

Women and men equality in the EU financed programs

Are we on the right path?



Content

- Former history (before 2004)
- Recent history (2004 – 2006, 2007 – 2013)
- Currently (2014 – 2020)
- Crucial remarks
- Our future? (2020+)



ighting discrimination and inequalities in the labour market

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EQUAL

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Welcome to EQUAL

Equal is a European Social Fund (ESF) Community Initiative, providing funds to projects which test and promote new means of combating discrimination and inequalities in the labour market. EQUAL is based



Before 2004

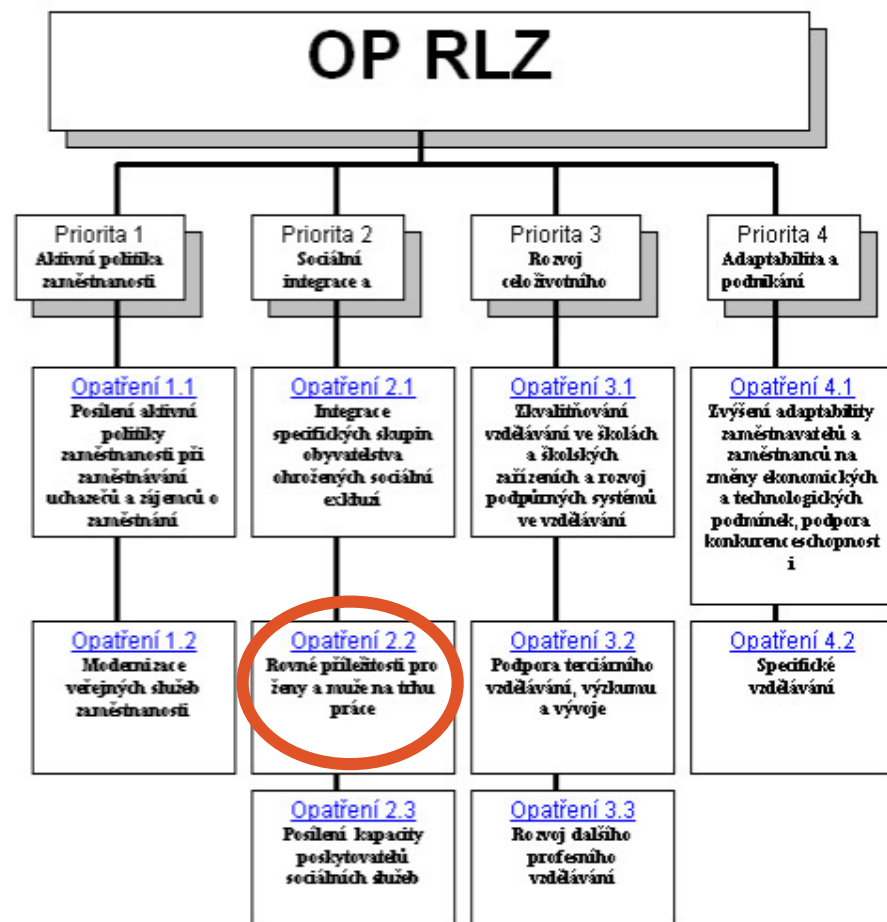
EQUAL initiative implemented by means of PHARE



Before 2004 (CR was not yet an EU member)

- Only 10 projects financed (about 7 mil. € in total)
- No “gender”
- “Only“ work-life balance, employment of hard to employ





2004 - 2006

CIP EQUAL, OP Human
Resources Development



2004 - 2006

- **CIP Equal:** 32,1 mil. € ESF + 11,9 mil. € national budget
 - Gender mainstreaming -> most projects focused on equal opportunities, support of women returning to work after parental leave, work-life balance.
- **OP HRD:** 1,76 mil. € ESF + 1,76 mil. € national budget
 - No “gender” -> “only” man & woman equality -> equal opportunities, support of women returning to work after parental leave, work-life balance, support of organizations focused on these topics





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OPERATIONAL PROGRAMME "HUMAN RESOURCES AND EMPLOYMENT"

The Operational Programme "Human Resources and Employment" (OP HRE) is focused on reducing unemployment through an active job market policy and professional training, integrating socially excluded groups back into society, improving the quality of public administration and international cooperation in the mentioned areas.

