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**Gender Discrimination and Commencement of Feminism in the USA**  
**and Comparison with Situation in the Czech Republic**

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Bakalářská práce

**Gender Discrimination and Commencement of Feminism in the USA  
and Comparison with Situation in the Czech Republic**

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Prohlašuji, že jsem práci zpracovala samostatně a uvedla v ní všechny použité literární a jiné odborné zdroje.

Plzeň, 2016

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## PODĚKOVÁNÍ

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# 1 Introduction

The problem of gender discrimination is indisputably discussed theme in these days. The discussion mostly deals with stereotypical notions of what is given to whom or what he or she should follow; what are his or her abilities or qualities. These notions are closely connected to belonging to a certain group of people – in the case of gender it comprises the groups of women and men.

Throughout the history women were considered often as those who take care of children, do all the housework and cook for their husbands, of course, “everything always with smile on their cheeks”. Contrarily, men were mainly seen as heads of the families, trying to take financial precautions by working.

The attention will be dedicated to the aforementioned clash between genders and the discrimination based on it in the theoretical part of my thesis. Thus the first aim of this thesis is to introduce the gender discrimination to readers.

The work will be more concentrated on conditions in work sphere.

Gender discrimination is closely related to the commencement of feminism, as an attempt to refute the stereotypical ideas and emancipate women. Therefore, there will be a space dedicated to the feminism in the theoretical part of the thesis. Specifically, next aim of the thesis is to find out how feminism has changed the status of women in the US and the current situation. Then it will be compared with the commencement of feminism in the Czech Republic. Next aim is to introduce the reader with organizations fighting for women’s rights.

As regards the practical part of the thesis, will be incorporated questioning of the Czech respondents about their experiences with gender discrimination and their point of view on feminism. The questionnaire will be placed on online website, and after the number of one hundred respondents is reached, the questioning will end. The group of respondents should be varied in terms of age, education and gender. Then, the results will be evaluated and I will complete them with my subjective point of view in the conclusion.

## Theoretical Part

# 2 Gender discrimination

### 2.1 Defining basic terms

From the very beginning is indeed important to explain some basic terms, which will be frequently used.

First term is “gender”: “The state of being male or female (with reference to social or cultural differences rather than biological ones).” [1]

The term “discrimination” can be definitely explained in several ways, but it is clearly expressed by the definition of the Cambridge Dictionary: “unfair treatment of different categories of people on the grounds of race, sex, or age.” [2]

This work will be focused on gender discrimination, the name of which tell itself what kind of discrimination is involved. The meaning by Cambridge Dictionary is following: „a situation in which someone is treated less well because of their sex, usually when a woman is treated less well than a man.“ [3]

### 2.2 Gender discrimination and its forms

Every person, regardless of their gender, deserves equal treatment in every respect, starting from equal attitude on journey to education, in an effort to find work, in free time, sports activities or on any occasion in the life of an individual. Unfortunately, even though there is a new era – modern times, we cannot say, that there is an equality between genders.

The Internet is full of articles about these situations. At school, for example, there often exist prejudices that male teachers are those cleverer, whereas women are more caring teachers. That boy student is better for physical education, maybe even some IT courses or mathematics, but petite girls excel in history, art and music. The only one possible reason of this situation is that we live in the world with prejudices.

In the history only men could participate in the Olympic Games and that is saying volumes about gender discrimination on the sport field. That, fortunately, is not applied anymore at this time, so women have a bigger chance to assert such as athletes and follow their dreams. The year 1900 was the most important year for women – that was the year when they could participate in the Olympic Games



for the first time. The first American woman, who won the gold medal was Margaret Abbot. [4]

Anyway, there is not still absolutely equality between genders on the sport field in general – there still exist sports that are more „specified“ for men or women – such as ice-hockey for men and ballet for women. But the situation has changed and today is not so surprising if men devote to ballet and women devote to ice-hockey - so we can finally say that there is at least some field of improvement.

## 2.3 Gender discrimination in the work sphere

This work will be more focused on gender discrimination in the workplace. It is simply because of a woman has to face to a several shows of gender discrimination. The most common manifestations of gender discrimination are following:

- Discrimination of person on the basis of asking discriminating questions during the entrance interview – for example *questions related to pregnancy, medical history concerning pregnancy and related matters* [5]
- Unequal wage for the same position in the work on the basis of gender

Furthermore, for gender discrimination can be regarded a discrimination on grounds of pregnancy or maternity. Generally is as discrimination against women regarded any exclusion, distinction or restriction only on the basis of belonging to the female sex.

### 2.3.1 Gender wage gap

“The “gender wage gap” (in unadjusted form) is measured as the difference between male and female earnings expressed as a percentage of male earnings.

The extent of the gap varies with the position of men and women taken as reference in the distribution of earnings.” [6]

There are mentioned differences between women’s and men’s wages for the year 2013 in the territory of the United States for the practical representation of the gender wage gap on the pictures 1 and 2 (viz. appendices).

These results are based on a survey conducted from 2013 by American Community Survey.

From these tables it is clear that the biggest difference between salaries is in the State of Louisiana with 34.1 % (65.9 % of men earnings – that means women earn almost 66 cents for every dollar men make), on the contrary, it is best for the District of Columbia with difference only 8.7% (91.3 % of men earnings – that means women earn approximately 91 cents for every dollar men make).

Another worth mentioning from this website is a pie chart, which pointed to the ratio of men and women employed overall, and then in positions with low incomes. Must be supplement, what the group of low-wage jobs were enrolled.

“For this analysis, the “low-wage workforce” is defined as the ten largest jobs that typically pay less than \$10.10 per hour. These jobs and the percentage of women in each occupation are:

- childcare workers (95%);
- home health aides (89%);
- maids and housekeepers (88%);
- personal care aides (84%);
- cashiers (72%);
- waiters and waitresses (70%);
- combined food preparers and servers (65%);
- bartenders (58%);
- food preparation workers (56%);
- and hand packers and packagers (49%).“ [7]

On the picture 3 (viz. appendices) is represented the pie chart about composition of American labour market.

The total labour force - both sexes are represented fairly equally - men 53 % and women 47 %.

The low-wage workforce - there is already a noticeable difference. Men are represented only in 24 % and women in 76 %.

### 2.3.2 Pregnancy discrimination

The pregnancy discrimination is understanding as unfair treatment with pregnant woman. This type of discrimination can be demonstrated, for example, by these situations:

- modification of wage

- abolishment of social benefits – such as health insurance, redundancy payment,...
- dismissal
- unsuitable tasks

The PDA (Pregnancy Discrimination Act) came into existence for these cases of discrimination.

“The Pregnancy Discrimination Act amended Title VII of the Civil Rights Act of 1964. Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII, which covers employers with 15 or more employees, including state and local governments. Title VII also applies to employment agencies and to labor organizations, as well as to the federal government. Women who are pregnant or affected by pregnancy-related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations.” [8]

### 2.3.3 Examples of gender discrimination in the work sphere in the US and in the CR

For this chapter are used the real cases of discrimination against women, which happened in the United States and in the Czech Republic. There are mentioned cases of discrimination from the American labour market for first.

„A woman who began working at a Vermont plastics company as a secretary and worked her way up to higher-level positions during a 23-year career brought suit alleging she was paid unequally for equal work. On her retirement, the company offered male candidates about \$10,000 a year more to do the job she had been doing. Then when her male replacement did not work out, the company asked her to return - but still failed to offer her the salary it had offered to her replacement.“ [9]

„When the only female salesperson at a Pennsylvania car dealership requested a six-week leave for medical reasons during her pregnancy, the general manager fired her and declared he would never hire another woman or black. The record showed no white male employee had ever been fired for medical problems.“ [10]

For comparison there are represented cases of gender discrimination on the Czech labour market – these cases was not difficult to find either.

Marie Čaušević was the first woman in the Czech Republic ever, who sued for gender discrimination. Her case is from 2006, when position after the Financial

Director was free and she expressed interest in this position. From the evaluation follows that she is suitable applicant for the position, because of she had experience with the similar working position.

But the situation ended differently -Mrs. Marie received a letter that place is not her, and that elected candidate was male from the second selection.

Mrs. Čaušević get the feeling, that she did not gain the position because of she is a woman – so she made a complaint. She lost the case in the end, but the case attracted welcome publicity.

Next case is between Anna Mikulová and Kooperativa from 2006 again. The director of Kooperativa tried to replace Mr. Mikulová by a younger man in that case, even though she was productive in her position. After she declined to leave her position she lost property of company – such as a car – that she had at her disposal. Since it was not the only case with woman with the same destiny in that time and in that company, Mr. Anna decided to litigate.

She won the case and gained the compensation from Kooperativa. She also became the main face of the campaign against the gender discrimination in the workplace, led by Gender Studies (*lately mentioned*).

There was also conducted a detailed research on discrimination in the workplace, under the leadership of Dr. Stephanie Johnson of the Denver Business School. The result of the study was that the employer, who is looking for a worker in a position that is associated more with male professional focus, take a dim view of a woman who is trying to get this place. So women, who have a dream to hold office, for example, as the designer, banker, engineer or technician, and who are maybe more educated and better in their field than a man, get fewer chances simply because of stereotypes.

### **3 Feminism**

Feminism, which is closely related to gender discrimination can be explained by the following definition: “a movement supporting women’s rights on the grounds of equality of sexes.” [11]

### 3.1 History of feminism worldwide

Of course, must be mentioned that feminism itself is changing along with the times. It could be said that the term feminism can generally be divided into first and second wave.

