

WOMEN & MEN *in Data*

in the Czech Republic

Office of the Government



This publication was produced in the second half of 2008. It is the joint work of the working group on gender statistics and its contribution to the fulfilment of the task assigned by Government Resolution No. 540/2008 of 14 May 2008 on the Summary Report on the Fulfilment of the “Priorities and Procedures of the Government in Promoting Equal Opportunities for Women and Men“, specifically Article 1.9.: “To continue the public debate on equal opportunities for women and men with the aim to acquaint Czech public with the state policy of equal opportunities for women and men and its objectives“. Representatives of the Czech Statistical Office, the Office of the Government, the Ministry of Labour and Social Affairs of the CR, the Ministry of the Interior of the CR, the Ministry of Health of the CR, the Ministry of Justice of the CR, the General Directorate of the Prison Service of the CR, the Institute for Information in Education of the CR and the Institute of Health Information and Statistics of the CR contributed to its preparation. Thanks to the above and several other institutions it was possible to collect supporting data for the publication and present it to you in the current form. As we are planning its repeated updated issue (possibly also with its English version), we will much appreciate any comments, suggestions and impetuses that would be conducive to improving its quality.

Any such suggestions can be addressed either to the Czech Statistical Office (Specific Population Statistics Department; Mgr. Marek Řezanka, telephone: 274 054 075; e-mail: marek.rezanka@czso.cz, or to the Office of the Government, specifically: Ing. Vladimír Mašek, telephone: 224 002 515; e-mail: masek.vladimir@vlada.cz

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Introduction

This publication offers statistical data on the current status of men and women in the Czech Republic. Statistics have always monitored selected indicators broken down (classified) by sex. This particularly applies to demographic statistics, which identify differences, usually related rather to physical and biological differences in the population, defined by “sexual” classifications. These, however, are essentially innate and can only rarely be influenced and demography bears witness to their social causes and consequences. Differences between women and men are both biological and social in character. Sex relates to biological differences. The term gender relates to social differences between women and men. As yet, Czech does not have an adequate equivalent for this term. **Gender relates to social differences and relations between men and women which are acquired, mutable over time and which differ substantially according to and within cultures.** These differences and relations are socially constructed and acquired by process of socialization. They are content-specific and can be modified. It is clear that culturally and socially conditioned and constructed factors have an increasing impact on gender equality, i.e. those factors that can be changed in time and space and which differ both within a culture and between cultures. They are not, therefore, a natural innate difference between men and women, but a temporary stage in the development of social relations. Gender roles are formed by the acquired (customary, taught) behaviour of the relevant society, community or social group, which predetermined people to understand activities, tasks and responsibilities as female or male. This behaviour is influenced by age, social class, race, ethnicity, culture, faith or ideology and by geographic, economic and political environment. Changes in gender roles often occur as a result of economic changes, natural changes or political circumstances, including changes resulting from developmental aid, structural changes or a change based on national or international influences.

Inside the relevant social context, gender roles can be flexible or fixed, similar or different, complementary or conflicting. Both men and women play several roles in society – productive, reproductive and managerial. Men are commonly perceived as breadwinners, are able to devote more time to the role of producer (productive role) and play only one of their many roles at a given point of time. Compared to men, women often earn

a secondary income. They play their roles concurrently and have to come to terms with competing demands on their limited time. Hence, women's working hours and flexibility are under far greater pressure. If men and women historically play different social roles in society, they are often placed under very different cultural, institutional, physical and economic pressure, frequently rooted in the form of systematic inequality and discrimination. **Men's and women's roles in present-day societies and institutions differ markedly.** Their needs vary accordingly. Basically, two essential needs can be identified: the practical, responding to current conditions, and the strategic, enabling women and men to perform the gender roles assigned to them by society. These vary according to the specific social, economic and political context in which they are formulated. They generally revolve around equal access to work opportunities and training, equal remuneration for work of comparable value, the right to own land and capital, protection against sexual harassment in the workplace and domestic violence, the freedom to decide to have a child. Their fulfilment requires changes in traditional social customs and attitudes.

Gender derives from a concept of equal opportunities for men and women which says that all human beings can freely develop their abilities and make use of opportunities without limitations arising from gender roles or other barriers to participating in economic, political and social life on the basis of sex. **Gender equality, or equality between women and men, generally relates to equality before the law, to obligations and opportunities for men and women, girls and boys. It is not only a woman's matter, but also concerns men.** It doesn't mean that women and men are the same, but rather that the range of rights for women and rights of men, the range of their obligations and opportunities do not depend on whether they were born as men or women. **Equality between women and men is a matter of human rights. The balanced participation of men and women in every area of life is an important condition of equality between women and men.** Both sexes should be able to enjoy their mutual, real opportunities in all decisive social areas and therefore these opportunities need to be equalized.¹⁾

1) This and other terms connected with gender are explained in the list of basic gender terms given below.

The first step is to reveal inequalities in status and eliminate discrimination. Research has shown that impact on men and women varies. Consequently, it has begun to be legitimate to develop specific programmes for women and programmes focusing on gender equality. Women's increasing employment and higher education levels are clear signs of their self-confidence and attempts at emancipation, which have accelerated over the last decade, particularly in developed countries. Rising educational levels mean that women are playing an ever greater part in the employment process and find their self-fulfilment in this sphere. This all regardless of impacts and implications such approach has for their family and performing the maternal role.

If we had to predict future development we would expect this trend to continue and take root in other countries, which will follow developments in the most advanced countries. Better education will increasingly require women to find self-fulfilment in employment, and family life and motherhood will increasingly have to adapt to professional careers. They will be forced to find ways to combine these two areas and this will also affect reproductive behaviour and family life. The said tendencies have already begun, and there is no reason to believe that in the near future they will be reversed. On the contrary, they will probably gather strength, be more numerous and diversify parallel with progress in civilization, culture and science. Current trends in perceiving the issue of men's and women's status in society have shifted from it being understood as a "woman's question" and sometimes even as radical feminism, to a perception of equal status for both sexes in the sense of equal opportunity, which is the approach that gender theory takes.

The new discipline of gender statistics provides data for gender analyses which diagnose differences between women and men in conditions, needs, participation levels, access to resources and development, control of assets, decision-making powers etc., in the context of the gender roles assigned to them. It thus highlights their specific activities, conditions, needs, access to resources (particularly financial) and possibility of managing them, as well as their access to development support and decision-making. **A gender analysis investigates these ties and other factors in their broader social, economic and political context and in the context of the environ-**

ment. It is an instrument that diagnoses differences between women and men and is thus the first step in gender-sensitive planning, improving equality for men and women. It is not restricted to identifying differences, however. Far more importantly, it identifies suggestions for gender relations and outlines changes that institutions need to make in order to achieve equality. **Gender mainstreaming** supports equality between men and women in all activities and policies at all levels, and takes into account their possible effect on men's and women's situations. The method has been implemented all over the world as a way of creating equal opportunities for men and women. It describes a process whereby all public decision-making, including activities that precede it or are related, i.e. analyses and evaluations, is strictly subordinate to the requirement that the final decision help create equal opportunities for men and women. Any decision that puts at disadvantage this form of equality must be complemented by an appropriate measure that eliminates the decision's consequences with regard to equality.

The procedure is designed to estimate the impacts of planned events, including legislation, concepts or programmes, on women and men in all areas and at all levels. It is a strategy that should result in a concern for women and men becoming an integral part of the preparation, implementation, monitoring and evaluation of planning in the political, economic and social sphere so that women and men profit in the same degree. The target is to achieve gender equality of opportunities. Proper gender mainstreaming requires new strategic instruments and the adaptation of existing instruments, including a **new assessment of statistical data and the integration of the sexes as a distinguishing element.**

Measures designed to create equality for men and women require:

- ❖ Identification of the reality of women and men in various stages of the life cycle and in various social and economic groups.
- ❖ Debate about what is good and what is bad in women's and men's lives.
- ❖ Decisions on whether the differences and similarities identified between women and men are acceptable.
- ❖ Identification of problems concerning existing inequalities and the key causes of these problems.

- ❖ Goals to be set to achieve equality in various social spheres.
- ❖ Active work on achieving equality.

Statistics on women and men are essential for this process with the aim of:

- ❖ Informing about the situation.
- ❖ Persuading politicians and pushing through changes.
- ❖ Inspire.
- ❖ Providing impartial data for taking measures.
- ❖ Monitoring and evaluating policies and adopted measures.

Statistics on the gender issue require that:

- ❖ All statistics concerning individuals are broken down (classified) by sex.
- ❖ All variables and other characteristics will be analyzed and submitted so that gender represents the primary and main classification.
- ❖ Problems of both sexes will be reflected in all statistics, where possible.

All statistics concerning people should primarily be monitored by sex. This requires close and constant cooperation between the users and producers of the statistics. Users, mainly politicians, planners and non-governmental organizations are responsible for identifying problems and questions concerning women and men in society, stipulating the needs for improvement and for specifying the goals with regard to equality of both sexes. On the basis of this information **statisticians are responsible for identifying the needs of statistical data from a variety of areas and for preparing a list of the required statistics and indicators. Statisticians also compile the available statistics relevant for these needs and submit information in the manner best-suited for the user.** Statistics should be distributed to various groups of users and special attention should be paid to gender aspects. This depends chiefly on close and constant cooperation between users and statisticians. For it's the users who know the real problems.

The Czech Republic's National Action Plan on Equal Opportunities for Women and Men forms part of the annual Summary Report on the Fulfilment of the "Priorities and Procedures of the Government in Pro-

moting Equal Opportunities for Women and Men" (www.vlada.cz). It is based on the Beijing Platform for Action – the UN programming document which identifies 12 critical areas of concern in which women are discriminated and contains a number of measures aimed at eliminating this status. It is also based on A Roadmap for Equality between Women and Men in the EU 2006–2010, which outlines six priority areas for EU action on equality for the period 2006–2010:

- ❖ Achieving equal economic independence for women and men,
- ❖ Enhancing reconciliation of work, private and family life,
- ❖ Promoting equal participation of women and men in decision-making,
- ❖ Eradication of gender-based violence and elimination of trafficking in human beings,
- ❖ Eliminating gender stereotypes in society,
- ❖ Promoting of gender equality outside the EU;

but also outlines seven measures to improve the current status:

- ❖ Clear political commitment to promote gender equality,
- ❖ Improving institutional basis for gender equality policies,
- ❖ Using EU programmes for promoting of gender equality,
- ❖ Enhancing social dialogue (cooperation with social partners),
- ❖ Enhancing development of budgeting in terms of gender equality, Strengthening the effectiveness of legal regulations
- ❖ Monitoring the progress achieved through statistical indicators.

Based on the above priorities and measures the National Action Plan outlines 45 measures in seven areas:

- ❖ Promoting of equal opportunities for women and men within Government policy,
- ❖ Putting in place the legal basis for equal opportunities for women and men and enhancing the level of legal awareness,
- ❖ Ensuring equal opportunities for women and men as regards access to economic activity,
- ❖ Equalizing social status of women and men caring for children and family members in need,
- ❖ Taking into account women's specific position in terms of their reproductive function and physiological differences,

- ❖ Suppressing violence against women,
- ❖ Monitoring and evaluating effectiveness of implementing the principle of equal treatment of women and men.

The Government evaluates fulfilment of this plan and updates its measures.



This publication is designed to provide the broadest possible range of users with selected basic data on the status of women and men available at the present time.

Links to web sites and publications with extensive information on gender issues in general:

Czech Statistical Office: www.czso.cz (analyses, time series/schedules, publication plan etc.)

Ministry of Labour and Social Affairs of the CR: www.mpsv.cz

Office of the Government: www.vlada.cz

Focus on Women and Men

(<http://czso.cz/csu/2007edicniplan.nsf/p/1413-07>)

The publication is divided into eight chapters, each covering a different subject:

1. Population, family and households

Links to web sites and publications with extensive information:

Demographic information portal (www.demografie.info)

Demographic manual

(<http://www.czso.cz/csu/2006edicniplan.nsf/publ/4032-06-2006>)

Statistical year-book of the CR

(<http://www.czso.cz/csu/2007edicniplan.nsf/publ/10n1-07-2007>)

Foreigners in the Czech Republic

(<http://czso.cz/csu/cizinci.nsf/kapitola/uvod>)

Gender statistics

(http://czso.cz/csu/cizinci.nsf/kapitola/gender_uvod)

2. Health

Links to web sites and publications with extensive information:

Institute of Health Information and Statistics of the CR: www.uzis.cz

National Institute of Public Health: www.szu.cz

National Plan on Combating AIDS in the Czech Republic:

<http://www.aids-hiv.cz/>

Incapacity for work due to illness and injury 2007

(http://www.czso.cz/csu/2007edicniplan.nsf/publ/3305-07-za_rok_2007)

Aggregate information on the population

(http://czso.cz/csu/redakce.nsf/i/obyvatelstvo_lide)

3. Education

Links to web sites and publications with extensive information:

Institute for Information in Education: www.uiv.cz

Statistical educational year-book – performance indicators

(www.uiv.cz/rubrika/98)

Results of the 2003 ad hoc module on lifelong learning

(www.czso.cz/csu/edicniplan.nsf/p/3119-04)

4. Labour and wages

Links to web sites and publications with extensive information:

Publications at the end of the chapter Labour and wages available from web site of the Czech Statistical Office:

(<http://czso.cz/csu/edicniplan.nsf/aktual/ep-3#31>)

Ministry of Labour and Social Affairs of the CR:

<http://portal.mpsv.cz/sz/stat>

Labour Market in the Czech Republic 1993-2007

(http://www.czso.cz/csu/2008edicniplan.nsf/publ/3103-08-1993_az_2007)

5. Social security

Links to web sites and publications with extensive information:

Ministry of Labour and Social Affairs of the CR: www.mpsv.cz

Selected data on social security 2004

(http://www.czso.cz/csu/2005edicniplan.nsf/publ/3202-05-za_rok_2005)

6. Judiciary and crime

Links to web sites and publications with extensive information:

Ministry of the Interior of the CR: www.mvcr.cz

Ministry of Justice of the CR: www.msp.cz

Judiciary of the Czech Republic (<http://portal.justice.cz>)

7. Public life and decision-making

Links to web sites and publications with extensive information:

Election statistics of the Czech Statistical Office (www.volby.cz)

8. Science, technology, information society

Links to web sites and publications with extensive information:

Research and development indicators 2006

(http://www.czso.cz/csu/2007edicniplan.nsf/publ/9601-07-za_rok_2006)

Information technology

(http://czso.cz/csu/redakce.nsf/i/informacni_technologie_pm)

In contrast with the previous issue, some tables and graphs have been omitted in this publication (for various reasons: the latest data are not available, do not have sufficient informative value or, compared to previous issue, have not changed in time). On the other hand, some tables and graphs are new (this concerns in particular chapters Health, Social security or Science, research and development).

The published tables and graphs provide a selection of statistical data for the relevant areas. The survey is not exhaustive and is also limited by the data that statistics can provide at present. Links to the current booklet, booklets of previous years and other publications dealing with gender-sensitive data are available from the below web site. It also updates the data for individual areas:

http://czso.cz/csu/cizinci.nsf/kapitola/gender_uvod

We hope that the publication will supply users with lucid information and welcome cooperation with them on the subject of gender statistics.

This and other terms connected with gender are explained in the list of basic gender terms given below.

Notes on Methodology

General

Notes on Tables:

Where the table shows a dash (–) instead of a number this means that the item did not occur.

Zero (0; 0,0) means more than zero, but less than the smallest unit given in the table.

A cross (x) means that the entry is not possible for logical reasons.

Differences in data:

Compared to the publication of 2005, in particular in chapters Population, Families, Households (in respect of Table 1), Health (Table 2), but also Labour and Wages (change in the calculation of GPG) some methodological changes or changes in sources of data in time series have been made retroactively for the years that occurred in the previous issue of the publication.

