaluation, i.e. checking whether the adopted methods of application and enforcement are bringing about the desired results, or subsequent policy reform, i.e. learning from lessons drawn from the evaluation stage. In this paper, the individual stages of implementation are looked at in order to determine possible challenges to the effectiveness of equality law at the national level.

4) Havelková, Barbara. 2005. *Equal opportunities for women and men: monitoring law and practice in Czech Republic*. Budapest: Open Society.

Keywords: EU-accession process, equal opportunities, national legislation and practice

The report describes existing national institutional mechanisms, policies, and programmes on gender equality, and highlights several shortcomings. The research identifies a general lack of awareness among men and women about how gender inequality affects their daily lives as well as a lack of political will to enforce existing national and EU gender equality policies. The report's key recommendations include a call for governments to establish regular monitoring of how equal pay principles are practiced in both the public and private sectors and making these monitoring results public.

5) Pavlík, Petr, ed. 2004. *Shadow report on equal treatment and equal opportunities for women and men*. Prague: Gender Studies.

Keywords: governmental measures, equal treatment on the labour market, domestic violence

This Shadow Report has been compiled by individuals from the non-governmental sector and the academic sphere as an alternative to the governmental Summary Report on the Implementation of the Priorities and Procedures of the Government in Promoting Equality of Men and Women. This document provides a critical assessment of the situation in the area of equal opportunities, and demonstrates that the actual situation does not correspond to the relatively optimistic tone of the governmental Reports. In all the areas of priority set by the government, governmental activities lag far behind expectations, and some key issues have not been addressed at all (e.g., the pay gap, equal opportunities for women and men in leadership and managerial positions, research and development etc.).

6) Hašková, Hana, and Alena Křížková, eds. 2003. *Sociological papers: women's civic and political participation in the Czech Republic and the role of European Union, gender equality and accession policies*. Prague: Institute of Sociology, Academy of Sciences of the Czech Republic.

Keywords: women's political participation, women in the judiciary, women in trade unions, women's civic participation, women's non-governmental organisations, equal opportunities for men and women, equal treatment, EU gender equality policies, EU enlargement and gender equality, equality legislation

This volume of Sociological Papers delivers a report on the political and civic participation of women and the representation of their interests in Czech society as part of the processes of democratisation and the accession of the Czech Republic to the European Union. In the first part of the publication the authors look at the degree to which women and women's interests are represented within the framework of the governmental institutions and civic organisations and activities which take part in the process of political decision-making in democratic societies. The greatest attention is devoted to the representation of women and the assertion of their interests as part of governmental, parliamentary and party policy within the NGO sector, with an emphasis on the period after 1989. In addition, the current degree of women's participation, as well as the measures intended to strengthen the representation of women's interests in decision-making processes, are observed on the level of local politics, in trade unions, and in the judiciary. In the second part of the publication, the insufficient degree of political and civic participation by women in Czech society is examined from the perspective of gender equality and EU enlargement as two of the most important issues in EU policy. Here the Czech Republic is an example entered into the analysis through the documents relating to the country's entry into the EU that emerged out of the negotiation process. A discourse analysis of the policy documents pinpoints those meanings that can be ascribed to the gender equality policies and general documentation of the European Union, and from the perspective of gender issues a comparison is made of the documents that were used for the purpose of communication between the Czech Republic and the EU during the process of bringing Czech legislation into alignment with that of the EU.

7) True, Jacqui. 2003. *Gender, globalization, and postsocialism: the Czech Republic after communism*. New York: Columbia University Press.

Keywords: gender, postsocialism, liberalisation

How are changing gender relations shaping and being shaped by post-socialist marketization and liberalization? Do new forms of economic and cultural globalization open spaces for women's empowerment and feminist politics? The rapid social transformations experienced by the people of the Czech Republic in the wake of the collapse of communism in 1989 afford political scientist Jacqui True with an opportunity to answer these questions by examining political and gendered identities in flux. She argues that the privatization of a formerly state economy and the adoption of consumer-oriented market practices were shaped by ideas and attitudes about gender roles. Though finely tuned to the particular, local traditions that have defined the boundaries of globalization for Czech men and women, "Gender, Globalization, and Postsocialism" also offers a provocative general thesis about the inextricable linkages between political and economic changes and gender identities.

8) Čermáková, Marie, Hana Hašková, Alena Křížková, Marcela Linková, Hana Maříková, and Martina Musilová. 2000. *Relations and Changes of Gender Differences in the Czech Society in the 90s*. Prague: SoÚ.

Keywords: sociological study, gender relations, women's and men's position on the Czech labour market, women's and men's position in the Czech science, women's

and men's position at Czech universities, women's and men's position at the Czech child custody courts, women's images in the Czech media, impact of EU enlargement

The study is based on a social analysis of gender relations in Czech society. It focuses not only on the current arrangement of the roles of women and men in society but also inspects a wider range of issues concerning the long-term effect of cultural and social mechanisms that condition the form of potential changes and shifts. The study emphasises the social aspects of the transformation process differentiated from two perspectives: men's and women's. Theoretically, the study is based on the social theory of gender inequalities, their patriarchal contingencies and relations to familial and institutional structures. The first chapter analyses individual levels of the educational system and defines their contribution to gender inequalities. The second chapter looks into social mechanisms that shape gender relations in Czech society. It defines the following areas of interest: (1) governmental and institutional mechanisms of women's support, (2) the media, language and social debate about gender relations in the society (3) development of women's non-profit activities, (4) education, public information sources, (5) external foreign influences (such as EU enlargement). Chapter three offers a gender analysis of the development of social policy. Next, there is a chapter on the position of men and women in the family in the process of transformation. The last chapter offers a gender analysis of the increase in and the nature of unemployment during the period of transformation.

1.1.1 Comparative Studies

9) Sloat, Amanda. 2004. *Jean Monnet Working Paper 08/04. Legislating for Equality: The implementation of the EU Equality Acquis in Central and Eastern Europe*. New York: NYU School of Law.

Keywords: Czech Republic, Slovakia, Poland, Hungary, Romania, Bulgaria, Lithuania, Latvia, Estonia and Slovenia, EU-legislation, *acquis communautaire*

Following the collapse of communism in Central and Eastern Europe (CEE) in 1989, the prospect of joining the European Union (EU) became a key goal of the transition process. Before acceding to the EU candidate countries were required by the European Council of Copenhagen (1993) to fully implement all social, economic, and legal chapters of Community legislation. While there was relatively little emphasis on the equal opportunities of men and women, Chapter 13 of the *acquis* ('Employment and social affairs') includes legislative provisions that seek to promote gender equality in the workplace. This paper considers the extent to which the equality *acquis* has been transposed, implemented, and enforced in Central and Eastern Europe. It begins by examining the pre-89 equality infrastructure, which provides a comparative basis for the paper's substantive analysis of the implementation of the ten directives that comprise the EU equality *acquis*. In particular, it discusses the legal mechanisms used to implement the legislation, evaluates whether pre-89 provisions have been strengthened or weakened, and highlights remaining problems in harmonisation. Next, the paper evaluates awareness of the equality directives among women, employers and judges. It analyses the enforcement of these directives by labour inspectorates and ombudspersons, while also noting the limited case law. It then examines relations between CEE governments and both NGOs and trade unions,

considering whether these bodies are promoting awareness and enforcement of the equality legislation. In conclusion, the paper argues that legislative harmonisation has legitimised women's claim to genuine equality but has made only a marginal change in practice as women remain numerically weaker than men and hold less favourable positions in most areas.

10) Jalušič, Vlasta, and Milica G. Antić. 2000. *Women, politics, equal opportunities: prospects for gender equality politics in Central and Eastern Europe*. Ljubljana: Peace Institute.