The first wave covers the period from approximately the last third of the 18th century until 1930. The main aim of this wave was the basic civil and political rights, such as granting the right to vote, the right to property or education.

However, the first mention of feminism include the year 1405 in Italy, in which was created a pamphlet "The Book of the City of Ladies" by Christine de Pisan, with aim to defend women's right to education and participation in politics.

Mary Wollstonecraft, a British social theorist, and another significant representative, who published "A Vindication of the Rights of Women" in 1792. This book is considered as the first work of modern feminism, trying to draw attention to right to education for women.

On October 23 and 24, 1850, the first national Woman's rights Convention was held in Worcester, Massachusetts. Lucy Stone (more in the commencement of feminism in the US) also attended that convention. Elizabeth Cady Stanton (also more in the commencement of feminism in the US) missed it because of her lately pregnancy. [12]

"In summer 1859, the Society for Promoting the Employment of Women was formed (in Great Britain), with the intention to train women in accounts and book-keeping and the skills needed to become clerks, cashiers and railway ticket office clerks." [13]

During approximately 1892 until 2005 women started to gain the right to vote around the whole world progressively.

In 1892 that right gain women in New Zealand, after that ensued, for example, women in the Western Australia, Tasmania, Latvia, Denmark or Norway.

In the period of time between 1917 and 1920 occurred the most enormous growth of states, where women were allowed to vote. These states, for examples, joined that time: Armenia, Estonia, Lithuania, Canada, Poland, Austria, Belgium, Albania and others. [14]

The second wave of feminism did not start soon after the first, but with a short delay, in the 60s of the 20th century.

One of the first important event happened in 1964. The Married Women's Property Act (Act of the Parliament of the United Kingdom from 1870) was modified again – to the benefit of women. Until then women's property after marriage passed into the ownership of their husbands. But after that modification they had right to keep their half of property – that gave to women a financial independence in the way. [15]

The next interesting year for women was in 1968, in the United Kingdom again. Barbara Castle became the First Secretary of state that year – thus she was the only woman, which held that post. [16]

The year 1975 was designated as the International Women's Year by the United Nations (UN). The United Nations also organized the first World Conference of Women, in the summer of 1975.

„After the conference, the U.N. expanded the recognition of International Women's Year by declaring 1976-1985 the U.N. Decade for Women. This highlighted the need for women's rights and asserted a U.N. commitment to equality. Some critics perceived the declarations as political gestures rather than productive action. The UN also established a Voluntary Fund for the U.N. Decade for Women, which became UNIFEM, to further work on women's issues.“ [17]

Among the last states, where women were allowed to vote, belongs following: Angola, Cape Verde, Mozambique, North Nigeria or Palau. In 2001, women gained the right to vote in Afghanistan and in 2005 in Kuwait. [18]

## 3.2 Commencement of feminism

In this chapter will be represented the duration and depth of feminism that came to the United States and the Czech Republic. The lead actors of so-called "Women's movement" and the authors of feminist works will be showed.

### 3.2.1 Commencement of feminism in the US

#### 3.2.1.1 *First wave*

Women were keeping losing the right to vote for many years. For example in New York they lost this right in 1777 year, after that in 1780 in Massachusetts. In 1787 women lost their right to vote in all countries excluding New Jersey (they lost the right to vote in 1807 there). [19]

Regarding to the right to higher education for women – they had that right in the Ohio for the first time.

“*Coeducation* refers to the education of males and females at the same institution. The founding of Oberlin College in 1833 is generally recognized as the beginning of coeducational higher education in the United States, although it was not until 1841 that Oberlin granted to women the first college degrees equal to those granted to men.” [20]

Thus obtaining of right to vote for women and equal attitude to education was considered as the main aims of the first wave of feminism in the United States.

By the start of the fight with discrimination against women in the United States would be considered the gathering of women at Seneca Falls in 1848, staged by Elizabeth Cady Stanton. "Declaration of Sentiments" was adopted during this meeting, and also right to vote for women was required.

Since 1851 E. C. Stanton began to collaborate closely with Susan Brownell Anthony, who in this relationship acted as a strategist. Together they afterwards organized many events for women's rights.

Their collaboration also led to the founding of the National Woman Suffrage Association in 1869, aim of which was to obtain voting rights for women. Later that year, American Woman Suffrage Association was also founded, headed by Lucy Stone and Henry Blackwell.

Both associations merged in 1890 and formed the National American Woman Suffrage Association (NAWSA).

Carrie Chapman Catt turned into the important representative of feminism in 1900. That was caused because of she became a president of National American Women Suffrage Association.

She was forced to leave her position of president because of her man’s frail health four years later – but that was only transitional period. In 1915 the NAWSA contended with difficulties, so Carrie Chapman Cat was asked for her help – that was the time, when she became a president of NAWSA again. [21]

Carrie Chapman Cat was the woman, who proposed the “Winning Plan” in 1916, to campaign for suffrage on both state and federal levels. [22]

Thanks to this “Winning Plan” was 26. August 1920 the most important date in the first wave of feminism in the United States. The Nineteenth Amendment of Constitution was ratified and it finally gave the right to vote to women.

Carrie left her position in the NAWSA again, after that success. She decided to travel around the world to help other women to obtain the right for vote. [23]

“In 1971 U.S. Congress designated August 26 as "Women’s Equality Day". The date was selected to celebrate the 1920 passing of the 19<sup>th</sup> Amendment to the Constitution, women’s right to vote.“ [24]

Thus it means that the first wave of feminism in the United States was successful.

### 3.2.1.2 *Second wave*

The next wave of feminism – the second – started after a short break in 1960s. That wave of feminism last approximately until 1980s.

“Coming off the heels of World War II, the second wave of feminism focused on the workplace, sexuality, family and reproductive rights.“ [25]

In the beginning of this wave of feminism – in 1961 – The Presidential Commission on the Status of Women (PCSW) was established. This special task was made by the president John F. Kennedy. The aim of it was to draw attention to the issue of the status of women in the United States. Eleanor Roosevelt was selected to the chair of the Commission.

On June 10, 1963, The Equal Pay Act of 1963 was signed into law by President John F. Kennedy. That was an amendment to the Fair Labor Standarts Act. The aim of the amendment was to void differences in men’s and women’s wages.

On July 2, 1964, The Title VII of The Civil Rights Act of 1964 was signed into law by President Lyndon B. Johnson. According to that Act, any kind of discrimination based on the sex, race, colour, religion or national origin was unlawful. [26]

One year later, on July 2, 1965, the Equal Employment Opportunity Commission (EEOC) was established. The aim of the EEOC was to uphold the Title VII of The Civil Rights Act of 1964. [27]

On August 26, 1970, The Women’s Strike for Equality took place in the United States as reminder of 50<sup>th</sup> anniversary of the passing of the Nineteenth Amendment that warrant the right to vote for women. The strike was sponsored by the National Organization for Women (*lately mentioned*). That day women did not go to the work and tried to draw attention to the problem of unequal wage for women’s work.



“The Women’s Strike for Equality took various forms in more than ninety cities across the United States. Here are a few examples:

- In Washington D.C., women marched on Connecticut Avenue with a banner that read “We Demand Equality” and lobbied for the Equal Rights Amendment.
- Detroit women who worked at the *Detroit Free Press* kicked men out of one of their restrooms, protesting the fact that men had two bathrooms while women had one.
- Women who worked for a New Orleans newspaper ran pictures of the grooms instead of the brides in engagement announcements." [28]

On July 23, 1972, Education Amendments of 1972 was signed into law. That amendment contains the significant Title IX that is declaring following:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance“ [29]

In 1975, an American women became independent in the banking. That was specifically in April of 1975, when the First Women’s Bank was opened in Manhattan. „It was the first bank in the United States to be operated by women and for women, at a time when its founders said that women were given short shrift by other banks.“ [30]

One of the most substantial year was in 1977, when the National Women’s Conference was organized.

„The National Women's Conference of November 18-21, 1977, held in Houston, was the first meeting of its type in the United States since the Women's Rights Convention in Seneca Falls, New York, in 1848.“ [31]

„At the conference the two thousand delegates adopted a twenty-six point National Plan of Action which included resolutions on three issues causing extensive debate: reproductive freedom, sexual preference, and ratification of the Equal Rights Amendment.“ [32]

Thus as was already mentioned in the prior paragraph, the conference dealt with the ratification of the Equal Rights Amendment (ERA).

The first proposal of this amendment was written by Alice Paul, an American suffragist and women’s rights activist.

„In 1923, in Seneca Falls for the celebration of the 75th anniversary of the 1848 Woman's Rights Convention, she introduced the "Lucretia Mott Amendment," which read: "Men and women shall have equal rights throughout the United States and every

place subject to its jurisdiction." The amendment was introduced in every session of Congress until it passed in reworded form in 1972.“ [33]

There is a long history before the passing of the Equal Rights Amendment. The equality between genders was a threat for defenders of labor laws, which allowed the gender discrimination.

In 1943, Alice Paul rewrote the ERA (into today's Alice Paul Amendment). In 1970, the National Organization for Women (lately mentioned) started to promote the ERA.

When the ERA was ratified in 1972 by Senate, Congress provided seven year for the ratification process. Because of the strong support of the public, the ERA was ratified by thirty states of the necessary thirty-eight states by 1973.