Age and duration:

In the publication age (or duration) is understood as a completed figure (i.e. age-period upon the previous birthday/anniversary). For example, if the number “–19” appears in the text this shall mean “up to and including 19 completed years” or “persons who have not yet celebrated their twentieth birthday”. Similarly, the number “65+” shall mean “persons aged 65 and over” or “persons who have already celebrated their sixty-fifth birthday”. In the case of “20–24”, this shall mean the “age group of those who have already passed their twentieth birthday but have not yet reached their twenty-fifth birthday”.

Population by Sex, Age and Marital Status

(Graph 1)

Source: Demographic statistics of the Czech Statistical Office

The population tree is presented on the basis of absolute numbers of persons from specific types of marital status in specific age groups.

Up to the age of 29, people who have not yet married yet predominated in the Czech Republic's population (in the 20–24 age group more than 90 % of women and 96 % men were unmarried (single), whereas in the 25–29 age group 57 % of women and 76 % of men were still unmarried. In the 30–34 age group already only one quarter of women were unmarried, whereas almost half of men of the same age were not married. The married constitute more than a half of the whole number among men in the 35–39 age group (if we disregard the five-year age groups, among men, married men predominate at the age of 32 for the first time). Among women married women start to predominate at the age of 29.

The highest percentage of divorced women and men is in the 40–44 and 45–49 age groups, where about 20 % of women and men were divorced.

More than a half of the whole number of women live in married couples up to the age of 69. The first age group of men where the proportion of the married drops below 50 %, is the 90–94 age bracket (48 % of men of this age are still married). In the 65–69 age group, already 30 % of women are widowed (for comparison purposes: there are less than 7 % of widowed men of the same age). From the 75–79 age group onwards, most women are widowed. Although the graph does not present widowed women living in cohabitation, it is possible to make the conclusion that women live at higher age more frequently without a partner than men.



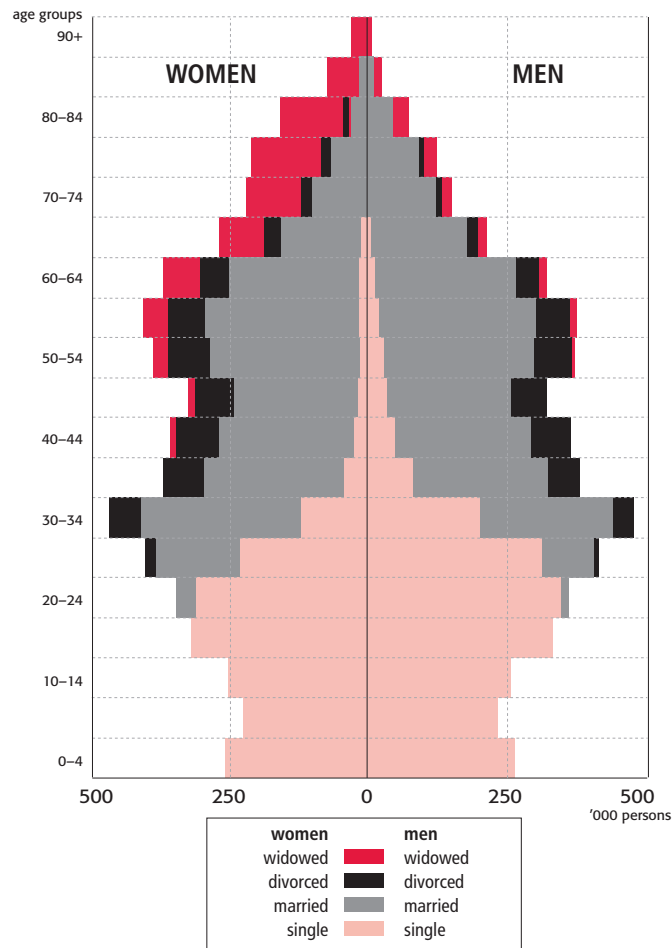
Basic Data on Reproductive Behaviour

(Table 1)

Source: Demographic statistics of the Czech Statistical Office

Average ages were mostly calculated on the basis of absolute figures taken from the (statistical) population concerned, hence, for their calculation weights in the form of measures (fertility rate, marriage rate, divorce rate) were not used.

Graph 1: Population by Sex, Age and Material Status, 31 December 2007



Miscarriage (or spontaneous abortion): spontaneous expulsion of the foetus before the end of the 28th week of pregnancy.

Legally induced abortion (or induced abortion, LIA): legal termination of pregnancy up to the 12th week, or on health grounds, up to the 24th week of pregnancy.

Vacuum aspiration: legal termination of pregnancy up to the 7th week for first-time mothers and the 8th week for second-time mothers.

Separate classification applies to abortions as a result of an accident and abortions following a criminal act (rape) and the legal termination of extrauterine (ectopic) pregnancies.

From 1993 to 2007, the following changes have occurred in the Czech population's reproductive behaviour:

The average age in years of grooms and brides increased for the first marriage and other marriages as well. The average age of men at first marriage turned over 30 years, for women it is in the region of 27 years.

From 1993 to 2001 the total fertility rate fell by one-third. The downward trend then ended and an increase occurred. In 2007, the total fertility rate was 1.4, i.e. the levels of 1993 were not yet resumed.

In the 1920s, (legally) induced abortion rates have been steadily declining. In 2007, this figure stood at 0.34. In 1993, induced abortions made up almost one half of all types of abortions (induced abortions, vacuum aspirations and spontaneous abortions), whereas in 2007 it stood at around 43 %. On the other hand, the proportion of induced abortions increased from 9.3 % to almost one fourth (24.0 %).

The proportion of mothers up to 17 fell significantly and the average age of mothers at first childbirth rose. Also the proportion of children born outside of marriage increased significantly. In 2003 it was less than 13 %, in 2004, already 31 % of children in the Czech Republic were born outside of marriage and in 2007 this figure already made up more than one third (34.5 %). Despite these results, the data cannot be interpreted as the rising proportion of single mothers being single parents, since women living in cohabitation comprise a relatively large proportion.

People get divorced at a later age. The average length of marriage before divorce has risen by 4 years since 1993.

The average age at which a spouse becomes a widower (widow) is rising – in 2007, this was 68 for women (compared to 1993, this figure has risen

Table 1: Basic Data about Reproductive Behaviour

		1993	2004	2007
Mean age in years at first marriage	bride	23.2	26.3	27.4
	groom	25.4	29.0	30.1
Mean age in years at marriage	bride	24.8	29.8	30.8
	groom	27.9	32.7	33.8
Total fertility rate	x	1.7	1.2	1.4
Percentage of mothers up to 17 of all mothers	%	1.8	1.0	0.7
Mean age of mother in years when first child born	x	22.6	26.6	27.1
Mean age of mother in years when child born	x	25.0	28.4	29.1
Share of birth outside marriage	%	12.7	30.6	34.5
Number of spontaneous abortions	abs. numbers	13 228	12 402	14 102
Number of induced abortions	abs. numbers	70 634	27 574	25 414
Vacuum aspiration	abs. numbers	57 938	21 715	19 201
Total induced abortion rate	x	1.0	0.4	0.3
Mean age in years at divorce	wife	33.3	37.3	38.4
	husband	36.1	40.0	41.2
Mean duration of marriage at divorce	years	10.3	13.4	14.0
Mean age in years on death of spouse	widow	63.5	67.6	68.3
	widower	68.2	70.1	71.0
Number of widows per 100 widowers as of 31 st December	x	562.2	543.1	531.7

by five years on the average) and 70 for men (this figure has risen by three years on the average). For every hundred widowers, there are more than five times more widows – however, a slightly downward trend has been seen compared to 1993.



Trends in Total Fertility Rate and Total Induced Abortion Rate 1950–2007

(Graph 2)

Source: Demographic statistics of the Czech Statistical Office

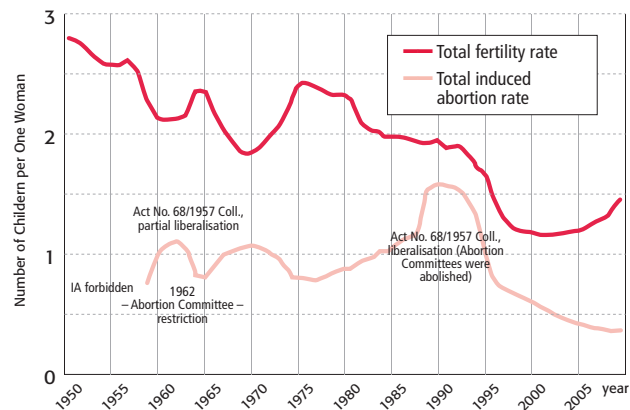
The total fertility rate can be expressed as the number of children born to a woman during the whole of her reproductive age (15–49 years), if the course of her fertility by age is the same as in the relevant calendar year. This is calculated as the aggregate of age-specific fertilities. Age-specific fertility of a woman can be calculated as a proportion of the number of live births the woman has had at this age for the calendar year and the mid-year women at this age. The total induced abortion rate is analogous to the total fertility rate for induced abortions during the entire reproductive age.

The development of legally induced abortions is greatly influenced by the legislation on abortion. When this is restrictive, a fall can be expected, although this is offset by a rise in illegal abortions. If it is liberal, the accessibility and breadth of modern contraceptive methods in the relevant society are important, as these have played a role in particular in reducing the abortion rate over the recent years. The Czech Republic liberalized its abortion legislation for the first time in 1958, however, in the first half of the 1960s certain restrictive measures were introduced, chiefly the setting-up of the so-called abortion committees. Definitive liberalization of the legislation on abortion took place in 1986.

In the monitored period fertility in the Czech Republic recorded three peaks: the highest number of children were born in the fifties (in 1950 and 1951, the highest ever total fertility rate was recorded – 2.8). If the total post-war period were included, in 1946 the total fertility rate exceeded 3.2. In the sixties, the total fertility rate reached 2.3–2.4 (the period 1963–1964), after a slight fall, it reached again 2.4 in the seventies (in the period 1974–1976,

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Graph 2: Trends in Total Fertility Rate and Total Induced Abortion Rate 1950–2007



the total fertility rate was in the region of 2.4). The lowest total fertility rate was recorded between 1999 and 2001, when it stood at 1.1. Compared to “the most fertile” year 1950, this was a fall of 1.7. Over the recent years (from 2002 to 2007), the total fertility rose to 1.4, but still it was lower than the 1993 level of this indicator, when the total fertility rate stood at 1.7.

A positive development was the trend recorded in legally induced abortion, the total rate of which has been steadily falling in the recent years and currently it stands at 0.3. The total induced abortion rate in the Czech Republic peaked at the end of the 1980s and beginning of the 1990s. The highest ever figure was recorded in 1988 and 1989 when it stood at 1.6 (transition to the liberal legislation on abortion not yet offset by the sufficient use of modern contraceptive methods which made itself felt only in the following years).



Fertility and Induced Abortion by Age

(Graph 3)

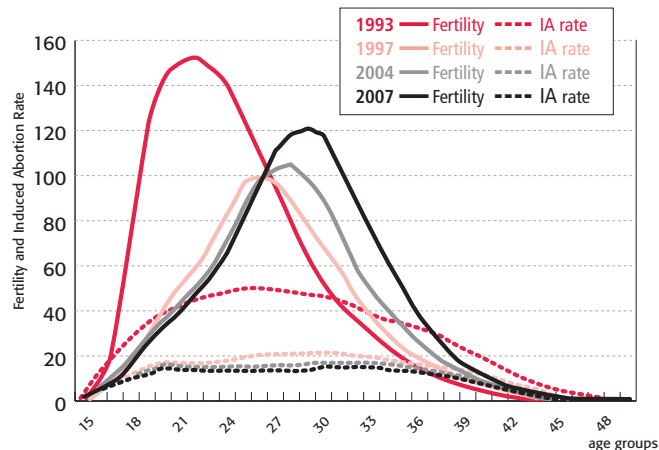
Source: Demographic statistics of the Czech Statistical Office (data for 1993, 2001, 2004 and 2007)

Fertility and induced abortion by age (age-specific fertility and abortion rates) can be calculated as a proportion of live births or the number of induced abortions for women at a specific age and mid-year population of women at this age. Children born to women younger than 15 or older than 49 years (completed, i.e. mother's age on her previous birthday) are added to those children born to women aged 15 or 49. The same definition applies to induced abortions.

In recent years, the average age of women at first marriage and the average age of women at first childbirth has been rising. The downward trend was followed by a slightly upward trend. The age-specific fertility rate peaked in 1993 at the age of 22 (the fertility rate in this age group was 151.2), in 2001, the fertility rate was highest at the age of 26 (99.1) and in 2007 at the age of 29 (120.9). Compared to 1993, in 2007 women from the 27th year onwards have recorded higher fertility rates, up to the age of 46.

The induced abortion rate has significantly declined since 1993 in all age

Graph 3: Fertility and Induced Abortion Rate by Age



groups. Moreover, a shift to higher age occurred in the highest induced abortion rate. In 1993, it was highest at the age of 25, whereas in 2007 at the age of 33.

A marked fall in the induced abortion rate is obvious in particular in the 25–29 age group. For instance, at the age of 25, when per 1,000 mid-year population of women of reproductive age in 1993 there were about 46 induced abortions in 1993, their number was reduced to 14 induced abortions per 1,000 women of reproductive age in 2007.



Trends in Use of Contraception – Women between 15 and 49

(Graph 4)

Source: IHIS CR – Annual report on the activities of health establishments – gynaecology (A018)

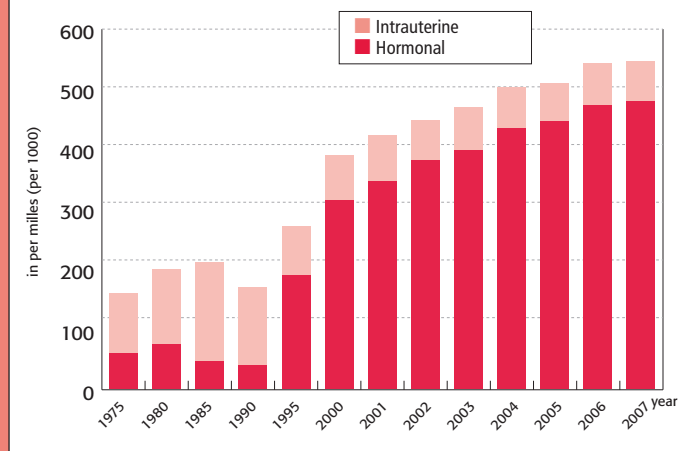
The graph only contains two types of modern contraception for women – hormonal and intrauterine. Other, traditional forms of contraception (use of pessary, following “fertile and infertile days”), the use of contraception solely by the male partner (condom, coitus interruptus), other, statistically insignificant methods (sterilization) and no application of contraceptive methods were not included in the graph.

The use of modern contraception shows a positive trend of falling induced abortion rates and the regulation of the fertility rate (to a large extent it reduces the number of unwanted born children).

In terms of modern contraceptive methods, the 90' saw a breakthrough for the Czech Republic. Till 1990, inclusive, women used more intrauterine than hormonal contraception – and both these methods were used relatively rarely. Since 1995, women started to prefer significantly hormonal contraception, while this type of contraception is used increasingly by more women of reproductive age (in the 15–49 age group). The use of hormonal contraception increased five times compared to the 1975 figures (for the same period, the application of intrauterine contraception dropped by one third), from 2000 to 2007 then the use of hormonal contraception rose one and a half times.

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Graph 4: Trends in Use of Contraception – Women between 15–49



Foreigners by Most Frequent Citizenship and Age

(Graph 5)

Source: The Foreigners' and Border Police (processed in the Czech Statistical Office) – as at 31 December 2007

The number of foreigners includes all foreigners with permanent, long-term and temporary residence, with valid asylum and 90-days-and-over visa.

