

# QUESTIONNAIRE

## A. National policies in the field of culture

1. Does your country have (or is in the process of elaborating) a cultural policy that includes a specific reference to gender equality and/or women's empowerment?

NO

If yes, please specify the following in your response:

- Any references to a UNESCO Convention, Declaration or publication or any of the international treaties and actions plans listed above (cf. 2. Background)
- References to women from indigenous or other minority groups
- The ministry or public body responsible for its implementation
- Involvement of women's groups, communities and other associations working on gender and culture in the consultation and elaboration of this policy
- Impact assessments or evaluations

The Ministry of Culture has a general policy document, National Cultural Policy 2009-2014, which, however, contains **no specific references** to gender equality or empowerment of women.

Nevertheless, some of the goals set by the document may be worth mentioning in the above context, e.g. Goal 1 – Harnessing the contribution of art, cultural heritage and creativity to improve the competitiveness of other activities and sectors. Task/Measure 1.4., listed under this goal, contains a commitment “to introduce the criterion 'Contribution to Creativity and Innovation' in subsidy schemes run by the Ministry of Culture”. In connection with the said Measure it is mentioned that “both EU and CR programmes have already adopted evaluation criteria such as 'equal opportunities' etc.”

Goal 2 also deserves mentioning: “Highlight the importance of culture for individual professional and personal growth, especially for the development of creativity, the fostering of democratic values or attitudes and promoting responsibility for inherited and newly created values”. One of its subsections, Task/Measure 2.5. (“Support for projects facilitating the access of disadvantaged citizens and minorities to cultural services”), stresses the need to dismantle the barriers that prevent disadvantaged people from accessing cultural goods and services. Projects in this field focus on improving access to buildings, installing information systems for people with impairments, providing specialized assistance services, discount systems etc. Special attention will also be given to minority group members, including “new”

minorities whose contact with their home culture is beneficial for both the minorities themselves and for the majority society.

National Cultural Policy also notes that culture fulfils an important social function. Apart from its importance for social integration and cohesion, its educational and representative function, it contributes to better understanding between people of different ethnic origins and nationalities and may be used to combat xenophobia and racism.

Culture and creativity contribute toward sustainable development and benefit the society. Cultural activities are also beneficial for the economic environment, not only because they foster integration and the building of a unified Europe, but also because they boost the confidence of individuals and communities and help them express their cultural diversity.

## **B. National implementation strategies of UNESCO Culture Conventions**

2. How has your country addressed gender issues in its work to:

- protect cultural property in the event of armed conflict;
- fight the illicit trafficking of cultural property;
- safeguard intangible cultural heritage;
- protect cultural and natural heritage;
- protect underwater cultural heritage; and
- promote cultural industries.

Please provide examples of activities, action plans and research undertaken between 2003 and 2013.

Promoting cultural industries:

- *Research into young people's behaviour on the Internet*. The research project is carried out by Gender Studies, o.p.s. – a non-profit organization. Its aim is to describe how young people behave online, help prevent cyberbullying and aid its victims. The research is part of the project Safe online: gender and safety on the Internet. For more information see <http://www.feminismus.cz/cz/clanky/vyzkum-chovani-mladych-lidi-na-internetu>

Furthermore:

- *Půl na půl - rovné příležitosti žen a mužů* (EQUAL) – running from 2005 to 2006. In 2005-2006, the Research Institute for Labour and Social Affairs (VÚPSV) together with

Gender Studies, o.p.s., took part in the international research project "Fifty-fifty: Equal Opportunities for Women and Men" (originally called "The Role of Equal Opportunities for Women and Men in a Society's Prosperity"), which was carried out within the EQUAL Community Initiative.

- *The transformation of Czech society on the threshold of the 21<sup>st</sup> century: a gender perspective*. Investigators: Věra Sokolová, Ph.D. and Ing. Petr Pavlík, Ph.D.

The project analyses:

- the changes of gender patterns and normative constructs of sexuality and their implications in Czech society
- transformations of expert and media discourses
- formation processes of the new women's movement
- emancipation efforts of the LGBT movement
- articulation of new gender-related political issues
- enforcement of equal opportunities for women and men in the Czech context

### **C. Access to decision-making**

3. What measures exist in your country to promote and ensure the equal representation of women and men in decision-making processes in the field of culture?