On the other hand, the ERA faced also to opponents which asserted that „the ratification of the ERA would lead to the complete unraveling of traditional American society.“ [34]

After expiration of the seven-year term was in 1981 determined a new date as deadline for the ratification of the ERA – June 30, 1982. [35]

Because of campaigns against the ERA the situation has changed. „After 1973, the number of ratifying states slowed to a trickle. By 1982, the year of expiration, only 35 states had voted in favor of the ERA — three states shy of the necessary total.“ [36]

We can see in which states the ERA is ratified on the map of the United States (picture 4 in appendices).

„President Ronald Reagan proclaimed March 1987 as the first Women's History Month.“ [37]

### *3.2.1.3 Third wave – today's feminism*

The third-wave feminism in the United States was now more focused on individual identity, instead of the law or politics.

„The movement of third-wave feminism is said to have arisen out of the realization that women are of many colors, ethnicities, nationalities, religions and cultural backgrounds.“ [38]

Girl's punk group named the Riot Grrrl (Picture 5 in appendices) is often connected with the start of the third wave of feminism in the United States.

It was in the early 1990s and it was known as the Riot Grrrl movement. It took place in Olympia, Washington.

This music group used itself music to promote the feminism, sexism and similar issues. It cooperated with several other music groups as, for example, Bratmobile or Bikini Kill, which were engaged in topics such as rape or incest.

The Riot Grrrl also came up with the well-known slogan „girl power“ by the late 1990s. [39]

“Since 1995, presidents of the United States have issued annual proclamations to acknowledge women and their contributions to the United States and the world. President Reagan stated that “American women of every race, creed and ethnic background helped found and built our Nation in countless recorded and unrecorded ways... As leaders in public affairs, American women not only worked to secure their own rights of suffrage and equal opportunity but also were principal advocates in the abolitionist, temperance, mental health reform, industrial labor and social reform movements, as well as the modern civil rights movement.” [40]

One of the biggest demonstration for women’s rights in the history of the United States took place on April 25, 2004 in Washington DC. It was called „March for Women’s Live“ and over one million people participated in.

That demonstration happened with main aim „to show support for reproductive rights and opposition to Bush administration policies on women’s health issues“. [41]

On March 11, 2009, the White House Council on Women and Girls was created by Executive Order 13506, signed by President Barack Obama.

The council was established with the aim to advise the President on issues that are related to the welfare of women and girls.

During the signing of the Executive Order, Barack Obama said „the issues facing women today are not just women's issues. When women make less than men for the same work, it hurts families who find themselves with less income, and have to work harder just to get by. When a job doesn't offer family leave, that also hurts men who want to help care for a new baby or an ailing parent. When there's no affordable child care, that hurts children who wind up in second-rate care, or spending afternoons alone in front of the television set.“ [42]

There is every indication that the feminism already reached all aims up to the present time – women have the right to vote, the right to education, but they still

earn less than men. And this is the biggest issue, in what are current organization, fighting for women's rights, interested. [43]

### 3.2.2 Commencement of feminism in the Czech Republic

#### 3.2.2.1 *First wave*

The first wave of feminism in the Czech Republic took place from the last third of 18<sup>th</sup> century until approximately 1930. [44]

Aims of the first wave were the same as in the west – claim of the basic human rights to women – right to vote, right to education and right to property. [45]

Božena Němcová (1820 – 1862), the Czech famous writer, was regarded as the first Czech feminist. It is necessary to remark that she was not the “traditional” feminist. She did not fight for women's rights, “but she wanted for women the opportunity to educate themselves and the same possibilities in that way as men had.” [46]

Next important representative was Vojta Náprstek (1826 – 1894). Vojta Náprstek was the Czech patriot which was always trying hard to push progressive ideas. In 1865 was established the absolutely first women's society in Czech lands – **American society of ladies** – and it was because of Náprstek. [47]

That society was established after that his social functions were attended mainly by men – thus one day, Náprstek asked Karolina Světlá (next representative of feminism) to brought her female friends on the next social function. Women were satisfied and the tradition of women's sitting continued. [48]

The American society of ladies functions up to the present time, and on their website is possible to find the timeline – almost year after year – that is describing their activities. [49]

1890 was indeed important year for Czech women. The first central European girl's comprehensive school was established in Prague. That happened only thanks to Eliška Krásnohorská (1847 – 1926), woman editor of “Women's sheet” and author of “The Czech woman's question”.

In the first year of the functioning of this comprehensive school 53 girls started their studying. [50]

In the beginning of 20<sup>th</sup> century there was an opinion, that right to vote is privilege only for men, and that women do not belong to the politics because they could lost their feminity.

The **Czech women society** was established in 1903 and it was concentrated on the cultural and political life of women. Important members of that society were, for example, Františka Plamínková (1875 – 1942) and Charlotta Garrigue Masaryková (1850 – 1923, the wife of the future first president of Czechoslovakia). [51]

Under that society was in 1905 established the **Committee of women's suffrage** with already mentioned F. Plamínková in the head. [52]

That was exactly Plamínková who found out the loophole in the law. “Although the new election law banned to vote to women, the older law about election to the Czech provincial assembly said nothing about the fact that women could not be selected.” [53]

Thus in 1908 the first female candidate for the assembly appeared: Karla Máchová, Marie Tůmová and Božena Zelinková.

For all that women failed – “government officials were trying to propose an amendment of the law that could exclude women also from the passive suffrage, but women actively clamour against that.” [54]

In 1912 Božena Víková – Kunětická was the first woman selected for the position of female deputy in the Assembly. [55]

On October 18, 1918, was published the **Washington declaration** in Paris, author of that was the then prime minister, Tomáš Garrigue Masaryk.

The declaration contained proclamation about independence of Czechoslovakian nation, and also there appeared “principle that women will be political, social and cultural equal to men.” [56]

After origin of the Czechoslovakia – October 28, 1918 – women finally gained the franchise and passive suffrage.

In 1919 women could vote for the first time during the election to the local board. Regular elections to the Parliament was in 1920. [57]

In the Constitution of the Czechoslovakia from February 29, 1920, states as follows:

“The right to vote to the Chamber of Deputies have all nationals of the Czechoslovakia regardless of the gender, which overstepped age of 21 and which satisfied other conditions of rules of voting to the Chamber of Deputies.” [58]

In 1920 also came into force the law §106 of the Constitution of the Czechoslovakia, in which was fixed that privileges of genders will not accept. [59]

In 1923, already mentioned F. Plamínková stood behind the establishment of the **Women's national council**. [60]

The aim of that council was to supervise the emancipation of women, with what the Constitution dealt, in daily life.

Then occurred the interruption of women's themes and the Nazism was the new problem. [61]

Thus is possible to say that the first wave of feminism in the Czechoslovakia achieved itself aims.

In 1945 was established the **National front of women** in the Czech territory. It was independent gathering – that means there were not elected functions and it was not built up on the federative basis. [62]

On June 3, 1945, the National front of women published the declaration, in which promises “solve health, social, cultural, legislative and economic issues with regard to women and children.” [63]

In the same year – 1945 – the **Council of Czechoslovakian women** was also established. It informed the public by means of the weekly magazine “The Council of Women” about its aims and plans. The Council of Czechoslovakian women, for example, applied for the equal right to law-making or steering the ship of state, in that magazine. [64]

On May 20, 1945, The Council of Czechoslovakian women also asked Milada Horáková for leading of the council, right after that she became from the Nazi prison. [65]

Milada Horáková was interested in pushing through women's rights her whole life. During her juvenescence she was a member of already mentioned Women's national council. [66]

She lost her function of chairwomen of the Council of Czechoslovakian women and on June 27, 1950 - after fabricated political trial, she was executed. [67]

### *3.2.2.2 Second wave*

The Czech territory remained almost untouched by the second wave of feminism, because of the isolation by the communist regime. That was the reason, why there appeared mistaken opinion, that the feminism is only the hatred for men, after the fall of the socialistic regime (1989).

This opinion was created by people which came back from the exile, where they met only the radical type of feminism. [68]

### 3.2.2.3 *Today's feminism*

The feminism is encountering more the criticism in the Czech Republic at the present time.

The website named “Stopfeminism” is, for example, dedicated to that criticism. According to that website the feminism already lost its original meaning, because women already gained their rights. [69]

We can find following thought of feminism on their website: “The feminism gave to women option early, as well as this option taking back these days. The only successful woman is that woman, who has self-assertion on her own – that woman, who is able to make decisions and is absolutely self-reliant and independent.” [70]

In 2002, was published the book named “Nakedness of feminism” by Josef Hausmann. That book is about the criticism on feminism. According to Josef Hausmann, the modern feminism encourage women to divorce or to one-man maternity – and that lead to the destruction of classic family. [71]

## 3.3 Comparison of the commencement of feminism

It is evident that the feminism has more considerable history of commencement in the territory of the United States. The feminism in the Czech lands was also indeed modest.

Both – American and Czech women – gained the right to vote officially in 1920. The Czechoslovakia was influenced by the absence of the second wave and that is maybe the reason why the Czech nation has more negative attitude and termed the woman as feminist is understand almost as the offensive name.

In the territory of United States and Czech Republic are functioning several organizations that are engaged in issues related to women discrimination. These organizations are mentioned in the chapters **3.6** and **3.7**.

