

**IMPLEMENTATION OF THE BEIJING DECLARATION
AND PLATFORM FOR ACTION (1995)
AND THE OUTCOMES OF THE TWENTY-THIRD SPECIAL SESSION
OF THE GENERAL ASSEMBLY (2000)
IN THE CONTEXT OF THE TWENTY-FIFTH ANNIVERSARY
OF THE FOURTH WORLD CONFERENCE ON WOMEN AND THE ADOPTION
OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION 2020**

NATIONAL REVIEW – THE CZECH REPUBLIC



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SECTION ONE

Priorities, achievements, challenges and setbacks

1.1 Overview analysis of priorities, achievements, challenges and setback

In response to the Fourth World Conference on Women held in Beijing in 1995, the Czech Republic adopted the Government Strategy for Equality of Women and Men in the Czech Republic for 2014 – 2020 (hereinafter also the “Government Strategy”).¹ The Government Strategy defines the question of equality between women and men as societal priority and articulates eight strategic areas, namely institutional security of gender equality; balanced representation of men and women in decision-making; gender equality on the labour market and in business; reconciliation of working, private and family life; education, research and gender equality in the knowledge society; dignity and integrity of women; gender equality in external relations; and everyday life and lifestyle. The Government Strategy is a framework government document in the area of gender equality, and its implementation is ensured through a document called the Updated Measures on the Priorities and Policies of the Government in Promoting of Gender Equality (hereinafter also the “Updated Measures”).² The Updated Measures consist of individual measures and set out the intended outputs, indicators, deadlines, and coordinators to evaluate whether they were accomplished. The fulfilment of the measures and other developments in the field of gender equality are a part of the annual Report on Gender Equality, which is presented to the Czech government annually.

The Government Strategy is also being implemented through three action plans: the Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018 (hereinafter also the “Prevention of Violence Action Plan 2015 – 2018”),³ the Action Plan for Balanced Representation of Women and Men in Decision-making Positions for 2016-2018 (hereinafter also the “Balanced Representation Action Plan 2016 – 2018”),⁴ and the Action Plan on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security for 2017 – 2020 (hereinafter also the “Resolution 1325 Action Plan 2017 – 2020”).⁵ The Balanced Representation Action Plan 2016 – 2018 and the Prevention of Violence Action Plan 2015 – 2018 were drafted by the Unit of Equal Opportunities for Women and Men (currently the Department of Gender Equality at the Office of the Government) in cooperation with the committees of the Government Council for Equality of Women and Men. Their implementation was monitored by the committees and the Unit for Equal Opportunities of Women and Men/Department of Gender Equality. The Resolution 1325 Action Plan for 2017 – 2020 was drafted by the Ministry of Foreign Affairs, which also oversees its implementation.

¹ The Government Strategy for Equality of Women and Men for 2014 – 2020 is available in English on-line at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Government_Strategy_for-Gender_Equality_2014_2020.pdf

² The Updated Measures on the Priorities and Policies of the Government in Promoting of Gender Equality for 2018 are available in Czech on-line at: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Aktualizovana_opatreni.pdf

³ The Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018 is available in English on-line at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Action_Plan_Domestic_and_Gender_based_Violence.pdf

⁴ The Action Plan for Balanced Representation of Women and Men in Decision-making positions for 2016 – 2018 is available in English on-line at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Action_plan_for_Equal_Representation_Decision_Making_Positions.pdf

⁵ The Action Plan on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security for 2017 – 2020 is available in Czech on-line at: https://www.mzv.cz/inp/cz/udalosti_a_media/tiskove_zpravy/x2017_01_11_akcni_plan_cr_k_implementationi_rezolute.html

In the past twenty-five years, the institutional anchorage of the gender equality agenda has undergone multiple developments. The national gender equality coordinator is the Department of Gender Equality (hereinafter also the “Department”), which has been located at the Office of the Government of the Czech Republic since 2015, having previously been a part of the Ministry of Labour and Social Affairs as the Unit for Equal Opportunities for Women and Men (hereinafter also the “Unit for Equal Opportunities”).⁶ The transfer to the Office of the Government in 2015 and the subsequent transformation of the Unit for Equal Opportunities into the Department in 2017 have been highly positive developments, as they emphasize the cross-sectional character of the agenda and its importance. As of 1 January 2019, the Department has 11 permanent employees, including its Director, and consists of two units: the Unit of the Secretariat of the Government Council for Equality of Women and Men, and the Unit of Cross-cutting Agendas. Between 2014 and 2017, the human rights and equal opportunities agenda was under the control of the Minister for Human Rights, Equal Opportunities and Legislation. After the 2017 Czech legislative election, the position of the Minister for Human Rights, Legislation and Minorities was abolished, which has raised concerns within the non-profit non-governmental sector that the human rights and equal opportunities agenda would no longer remain independent. The agenda was then assigned to the Minister of Justice. With the formation of Andrej Babiš’s Second Cabinet in 2018, the agenda was transferred yet again and is currently overseen by the Prime Minister (for more information about the institutional framework, see Table No. 1 in the Annex to the Report). The position of the Government Commissioner for Human Rights (hereinafter also the “Government Commissioner”) was re-established within the Office of the Government along with the relocation of the agenda to the Prime Minister. The role of the Government Commissioner is to develop long-term frameworks for human rights protection at the national level, prepare proposals for individual measures and initiatives, and assess materials of legislative and non-legislative nature concerning human rights. Since July 2018, therefore, the gender equality agenda is being coordinated by the Government Commissioner and presented to the Cabinet by the Prime Minister.

Under the Resolution of the Government of the Czech Republic No. 464 of 20 April 2005, coordinators of equal opportunities for women and men (hereinafter also the “gender focal points”) have been established within all ministries. The role of gender focal points is to oversee gender equality agenda and implement gender mainstreaming within their given ministry. In order to unify the role of gender focal points, the Office of the Government issued the Position of Resort Coordinators on Gender Equality Standard (hereinafter also the “Gender Focal Points Standard”), which establishes the placement of coordinators within the resort structure, their duties and powers, and the qualifications and requirements for the position. The Coordinators on Gender Equality Standard was adopted under the Resolution of the Government of the Czech Republic No. 347 of 30 May 2018; however, the compliance with the Gender Focal Points Standard was merely recommended, and its implementation is, therefore, not enforceable. As such, the issue of working hours is not settled by the Gender Focal Points Standard, and while all ministries must establish a gender focal point within their ministry, discrepancies occur, and while some ministries offer full-time contrast to gender focal points, others do not.

A permanent advisory body to the Czech government on gender equality is the Government Council for Equality of Women and Men (hereinafter also the “Council”). The Council was established by the Resolution of the Government of the Czech Republic No. 1033 of 10 October 2001 and is made up of representatives of ministries (deputy ministers or state

⁶ In the Czech Republic, central bodies of state administration are divided into sections. Sections are further divided into departments, and departments are divided into units. The Department of Gender Equality is thus located at the Office of the Government of the Czech Republic within the Section for Human Rights.

secretaries), trade unions and employers, NGOs, the academia, and other experts.⁷ As it follows from the statute of the Council, the Council is chaired by a member of the Czech government who oversees the gender equality agenda (currently the Prime Minister). The Council has four advisory committees and two working groups, namely the Committee on the Institutional Framework for Equality of Women and Men (hereinafter also the “Institutional Committee”), the Committee for Balanced Representation of Women and Men in Politics and Decision-making (hereinafter also the “Balanced Representation Committee”), the Committee for the Reconciliation of Work, Private and Family Life (hereinafter also the “Reconciliation Committee”), the Committee for the Prevention of Domestic and Gender-based Violence (hereinafter also the “Prevention of Violence Committee”), the Working Group on Men and Gender Equality (hereinafter also the “Men Working Group”), and the Working Group on Obstetrics and Midwifery (hereinafter also the “Obstetrics Working Group”). The committees and working groups are working bodies of the Council that have been established in order to provide a deeper understanding of gender equality issues. It is crucial to note that the Council and its committees and working groups have been active throughout the monitored period and have regularly passed motions. The Department serves as the secretariat of the Council and its committees and working groups.

Thanks to the launch of the project titled Implementation of the Government Strategy for Equality of Women and Men in the Czech Republic for Years 2014 - 2020 and Related Activities (hereinafter also the “Implementation Project”), which is funded by the EU Social Fund, the Department has been able to renew activities which had been reduced due to a lack of human resources in the past. For example, there has been better monitoring of the documents in the inter-ministerial comment procedure, activities of individual committees and the working groups have been expanded, public-related activities have been developed, and greater cooperation with the non-profit and academic sector has been achieved. In cooperation with the Council's committees, a whole range of important initiatives was prepared and presented to the Council.

In 2015, the Department published the Standard of Gender Audit.⁸ The purpose of the Standard of Gender Audit was to unify the different norms by identifying the necessary criteria of gender audits. The adoption of the Standard of Gender Audit was followed by practical measures too, as the Balanced Representation Action Plan 2016 – 2018 ordered all central bodies of state administration, including their subordinated organisations and advisory bodies, to undertake gender audits by 2018.

In 2016, the Methodology on Gender Impact Assessment for Materials Presented to the Czech Government (hereinafter also the “GIA Methodology”)⁹ was adopted. In 2018, a quantitative analysis of the materials presented to the government was carried out by the Department, which uncovered that the GIA Methodology was insufficiently utilised, and the impact on women and men was inadequately considered in a large proportion of the materials (for more information, see Graph No. 2 in the Annex to the Report). Based on the findings, the Department launched a series of training for state officials on gender impact assessment and the usage of the GIA Methodology. Three training seminars run by an expert on gender impact assessment are planned to be held every year until 2020.

⁷ An up-to-date list of the current members of the Government Council for Equality of Women and Men is available on-line at: http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/clenky_a_clenove/clenky-a-clenove-rady-vlady-pro-rovne-prilezitosti-zen-a-muzu-123042/

⁸ The Standard of Gender Audit is available in Czech on-line at: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_Optimalizace/Standard_genderoveho_auditu_CJ.pdf

⁹ The Methodology on Gender Impact Assessment for Materials Presented to the Czech Government is available in Czech on-line at: <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Metodika-PO-OPONENTURE.pdf>

In 2002, the Chamber of Deputies of the Czech Parliament established the Standing Commission for Family and Equal Opportunities. Among other things, the Standing Commission tackles the issues related to equal opportunities for women and men and other equality-related activities. There have been occasional activities that have been developed in the Senate of the Czech Republic too. While the activities carried out by the Chamber of Deputies and the Senate cannot be regarded to be a systematic promotion of gender equality, there has been an obvious step forward since 1995.

Furthermore, thanks to international cooperation and financial support, many non-profit organisations that deal with gender equality issues have been successfully established and maintained their operation throughout the past 25 years. Greater awareness has been raised to gender-based violence issues, the gender pay gap and the low representation of women in politics and decision-making. A sufficient number of experts is the pre-requisite for a successful implementation of the gender equality agenda. Therefore, efforts are being made to increase their numbers and further enhance their quality. Cooperation and mutual exchange of information among the relevant parties – i.e. both state administration and non-profit, profit and academic sectors – is necessary and has been achieved through various projects and activities. Members of various sectors are represented in the Council, the Council's committees and working groups, where they become part of expert groups working on strategic documents. Public administration institutions organise specialised training courses for their employees on equality of women and men, and the topic is also included in the compulsory initial training of the ministerial staff.

To support the work of NGOs, the Department administers a grant programme called the Support of Charitable Activities of Non-Governmental Organisations in the Area of Gender Equality (hereinafter also the “Grant Programme”).¹⁰ The Grant Programme was established in 2015 to support activities of non-governmental non-profit organisations which contribute to the realisation of the Government Strategy. Between 2015 and 2018, the Grant Programme was allocated CZK 7 million annually; in 2019, due to budget cuts, the available funds were decreased to CZK 4 million.

The Czech Republic is also building a solid academic base in gender studies and related sociological disciplines. Since 2004, a university degree can be achieved in gender studies that are usually understood and taught as an interdisciplinary branch of study. Since the 1990s, the number of specialised books on gender in Czech and Slovak languages has been gradually growing, which has made information available to a higher percentage of the Czech population. A growing level of education and awareness on the gender (in)equalities together with stronger pressure from the European Union and gender non-profit organisations, with necessary cooperation with some better functioning units of state administration and using good timing and political will - these all are the aspects that jointly contributed to many achievements.

Despite the aforementioned achievements, the challenge of promoting gender equality not only de jure but also de facto remains. The contributing issues are limited enforceability of the legislation and gender stereotypes that are ingrained in the society. An ongoing challenge is to make the distribution of care for dependent persons and household duties more equal. Women are still considered to be the ones responsible for providing the majority of care, both for young children and other care-dependent persons. The data show that Czech women spend, on average, almost twice as much time on household chores and

¹⁰ More information about the Grant Programme is available in Czech on-line at: <https://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dotace/dotacni-program-podpora-verejne-ucelnych-aktivit-nejstatnich-neziskovych-organizaci-v-oblasti-rovnosti-zen-a-muzu-123043/>

childcare duties than men. The problem of care provision is further deepened by the insufficient number of childcare facilities, as the obligation imposed on kindergartens which were required to accept 2-year-old children was abolished by an amendment to the Act No. 561/2004 Coll., on pre-school, basic, secondary, tertiary professional and other education.

Nevertheless, there have been also positive legislative developments. Due to the Act No. 247/2014 Coll., on the provision of child care in children's groups, so-called children's groups, informal childcare facilities for children from 1 year of age, were established in the Czech Republic. As of February 2019, almost 900 children's groups were registered in the Czech Republic, providing care for approximately 14,500 children. In February 2018, a new paternity leave entitlement has come into effect in the Czech Republic. The entitlement, which was passed as an amendment to the Act No. 187/2006 Coll., on sickness insurance, allows fathers to take a 7-day leave at any time in the six weeks following the birth, adoption or fostering of the child. Fathers may claim up to 70 per cent of their salary for the duration of the leave. In 2018, 43,442 requests for the paternity leave entitlement were delivered to the Czech Social Security Administration while 114,036 children were born in the Czech Republic during the same period. Therefore, approximately 38 per cent of eligible fathers claimed the leave in the first year of its implementation. In June 2018, another amendment to the Sickness Insurance Act widened the scope of family member care benefits by introducing a long-term care entitlement. Thanks to the amendment, a person, who cannot carry out their work due to looking after a family member, is warranted a leave of up to 90 days. For every day spent out of work, the recipient is entitled to 60 per cent of their daily assessment base, which is calculated using the applicant's average earnings over the past twelve months.

The gender pay gap, which remains the second widest in the EU, is also a pressing issue. Studies show that the high gender pay gap in the Czech Republic is the product of several interrelated factors, such as the horizontal and vertical segregation of the labour market, non-transparent systems of remuneration, unsuitable conditions for achieving work-life balance, and prevailing gender stereotypes. Furthermore, the gender pay gap also affects the gender pension gap, as female pensioners in the Czech Republic are twice more likely to experience poverty than male pensioners. To tackle the gender pay gap, a project titled 22 per cent to Equality,¹¹ which is funded from the European structural and investment funds, has been implemented by the Ministry of Labour and Social Affairs since 2016. The purpose of the project is to launch the process of closing the gender pay gap by awareness-raising and by recommending tools that could reduce the impact of factors contributing to the gender pay gap. 22 per cent to Equality promotes the Logib tool and published multiple analyses on equal pay. Another outcome of the 22 per cent to Equality project will be the adoption of the national action plan on the gender pay gap.

Wage transparency was also continuously discussed by the Council and the Reconciliation Committee. The Reconciliation Committee discussed the legislative measures that were adopted in Germany and the United Kingdom at the meeting in December 2019 and is currently drafting a motion on remuneration transparency. The topic of equal pay is also tackled by the Public Defender of Rights who recommended the adoption of amendments to the Act No. 262/2006 Coll., the Labour Code, the Act No. 435/2004 Coll., on employment, the Act No. 251/2005, on labour inspection, and the Act No. 134/2016 Coll., on public procurement, to ensure greater wage transparency. According to the Public Defender of Rights, the employees are often not aware of wage discrimination due to contract clauses which forbid the employees to discuss their wages with others. Because of this, the Public Defender of Rights recommended that such contract clauses were prohibited by the law and

¹¹ The name of the project refers to the gender pay gap in the Czech Republic, which, as the time when the project was established, amounted to 22 per cent.

that the employers would be obliged to disclose the offered wage in job advertisements. Furthermore, the Public Defender of Rights also issues the recommendation that employers with higher numbers of employees would have to regularly disclose information on the gender pay gap within their organisation or company.

Women's political participation has been traditionally low in the Czech Republic, and the 2017 Chamber of Deputies elections, which was held in October 2017, did not bring about any substantial improvement: only 28.6 per cent of the candidates who stood the election were women. Furthermore, women were rarely the party leaders in their constituencies, and they were placed lower on the party lists, which impacted their chances of getting elected. Ultimately, 44 women were elected into the lower house of the parliament, signifying a rise in women's representation from 19.5 per cent in the 2013 election to 22 per cent in the 2017 election. As of April 2019, four out of the fifteen cabinet members are women with the Ministry of Finance, the Ministry of Industry and Trade, the Ministry of Labour and Social Affairs, and the Ministry for Regional Development being managed by women.

Due to the low involvement of women in politics and decision-making, the Czech government adopted the aforementioned Balanced Representation Action Plan 2016 – 2018, which has helped to shed a light on the unequal distribution of women and men in power and decision-making. The low involvement of women in the public sector has also led to the adoption of the Strategy +1, which instructs the ministries and other central bodies of state administration to adopt and adhere to measures that aim to achieve a 40-per-cent representation of both sexes in decision-making. Among the tools recommended to reach the goal have been the usage of gender-sensitive language in job advertisements, the emphasis on gender equality and diversity in job advertisements, the appointment of gender-balanced selection committees, the facilitation of flexible work arrangements to improve work-life balance, or the establishment of mentoring within the organisation. The implementation of the Strategy +1 is monitored annually through the Updated Measures.

Domestic and gender-based violence has remained among the utmost priorities of the Czech Government over the past five years. During the monitored period, the Department and the Prevention of Violence Committee oversaw the implementation of the Prevention of Violence Action Plan 2015 – 2018 and drafted a follow-up action plan for 2019 – 2022. Between 2015 and 2017, the Department also implemented a project funded from the Norway Funds, which helped to increase the knowledge about the prevalence of domestic and gender-based violence in the Czech Republic, and throughout which an awareness-raising campaign consisting of television spots, promotional materials, and leaflets was launched.