Keywords: Czech Republic, Hungary, Poland, Slovakia and Slovenia, gender equality politics, political participation

This study is the result of a research project entitled "Prospects for Gender Equality Politics in Central and Eastern Europe – Czech Republic, Hungary, Poland, Slovakia and Slovenia". The point of departure for this study was the observation that despite ten years of transition, most post-socialist CEE countries have introduced virtually no mechanisms for the promotion of gender equality and have made no serious attempts to increase the participation of women in politics. The authors therefore focused on the elements of the existing equal opportunities policies and efforts towards the greater participation of women in politics, and on their sources, characteristics, and problems.

2 Non-employment

2.1 Czech sources

1) Czech Women's Union. 2001. *Sešit 1: jak dosáhnout rovnosti na trhu práce (Booklet 1: how to gain equal opportunities on the labour market)*. Prague: Czech Women's Union.

Keywords: labour market, different chances for men and women, EU enlargement

The study maps the different chances of men and women to succeed on the labour market. The authors consider flexibility, ability to freely dispose with one's time, education, mobility and computer literacy to be the main factors of success. The main obstacles to success are the inability to freely dispose with one's time, double burden – employment and family – and partner's intolerance. The study maps legislative and local governmental mechanisms of help to women on the labour market as well as the impact of the EU enlargement on development of such mechanisms.

2) Kuchařová, Věra, and Lenka Zamykalová. 2000. *Rovnost příležitostí žen a mužů. (Equal opportunities for men and women)*. Praha: VÚPSV.

Keywords: equal opportunities, labour market, EU-accession

This study deals with the development of equal opportunities for men and women in the Czech Republic. Equal opportunities for men and women are one of the main priorities of EU politics. The EU is mainly concerned with the position of women and men on the labour market and related areas. The research realised in the year 1999 deals with this topic with the aim to analyse the conditions which are important for working women and to gather conditions for securing equal conditions for women and men.

3) Maříková, Hana, ed. 2000. *Proměny současné české rodiny. Rodina – gender – stratifikace. (Changes in the contemporary Czech family. Family – gender – stratification)*. Prague: Slon.

Keywords: Czech family, gender inequities in families, dual-career marriages

This study combines a sociological and an economic view of the Czech family with a gender perspective. This allows the author to capture some of the internal transformations that occurred over the course of the late decade from different points of view. Special attention is given to gender inequities in the family and dual-career marriages as a specific type of partnership that can play a significant role for the bearer of changes in the arrangement of relations between men and women in the contemporary Czech family. The study also examines the specificities of Czech women's employment, which is something that distinguishes the Czech female population from women living and working in developed Western European countries. Last but not least, the study also evaluates the importance of women's employment for the existence and development of the Czech family.

4) Čermáková, Marie. 1997. Postavení žen na trhu práce (Women on the labour market). *Sociologický časopis* 33 (3): 389-404.

Keywords: women, labour market, gender inequalities

This is a social study analysing factors which stimulate or otherwise determine the position of women in the labour market in the Czech Republic. In discussing various aspects of the division of labour between men and women, and gender aspects of the male versus female segregation, the main focus of the study lies in the following elements: social characteristics which shape and profile typically male and female professions, gender inequalities in the labour market, women outside the labour market and the social stratification of working women. In addition, the position of women in the labour market is analysed from the point of view of strategies and perspectives of working women, their social behaviour and attitudes. The objective of the study is to map the gender 'petrification' of the Czech labour market and to contrast it with the proposed approximation of legal systems and labour regulations to those of the European Union countries. Methodologically, the study relies on quantitative data from the representative sociological survey "Men and Women in the Labour Market" and qualitative studies of selected male and female professions.

5) Čermáková, Marie. 1995. Gender, společnost, pracovní trh (Gender, society, labour market). *Sociologický časopis* 31 (1): 7-24.

Keywords: gender, women, labour market, political power

The analysis of "Gender, Society, Labour Market" concentrates on issues concerning the social status of Czech women, women's participation in political power, the conditions surrounding women's rise in mobility on the labour market and the risks involved in women's labour. The paper deals with the initial positions of the present employment processes and characterises structural tendencies of gender distribution in the Czech labour market. It considers the women's position with reference to the continuous temporal, structural and generational roots. The penetration of women into the sphere of labour, its continuum and social relations, its influence on value orientation and the relations between both genders can be understood as a social change which so far has not captured the attention of researchers. This social change is occurring in a latent and non-public manner. Women are currently overcoming the risks and the threats to their position on the labour market and in society using the same strategies as before 1989.

2.2 English sources

6) Marksová-Tominová, Michaela, ed. 2003. *Gender assessment of the impact of EU accession on the status of women and the labour market in CEE*. National study: Czech Republic. Prague: Gender Studies.

Keywords: EU-accession, labour market, status of women

The report on the gender assessment of the impact of EU accession on women's status has been undertaken under a project entitled "Gender and Economic Justice in Europe an Accession and Integration" supported by the United Nations Development Fund for Women (UNIFEM) and implemented by the KARAT

Coalition and Network of East West Women/Polska. All CEE countries have ratified the major treaties, including CEDAW, and in the context of fulfilling EU directives, most countries have revised or adopted new national legislation, established national women's machineries, ombudsmen, or taken other measures to comply with EU standards. Yet, in spite of such measures, women's human rights are far from being fully realized, including in relation to their economic rights. In the context of accession to the EU, UNIFEM saw importance in supporting gender equality activists to examine the issues and analyze the data for themselves, with a view to strengthening evidence-based advocacy for equality between women and men in labour markets in the context of accession to the EU. This gender assessment has aimed to disaggregate some of the main labour market indicators by relevant variables such as age, region, educational level or occupation. The report by no means takes up new research per se, but by also drawing on national research and other documented examples, sheds light on some of the lesser known aspects that raise concerns over discrimination against women and violation of their human and civil rights. There are, as always, some important elements that were left out due to lack of proper data or lack of time. One of these concerns is the situation of women in rural areas, another is the situation of the working poor and women in particular. The assessments also touch only briefly upon the complex links between fertility rates and women's participation in the labour market. In this regard, it is important to note that while policy responses to address some challenges identified are more obvious, others clearly require further research and analysis.

7) Kuchařová, Věra. 1999. Women and employment. *Czech Sociological Review* VII (2): 179-194.

Keywords: EU legislation, equal opportunities, women's employment

The paper was inspired by the need to obtain information on the circumstances of the enforcement of EU legislation on equal opportunities in the Czech Republic in connection with the Czech Republic's application for EU membership. The project aimed to investigate the public perception and awareness of equal opportunities. Therefore, it deals with the main issues of the EU directives and recommendations: equal pay, equal treatment as regards access to employment, promotion and vocational training, legal knowledge concerning employment and so on. Reconciling family and working life is the crucial problem in the Czech Republic, as in other countries. It can be understood as a result of both modernisation and the special national situation that has resulted from the social and economic transition. The paper compares conditions of women's employment with their professional expectations and satisfaction.

2.2.1 Comparative studies

8) Anxo, Dominique, Colette Fagan, Mark Smith, Marie-Thérèse Letablier, and Corinne Perraudin. 2007. *Parental leave in European companies*. European Foundation for the Improvement of Living and Working Conditions. Luxembourg: Office for Official Publications of the European Communities.

Keywords: 21 European countries, working time and work-life balance, parental leave, comparative review of the different national parental leave systems

The Foundation's Establishment Survey on Working Time and Work–Life Balance 2004–2005 sets out to map the use of a variety of working time arrangements in companies, to assess the reasons for their introduction and their impact. This analytical report addresses the issue of parental leave as well as other forms of extended leave, such as leave to care for sick children or other adult family members. It offers a comparative review of the different national parental leave systems in operation, the differential use of parental leave by women and men across the 21 European countries and a discussion of the factors which influence take-up of parental leave by employees.

9) European Commission. 2006. *'Making work pay' debates from a gender perspective: A comparative review of some recent policy reforms in thirty European countries*. Luxembourg: Office for Official Publications of the European Communities.

