

**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 TWENTIETH ANNIVERSARY
OF THE FOURTH WORLD CONFERENCE ON WOMEN AND THE ADOPTION
OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION 2015**

NATIONAL REVIEW – CZECH REPUBLIC



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1. SECTION ONE

Overview analysis of achievements and challenges since 1995

In response to the Fourth World Conference on Women held in Beijing in 1995, the Czech Republic (hereinafter also the "CZ") adopted the National Action Plan called the "Priorities and Procedures of the Government in Promoting Equality of Men and Women" (hereinafter also the "Priorities"). The Priorities document is an essential conceptual document related to equality of men and women at the level of the Czech government. It is a document that is adopted by the Czech government every year and that includes a report on equality of men and women in the previous calendar year as well as a list of tasks for particular departments for the given calendar year (or for a longer period of time) – called the "Updated Measures". In order to implement the Priorities successfully, there is a need for sufficient resources on part of the stakeholders that are in charge of implementation and monitoring of the respective priorities, relevance and continuity of the tasks assigned and last but not least, willingness to perform them. In its Resolution No. 348 of 15 May 2013, the Czech government plans, inter alia, a mid-term strategic document for securing gender equality in the CZ (hereinafter also the "Strategy") to be drawn up. The development of the Strategy will first optimise the number of measures and second, the Priorities document will serve as an instrument for implementing a more general framework laid down in the Strategy.

In recent twenty years, optimisation has been achieved in securing equality of women and men at the institutional level in the CZ (although there is still room for improvement in this respect). A national gender equality coordinator is the Unit for Equal Opportunities for Women and Men (hereinafter also the "Unit"), which in the past had been first part of the Ministry of Labour and Social Affairs, then it was under the control of the Minister for Human Rights and Minorities as part of the Office of the Government, and in 2011 it was transferred back under the Ministry of Labour and Social Affairs after the cancellation of the post of Minister for Human Rights¹. In 2014, the Unit is being planned to be transferred to the Office of the Government again, because there was a successful reestablishment of the Minister for Human Rights, Equal Opportunities and Legislation within the Czech government. This shift can be seen as highly positive, since it will emphasize the cross-sectional character of the gender agenda.

Under the Resolution No. 464 of 20 April 2005, positions of coordinators of equal opportunities for women and men (gender focal points) have been established in ministries, taking care of the gender equality agenda in the given ministry. When developing its own policy, each ministry should draw inspiration particularly from the recommendations adopted at the 23rd Special Session of the General Assembly of the UN in New York in June 2000. These recommendations follow the original basic division of the Beijing Declaration and the Action Platform into twelve critical areas. In the respective chapters, each of the ministries can find many ideas and particularly recommendations that should be incorporated in their subject policies via a set of their own measures (departmental plans). The Unit coordinates this effort with the ministries by means of the Priorities, and subsequently by the Strategy as well.

A standing advisory body to the Czech government on gender equality is the Government Council for Equal Opportunities for Women and Men (hereinafter also the "Council"). The

¹ From February 2011 till October 2013 when the cancellation of the post of the Minister for Human Rights was valid, this function was carried out by the Government Human Rights Commissioner.

Council was established by the Czech Government Resolution No. 1033 of 10 October 2001 and consists of ministerial representatives, trade unionists, employers and civilian and expert public. As it follows from current statute, it is chaired by a member of the Czech government whose responsibilities include equality of women and men. The Council has four advisory committees and a working group, namely the Committee for Institutional Scheme for Equal Opportunities for Women and Men (hereinafter also the "Institutional Committee"), the Committee for the Reconciliation of Professional, Private and Family Life (hereinafter also the "Reconciliation Committee"), the Committee for Prevention of Domestic Violence, the Committee for the Balanced Representation of Women and Men in Politics (hereinafter also the "Political Committee"), and the Working Group of Men and Gender Equality (hereinafter also the "Men Working Group"). They are working bodies of the Council that have been established in order to provide deeper understanding of some important topics in the gender equality agenda (see below). Success can be seen not only in the fact that the Council and its Committees have been established, but mainly that they are really active (especially in recent years). The role of the secretariat of the Council, its Committees and the Working Group is played by the Unit.

Thanks to the launch of the project titled Optimisation of Institutional Scheme for Equal Opportunities of Women and Men in the Czech Republic (hereinafter also the "Optimisation Project"), co-financed from the EU Human Resources and Employment Operational Programme (hereinafter also the "HREOP"), on preparation of which the Unit was working in 2012, an increase in the staffing of the Unit by additional five positions was achieved. This also helped to renew activities that had been reduced due to a lack of human resources in the past; for example, there is a better monitoring of the documents that can be commented upon during the process of their presentation to the Czech government, activities of individual committees and the working group are better linked and deepened, public-related activities are being developed and cooperation between non-profit and academic sectors or with gender focal points is more active. Better achievements are also in the area of international cooperation, networking and transfer of foreign experience on enforcement of gender equality. In cooperation with the Council's Committees, a whole range of important initiatives were prepared and presented to the Council. In 2013, for example, upon the initiative of the Institutional Committee, a negotiation was started to reinforce the HR capacity of the Equal Treatment Unit of the Office of the Public Defender of Human Rights.² In addition to the already mentioned Strategy, the Optimisation Project will develop a single methodology in 2014 to assess gender equality impacts in documents presented to the Czech government.

