

CONTENTS

INTRODUCTION	7
1. GENDER DIFFERENCES AND THEIR CAUSES – THE EDUCATIONAL AND LABOR SYSTEMS	11
1.1. The educational system – a key to gender differences	12
1.2. Labor and gender inequalities	21
1.3. Conclusion	30
2. SOCIAL MECHANISMS AND THEIR IMPACT ON GENDER RELATIONSHIPS	31
2.1. Governmental and institutional mechanisms	31
2.2. The media, language and social debate	33
2.3. The influence of women’s non-governmental activities	34
2.4. Education, public information resources and gender relationships	35
2.5. External – foreign influence and circumstances	36
2.6. Conclusion	40
3. SOCIAL POLICY AND GENDER ISSUES	41
3.1. Social security in the nineties	43
3.2. The living minimum	46
3.3. Duality of women’s roles and the social system	47
3.4. Mechanisms of supports and contributions	48
3.5. Women and the pension system	53
3.6. Equal opportunities	56
3.7. Conclusion	57
4. GENDER ROLE EQUALITY IN THE COURSE OF A FAMILY CYCLE	59
4.1. Theoretical starting points	60
4.2. Couples without children	62
4.2.1. Unmarried cohabitation	62
4.2.2. Childless marriage	65
4.3. Family with children	68
4.3.1. Family with children of preschool age	70
4.3.2. Family with school-age children	72
4.3.3. Family with independent children	73
4.4. Family after children leave	74
4.4.1. Family after children leave	75
4.4.2. Family of pensioners	76
4.5. Conclusion	77
5. SOCIAL ASPECTS OF MOTHERHOOD	79
5.1. Demographic changes and transformations of reproductive behavior	79
5.1.1. Marriage rate and unmarried cohabitation	80
5.1.2. Natality rate	82

5.1.3. Divorce rate	83
5.2. Motherhood as an imperative	84
5.2.1. Role of the caretaker – part of the socialization of a Czech woman	84
5.2.2. Single mothers	84
5.2.3. Childless women	85
5.3. Motherhood as a practice	86
5.3.1. Working mothers	86
5.3.2. Financial support for expecting mothers	88
5.3.3. Parental leave	88
5.3.4. Kindergartens and nurseries	91
5.3.5. Part-time work	92
5.3.6. Defining one's own work hours	93
5.4. The effects of motherhood on a retired woman	94
5.5. Conclusion	95
6. THE PRESENT AND FUTURE MAN	99
6.1. Single young men	100
6.1.1. How do young men differ from the generation of their fathers?	100
6.1.2. Young men versus young women?	101
6.2. Men in the private sphere	102
6.3. Men in the public sphere	106
6.3.1. Men on the labor market	106
6.3.2. Men and unemployment	109
6.3.3. Level of education among the male population	110
6.3.4. Men and the social system	112
6.3.5. Men in and outside the law	115
6.4. Conclusion	117
7. UNEMPLOYMENT AND THE SITUATION OF MEN AND WOMEN	119
7.1. Development of female unemployment in the nineties	120
7.2. Other facts pertaining to unemployment	122
7.3. Findings from the analyses of the conducted probes	123
7.4. Conclusion	127
SUMMARY, CONCLUSIONS AND RECOMMENDATIONS	129
DATA SOURCES	137
REFERENCES	139