

**Affirmative action** = measures focused on a certain group with the aim of eliminating and preventing discrimination or helping to overcome a disadvantage arising from traditional attitudes, behaviour and structures (also designated incorrectly as “positive discrimination”).

**Discrimination on the basis of sex: direct** = “direct discrimination” means such acting, including omissions, which treats a person less favourably than another person is/has been or would be treated in a comparable situation. Discrimination on the basis of sex also includes discrimination based on pregnancy or maternity and on the basis of sexual identification.

**Discrimination on the basis of sex: indirect** = “indirect discrimination” means such acting, including omissions disadvantaging persons of one sex in comparison with persons of the other sex based on a seemingly neutral provision, unless such provision, criterion or custom are justified objectively by a legitimate goal and means to achieve such goal are adequate and necessary.

**Domestic / family violence** = repeated, long-term and escalating violence committed by adults or minors against their close persons (victims may include spouses, common-law spouses, divorced spouses, a child, parent or grandparent). Domestic violence has the form of physical, psychological, sexual, economic or other violence, most frequently the combination of any of the foregoing. Domestic violence is a wilful activity. It begins with repeated attacks against human dignity, which usually become gradually accompanied by assaults against health and may pass in the final stage to assaults against human life. Domestic violence differs from the other forms of delinquent behaviour by the fact that it occurs in relations among people, creates a relation of dependence of the victim on the perpetrator and is focused on acquiring power of the perpetrator over the victim. A characteristic feature of domestic violence is the fact that, due to its certain persistence and various intensity of violent acts, it becomes a part of ordinary life of the involved persons. More than 90% of victims of domestic violence are women.

**Employment segregation: horizontal** = division of the labour market to sectors/types of employment with the concentration of women or men. This segregation is often accompanied by different financial remuneration of individual kinds of employment and sectors.

**Employment segregation: vertical** = concentration of men and women at different levels of employment within the meaning of responsibility and position. Unequal access to career promotion, decision-making position in employment or public life.

**Equal opportunities for men and women** = A requirement to ensure equal starting conditions for the participation of women and men in economic and social life. Equal opportunities mean the elimination of visible and invisible obstacles based on sex. This includes, for instance, ensuring equal opportunities at the labour market, creation of conditions for harmonization of work and family life, activities eliminating violence against women, promotion of participation of women in decision-making processes, elimination of gender stereotypes in education, the issue of reproduction rights, etc.

**Equal remuneration for the same work and for work of the same value (Section 13 of the Labour Code)** = the employer is obliged to observe the principle of payment of the same wage or salary and other monetary performance and performance of monetary value, or remuneration for the same work and for work of the same value.

**Equal treatment directives of the European Union** = directives expanding the understanding of the principle of equal treatment for men and women as opposed to the original definition in the Rome Convention, which included only the requirement for equal remuneration for the same work. The principle of equal treatment for men and women was later extended to include access to work, education, career promotion, social insurance to self-employed persons and to persons on **parental leave**. E.g. the Council Directive 2004/113/EC, implementing the principle of equal treatment between men and women in the access to and supply of goods and services.

**Feminization of poverty** = an increasing share and prevalence of poverty among women in comparison with men (e.g. 99.1% of land is owned worldwide by men and 0.9% by women).

**Gender** = sometimes called social sex. As opposed to the term “sex”, which is understood solely biologically, gender designates cultural characteristics and models ascribed to male or female biological sex and refers to social differences between women and men. These roles change with the passage of time and vary significantly according to the culture of the relevant nation and the relevant historical phase of the development of the society. Therefore, they are not natural, pre-determined difference between men and women, but a provisional stage of the development of social relations.

**Gender analysis** = an analysis which diagnoses differences between men and women as to their conditions, needs, participation level, access to sources, development, property control, decision-making powers, etc., in the context of gender roles assigned to them. It indicates their specific activities, conditions,

needs, their access to sources (particularly financial) and the possibility of management, as well as their access to development support and decision-making. This analysis examines such ties and other factors in their broader social, economic, political and environmental context. Gender analysis presumes – first and foremost – collection of data divided by sex and gender sensitive information about the relevant population.

