



(Un)Equal Pay in the Czech Republic

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Gender Studies

EQ-Train Conference
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Education and Culture DG

Lifelong Learning Programme

BUNDESKANZLERAMT  ÖSTERREICH

BUNDESMINISTERIN
FÜR FRAUEN UND ÖFFENTLICHEN DIENST

bm:uk Bundesministerium für
Unterricht, Kunst und Kultur

Gender Studies



- Library, consultation, information and advocacy centre
- Legal Help line
- Activities for Employers: consultations, Firm of the Year, Audit Equal Opportunities
- Activities for public authorities: seminars, Public Authority of the Year, gender budgeting
- Advocacy: antidiscrimination, family policy, LGBT, violence against women, etc.
- Conferences, seminars, publications

Figures



- Women's wage to men's wage:
 - Median: 80,2 % (2007)
 - Average: 75,2 % (2007)
- Vertical and horizontal segregation (women makes 4 % in senior management position; women more represented in low paid sectors)
- Difference between average wage of men and women in the same company at the same position is 11-12%

Legislation



- International and EU legislation
- Anti-discrimination Act: forbids discrimination in remuneration
- Labor code: equal pay for work of equal value, equal treatment

Protection against Discrimination



- Judicial settlement
- Alternative dispute resolution:
 - Negotiation
 - Complaint to manager
 - Appeal to state agency (Labour inspectorate)
 - Mediation
- Other actors:
 - Ombudsman office
 - NGOs

Institutional Support and Equal Pay

- Government office:
Gender Equality Unit
- Government priorities
and practices in
promoting equal
opportunities between
women and men
- Statistics



Vidíte nějaký rozdíl v práci vykonané mužem a ženou?
Výplatní páska je ten rozdíl.

Stejná odměna za stejnou práci podle práva EU i ČR
Stejná mzda 2011: 6000 Kč a 2012: 20000 Kč, stejná práce, 9 110

Stejná odměna pro rovné výsledky
Hodnotíme práci a výsledky, ale
Důležitější je rovnost mezi odměnami žen
Klasické zaměstnání střední ČR
Rovnost žen a mužů
Tisková zpráva a další
Podpora zaměstnavatelů a zaměstnanek



Positive Actions: NGOs



- Gender Studies: Company of the Year with Equal Opportunities, Audit Equal Opportunities, EQ-Train
- Counselling Centre for Citizenship, Civil and Human Rights: Manual for the management of labor disputes in the area of equal pay for men and women for equal work or work of equal value, Methodology of evaluation criteria of non-discriminatory access to the pay for men and women for equal work or work of equal value for employers



Good Practice



- Provident Financial
 - Methodology HAY GROUP
 - Directive: definition and rules: method of payment, the individual components of wages, bonuses and benefits for employees and managers, overtime
 - Campaign: “700 women’s crowns is 1000 men’s crowns”



EQ-Train Training



- Target group: NGOs, state officers, teachers
- Materials: textbook, quiz, statistics, newsletter
- Enlargement of the training: legislation, research, collective bargaining (in relation to equal pay)
- Positive evaluation, participants will mainly include parts of the training into trainings about gender equality

EQ-Train
Equality-Training for Trainers



Thank you for attention!

Gender Studies

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