Keywords: 30 European countries, policy reform, gender, employment

This report contains an overview of some of the recent national reforms or policy debates in relation to the 'making work pay' agenda from a gender perspective in the 25 EU Member States. Information is also provided for three EEA countries, Iceland, Norway and Liechtenstein, and two candidate countries, Bulgaria and Romania.

10) European Commission. 2006. *Gender inequalities in the risks of poverty and social exclusion for disadvantaged groups in thirty European countries*. Luxembourg: Office for the Official Publications of the European Communities.

Keywords: 30 European countries, social inclusion, gender mainstreaming

Gender mainstreaming is specified as a key requirement in the Social Inclusion Process, however, this approach to policy design and monitoring is still under-developed and often absent from National Plans. The aim of this report is to inform and help develop the gender mainstreaming of the Social Inclusion Process, drawing on national reports for 30 European countries (including Romania). It reviews gender differences and inequalities in the risks of poverty and social exclusion, followed by chapters which focus on selected examples of disadvantaged groups to illustrate the relevance of gender mainstreaming for social inclusion policy.

11) European Commission. 2006. *Reconciliation of work and private life - a comparative review of thirty European countries*. Luxembourg: Office for the Official Publications of the European Communities.

Keywords: 30 European countries, reconciliation of work and private life

This report contains an overview of policies targeted towards the agenda of the reconciliation of work and private life of the 25 EU Member States. In addition, information is provided for three EEA countries, Iceland, Norway and Liechtenstein, and two Candidate countries, Bulgaria and Romania.

12) European Foundation for the Improvement of Living and Working Conditions. 2006. *The gender pay gap: background paper*. European Foundation for the

Improvement of Living and Working Conditions. Dublin.
<http://www.eurofound.europa.eu/publications/htmlfiles/ef06101.htm>

Keywords: EU member states, gender pay gap

Although collective agreements and minimum wage laws are in principle gender-neutral, women still end up earning less than men. This paper briefly explores some different facets of the 'gender pay gap' issue, based on data collected from two of the Foundation's projects: the European Industrial Relations Observatory (EIRO) report Pay developments – 1 2005, and the fourth European Working Conditions Survey, due to be published early in 2007.

13) Steinhilber, Silke. 2006. "Gender and post-socialist welfare states in Central Eastern Europe: family policy reforms in Poland and the Czech Republic compared" In *Gender and social policy in a global context: uncovering the gendered structure of "the Social"*, ed. Shahra Razavi and Shireen Hassim. New York: Palgrave Macmillan.

Keywords: Czech Republic and Poland, family policy, social policy, reforms, gender

The failure of orthodox economic models to generate growth and eradicate poverty has led to a renewed interest in social policy and social institutions. While there is enormous debate on the scope and values of social policy, gender has been the silent term in these debates. In this chapter the gender aspect of the reform of the welfare state in Poland and the Czech Republic are compared. Furthermore, the widespread informality and insecurity of paid work and the crisis of care are discussed.

14) UNIFEM. 2006. *The story behind the numbers: women and employment in Central and Eastern Europe and the Western Commonwealth of Independent States*. Bratislava: United Nations Development Fund for Women.

Keywords: Central and Eastern Europe, Western Commonwealth of Independent States, women and employment, social and economic transformation

This report examines women's labour market situation in the countries of Central and Eastern Europe (CEE) and the Western Commonwealth of Independent States (CIS) in the context of the social and economic transformations in the region in the past 15 years. Using statistical data from the UNECE Gender Statistics Database, the report analyses trends in women's and men's labour force participation during the transition to a market-oriented economy in 18 countries in Eastern Europe and assesses their implications for the economic security of both women and men. This "Story behind the numbers" illustrates the various ways in which women's economic security has declined following the collapse of state socialism, and points to the data needed to fully measure the changing labour market position of women and men. The study concludes with specific recommendations for improving the available data, including those related to the development of the national statistical systems of countries in the region and their harmonization with international and EU frameworks, as well as new data and analysis designed to understand and highlight gender differences. The study also suggests specific policy measures that need to be taken to improve the disadvantaged position of women in the labour market. The three are highlighted: improving women's access to decent paid work, allowing women and men to

better balance work and family life through the use of various tax-benefit schemes, and adopting transparent job evaluation and wage setting mechanisms that help create standards for equal pay for comparable work.

15) Crompton Rosemary, Michaela Brockmann, and Clare Lyonette. 2005. Attitudes, women's employment and the domestic division of labour: a cross-national analysis in two waves. *Work Employment and Society* 19 (2): 213-233.

Keywords: Britain, Czech Republic and Norway, domestic work, employment, gender

This article draws on a repeat of a 1994 survey, carried out in 2002, in three contrasting countries: Britain, Norway and the Czech Republic. The 1994 survey demonstrated that there was a significant association between more 'liberal' gender role attitudes and a less traditional division of domestic labour in all three countries. In 2002, this association was no longer significant for Britain and Norway. Gender role attitudes had become less traditional in all three countries, although women's attitudes had changed more than men's. There had been little change in the gendered allocation of household tasks, suggesting a slowing down of the increase of men's involvement in domestic work. It is suggested that work intensification may be making increased participation in domestic work by men more difficult. Although national governments are becoming more aware and supportive of the problems of work-life 'balance', an increase in competitiveness and intensification at workplaces may be working against more positive policy supports.

16) Plantenga, Janneke, Chantal Remery, Petra Helming, Daniele Meulders, and Aleksandra Kanjo-Mrčela. 2005. *Reconciliation of work and private life: a comparative review of thirty European countries*. Luxemburg: Office for Official Publications of the European Communities.

Keywords: 30 European countries, integration into employment, social integration, equal rights of men and women, child care, working time, maternity leave, parental leave

The increasing labour market participation of women, changing family forms and the demographic pressure from an ageing population have made the reconciliation of work and family one of the major topics on the European social agenda. Yet countries differ in their policy responses, sometimes stressing the need for more flexible working hours, sometimes encouraging the supply of public and private services and sometimes focusing on a more equal distribution of paid and unpaid work. This report contains an overview of policies targeted towards the reconciliation agenda of the 25 EU Member States. In addition, information is provided for three EEA countries, Iceland, Norway and Liechtenstein, and two Candidate countries, Bulgaria and Romania. An innovative element of this study – besides the scope – is that the focus is not only on national public strategies. If possible, complementary provisions emerging at sector or company level are included as organisations may either supplement or substitute public provisions. In fact, it is at the organisational level where the details of the reconciliation of work and family life are worked out.

17) Fodor, Eva. 2005. *Occasional working paper 3. Women at work: the status of women in the labour markets of the Czech Republic, Hungary and Poland*. Geneva: UNRISD.

Keywords: Czech Republic, Hungary and Poland, labour market, women

This paper assesses trends in women's labour-market positions in three Central European countries from 1989 to 2002: Hungary, the Czech Republic and Poland. It also examines how these changes are related to the reformulation of women's social rights, especially those concerning women's responsibilities in childbirth and childrearing. It is argued that, in absolute terms, women's labour market position deteriorated in the three countries in this study, but not to the extent that had been expected. In fact, women improved their positions in some areas, and their losses relative to men have - so far - been minimal. More importantly, there are significant variations across the three countries in how women fared. In Poland, a "familial welfare state" (in which families, rather than the state have been expected to take primary responsibility for dependents), combined with a long history of women's labour-market disadvantage, assigns women primarily to the household. Women do work, of course, but unemployment is rampant, the wage gap is significant, and women seem to have difficulty gaining positions of authority in the workplace. Women are most likely to be economically active in the Czech Republic, which underwent a slower, less radical, economic transformation process, but they are found in significantly lower-level positions in the labour market: women keep working, but at a distinct disadvantage compared to men. Hungary, on the other hand, is marked by a strong bifurcation of women's positions.