The Council of Europe Convention on Prevention and Combating Violence against Women and Domestic Violence (hereinafter also the "Istanbul Convention") has especially resonated in the media and public discourse. To combat the myths and misinterpretations surrounding the Istanbul Convention, the Department published the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence: Myths and Facts brochure (hereinafter also the "Istanbul Convention Brochure"), which was distributed to the members of the parliament and wider public. In 2018, the Department also organised a seminar on the myths and misinterpretations of the Istanbul Convention, which was targeted at the members of the parliament.

Under the Resolution of the Government of the Czech Republic No. 292 of 19 April 2017, the Strategic Framework Czech Republic 2030 was adopted, which reflects and builds upon the United Nations' Sustainable Development Goals. The Strategic Framework Czech Republic 2030 updates the Strategic Framework of Sustainable Development adopted by the Czech government in 2010 and is a result of an extensive participative process that had been taking place since September 2015. The Department was involved in the preparation of the Strategic Framework Czech Republic 2030, and gender equality is an integral component of the Strategic Framework.

1.2 Emerging priorities and challenges for the coming five years

The essential conceptual document will be the subsequent Gender Equality Strategy 2021 – 2027, which is currently being prepared and should be presented to the Czech government in 2020. The strategy will draw on the experiences of the Government Strategy for Equality of Women and Men for 2014 – 2020, and it is expected that it will encompass a wider range of subjects related to the Beijing Declaration and Platform for Action, such as the topic of women and media, which was not included in the present Government Strategy. It is also crucial to note that a participatory approach to drafting the strategy has been selected, and expert working groups have been established to assess the main problems that persist, formulate the goals of the strategy, and propose the measures that should be implemented to achieve those goals.

Meanwhile, the implementation of the Government Strategy will continue. In 2018, it was decided that instead of the annual Updated Measures, the Action Plan for Gender Equality for 2019 – 2020 will be adopted. The Action Plan for Gender Equality for 2019 – 2020, which is expected to be adopted by the Czech government in June 2019, will have the same structure as the Updated Measures and will differ from the Updated Measures in only two aspects: the name, and the implementation period. The former was changed to achieve an immediate comprehension of the nature of the document, as an 'action plan' is more easily understood by the general public than the 'updated measures'. The purpose of the latter change is to simplify the process, as the Updated Measures had to be updated and adopted by the Czech government annually. Furthermore, a two-year action plan will give the government the opportunity to assign ministries more long-term tasks. Like the Updated Measures, the implementation of the Action Plan for Gender Equality for 2019 – 2020 will be evaluated annually.

The prevention of gender-based violence and domestic violence remain among the top priorities of the Czech Republic in the gender equality agenda. A long-term objective of our country is to reduce the incidence of all forms of gender-related violence and to secure dignified and equal rights for women and men. As mentioned, the Czech Republic adopted the Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018, which was drafted in cooperation with the Committee for Prevention of Domestic Violence. The follow-up action plan was approved by the Council and is currently in the inter-ministerial comment procedure.

Another objective is increasing women's representation in decision-making and achieving a more balanced representation of women and men in power, both within the private and public sphere. During the monitored period, the Balanced Representation Action Plan 2016 – 2018 was adopted and implemented. Having a stand-alone action plan has proven to shed light on the issue of unequal representation. Nevertheless, as of April 2019, it is not expected that a subsequent action plan on the balanced representation of women and men would be adopted by the Czech government. As such, the measures relating to the balanced representation of women and men will be contained in the Action Plan for Gender Equality for 2019 – 2020.

An issue related to the balanced representation in decision-making is also women's standing in the labour market and their economic independence. A task that persists it to close the gender pay gap by decreasing the gender segregation of the labour market, vanquishing gender stereotypes about men's and women's roles, supporting women and men that choose non-traditional jobs, promoting of gender audits, tackling direct and indirect wage discrimination, achieving greater transparency in remuneration, and adapting to the changing digital market to ensure that no group of the society is left behind. As already mentioned, the Ministry of Labour and Social Affairs will draft an action plan on equal pay. The right to equal pay for equal work remains the Czech Republic's priority.

Society-wide conditions for achieving an efficient balancing of work, private and family life must be adopted too. The Czech Republic has to provide greater support to parents of the youngest children, especially by expanding the availability of childcare facilities and increasing the number of flexible work arrangements. Another part of the plan is to secure sufficient resources in services providing care for dependent people and their improvement, particularly by increasing the existing capacity, reinforcing field and respite care services and strengthening cooperation with non-governmental non-profit organisations. Furthermore, the Czech Republic considers important to boost public discussions on the participation of men in care for family members and in household chores.

As far as women and education are concerned, the main objective is to strengthen gender equality in the education system, i.e. to reduce horizontal and vertical gender segregations among teachers and students, to increase sensitivity to gender issues at schools and to equalise the position of women and men in science, research and innovations.

Last but not least, an objective is to reinforce the coherence and functioning of the institutional structure for enforcement of the gender equality policy. A functional institutional structure will secure enforcement of gender equality and gender mainstreaming. It is important to retain the gender equality agenda within the Office of the Government, where it can be enforced more easily, and to maintain the stand-alone Department of Gender Equality. It is also important to reinforce the activities of the Office of the Public Defender of Rights and to further support gender focal points. Another important step is to strengthen the role of the Council of the Government for Equality of Women and Men in monitoring the implementation of the Government Strategy, particularly via recommendations on areas of priority and monitoring the real status of the Government Strategy implementation. A shift towards the funding of gender equality projects from the state budget must be achieved in order to ensure the long-term sustainability of the agenda.

SECTION TWO

Progress across the 12 critical areas of concern

2.1. Women and poverty

Poverty does not evade the Czech Republic; nevertheless, in comparison with other countries in the European Union, the Czech Republic performs fairly well. According to Eurostat, the Czech Republic had the lowest at-risk-of-poverty rate in the EU in 2016 (9.7 per cent in CZ, 17.3 per cent in EU28),¹² which continued to drop to merely 9.1 per cent in 2017. Nonetheless, while the rate remains relatively low by international standards, it cannot be forgotten that poverty impacts different social groups with different strength and reaches higher numbers among certain groups. Between 4 February and 28 May 2017, the Czech Statistical Office carried out another annual survey on the income and living conditions of households in the Czech Republic called 2017 Living Conditions. At the national level, the results of the survey are used as a basis for setting social policy of the country and for evaluating its impact on citizens' standard of living. According to the data, income poverty endangers 8.7 per cent of households without dependent children and 9.6 per cent of households with dependent children. Among the households without dependable children, women living alone are at greater risk than men living alone (29.3 per cent and 16.2 per cent, respectively), and a person over the age of 65 is at far greater risk when living in one-person household than when living in two-person household (28.3 per cent and 3.1 per cent, respectively). In the category of households with dependable children, those at the greatest risk of poverty are, unsurprisingly, single parents with one or more dependable children (31.4 per cent), followed by two adults with three or more dependable children (17.4 per cent) (for more information, see Table No. 10 in the Annex to the Report).¹³

Besides women and single parents, poverty also disproportionately affects older people, people with disabilities, or migrants. The worst impacts are often experienced by those who fall into multiple categories at once. As such, potential poverty of women is influenced by various aspects. One such aspect is the family organisation – when a family lives on only one income, and especially when it's a women's income, the family situation worsens. Czech children are, in an overwhelming majority, placed in the custody of women after divorce who must then play the role of both the carer and the breadwinner. Surveys show that women economically lose when getting divorced whereas men gradually earn, as they usually have more time to spend on building their careers. Furthermore, although fathers are required to pay child support for their dependent children, they get to keep a larger proportion of their income than before divorce. Moreover, due to the fact that women are considered to be the traditional carers and the availability of childcare facilities is insufficient in the Czech Republic, the burden of childcare is placed predominantly of women.

There are many phenomena existing in the labour market that have a significant influence on women's poverty. One of the most visible phenomena is the gender pay gap. According to the 2017 data of Eurostat, the unadjusted gender pay gap in the Czech Republic is 21.1 per cent – the second widest in the EU and substantially above the EU28 average of 16 per cent. The wide gender pay gap is a result of the traditional distribution of roles in the private sphere, as women often adapt their work to the needs of their family. Maternity leave often slows down and sometimes entirely reverses their professional and career growth. Compared with EU28, the Czech Republic has a low employment rate of women aged 20-49

¹² The at-risk-of-poverty threshold is set at 60 per cent of national median equivalised disposable income.

¹³ The results of the survey are available in Czech on-line at: <https://www.czso.cz/csu/czso/prijmy-a-zivotni-podminky-domacnosti-rn2to6gtkz>

with children. According to the 2017 data by Eurostat, merely 38.2 per cent of Czech women with one child, 49.5 per cent of Czech women with two children, and 40.7 per cent of Czech women with three or more children are employed compared to 97.7, 98.3 and 92.7 per cent of Czech men respectively. A part-time job, though highly welcomed by female employees with young children and helpful for balancing work and family life, also means a lower income. The vertical and horizontal segregation of the labour market, when women work rather in lower positions and in the sectors where they earn less money (education, healthcare, social services, the non-profit sector, etc.), contributes to their generally lower earnings.

The topic of alimony has also been the topic of a discussion in 2018. Two legislation amendments, which would establish a benefit that could be claimed by parents whose partner does not pay the alimony for their children, were discussed in the Chamber of Deputies¹⁴ Neither of the two proposed amendments was passed; however, another amendment introducing the alimony benefit is being prepared and should be presented to the Chamber of Deputies as an amendment to the Act No. 89/2012 Coll., the Civil Code.

Ageing is naturally also connected with gender aspects. On average, women receive lower old-age pensions that reflect disproportions between men and women in their working age, discrimination in some jobs, career interruptions due to problems with reconciliation of work, private and family life or the simple fact that some women decide to be housewives whose work is not paid and is not under the social security system. The average old-age pension in 2017 was CZK 10,772 for women but CZK 13,093 for men. The gender pension gap remains continuously at 18 per cent. According to the Czech Statistical Office, the boundary of income poverty was CZK 11,195 in 2017 – higher than the average pension of Czech women.

The low pensions of women are correlated with other gendered aspects, which deepen their negative impact. Firstly, the life expectancy of Czech women is higher than the life expectancy of Czech men; hence, women have to live with their lower pensions longer than men. Secondly, due to single parents or being widowed, women are more likely than men to live alone when retired, which means they have to cover all the household expenses from one pension.

The Government Strategy has set a goal to decrease the risk for women of becoming poor in particular in the phase of care-giving, pre-retirement age and old age. In the 2018 Updated Measures, the Ministry of Labour and Social Affairs was tasked with drafting an amendment to the Act No. 155/1995 Coll., on pension insurance, which would ensure a faster valorisation of the bottom-level pensions and thus improve the situation of women who are at risk of income poverty. The task was accomplished – an amendment to the Pension Insurance Act was approved by the Chamber of Deputies on 22 August 2018 and signed by the President on 27 August 2018. As of January 2019, the base assessment was raised from 9 per cent to 10 per cent of the average wage, and the pension benefits of pensioners over 85 years of age were increased by CZK 1,000 per month.

Homelessness is also accompanied by gender aspects. According to the Czech National Census of 2011, there were 11,496 people living in the streets of the Czech Republic in 2011 of whom 2,473 were women (21.5 per cent). However, female homelessness is often considered to be less visible, and homeless women tend to increased discrimination when looking for a job due to their gender. In recent years, more attention has been paid to the

¹⁴ The alimony from the alimony defaulter would be then claimed by the state.

specifics of female homelessness and projects supporting homeless women have been launched.¹⁵

Under the Resolution of the Czech Government No. 24 of 8 January 2014, a national framework document for social inclusion and combatting poverty titled the Social Inclusion Strategy for 2014 – 2020 was adopted. The purpose of the Social Inclusion Strategy for 2014 – 2020 is to facilitate meeting the national objective on reducing poverty and decreasing the social exclusion degree set in the National Reform Programme of the Czech Republic which is based on the Europe 2020 Strategy. The for 2014 – 2020 defines priority topics of the Czech Republic in the areas important for social inclusion for the upcoming period until 2020 and is also a relevant document for spending funds from public budgets of the Czech Republic as well as making use of European Structural and Investment Funds of the European Union. It contains a list of measures having an impact on social inclusion and combating poverty and an overview of relevant documents and resources. Social work is emphasised as an essential instrument for social inclusion of socially excluded persons or those at risk of social exclusion. In the 2014 – 2020 period, all areas that promote social inclusion are, therefore, also conceived in terms of how social work can contribute to the functioning of the measures in each area.

2.2. Education of women

Education and training play an essential role in achieving gender equality, as they have the power to reinforce stereotypes, such as those on men's and women's roles in society. Compulsory school education is a key part of socialisation and as such, it needs to be viewed from the gender perspective.

With regard to education levels attained, it would be expected that women's position in the society would grow stronger, as Czech women, on average, achieve a higher education level than Czech men. Nonetheless, women's higher academic achievements are not necessarily mirrored in the structure of Czech society. Women are still disadvantaged in the job market, and the high vertical and horizontal segregation remains a pressing issue. Moreover, it is in the education sector, where the high segregation commences. In the 2017/2018 school year, 99.4 per cent of teachers in nursery schools were women. In elementary schools, women accounted for 84.7 per cent of all teachers. The higher proportion of women was also observed in secondary schools and higher professional schools. Meanwhile, men accounted for 62.9 per cent of the academic staff at universities. Besides low remuneration and low social prestige, gender stereotypes play a role in the low involvement of men in education, as the profession of a teacher in nurseries and elementary schools is not considered to be suitable for men.

Vertical segregation also persists at the university level. In 2017, women accounted for 56.6 per cent of lecturers and 51 per cent of assistants at public universities. Nonetheless, men dominated among assistant professors (59.2 per cent), associate professors (75 per cent), and professors (85.1 per cent) at public universities (for more information, see Graph No. 7 in the Annex to the Report). Furthermore, while the proportion of female professors has been steadily growing, the gap has been closing very slowly. In 2003, 9.3 per cent of professors at public universities were women compared to 12.9 per cent in 2010, and 14.1 per cent in 2017.

¹⁵ One such project is Cooks Without Homes (in Czech: Kuchařky bez domova), which focuses on giving homeless women an opportunity to work. In March 2017, a canteen where homeless women cook was opened in Prague. More information about the initiative is available in Czech on-line at: <http://jakodoma.org/kucharky-bez-domova-2/>

High horizontal gender segregation of students has not yet been overcome either. In the 2017/2018 school year, 16 per cent of students of technical branches of study at secondary schools with a secondary school-leaving exam were girls. Meanwhile, girls accounted for 78.3 per cent of students of social science branches of study at secondary schools with a secondary school-leaving exam. At the university level, men prevail in scientific branches (57 per cent) and engineering and technical branches (67.8 per cent), whereas women prevail among students of humanities and social sciences (64.6 per cent), economy, business and administration (58 per cent), and health, medicine, and pharmaceutical sciences (71.3 per cent). The most substantial gender segregation can be observed in the education and social care, where the proportion of women reaches 82.8 per cent (for more information, see Table No. 9 in the Annex to the Report).

The representation of women in STEM subjects at the university level was 34 per cent in 2015. The proportion of female graduates in natural sciences in the Czech Republic is above the EU average (59 per cent and 54 per cent, respectively); meanwhile, the proportion of female graduates in ICT subjects is below the EU average (12 per cent and 17 per cent, respectively). The low involvement of women and girls in STEM subjects has been noted by some universities, which have focused on motivating women and girls to select non-stereotypical branches of study. For example, in 2017, the Brno University of Technology launched the 'I Belong Here' campaign, which encouraged young women to apply for studies in technical-oriented fields.¹⁶

As mentioned before, women constitute the majority of university graduates in the Czech Republic. In 2017, women accounted for 65 per cent of master's degree graduates and 47.8 per cent of doctoral degree graduates from science, mathematics, and statistics programmes in the Czech Republic. However, women's high representation among university graduates has had little reflection on their representation in the research sector. In 2017, women accounted for a mere 26.8 per cent of scientific workers in the Czech Republic. Due to this, gender equality and the integration of the gender dimension into research and innovations remain key topics. To support women researchers, the Ministry of Education, Youth and Sports has been awarding the Milada Paulová Award for lifelong achievement in science since 2009. The Milada Paulová Award aims to publicly and financially appreciate the achievements of prominent Czech women researchers, provide role models and inspire women researchers and students at the beginning of their research careers.¹⁷

The National Institute of Technical and Vocational Education, which is a subordinate organisation of the Ministry of Education, Youth and Sports, is developing activities to overcome thinking stereotypes on status of women and men and horizontal segregation in the education sector. The Institute provides education and career counselling for pupils and students of primary, secondary and special secondary schools, their parents and also for adults who are interested in further education. The National Institute of Technical and Vocational Education comprises of the Centre for Career Counselling that provides individual and by everybody affordable service related to education at secondary and advanced vocational schools. Career counselling is prescribed by the Education Law that ensures equal access to education for everybody.

The Ministry of Education, Youth and Sports in cooperation with the National Institute for Education and gender experts from the non-governmental non-profit sector established a free web portal genderveskole.cz (in English: gender at school), where teachers may find

¹⁶ More information about the 'I Belong Here' campaign is available in Czech on-line at: <http://www.technickyvzato.cz/>

¹⁷ More information about the Milada Paulová award and its recipients is available in English on-line at: <http://genderaveda.cz/en/milada-paulova-award/>

information on gender-sensitive teaching and education. In November 2018, the National Institute for Education organised a conference titled Digital Technologies in Education, where it focused, among other topics, on gender-sensitive teaching of ICT subjects.

As already mentioned in the introduction to this Report, attaining university education in gender studies has been possible in the Czech Republic since 2004. The Czech Republic has also witnessed a gradual increase in the number of professional literature materials in the Czech and Slovak languages, which has made information accessible to a greater proportion of the population and helped to raise awareness on the issue, as well as to train a new generation of female and male experts on this topic.

2.3. Women and health

Women in the Czech Republic live longer than men. Life expectancy at birth has been continuously rising since the 1990s. In 2017, men's and women's life expectancy at birth was 76.1 years and 82 years, respectively.¹⁸ Women are also more represented among the elderly: 21.6 per cent of women in the Czech Republic are aged 65 or above compared to 16 per cent of men. Compared with the early 1990s, women live longer but also experience a higher illness rate at an older age. The number of hospitalised patients per capita has remained approximately the same since 2000; however, the average duration of treatment has decreased (8 days in 2000, 6.1 days in 2017), especially for women aged 14-34 and 45-54. The exception is the age category over 85 years of age, where women are more likely to spend more days in a hospital than previously. The most common causes of hospitalisation for women under the age of 50 are pregnancy, childbirth and puerperium, followed by factors influencing health status, and diseases of the genitourinary system. For women over the age of 50, the most common reasons for hospitalisation are diseases of the circulatory system, followed by diseases of the musculoskeletal system and connective tissues, and neoplasms.