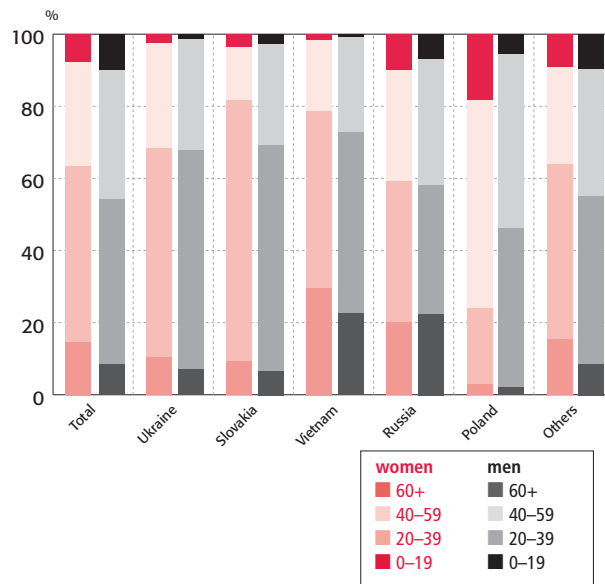
As at 31 December 2007, 394,345 foreigners lived in the Czech Republic, of which 39.6 % were women, which is by about 3 percentage points less than as at 31 December 2004. The largest group of foreigners were citizens of Ukraine (32.1 %) which is by 6 percentage points more than as at 31 December 2004. The proportion of Slovak citizens (17.2 %) remains almost unchanged. Vietnamese citizens (13.0 %) ranked third on this list, followed by Russian citizens (6.0 %) and Polish citizens (5.2 %). Other nationalities in the territory of the Czech Republic made up 26.4 %.

Among the five most frequent groups of citizens in the territory of the Czech Republic, women outnumbered men only in the case of Russian citizens (women comprised 52.9 % of Russian citizens). The proportion of women among foreigners, excluding the most frequent citizenship groups, was 33.7 %.

In all monitored twenty-year age groups, excluding the oldest one, the 60 years and over age bracket, the largest number of Ukrainians, both women and men was recorded. In the 60 years and over age group, Polish women constituted the largest number, among men aged 60 years and over, Slovak citizens predominated.

In the youngest age group, under 19, the proportions of women were very close to that of men, in the 20–39 age bracket, a very low proportion of women (28.8 %) was found among Polish citizens. As regards the higher 40–59 age group, Polish citizens constituted one of five most frequent citizenships in the Czech Republic, where the proportion of women exceeded 50 %. In the oldest 60 years and over age bracket (except for Slovak citizens) among the five most frequent citizenship groups women outnumbered men. For citizenships included in the “other” category, men predominate in the given age group.

Graph 5: Foreigners by Most Frequent Citizenship and Age



	0-19		20-39		40-59		60+	
	women	men	women	men	women	men	women	men
Ukraine	5 191	5 417	29 166	46 168	14 975	23 860	1 059	963
Slovakia	2 551	2 552	19 934	25 183	4 130	11 552	939	1 048
Vietnam	6 226	6 821	10 380	14 978	4 226	8 053	292	183
Russia	2 538	2 494	4 878	3 970	3 876	3 978	1 234	722
Poland	280	305	1 958	4 850	5 483	5 372	1 699	654
Others	5 442	6 199	16 997	31 738	9 615	24 737	3 076	6 403
Total	22 228	23 788	83 313	126 887	42 305	77 552	8 299	9 973

Types of Households

(Graph 6)

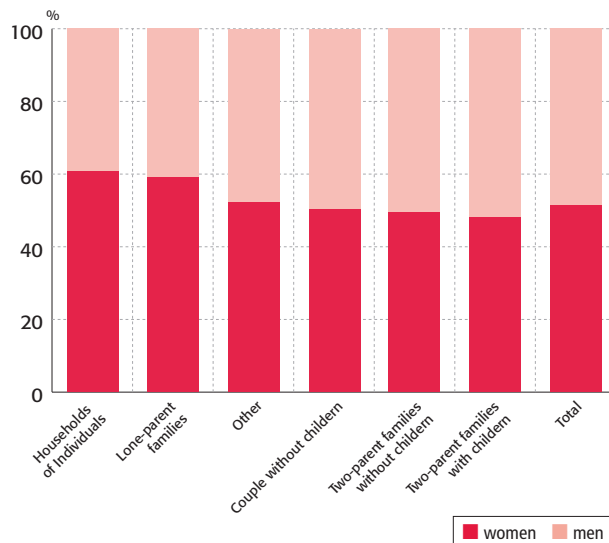
Source: Community Statistics on Income and Living Conditions (EU SILC), Living Conditions 2007, the survey conducted by the Czech Statistical Office

A household of individual comprises precisely one person. In contrast with censuses it does not include subtenants, etc. A category different from two-parent families without children and couples without children, are households of childless couples with whom at least one additional person lives and this person is not a child up to the age of 18. In the case of childless couples, the proportion between sexes is not 50:50, because same-sex couples are included.

Households of individuals and lone-parent families constituted on the basis of the EU SILC survey a total of 29.7 % of Czech households. In these households, women predominated. Among two-parent families and childless couples, the distribution by sex was almost 50:50 (for minor differences, see the methodology).

The highest proportion of women and men living separately (alone) in households was found in the most heavily populated cities with the population over 100,000. Conversely, the lowest proportion was recorded in the smallest municipalities with the population up to 4,999. Always the rule applied that the proportion of women living alone was higher than that of men. For women, a trend can be observed that with the increasing number of the population in the municipality, the proportion of women who live alone in the household is rising. On the other hand, the share of households of men – individuals in all types of households in the municipalities with the population of up to 4,999 and 9,999 remains almost unchanged, it only rises in the cities with the population over 100,000.

Graph 6: Types of Households, 2007



Basic Characteristics of Health, Illness and Mortality

(Table 2)

Source: Life tables and demographic statistics of the Czech Statistical Office; the Institute of Health Information and Statistics of the CR

Healthy life expectancy at birth – Eurostat data for 2005. These are the latest available data and a different methodology has been applied than the one used in the previous booklet.

Life expectancy is derived from life tables compiled on the basis of age-specific mortality rates in the initial year (mortality rates by age). Life expectancy at x-years means the additional number of years to be lived by a man or a woman surviving to exact age x (provided that age-specific mortality rates by age are maintained at the level of the initial year). The average age at death is then determined by adding the age of x years to the life expectancy. Life expectancy should never be confused with the average age of population.

The indicator for “healthy life expectancy at birth” expresses how many years a neonatal child can expect to live in full health at current sickness and mortality rates. These data are not available before 2001. The probability of death between 15–60 years of age (the probability that a person will die between his or her fifteenth and sixteenth birthdays) is also derived from life tables. The infant mortality rate is calculated as the proportion of infants who die before the first year to every one thousand live births in the same year.

The data for incapacity for work concern newly reported cases of incapacity for work due to injury or disease. Due to the use of a different source of data (The Czech Statistical Office), on the basis of the changed methodology some values in times series have been recalculated. The average number of persons participating in sickness insurance schemes means the average number of persons who are covered by sickness insurance under Act No. 54/1956 Coll., on Sickness Insurance of Employees, as amended.

Data for those hospitalized are averages for the relevant year relative to 100,000 of the mid-year population.

Women live to a higher age than men. In 2007, life expectancy at birth for Czech women was about 6 years longer than for men. Women on the average also have the chance to live longer than men in good health. In contrast with men, however, they will live more years in worse health condition. While a difference in life expectancy at birth is relatively significant in

Table 2: Basic Characteristics of Health, Illness and Mortality

		1995		2004		2007	
		women	men	women	men	women	men
Life expectancy of age	0	77	70	79	73	80	77
	20	58	51	60	53	60	54
	40	38	32	40	34	40	35
	60	20	16	22	18	22	18
Healthy life expectancy at birth*)		–	–	–	–	57.9	59.9
Probability of dying between 15 th and 60 th birthday (%)		9	19	7	16	7	16
Infant mortality (‰)		6	9	3	4	3	4
Child mortality 1–4 years (‰)		0.3	0.4	0.2	0.2	0.2	0.2
Number of completed IFW per 100 healthy insurees		101.1	85.0	65.9	57.8	62.9	56.1
Average duration of 1 case of IFW (in days)		25.3	23.6	35.8	33.8	36.2	33.0
Hospitalized persons in Hospitals							
Cases of hospitalisation per 100 000 inhabitants		23 252	18 067	25 137	20 473	24 524	19 546
Average duration of stay in days		9.4	9.7	7.6	7.5	7.1	7.1

*) The latest data are available from 2005

favour of women, for healthy life expectancy at birth this difference is about 2 years.

The number of completed incapacity for work (IFW) per 100 health insurees has seen a downward trend for both men and women. In 1995, there were 100.1 women per 100 women covered by health insurance and 85.0 men per 100 men covered by health insurance. In respect of both sexes, till 2007 about 40% decline has been recorded, for women the downward trend was slightly less significant. In the monitored years, however, both men and women recorded a rise in the average duration of 1 case of incapacity for work (IFW). In 1995, for women the average duration of 1 case of incapacity for work was about 25.3 days, in 2004 35.8 days and in 2007 already 36.2 days. The duration of men's incapacity for work was on the average shorter than that of women (23.6 days on the average in 1995, 33.8 days in 2004 and 33 days in 2007).



Age-specific Mortality Rates

(Graph 7)

Source: Demographic statistics of the Czech Statistical Office – data for 2007

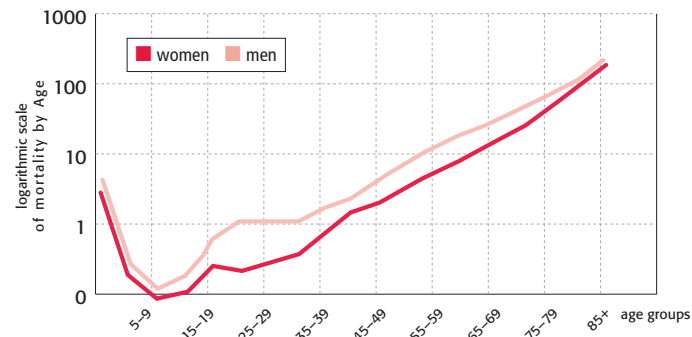
We calculate the mortality rate by age (so-called age-specific mortality rate) as the proportion of deceased in the relevant age per 1,000 persons of this age alive as at 1 July of the calendar year (so-called mid-year population).

Basically, in each five-year age group men's proportion of deaths is higher than that of women (these differences are very negligible at the child age from 1 to 14). Significant differences by sex were found on one hand in the 20–29 age group, where men's mortality rate is mainly due to injuries and accidents much higher than that of women, and in the 55–64 age group (which largely stems from their regimen).

The mortality rate of both women and men up to the age of 9 is falling (in this period, it is highest immediately in the first year of their life), from the 10th year of their life onwards, it rises in direct proportion to the increasing age.

When we examine excess mortality of men, it is obvious that it is falling up to the age of 9, then an upward trend follows up to the age of 24, after

Graph 7: Age-Sex-Specific Mortality Rates in 2007



the fall an upward trend is resumed again after the age of 45. From the age of 60 onwards, the mortality rates of men and women are getting closer, the closest mortality proportions in terms of mortality rates are in the highest 85 and over age group



Death Rates for Most Significant Causes of Death by Age

(Graph 8)

Source: Demographic statistics of the Czech Statistical Office (data for 2007)

We calculate the cause-specific death rate (mortality rates broken down by cause of death) by age (age-specific death rates) as the proportion of the number of deaths to the relevant cause of death in 2007 per 100,000 people of the relevant age (mid-year – as at 1 July 2007). Codes for the categories of cause of death have been taken from the tenth revision of the International Statistical Classification of Diseases and Related Health Problems (MKN-10). For the sake of simplicity, the names of causes of death have not been used directly in the graph.

The codes have the following meanings (in order of frequency):

- | | |
|---------------------------------------|--------------------------------------|
| IX Diseases of the Circulatory System | X Diseases of the Respiratory System |
| II Neoplasms | XI Diseases of the Digestive System |
| XX External Causes of Death | |

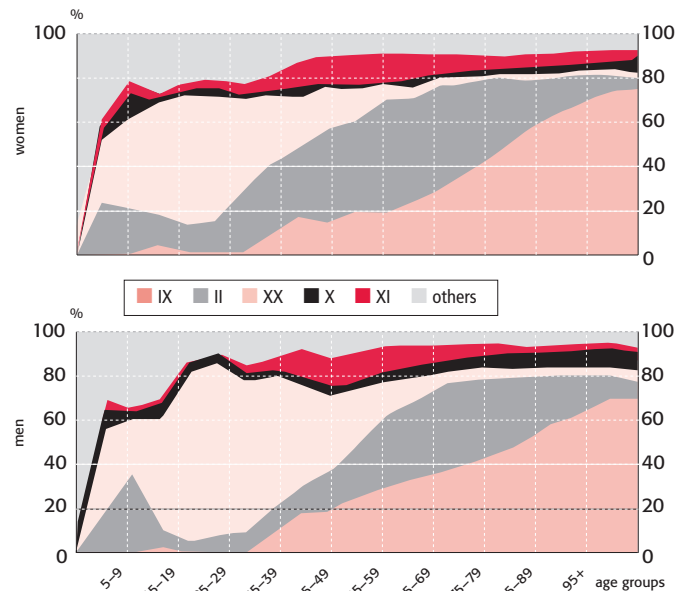
Men and women died most frequently of diseases of the circulatory system, the second most common cause of death for both sexes were neoplasms.

The death rate of men is usually higher than that of women. The sole exception is the death rate related to diseases of the circulatory system.

The third most common cause of death for men were external causes. Already in the 10–14 age group, but in particular from the 15–19 age group to 40–44 age group, precisely external causes of death are primarily responsible for the death rate per 100,000 living men. Among women, the death rate for external causes is lower in all monitored age groups, while it is significantly lower in the 15–44 age group.

Diseases of the respiratory system were the third most common cause of death for women.

Graph 8: Death Rates for Most Significant Causes of Death by Age (for 2007)



Development of Lethality and Incidence of Malign Neoplasms

(Graph 9)

Source: IHIS CR – mandatory report – “Report on Neoplasms”, maintained in the National Oncological Register.

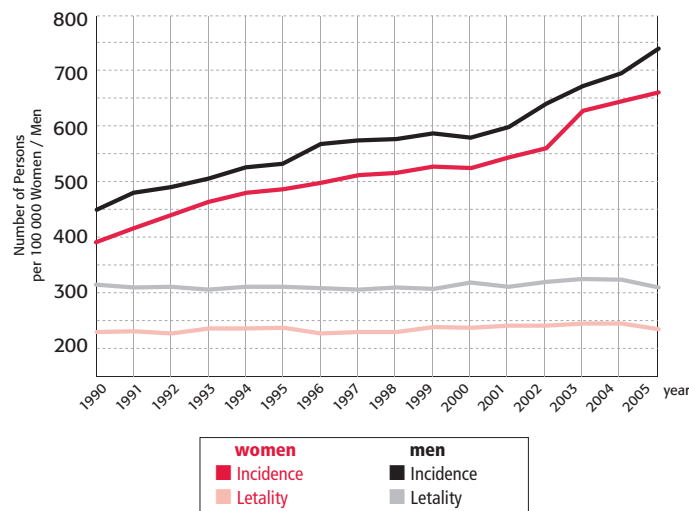
Incidence rates are calculated as the proportion of ill people to 100,000 living people in the relevant calendar year. Lethality (death) rates are calculated in the same way (numbers of deceased from malignant neoplasms as a proportion of 100,000 living people in the relevant year). Because the rates are calculated as a proportion of two values changing in time, the value for incidence rates and lethality rates cannot be confused with absolute numbers of ill (deceased) people.