In 2002, the Deputy Chamber of the Czech Parliament established a Standing Commission for Family and Equal Opportunities (hereinafter only the "Standing Commission"). The Standing Commission deals, among other things, with equal opportunities for women and men, however, its scope of equality-related activities is wider. In 2012, under the patronage of the Standing Commission and the Reconciliation Committee, there was a workshop held on current challenges in reconciliation of work, private and family life. The workshop included a presentation of a study called "Czech Women: Underutilised Potential of the Country"³ and discussions were held on potential changes to the legal provisions of workloads, institutional care for children or men's involvement in care. In the same year, a

²Since 2009, the Public Defender of Human Rights has been fulfilling the role of a national body for equal treatment and protection against discrimination (Equality body). In 2014, a woman has been appointed to this office for the first time.

³The Study is available in English at: http://idea-en.cerge-ei.cz/files/120522_IDEA_PolicyBrief3.pdf

workshop was also held on higher representation of women in politics and in decision-making positions, with a focus on impacts of imbalanced representation of women and men on society and economy or on how to increase women's participation in decision-making and which measures can improve the situation.

Occasional activities are also developed in the Senate of the Czech Republic. In 2013, for example, a round table was organised at the occasion of the International Day against Violence on Women, the aim of which was to present the report "Barometer of Rape in Europe"⁴, mapping the situation in 32 countries of the world united in the European Women Lobby, and to emphasize importance of application of the Convention of the Council of Europe on prevention and combatting violence against women and domestic violence ("Istanbul Convention") as an instrument for fighting against violence on women. Although the activities carried out in the Senate or the Deputy Chamber of the Czech Parliament cannot be regarded as systematic promotion of gender equality, there is an obvious change for better compared with the time before 1995.

Also thanks to international cooperation and financial support, many non-profit organisations that deal with gender equality activities were successfully established and mainly their operation maintained in recent twenty years. Some organisations in particular have been carrying out numerous activities in this respect. Greater awareness has been raised on the issue of gender-related violence (and in this context some amendments were made to the law, as it will be mentioned below), higher pressure is made towards more balanced representation of women and men in political and decision-making positions. At present, the CZ has already built a solid academic basis 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 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.

As it has been already mentioned, the pre-requisite for a good functioning of the gender agenda⁵ is a sufficient number of experts and human resources, therefore efforts are being made to increase their number further and enhance their quality. To perform the gender equality agenda, essential factors are cooperation and mutual exchange of information among the so far specified parties - i.e. both state administration institutions and bodies and members of non-profit, profit and academic sectors. In recent several years, this cooperation has been more and more achieved through various projects and activities. Members of various sectors are represented in the Council, the Council's committees and working groups, 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, the topic is also included in the compulsory initial training of the ministerial staff.

⁴ The Report is available at: <http://www.womenlobby.org/publications/reports/article/2013-ewl-barometer-on-rape-report?lang=en>

⁵ The Unit is aware of the philosophical difference between the terms 'gender equality' and 'equality of women and men'. The term 'equality of women and men' is used here instead.

Despite many achievements made in promotion of gender equality in recent twenty years, the main challenge for the CZ remains to employ gender equality not only de jure, but also de facto. It is connected with the still slow and by the majority society not quite willingly accepted change in gender stereotypes and gender roles related to them. The ongoing challenge is in efforts to shift more weight of care for dependent persons from women to men and in a generally more fair distribution of women's and men's participation in private and public spheres of life. A research carried out in 2005 has shown that a significant share of household chores remains on women even if both of the couple go to work. According to a report which was made by the National Economic Institute of the Academy of Sciences of the CZ, the employment rate of Czech women shows a decline in the period typical for maternity and parenthood, larger than in the countries under comparison (France, Great Britain, USA).

In recent 15 years, there has been another decline in the employment rate of women with children. On the contrary, the employment rate of women over 40 years of age exceeds the employment rate in the other countries significantly and even gets near to the employment rate of men. Soon, however, the women's employment rate dives again around the retirement age. The reasons are not only the pressure of society that keeps copying gender stereotypes, but also the economic situation (women in the CZ still have salaries and wages by approximately one fourth lower than men – see the subsection "Women and economy" below), causing that at the reproductive age most women interrupt their career because of care for children.

Men are still less involved in child care than women who are considered traditional carers particularly for young children, but also for other care-requiring persons. According to the 2011 statistical data gathered by the Ministry of Labour and Social Affairs, the average monthly number of parental allowance beneficiaries was 5.7k men and 317.3k women. It means that in 2011, on average, there were only 1.8% of men in the total number of parental allowance beneficiaries. The number of men who receive parental allowance hovers around 2% in the long run. Promotion of active fatherhood is one of the main topics of the Men Working Group. There was a special working group created within the Reconciliation Committee to address legislation related to active fatherhood (incorporation of active fatherhood to the legislative framework).

In recent years, a debate on reconciliation of work, private and family life has been opened regarding preschool care for children. According to data by the Ministry of Education, Youth and Sports, the number of refused applications on admission of children to kindergartens has been steadily growing since the 2005/2006 school year, namely from 6,810 up to 58,939 in the 2012/2013 school year.⁶ In 2013, the Reconciliation Committee reviewed the bill on provision of child care services in a children group and on amendments of related laws. By its Resolution No. 607 of 22 August 2012, the Czech government approved the subject-matter of the law on provision of child care services in a children group and on amendment of related laws and the bill was discussed by the Chamber of Deputies in March 2014. Children groups are meant to be an emergency and alternative solution of this unsatisfactory situation. Another challenge for the CZ remains care for children under the age of three – currently crèches do not have a legislative footing in the Czech legal system, which unfortunately cannot be regarded as positive.