The current topic regarding women's health is childbirth-related care. Like in other European countries, the birth trends in the Czech Republic have changed significantly since the 1990s. While almost three-quarters of Czech women who gave birth in 1995 were 20-29 years of age, over half of the Czech women who gave birth in 2016 were 30-39 years. Expanding childbirth care options has been consistently promoted by the Obstetrics Working Group;¹⁹ nonetheless, one of the specific goals of the Government Strategy – ensuring that parents may choose the method, circumstances, and place of birth, respectively pregnancy, obstetrics and postpartum care, and improving the status of midwives so they can perform their job at full extent of their legal competencies – has not yet been accomplished despite the parents' demand for a wider range of options. The Obstetrics Working Group has been predominantly calling for the establishment of a midwifery unit, where midwives could work independently; however, as of April 2019, no such unit has been established in the Czech Republic.²⁰ The Centre for Midwifery, which was established in the Bulovka Hospital in February 2019, has been the most advanced attempt to establish a midwifery unit and the first such attempt that was enacted in cooperation with the Ministry of Health; the Ministry of

¹⁸ Data by Eurostat. Table available on-line at:

https://ec.europa.eu/eurostat/tgm/refreshTableAction.do?tab=table&plugin=1&pcode=sdg_03_10&language=en

¹⁹ The Working Groups on Obstetrics and Midwifery was established in September 2013 due to the Council's concern that a similar working group that had been operating within the Ministry of Health had excluded the representatives of midwives associations from its membership base. The Obstetrics Working Groups was, therefore, founded to ensure that issues relating to obstetrics and midwifery would be appropriately addressed.

²⁰ The establishment of a midwifery unit has become an integral topic of the session of the Council held on 22 October 2018. In a follow-up to the outcomes of the session, the Prime Minister initiated talks with two hospitals – Apolinář Hospital and the Bulovka Hospital –, where a midwifery unit could be built. In March 2019, an informal meeting of the Council was held at the Apolinář Hospital to discuss the potential for the establishment of a midwifery unit with the hospital's premises. The Obstetrics Working Group has, however, raised concerns over the project due to its assumed shortcomings and instead supported the establishment of a midwifery unit at the Bulovka Hospital.

Health plans to spread the Bulovka model to other hospitals in the Czech Republic. More similar centres have been built independently across the Czech Republic.

The Public Defender of Rights investigated the access to birth care in 2018 and unveiled that the access to midwives' care was not unified across the Czech Republic. Midwives in the Czech Republic have to conclude contracts with health care insurance providers so their services can be covered from public insurance without a doctor's indication. As the Public Defender of Rights discovered, while public health care insurance companies provided their services across the entire country, midwives in some regions of the country were able to conclude contracts with a wider range of health care insurance providers, resulting in the fact that their services were more easily accessible in some regions than in others. Based on her findings, the Public Defender of Rights issued a statement that women in all regions should be offered the choice and urged the Minister of Health to look into the issue.²¹

Šestinedělky, a citizen initiative, conducted a survey on the support of breastfeeding in Czech hospitals. The survey results, based on the experiences of almost 4,000 women, showed that no hospital in the Czech Republic abided by the Ten Steps to Successful Breastfeeding, an initiative by UNICEF and WHO, even though some of the hospitals were holding the Baby-Friendly Hospital certification. The survey also exposed that information provided about puerperium by the hospital staff is limited and women are insufficiently informed about the importance of the skin-to-skin contact with newborns.²² The same issue was also raised by the Committee of Health Care, a specialised body of the Chamber of Deputies, which held a roundtable on the importance of bonding, i.e. the contact between in the mother and the child after the delivery, as bonding is not practised sufficiently in the Czech hospitals.²³

The cost of human papillomavirus vaccines continues to be covered by public health care insurance providers. However, due to the fact that the vaccines are the most effective when applied before girls and women become sexually active, the costs are covered from the public health care insurance only when the girls are 13 years old – vaccinations at later stages of life must be covered by patients individually. In 2017, 60 per cent of 13-year-old girls were vaccinated against the HPV.

Another area related to women's health, unfortunately still topical, relates to eating disorders. In 2017, 3,731 patients suffering from eating disorders were treated in psychiatric urgent care facilities (an increase of 7.8 per cent from 2011), of whom 90 per cent were women. The patients treated for the diagnosis for the first time accounted for nearly 37 per cent of the cases. In terms of age, almost 12 per cent of the patients were in the age bracket of 0-14 years (8 per cent in 2011), almost 32 per cent in the age bracket of 15-19 years (30 per cent in 2011), and 56 per cent were over the age of 20 (62 per cent in 2011). The majority of hospitalisations, per capita, occurred in Prague, where 114.5 patients were treated per 100,000 inhabitants, thus significantly exceeding the national average of 35.2 treated patients per 100,000 inhabitants.²⁴

²¹ More information about the findings of the Public Defender of Rights is available in Czech on-line at:

<https://www.ochrance.cz/aktualne/tiskove-zpravy-2018/zeny-maji-pravo-na-hrazenou-peci-porodnich-asistentek>

²² The Results of the Research on the Support of Breastfeeding in Maternity Hospitals in 2014 – 2017 is available in Czech on-line at: <http://sestinedelky.cz/wp-content/uploads/2017/03/Celorepublikov%C3%A9-v%C3%BDsledky-pr%C5%AFzkumu-VF.pdf>

²³ More information available in Czech on-line at: <https://www.psp.cz/sqw/hp.sqw?k=3206&td=19&cu=6>

²⁴ More information is available in Czech on-line at:

https://www.uzis.cz/system/files/ai_2018_08_poruchy_prijmu_potravy_2011az2017.pdf

In 2018, there were 3,814 people diagnosed with HIV+ in the Czech Republic. Men accounted for 84.1 per cent of those diagnosed with HIV+. The majority of women with HIV+ (68.2 per cent) were infected by their partners in heterosexual relations.²⁵

2.4. Violence against women

As mentioned previously, in November 2014, the government adopted the Government Strategy for Equality of Women and Men for 2014 – 2020, which encompasses eight main goals, one of which is to decrease the occurrence of all forms of gender-based violence and ensure dignified and equal use of all rights by women and men. Three months later, under the Resolution of the Government of the Czech Republic No. 126 of 23 February 2015, the Czech government adopted the Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018,²⁶ which expands upon the Government Strategy and which has proven to be an important step towards the prevention of domestic and gender-based violence. The Prevention of Violence Action Plan 2015 – 2018 is the second stand-alone strategic document on domestic and gender-based violence prevention which was adopted by the Czech Government. It follows on from the National Action Plan for the Prevention of Domestic Violence for 2011 – 2014 (hereinafter also the “Prevention of Violence Action Plan 2011 – 2014”) and was prepared by the Department in cooperation with the Prevention of Violence Committee. The task to prepare the Prevention of Violence Action Plan 2015 – 2018 was assigned to the Minister for Human Rights, Equal Opportunities and Legislation and the Ministry of Interior under the Resolution of the Government of the Czech Republic No. 31 of 8 January 2014 and the Resolution of the Government of the Czech Republic No. 930 of 12 November 2014.

Compared with the Prevention of Violence Action Plan 2011 – 2014, the Prevention of Violence Action Plan 2015 – 2018 has widened the scope of violent acts to include other forms of gender-based violence, as defined by the Istanbul Convention. The Prevention of Violence Action Plan 2015 – 2018 is based on a gender-based approach to violence and recognises gender-specific needs of women and men, and its intention is to cover all forms of domestic and gender-based violence regardless of the gender of the person endangered.

In January 2019, the 2018 Summary Report on the Implementation of the Prevention of Violence Action Plan 2015 – 2018 (hereinafter also the “Prevention of Violence Summary Report”) was approved by the Council. According to the Prevention of Violence Summary Report, 85 tasks of the Prevention of Violence Action Plan 2015 – 2018 were accomplished (49.4 per cent), 25 were partially accomplished (21.2 per cent), and 18 were not accomplished (21.2 per cent). The greatest progress has been achieved in the field of awareness-raising and campaigning – throughout the implementation process, many expert conferences and seminars were organised, and an awareness-raising campaign was launched. The implementation of the Prevention of Violence Action Plan 2015 – 2018 has also brought new insights into the occurrence of domestic and gender-based violence in the Czech Republic, and the accessibility of support services for the victims and perpetrators of the violence, which have subsequently served as a basis for policy formulation. Thanks to the Prevention of Violence Action Plan 2015 – 2018, important amendments of the legislation were adopted. These included amendments to the Act No. 40/2009 Coll., the penal code, in relation to the preparations for the ratification of the Istanbul Convention, and the Act No. 250/2016 Coll., on the liability for offences and proceedings relating thereto, due to which

²⁵ The data of the number of Czech citizens infected with HIV+ are available in Czech on-line at: <http://szu.cz/tema/prevence/zprava-o-vyskytu-a-sireni-hiv-aids-za-rok-2018>

²⁶ The Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018 is available in English on-line at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Action_Plan_Domestic_and_Gender_based_Violence.pdf

perpetrators of intimate violence may be ordered to take part in appropriate training on anger management or violent behaviour. According to the Prevention of Violence Summary Report, the access to specialised social services for victims and their children, and the provision of adequate and foreseeable funding for non-governmental organisations working in the field of domestic and gender-based violence remain as two major challenges. An important step forward in the former aspect should have been brought about by the amendment to the Act No. 108/2006 Coll., on social services, which included a specialised social service for the victims of domestic and gender-based violence; however, throughout the implementation of the Violence Action Plan 2015 – 2018, this amendment was not approved.

Under the Resolution of the Government of the Czech Republic No. 355 of 6 June 2018, the Office of the Government was tasked with drafting a follow-up action plan on domestic and gender-based violence prevention. The Action Plan for the Prevention of Domestic and Gender-based Violence for 2019 – 2022 (hereinafter also the “Prevention of Violence Action Plan 2019 – 2022”) was approved by the Council in March 2019 and is expected to be approved by the Government in May 2019. It comprises of 26 measures divided into 3 strategic areas: the domestic and gender-based violence prevention; the protection and support of victims of domestic and gender-based violence (including children); and the provision of access to justice for all persons threatened by domestic and gender-based violence.

Between 2015 and 2017, the Department implemented the Domestic and Gender-based Violence / Implementation of Gender Mainstreaming and the Support of Work-life Balance project (hereinafter also the “Prevention of Violence and Work-life Balance Project”), which was funded from the Norway Grants. Multiple analyses on domestic and gender-based violence were published throughout the implementation of the Prevention of Violence and Work-life Balance Project,²⁷ and an awareness-raising campaign called This Is Equality!, which comprised of television spots, leaflets and promo materials, was launched. Among the analyses published during the Prevention of Violence and Work-life Balance Project implementation was the Analysis of Gender-based Cyber Violence in the Czech Republic. The study provided multiple recommendations to the public sector aimed to decrease the prevalence of cyber violence, including the adoption of the strategy to tackle cyber violence, the increase of the awareness of cyber violence, and the implementation of training seminars for professionals exposed to cyber violence cases. Some of the recommendations were transformed into the measures of the Prevention of Violence Action Plan 2019 – 2022. The Prevention of Violence Project has also provided the Department with an opportunity to work on gender-based violence issues with Alternativ til Vold, a Norwegian NGO. Thanks to the cooperation with Alternativ til Vold, Sinna Mann (Angry Man), a short animated movie based on true stories about children who were exposed to domestic violence, was brought to the Czech Republic, and hundreds of educators and NGO employees were taught about how to effectively use the film in their jobs.

To expand upon the partnership with Alternativ til Vold, the Department organised the Working with Youth to Tackle Gender-based Violence side-event during the 63rd Session of the United Nations Commission on the Status of Women at the UN Headquarters in New York in March 2019. At the side-event, the representatives of the Department and Alternativ til Vold shared the experiences of their respective organisations with primary prevention programmes and young perpetrators of violence. The cooperation between the Department and Alternativ til Vold will be further strengthened by the Enhancing of Methodological

²⁷ The published analyses are available in Czech on-line at: <https://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/analyzy-v-ramci-projektu-z-norskych-fondu-151314/>

Support in Prevention of the Domestic and Gender-based Violence project, which will be implemented between 2020 and 2023.

Other ministries also contribute to domestic violence prevention within the scope of their specific authority. The Ministry of Interior covers the expenses incurred by NGOs that operate nationwide free phone lines, which provide 24/7 services to persons endangered by domestic and gender-based violence. It also organises educational and informational activities related to domestic violence for police and judiciary personnel and implements a pilot project, which uses new technology and allows the endangered person immediately call for the help of the Police of the Czech Republic by pressing a single button. The Police of the Czech Republic continues to build and promote a system focusing on the psychological help to victims, the cornerstone of which is in the crisis intervention groups established at the level of regional directorates. The Ministry of Health works on expanding access to specialised therapeutic services too. By 2018, eight specialised therapeutic centres that are covered from public health care insurance operated across the Czech Republic, and the plan is to establish thirty such centres by 2021.

Non-governmental non-profit organisations dealing with domestic and gender-based violence prevention and providing help to victims have also remained a crucial component of combating domestic and gender-based violence in the Czech Republic. They draw attention to the problem: it has become traditional to hold information events on the International Day for Elimination of Violence against Women. Through happenings, the organisations point to origin and consequences of violence committed on women, co-organise round tables on the topic, by means of cultural events they try to raise funds for organisations directly working with victims of violence. The campaigns also comprise self-defence courses for women and courses and counselling for violent persons. In 2018, for example, the non-governmental non-profit organisation ROSA, operating in this field for more than twenty years, held seminars for students and for social workers. Their videos recorded for the campaign stopnasili.cz will be streamed by the Czech Television in 2019.

The Prevention of Violence Committee has also remained active during the monitored period. In 2018, it passed motions through which it recommended the Ministry of Labour and Social Affairs to include the work with violence perpetrators among the supported activities in the Family Grant Programme and recommended the secretariat of the Council to distribute the Istanbul Convention Brochure to parliamentarians, and recommended the Council to call on the Ministry of Justice to present a proposal for the ratification of the Istanbul Convention to the inter-ministerial comment procedure by November 2018.²⁸ Nonetheless, despite the push for the ratification by the Prevention of Violence Committee, the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence has not been ratified yet. To combat myths and fake news connected with the Istanbul Convention, the Department published the aforementioned Istanbul Convention brochure, which was distributed to the members of the parliament and wider public. A seminar on the myths and misinterpretations of the Istanbul Convention, which was targeted at the members of the parliament, was also organised in September 2018. As of April 2019, the ratification of the Istanbul Convention remains uncertain, as a unanimous stance on the Istanbul Convention does not exist within most political parties, let alone within the entire Parliament. According to a survey carried out by the Public Opinion Research Centre of the Institute of Sociology of the Czech Academy of Science in December 2018, the awareness of the Istanbul Convention remains low in the Czech Republic, and it contributes to the low

²⁸ More information on the work of the Prevention of Violence Committee is available in Czech on-line at: https://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/prevence_domaciho_nasili/vybor-pro-prevenci-domaciho-nasili-121940/

support of its ratification. Out of the 1,078 respondents, 18 per cent were for the ratification of the Istanbul Convention and 13 per cent were against it (69 per cent remained undecided). However, those who were aware of the Istanbul Convention were predominantly for its ratification – 87 per cent who were able to answer correctly to a question about its contents supported its ratification while only 6 per cent belonging in the same category opposed it.²⁹

Multiple studies on domestic and gender-based violence were also carried out. A major contribution to the statistical data on domestic and gender-based violence has been provided by proFem, a Czech non-governmental and non-profit organisation, which focuses on providing help to victims, violence prevention as well as political and legislative lobbying. In their 2014 research titled *Violence in Relationships through the Eyes of Teenagers*,³⁰ which focused on the experiences of 1,760 university students, proFem found out that 59 per cent of respondents had encountered violence. 90 per cent of respondents would end an intimate relationship due to physical violence (beating, kicking, strangling), and 87 per cent of respondents would end the relationship due to slandering and defamation. Nonetheless, posting photos online without their prior knowledge would not be the reason for ending a relationship for 41 per cent of respondents, and being pressured to have sex would not be the reason for 30 per cent. A 2016 study titled *The Economic Impact of Domestic Violence on Health*,³¹ which was based on a representative sample of 3,058 women over the age of 18 living in the Czech Republic, proFem found out that 27.7 per cent of women in the Czech Republic had experienced domestic violence in intimate partnership and one third of them had to seek medical treatment as a consequence of intimate partner violence. The total amount of the economic impact of domestic violence on the health sector in the Czech Republic was estimated at CZK 1.85 billion during 2014 alone. This estimate covers only the costs of providing health care and treatment to women who needed medical attention during 2014 as a consequence of domestic violence between intimate partners. Most of the costs, approximately CZK 1.241 billion, have been covered by the General Health Insurance Company (in Czech: Všeobecná zdravotní pojišťovna). An additional CZK 215 million was paid by the victims of domestic violence in additional fees for prescribed medications and in other necessary direct payments. In 2014 alone, the costs of public health insurance related to the treatment of chronic diseases in the context of domestic violence have been estimated at approximately CZK 1.088 billion.

In 2017, the courts dealt with a total of 895 cases of domestic violence, which is a rise of 327 cases as against the preceding year. In 678 cases, the victim was a woman, in 133 cases a child, in 56 cases a man and in 50 cases a senior citizen. Most frequently, domestic violence occurred in such cases between common law spouses (370) and married couples (233).

Since the institute of eviction from common home has been enshrined in the Czech legislation in 2007, records have been kept on the number of such cases. The data show a steep rise until 2011 (1,430 cases), after which there were 1,355 cases reported per year on average (for more information, see Graph No. 10 in the Annex to the Report). In relation to the total number of evictions, 2,125 persons were identified as vulnerable by the Police of the Czech Republic, of whom 164 were men, 1,346 were women, and 615 were children. In total, vulnerable persons filed a total of 643 motions for preliminary evictions to the relevant district courts (according to Section 405 et seq. of Act No. 292/2013 Coll. on Special Judicial

²⁹ The results of the survey are available in Czech on-line at:

https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a4797/f9/pm190111.pdf

³⁰ *Violence in Relationships through the Eyes of Teenagers* is available in Czech on-line at:

<https://www.profem.cz/shared/clanky/679/V%C3%BDzkum%20N%C3%A1sil%C3%AD%20ve%20vztaz%C3%ADch%20o%C4%8Dima%20teenager%C5%AF.pdf>

³¹ *The Economic Impacts of Domestic Violence on Health* is available in Czech on-line at:

https://www.profem.cz/shared/clanky/422/EkonomDopadyDN-Zdravi_WEB.pdf

Proceedings). Under Section 60a of Act No. 108/2006 Coll. on Social Services, intervention centres are obliged to contact the vulnerable person/s within 48 hours of delivery of the official record of an eviction and offer them follow-up social help. In 2017, vulnerable persons accepted the help of intervention centres in 1,574 cases.