18) Pascall, Gillian, and Jane Lewis. 2004. Emerging gender regimes and policies for gender equality in a Wider Europe. *Journal of Social Policy* 33: 373-396.

Keywords: Europe, gender regimes, European and national level, labour market, dual worker model, male breadwinner model

This article addresses some implications for gender equality and gender policy at European and national levels of transformations in family, economy and polity, which challenge gender regimes across Europe. Women's labour market participation in the west and the collapse of communism in the east have undermined the systems and assumptions of western male breadwinner and dual worker models of Central and Eastern Europe. Political reworking of the work/welfare relationship into active welfare has individualised responsibility. Individualisation is a key trend west – and in some respects east – and challenges the structures that supported care in state and family. The links that joined men to women, cash to care, incomes to carers have all been fractured. The article argues that care work and unpaid care workers are both casualties of these developments. Social, political and economic changes have not been matched by the development of new gender models at the national level. And while EU gender policy has been admired as the most innovative aspect of its social policy, gender equality is far from achieved: women's incomes across Europe are well below men's, policies for supporting unpaid care work have developed modestly compared with labour market activation policies. Enlargement brings new challenges as it draws together gender regimes with contrasting histories and trajectories. The article will map social policies for gender equality across the key

elements of gender regimes – paid work, care work, income, time and voice – and discuss the nature of a model of gender equality that would bring gender equality across these.

19) Pollert, Anna. 2003. Women, work and equal opportunities in post-communist transition. *Work Employment and Society* 17 (2): 331-357.

Keywords: Czech Republic, Hungary, Poland, Slovenia and Slovakia, employment, equal opportunities, transition, women, work, gender

This article examines gender, work and equal opportunities in five Central Eastern European candidates to an enlarged European Union. It demonstrates how capitalist transition has eroded women's communist economic and social legacy, and considers implications for equal opportunities during the EU enlargement process. Analysis of decline begins with an outline of women's position under Communism, showing both significant differences and advances. Post-transition is then examined in terms of the UN Gender Development Index, women's loss of social support, their decline in labour force participation and changes in employment and political representation. A limitation in available data is lack of information on unregulated employment and informal work - both major developments in CCE. The objective picture is set against subjective responses to change - a key factor in gender equal opportunity prospects. Finally, developments in equal opportunity monitoring and enforcement agencies are reviewed, with the conclusion drawing these levels of enquiry together to access the possibilities of EU enlargement as a spur to greater commitment to gender equality in CEE.

20) Wallace, Claire. 2003. *Household, work and flexibility: HWF survey comparative report, volume one*. Vienna: Institute for Advanced Studies.
http://www.hwf.at/project_report04_vol01.htm.

Keywords: UK, the Netherlands, Sweden, Czech Republic, Hungary, Slovenia, Romania and Bulgaria, flexible work, impact on households, comparative, labour market regulation, employment regulation, social policy, demographic trends, employment trends

The study compares flexibility and work-life balance in eight countries using a representative sample survey of those between 18 and 65 carried out in 2001 (N=10123) and a study of policy frameworks. The study shows that there are many kinds of flexibility to be found in regular, secure jobs as well as in irregular or "atypical" ones. Therefore, it is argued that the discussion of flexibility should not be limited to labour market de-regulation and the number of "atypical jobs" as measured in part-time and temporary work. Taking this broad view, there was a great deal of flexibility inside European labour markets as seen from the employees' perspective. However, "good flexibility" as well as "bad flexibility" became apparent. Good flexibility means when it was controlled by the person and was associated with high levels of job satisfaction. This was most often found among middle class professionals on higher salaries and was more common in the North Western EU countries than in Eastern and Central Europe. Bad flexibility was associated with lack of control over hours, place and conditions of work, with low job satisfaction and with manual workers on lower incomes and with younger workers. This kind was most often found in Central and Eastern European

countries with large numbers in Romania, Bulgaria and Hungary. However, whilst in Western Europe the victims of bad flexibility were mostly women, in ECE countries they were often men.

21) Regulska, J. 2001. Gendered integration of Europe. New forms of exclusion. *Berliner Journal für Soziologie* 11 (1): 51-62.

Keywords: Czech Republic, Poland and Slovenia, EU-enlargement, new forms of exclusion; women and work; women and care

How the process of EU-enlargement has been played out in relation to gender is the subject of this paper. Three case studies represented by the accession countries form the empirical context for the analysis: Czech Republic, Poland and Slovenia. The paper is composed of three parts. The first part addresses the EU legislative framework, and in particular the gender context of EU policies and standards that are being imposed on future members. The second part outlines the social and economic circumstances under which women in the countries live, work and care for their partners, families and friends. Finally, the third part examines gender discourses of the EU dialogue with accession countries, looking specifically at diverse responses generated by the governments and the NGOs community.

22) Pascall, Gillian, and Nick Manning. 2000. Gender and social policy: comparing welfare states in Central and Eastern Europe and the former Soviet Union. *Journal of European Social Policy* 10: 240-266.

Keywords: Central and Eastern Europe, former Soviet Union, gender, welfare regimes, welfare states

How are the distinctive gender regimes in Central and Eastern Europe and the former Soviet Union changing? What is the impact of the transition - and especially of the loss of state expenditure and state legitimacy - on women as paid workers, partners/wives, mothers, carers and citizens? Have women become more familialized as a result of transition processes? The Monee statistical database of 27 countries, and policy questionnaires to twelve, show growing social, economic and cultural diversity. But the Soviet legacy and the transition processes give these countries common ground too. Equal rights at work and women's need for paid employment remain from the Soviet era. But the gap between rights and practice widens. Legal equality in marriage remains, but domestic violence and the domestic division of labour give evidence of unequal relationships. While the Soviet state socialised many costs of motherhood and care work, in some countries families are now bearing much heavier costs.

23) Strandh, Mattias, and Mikael Nordenmark. 2000. The interference of paid work with household demands in different social policy contexts: perceived work-household conflict in Sweden, the UK, the Netherlands, Hungary, and the Czech Republic. *Journal of European Social Policy* 10 (3): 240-266.

Keywords: Sweden, the UK, the Netherlands, Hungary, and the Czech Republic, paid work, household demands, social policy, women and men

The article explores whether people experience a lower level of work–household conflict in a context that is characterized by extensive family policies (Sweden and to some extent Hungary and Czech Republic) aimed at facilitating participation in the labour market. This is done by studying perceived work–household conflict among women and men living in Sweden, the UK, the Netherlands, Hungary and the Czech Republic. The analysis is based on the answers to a questionnaire distributed to nearly 6,000 randomly selected individuals within the framework of the European Union financed 'Household, Work, and Flexibility' (HWF) study. The results show that women in Sweden experience conflicts between work and household demands to a higher degree than any other category in all five countries. The differences between Swedish women and women living in the Netherlands and the UK are explained by variables indicating qualifications and workload in the main job, but the lower degree of work–household conflict among Czech and Hungarian women is still significant when controlling for household composition and working conditions. Data indicate that a possible explanation for this can be found in the interplay between men's and women's attitudes toward gender roles and the actual situation in terms of division of labour.

24) James, Kevin. 1996. Women in transition: the role of the woman in the Czech Republic and Slovakia post 1989. *Human Affairs* 1: 45-62.

Keywords: Czech Republic and Slovakia, transition in Central Europe, the role of women, child care, division of domestic labour

The author attempts to discern the position of women in an economic and social context during the period of Communist rule in Czechoslovakia. He discusses changes that have occurred in the post-Communist countries of Slovakia and Czechia. He focuses on the two social variables of child care and the division of domestic labour and the three labour market issues of unemployment, sexually differentiated jobs, and wage differentials. The comparison between the Czech and Slovak Republics and Communist Czechoslovakia, provides some useful insights into the cultural and policy trends.