### 3.4 US representatives - feminists

We can find a lot of women among the American celebrities, who consider themselves to be feminists. There are introduced some of them:

#### **Oprah Winfrey (\*1954)**

When was Oprah Winfrey, an American presenter and actress, asked, if she consider herself to be a feminist, she answer as follows:

"I never did consider or call myself a feminist, but I don't think you can really be a woman in this world and not be." [72]

According to the web page „International Medical Corps“ Oprah Winfrey was cooperating with them on the campaign focused on women's equality. She referred to this campaign also on The Oprah Winfrey Show. [73]

#### **Beyoncé Knowles (\*1981)**

This American singer, lyricist, fashion designer and actress alleged subsequent opinion:

“Humanity requires both men and women, and we are equally important and need one another. So why are we viewed as less than equal? These old attitudes are drilled into us from the very beginning. We have to teach our boys the rules of equality and respect, so that as they grow up, gender equality becomes a natural way of life. And we have to teach our girls that they can reach as high as humanly possible.” [74]

Beyoncé Knowles was trying to propagate the feminism, when she was projecting the word „FEMINIST“ on a huge screen behind her during her performance at Sunday night's MTV Video Music awards. [75]

Beyoncé is trying to refer on feminism by means of her work at all.

#### **Kristen Stewart (\*1990)**

Kristen Stewart, an American film a TV actress, alleged for The Wonderland Magazine in 2015 following:

„I feel like some girls around my age are less inclined to say, "Of course I'm a feminist, and of course I believe in equal rights for men and women," because there are implications that go along with the word feminist that they feel are too in-your-face or aggressive... A lot of girls nowadays are like, "Eww, I'm not like that." They don't get



that there's no one particular way you have to be in order to stand for all of the things feminism stands for.“ [76]

### **Angelina Jolie (\*1975)**

Angelina Jolie is an American actress, humanitarian and filmmaker. She also works for the United Nations High Commissioner for Refugees‘.

She said at the Women in the World Summit in 2015 as follows:

„Women are still treated as secondary issues. It is still far too easy and accepted for leaders to ignore uncomfortable truths, from female genital mutilation to child marriage. It is still the norm for women to be excluded from the peace process. Women, we know, are the first to be affected by war, and the last to be taken into account when it ends.“ [77]

Angelina Jolie is supporting an enormous number of charities or foundations. For example, she made a contribution to the fund in the name of Malala Yousafzai – an Afghan young girl, who is asserting herself in the fight for right to education for girls. Jolie is also making a contributions to the Women in the World Foundation and she is supporting women around the whole world. [78]

### **3.5 Czech representatives - feminists**

As regards the Czech celebrities, there is indeed important to remark, that they do not express their opinion on feminism, or they do not propagate it as much as it is propagated in the United States.

The representative of feminism in the Czech Republic is for example **Jana Smiggles Kavková**. She is the head of the organisation named “Fórum 50 %” (it will be lately mentioned). She is trying to reach the equally representation of women and men in the public space with help of her organisation.

On the question, how she would describe the feminism in her words, her answer was following:

“The base of the feminism is a conviction, that women and men are equal. And that they have equal social status. Personally, I am fighting for the opportunity to live a life the way you prefer. Not to fulfill expectations of the society.” [79]

### **Barbora Tachecí (\*1963)**

Barbora Tachecí, the Czech manager and journalist for Czech television station “Prima”.

In 2009 she was asked in the interview, if she is still a feminist. She answered as follows:

“I am a feminist, from the bottom of my heart. But please, not that wild tribe from 70s in America, I am so called mild feminist, with the naive, but fixed idea, that women should have at least similar living condition as men have.” [80]

### **Olga Sommerová (\*1949)**

That woman is the Czech female documentary filmmaker, writer, academician and politician.

Olga Sommerová contended with suppressing of women’s rights already in her childhood. That is precisely why she started to refer to this issue in her documentaries. According to her words in the interview for the Czech website “Žena.cz” she started to express to this issue also out of her work. [81]

She already has several books to her credit. The first of them is named “What women dream about 1” – with stories from different women from 2002. One year later there was a sequel of this book. On the other hand, book named “What women do not dream about” was published in 2004. Next book, in 2005, was about men – they told her their perspective on life and the book “What men dream about” came into existence.

## **3.6 Organisation fighting for women’s rights and gender equality**

### **3.6.1. The United States**

The National Organization for Women (NOW) (Picture 6 in appendices) is one of the current American organisation that is engaged in the gender equality and women’s rights.

This organisation was already established in 1966 and it always had the aim to erect the equality between women and men.

According to their web site the NOW at the present time has “hundreds of thousands of contributing members and more than 500 local and campus affiliates in all 50 states and the District of Columbia.” [82]

The National Organization for Women as the current aims and priorities states following:

„NOW is a multi-issue, multi-strategy organization that takes a holistic approach to women’s rights. Our official priorities are winning economic equality and securing it with an amendment to the U.S. Constitution that will guarantee equal rights for women; championing abortion rights, reproductive freedom and other women’s health issues; opposing racism and fighting bigotry against lesbians and gays; and ending violence against women.“ [83]

The next organisation is, for example, Feminists for Life of America (Picture 7 in appendices) that was established in 1972.

The description of Feminists for Life of America from their web site is written this way:

“Feminists for Life of America is a nonsectarian, nonpartisan, grassroots organization that seeks real solutions to the challenges women face. Our efforts are shaped by the core feminist values of justice, nondiscrimination, and nonviolence. Feminists for Life of America continues the tradition of early American feminists such as Susan B. Anthony, who opposed abortion.“ [84]

The last mentioned organisation is named American Civil Liberties Union (ACLU). An establishment of that organisation dates back to the history, specifically to the 1920.

The ACLU is through immense number of supporting events since it was established. American Civil Liberties Union is engaged, for example, in these issues: free speech, HIV, imigrant’s rights, human rights, LGBT rights (Lesbian, Gay, Bisexual, Transgender), racial justice, religious liberty, and, of course, women’s rights.

„Through litigation, advocacy, and public education, the ACLU Women’s Rights Project pushes for change and systemic reform in institutions that perpetuate discrimination against women, focusing its work in the areas of employment, violence against women, and education.“ [85]

### 3.6.2 The Czech Republic

Already mentioned NGO Gender Studies (Picture 8 in appendices) informs and educates about the issues of relations between men and women and their position in society in the Czech Republic. It also offers consulting services and organizes specific projects to improve gender equality in the labour market.

On the website of Gender Studies in the section “Activities” we can find a lot of their actions, for example: campaign “Promote Equal Pay to Diminish Pension Gap, Poverty and Social Exclusion” and also various projects with aim to erect equal opportunities for women and men in the labour market.

The next organisation that is engaging in gender equality is already mentioned organisation – “Fórum 50 %” (Picture 9 in appendices), the head of which is Jana Smiggles Kavková.

This non-profit organisation is specifically focused on the equal representation of women and men in politics and in decisive positions. [86]

We can find a summary of their activities on their website. The summary is following:

“What we are doing:

- we are monitoring and analysing the current representation of women
- we are informing the media and public about that representation
- we are supporting women on entering to politics
- we are supporting current female politicians in their functions
- we are offering courses and consultations
- we are assisting to put equality of women and men into practice in villages
- we are organizing discussions, conferences, campaigns, happenings.” [87]

In 2014, for example these campaigns took place:

*“Europe for women, women for Europe* – that was a campaign for the support to female candidates for the European Parliament.

*We live together here, come on make decisions together too* – a campaign for the support of female candidates in the senatorial and municipal elections.” [88]

Association of Equal Opportunities is non-financial Czech organisation and was established in 2009.

That organisation was created in Ostrava city and it specializes mainly in Moravian-Silesian Region in the Czech Republic. Since that region is known for its mining past – there is more complicated to find a work place for women. And exactly that problem – women unemployment – the organisation wants to solve with help of their campaign “Woman and life”. [89]

## Practical Part

### 4 Introduction of practical part

The practical part was made by means of a questionnaire – asking respondents. The aim was to transmit the questionnaire at least to 100 people.

The questionnaire was placed on the Internet and was accessible for one week. The social media was used with aim to spread the questionnaire.

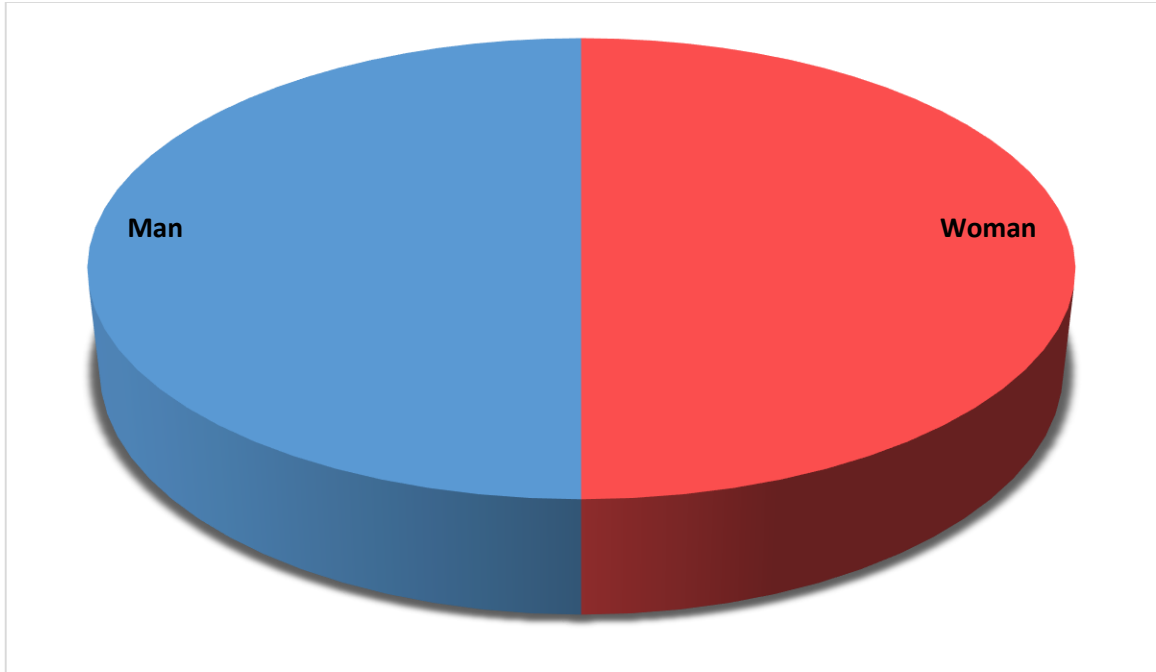
The questionnaire consists of nine questions. The first two questions are general, whereas the other are on the topic of my bachelor thesis. General questions helped me to divide respondents into certain groups – in this case, age group and group based on gender.