Throughout the evaluation period, the Police of the Czech Republic has been recording 550 – 700 rape cases per year. According to specialised studies, this represents only 5 – 10 per cent of the committed crimes. Of the cases reported, solved cases are in the region of 70 per cent. As a rule, rape is committed mainly by men. In 2017, women accounted for just 1.6 per cent of persons prosecuted for rape.

The stalking offences have recorded by Police of the Czech Republic Records since 2010 when the offence became enshrined in the penal code. In accordance with international treaties and recommendations, stalking is considered to be a form of gender-based violence. Gender asymmetry is also evident when viewing statistical data recorded by the Police of the Czech Republic. Between 2010 and 2015, 89-93 per cent of the prosecuted persons were men. Between 2010 and 2015, the number of reported cases of stalking was in the region of 500 per year; the number dropped to 395 in 2016 and 337 in 2017. The proportion of solved cases of stalking tends to be in a region of 70 to 75 per cent.

The obligation of the Czech Republic to deal with the issue of violence against women and domestic violence also arises from international obligations, especially from the Convention on Elimination of All Forms of Discrimination against Women (CEDAW). In its Concluding Recommendations on the Sixth Periodic Report of the Czech Republic of 14 March 2016, the Committee on the Elimination of the Discrimination against Women recommended the Czech Republic to undertake regular and systematic training of the police, security personnel and the judiciary to ensure that they carry out their functions with gender sensitivity. It also called for an increase allocation of human, technical and financial resources for the provision of specialist services for victims of gender-based violence in a long-term, sustainable manner and urged the Czech Republic to ensure that such services would be allocated adequately, sustainably and progressively through the regular state budget instead of external funding sources.³²

2.5. Women and armed conflict

The Government Strategy includes specific goals on international development, humanitarian aid, migration, and international cooperation under its strategic area titled Equality of women and men in external relations. In the Updated Measures of 2014, the Minister of Defence was tasked with supporting the participation of women in foreign military operations by incorporating the gender equality agenda into the training of military personnel. The Updated Measures of 2014 also assigned the Minister of Defence with the duty to draft an action plan on the United Nations Security Council Resolution 1325, on women, peace, and security. In June 2015, the Action Plan of the Ministry of Defence on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security (hereinafter also the “Ministry of Defence Action Plan”)³³ was adopted.

In 2016, the task to draft an action plan on the UN Security Council Resolution 1325 was also assigned to the Minister of Foreign Affairs in cooperation with the Minister of Defence,

³² Concluding Observations on the Sixth Periodic Report of the Czech Republic are available in English on-line at: https://tbinternet.ohchr.org/_layouts/TreatyBodyExternal/Countries.aspx?CountryCode=CZE&Lang=EN

³³ The Action Plan of the Ministry of Defence on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security is available in Czech on-line at: <http://www.mocr.army.cz/assets/informacni-servis/povinne-informace/1-rovne-prilezitosti/akcni-plan-resortu-mo-k-implemantaci-rezoluce-rb-osn-1325--zeny--mir-a-bezpecnosti.pdf>

Minister of Human Rights, Equal Opportunities and Legislation, and the Minister of Interior. Unlike the Ministry of Defence Action Plan, which covered only the Ministry of Defence, the new proposed action was to incorporate multiple relevant stakeholders both within the process of its preparation and the process of its implementation. In 2016, a seminar was organised by the Ministry of Foreign Affairs, where representatives of the state and non-state sector had the opportunity to discuss the action plan. The invitation to the seminar was also accepted by the representatives of Austria and Sweden, who shared the experiences of their countries with the drafting of an action plan on the women, peace, and security agenda (hereinafter also the “WPS agenda”). Permanent advisory bodies of the Czech government were included in the preparations of the action plan too, including the Council.

The Action Plan on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security for 2017 – 2020³⁴ was adopted under the Resolution of the Government of the Czech Republic No. 12 of 9 January 2017. The Resolution 1325 Action Plan 2017 – 2020 is closely linked with the Government Strategy and is considered to be its implementation document. To oversee the implementation of Resolution 1325 Action Plan 2017 – 2020, the Working Group on the WPS Agenda was established at the Ministry of Foreign Affairs.

The Resolution 1325 Action Plan 2017 – 2020 is structured into seven thematic areas, which were derived from the structure of relevant UN Security Council resolutions and the experiences of other UN members with the implementation of these resolutions, namely:

- The balanced representation of women and men in decision-making in relation to the WPS agenda;
- work-life balance in relation to the WPS agenda;
- education and training in relation to the WPS agenda;
- international cooperation on the implementation of the WPS agenda;
- dignity and integrity in relation to the WPS agenda;
- the WPS agenda and its present challenges;
- institutional framework for gender equality in relation to the WPS agenda.

Like in the case of the Prevention of Violence Action Plan 2015 – 2018 and the Balanced Representation Action Plan 2016 – 2018, the Summary Reports on the Implementation of the Resolution 1325 Action Plan 2017 – 2020 are to be presented to the Council and the Czech government annually. This is a brief summary of the selected results of the 2018 Summary Report:

- The Army of the Czech Republic is open to women; the share of woman soldiers was 13 per cent in 2017 – the NATO average was 11 per cent;
- the share of woman soldiers at foreign operations, including observation missions, was 6.2 per cent in 2017;

³⁴ The Action Plan on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security for 2017 – 2020 is available in Czech on-line at: https://www.mzv.cz/inp/cz/udalosti_a_media/tiskove_zpravy/x2017_01_11_akcni_plan_cr_k_implementationi_rezoluce.html

- in May 2017, Lenka Šmerdová was promoted to the rank of general; she became the first female general of the Czech Army;
- as a follow up to the Council Decision (EU) 2015/1523 of 14 September 2015 and the operating plans of the European Asylum Support Office, the Czech Republic has taken an active role in seconding national experts to countries affected by the migration crisis; 25 experts were seconded to Greece and Italy in 2017 – 18 women and 7 men;
- the proportion of women and men admitted to study at military schools to the number of female and male applicants for studying at these schools is balanced (evidence of equal approach, or non-discrimination); the share of women studying at military schools in the school/academic year 2017/2018 was 27 per cent;
- the Ministry of Defence has established children's groups in garrisons located in Prague, Čáslav, Bechyně, and Stará Boleslav.

To draw on its experience with the implementation of the UN Security Council Resolution 1325, the Czech Republic organised a side-event titled Approaches to the UNSCR 1325 in Central, South-eastern and Eastern Europe, which was held during the 62nd session of the United Nations Commission on the Status of Women. During the side-event, representatives of the Czech Republic, Ukraine and Moldova presented their approaches to the implementation of the Resolution and discussed their achievements as well as challenges, which they encountered.

The Resolution 1325 Action Plan 2017 – 2020 is not the only document on the WPS agenda that was adopted in the Czech Republic during the monitored period. In 2016, the Command of the Minister of Defence on Promoting Gender Equality within the Ministry of Defence (hereinafter also the “Command of the Minister of Defence”)³⁵ was adopted. The Command of the Minister of Defence sets various orders to bodies of the Ministry of Defence with the purpose to advance gender equality. The orders include reviewing internal procedures and regulations to ensure that they are in compliance with gender equality, holding training on gender equality for the Ministry of Defence personnel, and collecting sex-segregated data.

According to the Directive of the Chief of the General Staff of the Army of the Czech Republic on the Selection of Persons for Positions in the Army of the Czech Republic, gender-balanced selection committees should be appointed when possible. The Collective Agreement of the Ministry of Defence for 2017 includes a positive measure and gives the heads of organisational units the right to select the candidate from the less represented sex when the prerequisites and qualifications of two or more candidates for the same position are equal.

Within the cooperation with other authorities and organisations, a long-term activity of the permanent deputy of the Army of the Czech Republic continues in the NATO Committee for Gender Perspectives (hereinafter the "NCGP"). The subject of this cooperation is to provide statistical information and counselling, to participate in the development of specialised documents and to share experience in the respective issues. As early as in 1997, a post of the main inspector for protection of human rights has been established in the organisational structure of the Inspection of the Minister of Defence. Protection of human rights is one of the key areas the IMD deals with. As part of routine inspection activities related to violation of

³⁵ The Command of the Minister of Defence on Promoting Gender Equality within the Ministry of Defence is available in Czech on-line at: <http://www.mocr.army.cz/assets/informacni-servis/povinne-informace/1-rovne-prilezitosti/rmo-c--29--2002---aktualni-zneni-po-6--novele.doc>

human rights, each survey asks whether the respondent encountered any violation of the principle of equal opportunities or the problem of sexual harassment. Since 1 April 2013, Inspection of the Minister of Defence runs an anonymous e-mail box: ombudsman@army.cz

Gender equality policy targets of the Ministry of Defence are based on the findings of a summary quantitative gender analysis. This analysis has been prepared by the departmental gender focal point since 2002 already; it is a separate document prepared by 31 March of the given year. The presented analysis includes proposals for acceptance or rejection of other measures in order to efficiently promote and ensure an equal approach to men and women and their equal treatment in employment and business contact.

2.6. Women and economy

The employment rate of men and women in the Czech Republic aged 15-64 is above the EU28 average – in 2017, the overall employment rate (75.9 per cent) placed the Czech Republic in the 10th place. Nonetheless, as the data show, the results of the Czech Republic vary greatly depending on sex. While the employment rate of men was the 3rd highest in the EU (82.9 per cent), after only Sweden and Malta, the employment rate of women (68.7 per cent) placed the Czech Republic in the 14th place. Due to this, the gender employment gap in the Czech Republic (14.2 per cent) is above the EU28 average of 10.7 per cent.

The gap in the employment rate of women and men is largely impacted by parenthood. If we compare the rate of employment of women and men throughout their life cycles, we may notice an extensive disparity between the two groups in the age category of 25-34 years. Meanwhile, the employment gap almost closes in the age category 45-54.³⁶ The same story is also told by the employment rates of women (15 – 64 years old) with at least one child aged 0-2 years, which remains among the lowest in the OECD and in a stark contrast with the employment rate of women with children aged 6 – 14 years, where the Czech Republic performs better than most OECD countries.³⁷ In the EU, the employment rate of women with children under the age of 6 is merely 14.4 points lower than the employment of women without children under the age of 6; meanwhile, in the Czech Republic, the employment gap between the two groups stands at 45.6 points. There are several reasons for the low employment of women with small children. Firstly, child care is considered to be a woman's role, and it is expected that the mother would be the one to take leave from work to take care of children. In 2017, merely 1.8 per cent of those who claimed parental leave were men,³⁸ and the Gender Equality 2017 report by Eurobarometer showed that the Czech Republic was the only country in the EU, where one in four respondents disapproved of a man taking parental leave to take care of his children.³⁹ Secondly, women in the Czech Republic take longer parental leave than women elsewhere in Europe. The Czech legislation allows women to claim parental leave until their youngest child reaches the age of three and many Czech women make such a decision.

Nonetheless, for some, the decision may not be entirely voluntary. A research conducted between 2012 and 2014 by the Research Institute for Labour and Social Affairs, throughout which 710 interviews with women whose youngest child is under 5 years of age were carried out, concluded that 58.5 per cent of university-educated women whose youngest child is

³⁶ The employment profiles over the life-course data were collected by the OECD and are available in English on-line at: http://www.oecd.org/els/soc/LMF_1_4_Employment_profiles_over_life_course.pdf

³⁷ Maternal employment rates by age of youngest child were collected by the OECD and are available in English on-line at: http://www.oecd.org/els/family/LMF_1_2_Maternal_Employment.pdf

³⁸ The data on the numbers of women and men claiming parental leave in the Czech Republic since 2001 are available in Czech on-line at: <https://www.mpsv.cz/cs/10543>

³⁹ Gender Equality 2017 is available in English on-line at: http://data.europa.eu/euodp/en/data/dataset/S2154_87_4_465_ENG

between 2 and 3 years of age would like to work part-time or full-time.⁴⁰ Meanwhile, in 2016, merely 4.7 per cent of children in the Czech Republic under the age of three were in formal childcare structures.⁴¹ A major contributing reason for the disparity is a lack of available childcare facilities. A place in a kindergarten is only guaranteed after the child reaches three years of age, and while the Act No. 561/2004 Coll., on pre-school, basic, secondary, tertiary professional and other education, established the duty of kindergartens to accept 2-year-old children since 2020, the obligation was abolished by an amendment to the Act in 2018 (for more information, see Graph No. 4 and Graph No. 5 in the Annex to the Report).

To tackle the limited availability of the childcare facilities, the Act No. 247/2014 Coll., on the provision of child care in children's groups, was adopted. Since the adoption of the Act, the new phenomenon of children's groups has evolved considerably, and the number of children's groups has been continuously increasing. In 2018, there were 847 children groups in the Czech Republic with a capacity of over 11,000 places. Nevertheless, considering there were over 278,000 parents claiming parental leave in 2017, the access to childcare groups is far from universal. Furthermore, the issue of the funding of the children's groups persists due to the fact that the financing for children's groups comes from the European Social Fund instead of the state budget.

Another obstacle to women's full participation in the labour market is the stereotypical division of duties. Based on the 2017 study by the Ministry of Labour and Social Affairs, which looked into lifestyles of families with school-age adolescent children and adolescents, Czech women spend almost twice as much time as Czech men on care and household chores – the respondents of the survey declared that the average weekly time spend on household chores and childcare is 25.8 hours for fathers and 42.6 hours for mothers. At the same time, Czech women were more likely to believe that their focus on family duties is detriment to their careers (4.5 per cent of women, 1.4 per cent of men) while Czech men were more likely to think that their focus on career is detriment to their family (20 per cent of women, 35 per cent of men).⁴² Furthermore, 77 per cent of Czech respondents in the 2017 Eurobarometer survey on Gender Equality was of the opinion that women's most important role is to take care of her home and family.

According to the 2017 research by the Czech Academy of Sciences titled Gender Pay Gap through the Eyes of the Public in the Czech Republic, which was based on a representative sample of 1,032 respondents, 30 per cent were of the opinion that women were universally disadvantaged in the labour market and 46.8 per cent were of the opinion that some groups of women were disadvantaged. Furthermore, 58 per cent of women stated they had been asked questions about their private and family life in job interviews compared to 24.6 per cent of men. The factor that influenced whether a woman was asked about her private and family life were children. 51.3 per cent of women without children experienced questions about their private and family life compared to 68.6 per cent of women with children.⁴³

Due to these and other factors, women are disadvantaged in their access to decision-making positions, and the gender pay gap has not been closed yet. In 2017, the unadjusted gender pay gap in the Czech Republic is 21.1 per cent. While there has been an evident decrease since 2010 when the gender pay gap reached 25.5 per cent, the progress has been slow,

⁴⁰ The research is available in Czech on-line at: http://praha.vupsv.cz/Fulltext/vz_381.pdf

⁴¹ More information is available in English on-line at: https://ec.europa.eu/info/sites/info/files/bcn_objectives-report2018_web_en.pdf

⁴² Rodiny ve střední fázi rodinného cyklu is available on-line in Czech at: https://www.mpsv.cz/files/clanky/32157/Rodiny_ve_stredni_fazi_rodinneho_cyklu_2017.pdf

⁴³ Gender Pay Gap through the Eyes of the Public in the Czech Republic is available in Czech on-line at: https://www.soc.cas.cz/sites/default/files/publikace/vyzkumna_zprava_genderve_rozdily_v_odmenovani_final_0.pdf

and the gender pay gap in the Czech Republic is still the second widest in the EU after Estonia.

Therefore, the topic of the gender pay gap has been important to the Czech Republic throughout the monitored period. Equal pay is among the topics of the Government Strategy and the Conception of Family Policy of the Czech Republic. The Ministry of Labour and Social Affairs also operates a programme titled 22 per cent to Equality, which looks into the effects of unequal pay on individuals, families, companies, and institutions. In 2017, 22 per cent to Equality organised a conference on unequal pay and published a study titled Current Differences in Remuneration of Women and Men in the Czech Republic: In-depth Analysis of Statistics and International Comparison.⁴⁴ The study shows that the high gender pay gap in the Czech Republic is the product of several interrelated factors, such as the horizontal and vertical segregation of the labour market, non-transparent systems of remuneration, unsuitable conditions for achieving work-life balance, and prevailing gender stereotypes. 22 per cent to Equality also promotes the use of the Logib tool and intends to draft an action plan on the gender pay gap by 2020.

Segregation of the labour market also persists in the Czech Republic. In 2017, women dominated among the employees in health care and social work, education, and financial and insurance sectors. Meanwhile, significantly more men than women were employed in manufacturing, IT and communication, construction, and transportation (for more information, see Table No. 11 in the Annex to the Report).

An issue that contributes to unequal pay is also insufficient wage transparency. According to a 2017 Eurobarometer survey, 59 per cent of women and 48 per cent of men in the Czech Republic do not have information about the wages of their closest colleagues. Furthermore, 56 per cent of Czech respondents of the Gender Equality 2017 survey believed that women in equivalent positions were paid less than men.

While the right to equal pay for equal work is embedded in the Act No 198/2009 Coll., on equal treatment and on legal instruments of protection against discrimination and on amendments of some laws ('Anti-discrimination Act'), and in the Act No. 262/2006 Coll., the Labour Code, the principles of equal pay are not always observed. In the Czech Republic, the controls of the right to equal pay for equal work are carried out by the State Labour Inspection Office. In 2018, the State Labour Inspection Office carried out 110 inspections and found out 14 cases of violation of the right to equal pay for equal work and/or discrimination.

2.7. Women in power and in decision-making positions

Despite the fact that women make up for the majority of university graduates, they remain considerably underrepresented in decision-making positions both in the public and private domains. As of April 2019, four out of the total of fifteen ministers (26.7 per cent) are women. Women account for 22 per cent of the MPs in the Chamber of Deputies, 19.8 per cent of Senators in the Senate and 23.8 per cent of MEPs in the European Parliament (for more information, see Graph No. 13 in the Annex to the Report). In the past 21 years, the representation of women in the Chamber of Deputies rose by merely 7 points. The 2017 Gender Equality Index of the European Institute for Gender Equality, which is concerned with the representation of women in decision-making, shows that the Czech Republic performs below the EU28 average in all observed areas, including the proportion of women among the

⁴⁴ Current Differences in Remuneration of Women and Men in the Czech Republic: In-depth Analysis of Statistics and International Comparison is available in Czech on-line at: <http://www.rovnaodmena.cz/wp-content/uploads/2017/12/Aktu%C3%A1ln%C3%AD-rozd%C3%ADly-v-odm%C4%9B%C5%88ov%C3%A1n%C3%AD-%C5%BEen-a-mu%C5%BE%C5%AF-v-%C4%8CR.pdf>

members of parliament, members of regional assemblies, board members of central banks, boards members of research funding organisations, and board members of publically-owned broadcasting organisations.⁴⁵

While the European experience demonstrates that the representation of women in politics increases only slowly without positive measures, the Czech Republic remains among the countries where no positive measures have been implemented. As such, the goal of the Government Strategy – to reach 40 per cent representation of women in decision-making positions in the public and private spheres by 2020 – will most likely remain unattained in all relevant areas. The low representation of women in decision-making, therefore, remains one of the main reasons for the Czech Republic's low ranking in global gender equality indexes.