⁶ However, a risk of misinterpreting this data must be noted, since a statutory representative has a possibility to file multiple applications on behalf of one child and duplicity in filing applications is more and more frequent. Nevertheless, this is again a response to the unsatisfactory situation in the number of childcare facilities available.

In 2011, the Act No. 117/1995 on the state social support was amended in connection to parental allowance. The amendments came into effect coincidentally on 1 January 2012. They provide an increased flexibility in receiving parental allowance. The total of parental allowance has been changed, amounting now to CZK 220,000. Parents can decide in what amount they will receive parental allowance, determining thus the time during which they will be receiving parental allowance. However, the maximum amount is limited to CZK 11,500 per months which limits parents in the minimum time selected for receiving parental allowance, which is two years. Limited in their options are also parents whose average earnings before starting the parental leave does not exceed CZK 7,600 or parents whose daily basis of assessment cannot be defined only because of the fact that during receiving parental allowance for care of an earlier born child the eligible time for financial support in motherhood (maternity allowance) elapsed and eligibility to parental allowance for the youngest child in the family arises immediately after eligibility to parental allowance pertaining to the older child. They may opt for the amount of parental allowance not exceeding CZK 7,600. However, since the total of parental allowance they may receive remains CZK 220,000, the time they will be receiving parental allowance extends to three years automatically. If the daily basis of assessment cannot be defined for either of the parents, eligible parental allowance is CZK 7,600 per month until the end of the ninth month of age of the youngest child and CZK 3,800 per month from the tenth month until 4 years of age of the child. Such parents do not have an option for how long to receive parental allowance. This situation can be highly problematic e.g. for university students who had not worked before their child was born. To enter the labour market can thus be more difficult for them. The above-mentioned amendment to the law on state social support has also introduced the option for parents to alternate in receiving parental allowance.

Another very important change that is considerably helping parents to balance work and family life is that children of two years of age can start going to a childcare facility for the whole week and their parents will not lose eligibility to parental allowance (up to that date, the time for children between two and three years of age was limited to the maximum five days a week or to the maximum of four hours a day). An amendment was also made to the rule for children under two years of age, when they can go to crèches, kindergarten or a similar facility for not more than 46 hours per calendar month and their parents are still eligible to parental allowance. This amendment actually introduces a "time account" that parents of children under the age of two can use as they need during the given month. Similar discussions on introduction of time accounts were also held in the Reconciliation Committee.

In 2013, the Committee for the Balanced Representation of Women and Men in Politics and in Decision-Making Positions initiated a discussion to review the general position of the Czech government to the proposed directive of the European Parliament and of the Council on improving gender balance among members of supervisory board/ non-executive board members in companies listed on stock exchanges and on related measures, so that the general position would take into consideration the fact that quantification of specific targets is an efficient and effective instrument for achieving balanced representation of women and men in decision-making positions in businesses. The topic of adopting positive measures in order to balance representation of the under-represented group is another challenge for the CZ in the present and the future.

As shown by the long-term data records, horizontal gender segregation still persists in the Czech labour market, especially in some industries. The system of political parties functioning has been so far rather disadvantageous to women as potential political

representatives and it proves to be necessary to adopt positive measures, either at the level of each political party (which has already happened in some political parties), or as part of the election law. Thanks to the change in the election law and stronger weight of preferential votes in the elections to the Chamber of Deputies in 2010, the percentage of women increased significantly to the historical high of 22%. However, in the regional elections in autumn 2012, preferential votes worked, by contrast, to women's slight disadvantage and the same showed more markedly in the early election to the Chamber of Deputies in 2013. Preferential voting proved to be a highly uncertain solution of the underrepresentation of women in decision-making positions. The total number of women participating in the Czech government remained around 13% in 2005–2007, reaching the peak percentage in 2009–2010 with 23.5% and currently (i.e. April 2014) there are three women in the Czech government, i.e. 17.65% (see also subsection "Women in power and in decision-making positions").

In accordance with the Legislative Work Plan for 2004, the Ministry of Interior had prepared a proposal of the subject-matter of the law on elections and referendum (hereinafter the "Election Code"). The proposed election code planned provisions promoting balanced representation of women and men in elected bodies, in the elections to the European Parliament and in the elections to the Chamber of Deputies, where the candidate lists submitted are full. Based on the Premier's decision, the respective bill on the election code was not included in the government's agenda, so that its content could have been discussed at the level of the political parties forming the government coalition. Nevertheless, the respective bill was not discussed by the government eventually and the development of the subject-matter of the Election Code that would include, inter alia, provisions promoting representation of women in elected authorities has not been included any more in the Legislative Work Plan of the Czech government for the following years. However, it is a complicated issue and it must be taken into account that similar reforms in other countries are also difficult to be implemented. In 2010, the Minister for Human Rights proposed amendment to election laws so that at least 30% of both men and women would have to be represented in candidate lists. In the end, however, this bill was not presented due to the change of the government. During preparations of election laws, a debate has been opened about the present constitutional framework in relation to equality of women and men and its potential amendment. The topical question is whether to amend the present constitutional framework securing the principle of equality (non-discrimination) by adding a certain provision on promotion of equality of women and men by the state.

An important step in terms of legislation was the adoption of Act No. 198/2009 on equal treatment and on legal instruments of protection against discrimination and on amendments of some laws ('Anti-Discrimination Law'). The purpose of the law is to provide comprehensive provisions on equal treatment and protection against discrimination. The law provides for, inter alia, legal instruments of protection against discrimination that are available to everybody who is affected by discrimination.

