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# Reconciliation of working, private and family life in the context of Governmental Strategy for Equality of Women and Men in the Czech Republic for 2014 – 2020

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## Reconciliation of working, private and family life

- Childcare and the householdcare – responsibility of women
- Work life
- Family life
- Private life
  - Hobbies, free time activities
- Relaxation = efficiency at work increases



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## Governmental Strategy

- Approved by the Government in November 2014
- First long-term strategic document for gender equality in the Czech republic
- Covers 8 strategic areas (Beijing Platform for Action)
  - Institutional security of gender equality
  - Balanced representation of men and women in decision-making positions
  - **Reconciliation of working, private and family life**
  - **Gender equality on labor market**
  - Education, research and gender equality in knowledge society
  - Dignity and integrity of women
  - Gender equality in external relations
  - Everyday life and lifestyle



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## Reconciliation of working, private and family life

### Identified problems:

- Low capacity and quality of childcare facilities and social services for other dependent persons
- Insufficient offer of flexible forms of work
- Low support for parents with small children
- Unclear interpretation and insufficient legal regulations in the area of reconciliation of working, private and family life
- Insufficient evaluation of unpaid care and housework
- Low participation of men in childcare, care of dependent persons and household
- Low amount and enforceability alimony payments



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## Reconciliation of working, private and family life

### Main targets:

- Creation of better conditions for effective reconciliation of working, private and family life
- Ensuring of capacities of preschool childcare facilities
- Support for flexible but stable working arrangements
- Achieving sufficient capacity and quality of social services for dependent persons
- Increasing support for parents with small children



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## Reconciliation of working, private and family life

### Main targets:

- More detailed interpretation and provision of sufficient legislation framework
- Opening a topic of care (especially in households) as unpaid work
- Increasing the participation of men in childcare and care about other dependant persons
- Better enforceability and adequacy of alimony payments



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## Reconciliation of working, private and family life

### What have we already reached?

- Capacity of kindergartens increased, child care in the children's group and day nursery for children under 2 years offered
- Paternity leave (one week during the first 6 weeks)
- Methodology for reconciliation of working, private and family life created
- Awareness raising campaign That's equality launched (domestic violence prevention and reconciliation of working, private and family life) – posters, TV spots, Facebook page, Twitter account, webpage



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## Gender equality on the labor market

### Identified problems:

- Low employment of women (in certain specific age categories and groups)
- Large gender pay gap (22 %)
- Significant horizontal and vertical segregation on labor market
- Discrimination and disadvantaging of women on labor market



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## Gender equality on the labor market and in business

### Main targets:

- Increasing employment of women
- Ensuring legal regulation in the area of equal pay for equal work or for work of equal value
- Support of gender non-stereotype employment and expertise for men and women
- Support and implementation of gender audits in public and private sphere



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## Gender equality on the labor market

### What have we already reached?

- Action Plan for Balanced Representation of Women and Men in Decision Making Positions for 2016 - 2018 approved
  - Support for the projects of NGOs, social partners and businesses focusing on diversity management and balanced representation of women and men in decision-making positions
  - Support for the parents with children under 2 years of age in their return to the labour market
  - Support for the participation of men in childcare
- Gender Audit Standard created in 2015



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# Thank you for your attention

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