Next part of the questionnaire is dedicated to the gender discrimination. The aim of this part was to find out, if people know this type of discrimination, or if they faced to this problem. In view of the fact that a part of theoretical part pays attention in detail to the gender discrimination in the labor market, I decided to find out the opinion of discrimination against women in the labor market in the Czech Republic.

The last two questions are dedicated to the topic „Feminism“. I was trying to find out the opinion of feminism, specifically if feminism is still relevant in these days and if they know any organization fighting for women’s rights.

After the questionnaire there is a summary of all response.

### 1. Sex:



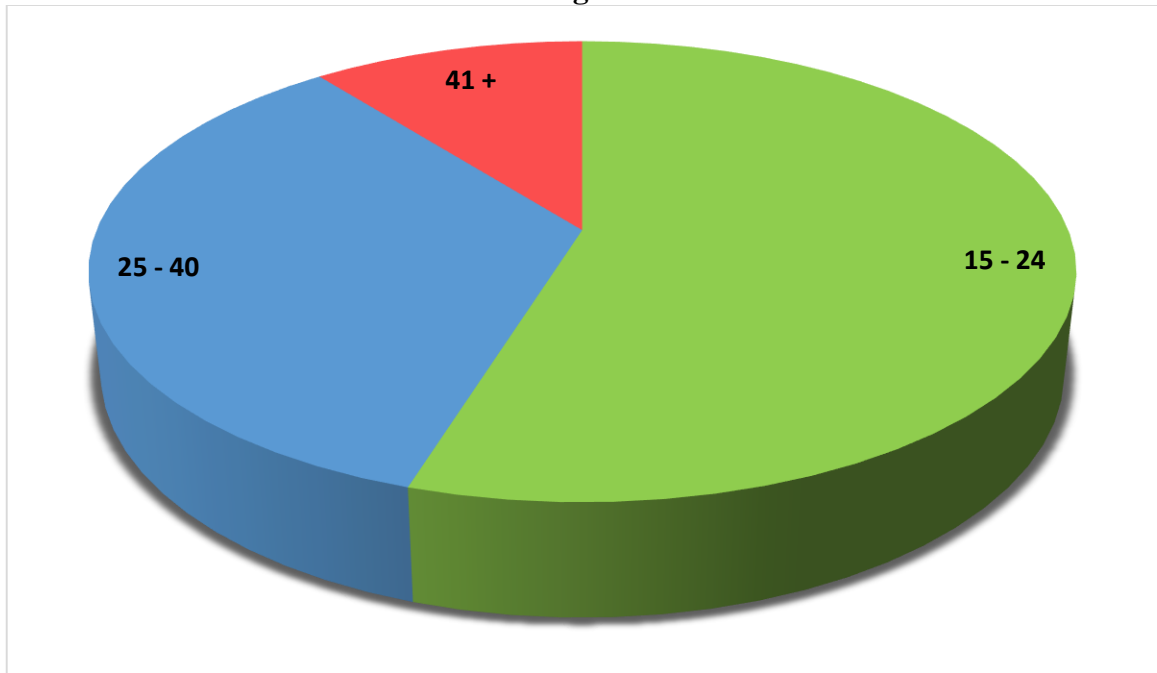
Answer	Responses	Proportion
Woman	52	50 %
Man	52	50 %

The first question should demonstrate the proportion of genders. This question was required to answer.

Both of genders are represented equally. The answer „woman“ selected 52 respondents, and it symbolizes 50 % and the answer „man“ was selected also by 52 respondents, it means 50 % again.

These results are the best beginning of the questionnaire.

## 2. Age:



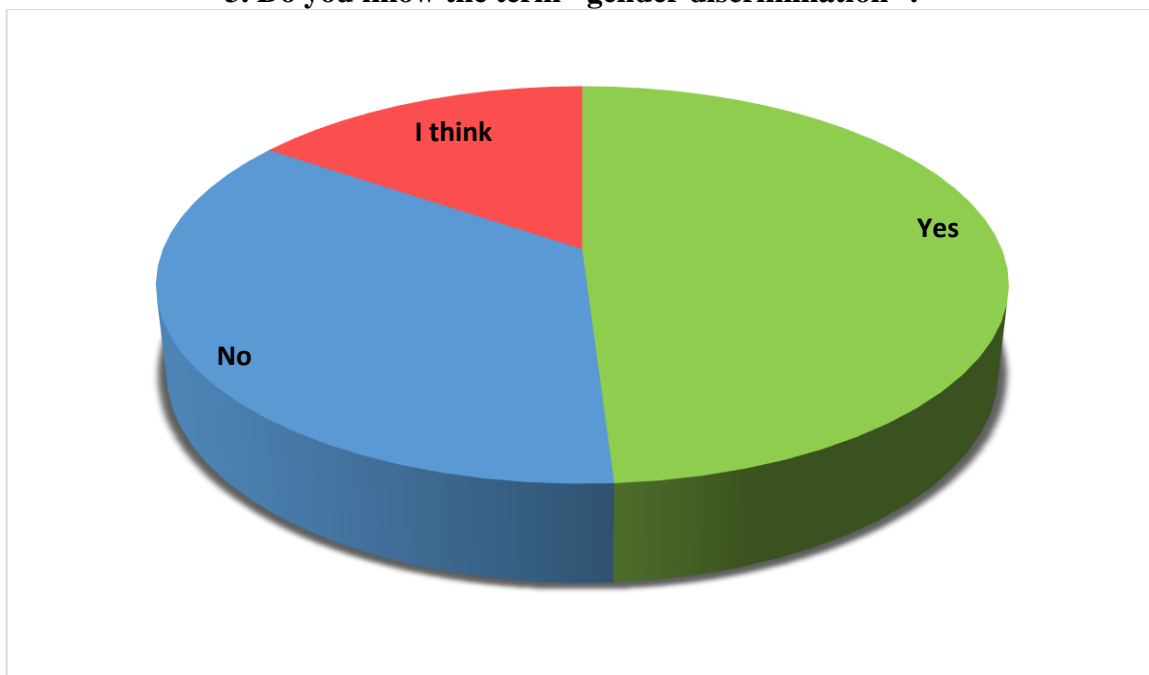
Answer	Responses	Proportion
15 - 24 years old	57	54,8 %
25 - 40 years old	36	34,6 %
41 years old and more	11	10,6 %

The second question was also required to answer and should help to divide respondents by their age.

The first answer „15 – 24 years old“ was selected by 57 respondents and it symbolizes 54,8 % of all respondents. This answer was the most common. The next answer „25 – 40 years old“ was selected by 36 respondents – 34,6 %. It means it was the second common answer. The last answer „41 years old and more“ was selected only by 11 respondents, it symbolizes 10,6 %.

Unfortunately, all age groups were not selected equally, so the questionnaire is more focused on people younger 41 years.

### 3. Do you know the term "gender discrimination"?



Answer	Responses	Proportion
Yes	51	49,0 %
No	37	35,6 %
I think	16	15,4 %

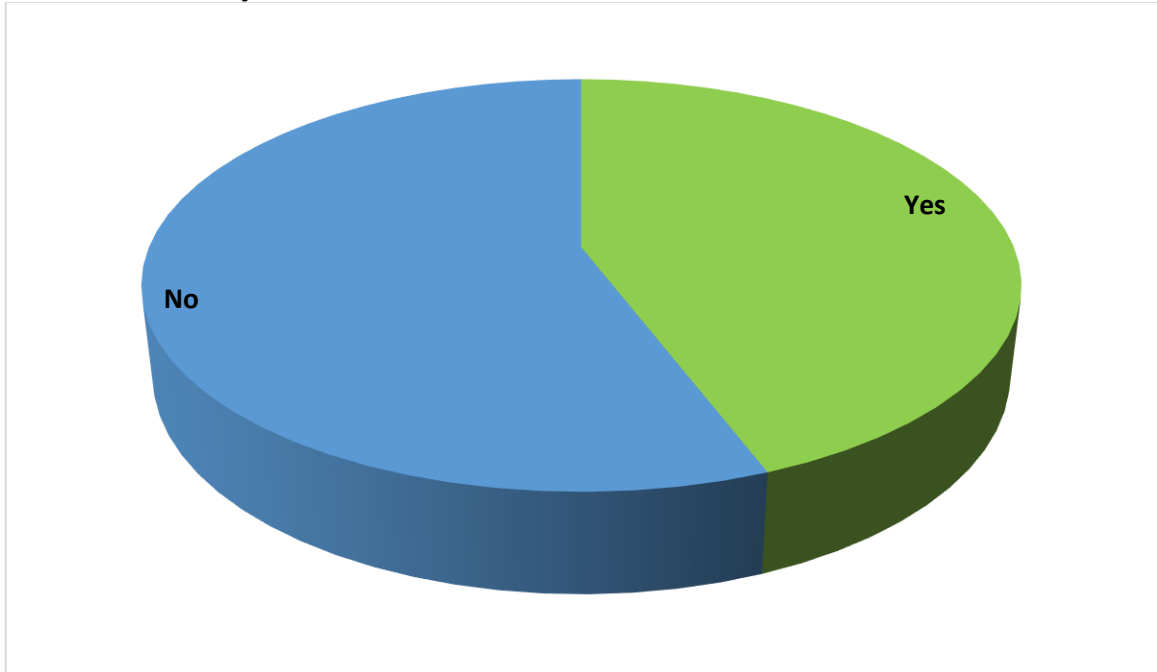
By this question I wanted to know, how many people know, what gender discrimination is and it was also required to answer.