How is OP HRE financed?

OP HRE is a multi-objective thematic operational programme. It is financed chiefly from resources of the Convergence objective; in the case of active job market policy, modernisation of public administration and public services, and international cooperation, however, it is also financed from resources for the Regional Competitiveness and Employment objective and, as such, the Capital City of Prague is also eligible in these areas. € 1.88 billion has been earmarked for OP HRE from the European Social Fund.



BASIC INFORMATION

>>> OP Website

[ESF Official Website](#)

>>> Aid Applicants

Providers of social services; training and advisory organisations; employment public administration authorities; regions; municipalities; association municipalities; employment service authorities; and others

>>> Managing Authority

Ministry of Labour and Social Affairs; the Czech Republic - ESF Aid Management Department

2007 - 2013

OP Human Resources and Employment



2007 - 2013

- **HREOP, Objective 4.3: Equal opportunities of women and men in the labour market and reconciliation of family and working life**
 - Gender equality -> eliminate persistent gender inequality, especially the inequality suffered by women on the labour market
 - 1 134,9 mil. CZK (approx. 42 mil. €)





Všechny operační programy ESF řízené MPSV, v jejichž rámci je (bylo) možné žádat o finanční podporu. K aktuálnímu OP Zaměstnanost zde naleznete potřebné informace o zaměření operačního programu, výzvy k předkládání projektů, odkazy na metodické příručky, související aktuality a akce.



OP ZAMĚŠTNANOST 2014-2020

AKTUALITY

AKCE

DOKUMENTY

VÝZVY

PROJEKTY

PRODUKTY

ZADÁVACÍ ŘÍZENÍ

MONITOROVACÍ VÝBOR

OP LZZ 2007-2013

EVROPSKÝ SOCIÁLNÍ FOND

ESF > Programy > OP Zaměstnanost 2014-2020

OP Zaměstnanost 2014 - 2020

Obdobně jako v předchozích programových obdobích 2004 - 2006 a 2007 - 2013 bude i v období 2014 - 2020 podpora z fondů EU rozdělována prostřednictvím operačních programů. Jedním z nich je OP Zaměstnanost (OPZ), jehož řídicím orgánem je Ministerstvo práce a sociálních věcí ČR (MPSV).

OP Zaměstnanost pokrývá oblasti:

- podpory zaměstnanosti,
- rovných příležitostí žen a mužů,
- adaptability zaměstnanců a zaměstnavatelů,
- dalšího vzdělávání,
- sociálního začleňování a boje s chudobou,
- modernizace veřejné správy a veřejných služeb a
- podpory mezinárodní spolupráce a sociálních inovací v oblasti zaměstnanosti, sociálního začleňování a veřejné správy.

[Příprava OP Zaměstnanost](#)

[Obecné informace k programovému období 2014 - 2020](#)

S ohledem na způsobilost výdajů financovaných z Evropského sociálního fondu podporuje OP Zaměstnanost intervence **nehmotného charakteru**.

- [OP Zaměstnanost](#) (text programu včetně příloh)

2014 - 2020

OP Employment



2014 - 2020

- **OPE, Specific objective 1.2.1: Reduce the diversity in the status of women and men on the labour market**
 - Wide range of supported activities.
 - Also: gender statistics, gender budgeting, gender equality, remove gender stereotypes and gender discrimination, gender focal points
 - **6,9 mld. CZK** (approx. 254 mil. €)
 - ⇒ **Six times more** than in previous programming periods!



“My” projects

2004 – 2006

- **Harmonious (Socially sustainable) model of women/men equal opportunities development in society**
 - 1.1.2006 – 31.12.2007
 - Evangelical Theological Seminary + three partners
 - Financed by SINGLE PROGRAMMING DOCUMENT FOR OBJECTIVE 3
 - 5 mil. CZK (approx. 185 thousand €)
 - 300 people reached