Of the candidates running in the 2017 Chamber of Deputies election, 28.6 per cent were women. Among the elected, 22 per cent were women. The lower proportion of those elected to those nominated arises predominantly from the fact that women were rarely placed at the top of candidate lists (for more information on the proportions of nominated and elected women segregated by political parties, see Table No. 14 in the Annex to the Report). Furthermore, while one in five parliamentarians is a woman, women are not adequately represented in the Parliament's bodies. The chairperson and the five deputy chairpersons of the Chamber of Deputies are men, and only two of the twelve permanent commissions of the Chamber of Deputies are chaired by women.

A low representation of women in decision-making positions can be also observed outside of the politics. In 2017, there were 1,828 female judges and 1,177 male judges in the Czech Republic. However, the more prestigious the institution was, the lower was the proportion of female judges. Therefore, while 66 per cent of judges of district courts were women, merely 19 per cent of judges of the Supreme Court were women, and only 13 per cent of judges of the Constitutional Court were women. Women also accounted for 41.7 per cent of chairpersons of the district courts but only 25 per cent of regional courts. The same story prevails in the diplomacy, too, as merely 17 per cent of Czech ambassadors are women.

During the monitored period, the Czech Republic adopted the Action Plan for Balanced Representation of Women and Men in Decision-making Positions for 2016 – 2018. The Balanced Representation Action Plan 2016 – 2018 set out 35 measures to improve women's access to power and decision-making positions. Among the greatest successes of the Balanced Representation Action Plan 2016 – 2018 were the gender audits of central bodies of state administration, implementation of gender-sensitive advertising, the formation of gender-balanced selection commissions, and the adoption of the Conception of the Family Policy of the Czech Republic. Among the measures that were not accomplished by 2018 was publishing a toolkit for the media on the practical implementation of balanced representation of women and men, increasing the representation of women in decision-making positions in research and state-owned companies, and introducing programmes on the support of mentoring and networking of women to achieve balanced representation of women and men in decision-making companies. Despite the obstacles, the Balanced Representation Action Plan 2016 – 2018 has proven to be an important step towards achieving a more balanced representation, as it kept the topic of balanced representation on the table and compelled the ministries to continually pay attention and evaluate the issues.

An important role was also played by the Balanced Representation Committee, which is the main monitoring mechanism on the fulfilment of strategic documents in the area of balanced representation. During the monitored period, the Balanced Representation Committee

⁴⁵ The 2017 Gender Equality Index is available in English on-line at: <https://eige.europa.eu/gender-equality-index>

discussed the implementation of the Council of Europe Recommendation Rec (2003) on balanced participation of women and men in political and public decision-making, the European Parliament Report on gender equality in the media sector in the EU, and the Office of the Year 50-50 competition.⁴⁶ The Balanced Representation Committee has also passed motions to the Council. For example, in 2019, the Balanced Representation Committee recommended the Council to recommend the Czech government to maintain a positive stance to the Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures.

To support women in politics, the Department published the Toolkit for Political Parties: Fifteen Tips on How to Support Women in Political Parties. The Toolkit for Political Parties discusses positive measures such as quotas, the establishment of women's caucuses, the usage of gender-sensitive language, the provision of mentoring for women, and the elimination of harassment and sexism. The Toolkit for Political Parties was distributed to the chairpersons of political parties, and its distribution to regions is expected in 2019. During the monitored period, the Department also published the Analysis of Gender Stereotypes and the Portrayal of Women and Men in Political Campaigns,⁴⁷ which sheds a light on the presentation of women and men in Czech political campaigns, focusing on the 2017 Chamber of Deputies election and the 2018 presidential election. According to the Analysis, women were less represented in debates than men and also lacked in the visual promo materials of the political campaigns. With a few exceptions, the programmes of the political parties also didn't accentuate the specific needs of women.

In February 2016, the Czech Republic's delegation attended the CEDAW hearing in Geneva. The Committee on the Elimination of Discrimination against Women asked the Czech Republic to inform the Committee about the implementation of the recommendation of the amendment to the election acts in order to implement a so-called zipper system. However, as of 2019, there are no plans to implement a zipper system in the Czech Republic.

2.8. Institutional mechanism for the advancement of women

Institutional mechanisms for supporting the equality of women and men are largely the topic of the introduction of the Report, as they can be considered to be the major positive development since the adoption of the Beijing Declaration and Platform for Action. Nevertheless, while the institutional anchorage of the gender equality agenda has been strengthened since the 1990s, challenges still persist.

A major step towards establishing an institutional framework for the advancement of women was the adoption of the Government Strategy for Equality of Women and Men in the Czech Republic for 2014 – 2020 and its action plans, namely the Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018 (more information in chapter 2.4 Violence against women), the Action Plan on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security for 2017 – 2020 (more information in chapter 2.5 Women in armed conflict), and the Action Plan for Balanced Representation of Women and Men in Decision-making Positions (more information in chapter 2.7 Women in power and in decision-making positions). To implement the Government Strategy, the Updated Measures on the Priorities and Policies of the Government in Promoting of Gender

⁴⁶ The Office of the Year 50-50 (in Czech: Úřad roku Půl na půl) is a competition organised by the Ministry of Interior, which is aimed at supporting gender mainstreaming projects within the public sector. Municipalities may enter the competition by filling in a questionnaire about projects concerning gender equality, which they have implemented within their municipality.

⁴⁷ The Analysis of Gender Stereotypes and the Portrayal of Women and Men in Political Campaigns is available in Czech online at: <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analyza-genderovych-stereotypu.pdf>

Equality have been adopted by the Czech government annually. The Updated Measures set individual tasks that must be accomplished to achieve the goals of the Government Strategy. To make the Updated Measures enforceable, measurable and achievable, each measure is accompanied by an indicator which is used to evaluate the success of its implementation, a deadline by which the measure is to be implemented, and a coordinator that is responsible for its implementation. The standard consisting of assigning an indicator, deadline and coordinator to every measure is also applied in the aforementioned action plans.

An optimisation was also achieved by transforming the Unit for Equal Opportunities of Women and Men into the stand-alone Department of Gender Equality, which consist of two units: the Unit of the Secretariat of the Government Council for Equality of Women and Men, and the Unit of Cross-cutting Agendas. In 2018, the Department boasted the most employees since its formation in 2001. While the number of employees of the Department oscillated between 2 and 7 during the previous evaluation period, the Department reached 10 employees in 2015 and 12 employees in 2017 before dropping to 11 employees in 2019. Nonetheless, due to fact that 9 out of 11 positions are financed from the Implementation Project and not from the state budget, questions arise about the sustainability of the Department and its operation once the Implementation Project is terminated.

Further positive development proved to be the transfer of the Department of Gender Equality from the Ministry of Labour and Social Affairs to the Office of the Government of the Czech Republic, which has emphasised the cross-sectional character of the gender equality agenda. Nevertheless, frequent relocations of the Department (and its preceding Unit for Equal Opportunities) between the Ministry of Labour and Social Affairs and the Office of the Government and the transfers of the agenda between the Minister of Labour and Social Affairs (in 2013), the Minister for Human Rights, Equal Opportunities and Legislation (in 2014), the Minister of Justice (in 2017), and the Prime Minister (in 2018) hinder continuity of the agenda. Furthermore, the abolishment of the post of the Minister for Human Rights, Equal Opportunities and Legislation was met with criticism in 2017 due to the stand-alone character of the human rights and equal opportunities agenda, with which the dissolution of the position interfered.

An important aspect of the institutional framework is the Committee on the Institutional Framework for Equality of Women and Men, an advisory committee of the Government Council for Equality of Women and Men. In 2017, the Institutional Committee passed a motion to express their disagreement with a proposed amendment to the 2018 state budget bill, which intended to revoke the Grant Programme operated by the Department, and recommended that the CZK 7 million allocation of the Grant Programme was maintained. The Institutional Committee also regularly adopts resolutions which result in motions to the Council. In 2017, the Institutional Committee urged the Council to recommend the Czech government to order the Minister of Finance to prepare an updated methodology on gender budgeting and present it to the Czech government. The same year, due to the fact that the positions of the Director of the Department and the Head of the Unit of Cross-cutting Agendas remained unoccupied, the Institutional Committee recommended the Council to pass a motion to urge the Chairman of the Council to resolve the unsatisfactory human resources situation within the Department. Throughout the monitored period, the Institutional Committee also discussed the adoption of new gender equality indicators, the draft of a manual on eliminating sexual harassment in the workplace, and the process of the preparation of a follow-up strategy on gender equality.

An imperative role in establishing the institutional framework in played by the Council, a permanent advisory body to the Czech government, which meets four times a year.

According to the statute of the Council,⁴⁸ the Council has 31 members, including its chairperson. The chairperson is the member of the government who is responsible for the gender equality and equal opportunities agenda. The Council frequently passes motions by which it, inter alia, makes recommendations to the government and ministries. For example, in 2017, the Council recommended the government to maintain the position of the Minister of Human Rights, Equal Opportunities and Legislation. In 2018, the Council recommended the government to take a negative stance on the amendment to a bill which was to abolish the guarantee of spots in kindergartens for two-year-old children. The Department takes on the role of the secretariat of the Council.

The Department also administers the Support of Charitable Activities of Non-Governmental Organisations in the Area of Gender Equality Grant Programme. The Grant Programme was established in 2015 to support activities of NGOs which contribute to the implementation of the goals of the Government Strategy. Until 2018, the annual allocation of the Grant Programme amounted to CZK 7 million. In 2019, the available resources decreased to CZK 2 million.

Among the 35 measures of the Balanced Representation Action Plan 2016 – 2018 were gender audits that were to be undertaken in central bodies of state administration, including their subordinated organisations and advisory bodies. By 2018, gender audits were carried out at the Ministry of Defence, the Ministry of Finance, the Ministry of Health, the Ministry for Regional Development, and the Ministry of Transportation. The Ministry of Culture, the Ministry of Environment, and the Ministry of Industry and Trade are to carry out gender audits in 2019.

An important role is also played by gender focal points that have been established within all ministries. A gender focal point is responsible for implementing gender mainstreaming within their given ministry. Nevertheless, due to the fact the compliance with the Gender Focal Point Standard, which establishes the placement of gender focal points within ministries and their duties and powers, is merely recommended, the powers, placement, and work arrangements of gender focal points differ across the ministries.

2.9. Human rights of women

For matters related to human rights in general, the Government Council for Human Rights (hereinafter also the "Council for Human Rights") was established in 1998, as an advisory body to the Government of the Czech Republic in matters regarding the protection of human rights and fundamental freedoms. The Council for Human Rights monitors observance and implementation of the Constitution of the Czech Republic and of the Charter of Fundamental Rights and Freedoms as essential documents providing protection of human rights and fundamental freedoms. In addition, the Council for Human Rights monitors national observance of the international obligations of the Czech Republic to protect human rights and fundamental freedoms, develops proposals for the Czech government on policy concepts in particular areas of human rights protection, evaluates legislative and other proposals and measures of the government as well as ministries in terms of protection of human rights, identifies potential problems and drawbacks and recommends steps for their removal to the Czech government. In those activities, the Council for Human Rights cooperates with non-governmental non-profit organisations that specialise at human rights and with bodies of local and regional governments. In this respect, the Council for Human Rights is supported by its specialised committees:

⁴⁸ The statute of the Government Council for Equality for Women and Men is available in Czech on-line at: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Statut_Rady_gender-2018-opraveno.pdf

- Committee against Torture and Inhuman Treatment;
- Committee for the Rights of the Child;
- Committee for the Rights of Foreigners;
- Committee for Sexual Minorities;
- Committee for Fundamental Rights and Prevention of Discrimination.

The establishment of the position of the Minister for Human Rights, Equal Opportunities and Legislation in 2014 proved to be a crucial step, which led to the increased attention in the human rights agenda and helped to strengthen the mechanisms for its implementation. After the 2017 Chamber of Deputies election, the position of the Minister for Human Rights, Equal Opportunities and Legislation was abolished. This step was criticised by the Committee for the Rights of the Child and several non-governmental non-profit organisations. The Committee for the Rights of Child expressed its worries in the resolution, through which it urged the Prime Minister and the Czech government to ensure the independence of the human rights and equal opportunities agenda.⁴⁹ In July 2018, the position of the Government Commissioner for Human Rights was re-established, which has helped to maintain the agenda separate of any specific ministry.

Enforcement of laws on equal treatment of women and men is being significantly helped also by the Office of the Public Defender of Rights. The role of the Public Defender of Rights is to carry out systematic visits to places where people are restricted in their freedom and to ensure that their rights are respected. The Public Defender of Rights also contributes to the promotion of the right to equal treatment and protection against discrimination and systematically deals with the rights of the people with disabilities. In 2017, the Public Defender of Rights visited 22 facilities where people are restricted in their freedoms, including psychiatric hospitals, prisons, asylum facilities, and facilities for persons with disabilities, and dealt with 643 complaints raised by children, social services clients, patients, convicts and persons under curatorship. Based on her findings, the Public Defender of Rights formulated recommendations to the Ministry of Health and healthcare services providers on how to improve care, asked the Police President to issue an internal instruction on carrying out body search and contributed to the new regulation by the Director General of the Prison Service regulating the preparation for expulsions of foreign nationals.⁵⁰

The topic of women's human rights also encompasses reproduction health. The significant topic was the already mentioned women's sterilisations carried out in contradiction to the law. The Office of the Public Defender of Rights, the Government Council for Human Rights, and the CEDAW regarded as necessary to carry out a thorough and independent survey on the illegal sterilisation practices and also to introduce an efficient mechanism for indemnification of the sterilised women. In 2015, the Minister for Human Rights, Equal Opportunities and Legislation prepared a motion to grant the victims of illegal sterilisations the compensation amounting to CZK 300,000; however, it was rejected by the Czech government.

Human rights of women also include the rights of foreigners living in the Czech Republic. The data of the Czech Statistical Office show that as of 31 December 2017, 526,811 foreigners stayed in the Czech Republic, of whom 229,217 were women (43.51 per cent). The highest

⁴⁹ The resolution is available in Czech on-line at: https://www.vlada.cz/assets/ppov/rlp/vybory/pro-prava-ditete/ze-zasedani-vyboru/Usneseni_1.pdf

⁵⁰ More information on the activities of the Public Defender of Rights is available in English on-line at: <https://www.ochrance.cz/en/>

proportion of female foreigners were from the member states of the European Union (86,243), followed by Ukraine (55,020), Vietnam (26,992), and Russia (21,160). Rights of minorities are established in the Czech legislation. The Government Council for Minorities was also established in 2001.

The Ministry of Interior implements the Revised Conception for the Integration of Foreigners – In Mutual Respect (2016), which sets out measures to ensure equal opportunities for women and men. The Conception notes the specific needs of female foreigners, who are a vulnerable group due to a greater risk of isolation, and recognises the necessity to take gender-specific measures to meet their needs. For example, the Conception points out that the timetable of language courses must be adapted to the needs of women, who usually take care of their children and whose availability might, therefore, be limited compared to that of male migrants. The Conception also established training seminars for foreigners with long-term or permanent residence, which focus on the values of the Czech Republic and the European Union, including dignity, human rights, and gender equality.⁵¹

2.10. Women and media

As mentioned previously, the Office of the Government launched the ‘This Is Equality!’ campaign, which was funded from the Norway Grants. The campaign focused on domestic and gender-based violence and on work-life balance and consisted of television spots, leaflets, and promo materials, which were distributed to all regions of the Czech Republic.

The issue of low representation of women in the media has not yet been overcome. According to research carried out on 4 December 2015 by a civil organisation Nesehnutí, merely 21 per cent of all subjects in the media on the day were women. Hence, the results confirmed the conclusion of the mapping carried out by the Global Media Monitoring Project in 2010, according to which women were presented as central characters of reports in only 23 per cent of the news. Moreover, the 2015 research demonstrated that women were cited as the sources of information in 21 per cent of cases. They were most likely to be cited in the regional news coverage (28 per cent) and least likely to be cited in the international news coverage (18 per cent).⁵²

Women are also underrepresented in the decision-making positions in the media, both within the private and public sector (for more information on the public media companies, see Graph No. 12 in the Annex to the Report). According to research by Forum 50%, a Czech NGO, Czech women hold merely 20 per cent of managerial positions in the media in 2014. Furthermore, only 13 per cent of guests on the Czech public television’s Sunday political debates were women.⁵³ As of 2019, there is no measure that would aim to achieve gender equality in the media.

A topic that cannot be omitted when combatting gender stereotypes is advertising. In the Czech Republic, advertising in the public domain is regulated by the Act No. 40/1995, on advertising regulation and on the amendment of Act No. 468/1991 on radio and television broadcasting. It bans, inter alia, an advertising that is contradictory to good manners, that discriminates on the grounds of race, gender or nationality or that poses a threat to ethics in a generally unacceptable way, offends human dignity or contains features of pornography,

⁵¹ The Revised Conception for the Integration of Foreigners – In Mutual Respect (2016) is available in Czech on-line at: <https://www.mvcr.cz/migrace/clanek/zakladni-dokumenty-k-integracni-politice-ke-stazeni.aspx>

⁵² More information available in Czech on-line at: https://gendernora.cz/files/200000327-ddbfdbbb9/A%20co%20%C5%BEeny%20v%20m%C3%A9di%C3%ADch_2.pdf

⁵³ More information available in Czech on-line at: <https://padesatprocent.cz/cz/zeny-v-mediich-prinasi-polistopadova-trpelivost-ruze>

violence or traces using fear as a motif. The terms 'human dignity' and 'pornographic features' are vague legal terms with a content variable in time, the explanation of which depends on the current social conditions. According to court experts and court judiciary, 'pornographic features' are understood to be verbal, written, audio or visual presentation of stimuli that have the only purpose, i.e. to cause sexual arousal. Supervisory bodies in the public regulation of advertising are predominantly the Council for Radio and Television Broadcasting (hereinafter the "CRTB"), the Office for Personal Data Protection and regional trade offices. A self-regulating supervisory body for advertising is the Council for Advertising (in Czech: Rada pro reklamu) which is a non-governmental non-profit organisation with authority to issue unenforceable decisions as recommendations in compliance with the Advertising Code published by the Council for Advertising.