Only less than half of all respondents know that term. Specifically it was 51 respondents – it symbolizes 49 %. On the contrary, 37 respondents did not know that term and selected the answer „No“ – it was 35.6 %. Altogether 16 respondents were not sure, if they know the term exactly – 15,4 %.

After answering of this question I wrote a definition of gender discrimination to avoid misunderstanding of the next answer.



#### 4. Have you ever encountered this kind of discrimination before?



Answer	Responses	Proportion
Yes	46	44,2 %
No	58	55,8 %

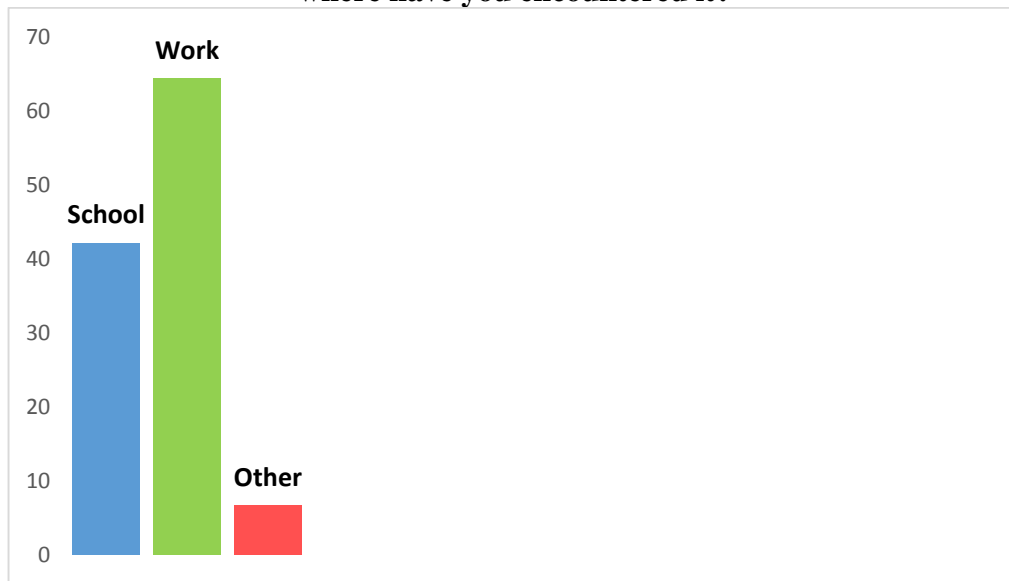
This simply question should find out how many people have had an experience of gender discrimination.

The smaller half of all respondents have encountered this kind of discrimination – specifically 46 respondents, 44,2 %. The rest of respondents – 58 people, it symbolizes 55,8 % - have not encountered this kind of discrimination.

Even if the people who faced to this discrimination is only the smaller half by my questionnaire, it is a great number in my opinion.

The next two questions were required only to respondents who selected the answer „Yes“.

**5. If your answer to the previous question was "YES", could you, please, specify where have you encountered it?**



Answer	Responses	Proportion
School	19	42,2 %
Work	29	64,4 %
Other*	3	6,7 %

**\*Other:**

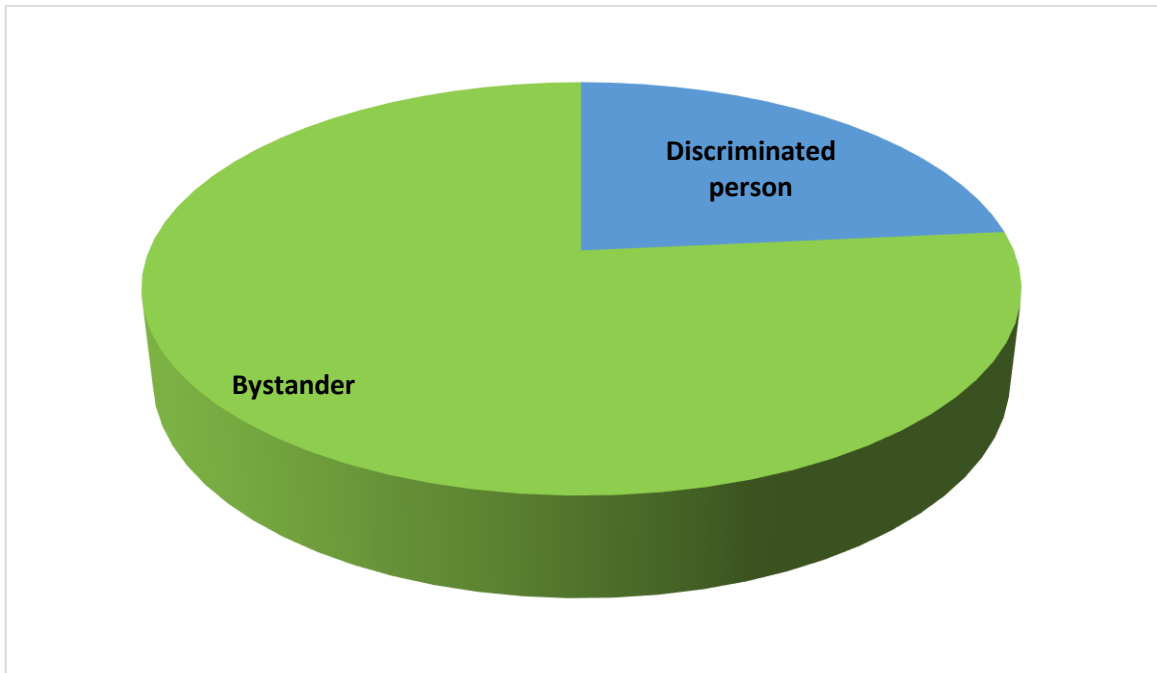
- in daily life – underrating of abilities and skills because of gender
- public
- media

The fifth question was required only for 46 respondents and should help to find out sectors in which they have to faced to gender discrimination.

19 respondents – 42,2 % - had to face this kind of discrimination at school. Following 29 respondents – 64,4 % - encountered the gender discrimination in the workplace – it is the biggest proportion of all responses. Only 3 respondents selected the option „Other“ – it means, they encountered the gender discrimination on the other place. Specifically it was in their words „in daily life – by underrating of abilities and skills because of gender“, following answer was briefly „in the public“, and the last answer was „in media“.

These answers demonstrate that gender discrimination is the most common in the workplace, and that is the reason why I select this sector for studying in more detail.

**6. Could you, please, specify in which role you have found yourself in this situation?**



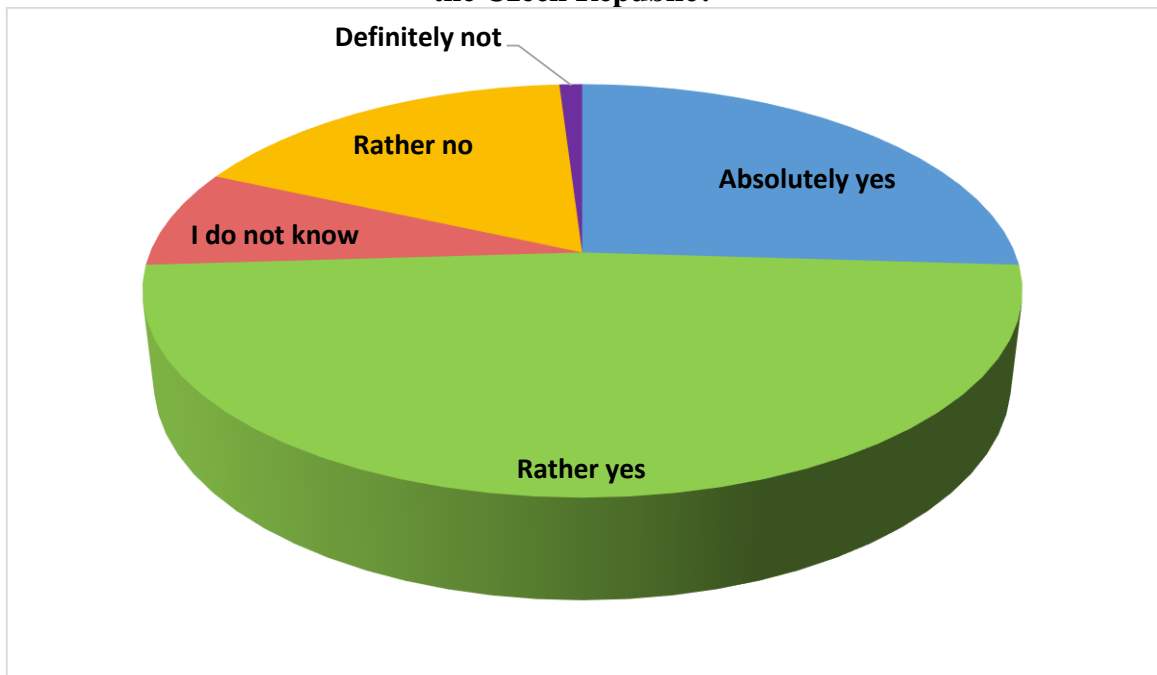
Answer	Responses	Proportion
<b>Discriminated person</b>	12	23,5 %
<b>Bystander</b>	39	76,5 %
<b>Discriminator</b>	0	0 %

This question took soundings of experience with gender discrimination. Specifically in which role people have found themselves when they faced to that problem.

