

**Activities of the  
22 % TOWARDS  
EQUALITY PROJECT  
in 2020**



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Ladies and gentlemen,

March 8th is a good opportunity to remind ourselves of the gender pay gap in the Czech Republic and to take stock of what we have achieved in 2020. Moreover, this year's International Women's Day is close to the spring Equal Pay Day. According to current statistics on average earnings, Equal Pay Day falls on March 10th. It is the day that symbolically expresses how many extra days women would have to work to match the average salary of men over the past year.

I would therefore like to present an overview of the activities of the systemic project 22% TOWARDS EQUALITY over the past year in which both the internal team and a number of freelancers participated. It has been a very intensive year in terms of our activities, but also a demanding and stressful one, as it has been for the whole of society. However, despite all the difficulties, we continued our activities successfully and achieved our planned goals. We went fully online, including events and working and expert group meetings.

We were especially successful in entering the news media space. Above all, this means that the issue of pay inequalities is now being discussed and written about to a much greater extent, and in a much higher quality and more comprehensive way, than before.

This year has been as action-packed as last year. In addition to new analytical and methodological achievements, as well as the international cooperation and support provided to employers and the public, we are working in particular on anchoring the know-how and the completed tools into the structure of public administration.

Although the current crisis poses a threat that the gaps between women's and men's incomes will open again, I believe that with honest discussion and readily-available tools we will contribute to a faster return to the path that leads to the balanced situation we have been striving for since 2016. Countries that have effectively changed the Gender Pay Gap indicator for the better have one thing in common: a clearly defined, stable agenda. I believe we will succeed.

Thank you for keeping your fingers crossed!

Lenka Simerská

8 March 2021



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## WE HAVE MAPPED THE CURRENT SITUATION


- We have summarised the most important findings from our studies and analyses carried out since 2017 in a document called [What We Know about the Gender Pay Gap](#). In it you will also find the most up-to-date data. .
- We have published a qualitative probe, [In the Footsteps of Unequal Pay](#), unique in its scope, which explores the individual causes of the gender earnings gap.
- We have produced an analysis of the macroeconomic impacts of addressing GPG in our study [How to Address GPG from a Macroeconomic Perspective](#), modelling several scenarios to reduce GPG.



## WE HAVE HELPED COMPANIES AND INSTITUTIONS

- We have successfully developed the testing of the [Logib tool](#) . Thirteen employers from both the public sector and the business sector participated in the testing. From the academic environment, two universities and seven research institutes have taken part.
- We continue to work with the Technology Agency of the Czech Republic on the use of Logib in selected grant schemes. As a result, the use of the Logib tool is spreading among employers in the field of research and development.
- We organised two online workshops for HR managers from the academic community on the possibilities of setting up transparent remuneration and the use of the Logib tool at universities and in research organisations, implemented in cooperation with the Centre for Gender & Science (originally “for Women and Science”) at the Institute of Sociology of the Czech Academy of Sciences.
- We have developed a methodology for classifying jobs in five categories of responsibility according to the International Labour Organization, which makes it possible to compare work of equal or comparable value regardless of whether it is performed by men or women.
- We created an informative video on the Logib tool for regional employers (in cooperation with the Regional Family Policy project).
- We completed a methodological guide, [Promoting Equal Opportunities for Women and Men in the Labour Market within the Activities of the Labour Office of the Czech Republic](#) , which methodologists from the Labour Office in three regions of the CR helped to verify in practice. The methodology summarises measures that will help improve equal opportunities for women and men in the labour market and thus reduce the gender pay gap. It is full of practical recommendations. It includes a new version of the CZ-ISCO Classification of Occupations, which contains the names of two thousand occupations in both masculine and feminine gender. It is a guide for the Labour Office CR as well as employers on how to correctly label occupations; for example, in job advertisements or in the structure of an organisation. The methodology also focuses on the consultancy activities of the Labour Office, particularly in the area of vocational guidance, retraining and group guidance courses.