The occurrence of sexist and discriminatory advertising is monitored by several non-governmental non-profit organisations. Every year since 2009, a civic association Nesehnutí opens a competition called Sexist Piggy,⁵⁴ the purpose of which is to select the most sexist advertisement we can encounter in the Czech Republic. The aim of the competition is not to condemn their authors but to draw attention to the fact that sexist advertising has serious impacts, e.g. on self-perception of young people or may lead to tolerance of violence against women or to eating disorders, which is often not realised by many companies at all. The presentation of women in the media was also the topic of the publication by the Office of the Government of the Czech Republic titled Analysis of Gender Stereotypes and the Portrayal of Women and Men in Election Campaigns,⁵⁵ which evaluated the representation of women in the 2017 Chamber of Deputies election and the 2018 presidential election. According to the analysis, the main problem of the representation of women in the former campaign was the absence of women in the leadership of political parties. Due to this, women were not in the centre of the attention and their voices were not heard. In the latter campaign, there was no woman amongst the nine candidates running for the office, which, according to the analysis, pointed to the inaccessibility of high politics to women.

2.11. Women and the environment

Gender aspects of environmental issues are often neglected in the Czech Republic. However, there have been successes in recent years in attempts to intertwine the two areas and to implement gender mainstreaming in environmental issues too. In the Updated Measures of 2016, the Minister of the Environment was assigned the task to develop a methodology for incorporating gender equality perspective into projects and plans with significant impacts on the environment, e.g. in plans for building construction, urban greenery or transport services. One of the key activities of the Ministry of the Environment is the efforts to prevent and eliminate real causes that endanger sensitive and easily vulnerable groups of population in which we can include children, senior citizens as well as women. The aim to protect women is obviously met e.g. in removal and leakage prevention of such dangerous substances that are closely connected to reproduction health of women and to lifestyle and tumour diseases.

During the monitored period, as part of the ecological film festival 'Ekofilm' and the follow-up event 'Ozvěny Ekofilmu', the general public was shown films which look into gender aspects of environmental issues and emphasise the important of equal opportunities for women in the developing world and for preservation of the good environment, safety and sustainability.

⁵⁴ More information about the Sexist Piggy competition is available in Czech on-line at: <https://www.prasatecko.cz/>

⁵⁵ Analysis of Gender Stereotypes and the Portrayal of Women and Men in Election Campaigns is available in Czech on-line at: <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analiza-genderovych-stereotypu.pdf>

During the monitored period, the Ministry of Transport was implementing the Transport Policy of the Czech Republic for 2014–2020 (hereinafter also the “Transport Policy”).⁵⁶ The Transport Policy includes, as one of the cross-sectional principles that are respected within all the defined priorities, equal opportunities and social policy. In addition to that, the Transport Policy prescribes that the state must secure such conditions for access to the transportation market so that the advantages of individual types of transport can be utilised. Transport companies must satisfy users' transport needs at least in the standard quality defined by the state. Therefore, transport companies are obliged to meet the needs, in the minimum quality, of all the groups of passengers, i.e. women, people with disabilities, children, etc.

Although there is an assumption that women have a different impact on the environment than men (in recent years a debate has been opened in the Czech Republic on the impact of using the hormonal contraception on the environment), the gender aspect has been rather missing in discussions on climate changes.

Other data that the Czech Republic collects on women and the environment relate to the representation of women and men in the environmental department and the share of female academic graduates of all the graduates of natural and technical sciences and the share of women among teachers of these subjects.

2.12. Girl child

Children are often treated as a homogenous group in statistics. There have not been any major long-term data collection that would divide the group by sex and paid attention to the unique requirements of girls and boys. As such, drawing conclusions on the gender-specific experiences of children in the Czech Republic proves to be difficult.

Both genders have equal access to education and health care; at present, girls are more represented among university graduates than boys. Nevertheless, despite the equal access to education, gender stereotypes and socially determined roles still persist and are reflected in the horizontal segregation of the education sector. An active role in this respect is played by non-governmental non-profit organisations that work with primary and secondary schools in their projects and promote gender perspective in school classes as well as in the approach to girls and boys during the other activities such as choice of further studies and occupation.

As indicated by the outputs from the project by the Organisation for Economic Cooperation and Development (hereinafter the "OECD") titled Programme for International Student Assessment (PISA) of 2015, Czech pupils' school performance is not significantly different from the OECD average. In particular, Czech children perform below OECD average in mathematics and science but above OECD average in reading. A lower proportion of students in the Czech Republic also have science-related career expectations than OECD average (16.9 per cent in the Czech Republic, 24.5 per cent in the OECD), and Czech girls' are generally less interested in science-related careers than Czech boys (15 per cent and 18.6 per cent, respectively). The study also shows that differences exist between boys' and girls' collaborative problem-solving skills and their attitudes to collaboration, where girls on

⁵⁶ The Transport Policy of the Czech Republic for 2014 – 2020 is available in Czech on-line at: <https://www.mdcz.cz/getattachment/Dokumenty/Strategie/Dopravni-politika-a-MFDI/Dopravni-politika-CR-pro-obdobi-2014-2020-s-vyhled/Dopravni-politika-CR-2014-%E2%80%93-2020.pdf.aspx>

average, perform better than boys, not only in the Czech Republic but also in the OECD as a whole.⁵⁷

Czechoslovakia ratified the UN Convention on the Rights of Child in 1991. Its three optional protocols – the Optional Protocol to the Convention of the Rights of the Child on the Involvement of Children in Armed Conflict, the Optional Protocol to the Convention of the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography, and the Optional Protocol to the Convention of the Rights of the Child on a Communication Procedure – were ratified by the Czech Republic in 2002, 2013, and 2015, respectively. In February 2019, the United Nations Committee on the Right of Child, in its Concluding observation on the report submitted by the Czech Republic under article 12 (1) of the Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography, welcomed the amendment to the Act No. 45/2013 Coll., on victims of crimes, which establishes the obligation to interrogate vulnerable victims at specially designated facilities. The Committee on the Rights of the Child also welcomed the progress achieved in the creation of institutions and in the adoption of national plans and programmes, including the National Strategy to Combat Trafficking in Human Beings for the period 2016–2019, the National Strategy for Primary Prevention of Risk Behaviour of Children and Young People for the period 2013–2018 and the National Strategy to Protect Children’s Rights adopted in 2012 and the thereto associated Action Plan for the Fulfilment of the National Strategy to Protect Children’s Rights 2012–2015. Furthermore, the Committee on the Right of Child recommended the Czech Republic, inter alia, to develop and implement a comprehensive, coordinated and effective system of data collection and to disaggregate the data by sex, age, nationality and ethnic origin, region and socioeconomic status.⁵⁸

Under the Resolution of the Government of the Czech Republic No. 375 of 21 May 2014, the Committee for the Rights of Child was established within the Office of the Government. The Committee for the Rights of Child is a permanent committee of the Council for Human Rights.⁵⁹ In 2017, the Committee for the Rights of Child held two debates on the establishment of the position of the Public Defender of Child. The Committee for the Rights of Child observed that rights of child are more complicated and sensitive issues than rights of adults, arising from the fact that children are not sui juris and their maturity is not the same as that of adults, and discussed whether rights of child should be incorporated under the Office of the Public Defender of Rights or whether an independent Office of the Defender of Child should be established. In 2018, the Prevention of Violence Committee joined the session of the Committee for the Rights of Child to discuss the intersectional issues relating to domestic and gender-based violence. Throughout the monitored period, the Committee for the Rights of Child also debated inclusive education, the access of child immigrants to education, and training activities for the Police of the Czech Republic and those who work with vulnerable children.

The topic of violence among youth is also becoming prominent in the Czech Republic. As mentioned in chapter 2.4 Violence against women, the Department has established a cooperation with Alternativ til Vold, a Norwegian NGO. In March 2019, the Czech Republic

⁵⁷ Programme for International Student Assessment of 2015 is available in English on-line at: <http://www.oecd.org/pisa/pisa-2015-results-in-focus.pdf>

⁵⁸ Concluding observations on the report submitted by the Czech Republic under article 12 (1) of the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography of 1 February 2019 is available in English on-line at: https://tbinternet.ohchr.org/Treaties/CRC-OP-SC/Shared%20Documents/CZE/CRC_C_OPSC_CZE_CO_1_33817_E.pdf

⁵⁹ More information about the Committee for the Rights of Child is available in Czech on-line at: <https://www.vlada.cz/cz/ppov/rfp/vybory/pro-prava-ditete/uvod-55932/>

held a side-event at the 63rd session of the UN Commission on the Status of Women in New York titled Working with Youth to Combat Gender-based Violence. The side-event focused on primary prevention programmes and patterns of violence that develop in the early adolescence. A representative of Alternativ til Vold was invited to speak at the side-event about the organisation's work with young perpetrators of violence.

The topic of violence among youth is not forgotten in the Prevention of Violence Action Plan 2019 – 2022, which includes the tasks such as launching an awareness-raising campaign on cyber violence that would be aimed at youth, and adopting a national strategy to combat cyber violence. The Office of the Czech Government will also implement a four-year project called Enhancing of Methodological Support in Prevention of the Domestic and Gender-based Violence, which will focus on primary prevention of sexual violence amongst youth. Throughout the implementation of the project, workshops, where students will discuss topics such as rape and sexual violence, will be organised at high schools. To achieve sustainability of the project, university students who are seeking a degree in secondary school education will be also educated about these topics and will be taught about how to run workshops on gender-based violence.

An important role in the field of youth violence is also played by non-governmental non-profit organisations. For example, Konsent, a Czech NGO, runs seminars at schools and teaches adolescents about the necessity of consent in sexual relations. In 2017, Konsent raised CZK 331.3k to organise workshops for 3,000 children and adolescents.

Gender-specific areas include eating disorders, where girls continue to prevail. In this respect, a link is often pointed out between eating disorders and media that promote cosmetic, surgical and fashion industries and 'myth of beauty' connected with the phenomenon of female body objectification.

Reliable documentation on a potentially heavy burden of domestic work required from girls does not exist; children labour is prohibited in the Czech Republic. In general, it is necessary to say that in the Czech Republic protection of the rights of children is sufficiently addressed, at the legislative level as well.

SECTION THREE

Data and statistics

(a) The Czech Statistical Office (CZSO) is regarded as the central body responsible for collecting gender-related statistical data in the Czech Republic, playing the role of the national coordinator in terms of methodological and technical basis as well as for ensuring continuity, reliability and validity of collected statistical data and for providing the sections of national departmental statistics related to gender equality. Since 2010, CZSO publishes an annual comprehensive publication called Focus on Women and Men, which presents the latest statistical data on women and men in various areas of life in a modern society. The 2019 publication includes data on families and households, health, education, employment, social security, justice and crime, public life and decision-making, science and research, and information society. The publication of the data is required by the Minimum Standard that is a part of the Government Strategy for the Equality of Women and Men in the Czech Republic for 2014 – 2020, and the data are accessible online, where anyone can download them. Due to the annual publication of the data, continuity is ensured and developments in time can be traced.

In this context, it is necessary to point out that the CZSO has a solely independent status here, playing clearly a role of an expert only, regardless political pressures and targets in this area. It also adopts the attitude of gender approach that speaks in favour of equal position and equal opportunities for women and men. It can be stated that cooperation of the CZSO with other governmental and public organisations in gender-related issues is at a relatively high level: The CZSO is represented in the Government Council for Equality of Women and Men and also takes part in regular meetings of gender focal points addressing this agenda at ministries. And vice versa, representatives of the Office of the Government and other ministries are members of the Working Group for Gender Statistics established in the CZSO and regularly take part in the editorial revision from the gender perspective of the Czech essential statistical publication *Focused on Women and Men*.

The CZSO's data on selected indicators monitored by gender are required mainly as source data for drawing up a national report that is presented by governments to the respective UN bodies in regular intervals and that also serves for the purposes of international comparative statistics. Some indicators, however, cannot be monitored every year, they depend on ad-hoc sample surveys that are made once per a longer period of time or irregularly. It primarily relates to these areas:

- public life and decision-making (union leaders by gender, leading members of national non-governmental organisations by gender and by type of organisation, directors and chief editors in television and radio and chief editors and editors in press by gender);
- population, families and households (decision-making position within the family by gender, child care by gender of carer, child care by caring time and by gender, care for the other dependent persons by gender of carer and care for the other dependent persons by caring time and by gender);
- health (evaluation of subjective health by gender, alcohol consumption by frequency and volume and gender, and regularity of exercise and doing recreational sports by gender);
- work and wages (time spent by unpaid work by gender, free time by gender and time devoted to personal care by gender).

There are still specific areas for data collection in the Czech Republic regarding ethnical minorities by gender and age, especially due to an unclear understanding of terminological definition. Additionally, the Czech Republic does not have full statistics for all female and male teachers by age and with regard to judiciary and criminality, illegal migration can be

hardly recorded precisely due to its latent nature. The CZSO also focuses on the analysis of results from national censuses,.

(b) As it has been mentioned above, the Czech Republic, or namely the special department of the CZSO, monitors selected indicators periodically and analyses the gathered data and then publishes them in specialised reports focusing on gender statistics. Of the said minimum set of gender indicators, those regularly not monitored in the CZ are the indicators on spending free time (Time Use Survey) and the time spent by domestic work by gender and type of activity (household chores, care for children), as well as data on summary indices of land and company owners by gender. At present, data on economic activity linked with the information on age of minor children, access to credits by gender and percentage of women in managerial positions are neither available. In this context, however, it must be noted that the CZSO can provide most of the indicators proposed for the above-mentioned areas, and in addition to that, it monitors a range of other indicators, also concerning areas not mentioned here (especially statistics mapping population ageing, situation of Czech households, additional data on judiciary and criminality, social security or research and development).

(c) The Czech gender statistics mostly monitor the said indicators, from several data sources, with a high periodicity and including developments in categorisation of women in these groups in the process of time. In this respect, the CZ follows the indicators of the Council of the EU and links them to critical areas of the Beijing Declaration and Platform for Action.

(d) The indicators of the Beijing Declaration and Platform for Action which have been developed by the Presidencies of the EU Council in 1999 are mostly monitored in the Czech Republic and are evaluated annually – they are presented as an annex to the Report on Gender Equality. The 23 indicators, which are not monitored, concern predominantly sexual harassment at workplace, women in armed conflict, women in decision-making, and work-life balance.

SECTION FOUR

Questionnaire

1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past five years?

The most important achievements in promoting gender equality in the Czech Republic:

- Adoption of legislative measures concerning work-life balance (an amendment to the Act No. 187/2006 Coll., on sickness insurance, introducing the paternity leave), childcare services (adoption of the Act No. 247/2014 Coll., on the provision of child care in children's groups, establishing children's groups), provision of care for care-dependent person (an amendment to the Act No. 187/2006 Coll., on sickness insurance, introducing the long-term care entitlement), and pensions (an amendment to the Act No. 155/1995 Coll., on pension insurance, which ensured a faster valorisation of the bottom-level pensions)
- Improvement of the services for the victims of domestic and gender-based violence, such as the operation of free phone lines, which provide 24/7 services to persons endangered by domestic and gender-based violence, and the establishment of new specialised therapeutic centres that are covered from public health care insurance
- Development of programmes working with perpetrators of domestic and gender-based violence, such as the adoption of the Act No. 250/2016 Coll., on the liability for offences and proceedings relating thereto, due to which perpetrators of intimate violence may be ordered to take part in appropriate training on anger management or violent behaviour
- Establishment of the Department of Gender Equality and the transfer of gender equality agenda from the Ministry of Labour and Social Affairs to the Office of the Government of the Czech Republic
- Adoption of the Government Strategy for Equality of Women and Men in the Czech Republic for 2014 – 2020
- Annual implementation of the Updated Measures on the Priorities and Policies of the Government in Promoting Gender Equality
- Adoption of the Action Plan for Balanced Representation of Women and Men in Decision-making Positions for 2016 – 2018, the Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018, and the Action Plan on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security for 2017 – 2020
- Re-establishment of the position of the Government Commissioner for Human Rights
- Adoption of the Position of Resort Coordinators on Gender Equality Standard
- Adoption of the Standard of Gender Audit and successful implementation of gender audits in central bodies of state administration

Major challenges and set-backs regarding the achievement of gender equality:

- Reconciliation of work, private and family life and all the related aspects
- Elimination of the gender pay gap
- Overcoming stereotypical perception of gender roles
- Reduction of vertical and horizontal segregation in the labour market, politics and decision-making positions
- Ratification of the Council of Europe Convention on Prevention and Combating Violence against Women and Domestic Violence

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other

3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

- Women living in remote and rural areas
- Indigenous women
- Racial, ethnic or religious minority women
- Women living with disabilities
- Women living with HIV/AIDS
- Women with diverse sexual orientations and gender identities
- Younger women
- Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- Other

Note: Intersectional discrimination is not enshrined in the Czech legislation, which has proven to be an obstacle to the collection of data on multiple and intersecting discrimination. However, intersectional discrimination is tackled by the Agency for Social Inclusion, which is located within the Office of the Government and which deals with issues related to the promotion of rights of socially excluded groups. In its Strategy for Roma Integration up to 2020, the Agency for Social Inclusion considers the specific needs of Roma women and the discrimination they may face, especially within the labour market and entrepreneurship.

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

NO

5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

- Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other

Examples:

- Adoption of the Action Plan for the Balanced Representation of Women and Men in Decision-making Positions for 2016-2018, due to which multiple measures aiming to achieve more balanced representation in decision-making were adopted
- Establishment of children's groups to facilitate women's return to the labour market

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable
- Expanded support for frail elderly persons and others needing intense forms of care
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other

Examples:

- Establishment of children's groups to facilitate women's return to the labour market
- Amendments to the Act No. 187/2006 Coll., on sickness insurance, introducing a long-term care entitlement and a paternity leave
- The implementation of the Domestic and Gender-based Violence / Implementation of Gender Mainstreaming and the Support of Work-life Balance project

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

YES

If YES, have assessments on their impact on women and men, respectively, been conducted?

- Yes, their impact on women/men was estimated before measures were put in place.
- Yes, the impact was assessed after measures were put in place.
- No, the impact on women/men has not been assessed.