Nobody selected the answer „Discriminator“. The answer „Discriminated person“ was selected by 12 respondents – it takes 23,5 %. The most common answer was „Bystander“ – 39 respondents – it symbolizes 76,5 %.

It is a gratifying ascertainment that nobody was in the role of discriminator.

**7. Do you think there is a discrimination against women in the labour market in the Czech Republic?**



Answer	Responses	Proportion
<b>Absolutely yes</b>	27	26,0 %
<b>Rather yes</b>	50	48,1 %
<b>I do not know</b>	8	7,7 %
<b>Rather no</b>	18	17,3 %
<b>Definitely not</b>	1	1,0 %

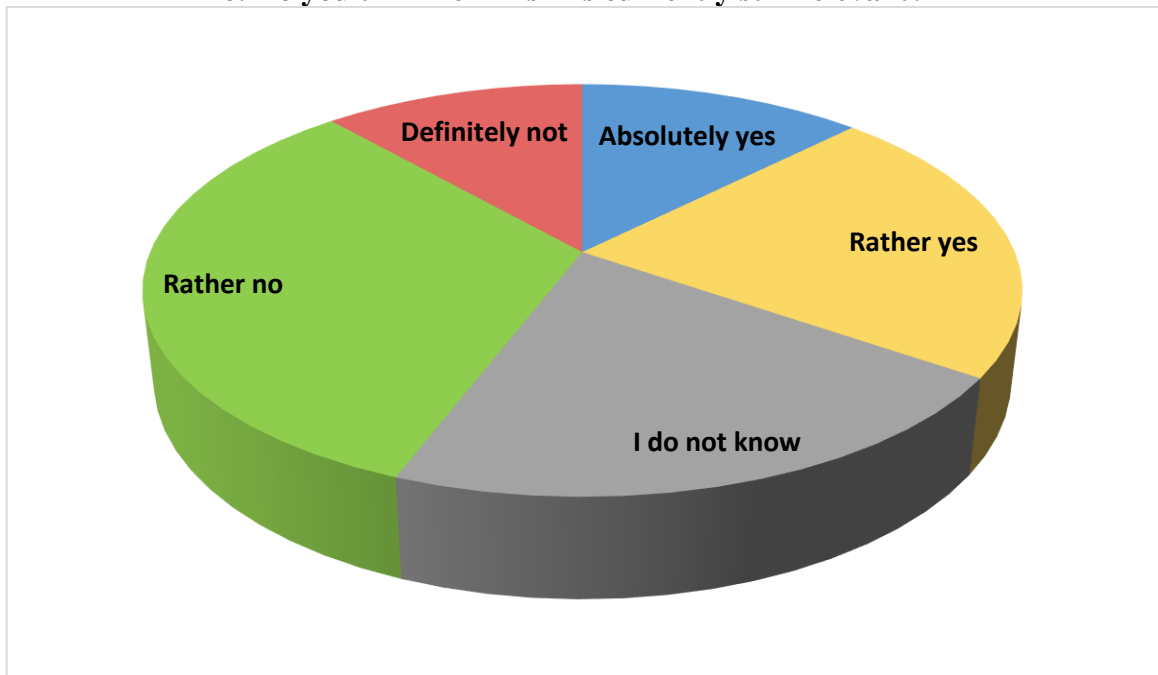
This extensive question should help to find out respondents opinion of discrimination against women in the labour market in the Czech Republic. Specifically if they think this problem appears there. The question was required to answer.

The answer „Absolutely yes“ was selected by 27 respondents – so 26 % of respondents are sure, that discrimination against women appears in the Czech labour market. The answer „Rather yes“ was selected by the highest number of people – concretely 50 – it symbolizes 48,1 %. Next 8 respondents do not know or they have no opinion – it means 7,7 %. On the other hand, the answer „Rather no“ was selected by 18 respondents – 17,3 %. Only 1 person of all respondents think that this kind of discrimination definitely does not appear in the labour market in the Czech Republic.

In summary more common is opinion that discrimination against women in the labor market still exist.

The term „Feminism“ was explained after that question with aim to avoid misunderstanding of next question.

**8. Do you think feminism is currently still relevant?**



Answer	Responses	Proportion
<b>Absolutely yes</b>	13	12,5 %
<b>Rather yes</b>	23	22,1 %
<b>I do not know</b>	22	21,2 %
<b>Rather no</b>	34	32,7 %
<b>Definitely not</b>	12	11,5 %

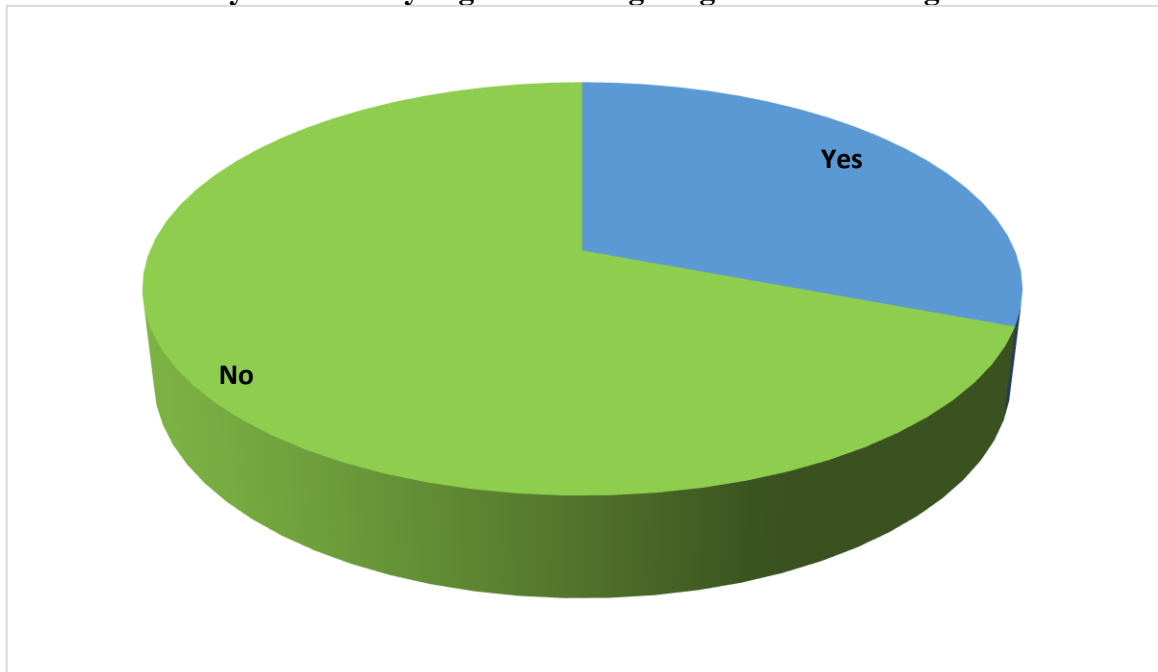
This question was required to answer and should help to find out the opinion of feminism in these days.

The answer „Absolutely yes“ was selected by 13 respondents – it is 12,5%, next answer is „Rather yes“ and this option was selected by 23 people – it symbolizes 22,1 %. Another 22 respondents – 21,2 % - do not know, if the feminism is still relevant.

The answer „Rather no“ was selected by 34 respondents – 32,7 % - and it means that it was the most common answer. The option „Definitely not“ was selected by 12 respondents – it symbolizes 11,5 %.

It is self-evident that this question is the most diverse. The majority of respondents think that feminism is not still relevant in these days. This result is interesting, because of the majority of respondents also think, that there is a discrimination against women in the work place – so in their eyes genders are not absolutely equal today, but feminism is not relevant.

**9. Do you know any organization fighting for women’s rights?**



Answer	Responses	Proportion
Yes	32	30,8 %
No	72	69,2 %

The final question was simple. I wanted to find out if my respondents know any organization fighting for women’s rights.

Surprisingly, 72 respondents do not know any organization – it symbolizes 69,2 % of all respondents. On the other hand 32 respondents know any organization and their proportion of all respondents is 30,8 %.

Maybe should organizations arrange more action for the public, or more promote their aims and efforts.

## 5 Summary of practical part

In the summary, the questionnaire was completed by 104 people – respondents. Both of gender were represented equally. The age group 15 – 24 years old had the majority representation. Most of respondents know the term „gender discrimination“, and 44,2 % have ever encountered this type of discrimination in their life. It was in school, in the media, in daily life, but mostly in the workplace – 64,4 %. Most of them found themselves in the role of bystander – 76,5 %. Almost three quarters of respondents – 74,1 % - think that there is a discrimination against women in the labour market in the Czech Republic. Majority of all respondents also think that a feminism is not still relevant in these days and they do not know any organization fighting for women’s rights.



