



Work-Life Balance as a Prerequisite for Gender Equality in the Labour Market

Gender Studies, p. b. o.

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Founded in 1991.

10 people NGO - information, consultation and education centre in the area of relations between women and men and their position in society.

Various activities and topics - equal opportunities in institutional mechanisms and labour market, antidiscrimination and legal advice, gender sensitive education, library, educational services for employers and gender audits, campaigning and raising public awareness.

Fundings mainly from European social funds, only 15 % covered by the state.

Gender Un/Equality in the Czech Labour Market

Women and men are equal in front of the law in the CR.

Inequality (and discrimination) of women is a matter of practice, interrelated with the way of thinking in the society – gender stereotypes.

The Czech Republic's weak points with regard to gender equality are:

- the discrimination of women at work
- occupational gender segregation
- gender pay gap
- the lack of possibilities to integrate work and family

Motherhood and Caregiving as a Disadvantage

- Large disproportion between women and man in the families – women are supposed to be the main caregivers of small children under 3 years of age. (only less than 2 % of fathers takes a parental leave)
- Because of taking care of children and/or elderly or ill family members women are in a double risk of unemployment than men and there is the second greatest GPG among EU in CR (more than 22 %)

Obstacles for Reconciliation of Work and Family

- difficult **reintegration into the labour market** after 3 years long parental leave
- low availability of **flexible and part-time working arrangements**
- low availability of **childcare services** for small children (under 3 years)
■ low availability of **professional care services for elderly people**
- **Risk of flexible working arrangements:**
So called **negative flexibility** – to be available 24/7

Challenges for the Core Players: : the role of State, Employers and NGO's

State:

- To create a legislation framework
- to create a functional family policies
- To provide a child care facilities

Employers:

- To promote flexible working arrangements
- Make a effective parentleave-management
- To be non-discriminatory

NGO's

- To cooperate with the state and employers, educate them
- To empower and educate employes



Thank you for your attention...

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