Another important legislative measure falls into the field of combating domestic violence. On 1 January 2007, the law on protection against domestic violence (Act No. 135/2006) came into effect, radically changing the situation of the persons at risk. The law introduces a systemic and comprehensive approach to prevention and protection against domestic violence. It provides for and mainly links procedures of the police, the judiciary and social services at resolving cases of domestic violence. This law enshrined, inter alia, a new entitlement of the Police of the Czech Republic in the form of institutes of expulsion. The expulsion is a preventive measure that aims at protection of people at risk of/affected by

domestic violence, imposed regardless potential criminal-law qualification of the violent person. (For the number of people expelled in the CZ in 2007–2014 see Table No. 2 in the Annex II to this Report)

One of the form of violence that is largely done to women and offenders are mostly men is a stalking. The crime of stalking was included in the Czech legal system as part of the new penal law with effect since January 2010. Under the present wording of the penal law, it is a long-term stalking when the other person is threatened, proximity to her/him is sought or s/he is followed, persistently contacted, limited in a normal way of living and/or her/his personal data are misused in order to establish a contact. At the same time, such actions must be capable of raising well-founded fear of her/his life or health, or life or health of a close person.

In 2013, the government adopted the Act No. 45/2013 on victims of crimes (most of its provisions took effect in August 2013) that strengthens rights of crime victims, including victims of domestic violence and gender-dependent violence. The subject of the amendment to this law aims to define the rights of a victim as a subject of special care by the state, includes provisions on providing victims a state financial support and defines a legal framework for cooperation between the state and organisations providing assistance to victims. The law on victims of crimes specifies an 'extra vulnerable victim' that enjoys a higher degree of protection under this law. Extra vulnerable persons are, among others, crime victims of trafficking in people, victims of crime against human dignity in the sexual area or of crime that comprised violence or threat of violence if the respective case includes increased danger of secondary harm with regard to age or gender of the victim. Under the law on victims of crimes, non-governmental non-profit organisations and other parties registered in the registrar of providers may provide assistance to victims of crimes, including free professional assistance to extra vulnerable victims. More about legislative measures in domestic violence prevention in the subsection "Women and violence" below.

Cooperation in promoting equality of women and men also runs at the level of state administration and local governments. The Czech government informs regional and local authorities about some steps that are taken in relation to equal opportunities of men and women. In 2013, on the basis of the Czech Government Resolution No. 956 of 20 December 2012, the "National Programme for Resolving the HIV/AIDS Problem in the Czech Republic for the period 2013–2017" was published in the Government Journal for Regional Local Authorities. Among other aspects, the Programme includes a principle of respecting human dignity, personal data confidentiality, gender equality and protection of human rights and freedoms, including combating discrimination and stigmatisation of sexual minorities, ethnic minorities, prisoners, users of injected drugs, people providing paid sexual services and people living with HIV/AIDS. One of the programme objectives is to provide a prophylactic measure for all HIV positive pregnant women and their newborns, including those without any health insurance.

In addition, Czech towns and municipalities can join the European Charter for Equality of Women and Men at the level of life in towns and municipalities. There are four signatories in the CZ so far, namely Milotice, Staňkovice, Záluží and the city district Prague 18 - Letňany. The Union of Towns and Municipalities of the Czech Republic (Svaz měst a obcí ČR) is currently preparing, in cooperation with Fórum 50%, public benefit corporation, a project under the programme "Give (wo)men a chance" (Dejme (že)nám šanci), where one of the planned activities is education and dissemination of the Charter, but also, for example, a review of statistical data collection on representation of women and men in local politics. In cooperation with the Institutional Committee, a discussion will be opened on establishing a

post of a coordinator of equal opportunities for women and men (gender focal point) in local government.

In 2013, the already seventh year of the competition Office of the Year "Half and Half" – Respect to Equal Opportunities which is opened by the Ministry of Interior. Its aim is to contribute to enhanced sensitivity of authorities to this issue and to promotion of gender equality and gender mainstreaming principles at work of public administration authorities in the CZ. Regional Authorities also promote equality of women and men through their individual projects – e.g. in the project "Let's work together!" the regions of Karlovy Vary, Ústí nad Labem and Liberec set themselves a target to increase the employability and employment rate of people over the age of 50 and to pilot flexible forms of work, specifically the form of shared job.⁷

The most significant obstacles for eliminating gender discrimination are often weak political will to enforce needed changes and marginalisation of gender equality agenda at the policy planning stage. However, it can be said that the present political structure is after all a little bit more favourable to gender issues than the previous one, although it rather applies to individual (female and male) political representatives. The present Minister of Labour and Social Affairs said, for instance, in her speech at this year's 58th session of the UN Commission for Status of Women (CSW) in New York that the CZ considers gender equality to be one of the fundamental principles of democratic society.⁸ The CZ promotes achievement of Millennium Development Goals (MDGs) and implementation of gender perspective, for example, as part of development cooperation. In line with this principle, the Ministry of Foreign Affairs makes efforts to employ the gender perspective across the planning and implementation of development projects focusing on strengthening women's position and on meeting the related MDGs – especially the MDG 3 (promotion of gender equality and strengthening of the women's role) and the MDG 5 (improvement of mothers' health). To take the gender perspective into consideration in development and transformation cooperation is also among the tasks included in the Updated Measures every year.