Incidence rates of malignant neoplasms and lethality rates for this cause of death show steadily rising trend, while for men both indicators are higher than for women.

Among men, since 2001 incidence rates of malignant neoplasms sharply rose from 602.3 to 737.7 in 2005. Among women, incidence rates of malignant neoplasms between 2002 and 2003 relatively sharply rose (the 2003/2002 chain index was 112.1, i.e. rose by 12.1 %), till 2005 the incidence rate of malignant neoplasms among women only slightly rose. When using basic indices, with the basis in 1990, it is obvious that still in 2002, an increase in the incidence rate for men and women was very similar compared to the initial year (43.2 % for women, 42.2 % for men). In 2003, the situation has changed (60.6% increase compared to 1990 for women, 49.3% increase for men). In 2005, the incidence rate of malignant neoplasms rose by 67.9% for women and by 62.9 % for men, compared to the initial year.

As regards the lethality rate, for the whole monitored period, relatively low values and stagnation trend were observed. Women recorded a slight fall in the lethality rate of malignant neoplasms compared to 1990 only in 1992, 1996 and 1998, men, on the other hand, in all monitored years, except for 2000 and 2002–2004.

Graph 9: Development of Lethality and Incidence of Malign Neoplasms (per 100 000 Women / Men)



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in Data

Development of Number of Diabetics under Treatment

(Graph 10)

Source: IHIS CR (Annual Report on activities of healthcare establishments for diabetology)

The Report is completed separately by each diabetology practice, including the specialized out-patients' departments in hospitals, regardless of their founder, and since 1995 also practices of general practitioners for adults. General practitioners only report on those diabetics who are under their active treatment. Till 1999, information is reported excluding healthcare establishments of other central authorities, since 2000 for the healthcare sector as a whole.

Over the last decade, the number of diabetics has been rising, both among women and among men (the proportion of women among diabetics is higher than that of men, for all types of treatment). For both sexes, the proportion of persons treated by insulin and PAD (peroral antidiabetics, including the combined treatment, that means by insulin and PAD) rose and the proportion of persons treated by diet fell.

In 1993, there were about a half million diabetics, while in 2007, more than three quarter million. The number of female diabetics rose from 1993 to 2007 (in 1993, there were more than 274,000 women – diabetics) almost by one and a half. Among men, this rise was even a little bit higher (in the aggregate, however, there are less male diabetics than female diabetics). The lowest rise for both sexes was recorded for diabetics treated by diet and conversely, the highest rise, for both sexes more than double, was recorded in the number of diabetics dependent on insulin treatment.

Graph 10: Development of Number of Diabetics under Treatment by Sex (Structure by type of treatment) (Source: IHIS CR)



Cause of Health Handicapped by Sex of the Respondents

(Graph 11)

Source: Results of a sample survey of health handicapped persons (persons with disabilities) for 2007, cooperation between IHIS CR and the Czech Statistical Office

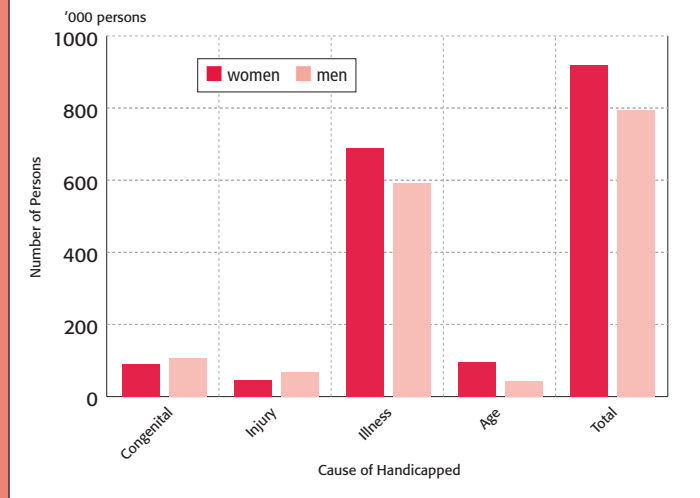
Under the project focused on obtaining information about health handicapped persons (persons with disabilities), a total of 2,330 general practitioners and pediatricians were contacted. For more information, see: <http://www.czso.cz/csu/2008edicniplan.nsf/p/3309-08>.

Both men and women identified illness as the most common cause of a health handicap (disability). Congenital malformations and age-related health handicaps (disabilities), were the second most common cause of health handicaps (disabilities) for men and women, respectively.

Among the respondents identifying congenital malformations and injuries as the cause of health handicap (disability), men predominated, among the respondents ascribing their health handicap (disability) to age-related illnesses and diseases, women predominated.

More than 40 % of male respondents and more than 40 % of female respondents considered their handicap to be medium-serious and about one third (of both women and men) considered their handicap to be serious.

Graph 11: Cause of Health Handicapped by Sex, 2007



Pedagogical Staff and Pupils or Students by Type of School by Sex

(Graph 12)

Source: Institute for Information on Education (IIE) – school reports (Ministry of Education, Youth and Sports) line V

Pupils of basic (primary) schools and special schools without pupils of preparatory classes for socially disadvantaged children, without pupils of supplementary education courses; data for the school year 2007/2008.

Pupils of secondary schools (grammar schools, secondary technical schools, vocational and secondary vocational schools) and **pupils of higher professional schools** = pupils in full-time study without pupils of supplementary education courses and retraining courses; data for the school year 2007/2008.

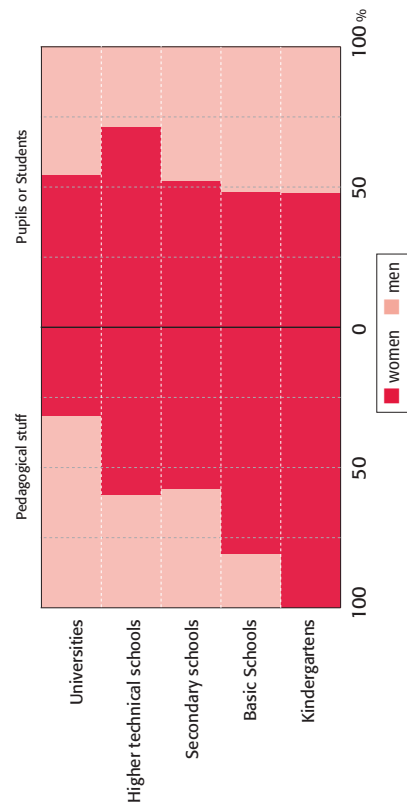
University students = students in bachelor, master and doctoral programmes in full-time, distance and combined study; data for the school year 2007/2008.

In the aggregate, more than 2.2 million pupils and students (from kindergartens to universities, inclusive) and almost 154,000 pedagogical staff and teachers participated in the educational process. The largest number of pedagogical staff per 100 pupils was recorded in kindergartens (7.8), the lowest at universities (6.2).

At kindergartens, pedagogical staff are mostly women; of the total number of more than 22,000 pedagogical staff, there are 99.9 % of women. Pupils of kindergartens analyzed by sex are distributed evenly, basically 50:50. Similar situation is also at basic (primary) schools and generally at all types of secondary schools.

Differences have been observed at the level of analysis by type of secondary school: women predominate among pupils of secondary technical schools and grammar schools, in particular higher professional schools, where, however, there is about one percentage of pupils of all types of schools. Boys predominate among pupils at secondary vocational schools and among pupils of special schools, in particular those attached to institutional and protective educational establishments. Women studying university slightly more frequently complete bachelor studies only. Men are predominantly completing doctoral programmes.

Graph 12: Pedagogical Staff and Pupils or Students by Type of School, by Sex, 2007/08



Number of Graduates of Universities by Fields of Study

(Graph 13)

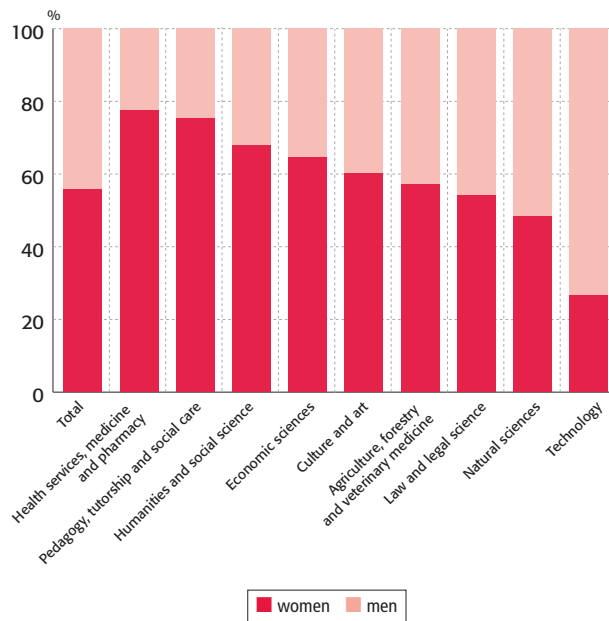
Source: Institute for Information on Education of the CR (IIE)

The information set out in the graph provides the number of natural persons, not the number of studies (a student could be counted at more universities).

In academic year 2007/08 as at 31 December 2007, a total of 344,180 students were counted, with women making up 54 % of the total figure. In 2007, there were 63,473 university graduates, of which 55.9 % were women. In absolute figures, women studied most frequently economic sciences, whereas men studied predominantly technology fields. The smallest proportion of both women and men studied culture and art.

The highest proportion of women was among graduates of health services, medicine and pharmacy fields (almost 80 % of all graduates in this field were women), the lowest proportion of women was found in technology fields (women comprised about one fourth of the total number of graduates). Apart from technology and natural sciences, women predominated in all other fields.

Graph 13: Number of Students of Universities by Fields of Study in Academic Year 2007/08



Population by Age Groups and Educational Attainment

(Graph 14)

Source: Labour Force Sample Survey, the Czech Statistical Office, 2007

The first category – “No (education) + basic education” – contains people with no education, with incomplete basic education and with completed basic education, because the first two categories would be too small and indistinct in a graph. For the same reason, the category “completed secondary education” includes all types of study with GCSE and extension study.

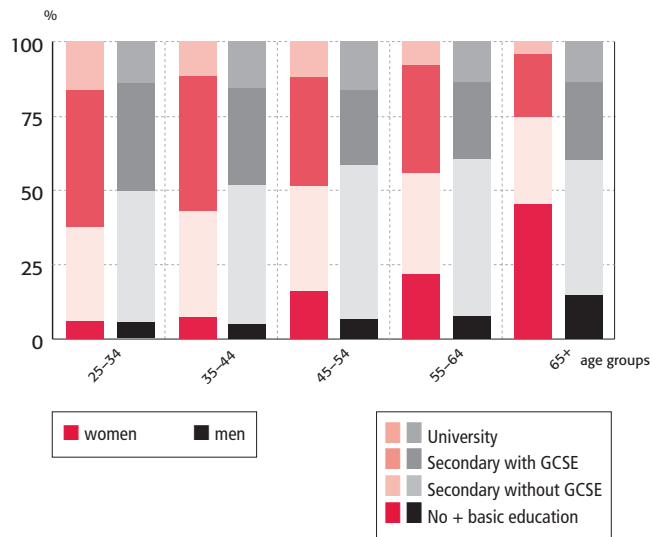
When we examine the structure of the population aged 25 and over by educational attainment, it is obvious that the older the ten-year group, the higher the proportion of basic and incomplete education and the lower the proportion of university education. Among women, this trend is much more pronounced than among men. In the 25–34 age group, women have by 3 percentage points more university graduates than men, but with the rising age, the proportion of female university graduates drops quicker than for the male population.

In the 45–54 age group, 16.3 % of women had basic and incomplete education. In the 65 and over age bracket, almost one half of women in this age group did not attain higher than basic education.

Only in the highest monitored age group 65 and over, men's share was more than 10 % (14.8 %) of persons with basic and incomplete education.

The share of secondary education with GCSE is among men over 45 stable, among women it is declining with the rising age. The proportions of men with completed vocational training are rising with higher age, among women, apart from the youngest and the oldest age groups, they are stable.

Graph 14: Population by Age Group and Educational Attainment as at Average of 2007



Basic Indicators of Economic Activity

(Table 3)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

The labour force is defined according to International Labour Organization (ILO) standards and includes both the employed and unemployed. The category „employed” comprises employees, persons working on a contractual basis other than an employment contract for employers (work execution agreement, working activity agreement, copyright licensing agreements, etc.), employment in one's own company, members of producers' cooperatives, contributing family workers and also apprentices working for a wage. Under this definition, the unemployed must meet three conditions at the same time – the weren't employed during the relevant week, they actively sought work and were able to start work within 14 days. The level of economic activity is calculated for the whole population from the age of 15. The unemployment rate is calculated as a proportion of the number of unemployed and the number of economically active.

Entrepreneurs mean employers and the self-employed (own-account workers). Employed in one's own company (self-employed) are defined as employers and own-account workers and also contributing family workers are included in this category. The proportion of these persons is calculated from the total employed.

Almost 90 %, of more than 2.116 million women and less than 80 %, of almost 3 million (2.806 million) men worked as employees in the main job. Only 9.5 % of women (in contrast with more than 20 % men) carried on business as part of their main job. Only one percentage of women and a negligible fraction of percentage of men represented contributing family members. Both among employees and entrepreneurs, based on the Labour Force Sample Survey, men predominated. The proportion of employees was 54.0 %, while the share of entrepreneurs was 74 %.

Women used part-time work more frequently than men. 8.6 % of women and 2.3 % of men worked part-time. Women often choose part-time work as the way how to combine career and family life. Second job is rather men's speciality. Of 80,500 persons who stated that they had a second job, men accounted for almost two thirds.

Table 3: Basic Indicators of Economic Activity (Averages for 2007)

		Women	Men
Economic participation rate 15+	%	49.8	68.3
Number of economically active	abs.	2 268 600	2 929 700
ILO unemployment rate	%	6.7	4.2
Part-time work	%	8.6	2.3
Average hours actually worked (full time work)	hours per week	36.5	41.0
Average hours actually worked (part time work)	hours per week	20.4	19.9
Main job	abs.	2 115 900	2 806 100
Employees	abs.	1 887 800	2 223 400
Members of producers' cooperatives	abs.	4 800	9 300
Entrepreneurs	abs.	200 600	565 700
Employers	abs.	39 300	144 700
Own-account workers	abs.	161 300	421 000
Contributing family workers	abs.	22 700	7 100
Second job	abs.	28 300	52 200

Women's unemployment rate is 6.7 % and compared to men, it is by 2.5 percentage points higher.



Population aged 15 and Over by Usual Economic Status (Graph 15)

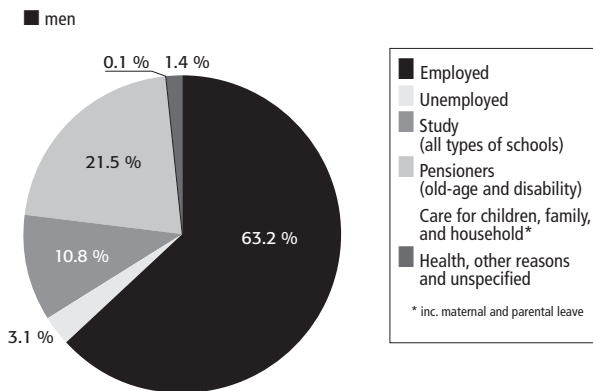
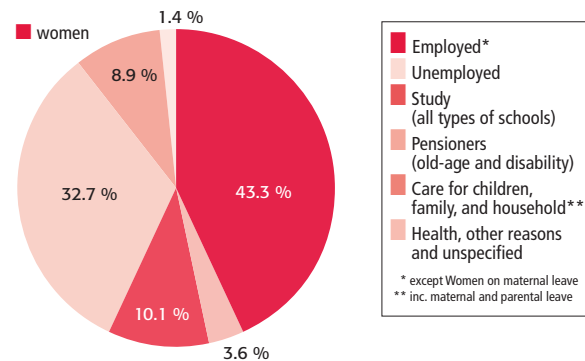
Source: Labour Force Sample Survey (LFSS), the Czech Statistical Office (averages for 2007)

For the purposes of this graph, the group of people falling within category "on maternal leave" was omitted from the category "employed" so that the classification should better correspond to the publication's emphasis rather than the classification used in the LFSS and corresponding ILO methodology. This group was included in the category "Care for children, family and household", together with people in the category "additional maternal leave" and "care for children, family and household".

