

Equal Opportunities Audit and Other Gender-Related Activities Targeting Employers in the CZ

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- Established in 1991
- Cooperation with companies, implementing equal opportunities and work/ life balance programs in companies
- *Company of the Year: Equal Opportunities* (year 2011 – special focus: Equal Pay), Equal Opportunities Audit –
<http://www.rovneprilezitosti.ecn.cz>
- Consultancy and tailor-made trainings for companies in the area of gender equality and gender diversity
- Information activities: Newsletter “Equal Opportunities into Firms” -
<http://zpravodaj.genderstudies.cz> + campaigns targeting companies

What are equal opportunities and work/ life balance programs

- Support of gender-sensitive and discrimination-free company culture + doing extra more than is legally binding
- Flexible working arrangements
- Corporate childcare facilities
- Mentoring, coaching and other training programs and career support (e.g. networking, talent programs)
- Fair recruitment of new employees, Fair release of employees
- Fair remuneration system

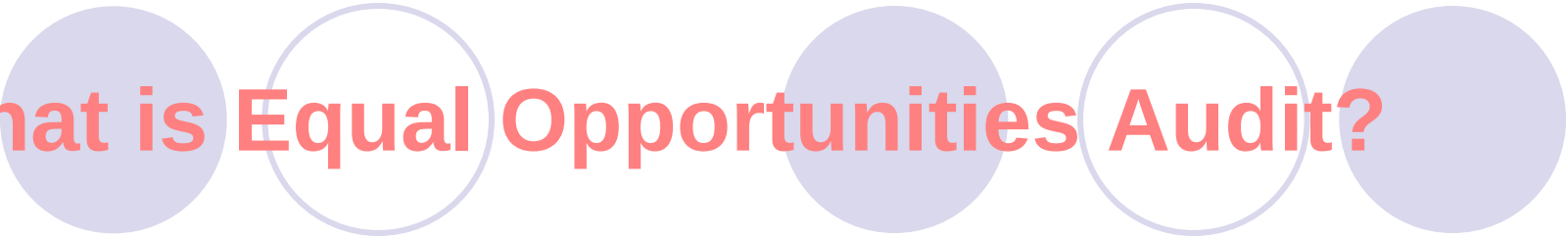
Equal opportunities – benefits/ motivation of companies to cooperate w/ us

- Non-discriminatory recruitment and induction: wider pool of applicants, increase in working efficiency – the right person in the right place, strengthened public attractiveness of the company
- Career growth: improving the use of the employee potential, economizing time and money with respect to external recruitment, increase in employee satisfaction, decrease in turnover at the workplace
- Work/ Life Balance: retaining labor force potential, know-how stays within the company, dropping of turnover and absenteeism from work
- Diversity: diverse teams are more innovative

Fair remuneration system - benefits/ motivation of companies to cooperate w/ us

- improved recruitment processes
- lower employee turnover
- improvement of production processes and quality systems

Source: ITC/ILO - <http://www.businessandgender.eu/splash>



What is Equal Opportunities Audit?

- ✓ Tool for assessing a degree of implementation of equal opportunities for women and men and work/ life balance tools on company level
- ✓ Not inspection but development
- ✓ Focus on internal company processes
- ✓ Includes analysis of HR and institutional barriers
- ✓ Goal: improvement of company performance (CSR + profit)

What is monitored?



The audit looks at various topics. Some concern specific processes (recruitment, remuneration), others are rather horizontal and run through multiple processes (equal treatment of employers, internal and external communication, gender sensitivity)

- ✓ fair recruitment
- ✓ training and development
- ✓ gender (and other forms of) diversity
- ✓ handling complaints
- ✓ work/life balance, benefits and employee care
- ✓ remuneration
- ✓ communication and feedback
- ✓ transparency and fair treatment
- ✓ values
- ✓ team cooperation
- ✓ gender sensitivity
- ✓ redundancy and outplacement

Remuneration part of the Audit

- in the audit, we require the provision of gender pay statistics → (un)willingness of companies to provide them
- Pay directives (as a part of HR Manual) – what makes your salary? how do you reach the maximum possible salary?
- Contractually binding rule that “salaries are not talked about among employees” → transparency problem
- What GPG is sufficiently high to be classified as a problem?
- Gender stereotypes – man as the breadwinner who deserves higher salary regardless, linear career growth as an ideal-case scenario, horizontal and vertical segregation of the labor market
- Gender roles – men more frequently able and willing to work overtime, men as better salary negotiators
- Hay Methodology
- Public administration vs. commercial firms

Campaign I

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Campaign II

Aha, tak proto budu
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až budu velká!



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