Summary of Section One:

The most important achievements in promoting gender equality in the CZ:

- Establishment of the Unit for Equal Opportunities of Women and Men
- Establishment of the Government Council for Equal Opportunities for Women and Men and its Committees and Working Group
- Adoption of Priorities and Procedures of the Government in Promoting Equality of Men and Women as an essential conceptual document on promoting gender equality and creation of ministerial gender focal points
- Adoption of some legislative measures
- Overall improvement of institutional mechanisms for supporting of gender equality in the CZ

⁷ More about the project available [online] [cit. 2013-03-20] e.g. at URL:

<http://www.esfcr.cz/projekty/podpora-pracovniho-uplatneni-starsich-osob-v-souvislosti-s>

⁸ The speech of 13 March 2014 of the Minister of Labour and Social Affairs, Michaela Marksová, is available in English at: <http://papersmart.unmeetings.org/media2/2357197/czech-republic.pdf>

Major challenges for the CZ regarding achievement of gender equality:

- Reconciliation of work, private and family life and all the related aspects;
- Change in the way of thinking of society – stereotypically perceived gender roles;
- Elimination of the gender pay gap;
- Reduction of gender segregation in the labour market, in politics and in decision-making positions.

Major obstacles on the way towards gender equality:

- Volatility of political will in connection with frequent political changes;
- Marginalisation of the gender equality issue;
- Still insufficient awareness of the general public on arguments for gender equality (potential connection with specific political development and approach of media)

Major legislative changes promoting gender equality:

- Adoption of "Anti-Discrimination Law"
- Legislative changes regarding domestic violence prevention and combatting
- Law on provision of child care services in a children group and on amendment of related laws
- Amendment to the law on state social support in relation to parental allowance

2. SECTION TWO

Progress in the implementation of the critical areas of concern of the Platform for Action since 2009

As it has been mentioned in Section One of this Report, in 1998 the CZ adopted the Priorities document, which is an essential conceptual document on equality of women and men at the level of the Czech government. The Priorities are based on the targets and measures defined in 12 areas of focus pivotal for the Beijing Declaration the Action Platform. In the introduction to this section it must be noted that some of the critical areas defined by the Beijing Declaration and the Action Platform are not critical for the Czech Republic to the same extent as they are for some other UN countries.

2.1. Women and poverty

Poverty does not avoid the CZ either, although the position of our country with 8% of population living in poverty, i.e. about one million people, is relatively good compared to other European countries. Although this number is relatively low in comparison with the other EU countries (e.g. 23% of population in Slovakia), poverty impacts on different social groups with different strength and reaches a much higher level among certain groups. Besides women, poverty affects older people, people with disabilities, migrants or single parents. The worst situation is of those who fall into multiple categories at once. Potential poverty of women is influenced by various aspects. One of them is the family organisation – if the family lives on one income only, and especially if it is the woman's income, their situation is worse. It concerns particularly single mothers and also women after divorce. The studies show that a divorce has different economic impacts on women and men. As it has been mentioned in the first section of the Report, men in the CZ are still less involved in care for children than women who are considered traditional carers especially for young children, but also for other care-requiring family members. The situation of institutionalized care for pre-school children is not entirely ideal in our country, which is another burden that is felt particularly by women because of the effort to sustain the family. In the CZ, children, in overwhelming majority, are placed in the custody of women after divorce who must then play the role of both the carer and the breadwinner. Surveys show that in economic terms women lose by divorce, whereas men gradually earn. After divorce men do not lose their position at work, on the contrary, they have more time for their work. Even though they pay maintenance for their dependent children, the part of their income that remains to them is greater than before divorce. According to the Sociological Institute of the Academy of Sciences of the CZ, a half of single-parent families headed by a divorced mother lives below the 1.5 multiple of subsistence wage. According to the 2011 data of the Czech Statistical Office (hereinafter also the CZSO), there are 35.6% of households in the CZ that consist of a single parent and dependent children. Single mothers often belong to multiple groups at risk at once, e.g. they are often victims of domestic violence. To leave a violent partner means for women with minor children to become lone mothers – single parents, which multiplies their burden with poverty. The current legal provisions on maintenance does not secure the highest standard of protection and they should be amended.

There are many phenomena existing in the labour market that have a significant influence on women's poverty. One of the most visible phenomenon is the gender pay gap. According to the CZSO, women in the CZ earn, on average, by 25% less than men for the same job and even by 61% less in prestigious management positions in big corporations. As a result of traditional distribution of roles in the private sphere, women more often adapt their work to

the needs of their family. Maternity leave often slows down and sometimes entirely reverses their professional and career growth. The difference between the employment rate of women with and without children in the CZ is the highest in the entire EU, being 33%. 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, non-profit sector, etc.), contributes to their generally lower earnings. Women and other endangered groups such as migrants or people with disabilities also suffer work uncertainty. In recent years, more attention has been paid to gender aspects of homelessness and there is project currently running in the non-profit sector the aim of which is to understand and draw attention to the phenomenon of female homelessness. The project works on the assumption that it is typical for female homelessness that is hidden – and therefore this issue needs to be made visible.