Please consider the following in your response:

- Level of government implemented (e.g. national, local)
- Any measures to ensure that women can participate on an equal basis with men in identifying what constitutes cultural heritage
- Any measures to ensure that women can participate on an equal basis with men in taking decisions about the use and safeguarding or protection of heritage
- Any measures that aim to ensure improved gender parity in senior management or leadership positions within cultural institutions
- Impact assessments or evaluations

At the governmental level, the Czech Republic has

- Government Council for Equal Opportunities for Women and Men, with four committees (Committee for gender balance in politics and decision making positions, Committee for the prevention of domestic violence, Committee for balancing work, private and family life and Committee for institutional guarantees of equal opportunities for women and men) and one working group (Working Group “Men and Equal Opportunities for Women and Men). The Council is a permanent advisory body to the government for gender and equal opportunity issues.

At the non-governmental level, these issues are addressed by many non-profit NGOs, e.g. Gender Studies, o.p.s. or Forum 50%, which is concerned with increasing the overall percentage of women in decision-making positions. Their common platform is the Czech Women's Lobby.

Gender issues are also addressed by departments of two public universities:

- Faculty of Social Studies of the Masaryk University, Department of Sociology – the academic field of Gender Studies
- Faculty of Humanities, Charles University, Department of Gender Studies

The Czech government annually publishes Government Priorities and Procedures in Promoting Equal Opportunities for Women and Men. Along its lines, the Ministry of Culture draws up its own annual document, Priorities and Procedures of the Ministry of Culture in Promoting Equal Opportunities for Women and Men (below only “Priorities”). The Priorities set goals, define measures (including deadlines) to achieve these goals, and state who within the Ministry as a public administration authority is responsible for their achievement. One of the measures, Measure 2.1., commits the Ministry to actively support gender balance in decision-making positions by using the provisions of Section 16 (3) of the Labour Code.

Measure 2.2. commits the Ministry to monitor the filling of managerial posts in the culture sector as part of its gender policies. It should be noted that the Priorities are an internal document of the Ministry of Culture as a central state administration authority, and are only binding on its employees. The Ministry of Culture cannot impose binding measures to gender-balance decision-making in the culture sector neither on state-subsidized organizations with independent legal status, nor on any other cultural entities. It can only put forward proposals and recommendations.

#### **D. Education, Capacity-Building, and Training**

4. How has your country addressed gender gaps in educational, capacity-building and management programmes in the fields of heritage or creativity?

Please consider the following in your response:

- Include examples of programmes. For example, a heritage management programme that aims to increase female cultural professionals access to senior management and leadership positions or capacity-building workshops addressing gender issues in safeguarding intangible cultural heritage
- Include a list of any technical training or educational programme
- Describe if the methodology, content and curriculum has been informed by a gender-responsive approach
- Describe whether they address socio-economic challenges to pursue educational programmes faced by certain groups of women, such as women in rural areas or indigenous women
- Impact assessments or evaluations

1) Faculty of Social Studies, Masaryk University, Department of Sociology – Gender Studies – Bachelor's degree programme

The academic field of Gender Studies at FSS MU is anchored in Sociology, while also drawing on the knowledge accumulated by other social sciences and humanities. Gender Studies are by their nature interdisciplinary, striving to introduce gender perspective into other disciplines (e.g. psychology, political science, social work, media studies, journalism). The bachelor's degree programme provides the graduates with theoretical and methodological tools for carrying out independent expert analysis of gender-related issues. This is a key prerequisite for the practical implementation of equal opportunities for women and men as one of EU priorities.

2) The Faculty of Humanities, Charles University, Department of Gender Studies – Master's programme

The students of the Gender Studies master's programme are confronted with a broad range of theoretical, methodological and practical issues concerning gender as one of the basic organizing principles of human society; gender/sexual symbolism and contextualization; the historical and current position of women and men in various societies; the impact of feminist theories and methods on research, and various other aspects of gender. It should be noted that in developed countries awareness of gender issues is increasingly considered one of the cornerstones of quality education, as evidenced also by EU activities in this field.

The Institute of Sociology of the Czech Academy of Sciences, more specifically its Gender & Sociology research department, also plays an important role, developing both theoretically and empirically the concept of gender-oriented sociology with links to feminist sociology. It is

one of the key research institutions that focus on the position and status of men and women in Czech society.