Approximately 86 % of all women and 85 % of all men were aged 15 and over in 2007, thereof 4,682 thousand people were employed, (apart from women on maternal leave). The share of women among the employed was 42 %. The unemployed men accounted for 4.6 % of economically active men over 15 and 7.6 % of economically active women aged 15 and over. Per 100 economically active men, there were 32 pensioners-men (old-age and invalidity pensioners). Per 100 economically active women, there were almost 70 pensioners.

Among the employed, men predominated (57.9 %), whereas among the unemployed and economically inactive, women predominated. The care for children, family and household, basically, still remains to be dominated by women (women's share constitutes 98.7 %). Women also comprise 61.8 % of all pensioners (old-age and invalidity pensioners) identified through the LFSS.

Graph 15: Population Aged 15 and Over by Usual Economic Status in 2007



Level of Economic Activity by Age Groups

(Graph 16)

Source: Labour Force Sample Survey (LFSS), the Czech Statistical Office (averages for 2007)

Age-specific participation rates (economic activity rates) represent proportions of the economically active in specific age groups.

The economic activity rate of men is higher in all age groups than that of women.

For men in the lowest 15–19 age group relatively significantly higher economic activity was recorded than for women, since they complete their educational process and enter the labour market more frequently than women.

In particular in the 20–35 age group, lower economic activity of women is obvious, which is influenced by their motherhood and parental (maternal) leave.

Less marked gender differences were found in five-year age groups in the 40–54 age group. More marked differences in favour of higher economic activity of men are obvious in the 60–64 age group and the 65 and over age group which is also influenced by the lower age limit for retirement of women.



Employment by Economic Sectors

(Graph 17)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

Economic sectors are broken down as follows:

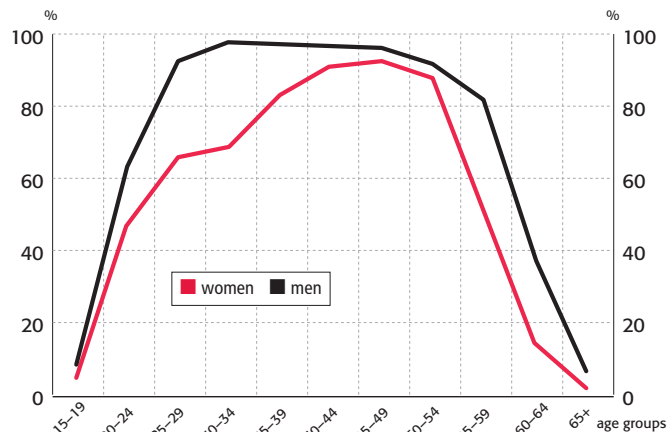
primary – agriculture, forestry and fishing

secondary – industry and construction

tertiary – services

Women mostly find employment in services (in the tertiary sector of the national economy). The tertiary sector made up 70.7 % of all three sectors. In industry and construction, 26.8 % of the employed women (female employees and female entrepreneurs) were found, whereas in agriculture, forestry and fishing only 2.5 %. Employed men are primarily concentrated

Graph 16: Level of Economic Activity by Age Groups



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in industry and construction (50.6 % of employed men), but they are widely represented in services (45.0 %). In agriculture, forestry and fishing, there are by 2 percentage points more employed men than women (i.e. 4.4 %).

Compared to 2004, even the trend under which women outnumbered men in the services sector has not changed (women comprised more than 50 % of the employed), whereas in the primary and secondary sector men predominated (in both cases men made up more than 65 % of the employed).

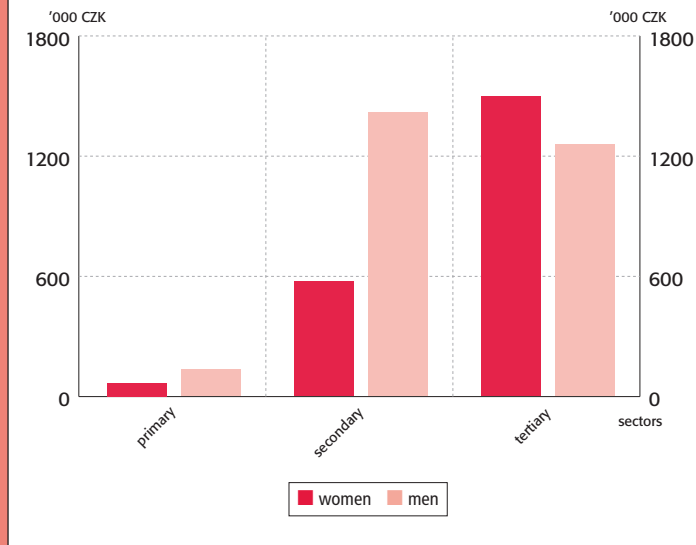
When we analyze the employed to employees and entrepreneurs (for entrepreneurs this is in the aggregate much lower population than for employees), the situation is as follows: employees' gender scheme is the same as that of the employed, total, whereas for entrepreneurs it is different.

Women in the services sector constituted the highest proportion of entrepreneurs (11.7 % of female entrepreneurs of 53.5 thousand employed women in the services sector in the aggregate), the lowest proportion of women was found in industry and construction (3.8 % of 566.9 thousand employed women in the secondary sector). The highest share of male entrepreneurs of total employed men was recorded in the primary sector (23.2 % of male entrepreneurs of 122.7 thousand employed men in the primary sector), the lowest then in the secondary sector (17.8 % of men, of 1,412.4 thousand employed men in the secondary sector).

Of 32.2 thousand entrepreneurs in the primary sector, women comprised 11.5 %, whereas of 273.7 thousand entrepreneurs in the secondary sector, women made up 7.9 %. The highest proportion of female entrepreneurs was found in the tertiary sector, i.e. in services where women made up 38.0 % of entrepreneurs.

Female entrepreneurs were concentrated in the tertiary sector – of 200.2 thousand female entrepreneurs, 87.3 % were found in services. Also slightly more than half the whole number of male entrepreneurs were found in services (50.4 % of 565.4 thousand male entrepreneurs were employed in services). Here, the situation was different from the structure of employees by sectors, where of all three monitored sectors, men were most widely represented in the secondary sector (52.2 % of the employed men were found here). It is obvious that entrepreneurs focus in particular on services, regardless of sex. Men dominate in business activities in both the primary and secondary sector.

Graph 17: Employment by Economic Sectors – Average for 2007



Employees by Major Groups of Occupations

(Graph 18)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

Due to insufficient space, the codes of major groups of Classification of Occupations have not been assigned their meanings directly in the graph.

- 1 Legislators, senior officials and managers
- 2 Professionals
- 3 Technicians and associate professionals
- 4 Clerks
- 5 Service workers and shop and market sales workers
- 6 Skilled agricultural and fishery workers
- 7 Craft and related trades workers
- 8 Plant and machine operators and assemblers
- 9 Elementary occupations

Note.: Military staff are not included.

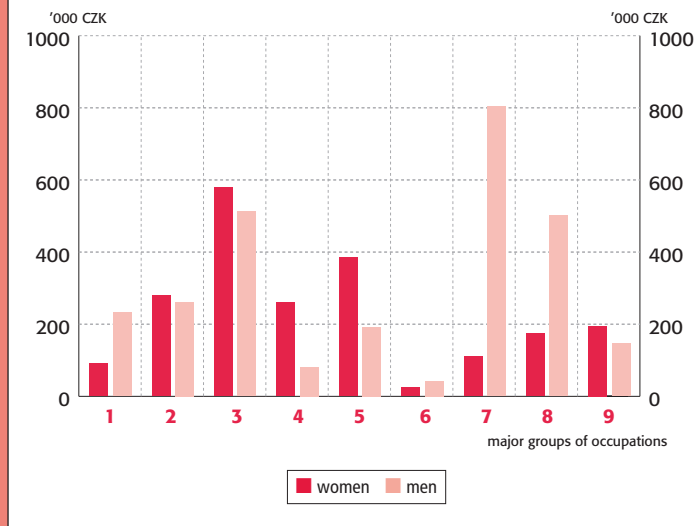
Employed women most often work as technicians and associate professionals. 27.6 % of employed women fall within this category. On the other hand, almost 30 % of employed men worked as craft and related trades workers. Among male entrepreneurs, the proportion of craft and related trades workers was even more marked, they comprised 36 % of male entrepreneurs.

Both among total employed men and among employees and entrepreneurs separately, technicians and associate professionals ranked second. In the category “employed men, total” and in the category “employees-men”, plant and machine operators and assemblers ranked third, among male entrepreneurs, the group “legislators, senior officials and managers” ranked third.

Among the employed women (and also separately among employees-women and female entrepreneurs) female service workers and shop and market sales workers ranked second in terms of frequency. In the category “employed women, total” and “female entrepreneurs”, professionals ranked third. Among employees-women, clerks were the third most frequent category.

The highest ratio of women to men was found in the fourth major group of the Classification of Occupations, i.e. among clerks, regardless of whether they were included in the category “the employed, total” or in separate categories of employees and entrepreneurs.

Graph 18: Employees by Major Groups of Occupations
(average for 2007)



The highest ratio of men to women was found among craft and related trades workers, among entrepreneurs then in the category “plant and machine operators and assemblers” (women’s share was 4.4 percent).



Structure of Age Groups of Employees and Entrepreneurs in the Czech Republic by Sex

(Graph 19)

Source: Labour Force Sample Survey (LFSS), the Czech Statistical Office (averages for 2007)

The term “entrepreneurs” covers employers and the self-employed in the civilian (i.e. not military) sector of the national economy.

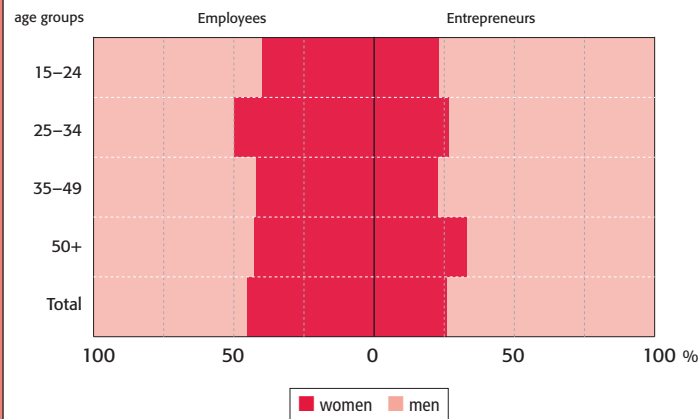
In 2007, there were more than 200,000 female entrepreneurs and 565,000 male entrepreneurs in the Czech Republic which means that women made up roughly one quarter of entrepreneurs (26.2 %). Men outnumber women in all age groups of entrepreneurs. The proportion of women among employees comprises 45.9 %. Apart from the 25–34 age category, in which women outnumbered men among employees, in other age groups of employees men predominated.

The lowest proportion of women among employees was found in the youngest 15–24 age group, whereas among entrepreneurs, the lowest proportion of women was recorded in the 45–54 age group.

Employees-men were most frequently represented in the 25–34 age bracket, whereas employees-women in the 45–54 age group. Male entrepreneurs were most represented in the 35–44 age bracket, whereas for female entrepreneurs, the largest age group, similarly as for female employees, was the 45–54 age bracket.

WOMEN AND MEN in Data

Graph 19: Structure of Age Groups of Employees and Entrepreneurs by Sex



Medians of Earnings by Educational Attainment

(Graph 20)

Source: Structural Wage Statistics (Structure of Earnings Survey and Information System on Pay)

The graph columns illustrate medians of earnings for men and women by educational attainment.

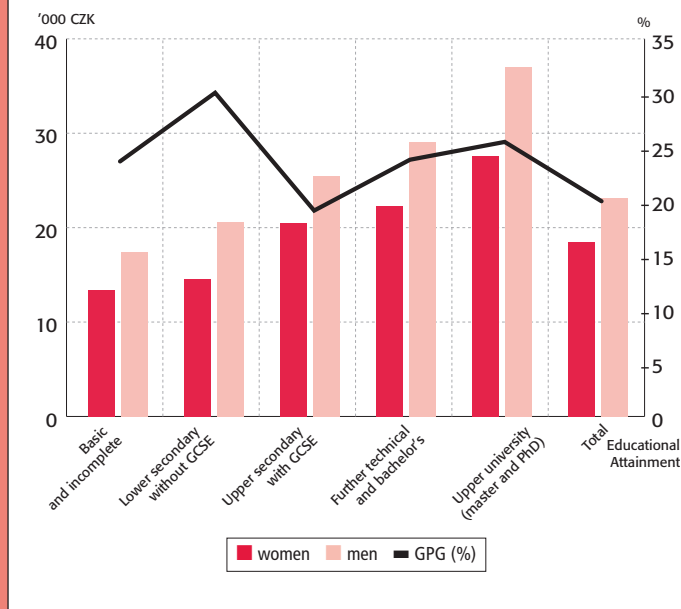
The median gross monthly wage represents real, middle value of wages of individual employees which is not distorted by extreme values. An employee's gross monthly wage is calculated as a proportion in which the numerator is the accumulation of the gross monthly wage (including bonuses and 13th and 14th wages) from the beginning of the year to the end of the monitored period and the denominator is the number of months from the beginning of the year to the end of the monitored period. In order to ensure that the median gross monthly wage is not influenced by employees who worked part-time, only those employees are included who work 30 and more hours a week.

GPG – Gender Pay Gap – is calculated as a relative difference in the median wage for men and women related to the median wage for men. It is expressed in percent. In the previous issue of this publication a different methodology was used for the calculation of GPG (instead of GPG, it was in fact women's median hourly wage as a percentage of men's wages, which together with GPG equals 100 % in the aggregate).

Women earn less than men, regardless of their educational attainment. The income of both groups rose proportionately with the educational attainment, although the median wage for Czech women in 2007 only amounted to 80.2 % of the median wage for men (Gender Pay Gap = 19.8 %). The largest differences were identified for people with lower secondary education without GCSE (GPG = 29.6 %) and for those with upper university (master and PhD) education (GPG = 25.3 %).

The smallest differences were recorded for people with upper secondary education with GCSE (GPG = 19.3 %) and for those with further technical and bachelor's education, but also for people with basic and incomplete education (GPG was the same for both categories: 23.4 %).

Graph 20: Medians of Earnings by Educational Attainment for 2007



Median Earnings by Age Groups

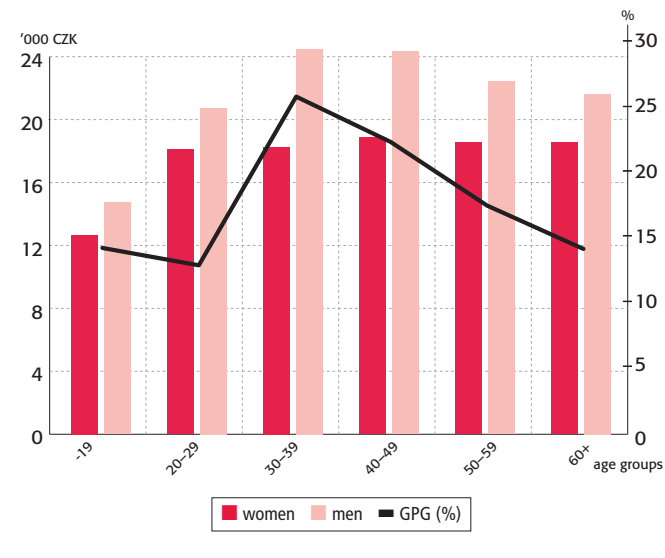
(Graph 21)

Source: Structural Wage Statistics (Structure of Earnings Survey and Information System on Pay)

For the calculation of medians of earnings and Gender Pay Gap, see comments on graph 20.