3 Intimate Citizenship

3.1 Czech sources

1) Králíčková, Zdeňka. 2004. "Práva neprovdané matky (The rights of single mothers)" In *Sféry ženy: právní, politické, ekonomické vědy (Women's spheres: legal, political and economic sciences)*, ed. Jana Lasicová, 38-46. Banská Bystrica: Faculty of Humanities at the Matej Bel University and Institute of Sociology at the Academy of Sciences in the Czech Republic.

Keywords: non-married mother, non-married father, status of family, legislation

The article is focused on the status of the family not based on marriage in the light of the so called great amendment to the Act on the Family (Act No. 91/1998 Coll., changing the Act No. 94/1963 Coll., on the Family). It deals with the status of the unmarried mother, the unmarried minor mother and the unmarried father. The second part is focused on property claims of unmarried women. The end of the article is devoted to the drafts of legal changes in this area.

2) Šimečková, Eva. 2004. "Uplatnění principu rovnosti u transsexuálů při odchodu do starobního důchodu (Application of the principle of equality for transsexuals in the pension system)" In *Sféry ženy: právní, politické, ekonomické vědy (Women's spheres: legal, political and economic sciences)*, ed. Jana Lasicová, 73-79. Banská Bystrica: Faculty of Humanities at the Matej Bel University and Institute of Sociology at the Academy of Sciences in the Czech Republic.

Keywords: labour law, social security, transsexuals, sex based discrimination

The principle of equality and prohibition of discrimination is applied in labour law and social security law, since both the legal branches have harmonised the Czech law with the European Union law. Should transsexuals be discriminated, then it would be sex based discrimination. Throughout the world, there have been issued many court decisions concerning this problem, and they are often very inspiring. In the Czech Republic, discrimination based on sex is prohibited by the Labour Code, the Employment Act, and acts on wages and salaries. A most interesting field, where the equality principle is not applied, is the determination of pension age under Act No. 155/1995 § 32 Coll. on pension insurance, which states different pensionable ages for women and men. Women retire earlier, in proportion to the number of children raised. This particular provision does not reflect the legal status when men also can take parental leave or raise children after its termination. The condition of childcare for the women's claim is defined in provision of § 32 par. 4 of the cited act. However, the question remains how the retirement age will be counted for a woman who will undergo a change of sex, and who will ask the pension as a man or vice versa, at the same time wanting to count in the childcare.

3) Maříková, Hana. 1999. *Muž v rodině: demokratizace sféry soukromé*. (A man in the family: democratisation of the private sphere). Prague: Institute of Sociology at the Academy of Sciences of the Czech Republic.

Keywords: sociological study, men, family life

This paper deals with changes in the family sphere. This has been a neglected topic so far in sociology. These changes are analysed because of the up-coming EU accession and the related changes. The article discusses the change of the role of men in the family and consequently the changes for women.

4) Maříková, Hana. 1999. Proměna rolí muže a ženy v rodině (Transformation of the roles of man and woman in the family) In *Společnost žen a mužů z aspektu gender (The society of men and women from the gender aspect)*, ed. Open Society Fund Praha, 59-67. Prague: OSF.

Keywords: change of roles, men and women, family

This paper deals with the transformation of the roles of men and women in the family. It is accepted that women work, yet, they also remain responsible for the housework. Men are less involved in housework even though they support the fact that their wives have paid employment.

3.2 English sources

5) Králíčková, Zdeňka. 2007. *Developments in marriage and marital law in the Czech Republic*. Paper presented at the Symposium on Children's Rights and Adoption March 2, at BYU Law School, USA.
http://www.law2.byu.edu/Organizations/Marriage_Family/Oct/s.pdf.

Keywords: marriage, marital law, post-communism, heterosexual and homosexual cohabitation

The paper explores the influence of political, social, and economic changes after the collapse of communism. The paper is focused on the family based on marriage with its problems as follows: rejecting or postponing marriage to the "later age", insufficient marital property law, marital instability and domestic violence etc. The main part of the paper is devoted to "free" forms of cohabitation, both heterosexual and homosexual, and to the problems caused by them, especially after the breakdown of the relationship. This part is concluded by the contemplation of another aspect of today - the phenomenon of singles and the increase of the amount of children born out of wedlock (32%). The paper also analyses changes in family law. The long time awaited so-called great amendment to the Act on the Family (1998) meant only a half-hearted law reform. The Act on childbirth with "secret identity" of the mother is considered to be a very bad step on the way of improving Family law (2004). This Act is contrary to the rights of the child and of the child's father and creates space for non-family behaviour. The Act on Registration of same sex couples, passed after so many attempts, has been broadly criticised as dilettante by both favourers and objectors of registered partnership (2006). The Act against domestic violence is not complete – the effective civil law protection is missing (2006).

6) Čermáková, Marie. 2000. *Social costs of economic transformation in Central Europe: relations and changes of gender differences in Czech society during the 1990s*. SOCO Project Paper No.89. Wien: Institut für die Wissenschaften vom Menschen.

Keywords: economic transformation, social costs, sexual discrimination, gender differences

This study of sexual discrimination in the Czech Republic in the 1990s is based on the social analysis of relationships between the sexes. It focuses not only on the respective current positions of men and women in society, but also attempts to cover a wider spectrum of issues arising from the long-term influence of cultural and social mechanisms that determine potential changes in the perception of gender roles. The study concentrates on social issues relevant to the transformation process, as they affect both males and females. The analysis of comparable trends in the EU countries relating to the perception of gender roles, and their influence in the Czech context, is also given due significance. The study is organized into seven separate chapters followed by a final summary: Gender Differences and their Causes – the Educational and Labor Systems, Social Mechanisms and their Impact on Gender Relationships, Social Policy and Gender Issues, Gender Role Equality in the Course of the Family Cycle, Social Aspects of Motherhood, The Present and Future Man, Unemployment and the Situation of Men and Women. The study shows that gender differences permeate, as an organizing principle, all spheres of the public, labor and family life of Czech society, and that in order to fully enforce democracy in Czech society, it is necessary to make social changes in the existing gender contract. The key presuppositions for these changes are, according to the results of this study, the social consensus on the nature of these social changes, an incessant pressure of the EU on the enforcement of democratic mechanisms, and better functioning of public information sources.

7) Nedbálková, Kateřina. 2006. "The changing space of the gay and lesbian community in the Czech Republic" In *Beyond the pink curtain: everyday life of LGBT people in Eastern Europe*, ed. Roman Kuhar and Judit Takács, 67-80. Ljubljana: Peace Institute.

Keywords: gay and lesbian community, discrimination, stereotyping

In the Czech Republic homosexuality is no longer a taboo, it does not provoke clear indignation or condemnation, and sociological research on the subject which, however, is still somewhat limited, shows that Czech society is increasingly more tolerant towards lesbians and gays. Despite these developments a number of gays and lesbians feel that in certain situations they do not have the same rights as the heterosexual majority, or indeed they feel discriminated against. Gays and lesbians are still subjected to stereotyping and stigmatising labels and representations on the part of outsiders, on the one hand, and creators of distinctive cultural practices or (sub)cultures, on the other. The space of the gay and lesbian community is in this paper represented by three types of venues, which used to and still play a key role in it, namely public toilets, a gay and lesbian disco and a student civic association. The article uses data gained mainly in ethnographic research. This research employed the technique of semi-structured interviews, participant observation and analysis of personal documents (such as diaries and letters). Observation took place in the years 1996 - 1999 and 2001 - 2004 and was documented in the form of field notes.

8) Polášková, Eva. 2006. "The Czech lesbian family study: investigating family practices" In *Beyond the pink curtain: everyday life of LGBT people in Eastern Europe*, ed. Roman Kuhar and Judit Takács, 201-215. Ljubljana: Peace Institute.