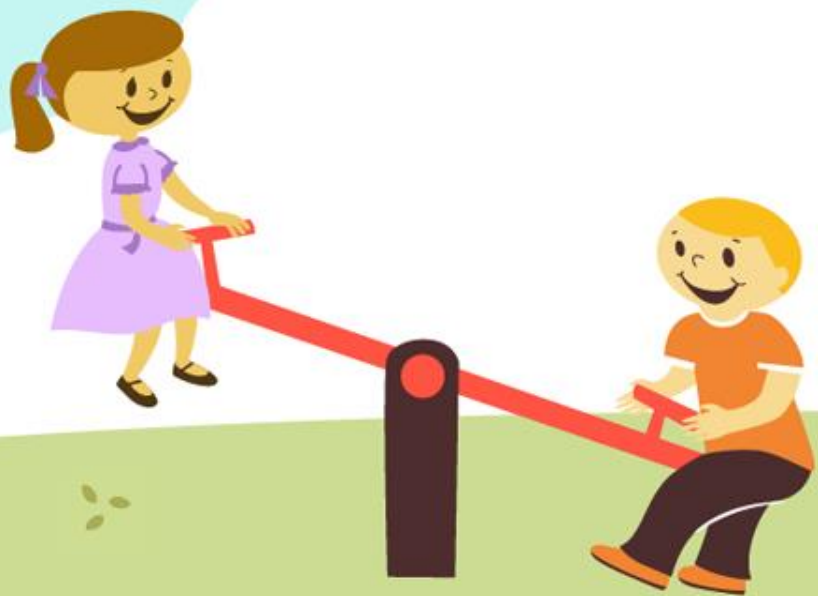
2007 – 2013

- **Equality at Vysočina**
 - 1.6.2012 – 31.12.2014
 - Region Vysocina + five partners
 - Financed by OP Human Resources and Employment
 - 8 mil CZK (approx. 296 thousand €)
 - 770 people reached



The remarks

Experiences from the projects and surveys



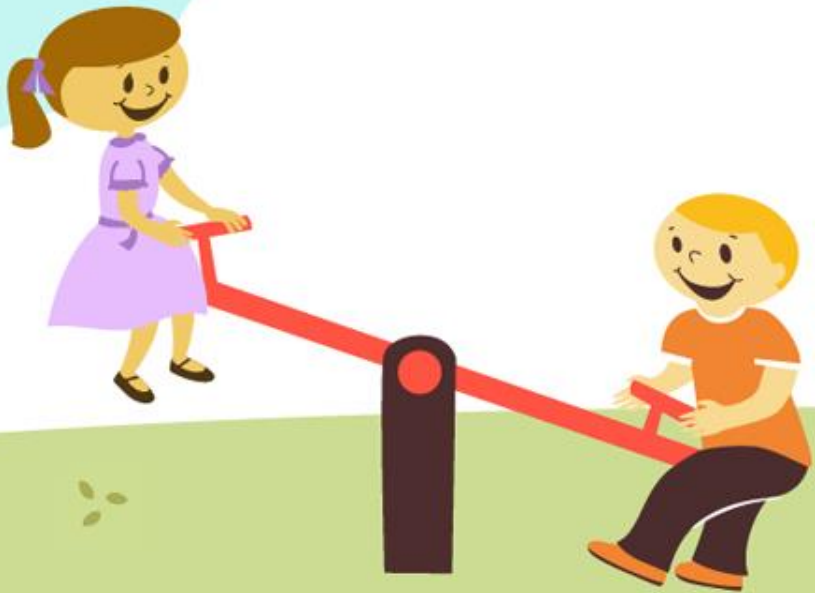
Why we use the word “gender”?

- Not clear EU legislative support
- Equality between women and men and work-life balance work well.
- “Committee on Women's Rights and Women & Men Equality” sounds cool!



What do we want?

Let's not be bound by paradigms



Don't we disregard 1/3 of all women in EU?

being a housewife is as fulfilling as paid job
(32,3 % women agree, 25,1 % disagree)

children need both parents to grow up happily
(45,8 % women agree, 9,8 % disagree)

pre-school child suffers with working mother
(29 % women agree, 26,9 % disagree)



need children in order to be fulfilled
(34,3 % women agree, 22,3 % disagree)

marriage is not outdated
(45 % women agree, 10,6 % disagree)



European Values Study 2008



What women need to feel and hear

"It's no problem you spend 8+ years with children at home."

"You are valuable as a person, not only as a worker."

"You can work just 20 hours/week if you want."



"We appreciate you spend time by your motherhood."

"Raising children is the big investment into our society."