Up to the age of 29 inclusive, differences in wages for men and women are relatively small. Their difference is more marked in the 30–39 age group when the average earnings (medians of earnings) of women amount to only 74.4 % of those for men (i.e. GPG is 25.6 %). In the subsequent 40–49 age group, the level of GPG is still relatively significant – 22.5 %, gender differences are again reduced at higher age. In the 50–59 age group, GPG dropped to 17.5 %. In the 60 and over age group, average earnings (medians of earnings) of women make up 85.8 % of average earnings (medians of earnings) of men, i.e. Gender Pay Gap stood at one of its lowest levels (14.2 %). The lowest level of GPG (12.8 %) was found in the 20–29 age group.

Graph 21: Median Earnings by Age Groups for 2007



Medians of Earnings by NACE Sectors

(Graph 22)

Source: Structural Wage Statistics (Structure of Earnings Survey and Information System on Pay)

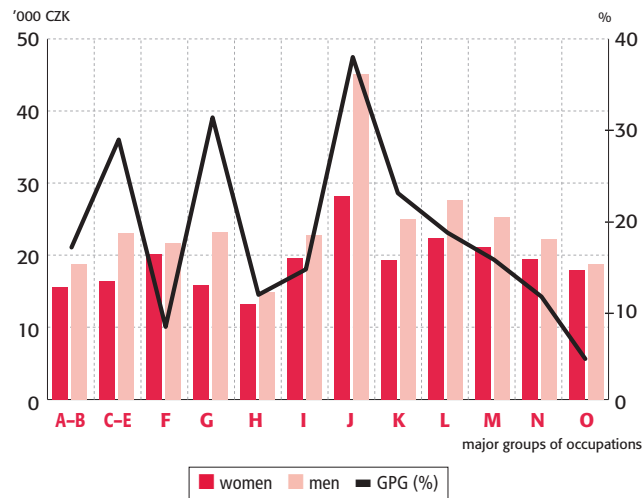
For the calculation of medians of earnings and Gender Pay Gap, see comments on graph 20. Data are averages for 2007.

Women and men earn most in the Financial Intermediation sector, where in 2007 the median monthly wage for men was almost CZK 45,000 and for women CZK 28,000. The lowest wages are in the Hotels and Restaurants sector where the median wage for men is CZK 14,800 and for women CZK 13,100.

In all sectors, women's wages are lower than men's wages. The largest difference between women's wages and men's wages was found in the sector where women's wages and men's wages are the highest, i.e. in the Financial Intermediation sector (women's median hourly wage as a percentage of men's wage = 62.2 %, GPG = 37.8 %). Compared to men, the lowest level of women's earnings can be found also in the Wholesale and Retail Trade, Repair of Goods sector (GPG = 31.1 %) and in the Industry sector (GPG = 28.8 %). In all these sectors women's wage is less than three quarters of men's wage. The lowest differences in women's and men's wages were found in the Other Community, Social and Personal Service Activities sector (GPG = 4.6 %) and also in the Construction sector (GPG = 7.8 %).

Differences lower than the total median of earnings (i.e. GPG under 19.8 %) were found in Agriculture, Hunting and Forestry, Fishing, Construction, Transport, Storage and Communications, Public Administration, Education, Health and Social Work and Other Community, Social and Personal Service Activities. Differences higher than total GPG were recorded in 2007 in Industry, Wholesale and Retail Trade, Repair of Goods, Hotels and Restaurants, Financial Intermediation, Real Estate, Renting and Business Activities.

Graph 22: Medians of Earnings by NACE Sectors for 2007



- A-B Agriculture, Hunting and Forestry, Fishing
- C-E Total Industry
- F Construction
- G Wholesale and Retail Trade, Repair of Goods
- H Hotels and Restaurants
- I Transport, Storage, and Communications
- J Financial Intermediation
- K Real Estate, Renting and Business Activities
- L Public administration
- M Education
- N Health and Social Work
- O Other community, Social and Personal Service Activities

Medians of Earnings by Major Group of Occupation

(Graph 23)

Source: Structural Wage Statistics (Structure of Earnings Survey and Information System on Pay)

For the calculation of the medians of earnings and Gender Pay Gap, see comments on graph 20. Data are averages for 2007.

In 2007, legislators, senior officials and managers both men and women, had the highest earnings: the median of earnings was CZK 40,670 for men, and CZK 28,229 for women. Wages for professionals ranked second and wages for technicians and associate professionals ranked third (the sequence didn't depend on sex). The lowest earnings went to elementary occupations, for both men and women.

The largest difference between incomes for men and women can be found among craft and related trades workers, where the medians of earnings in 2007 for women made up 68.0 % of the medians of earnings for men and among legislators, senior officials and managers (69.4 %). For these occupations, Gender Pay Gap reaches the level over 30 % which is a very marked differentiation in the level of earnings for women and men. The largest income parity is found among skilled agricultural and fishery workers, where women earn 86.2 % of men's medians of earnings and also among clerks, where women earn 82.5 % of men's medians of wages. Hence, GPG reaches 17.5 %.



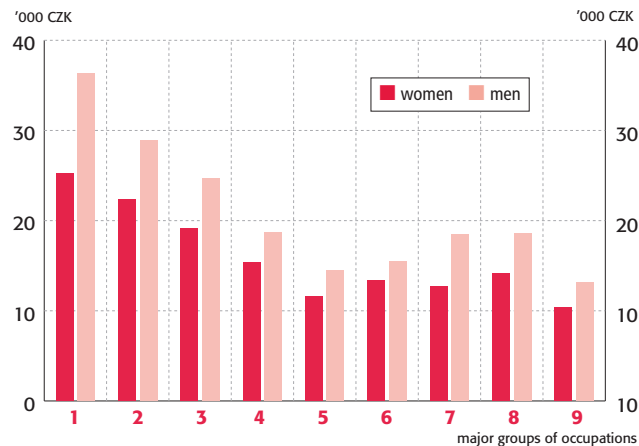
Unemployment Trends 1993–2007

(Graph 24)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for specific years)

Under the definition of the International Labour Organization (ILO), the unemployed must meet three conditions at the same time during the reference week – they weren't employed during the relevant week, they actively sought work and were able to start work immediately or within 14 days. The Ministry of Labour and Social Affairs of the CR monitors unemployment

Graph 23: Medians of Earnings by Major Group of Occupation for 2007



- 1 Legislators, senior officials and managers
- 2 Professionals
- 3 Technicians and associate professionals
- 4 Clerks
- 5 Service workers and shop and market sales workers
- 6 Skilled agricultural and fishery workers
- 7 Craft and related trades workers
- 8 Plant and machine operators and assemblers
- 9 Elementary occupations

according to a different methodology which means that unemployment data from these two sources will not necessarily be identical – cf.: www.mpsv.cz and www.czso.cz. Youth unemployment comes under the 15–24 age group. Long-term unemployment means unemployment longer than one year.

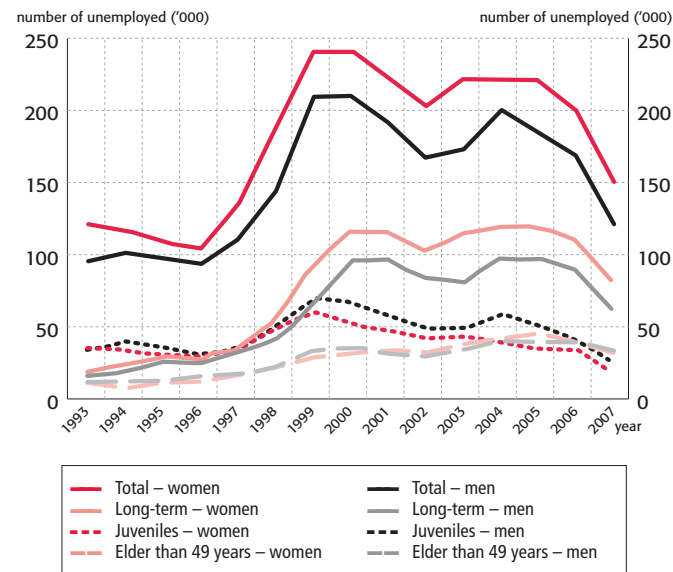
The ascertained differences in the number of the unemployed partly arise also from methodological differences that were to a certain extent caused also by changes in the LFSS questionnaires (a change in the order of questions posed to respondents) and the rising number of non-response after the Population and Housing Census in 2001. On the other hand, the measure adopted by the Ministry of Labour and Social Affairs in July 2004 which consisted in a change of the methodology used for calculation of the registered unemployment rate and which was aimed at higher international comparability was a step aimed at harmonization of both figures. Hence, as a new feature for the purposes of calculation of the registered unemployment rate, the so-called “available” job applicant (job-seeker) is considered to be the unemployed. Labour force also includes working foreigners.

Extreme sharp drops in numbers of the unemployed are partly influenced precisely by the changing methodology.

Between 1996 and 1999 numbers of the unemployed, both men and women, have significantly risen. In the period 2001–2005 numbers of the unemployed were fluctuating, till 2007 their numbers fell. In the period 2005–2007 also numbers of the long-term unemployed, unemployed juveniles and people in the 50 and over age bracket showed a downward trend.

Till 2003, the lowest numbers of the unemployed were found in the 50 and over age group. Numbers of women in this group in the period 1993–1997 were lower than numbers of men, in 1998 and since 2001 it was the other way round. Since 2005, the lowest levels have been recorded among the unemployed women in the 15–24 age group, and recently also in the same age group of men (unemployment rates by age in this age group remain to be the highest ones, both for women and men). Numbers of the unemployed men and the unemployed women in the 15–24 age bracket in 2007 were even lower than in 1993 which was otherwise the year when the absolutely lowest numbers of the unemployed in the monitored period were recorded.

Graph 24: Unemployment Trends 1993–2007



Unemployed by Educational Attainment

(Graph 25)

Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

For definition of the unemployed see comments on graph 24.

Among all the unemployed, women slightly predominate (women made up 55.3 % of the total population of the unemployed).

When the unemployed are analyzed by educational attainment, among all the unemployed the most educated group is the most unique one in gender terms – men predominate among the unemployed in the population of university educated people, for all other groups by educational attainment it is the other way round.

The highest proportion of women was found in the upper secondary education with GCSE category, where women predominate in the total population. Conversely, for the lower secondary education without GCSE category, where otherwise men outnumber women in the population, there are larger numbers of women among the unemployed.



Unemployed by Age Groups and Educational Attainment

(Table 4)

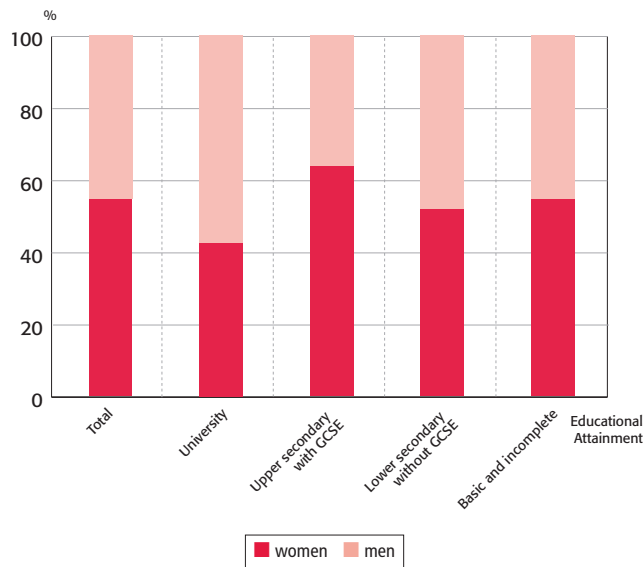
Source: Labour Force Sample Survey, the Czech Statistical Office (averages for 2007)

For the definition of the unemployed, see comment on Graph 24. Absolute figures for the unemployed are stated in thousands of persons and due to the size of a sample, in individual age groups by attained education these are conversions from relatively small values of the sample.

In general, in the population of the unemployed (276.3 thousand persons) women outnumber men (women's proportion of the unemployed comprises 55.3 %).

In contrast with the total population, among the unemployed in all monitored educational attainment categories women outnumbered men, except for university educated people.

Graph 25: Unemployed by Educational Attainment (averages for 2007)



In the case of the unemployed persons with maximum basic education, up to the age of 29, men outnumber women, up to the age of 59, in all five-year categories women outnumber men and in the oldest age group, 60 and over, again men outnumber women. A similar trend in the distribution by age has been recorded for women and men with secondary education without the General Certificate of Secondary Education (GCSE).

Among the unemployed in the “upper secondary with GCSE” category, except for the oldest monitored 60 and over age group, women always outnumber men – this trend is most obvious in the 30-34 age bracket. Up to the age of 40, women outnumber men among the university educated unemployed, at higher age the situation is quite the opposite. Partly, this is the same structure as in the case of the distribution by sex in the whole population where in younger age categories women outnumber men among more educated persons and with higher age this trend is changing.

The highest number of unemployed women in the “basic and incomplete” and „secondary without GCSE“ categories were recorded in the 30–34 age group, women in the “upper secondary with GCSE” category were most frequently unemployed immediately after the completion of their studies at the age of 20–24 and university educated women again most frequently in the age group usual for the completion of university studies (25–29 age group).

Men in the “basic education” category were mostly the unemployed in the 20-24 age group, those in the “lower secondary without GCSE” category in the 55-59 age group. The unemployed in the “upper secondary with GCSE” and university educated unemployed men recorded a similar trend as unemployed women in comparable educational attainment groups.

Table 4: Unemployed by Age Groups and Educational Attainment, 2007

Age	Woman				Men			
	Basic and incomplete	Lower secondary without GCSE	Lower secondary with GCSE	University	Basic and incomplete	Lower secondary without GCSE	Lower secondary with GCSE	University
+19	2.2	1.6	1.3	–	3.2	3.2	0.9	–
20–24	1.8	5.3	6.3	0.7	5.3	7.4	6.1	0.6
25–29	4.0	7.0	4.8	1.7	4.1	8.4	2.4	1.4
30–34	6.0	15.0	5.5	0.6	3.9	7.3	1.2	0.4
35–39	4.8	10.0	6.1	0.8	3.0	4.0	2.0	0.5
40–44	3.9	7.8	5.1	0.5	3.5	5.7	2.4	0.6
45–49	5.4	6.1	3.4	0.4	2.5	6.4	2.1	0.8
50–54	8.8	8.1	4.4	0.4	4.3	7.3	1.6	1.1
55–59	3.4	4.8	3.4	0.2	2.7	9.5	2.7	1.2
60+	0.4	0.2	0.5	0.2	0.7	1.4	1.2	0.5
Total	40.5	66.0	41.0	5.3	33.3	60.6	22.6	7.1

Job Applicants Placed in Retraining Courses

(Graph 26)

Source: Ministry of Labour and Social Affairs of the CR (data for the period 1999–2007)

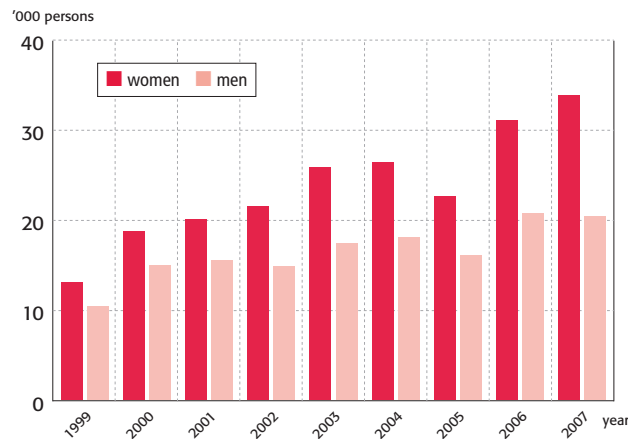
A job applicant (job seeker) means a citizen who is not in an employment or analogous relationship and who is not self-employed or preparing systematically for an occupation and who personally seeks appropriate employment at the Labour Office on the basis of a written application.