**Gender-based harassment at the workplace** = undesirable behaviour occurring in connection with a person's belonging to certain sex, aiming to hurt such person's dignity and to create an intimidating, hostile, humiliating, degrading or offensive environment.

**Gender-based/ sexual violence** = any kind of violence with the use or a threat of physical or emotional force, including rape, domestic violence, sexual harassment or incest.

**Gender budgeting** = **budgeting** with regard of equal opportunities of men and women represents the application of **gender mainstreaming** in the budgeting process. This means the evaluation of budgets from the gender perspective, taking into account the gender issue at all levels of the budget process with the aim of promotion of equality of men and women in the process of budgeting of public funds. It is a principle of compilation of public budgets and re-allocation of funds using gender analysis in the assessment of their impact on women and men with the aim of ensuring approximate gender equality of budget expenses and income. It is a more equitable re-allocation of funds from the perspective of equal access to drawing of public funds generated by the society to cover the needs and interests of both women and men.

**Glass ceiling/invisible barrier** = traditional attitudes, presumptions and values hindering the enhancement of positions of women in the society. A barrier encountered by women in their career promotion, which causes that they rarely reach the highest political, economic, academic and professional positions. The glass ceiling consists in preventing, both by formal and informal (hidden) methods, access either directly to such positions or to the ways opening such access. Such ceiling represents the limit which the women are "permitted" to reach in their promotion; the term "glass" is a metaphor expressing that, thanks to professional qualities achieved by her, the woman can "see" such position and is able to imagine her work in it. However, if she begins attempting to reach such top position, she meets with an invisible barrier, which is difficult to define and which is represented by efforts directed against her promotion.

**Gender mainstreaming** = a method of removal of inequalities between the two sexes. Under this method, one of the assessment criteria used in all phases of preparation and implementation of all conceptual, decision-making and evaluating processes is the assessment of a positive or negative impact of any such decision on men and women (gender analysis).

**Gender-neutral measure** = does not result in an advantage or a disadvantage for women or men in any activity, in relations or opportunities and/or has no impact on equal opportunities of men and women.

**Gender roles** = A sum of evident and hidden rules (mostly unwritten, informal, designated by the relevant society), which defines behaviour, thinking, feeling, dress code or form of partnership relations that is appropriate or inappropriate for members of one or the other sex. While care for children, household and dependent family members is generally deemed to be a role for women, financial and material provision for the family is generally classified as the men's role. Gender roles are created and confirmed particularly as regards the family, educational system, employment and society standards and values.

**Gender stereotypes** = Simplifying and prejudiced assumptions relating to characteristics, opinions and roles of men and women in the society, at work and in the family. There is, for instance, a stereotype that men never weep, are disorderly, aggressive and competitive. On the contrary, sensitivity, empathy, orderliness and submissiveness are associated with women. Generalization of male and female characteristics may often lead to discrimination of those whose behaviour deviates from such stereotype (e.g. a pressure on boys and men interested in so-called female activities or child care and vice versa).

**Harmonization of work and family life** = development of the structure and organization of working environment so that it allows combining work and family/household duties for women and men. It describes the possibilities of harmonizing child care with employment and relates to access of male and female employees to work and personal life and strategies and policies used by employers towards their employees. This includes a family-friendly approach, based on higher mutual respect of interests of employers and employees. The solution is, for instance, the introduction of non-traditional flexible work schedules – part time working, flexitime, work from home, homeworking or teleworking, call on working, job-sharing, job rotation, compressed work-weeks or subcontracting and provision of other possible employee benefits. The method of division of family roles and duties in our society is still based to a great extent on gender stereotypes (while the woman is more committed to the family to the detriment of her work, the man is more committed to work than to the

family). Therefore, an unfriendly approach of employers to family interest affects much more women than men.