- We continue to work on the Methodology of Equal Pay Inspections for labour inspectorates which we have expanded and improved on the basis of pilot inspections in which we participated as invitees in the individual Regional Labour Inspectorates. We defined the approach to confidentiality clauses, attendance bonuses and other negative practices. We focused on ensuring that employed women on maternity and parental leave did not lose their entitlement to employee benefits. And, of course, we have focused our attention on issues of equal work and work of equal value which we clarify and include in our monitoring activities in cooperation with the State Labour Inspection Office.
- We issued a position paper on [Social Dialogue for Equal Pay for Women and Men](#)  in which we published, in cooperation with our social partners, Model Provisions for Collective Agreements. We have presented the report and the principles of pay equity for women and men in bipartite negotiations (organised by the Confederation of Industry and Transport of the Czech Republic) and in meetings of regional tripartites and individual trade unions.



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## WE EDUCATED PUBLIC ADMINISTRATION AND INSTITUTIONS

We launched an online training course on equal opportunities for women and men in the labour market. We gave people from public administration institutions the opportunity to understand the complex topic of pay equity in a broader context. E-learning was attended by employees (both men and women) of the following institutions:

- Labour Office
- State Labour Inspection Office
- Ministry of Labour and Social Affairs of the Czech Republic
- Ministry of Finance of the Czech Republic
- Ministry of Transport of the Czech Republic
- Office of the Government Representation in Property Affairs
- State Fund for Transport Infrastructure
- State Treasury Shared Services Centre
- Office of the Government

E-learning is available here: <https://www.rovnaodmena.cz/vzdelavani/e-learning> 



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## WE CONTINUED TO DEVELOP THE ACTION PLAN

- We worked with a team of experts to develop the groundwork material for the Action Plan. We processed areas focusing on transparency, desegregation in education, support for women and men in the labour market in relation to family life and family care responsibilities, pay equity in the civil service, lack of access to data, monitoring of pay equity, and more. We also coordinated all chapters and measures with the new Strategy for Gender Equality 2021-2030. Despite the unfavourable situation, we hope that the Action Plan will be submitted and approved by the Government this year.



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## WE PARTICIPATED IN CONFERENCES AND EXPERT PLATFORMS AND PROVIDED MENTORING

- We regularly participated in meetings of the following advisory bodies of the Government of the Czech Republic where we presented project activities and participated in the development of initiatives: with the Government Council for Gender Equality (as guests) and with these committees (as members): Committee for Institutional Assurance of Gender Equality, Committee for Reconciliation of Family and Labour Life, Committee for Institutional Assurance of Gender Equality.
- We participated in the 11th [EQUAL PAY DAY](#)  conference organized by Business and Professional Women CR. We provided expert know-how (in the form of speakers), mentoring slots, campaign materials and latest data.

### Our contributions:

Petra Sofie Haken: What do the gender pay gap (GPG) numbers mean? Individual bargaining or transparency?

Lenka Simerská, Lucie Urválková, Jana Černoušková: Money Comes First – Do We Earn What We Deserve?

[Lenka Simerská: How to achieve fair salaries for women, why do we take less, and what to do about it?](#) 

Thanks to the Equal Pay Day, we were able to reach several accentuated target groups, mainly female employees (including women in leading positions/high-ranking managers), employers, entrepreneurs, HR managers and HR specialists, and women returning to the labour market after maternity and parental leave.

We presented the achievements and products, showed video clips and distributed printed materials at the Family Policy Forum (Pardubice, September 2020).

We presented the context between gender pay gap indicators and parenthood at the Employment, Income and Wage Statistics seminar (October 2020) organised by the Faculty of Informatics and Statistics of the University of Economics in Prague for the professional community.

We lectured on gender pay differences in the context of care as part of the course Anthropological Perspectives on Care at FHS UK.