"We can help you to solve marriage problems."



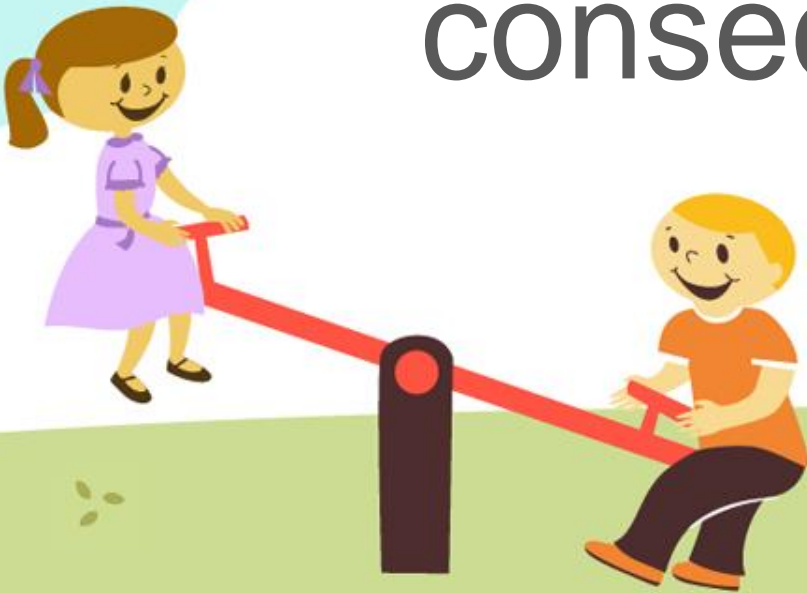
Where to invest?

1. **Encourage women to know their value** (Strategic objective 3.1, 3.2)
 - Those who know their skills and knowledge are paid the same as men even now.
2. **Emphasize the importance of motherhood**
 - Women must not feel that staying at home with children is wrong!
3. **Provide psychological support** (Strategic objective 3.4)
 - Single mothers often live at the poverty level -> helping women to live in stable marriages is better for their life quality and cheaper for the society.
4. **Work-life balance** (Strategic objective 3.1)
 - Flexible working hours, division of domestic labour, grandparents' support, ...

Strategic objectives from the „Strategic engagement for gender equality 2016-2019“, EU 2016.



**Beware of unintended
consequences of your policies!**



A stylized landscape illustration. The sky is light blue with large, white, rounded clouds. Below the sky is a green hill with small tufts of grass and a few yellow flowers. A large, grey, irregularly shaped rock sits on the left side of the hill. The text "Beware of unintended consequences of your policies!" is written in a bold, dark grey font across the middle of the image, partially overlapping the clouds and the rock.

**Beware of unintended
consequences of your policies!**

Conclusion

“I look forward to working with you in the coming years to ensure that **equality between women and men** becomes ever more of a reality.”

Věra Jourova, Commissioner for Justice, Consumers and Gender Equality



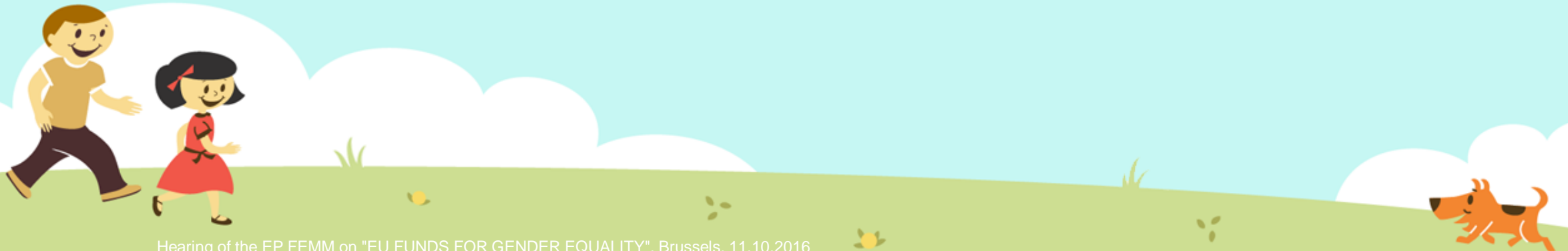
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Pictures

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Thank you for your attention!

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