Retraining means a change in the job applicant's current qualification necessary in order to acquire new know-how and skills through theoretical or practical training, which will enable the job applicant to find suitable employment.

Between 1999 and 2004 the number of female job applicants seeking retraining has doubled (among men seeking retraining this rise was slightly less steep – slightly more than fifty percent). From 2004 to 2007 the number of female job applicants seeking retraining increased by less than fifty percent, among men this rise was again slightly less steep (roughly thirty percent).

In 1999, 22,938 people applied for retraining courses, of which women comprised 56.0 %. In 2007, already 53,846 people applied for retraining courses and the number of women increased by 6.4 percentage points compared to 1999 figures. Hence, women take advantage of the opportunity to participate in retraining courses more frequently than men.

Graph 26: Job Applicants Placed in Retraining Courses



Social benefits

(Table 5)

Source: Statistics of the Ministry of Labour and Social Affairs of the Czech Republic – time series

The number of paid parental benefits – monthly averages for selected years.

The data are exclusive of pensions paid abroad and are an aggregate of reduced and permanently fixed pensions.

Women are more often the recipients of social benefits than men. This holds true in particular for parental benefits, since women comprise 98.9 % of the recipients of parental benefits in 2004 and 98.6 % of the recipients of parental benefits in 2007. From 2004 to 2007, the number of parental benefits received by men rose by more than 50 percentage points, for women by 22 percentage points. Numbers of recipients of independent old age pensions and old age and widow's/widower's pensions in 2007 were not much different compared to 2004 figures – for both men and women. Numbers of women who were eligible for receiving independent widow's pension from 2004 to 2007 dropped by 17 percentage points. Among persons receiving independent widow's or widower's pension, the proportion of men in 2007 increased by 2.2 percentage points compared to 2004 figures (hence, men comprised 14.1 % of the recipients of widow's or widower's pension).

The highest share of men was found among the recipients of independent old age pensions and in the monitored period 2004–2007 stood at 43.8 %.

Table 5: Social Benefits

Average amount in CZK		2004		2005		2006		2007	
		women	men	women	men	women	men	women	men
Parental benefit		3151	3185	3618	3598	3678	3655	7103	7012
Independent old-age pension		6610	8141	7042	8671	7444	9168	7952	9796
Old age and widow's and widower's pension		8080	9078	8570	9645	9098	10 234	9746	10 951
Independent widow's and widower's pension		5028	3862	5291	4123	5546	4358	5875	4668
Number of allowances, persons		2004		2005		2006		2007	
		women	men	women	men	women	men	women	men
Parental benefit		268 363	3021	282 305	3875	398 259	4073	327 445	4574
Independent old-age pension		769 885	598 755	779 042	606 881	795 697	621 033	813 447	635 097
Old age and widow's and widower's pension		483 874	71 214	483 966	72 188	486 318	73 645	484 703	75 034
Independent widow's and widower's pension		55 839	7535	52 931	7701	49 652	7759	46 560	7635

Old-age Pensioners by Level of Pensions

(Graph 27)

Source: Ministry of Labour and Social Affairs of the CR (the Czech Social Security Administration)

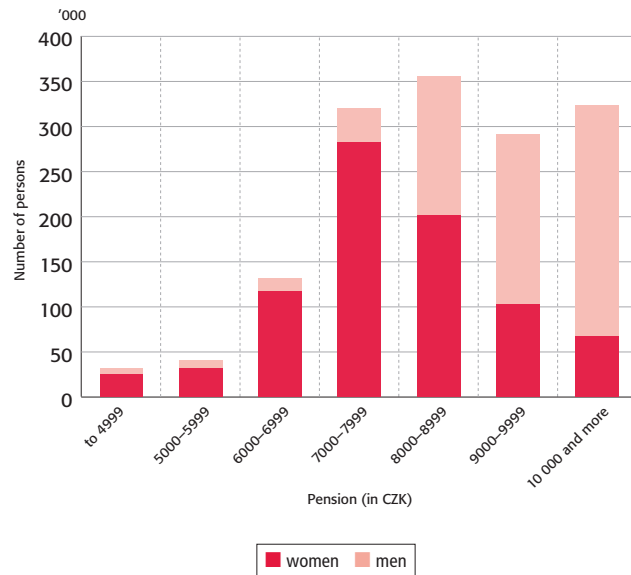
Pension insurance secures citizens for the purposes of the old age, disability (invalidity) or the loss of a breadwinner. Under the pension insurance, with effect as of 1 January 1996, (Act No. 155/1995 Coll. on Pension Insurance) old-age pensions, full disability (invalidity) pensions, partial disability (invalidity) pensions, widow's and widower's pensions and orphan's pensions are provided. Wives' pensions, long-term service pensions, social pensions and pensions granted before 1 January 1957 are paid under this Act either as disability (invalidity) pensions or old-age pensions.

As at 31 December 2007 women receiving old-age pension outnumbered men – the proportion of women among old-age pensioners was 56.2 %. Differences between men and women were recorded in categories by the average amount of full old-age pension. More than 80 % of people receiving full old-age pension in the average amount up to CZK 8,000 are women, the proportion of women then significantly falls with the rising average amount of pensions. The recipients of average pensions in the CZK 9,000–9,999 category are already mostly men (the proportion of men in this income category comprises 65.1 %). The proportion of men is even more significant (almost 80 %) among the recipients of pensions in the CZK 10,000 and over category.

Most women (i.e. 34.4 %) receive full old-age pension in the amount of CZK 7,000–7,999, while almost 40 % of men fall within the CZK 10,000 and over category of pensions. Additional 30 % of men receive pension in the CZK 9,000–9,999 category.

Women retire sooner than men and on average live longer and therefore also receive their pension longer, however, men on average receive higher pension per capita than women.

Graph 27: Old-age Pensioners by Level of Pensions, 31 December 2007



Criminal Proceedings

(Table 6)

Source: Statistical criminal reports completed by district, regional and supreme public prosecutor's offices immediately after the first meritory resolution, and by the district and regional courts immediately after the resolution came into force. The Statistical Criminal Reports are processed by the Ministry of Justice.

Prosecuted – the number of people whose criminal prosecution under Section 160 of the Criminal Procedure Code was completed during the monitored year.

Accused – the number of people who were accused under Section 176 of the Criminal Procedure Code.

Summary preliminary proceedings – number of persons for whom summary pre-trial proceedings under Section 179a of the Criminal Procedure Code were completed during the monitored year.

Petitions of punishment – number of people against whom petitions of punishment under Section 179c of the Criminal Procedure Code were submitted to the court.

Juveniles – persons who at the time the crime was committed were over 15 and under 18. Relative data (per 100,000 persons) are derived from the mid-year population (i.e. the status as at 1 July 2004 ascertained by the Czech Statistical Office) for each sex separately.

Lethality – murders – number of murders per 100,000 persons of the mid-year population is derived from the date of death for causes of mortality, code X85–Y09 of the International Statistical Classification of Diseases and Related Health Problems (10th revision) – i.e. the value of the indicator was calculated as the quotient of the deceased due to the given list of causes and the mid-year population.

The source of data for the second part of the Table (data as at 31 December 2007) are the records of the General Directorate of the Prison Service of the CR on the status of the sentenced persons (placed in prisons to serve their sentence) and the charged persons (placed in custodial establishments). Relative data (per 100,000 persons over 15) are derived from the final status (i.e. the status as at 31 December 2007 ascertained by the Czech Statistical Office) for each sex separately.

Table 6: Criminal Proceedings for 2007

		Women	Men	% women	% men
Prosecuted	number	11 282	67 263	114	86
	per 100,000	213	1 323	x	x
Accused	number	9 180	58 006	14	86
	per 100,000	173	1 141	x	x
Summary preliminary proceedings	number	2 991	32 278	8	92
	per 100,000	57	635	x	x
Petition of punishment	number	2 820	31 235	8	92
	per 100,000	53	615	x	x
Sentenced	number	9 392	66 336	12	88
	per 100,000	177	1 305	x	x
	of which juveniles	221	2 728	7	93
Lethality – murders	num. per 100,000	0.7	1.4	x	x
Sentenced for rape	% of sentenced	0	0.2	x	x
Prisoners	number	999	17 902	5	95
	of which charged	144	2 110	6	94
	sentenced	855	15 792	5	95
	first-time offenders	x	x	x	x
	repeat offenders	x	x	x	x

Men clearly dominate among the prosecuted, accused and sentenced. Even more significant preponderance of men was found among juvenile delinquents.

In 2007, there were a total of 18,901 prisoners in the territory of the Czech Republic. The proportion of women was 5.3 %. Of the total number of prisoners, 16,647 were sentenced and 2,254 were charged with committing a crime. Among the charged prisoners, the proportion of women was by one percentage point higher than among the sentenced prisoners.

Most prisoners (more than 85 % regardless of their sex) were the sentenced. Women charged with committing a crime comprised 14.4 % of the imprisoned women, the charged men then made up 11.8 % of the imprisoned men.



Victims of Robberies and Murders by Sex

(Graph 28)

Source: Police Presidium of the CR – data for 2007

In 2007 in the territory of the Czech Republic a total of 16,650 victims of criminal offences were found, women made up 43.3 % of total victims. Women were most frequently victims of robberies (1,755 of 7,203 women, i.e. 24.4 % of total identified victims-women), men then were most frequently victims of intentional bodily harm (4,205 of 9,447 men, i.e. 45 % of total registered victims-men).

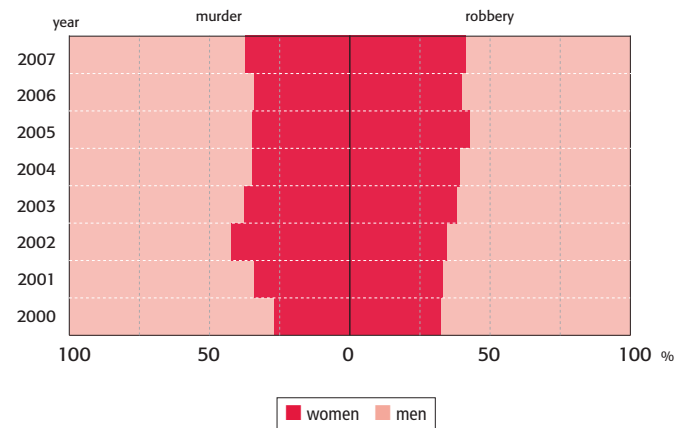
The highest proportion of women was found in the case of the criminal offence of maltreatment of persons living in a common dwelling (95.6 % of the victims were women). More than ninety percent of victims of criminal offences were women in cases of robberies committed against financial institutions, pandering, rape and various forms of sexual abuse.

Only 2 % of the victims were women in cases of violence committed against public officials (a policeman and a local policeman), 18 % then in the case of violence against other public officials, excluding the police. Furthermore, the low proportion of women was found among victims of intentional bodily harm (26.6 %).

In 2007, women comprised 37.2 % of victims of identified murders. Most murders were motivated by personal relationships, in this case the proportion of women among victims was almost one half (47.0 %).

WOMEN AND MEN in Data

Graph 28: Victims of Robberies and Murders by Sex



Whereas in 2000 the proportion of women among victims of murders was 26.7 %, till 2002 it rose up to 41,7 %. Then the proportion of women was again falling to 33.6 % in 2006. In 2007, the proportion of women among victims of murders was again higher.

The proportion of women among victims of robberies since 2000 rose continuously from 32.6 % share to 42.8 % share in 2005, in 2007 women comprised 41.4 % of victims of robberies.



Selected Crime of Convicted Persons in the Czech Republic in 2007 (Graph 29)

Source: Ministry of Justice of the CR

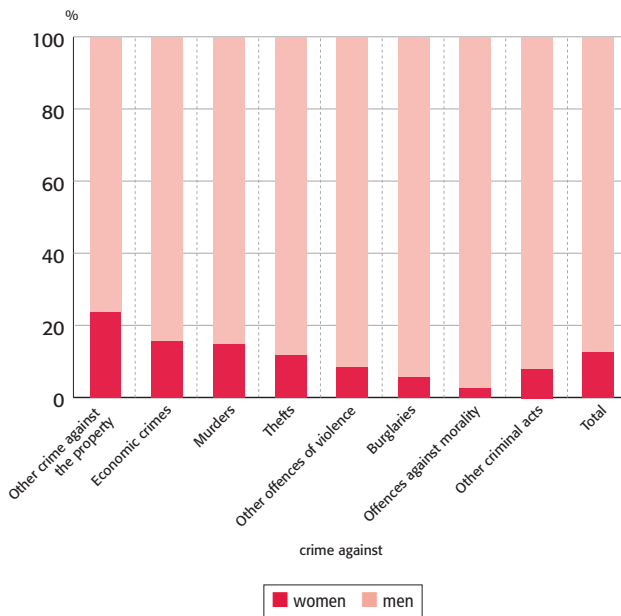
The crime of murder is defined under Section 219 of the Criminal Code, other offences of violence (bodily harm) under Sections 221, 222, 223, 224 and 225, burglary under Section 234, theft under Section 247, other criminal acts under Sections 250 b,c, 251, 252, 252 and 253, 254, 255, 255 a 256, 256 a,b,c, 257, 257 a,b, 258 and economic crimes under Chapter II of the Criminal Code.

In 2007, 75,728 persons were convicted, thereof 9,392 women. Hence, women comprised 12.4 % of total convicted persons. The proportion of women was very low in the case of offences against morality (2.4 % of women among the convicted) and burglaries (5.4 % share). More than fifteen percent proportion of women was recorded among persons convicted of murder (women's proportion was 15.3 %), of economic crimes (15.7 %) and other crime against the property (27.3 %).

Women were most frequently convicted of crime against the property, excluding thefts and economic crimes (42.1 % of total women were convicted precisely of "other crime against the property"). Convicted men did not have a similar category in which they would dominate – 16.1 % of convicted men were convicted (similarly as in the case of women) of "other crime against the property", however, most frequently of the crime of theft (18.1 % of convicted men).

The level of educational attainment of women in society is rising and if women commit crimes, such criminal offences are usually crime against the property and economic crimes, rather than simple thefts.

Graph 29: Selected Crime of Convicted Persons in the Czech Republic in 2007



Candidates and Elected for the Chamber of Deputies in 2006 by Political Parties, by Sex

(Graph 30)

Source: Election statistics of the Czech Statistical Office

Elections for the Chamber of Deputies of the Czech Parliament are held every four years, unless early elections are called. The number of elected deputies is fixed by the constitution at 200 mandates. Citizens of the Czech Republic from the age of 18 have the right to vote. It is also possible to vote abroad where electoral rooms were established at embassies and general consulates of the CR. The last elections were held on 2–3 June 2006.