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. In January 2010, the average old-age pension of men was CZK 11,152, whereas women received CZK 9,109 only. As at 31 December 2012, the old-age pension was CZK 10,163 for women compared to CZK 12,351 for men, i.e. by 18.2% less⁹. Moreover, female senior citizens receive less money for a much longer time, since they live longer. The group with a monthly old-age pension of CZK 1–2,999 includes 60% of women, whereas the share of women in the group where the old-age pension is CZK 14,000 and more is 16.5% only. The risk of poverty for female pensioners in the CZ is twice as big as for male pensioners. With regard to the Czech population ageing, this issue becomes increasingly visible. In 2012, senior citizens (i.e. people over 65 years of age) accounted for 15.5% of the CZ population.¹⁰ According to the CZSO's forecasts, this number will grow to 22.9% in 2030.¹¹

The CZ was also affected by the global economic crisis in a special way. It hit mainly the industries in which mostly men concentrate, such as automotive industry or construction industry. There exists an assumption that impact on women's economic activity will occur in related industries, with a risk that the industries affected by the crisis indirectly will remain unnoticed. A long-term impact of the economic crisis can then consist in attempts to push women to maternity leave, or unemployment or to early retirement. Comparison of the situation in the CZ within the EU is presented in the report titled 'Impacts of the economic crisis on the situation of women and men and on gender equality policies' published by the European Commission in 2012. It predominantly deals with negative impacts of public budget restrictions, increased tax burden and changes to social and healthcare policies that affect especially women. Particularly the following problems in the CZ are highlighted here as important:

⁹ "The average retirement pension in the Czech Republic"; Available at:

http://www.czso.cz/csu/dyngrafy.nsf/graf/cr_od_roku_1989_duchod

¹⁰ "Percentage of population aged 65 years and over in different countries of Europe"; Available at:

<http://www.czso.cz/csu/redakce.nsf/i/seniori>

¹¹ CZSO (2003), Population Prognosis of the CZ until 2050, available in Czech on-line:

[http://www.czso.cz/csu/2004edicniplan.nsf/t/B0001D6145/\\$File/4025rra.pdf](http://www.czso.cz/csu/2004edicniplan.nsf/t/B0001D6145/$File/4025rra.pdf) p. 16

- Unemployment growth, increased uncertainty of employment and worsening of working conditions;
- Discrimination of mothers and carers in the Czech labour market that is described as an 'institutionalised function' of the labour market in the CZ;
- Insufficient consideration of gender equality in government policies;
- Changes in the retirement security system (especially stricter eligibility criteria for payment of survivor pensions);
- Cuts in personnel costs in public administration and in civil services (typically female sectors);
- Growth of VAT rates (which has the highest impact on the poorest population);
- Budget cuts in institutional structure supporting gender equality;
- Availability of healthcare especially for low-income single mothers for whom payment of regulatory fees may be an obstacle;
- Insufficient supply of pre-school child care facilities and its shift outside the public sector;
- Reduction of social housing support.

From 19 February till 15 May 2011, the CZSO was carrying out another yearly survey on income and living conditions of households in the CZ called "2011 Living Conditions". Under the EU-SILC (European Union - Statistics on Income and Living Conditions¹²) Programme, the surveys are organised not only by the CZSO here, but also by the other European statistical authorities in their countries. The purpose of the survey is to gather comparable data for evaluating social and economic situation of the population in member states of the European Community. The EU-SILC survey is a precious source of data not only in the volume and differentiation of incomes, but also on the structure of the population at risk of income poverty and social exclusion. At the national level, the results are used as a basis for setting social policy of the country and for evaluating its impact on citizens' standard of living. In 2010, the total gross wage increased (to CZK 168.6k) and so did the net income (CZK 145k) per person calculated from the total income of the household. However, this increase is little bit slower than in previous years, mainly due to the stopped growth in earned incomes. The highest net income in 2010 was in the households of employees with higher education (CZK 172,3k), on the contrary, the lowest one was in the households of the unemployed (CZK 78.2k). Another from the key indicators of the EU-SILC survey is a [income poverty risk rate](#), which is calculated by comparing a proportional income belonging to one consumption unit of the household with the income defined as the poverty limit, i.e. 60% of the median of the income (based on the 2011 EU-SILC survey, the preliminary poverty limit is CZK 114,097). The recalculation per consumption unit takes into account the size and demographic composition of the household; it is thus used for better comparability among various types of households (families with or without children, single persons, etc.). The preliminary results of the 2011 EU-SILC which reflect the household situation in 2010 and in spring 2011 show that the income poverty risk rate grew compared to the previous year. According to the preliminary data, income poverty endangers 1,008 thousand people in the CZ (i.e. 9.7% of the population), which is by 71 thousand more than a year ago. Poverty endangered more frequently women (10.4% of all women) than men (8.9% of all men). The highest poverty risk was in single-parent families (34.7% people) and especially in households of the unemployed (45.7% people), where their number grew by more than 5% as a result of an increase in long-

¹² Information available at: http://epp.eurostat.ec.europa.eu/portal/page/portal/microdata/eu_silc

term unemployment. The development of the income poverty risk rate in 2007–2011 is depicted together with the poverty limit in Graph No. 1 in the Annex. A turn in the previous trend when this rate had been decreasing occurred as early as in 2010 as a result of a slow-down in the growth of household incomes started in 2009 as a consequence of the global financial crisis.