**Human rights of women** = rights of women and girls as an integral and inseparable part of general human rights, including also reproduction rights.

**Labour market desegregation** = policies aiming at the restriction or elimination of **vertical and horizontal segregation** at the labour market.

**Maternity leave** = Maternity leave relates to childbirth and care for the newborn child and lasts 28 weeks (or 37 weeks in case of birth of two and more children). A pregnant woman starts her maternity leave 6–8 weeks before the term of childbirth. If the childbirth occurs earlier than determined by the physician and the female employee uses less than 6 weeks of maternity leave, she will be entitled to maternity leave from the start date until the expiration of 28 weeks. However, a female employee who uses less than 6 weeks of her maternity leave for another reason will only be entitled to maternity leave from the childbirth date until the expiration of 22 weeks (31 weeks in case of birth of two and more children). In connection with childbirth, maternity leave may not be shorter than 14 weeks and cannot terminate or be interrupted in any case earlier than 6 weeks after childbirth.

**Parental leave** = To deepen child care, the employer is obliged to provide to female and male employees parental leave upon their request. Parental leave is provided to the child's mother after the end of maternity leave and to the father since childbirth to the extent for which they apply but not longer than to three years of age of the child.

**Principle of equal treatment between men and women** = the “equal treatment” principle means the absence of any direct or indirect discrimination on the basis of sex.

**Prohibition of discrimination in access to employment** (Section 4(2) of the Employment Act) = Prohibition of direct and indirect discrimination based on sex, sexual orientation, racial or ethnic origin, nationality, citizenship, social or family origin, language, health, age, religion or belief, property, matrimonial or family status or duties to the family, political or other creed, membership in political organizations or political movements, in trade unions or employer organizations is prohibited; discrimination on the grounds of pregnancy or maternity is considered discrimination on the basis of sex. Behaviour including inciting, instigating or causing pressure aimed at discrimination is also considered discrimination.

**Quotas** = a form of affirmative action, a measure aiming to eliminate prior inequalities, usually in relation to decision-making positions or to access to training or employment, which defines a certain share of places for a specific group. It is a form of affirmative/positive measures. (E.g. some political parties in EU countries apply quotas to their election ticket by a “zipping system”, i.e. alteration of men and women. Other tickets may include 40% of women, 40% of men and the rest is left to “free competition”).

**Reproduction rights** = rights of any person or couple to decide freely and responsibly whether and when they will have children and how many children they will have, the right to information and means to make such decision and the right to obtain the maximum possible level of sexual and reproduction health.

**Secondary victimization** = a situation where, based on this life experience, a victim of a violent act (which need not be always classified as a criminal offence under applicable law) is again or repeatedly victimized. Secondary victimization may occur in various structures of the society – in law enforcement authorities (the police, the court, the prosecution office, etc.), in mass media, etc. or from the part of his/her close surroundings. Thus, the victim encounters lack of understanding, refusal, bullying, etc. as a manifestation or result of lack of competency, absence of information or unwillingness of such structures or their inability to cope with the problem.

**Sex** = biologically conditioned differences between women and men, which are universal. Biological characteristics classifying human beings as women and men, particularly differences in genitals and reproduction dispositions.

**Sexual harassment at the workplace** = behaviour of sexual nature in any form, which is considered by the affected employee as unwelcome, inappropriate or offensive and whose intent or result leads to diminishing the dignity of an individual or to the creation of a hostile, humiliating or flustering environment at the workplace or which may be rightfully perceived as a condition for a decision which will affect the exercise of rights and performance of duties resulting from labour law relations.

**Transfer/sharing of the burden of proof** = under Section 133a of the Civil Procedure Code, the court takes the facts alleged in labour law matters that a party was directly or indirectly discriminated against due to his/her sex (and other discrimination grounds) as established, unless the contrary has appeared in the proceedings. In cases where a party believes that he/she has been prejudiced due to the failure to comply with the equal treatment principle, it is up to the accused party to prove that this principle was not breached.