The department integrates the results of its own quantitative and qualitative research with theoretical inquiry, contributing to the analysis of various specific gender-related issues. Its other activities include university courses in Sociology of Gender and lecture events; it plays a major role in the development of Gender Studies as an interdisciplinary academic discipline, the development of feminist theory and feminist sociological methodology and the implementation of the concept of equal opportunities for men and women in the Czech Republic.

The department includes a National Contact Centre – Women and Research, founded in 2001 within the EUPRO programme of the Czech Ministry of Education, Youth and Sport. The aim of the National Contact Centre is to stimulate debate on gender equality in research and education at the level of state administration, research institutions, universities, the research community and the media, accelerating institutional change in research organizations and, indirectly, improving the position of women and young people in research. Direct support of women researchers is provided through personal assistance and in the form of seminars and workshops, regularly organized by the NCC-WR. The NCC-WR also runs the INFOMAT web portal to support young people working in research.

The Gender & Sociology research department publishes a periodical, *Gender, Equal Opportunities, Research*, which has been published since 2000 with financial support from applied research projects of the Grant Agency of the Academy of Sciences. In 2006, peer review was introduced to develop the periodical into a fully-fledged expert journal in the field of interdisciplinary gender studies in the Czech Republic. In 2008 the editorial board of the journal was enlarged: it comprises men and women experts on gender issues from both the Czech Republic and the international gender studies research community. The journal focuses on developing feminist theoretical and methodological concepts and approaches, and also on presenting the results of empirical research in the field of gender. The journal is published twice a year in print and also, some time after its print appearance, on the [www.genderonline.cz](http://www.genderonline.cz) web page.

The most important research topics of the department include sociology of private life, gender and the employment market, gender and welfare inequalities and their feminist critique, politics of care, feminist epistemologies and production of knowledge.

At the Ministry of Culture: The Ministry of Culture prepares educational programmes to raise awareness of gender issues among its employees. The programmes target newly recruited employees, employees in managerial and decision-making positions at all levels, and employees charged with drawing up policy documents. In the past, the Ministry did this in partnership with Gender Studies, o.p.s., with the Ministry of the Interior (Human Resources Department, Crime Prevention Department), Persefona, o.s. (a NGO helping the victims of domestic violence, rape and sexual abuse), and Nesehnutí (a NGO focusing on human rights and environmental protection). The Ministry employs one person working part time (50%) as

Gender Focal Point at the institution. This employee is responsible for the implementation of gender principles in internal and external consultation procedures of the Ministry of Culture documents and takes part in training events and conferences related to gender issues.

#### **E. Access to credit and financial resources allocation**

5. What special policies, practices or other measures in your country exist to ensure that female cultural entrepreneurs can access credit?

The Ministry of Culture does not have this kind of data.

6. Does the allocation of public financial resources in the fields of heritage and creativity take into account gender differences in cultural activities and practices?

NO

Please consider the following in your response:

- The public or private body that is responsible for these policies, practices or measures
- Any public and private partnerships or schemes in this area
- Any cultural sub-sectors that are targeted in such policies, practices or measures? (e.g. crafts, dance, theatre)
- Impact assessments or evaluations

#### **F. Visibility and awareness-raising**

7. Are there any actions in your country that aims to raise awareness of and give visibility to women's contribution to cultural life (e.g. heritage, creativity, the arts)?

NO

If yes, please consider the following in your response:

- Efforts to promote greater recognition of women's contribution to cultural life in educational curricula or the media
- Special measures (e.g. quota system) to promote female artists in public media and fora (e.g. radio, television, cultural events)
- Impact assessments or evaluations

## G. Statistics and Indicators

8. Are there any gender indicators in your country related to culture (e.g. heritage and creativity)? Are cultural statistics in your country disaggregated by sex?

If yes, please list.

- NO, cultural statistics are not disaggregated by sex. Disaggregated information can only be obtained e.g. from the Annual Publisher's Reports (see <http://www.nipos-mk.cz/wp-content/uploads/2009/03/V18vyd12.pdf>), sectoral reports that the Ministry collects from publishers, by secondary analysis of the data on the name of the publishing house owner. Furthermore, there are statistics disaggregated by sex in some specific areas related to culture, such as number of students of universities by field of study (culture and art): [http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D63A/\\$File/1413133313.pdf](http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D63A/$File/1413133313.pdf).