Keywords: homosexual parenting, family practices

Homosexual parenting represents a quite recently emerged form of non-heterosexual intimate relationship: gays and lesbians attempt to create family-like unions as a result of two interconnected processes residing in both the developments in the gay and lesbian social world itself and in the de-traditionalization of family and intimate relationships in general. The issue of non-heterosexual parenthood still remains unexamined in the Czech Republic, and the first and only achievement in this field is a research project carried out by the author of this article and her colleague. The main objective of the research was to explore the many facets of everyday lives of Czech lesbian families and provide a deeper insight into this topic in the national context. An integral part of the research design was the idea of benefiting from an interdisciplinary approach combining the authors' different theoretical backgrounds in sociology and psychology.

9) Šmídová, Iva. 1999. Men in the Czech Republic: A few questions and thoughts on studying (some) men. *Czech Sociological Review* VII (4): 215-222.

Keywords: men's studies, masculinities, gender studies

The text raises questions and themes relevant for the introduction of 'men's studies' or 'critical studies on men and masculinities' in the Czech Republic. The general issue of gender studies, and the situation and context of men in the Czech Republic are the two main parts of the text. The former deals with the theoretical basis for research on men, while the latter explores empirical data that is already available on men, which may be used in further research. The concluding part illustrates some steps the author took while preparing the empirical inquiry into the life histories of men in the Czech Republic. The topic of her research: different men (non-manipulative, lacking the need to control others, emotional), leads her to question the existence of a single normative (hegemonic) masculinity in the Czech Republic. However, the absence of relevant data and studies leaves the definition of Czech masculinity open for now. The author suggests the existence of a plurality and colourful forms of masculine identity, and emphasises the need to explore them, in order to enrich knowledge of gender studies in the Czech Republic.

3.2.1 Comparative studies

10) Einhorn, Barbara. 2005. Citizenship in an enlarging Europe: contested strategies. *Czech Sociological Review* 6: 1023-1039.

Keywords: Central and Eastern Europe, gender-equitable citizenship, gender mainstreaming

This article explores some of the debates surrounding the gendered impact of both the democratisation process and European Union enlargement on the countries of Central and Eastern Europe. It focuses on three key issues of gender-equitable

citizenship: debates about the best mechanisms for achieving gender equality in mainstream politics, questions about the efficacy of civil society activism in relation to mainstream politics, and the pros and cons of gender mainstreaming as a key component of EU enlargement. It also raises the question of the most appropriate frame.

11) European Foundation for the Improvement of Living and Working Conditions. 2004. *Fertility and family issues in an enlarged Europe*. Luxembourg: Office for Official Publications of the European Communities.
www.eurofound.eu.int/publications/EF03104.htm.

Keywords: 28 European countries, fertility, family, Eurobarometer survey

This document summarises the findings of a research report from the European Foundation for the Improvement and Living Conditions (EF03115), drawing on the results of Eurobarometer surveys carried out in the EU and the 13 acceding and candidate countries. Examining the quality of life in 28 European countries, the report provides an analysis of the views and experiences of the citizens of the new Europe on aspects relating to fertility levels and family size, as well as gender roles within the home and responsibility for care and household tasks.

12) ILGA-Europe. 2004. Meeting the challenge of accession. Surveys on sexual orientation discrimination in countries joining the European Union. Brussels: ILGA-Europe. [http://www.ilga-europe.org/europe/publications/non_periodical/\(offset\)/15](http://www.ilga-europe.org/europe/publications/non_periodical/(offset)/15).

Keywords: violence, intimate partnership, CEE Europe, NGO report

The report presents the surveys on discrimination of LGBT people in the accessing countries. Issues such as violence and various forms of discrimination - in the legal system, on the labor market, public services, education, family - are discussed. Furthermore, the issue of immigration and the role of religious institutions are analysed. Recommendations for EU institutions and EU member states are being laid out.

13) Kotýnková, Magdalena, Věra Kuchařová, and Ladislav Průša. 2003. "Chapter 3: the gender dimensions of social security reform in the Czech Republic" In *The gender dimensions of social security reform in Central and Eastern Europe*, ed. Fultz, Elaine, Ruck Markus and Silke Steinhilber, 109-185. Budapest.

Keywords: social security reform, gender dimension, family benefits, pensions

The study looks at social security reform in the Czech Republic during the 1990s through the lens of gender equality. Specifically, two broad categories of benefits are examined: family benefits (including maternity benefits, family allowances, and child care benefits) and pensions (retirement and survivors' pensions). One result is that gender equality was not a major driving force in the reforms, and that the gender dimension of major policy changes received relatively little attention, either during national reform deliberations or thereafter. The results of a qualitative survey highlight diverse views on social security and different perceptions of the reforms under way. The survey clearly illustrates a need for capacity building on gender and social security, as well as on social security more broadly, as a

prerequisite for greater success in bringing gender issues to the forefront of public attention in social security reform debates.

14) Merin, Yuval. 2002. *Equality for same-sex couples: the legal recognition of gay partnerships in Europe and the United States*. Chicago: Chicago University Press.

Keywords: Europe and United States, same-sex partnerships, legal regulations

During the past three decades, nations all over the world have been debating whether to allow same-sex couples to marry, or at least grant these couples various rights associated with marriage. In “Equality for Same-Sex Couples”, Yuval Merin presents the first comparative study of the legal regulation of same-sex partnerships worldwide, as well as a unique survey of the status of same-sex couples in Europe. Merin begins by providing a historical overview of the transformation of marriage from antiquity to the present. He then identifies and critically compares four principal models for the legal regulation and recognition of same-sex partnerships: civil marriage, registered partnership, domestic partnership, and cohabitation. Merin concludes that all of the models except civil marriage discriminate against gays and lesbians, thus, so-called alternatives to marriage, even if they provide the same rights and benefits as marriage, are inherently unequal and therefore unconstitutional. In chapter 5.3 the progress of the Czech Republic towards recognising same-sex partnerships is being discussed.

15) ILGA Europe. 2001. *Equality for lesbians and gay men. A relevant issue in the EU accession process*. Bucharest: Arta Grafica.
http://www.ilga-europe.org/europe/publications/non_periodical.

Keywords: Bulgaria, the Czech Republic, Cyprus, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia, and Turkey, EU accession process, equality for Lesbians and Gay men

This report maps the legal and social situation of lesbians and gay men in 13 EU candidate countries. Three years after the publication of the “Equality Report” on the situation of lesbians and gay men in the EU Member States, ILGA-Europe has produced the current report, “Equality for Lesbians and Gay Men - A Relevant Issue in the EU Accession Process”, with a view to filling the information gap regarding the situation for lesbians and gay men in the candidate countries. The report was produced as part of the project “Lesbian and Gay People in Candidate Countries to EU Membership” with financial support from the Open Society Institute. All 13 accession countries are represented with individual reports. A further chapter presents the European Union’s legislation and policies that are relevant to the rights of lesbians and gays in the accession countries, policies which have developed very significantly in the recent past.

16) Wall, Sally N., Irene Hanson-Frieze, Anuška Ferligoj, Eva Jarošová, Daniela Pauknerová, Jasna Horvat, and Nataša Šarlija. 1999. Gender role and religion as predictors of attitude toward abortion in Croatia, Slovenia, the Czech Republic, and the United States. *Journal of cross-cultural psychology* 30(4): 443-465.

Keywords: Croatia, Slovenia, the Czech Republic, and the United States, gender roles, religion, abortion

Since socialism's decline, abortion has become a divisive political issue in East Central Europe, just as it is in the United States. Questionnaires administered to college students in Croatia, the Czech Republic, Slovenia, and the United States between 1991 and 1994 assessed the importance of religious identification, degree of religious feelings and participation, desired number of children, and gender role attitudes as predictors of approval of abortion for reasons of personal choice.