## 6 Conclusion

The all aims that were set in the thesis were achieved. The reader was introduced with the gender discrimination, also with specifically places where they can encounter it. The real cases of gender discrimination in the labour market were also introduced in the thesis.

The history of feminism in the United States is ascertained and described and then compared with the feminism in the Czech Republic. The result is that the feminism in our territory was always more moderate than in the United States.

The next aim – to find out current organizations fighting for equality between genders – was also achieved. In the thesis are introduced several organizations that are fighting for equality in various spheres in the territory of the United States and Czech Republic – with the organization there is always described its brief history and its current aims.

The questionnaire was next aim of the thesis that was also achieved. Results showed that according to Czech nationals the gender discrimination is in the Czech labour market and they also showed more negative attitude towards feminism.

That topic was for me, as a woman, greatly interesting and edifying. It is useful to realize that rights of current woman were not commonplace as they are at the present time. And, as a woman, I am also grateful for all that representatives of feminism who gained that rights.

## 7 Endnotes

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## 9 Abstract

The Bachelor thesis deals with the gender discrimination, although it is more focused on the gender discrimination in the labour market. In connection with this issue, the thesis also deals with the feminism. The gender discrimination, as well as the feminism is analysed in the territory of the United States and Czech Republic. In the thesis are represented organizations fighting for women's rights and for equality between genders, feminists among celebrities from both mentioned territories. On the territory of the Czech Republic the questionnaire with aim to find out the opinion of the gender discrimination and current feminism took place.

## 10 Resumé

Tato bakalářská práce pojednává o genderové diskriminaci, přičemž je více zaměřená na genderovou diskriminaci na pracovním trhu. V souvislosti s touto problematikou pojednává také o feminismu. Jak genderová diskriminace, tak i feminismus je analyzován na území Spojených států a České republiky. V práci jsou představeny organizace bojující za ženská práva a rovnost mezi pohlavími, dále také feministky mezi celebritami z obou zmíněných územích. Na území České republiky zároveň proběhlo dotazování respondentů s cílem zjistit názor na genderovou diskriminaci a současný feminismus.

# 11 Appendices

States with the 10 widest wage gaps, 2013			
State	Women's Earnings/ Men's Earnings	Wage Gap	Minimum Wage
Louisiana	65.9%	34.1%	\$7.25
Wyoming	69.3%	30.7%	\$7.25
West Virginia	69.4%	30.6%	\$7.25
Utah	69.9%	30.1%	\$7.25
North Dakota	70.2%	29.8%	\$7.25
Montana*	73.5%	26.5%	\$7.80
Indiana	73.8%	26.2%	\$7.25
Nebraska	74.1%	25.9%	\$7.25
Oklahoma	74.9%	25.1%	\$7.25
South Dakota	75.1%	24.9%	\$7.25

Picture 1 – States with the 10 widest wage gaps

Minimum Wage. *National Women's Law Center*. [online]. 2015 [cit. 2016-01-20].

Dostupné

z:[http://www.nwlc.org/sites/default/files/pdfs/higher\\_state\\_minimum\\_wages\\_promote\\_fair\\_pay\\_for\\_women\\_may\\_2015.pdf](http://www.nwlc.org/sites/default/files/pdfs/higher_state_minimum_wages_promote_fair_pay_for_women_may_2015.pdf)

States with the 10 smallest wage gaps, 2013			
State	Women's Earnings/ Men's Earnings	Wage Gap	Minimum Wage
District of Columbia	91.3%	8.7%	\$8.25
New York	85.8%	14.2%	\$7.25
Maryland	85.5%	14.5%	\$7.25
Florida	84.3%	15.7%	\$7.79
California	83.9%	16.1%	\$8.00
Arizona	83.6%	16.4%	\$7.80
Hawaii	83.3%	16.7%	\$7.25
Nevada*	83.3%	16.7%	\$8.25
Vermont	83.0%	17.0%	\$8.60
North Carolina	82.8%	17.2%	\$7.25

Picture 2 – States with the 10 smallest wage gaps

Minimum Wage. *National Women's Law Center*. [online]. 2015 [cit. 2016-01-20].

Dostupné

[z:http://www.nwlc.org/sites/default/files/pdfs/higher\\_state\\_minimum\\_wages\\_promote\\_fair\\_pay\\_for\\_women\\_may\\_2015.pdf](http://www.nwlc.org/sites/default/files/pdfs/higher_state_minimum_wages_promote_fair_pay_for_women_may_2015.pdf)

**Women are 3/4 of workers in the 10 largest low-wage jobs**



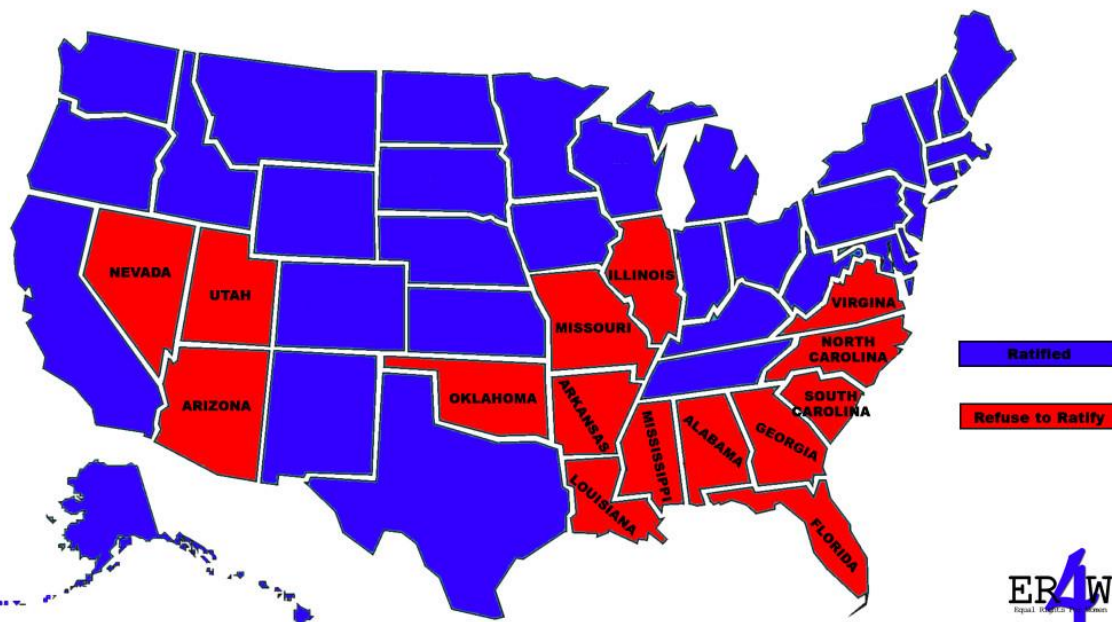
Source: NWLC calculations based on IPUMS-CPS (2013).

[www.nwlc.org](http://www.nwlc.org)

Picture 3 - Composition of American labour market

6 Pie Charts for Pi Day: Women and the Low-Wage Workforce. National Women's Law Center. [online]. 2013 [cit. 2015-08-08].

Dostupné z:<http://www.nwlc.org/our-blog/6-pie-charts-pi-day-women-and-low-wage-workforce>



Picture 4 - Map of the United States of America

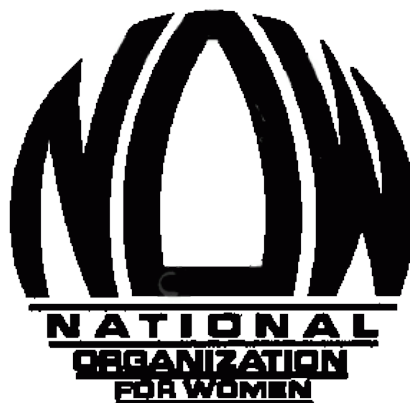
EQUAL RIGHTS AMENDMENT. ER4W: Equal Rights for Women. [online]. [cit. 2016-03-12].

Dostupné z: <http://equalrights4women.org/equal-rights-amendment/>



Picture 5 – Logo Riot Grrrl!

Riot Grrrl. *Pinterest*. [online]. [cit. 2016-03-15].  
Dostupné z: <https://cz.pinterest.com/explore/riot-grrrl/>



Picture 6 – Logo NOW

National Organization for Women Foundation. *Equality Archive*. [online]. [cit. 2016-03-15].  
Dostupné z: <http://equalityarchive.com/participate/national-organization-for-women-foundation/>



Picture 7 – Logo Feminists for life of America

Feminists for Life. *Wikipedia: The Free Encyclopedia*. [online]. [cit. 2016-03-15].  
Dostupné z: [https://en.wikipedia.org/wiki/Feminists\\_for\\_Life](https://en.wikipedia.org/wiki/Feminists_for_Life)





*Picture 8 - Logo Gender Studies*

*Gender Studies. [online]. [cit. 2016-03-15].  
Dostupné z: <http://www.genderstudies.cz/>*



*Picture 9 – Logo Fórum 50 %*

*Fórum 50 %. [online]. [cit. 2016-03-15].  
Dostupné z: <http://padesatprocent.cz/cz/podpora/kampane-na-podporu-zen>*