Nevertheless, the CZ does not remain inactive in this respect – the Czech government adopted, by Resolution No. 24 of 8 January 2014, a national framework document for social inclusion and combatting poverty titled the "Social Inclusion Strategy for 2014–2020" which covers the main areas important for social inclusion of people socially excluded or at risk of social exclusion. The purpose of the Strategy is to help meeting the national objective on reducing poverty and decreasing the social exclusion degree set in the National Reform Programme of the CZ which is based on the Europe 2020 Strategy. The Strategy defines priority topics of the CZ 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 CZ as well as making use of European Structural and Investment Funds of the European Union. It contains a list of measures having impact on social inclusion and combating poverty, and an overview of relevant documents and resources. Social work is emphasized as an essential instrument for social inclusion of socially excluded persons or those at risk of social exclusion. In the Strategy, 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. In terms of strengthening social work as a fundamental instrument addressing social inclusion, it will be necessary to ensure an increase in the number of social workers in municipalities. The current number of social workers is considerably insufficient in some municipalities. A 50% increase of the existing number of social workers would result in achieving the target number of 2,500 social workers in municipalities with extended authority. The basic starting point and source for developing the Strategy was "Long-term Vision of the Ministry of Labour and Social Affairs on Social Inclusion" adopted by the Ministry of Labour and Social Affairs (hereinafter also the "MoLSA") on 31 May 2012. The Strategy was developed with a significant contribution of the Commission for Social Inclusion of the MoLSA, which is a standing advisory, initiating and coordinating body of the Minister of Labour and Social Affairs, on social politics with a focus on combating poverty and social exclusion, and in cooperation of representatives of the ministries concerned. The Strategy shows the direction which addressing the issue of social exclusion should take, promotes socially responsible values related to combatting social exclusion, highlights the shortcomings in the search for solutions to social exclusion and encourages the spread of the principle of social inclusion mainstreaming at all levels of government. The implementation of the measures defined by this Strategy will need to be regularly reviewed and flexibly updated or extended depending on the changing social conditions. The Czech government defined specific quantifiable national targets. The following ones in particular are relevant for gender equality: To increase the total employment rate of people aged 20–64 to 75%; Increase the women's employment rate (at the age of 20–64) to 65%; To maintain the limit for the number of people at risk of poverty, material deprivation or living in households without any person employed until 2020 when compared to 2008; To reduce the number of people at risk of poverty, material deprivation or living in a household without any person employed to 30,000 people.

2.2. Education of women

Education and training play an important role in society and the same is true in terms of equality of women and men. Education and training processes often repeat and reinforce stereotypes, among others those on distribution of 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.

It becomes apparent that with regard to education levels attained women have an increasingly better position, not only compared to the past – at present, they achieve a higher education level than men. It does not reflect much in the gender structure of society where women are still disadvantaged. Since it is already at individual levels of the education system where high vertical and horizontal gender segregation shows. The most substantial gender segregation of teachers is visible at pre-school education, where women are the overwhelming majority of teachers in kindergartens. In the 2011/2012 school year, women accounted for 99.65% of all teachers in kindergartens. In the 2011/2012 school year, the number of male teachers in kindergartens recalculated to full-time jobs was only 92, whereas in the same school year the number of female teachers in kindergartens was 26,780. Similarly, women account for 84% of all teachers at primary schools (for more see Table No. 1 in the Annex to the Report). Besides low remuneration or low social prestige, gender stereotypes have an impact here too, inter alia, as far as teacher's profession being suitable for men is concerned.

Although the representation of women is steadily growing at different levels of university studies¹³ in the CZ, the persisting factor is the high degree of horizontal gender segregation of students. In the 2012/2013 school year, the number of girls studying technical branches of study at secondary schools with a secondary school-leaving exam was 9,504, which corresponds to 15.3% of all students of technical branches of study. In the 2012/2013 school year, secondary schools with social science branches of study with a secondary school-leaving exam were attended by 87,521 girls, that means 68.3% of all students of these branches of study. Men prevail (72%) in technical and scientific branches of university studies, whereas women prevail among students of humanities and social sciences (66%) and economic sciences (61%). The most substantial degree of gender segregation is in pedagogical branches of study, where representation of female students reaches 80%.¹⁴

As it has been mentioned, the representation of women has been continuously growing at all levels of university studies in the CZ: In 2011, women accounted for 60.2% of all students of master-degree study programmes and 40.6% of the total of the doctor-degree study programme. However, during the recent decade, the high and continuously growing share of educated women had no reflection in the representation of women in the research sector. Primarily alarming is the development in technical sciences, i.e. in the field to which the most funds for research and development are channelled and where the number of

¹³ In the 2010/2011 school year, there were almost 2.1 million pupils and students (from kindergartens to universities inclusive) in the education process. Distribution by gender was balanced, i.e. approximately fifty-fifty. There were 396,307 students at universities in the school year under review. Women prevailed slightly there, with their representation of all university students being 56%. In recent ten years the number of university students has been growing. The share of women among students has also been growing along with the rising number of university students. In the 2000/2001 school year, there was still a slight prevalence of men among students (they represented 53% of all university students), while women in the 2010/2011 school year accounted for the already mentioned 56%.

¹⁴ CZSO (2014), *Focused on Women and Men 2013*; available on-line at:

http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r_2013-13

researchers is the highest in the CZ. While from 2001 till 2011 the share of female students in the master-degree study programme in technical sciences grew by 10.7 p.p. (to 31.8%) and the share of women in doctor-degree study programmes grew by 4.1 p.p. (to 25.7%), the representation of women among researchers in this field decreased, by contrast, by 3.7 p.p. (to 13.1%) since 2001, which is the lowest figure in all scientific branches. Except for the increased share of women in medical sciences, where the representation of women among researchers is the highest and reaches 50.2%, the development in women's representation in other branches is either stagnating, or decreasing. The lowest representation of female researchers is in the business sector (15.2%), while there are 38.1% of female researchers in the government sector and 34.7% in the university sector.