4 Gender-based Violence

4.1 Czech sources

1) Čírtková, Ludmila. 2006. Domácí násilí (Domestic violence). *Kriminalistika* 3. <http://www.mvcr.cz/casopisy/kriminalistika/2006/03/cirtkova.pdf>.

Keywords: domestic violence, practical social context, legislation

Domestic violence is an important problem in theory and research, and also in the practical social context. From this practical point of view in the paper new legislative solutions are discussed, which would amend the existing criminal law. Domestic violence is a specific phenomenon, which can be characterised by the following principal features: high prevalence, enormous latency and great victimization impact. All these characteristics are discussed in the first part of the article. The author explains also the differences between domestic violence and other forms of aggression within the family (family conflicts or rows). In the second part of the article the focus is on the problem of searching for an effective police intervention strategies. In the end of the article the principles of a new legislative regulation of domestic violence in the Czech Republic are presented.

2) Křížková, Alena, Marie Čermáková, Radka Dudová, Hana Maříková, and Zuzana Uhdeová. 2005. *Obtěžování žen a mužů a sexuální obtěžování v českém systému pracovních vztahů. Rozsah, formy, aktéři, řešení (Harassment of women and men and sexual harassment in the Czech system of labour relations: extent, forms, actors, solutions)*. Sociologický ústav AV ČR. <http://www.mpsv.cz/files/clanky/1699/obtezovani.pdf>.

Keywords: sexual harassment, labour market

This study is the final report of the research "Analysis of research on harassment of women and men on the ground of gender and sexual harassment at the work place" which was ordered by the Ministry of Labour and Social Affairs of the Czech Republic.

3) proFem. 2006. *Domácí násilí v českém právu z pohledu žen (Domestic violence in Czech legislation from the point of view of women)*. Prague: proFem.

Keywords: domestic violence, women, legislation

This publication discusses the problem of domestic violence from a criminological and a gender perspective as well as from the perspective of the victims. It maps the state of legislation concerning domestic violence in the Czech Republic and ties this in with international documents.

4.1.1 Comparative Studies

4) Borůvka, Nicole, Veronika Hubková, Markéta Krausová, Marie Lienau, Marie Vavronová, and Zdena Prokopová, eds. 2002. *Domácí násilí – staré problémy, nová řešení? Sborník z konference pořádané organizacemi Friedrich Ebert Stiftung, proFem a ROSA. 26. listopadu 2001 v Praze (Domestic violence – old problems, new*

solutions? Volume on the conference organised by Friedrich Ebert Stiftung, proFem and ROSA. 26. November 2001 in Prague). Prague: Friedrich Ebert Stiftung.

Keywords: Czech Republic, Austria, Germany, domestic violence, violence against women, legislation, solutions

The volume comprises papers presented at a conference in 2001 in Prague on domestic violence. Issues such as domestic violence, violence against women, legislation on domestic violence are being discussed by looking at the situation in the three countries Austria, Czech Republic and Germany.

4.2 English sources

5) Matyášek, Patrik. 2004. "Zákaz sexuálního obtěžování v pracovněprávních vztazích v ČR de lege lata (The forbiddance of sexual harassment in labour law regulations in the Czech Republic)" In *Sféry ženy: právní, politické, ekonomické vědy (Women's spheres: legal, political and economic sciences)*, ed. Jana Lasicová, 47-57. Banská Bystrica: Faculty of Humanities at the Matej Bel University and Institute of Sociology at the Academy of Sciences in the Czech Republic.

Keywords: legislations, sexual harassment, labour relations

The author describes the newest changes in the laws of the Czech Republic prohibiting sexual harassment in labour relations which took effect on March 1, 2004. The author explains the consequences of harmonisation with the directives of the EEC and interprets the new Czech laws with attention to the intent of the legislature, the requirements of the European directives, and the experiences of other foreign states. The article is dealing with civil rights, sexual harassment, burden of proof and remedies. Although it is still too early to predict how the newly passed laws will be interpreted and applied in practice, he predicts that the future will give further inspiration to perfect these laws.

6) Pikálková, Simona, ed. 2004. *International Violence Against Women Survey – Czech Republic/2003: Sociological Research on Domestic Violence*. Prague: Institute of Sociology at the Academy of Sciences.

Keywords: violence in the family, violence against women, violence in partner relationships, domestic violence

This study examines the results of the International Violence Against Women Survey in the Czech Republic and addresses the wider issue of domestic violence in partner relationships. The results of the International Violence Against Women Survey constitute a significant contribution to the sociological discussion on the issue of domestic violence, both on an international scale, and within the Czech Republic, where the subject has long been one of marginal interest to sociologists. This survey – to date the largest such survey in the country – provides an important and essential foundation for pursuing research on the sociological aspects of domestic violence and for making quantitative and qualitative assessments of trends relating to this issue. The first part focuses on the theoretical background to the study of violence in the family as a sociological issue, with an emphasis on the main theoretical approaches that attempt to address this issue. The second and main part is devoted to the international

survey itself – its objectives, methodology, and particularly its results. This part also includes a qualitative in-depth study that was conducted in an effort to reveal specific aspects of the experience of domestic violence that could not be detected in a purely quantitative survey. The main objective of the survey was to determine the incidence of various forms of violent physical and sexual assault on women by men. The results of the analysis in the Czech Republic indicated a generally high level of victimisation of women, both within intimate partner relationships, and outside relationships.

7) Hulíková, Tereza, and Jiří Kocourek. 2005. *Report on the project "Pilot research among customers of commercial sex services in two border regions of the Czech Republic"*. Prague: IOM. http://www.mvcr.cz/rs_atlantic/data/files/iom-clients.pdf.

Keywords: commercial sex services, trafficking, organised crime, legislation

The aim of the research project was to find out who the client actually is, what are his motivations for seeking prostitution, how he perceives his relationship with the prostitute, how sensitive he is to the signs of trafficking in human beings, what he knows about the phenomenon and last, but not least, to what extent he would be willing to act, if he encountered it. The methodology of the pilot survey in two localities of the Czech Republic – West-Bohemia (Plzen region) and South-Moravia (South-Moravia region) – was chosen for the research. The choice was determined by several factors: it was appropriate, taking into account the novelty of the research's orientation and the non-existence of previous data, to limit the heterogeneous group of clients. One factor influencing the choice was the high level of prostitution in the pilot regions driven by the two bordering countries (Germany and Austria) from where many clients come for prostitution.

8) Trávníčková, Ivana, Marina Luptáková, Václav Nečada, Hana Přesličková, and Karla Trdlicová. 2004. *Trafficking in women: the Czech perspective*. Prague: Institute of Criminology and Social Prevention. http://www.mvcr.cz/rs_atlantic/data/files/iksp-trafficking.pdf.

Keywords: trafficking in women, historical development, legislation, case studies

On the basis of the data collected and analysed in the survey, trafficking in human beings, as a form of organised crime, has the following characteristics in the Czech Republic. According to § 246 of the Criminal Code of the Czech Republic (Czechoslovakia), resulting from the ratification of international conventions, trafficking in women is a criminal offence, but in the past cases prosecuting this offence hardly appeared before Czech courts. A radical change took place in the 1990s when, along with the transformation of the social situation and a liberalisation of laws, it became possible to travel abroad, a free market economy was introduced, and the social welfare system was reduced. At the same time, the incidence of some social problems (especially drug abuse and prostitution) increased. According to statistical data, crime rates increased and cases connected with organised crime appeared. In recent years, the Czech courts have annually convicted between 15 and 20 persons (the highest number, 25 persons, in 1999).

9) Černík, Jan, Tereza Hulíková, Vlastimil Vintř, and Roman Křištof. 2004. *Pilot research of the environment of trafficking in human beings on the territory of the Czech Republic*. Prague: IOM.

http://www.mvcr.cz/rs_atlantic/data/files/iom_pilot_en.pdf.