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship and business development activities
- Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty
- Other

Examples:

- Adoption of the Social Inclusion Strategy for 2014 – 2020
- Amendment to the Act No. 155/1995 Coll., on pension insurance, which ensured a faster valorisation of the bottom-level pensions

10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened unconditional cash transfers
- Introduced or strengthened non-contributory social pensions
- Reformed contributory social protection schemes to strengthen women's access and benefit levels
- Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- Other

Example:

- Amendment to the Act No. 155/1995 Coll., on pension insurance, which ensured a faster valorisation of the bottom-level pensions

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- Promoted women's access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes

- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

Example:

- Establishment of the Centre for Midwifery at the Bulovka hospital, which has proven to be the most advanced attempt to establish a midwifery unit in the Czech Republic
- Continued commitment to cover the costs of the HPV vaccines from the public health care insurance

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

- Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls
- Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other

Examples:

- Awarding the Milada Paulová award for lifelong achievement in science
- The establishment of a free web portal genderveskole.cz, where teachers may learn about gender-sensitive teaching methods

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

- Intimate partner violence/domestic violence, including sexual violence and marital rape
- Sexual harassment and violence in public places, educational settings and in employment
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- Child, early and forced marriages
- Female genital mutilation
- Other harmful practices
- Trafficking in women and girls

- Other

Examples:

- Adoption of the Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018, due to which multiple measures concerning the prevention of domestic and gender-based violence were implemented
- The implementation of the Domestic and Gender-based Violence / Implementation of Gender Mainstreaming and the Support of Work-life Balance project
- A survey on the prevalence of sexual harassment at ministries was carried out in 2017 and 2018. Based on the finding the Department has drafted a handbook on the prevention of sexual violence in workplace, which is to be published in 2019.

14. What actions has your country prioritized in the last five years to address violence against women and girls?

- Introduced or strengthened violence against women laws, and their enforcement and implementation
- Introduced, updated or expanded national action plans on ending violence against women and girls
- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)
- Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls
- Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- Other

Examples:

- Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018, and the subsequent Action Plan for the Prevention of Domestic and Gender-based Violence for 2019 – 2022
- Educational and informational activities related to domestic violence for police and judiciary personnel, and the training for educators on using the animated short film Sinna Man in their jobs
- Implementation of a pilot project, which uses new technology and allows the endangered person immediately call for the help of the Police of the Czech Republic by pressing a single button

15. What strategies has your country used in the last five years to prevent violence against women and girls?

- Public awareness raising and changing of attitudes and behaviours

- Work in primary and secondary education, including comprehensive sexuality education
- Grassroots and community-level mobilization
- Shifting the representation of women and girls in the media
- Working with men and boys
- Perpetrator programmes
- Other

Examples:

- The adoption of the Act No. 250/2016 Coll., on the liability for offences and proceedings relating thereto, due to which perpetrators of intimate violence may be ordered to take part in appropriate training on anger management or violent behaviour
- Grant Programme funding for non-governmental non-profit organisations
- Awareness-raising campaign This Is Equality!

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- Introduced or strengthened legislation and regulatory provisions
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- Worked with technology providers to set and adhere to good business practices
- Other

Example:

- Publication of the Analysis of Gender-based Cyber Violence in the Czech Republic
- Action Plan for the Prevention of Domestic and Gender-based Violence for 2019 – 2022, which is to be adopted in June 2019, includes measures concerning cyber violence

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other

Examples:

- Adoption of the Action Plan for the Balanced Representation of Women and Men in Decision-making Positions for 2016-2018, due to which multiple measures aiming to achieve more balanced representation in decision-making were adopted
- Adoption of Strategy +1 to increase the representation of women in the public sector

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

NO

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- Implemented capacity building, skills development and other measures
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other

Example:

- The Government Strategy and the Balanced Representation Action Plan 2016 – 2018 includes targets concerning women's representation in politics and decision-making
- The publication of the Toolkit for Political Parties: Fifteen Tips on How to Support Women in Political Parties, which was distributed to major political parties in the Czech Republic
- The collection of the data on women's representation in politics and decision-making

20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)

- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organizations
- Other

Example:

- Awareness-raising initiatives to increase women's participation in decision-making

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

NO

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

NO

23. Does your country have a valid national strategy or action plan for gender equality?

YES

If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

The Government Strategy for Equality of Women and Men in the Czech Republic for 2014 – 2020

Strategic areas:

- Institutional security of gender equality
- Balanced representation of men and women in decision-making
- Gender equality on the labour market and in business
- Reconciliation of working, private and family life
- Education, research and gender equality in the knowledge society
- Dignity and integrity of women; gender equality in external relations
- Everyday life and lifestyle

The implementation of the Government Strategy is achieved due to the Implementation of the Government Strategy for Equality of Women and Men in the Czech Republic for Years 2014 - 2020 and Related Activities project, which is funded from the European structural and investment funds (80.69 per cent) and the state budget (19.31 per cent).

The Department of Gender Equality which oversees the implementation of the Government Strategy is also the Czech Republic's coordinator of the SDG Goal 5: Gender equality and women's empowerment.

If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?

The implementation of the Government Strategy is achieved through an action plan called the Updated Measures on the Priorities and Policies of the Government in Promoting of Gender Equality. In general, sufficient resources have been allocated in the budget to achieve the implementation of the Updated Measures. The only major issue has been the cut of the funding of the Grant Programme, which is administered by the Department of Gender Equality and which supports activities of non-governmental non-profit organisations which contribute to the realisation of the Government Strategy.

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

NO

25. Is there a national human rights institution in your country?

NO

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other

Example:

- Adoption of the Action Plan on the Implementation of the UN Security Council Resolution 1325, on Women, Peace, and Security for 2017 – 2020

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Integrated a gender perspective in the prevention and resolution of armed or other conflict
- Integrated a gender perspective in humanitarian action and crisis response
- Protected civil society spaces and women's human rights defenders
- Other

Example:

- Promotion activities by the Ministry of Defence to increase the participation of women in foreign military missions

28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

- Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children

- Strengthened girls' access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- Promoted girls' awareness of and participation in social, economic and political life
- Other

Example:

- The Government Strategy includes a specific goal concerned with the detection of information and provision of awareness in the area of harmful traditional practices, in particular, female genital mutilation

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

- Supported women's participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women's access to and control over land, water, energy, and other natural resources
- Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
- Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other

Example:

- The Government Strategy includes a specific goal concerned with acknowledging the specific experience and specific needs of women and men in the area of environment, in particular by systematic awareness, strengthening cooperation and sharing examples of good practice between public administration, research facilities and NGOs

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

- Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

Department of Gender Equality

The Department is located at the Office of the Government of the Czech Republic within the Section for Human Rights.

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

NO

The Prime Minister is not a member of the Council for Sustainable Development. The chairman of the Council for Sustainable Development is the Minister of Environment.

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

YES

If YES, which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Beijing Declaration and Platform for Action

- Civil society organisations
- Women's rights organisations
- Academia and think tanks
- Faith-based organisations
- Parliaments/parliamentary committees
- United Nations system

- Other actors, please specify

2030 Agenda for Sustainable Development

- Civil society organisations
- Women's rights organisations
- Academia and think tanks
- Faith-based organisations
- Parliaments/parliamentary committees
- United Nations system
- Other actors, please specify

Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

NO

The statute of the Government Council for the Equality of Women and Men does not explicitly state that the members of the Council must be representatives of marginalised groups. Therefore, the selection of the members of the Council depends on its chairperson who has the final authority over appointing them. Nevertheless, as of April 2019, representatives of NGOs working with minorities are members of the Council and thus contribute to the implementation of the Beijing Declaration and Platform for the Action.

a) Please describe how stakeholders have contributed to the preparation of the present national report.

The presented report is based upon the activities of the Government Council for Equality of Women and Men and its committees and working groups. It builds upon the annual Report for Gender Equality, which is discussed and approved by the Council, and motions, summary reports, analyses, and other documents, which were drafted and/or approved by the Council, its committees and working groups. The preparation of the Report was also discussed with gender focal points.

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

- Yes
- No
- There is no national plan/strategy for SDG implementation

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects

- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

Example:

- Proměny české společnosti (in English: The Changes of the Czech Society) is extensive research on the Czech Society, which took place between 2015 and 2018. In 2015, over 5,000 Czech households were surveyed, and over 3,600 households responded to the survey in the following years. The survey is unique due to the high number of respondents, and its long-term character, as the selected households were visited four times. Due to this, the causes and effects of individual choices and societal circumstances can be monitored in closer detail. The survey looks into topics such as employment and education, housing, family life, health, and political and citizen participation.

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other: improvement of the data collection methodology due to limited comparability of the data across the European Union

Examples:

- Establishment of a working group on gender statistics is planned

- Workshop on a greater utilisation and improvement of administrative-based data sources to address gender data gaps is planned

38. Have you defined a national set of indicators for monitoring progress on the SDGs?

- Yes
- No

If YES, how many indicators does it include and how many of those are gender-specific?

52 / 182

38. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

- Yes
- No

If NO, explain the main challenges for collecting and compiling data on these indicators

The SDG indicators overlap with the quality of life indicators, so appropriate methods of reporting were being devised to ensure that the respondents are not unnecessarily burdened by reporting the same indicator twice.

39. Which of the following disaggregations is routinely provided by major surveys in your country?

- Geographic location
- Income
- Sex
- Age
- Education
- Marital status
- Race/ethnicity
- Migratory status
- Disability
- Other characteristics relevant in national contexts

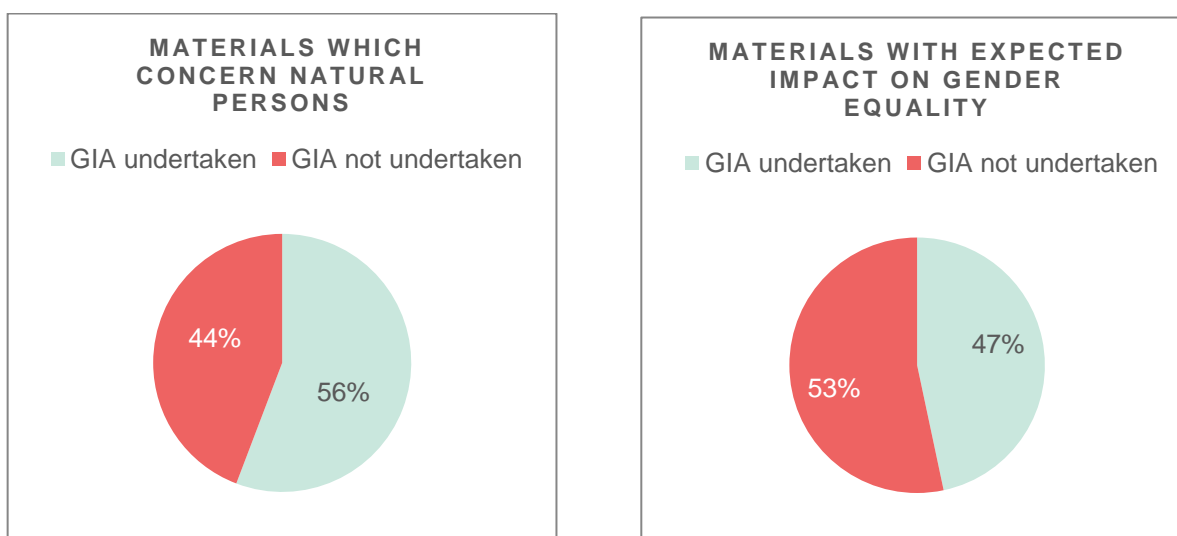
Annex

Table No. 1: The institutional anchorage of the gender equality agenda since 2011

	2011	2012	2013	2014
Equality body	Unit of Gender Equality	Referate of Equal Opportunities	Unit of Equal Opportunities	Unit of Gender Equality
Placement	Office of the Government	Ministry of Labour and Social Affairs	Ministry of Labour and Social Affairs	Ministry of Labour and Social Affairs
Number of employees	3	2	7	8
Responsibility over the gender equality agenda	Prime Minister and Government Commissioner for Human Rights	Minister of Labour and Social Affairs	Minister of Labour and Social Affairs	Minister of Labour and Social Affairs
				Minister for Human Rights, Equal Opportunities and Legislation
	2015	2016	2017	2018
Equality body	Unit of Gender Equality	Unit of Gender Equality	Department of Gender Equality	Department of Gender Equality
Placement	Office of the Government	Office of the Government	Office of the Government	Office of the Government
Number of employees	10	10	12	12
Responsibility over the gender equality agenda	Minister for Human Rights, Equal Opportunities and Legislation	Minister for Human Rights, Equal Opportunities and Legislation	Minister for Human Rights, Equal Opportunities and Legislation	Minister of Justice
			Minister of Justice	Prime Minister and Government Commissioner for Human Rights

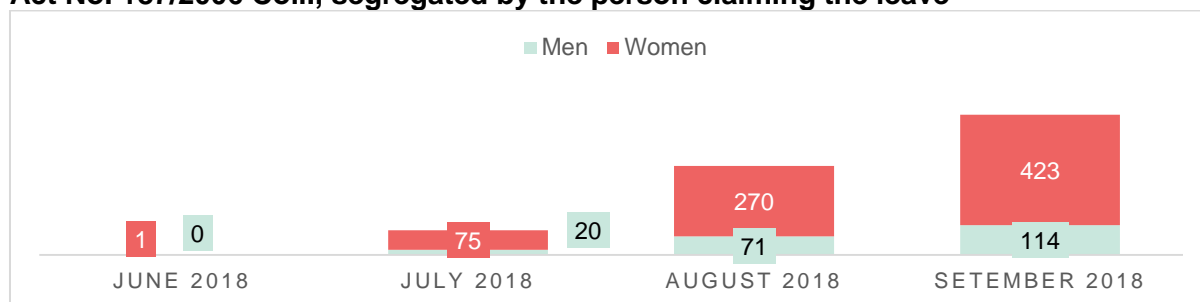
Data source: Office of the Government of the Czech Republic

Graph No. 2: Results of the gender impact assessment analysis which was carried out by the Department of Gender Equality in early 2018



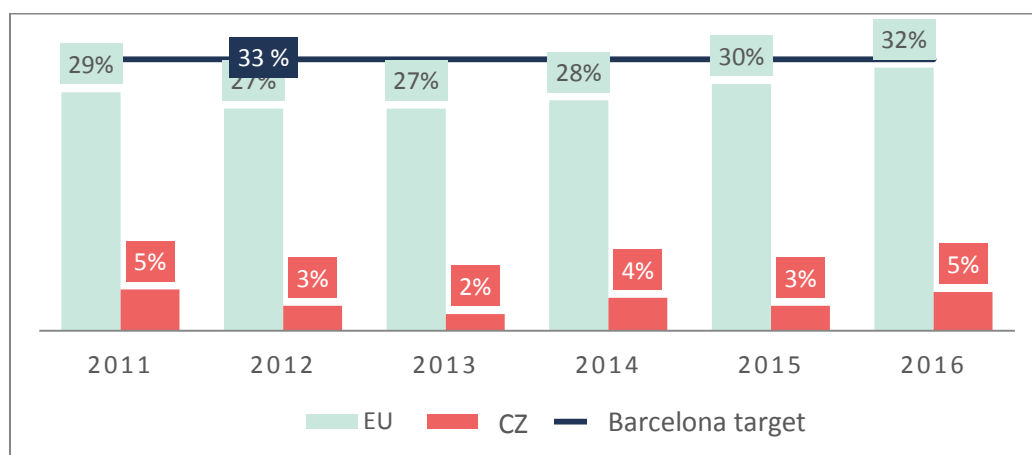
Data source: Office of the Government of the Czech Republic

Graph No. 3: Long-term care entitlement, which was adopted as an amendment to the Act No. 187/2006 Coll., segregated by the person claiming the leave



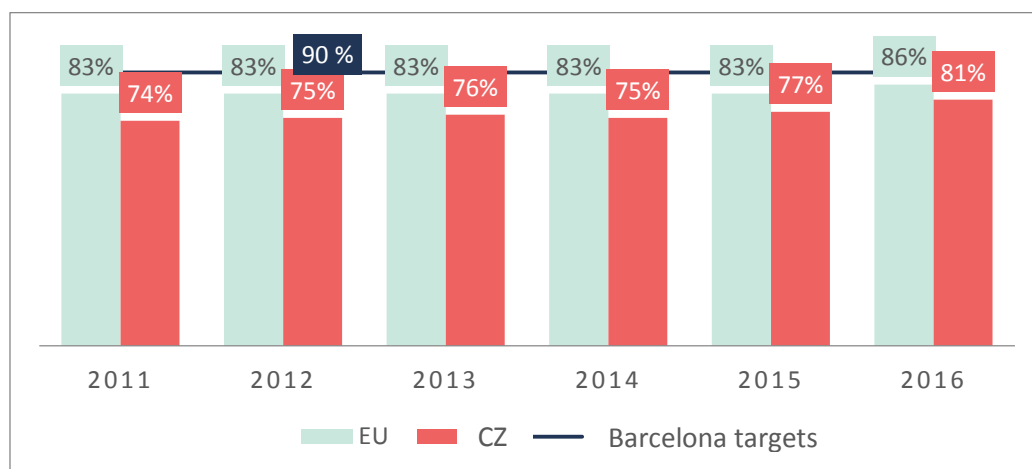
Data source: Czech Social Security Administration