## WE SPOKE IN MEDIA

- březen 2020, TV Nova  
přímý vstup v pořadu Snídaně s Novou, rozhovor s hlavní gestorkou projektu Lenkou Simerskou
- březen 2020, ČESKÉ BUDĚJOVICE:  
Krajská tripartita: Koronavirus nevyhnutelně zasáhne ekonomiku, článek k jednání krajské tripartity [↗](#)
- březen 2020, ceskebudejoviceonline.cz  
Rozdíl v odměňování mužů a žen aneb zaostřeno na důchody [↗](#)
- březen 2020, praha2online.cz  
Proč diskutovat o předsudcích? [↗](#)
- březen 2020, TV Nova  
Proč berou ženy v Česku méně peněz a 10 způsobů jak s tím přestat? [↗](#)
- březen 2020, Radio Prague International  
Gender pay gap still a big problem in the Czech Republic [↗](#)
- březen 2020, Seznam Zprávy  
Koronavirus může pracujícím matkám pomoci prosadit si práci z domova [↗](#)
- březen 2020, Heroine  
Rodina má dva příjmy a platové nerovnosti škodí všem, říká expertka Lenka Simerská [↗](#)
- duben 2020, FÓRUM sociální politiky  
Vliv sdílené ekonomiky na snižování nejistot trhu práce [↗](#)
- květen 2020, Sociální dialog  
Lenka Simerská: Dříve bylo běžné, že mnozí existenci nerovností v odměňování popírali, dnes je diskuze trochu dál [↗](#)
- květen 2020, Sociální dialog  
Rozdíly v odměňování žen a mužů z pohledu sociálního dialogu [↗](#)
- červen 2020, FÓRUM sociální politiky  
Rozdíl v odměňování žen a mužů a rodičovství [↗](#)
- červen 2020, Advokátní deník  
Česká republika porušuje lidskoprávní závazky v oblasti rovnosti žen a mužů [↗](#)
- červen 2020, idnes.cz  
Řekněte si o stejné, vyzývá MPSV v kampani proti platové nerovnosti [↗](#)
- červenec 2020, Czech Industry, Magazín českého průmyslu, obchodu, dopravy a stavebnictví  
Pomalý pokrok v oblasti rovnosti žen a mužů představuje porušení Evropské sociální charty [↗](#)



- srpen 2020, Seznam Zprávy  
Každá čtvrtá firma chce propouštět. Jak si udržet místo a plat? [↗](#)
  - září 2020, Sonda Revue  
Transparentnost v odměňování je u nás zatím nepochopená, ale je to jediná účinná cesta [↗](#)
  - říjen 2020, TV Nova  
informační kampaň s použitím videospotu
  - říjen 2020, TV Nova  
dva přímé vstupy o nerovném odměňování žen a mužů s hlavní gestorkou projektu Lenkou Simerskou v pořadu Snídaně s Novou
  - listopad 2020, Ekonom  
Česko je v rozdílnosti mezd mezi muži a ženami stabilní – na evropském dně [↗](#)
  - listopad 2020, Hospodářské Noviny - Debata HN:  
Férové odměňování, V práci jsou znevýhodněné hlavně ženy po mateřské [↗](#)
  - prosinec 2020, TV Seznam  
Proč ženy v Česku stále berou méně než muži? [↗](#)
  - **VIDEOROZHovor** s rakouskou genderovou expertkou Elisou Aichinger a hlavní gestorkou projektu 22% K ROVNOSTI Lenkou Simerskou
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## WE MANAGED AN INFORMATION WEBSITE AND SOCIAL NETWORK ACCOUNTS



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## WE PROVIDED PUBLIC SUPPORT AND SPREAD AWARENESS

- We produced five original comic strips on the topic of common gender pay stereotypes.
  - We updated the [calculator](#)  with a new Average Earnings Information System dataset.
  - We produced instructional videos on [how to use the calculator](#)  for the HR, economics and marketing industries.
  - We produced and distributed 70,000 flyers on non-stereotypical career choice to ninth grade students along with Education Atlases.
  - We ran an online [advisory centre](#)  where we answered a number of questions about specific reward cases. We published selected questions anonymously on our website.
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## WE CONTINUED OUR INTERNATIONAL COOPERATION

- We became part of the Equal Pay International Coalition (EPIC) platform. We participated in the first [Equal Pay International Coalition \(EPIC\)](#)  in September 2020. EPIC gives us access to the latest trends on pay issues as well as first-hand good practice.
- We cooperated with the Federal Office for Gender Equality (FOGE) from Switzerland to further develop the Logib app and participated in their webinars.
- We participated in the Tackling the Gender Pay Gap with Digital Solutions webinar in August 2020. The seminar presented the latest developments and plans for the development of Logib as a web application. It also provided a comparison of Logib with other gender pay analysis tools available on the market.
- We were part of a delegation to a two-day workshop in Iceland in a bilateral initiative called Reducing the Pay Gap in the Czech Republic in collaboration with the Office of the Government of the Czech Republic and with Iceland. The workshop (February 2020) allowed us to learn in detail about the Icelandic Equal Pay Standard, the roles of the different actors in its creation and implementation, including the certification process. The exchange of experience and good practice between the Czech and Icelandic sides was also of key importance.