Keywords: trafficking, organised crime, labour migration

The report gives a brief overview of the development of the meaning of organised crime in the labour migration environment of the Czech Republic. This is supported by the evaluation of a questionnaire survey and actual case studies.

10) Jemrić, Ines, ed. 2003. *Until It Stops: Violence Against Women Across Transitional Europe*. Zagreb: Ženska infoteka.

<http://www.zinfo.hr/engleski/pages/research/untilitstops.htm>.

Keywords: Albania, Bosnia-Herzegovina, Croatia, Czech Republic, Macedonia, Montenegro, Serbia, Kosovo, Vojvodina, Slovakia and Ukraine, transitional countries, violence against women, content analysis, newspaper articles report

This is a report on the content analysis of 43 daily newspapers in nine East European countries on their reporting on violence against women. The report notes that the relatively small number of articles in the majority of the countries (varying from 13 articles in Kosovo to 123 articles in Croatia) is itself illustrative as it demonstrates that violence against women is not an attractive topic for the media. Further analysis confirms this assumption, and points to the need for more systemic reporting on this topic with different focus in all the countries of Eastern and Central Europe included in this research.

11) Benninger-Budel, Carin, and Jana Hudecová. 2002. *Violence against women in the Czech Republic: report prepared by the World Organisation Against Torture (OMCT) for the 28th session of Committee on Economic, Social, and Cultural Rights*. Geneva: OMCT.

Keywords: international obligations, status of women, domestic violence, rape, trafficking, Roma women

The report discusses the general status of women and then focusses on violence against women especially. The topics covered in this area are domestic violence, rape and trafficking. The specific situation of Roma women is briefly analysed.

12) Weiss, Petr, and Jaroslav Zvěřina. 1999. Experiences with sexual aggression within the general population in the Czech Republic. *Arch Sex Behav* 28 (3): 265-9.

Keywords: sexual aggression, rape, forced sexual contact

In a representative survey of the sexual behavior of the inhabitants of the Czech Republic (862 men and 825 women older than 15), questions were included concerning experience with sexually aggressive behavior: 11.6% of women reported this kind of experience (3.4% of them more than once). The average age at the time of rape was 21.2 years. Most of these experiences occurred within marriage or a stable partnership. In only a tenth of them the perpetrator was a stranger. Only 3.4% of the offenses were reported to police. Of Czech men, 4.8%

replied positively to the question whether they had ever forced a woman to have sexual contact. The most common form of these enforced contacts was vaginal coitus.

13) Křížková, Alena, Hana Maříková, and Zuzana Uhde, eds. 2006. *The sexualised reality of relations in the workplace. An analysis of sexual harassment in the Czech Republic*. Prague: Institute of Sociology of the Academy of Sciences of the Czech Republic.

Keywords: sexual harassment, gender-based harassment, gender inequality, male dominance

In the book, the authors describe the theoretical background to the research and present individual analyses that focus on specific types of actors: male and female employees on the whole, management personnel at companies and in organisations, victims of harassment and sexual harassment, male and female union representatives. The book includes an explanation of the legal context of the issue of sexual harassment in Czech and European law, and it also contains a glossary of terms. Sexual harassment is both a manifestation and a cause of gender inequalities in the labour market. It affects the financial remuneration, advancement opportunities, and the equality of opportunities for men and women at work and even affects numerous individual factors related to the workplace environment and organisational culture. Sexual harassment is one of the main mechanisms of the assertion of male dominance, and it acts to systematically reduce the status of women at work. However, in the general public perception sexual harassment is often regarded as a purely private or individual issue, and thus the power relations that have such a decisive impact on the issues of gender-based and sexual harassment are essentially denied by the public.

4.2.1 Comparative studies

14) Hagemann-White, Carol, Judith Katenbrink, and Heike Rabe. 2006. *Combating violence against women. Stocktaking study on the measures and actions taken in Council of Europe member states*. Strasbourg: Council of Europe.
[http://www.coe.int/T/E/Human_Rights/Equality/PDF_CDEG\(2006\)3_E.pdf](http://www.coe.int/T/E/Human_Rights/Equality/PDF_CDEG(2006)3_E.pdf).

Keywords: Council of Europe member states, violence against women

This study describes the measures and actions taken in the member states of the Council of Europe against violence against women.

5 OPERA - Gender training books and manuals

5.1 Czech sources

1) Foltysová, Michaela, Pavlík Marek, and Lenka Simerská. 2004. *Informativní metodika: rozpočtování z hlediska rovnosti žen a mužů (Informative brochure: gender budgeting)*. Prague: Ministry of Finance and Ministry of Labour and Social Affairs.

Keywords: gender budgeting

This brochure explains the method of gender budgeting; why it is necessary and how it can be realised.

2) Asklöf, Cecilia, Birgitta Hedman, Helena Strandberg, and Karin E. Wenander. 2003. *Příručka na cestu: k rovnosti žen a mužů (Handbook for the way towards gender equality)*. Prague: Ministry of Labour and Social Affairs.

Keywords: gender equality

This handbook explains the way towards gender equality; why it is important and how it can be achieved.

3) Asklöf, Cecilia, Helena Strandberg, and Karin E. Wenander. 2003. *Proč a jak vypracovat plán rovnosti žen a mužů (Why and how to create a plan for equal opportunities for men and women)*. Prague: Ministry of Labour and Social Affairs

Keywords: equal opportunities for men and women, plan

This handbook explains the way towards equal opportunities; why and how to create a plan for equal opportunities for men and women.

4) MPSV. 2000. *Prosazování strategie gender mainstreamingu – zkušenosti z německy mluvících zemí a podněty pro Českou republiku (Endorsement of the strategy of gender mainstreaming – experiences of German speaking countries and stimuli for the Czech Republic)*. MPSV. <http://www.mpsv.cz/cs/942>.

Keywords: gender mainstreaming

This text explains the strategy of gender mainstreaming by giving examples from German speaking countries to create stimuli for the Czech Republic.

5) MPSV. 2000. *Rovné příležitosti pro ženy a muže – nedílná součást české politiky na cestě do Evropské unie. (Equal opportunities – integral part of Czech politics on the way to the EU)*. Prague: Ministry of Labour and Social Affairs. <http://www.mpsv.cz/cs/941>.

Keywords: equal opportunities

This text explains equal opportunities for men and women and its importance during the EU accession process.

6) Hlavní město Praha, and proFem. 2006. *Příručka pro policii ČR a městskou policii “Jak jednat s oběťmi a pachateli domácího násilí”?* (Booklet for the police of the Czech Republic and city police “How to treat victims and offenders of domestic violence?”). Prague: proFem.

Keywords: domestic violence

This text defines domestic violence and explains the existing legislation. Furthermore, it gives advice and helpful addresses for the victims of domestic violence.

5.2 English sources

7) MPSV, and Swedish National Labour Market Board. 2003. *Final recommendations: improvement of the public institutional mechanism for applying, enforcing and monitoring equal treatment for men and women.*
http://www.mpsv.cz/files/clanky/1598/rec_310703_en.pdf.

Keywords: public institutional mechanisms, twinning project, gender mainstreaming

This document comprises the final recommendations for the twinning project for the improvement of the public institutional mechanism for applying, enforcing and monitoring equal treatment for men and women.

6 FRAGEN

There exist no archives or documentation centres dealing with gender equality policies in the Czech Republic. Nonetheless, there are two NGOs who collect materials on gender equality.

The NGO Gender Studies has a very comprehensive library with books and research on gender equality in general and also with a special focus on the Czech Republic.

Gender Studies o.p.s
Gorazdova 20
120 00 Praha 2
Phone: +420 224 915 666
www.feminismus.cz

The NGO La Strada in the Czech Republic has a library which contains over 5000 books and publication on the following topics: trafficking in human beings, human rights, commercial sexual exploitation of children, prostitution and social services; some focus also on the situation in the Czech Republic.

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