Graph No. 4: Children under the age of 3 in childcare facilities



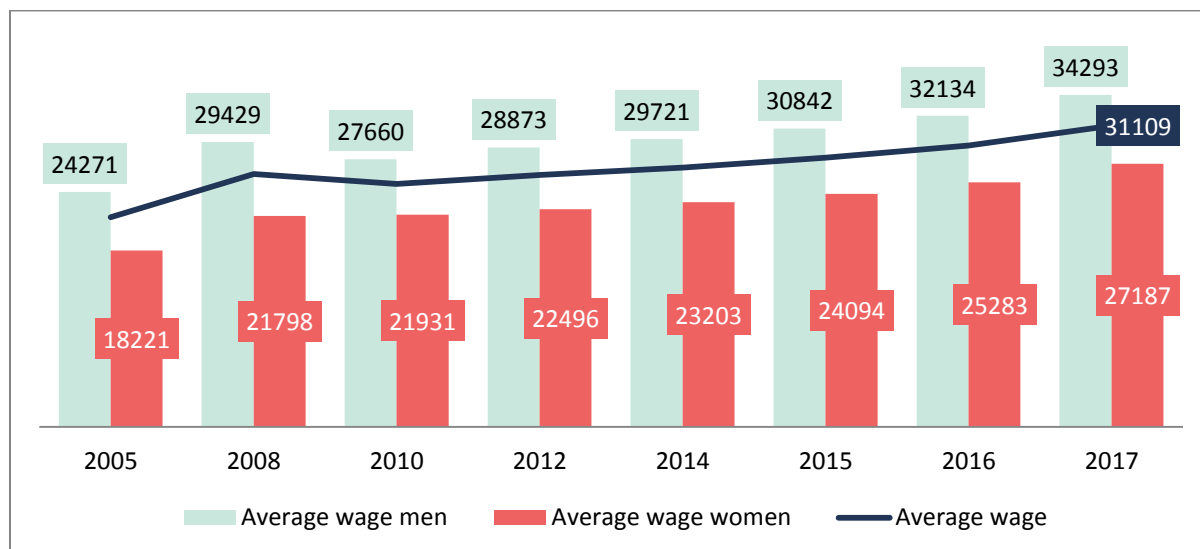
Data source: EU SILC 2016

Graph No. 5: Children over the age of 3 in childcare facilities



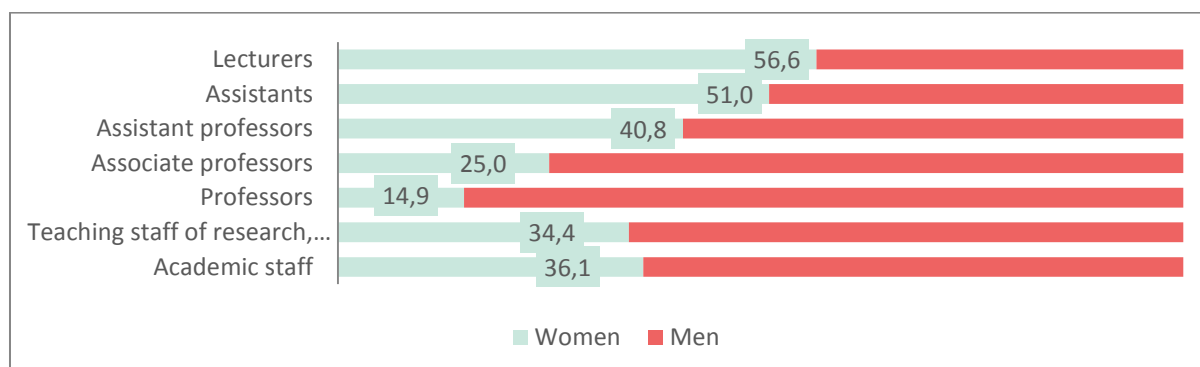
Data source: EU SILC 2016

Graph No. 6: Average wage, in CZK per month



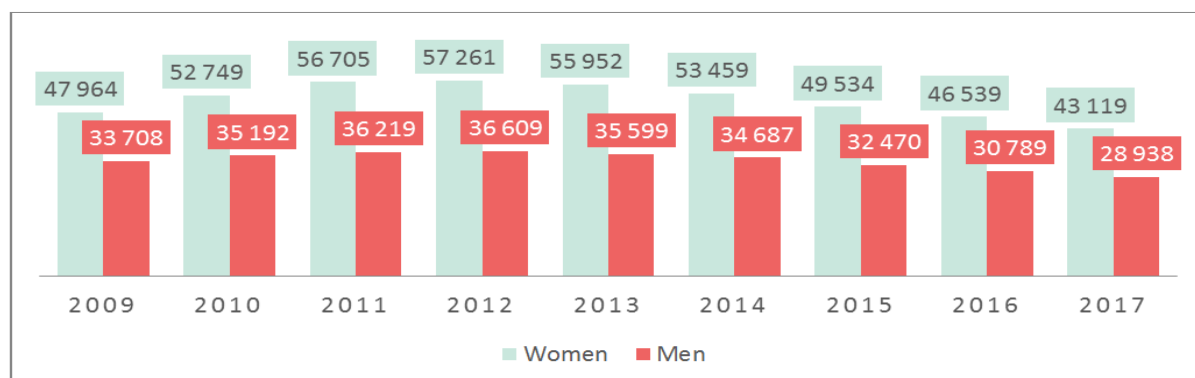
Data source: CZSO

Graph No. 7: Personnel at public universities by occupation



Data source: CZSO

Graph No. 8: Number of university students



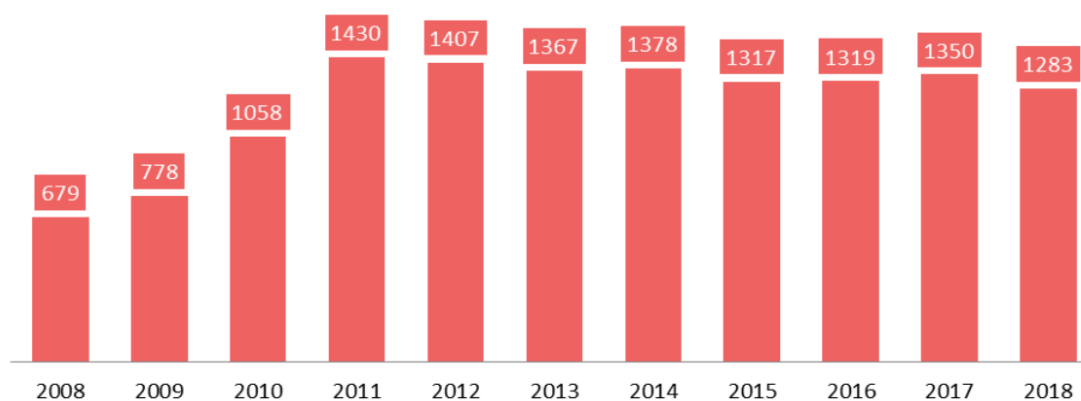
Data source: CZSO

Table No. 9: University students by field of education in 2017

Vysoká škola podle skupin studijních programů <i>University by group of study programmes</i>	Studenti k 31. 12. 2017 <i>Students as at 31 December 2017</i>		Poprvé zapsaní v roce 2017 <i>First-time enrolled in 2017</i>		Absolventi v roce 2017 <i>Graduates in 2017</i>	
	ženy <i>Females</i>	muži <i>Males</i>	ženy <i>Females</i>	muži <i>Males</i>	ženy <i>Females</i>	muži <i>Males</i>
Vysoké školy celkem <i>Universities, total</i>	167 809	131 245	30 200	23 268	43 119	28 938
Přírodní vědy a nauky <i>Science</i>	11 835	15 715	2 056	2 812	2 551	3 076
Technické vědy a nauky <i>Engineering and technical sciences</i>	20 998	44 354	3 804	8 503	5 551	10 679
Zemědělsko-lesnické a veter. vědy a nauky <i>Agriculture, forestry and veterinary sciences</i>	7 915	5 303	1 663	1 171	1 852	1 140
Zdravotnictví, lékař. a farmac. vědy a nauky <i>Health, medicine, and pharmaceutical sciences</i>	22 140	8 902	4 376	1 453	4 385	1 309
Humanitní a společenské vědy a nauky <i>Humanities and social sciences</i>	32 550	17 802	5 297	2 695	8 312	3 707
Ekonomické vědy a nauky <i>Economy, business, and administration</i>	35 122	25 437	6 364	4 382	10 526	5 978
Právní vědy a nauky <i>Law</i>	7 241	6 377	1 197	921	1 412	987
Pedagogika, učitelství a soc. péče <i>Education and social care</i>	26 258	5 464	4 465	775	7 136	1 324
Vědy a nauky o kultuře a umění <i>Arts</i>	6 039	3 316	1 001	568	1 486	786
Vojenské vědy a nauky <i>Military sciences</i>	-	-	-	-	-	-

Data source: Ministry of Education, Youth and Sport

Graph No. 10: Number of evictions, 2008 – 2018



Data source: Association of Employees of Intervention Centres

Table No. 10: Persons at-risk-of-poverty rate, 2013 – 2018

At-risk-of-poverty threshold						
60%						
of median equivalised disposable income						
2013	2014	2015	2016	2017	2018	
885,9	1 002,3	1 006,2	1 000,5	947,8	996,2	Persons under at-risk-of-poverty threshold
8,6	9,7	9,7	9,7	9,1	9,6	At-risk-of-poverty rate (share of persons under poverty threshold in total population - %)
116 093	118 817	122 637	128 287	134 334	143 555	At-risk-of-poverty threshold (CZK)
						Persons under at-risk-of-poverty threshold by selected characteristics (share in appropriate group - %)
7,7	8,9	8,5	8,5	7,6	7,8	Sex male
9,4	10,5	11,0	10,8	10,7	11,4	female
11,3	14,7	14,7	14,1	11,6	11,0	Age less than 18
8,6	9,1	9,0	8,8	7,9	7,7	18-64
11,4	10,7	11,1	12,8	11,2	10,3	incl. 18-24
8,1	8,7	8,7	8,2	6,9	6,7	25-49
8,3	9,0	8,7	8,5	8,8	8,8	50-64
5,8	7,0	7,4	8,1	10,7	14,2	65 or more
4,0	3,6	4,0	3,8	3,5	3,4	Most frequent activity status (persons aged 18+)
44,5	47,8	48,7	52,2	48,6	53,2	at work, total
6,1	6,9	7,4	8,1	10,8	14,2	unemployed
11,9	14,7	14,0	14,5	13,4	14,5	retired
						other inactive
6,9	7,4	7,0	6,6	6,7	7,4	Legal form of flat use
16,9	20,4	22,2	23,8	20,9	20,6	owner and rent free
						tenant
7,1	7,3	7,9	7,9	8,7	9,7	Type of household
14,7	15,4	19,0	20,2	24,3	27,8	household without dependent children, total
12,1	11,7	15,3	15,5	16,2	17,5	one person household, total
16,4	17,9	21,5	23,3	29,3	34,3	incl. male
						female
16,5	16,2	20,2	20,1	20,2	18,5	one person household, aged less than 65 years
12,8	14,5	17,8	20,2	28,3	36,9	one person household, aged 65 years or more
2,3	3,7	3,4	2,9	3,1	4,1	2 adults, at least one over 65 years or more
6,2	7,6	7,4	7,1	6,5	5,8	2 adults, both under 65 years
5,3	3,0	2,6	1,7	1,7	1,4	other households without dependent children
10,1	12,1	11,5	11,5	9,6	9,5	household with dependent children, total
27,8	35,9	34,4	37,0	31,4	30,1	1 adult, one or more dep. children
8,5	8,0	6,2	6,4	7,0	8,5	2 adults, one dependent child
6,4	8,3	9,1	9,3	6,2	5,8	2 adults, two dependent children
13,8	24,0	25,1	21,0	17,4	15,7	2 adults, three or more dependent children
10,0	6,9	5,1	5,7	5,6	5,9	other households with one or more dep. children

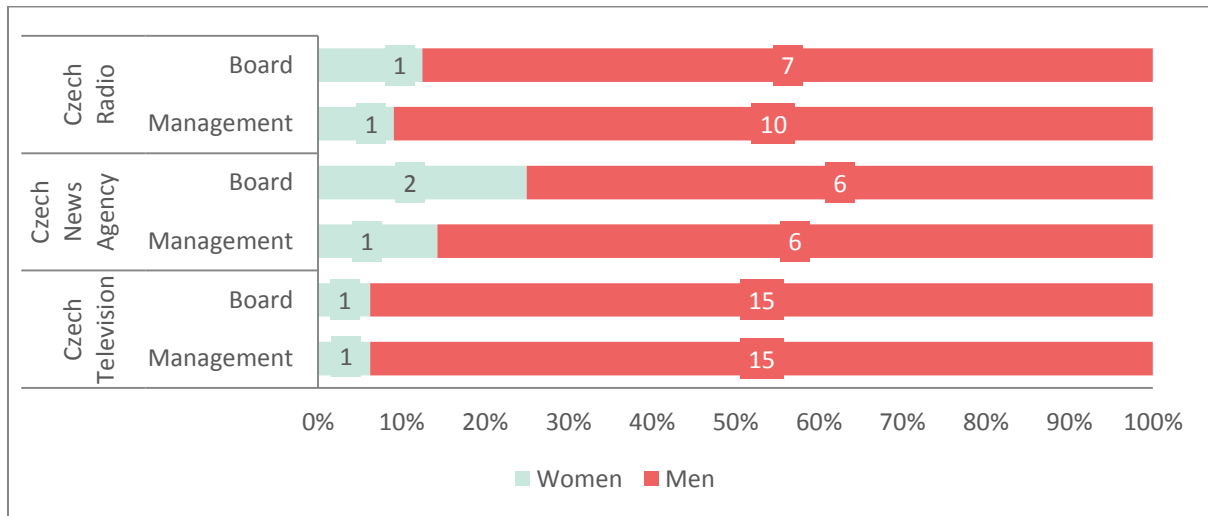
Data source: CZSO

Table No. 11: Employed persons by economic activities, in thousands

2015	2016	2017	<i>Economic activities section of CZ-NACE</i>	2015	2016	2017	<i>Economic activities section of CZ-NACE</i>
			Females				Males
2 204,6	2 261,9	2 305,8	Total	2 837,3	2 876,7	2 915,8	Total
36,1	38,9	41,2	<i>Agriculture, forestry and fishing</i>	111,4	110,2	105,1	<i>Agriculture, forestry and fishing</i>
4,0	3,9	3,3	<i>Mining and quarrying</i>	33,8	35,0	29,7	<i>Mining and quarrying</i>
464,5	485,8	492,7	<i>Manufacturing</i>	912,4	942,9	962,2	<i>Manufacturing</i>
10,0	11,6	13,1	<i>Electricity, gas, steam and air conditioning supply</i>	39,2	41,1	38,1	<i>Electricity, gas, steam and air conditioning supply</i>
13,0	11,6	14,5	<i>Water supply; sewerage, waste management and remediation activities</i>	44,1	37,9	41,4	<i>Water supply; sewerage, waste management and remediation activities</i>
31,9	33,2	34,4	<i>Construction</i>	364,1	353,1	357,5	<i>Construction</i>
336,0	331,9	322,8	<i>Wholesale and retail trade; repair of mot. vehicles and motorcycles</i>	279,7	273,9	277,2	<i>Wholesale and retail trade; repair of mot. vehicles and motorcycles</i>
77,1	81,1	87,1	<i>Transportation and storage</i>	220,5	233,1	241,3	<i>Transportation and storage</i>
111,6	102,7	93,8	<i>Accommodation and food service activities</i>	85,7	80,3	78,8	<i>Accommodation and food service activities</i>
35,8	35,1	36,0	<i>Information and communication</i>	105,7	112,4	113,3	<i>Information and communication</i>
68,3	71,4	67,3	<i>Financial and insurance activities</i>	49,9	45,8	47,7	<i>Financial and insurance activities</i>
21,0	19,3	22,1	<i>Real estate activities</i>	23,9	19,7	20,3	<i>Real estate activities</i>
117,8	124,1	133,0	<i>Professional, scientific and technical activities</i>	119,7	127,4	133,5	<i>Professional, scientific and technical activities</i>
56,3	59,5	61,1	<i>Administrative and support service activities</i>	72,7	69,1	69,2	<i>Administrative and support service activities</i>
158,2	165,6	169,5	<i>Public administration and defence; compulsory social security</i>	158,0	164,6	171,9	<i>Public administration and defence; compulsory social security</i>
249,6	261,0	265,4	<i>Education</i>	73,2	77,6	79,5	<i>Education</i>
281,3	285,3	301,5	<i>Human health and social work activities</i>	70,4	75,1	73,8	<i>Human health and social work activities</i>
40,4	47,3	49,9	<i>Arts, entertainment and recreation</i>	41,3	45,4	43,3	<i>Arts, entertainment and recreation</i>
64,5	60,9	63,3	<i>Other service activities</i>	25,6	25,7	24,9	<i>Other service activities</i>

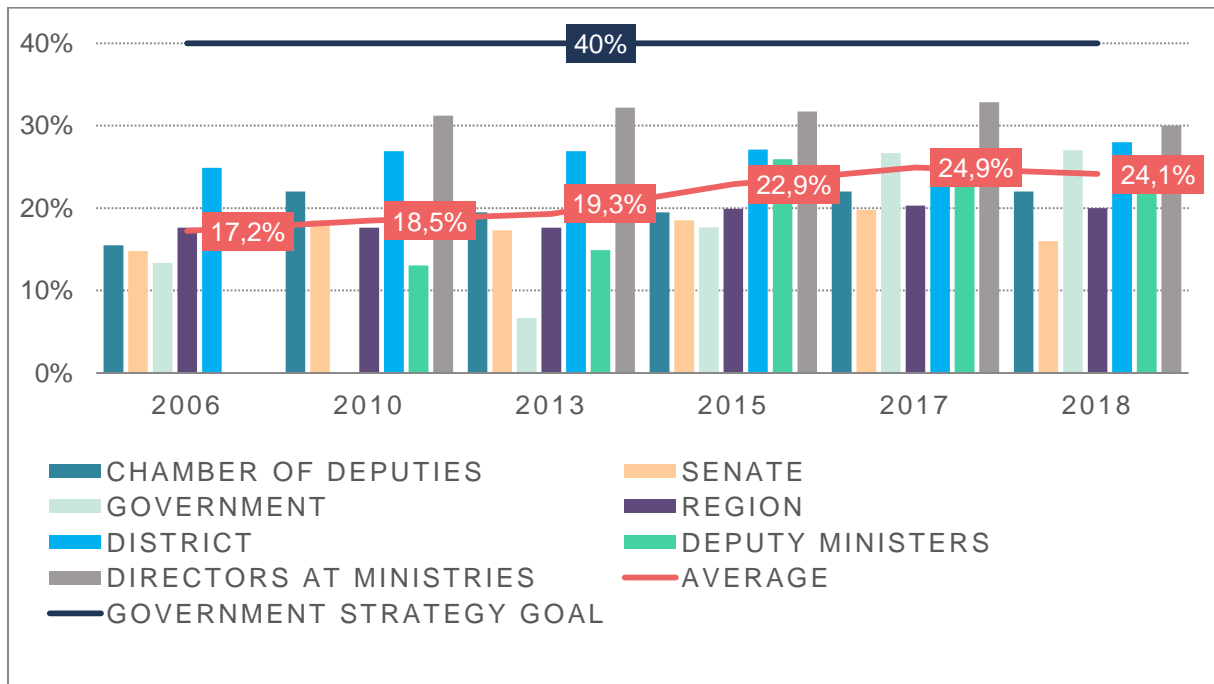
Data source: Labour Force Sample Survey, CZSO

Graph No. 12: Managements and boards in public media companies



Data source: Office of the Government of the Czech Republic

Graph No. 13: Representation of women in politics



Data source: CZSO, Office of the Government of the Czech Republic

Table No. 14: Proportion of nominated and elected women in the 2017 Chamber of Deputies election, by political parties

	Election result (%)	Proportion of nominated women	MPs elected	Women MPs elected	Proportion of elected women
ANO 2011	29,6%	23,9%	78	20	25,6%
Civic Democratic Party	11,3%	22,7%	25	5	20,0%
Czech Pirate Party	10,8%	21,3%	22	3	13,6%
Freedom and Direct Democracy	10,6%	28,6%	22	6	27,3%
Communist Party of Bohemia and Moravia	7,8%	28,6%	15	3	20,0%
Czech Social Democratic Party	7,3%	44,6%	15	2	13,3%
Christian and Democratic Union	5,8%	24,5%	10	1	10,0%
TOP 09	5,3%	19,5%	7	2	28,6%
Mayors and Independents	5,2%	22,9%	6	2	33,3%
Total		28,60%	200	44	22,00%

Data source: Office of the Government of the Czech Republic