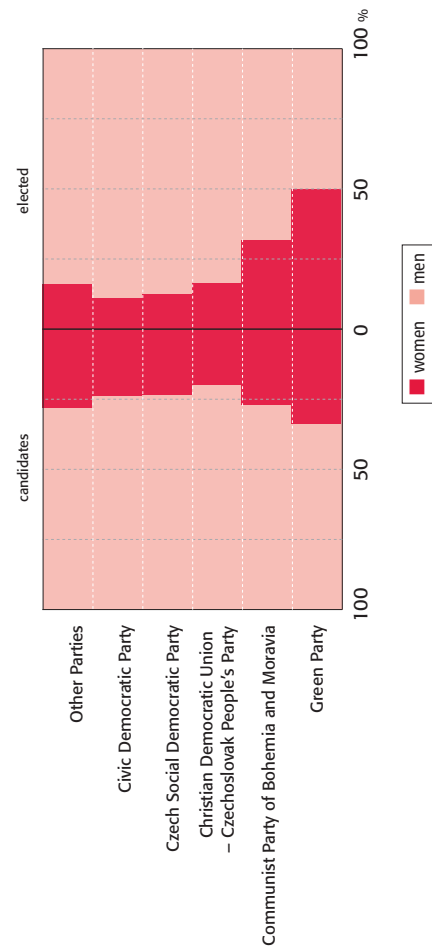
Of 4,985 persons who in 2006 stood as candidates for the Chamber of Deputies of the Czech Parliament, 200 were elected (31 women and 169 men, the proportion of women among the elected was 15.5 %). The total success rate in parliamentary elections (the proportion of those elected among total candidates) was 4%, for men it was double (4.7%) the figure for women (2.2%).

This trend (higher success rate of men standing as candidates than that of women) was recorded for both strongest parliamentary parties (the Czech Social Democratic Party and the Civic Democratic Party) and also for the Christian Democratic Union-Czechoslovak People's Party. The opposite trend was found for the Communist Party of Bohemia and Moravia and in particular the Green Party (2.6% success rate of women and 1.3% success rate of men). However, it needs to be added that only six deputies were elected for the Green Party (3 women and 3 men).

The highest proportion of women among both the candidates and the elected had precisely the Green Party, followed by the Communist Party of Bohemia and Moravia. The lowest proportion of women on the list of candidates had the Christian Democratic Union-Czechoslovak People's Party, among the elected deputies, the lowest proportion of women was found for both strongest parties, the Czech Social Democratic Party and the Civic Democratic Party.

In the case of non-parliamentary parties (that are not included in the graph), the proportion of women among candidates for the Chamber of Deputies of the Czech Parliament was 29 % which was by 5 percentage points less than for the Green Party, by 9 percentage points more than for the

Graph 30: Candidates and Elected for the Chamber of Deputies in 2006 by Political Parties, by Sex



Christian Democratic Union-Czechoslovak People's Party and by 2 percentage points more than for the Communist Party of Bohemia and Moravia. Hence, except for the Christian Democratic Union-Czechoslovak People's Party, we may say that smaller political parties put on lists of candidates more women than strong parliamentary parties.



Women and Men in Legislative, Executive, in Courts and in Politics

(Graph 31)

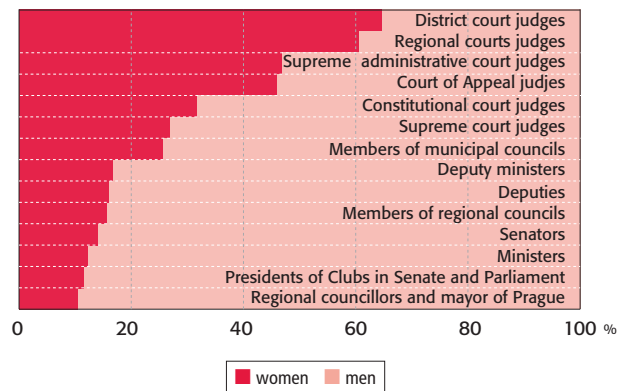
Source: web sites: www.vlada.cz
www.psp.cz
www.senat.cz
www.statnispava.cz
www.volby.cz
www.concourt.cz
www.nsoud.cz
www.justice.cz

Data for deputies and senators are as at 26 September 2008, for deputy ministers as at 31 December 2007, for members of municipal councils as at 20 August 2008 and all data for judges as at 1 January 2008.

In most major positions in the legislative and executive power women's proportion was less than one quarter. A little bit different situation is in the case of the judicial power, where the women's representation for several types of courts is more than half the whole number. However, even in this case the rule applies that the more important judicial institution, the smaller the number of the judges and the higher the level of decision-making, the lower the proportion of women among judges. The highest proportions of women were found in the case of district courts (women's share was 64.5 %) and regional courts (60.4 %).

It is interesting to analyze the proportion of women on parliamentary committees whose activities are provided for by the Office of the Government. Women comprised 23.1 % of the total number of 268 members of all these committees. As at 26 September 2008, not a single woman was repre-

Graph 31: Women and Men in Legislative, Executive, in Courts and in Politics



sented on the Government Dislocation Commission, or on the Independent Panel on the Assessment of the Czech Republic's Long-Term Energy Requirements. One woman is represented on the National Security Council and the Research and Development Council, 2 women then on the Committee for the European Union. One of the committees with the largest number of members, the Government Council for Nongovernmental Nonprofit Organizations recorded almost 40 % proportion of women. The highest, fifty percent proportion of women was found for the Government Council for Equal Opportunities for Women and Men.

Committees are mostly chaired by men. The sole exception are the following committees: the Government Council for Equal Opportunities for Women and Men, the Government Council for Roma Community Affairs, the Government Council for National Minorities and the Government Council for Nongovernmental Nonprofit Organizations. All these committees are chaired by the Minister for Human Rights and Minorities.

The only man then chairs the following committees: the National Security Council, the Research and Development Council, the Government Council for Drug Policy Coordination, the Government Board for People with Disabilities and the Council for the European Union.



Staffing at Management Positions of the Armed and Police Forces

(Table 7)

Source: The Ministry of the Interior of the CR
The data are as at 30 June 2008.

A relatively low proportion of women was found in the Army of the CR, the Police of the CR, the Fire and Rescue Service of the CR, the Customs Administration of the CR and the Prison Service of the CR. At the level of decision-making and management functions then this proportion was even lower, except for the Fire and Rescue Service of the CR and the Prison Service of the CR, where the proportion of women in decision-making positions was by 8.5 (or 8.9) percentage points higher than in the "service relationship, total" category.

Table 7: Staffing at Management Positions of the Armed and Police Forces as at 30 June 2008

Persons in service relationship in management positions, total	Army of the CR		Police of the CR		Fire and Rescue Service of the CR		MF of the CR, Customs Administration		MJ of the CR, Prison service of the CR	
	women	men	women	men	women	men	women	men	women	men
	3 063	21 271	5 815	36 186	882	8 604	895	3 737	664	5 715
	146	2 248	313	4 086	143	659	91	613	173	722
The Structure by Sex (in %)										
Persons in service relationship in management positions, total	women	men	women	men	women	men	women	men	women	men
	12.6	87.4	13.8	86.2	9.3	90.7	19.3	80.7	10.4	89.6
	6.1	93.9	7.1	92.9	17.8	82.2	12.9	87.1	19.3	80.7

In general the rule applies that the higher the decision-making position, the lower the proportion of women.



Higher and Lower Positions in the Army of the CR

(Graph 32)

Source: Ministry of Defence of the CR

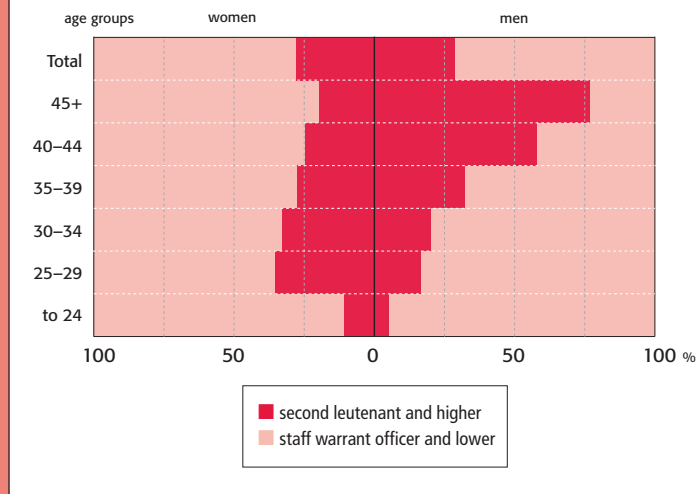
Higher positions in the Army of the CR are characterized by officer positions, i.e. the rank of second lieutenant and higher, lower positions by the rank of staff warrant officer and lower. The data are as at 15 January 2008 and do not include civilian employees.

As at 15 January 2008, there were a total of 24,334 people in the Army of the CR excluding civilian employees. The proportion of women in the Army of the CR was 12 %.

Servicemen holding the rank of second lieutenant and higher comprised 28.6 % of the total manpower of the Army of the CR. There were no significant differences in the proportion of women in relation to their position in the Army of the CR. Among servicemen holding the rank of second lieutenant and higher the women's proportion was 12.3 %, whereas among soldiers holding the rank of staff warrant officer and lower women comprised 12.7 %.

Up to the 30-34 age group, among female soldiers, higher proportion of persons with the rank of second lieutenant and higher than for men was found. From the age of 35, this preponderance changes in favour of men and it is especially marked in the 45 and over age group.

Graph32: Higher and Lower Positions of the Army of the CR, 15th January 2008



Share of Employees of Research and Development with the University and Share of Employees of the whole Population of the CR

(Graph 33)

Source: Annual Statistical Survey on Information and Communication Technologies (ICT) Usage, the Czech Statistical Office, Labour Force Sample Survey, the Czech Statistical Office

The survey conducted by the Czech Statistical Office is based on a similar survey in EU Member States (Community Household Survey on ICT Usage 2003) and builds on a pilot survey of 2002 that was carried out using a limited number of respondents. Due to the sampling methodology, the informative value of the absolute value under 10,000 is limited. The category of the place of usage "other location" includes internet cafés, flats of friends or acquaintances, etc.

The shares of university educated persons in the population of the CR are calculated from the Labour Force Sample Survey. The data from the LFSS and ICT are incomparable.

In the Czech Republic, by 2006, compared to 2000, both among employed women and among employed men the share of university educated persons has risen roughly by two percentage points. In the area of research and development, in 2000 about a half of the employed women were university educated, in 2006, their number has risen by 10 percentage points. The proportion of university educated men was in 2000 significantly higher than in the case of women employed in research and development, it was 73.0 %. In 2006, however, this relatively high share increased only slightly by about 3 percentage points.



IT – Specialists by Sex – International Comparison

Graph 34

Source: Statistical Annual Survey on Research and Development, the Czech Statistical Office

Under the international definition, IT specialists are broken down to two main groups. The basis for this division is ISCO 88 classification (in the

Graph 33: Share of Employees of Research and Development with the University and Share of Employees of the whole Population of the CR (in %)



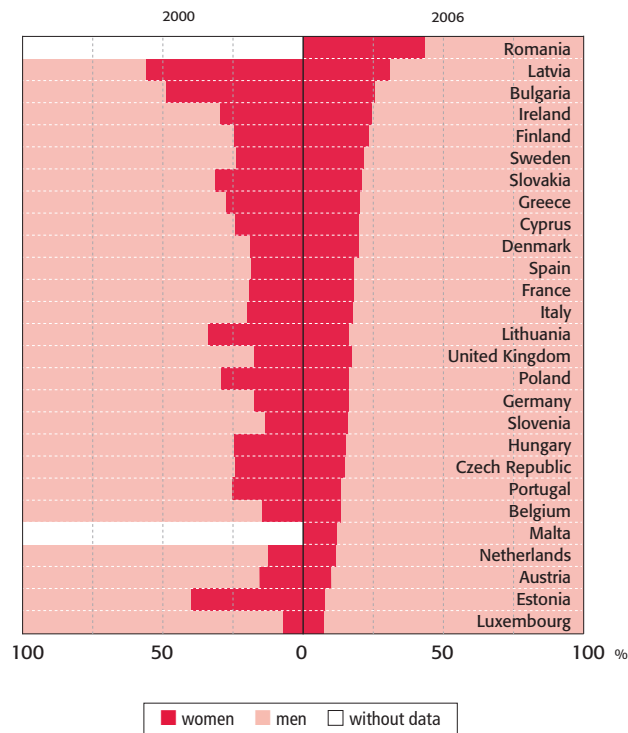
Czech Republic corresponding to the Classification of Occupations (KZAM-R). Basic indicators on IT specialists are available since 1993. The Czech population of IT specialists is monitored by age group, sex, region, category of economic activity (Industrial Classification of Economic Activity, OKEČ) and the highest educational attainment. In terms of education, special emphasis is put on its tertiary level. If the value is below 3,000 persons, data are considered to be the data with low reliability. International comparison data are taken from Eurostat.

Latvia is the sole country of the current EU where in 2000 women predominated among IT specialists. The high proportion of women among IT specialists was recorded in 2000 also in Bulgaria – almost 48 %. In 2006, the proportion of women among total IT specialists in both countries was in the range of 30 % - and regardless of this fact these states ranked among countries where the women's proportion among IT specialists is relatively high. The highest proportion of women in 2006 was found in Romania (women made up 43.6% of IT specialists). For comparison purposes, in the Czech Republic in 2006 14 % proportion of women among IT specialists was found and in Luxembourg and in Estonia even only 8 %. In most countries of the current EU, the proportion of women among IT specialists in 2006 fell, compared to 2000. The sole exceptions were Luxembourg, Slovenia and Denmark.

The highest share of IT specialists – both women and men – per 1,000 economically active persons was recorded in Luxembourg, Latvia, Bulgaria and Cyprus. For men this share was always several times higher than for women.

An imaginary second group of countries where in 2006 the highest proportion of women working in the IT area per 1,000 economically active women was found, consisted of the following states: Portugal, Hungary, Denmark, Slovakia and Estonia. Between 7 and 13 female IT specialists per 1,000 economically active women were recorded in the following countries: Lithuania, Malta, France, Belgium, Finland, Romania and Austria. The Czech Republic ranks together with the Netherlands, Ireland, Spain, Greece, Sweden and Slovenia among countries with a very low proportion of female IT specialists per 1,000 economically active women. However, absolutely lowest share was recorded in Poland, Germany, Italy and the United Kingdom.

Graph 34: IT-Specialists, by sex – International Comparison, between 2000 and 2006



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.

AG	Age Group
BS	Basic School
CBBE	Classification of Basic Branches of Education CZ-ISCED (KKOV)
CC CR	Constitutional Court of the Czech Republic
CNB	Czech National Bank
CR	Czech Republic
CSDP	Czech Social Democratic Party (ČSSD)
CSSA	Czech Social Security Administration
CZ NACE	Industrial Classification of Economic Activities
CZSO	Czech Statistical Office (ČSÚ)
EP	European Parliament
GP	Green Party
GPG	Gender Pay Gap
CHDCP	Chamber of Deputies of the Czech Parliament
IA	Induced Abortions
IFW	Incapacity for Work
IHIS CR	Institute of Health Information and Statistics of the Czech Republic (ÚZIS ČR)
IIE CR	Institute for Information in Education of the Czech Republic (ÚIV ČR)
ILO	International Labour Organisation
ISCED 97	International Standard Classification of Education 97
ISPlat	Information System on Pay
iy	in year
KDU-ČSL	Christian Democratic Union-Czech People's Party (KDU-ČSL)
KSČM	Communist Party of Bohemia and Moravia
KZAM-R	Classification of Occupations – extended (KZAM-R)
LFSS	Labour Force Sample Survey
MD CR	Ministry of Defence of the Czech Republic
MEYS CR	Ministry of Education, Youth and Sport of the Czech Republic (MŠMT ČR)
MF CR	Ministry of Finance of the Czech Republic
MJ CR	Ministry of Justice of the Czech Republic
MLSA CR	Ministry of Labour and Social Affairs
MN	Malignant Neoplasms
NH	National Economy
ODS	Civic Democratic Party
PAD	Peroral Antidiabetics
PHC	Population and Housing Census (last Population and Housing Census was carried out on 1 March 2001)
QEA	Quick Emergency Assistance
SAO	Supreme Audit Office (NKÚ)
SC CR	Supreme Court of the Czech Republic
SEP	Self-employed Persons (OSVČ)
SES	Structure of Earnings Survey (ISPV)
SS	Secondary School
STS	Secondary Technical School
U	University