The percentage of women among professors and readers is slightly growing. In 2011, there were 14.2% female professors (i.e. an increase by 5.5 percentage points since 2001) and 24.2% female readers (i.e. an increase by 3 percentage points). Nevertheless, the increase is hardly sky-high; at the same average growth rate in the CZ the women's representation among professors would reach about 50% in 2070 and among readers not earlier than in 2088. Another example can be a marked underrepresentation of women in management of state and public universities – the university rector posts were held by 4.2% women only and the posts of Academic Council members by 14.2% and in Academic Senates 26.3%.

This section must also include equality of women and men in science and research. The CZ belongs to the countries with the lowest representation of women in science in Europe. Women account for mere 26% of scientific workers, gender equality and integration of the gender dimension into research and innovations are one of the key topics of the European Research Area (ERA). Integration of the gender dimension in research design, evaluation and implementation is still highly limited, which has an influence on research quality and social relevance. Women's representation in decision-making and advisory bodies in research, development and innovations is also low. Since 2012, the Office of the Public Defender of Human Rights has been dealing with a motion by the National Contact Centre – Women and Science of the Sociological Institute of the AS of the CZ (hereinafter the "NCC") which contains criticism of the rules that had been set by the Grant Agency of the Czech Republic for junior grants intended for young, starting research workers. According to the NCC, these rules are discriminating women, since they do not take into account different division of responsibilities for care for children, elderly or ill family members and household between women and men. In the final report on the findings of the investigation of January 2013, the Public Defender of Human Rights confirmed the disadvantaging of female problem-solvers and grant applicants. In recent years, activities promoting equality of women and men in science have been gaining importance particularly at international forums. A good example can be the 55th session of the UN Commission on the Status of Women the priority topic of which was women's and girls' access to and participation in education, science and technologies, including enforcement of women's equal access to full employment and adequate work. In its Concluding Observations issued for the CZ in 2010, the CEDAW gave a negative evaluation of the insufficient representation of women in scientific research and called for taking steps in that respect¹⁵.

As part of fulfilling the tasks of the Priorities for the Ministry of Education, Youth and Sports (hereinafter also the "MEYS"), a gender-related strategic document was adopted in September 2013, titled ["Gender Equality Situation in the Department under the MEYES and](#)

¹⁵ For details see UN CEDAW, *Concluding observations of the Committee on the Elimination of Discrimination against Women – Czech Republic*. Para 18-19. [on-line] [cit. 2013-03-20] URL: <http://www.vlada.cz/assets/ppov/zmocnenec-vlady-pro-lidska-prava/rovne-prilezitosti-zen-a-muzu/cedaw/concluding_observations_47th_Session_ENG.pdf>.

[Proposal of Mid-Term Strategic Plan for Gender Equality](#)“, which will be a basis for further development of the gender topic within the scope of operation of the Ministry. The aim of the education policy should be, inter alia, to eliminate negative consequences of gender stereotypes, i.e. simplifying and generalising notions on how men and women are like and how they should be like.

The National Institute of Technical and Vocational Education is a directly subordinate organisation of the MEYS, also developing activities to overcome thinking stereotypes on status of women and men and horizontal segregation in the education sector. The Institute provides, for example, 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 a 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. In 2010, the MEYS in cooperation with the NCC held several information and discussion meetings with young female scientists in natural sciences and technical branches for secondary school students, focusing on professional job opportunities for girls in science and use of their skills in technical and IT professions. The third year of the "IT Summer School for Girls", for secondary school students, was organised by the Faculty of Information Technology of the Technical University of Brno at the turn of August and September 2010. In this way, the Faculty tries to respond to a lack of female IT students and wants to present the branch as interesting and having a lot to offer.

In 2010, the MEYS developed a methodology for evaluating school institutions in terms of equality of women and men for the needs of the Czech School Inspection. The methodology contains criteria for evaluating to what extent the school institution observes the principle of equality of women and men. The criteria include, inter alia, equal access to education, school education programmes, school management, HR requirements, material conditions, financial conditions, effective organisation of education, efficient promotion of pupil and student development, partnerships, regular evaluation of individual and group results of education and systemic evaluation of the overall education results of the school.

An important component of education is adult retraining programmes. Retraining programmes can help particularly women, but also other specific groups to adapt to the labour market if they left it for any reason for a longer time. Retraining programmes are based on labour market requirements in particular and women slightly prevail among the trainees. Some retraining programmes have a special focus directly on women, especially under the projects of the European Social Fund.

As it has been mentioned already in the very introduction to this Report, since 2004 it has been possible in the CZ to attain university education in gender studies as a branch of study, which is usually understood and taught as an interdisciplinary branch of study. Since 1990s, there has also been a gradual increase in the number of professional literature in Czech and Slovak languages, which made information accessible to a greater percentage of the Czech population and to raise awareness on this issue, as well as to train a new generation of female and male experts in this topic.

2.3. Women and health

Women in the CZ live longer than men. Life expectancy of those born later in the 1990s has been continuously growing for both genders, when this process has been more dynamic for men. Difference in life expectancy for both genders have been equalising with a growing age. Mean lifespan in health at birth is significantly lower for both genders than the mean lifespan at birth. It is higher in case of women than of men, but this difference is rather negligible. Women at the age of 65 had a chance to live 18 years on average, while men at that age lived 15 years on average. At the age of 65, the mean span of healthy life, however, represented only 8.4 years for women and 8 years for men. During the 1990s, the number of hospitalisations per 100,000 citizens was growing for both women and men, whereas it showed a slight decrease in recent years. The average period of treatment also decreased, for both genders. Women slightly exceed in the number of the hospitalised. Women live longer, but with a higher illness rate and a lower quality of life. Health insurance companies offer women a range of preventive programmes, recommended by age category and partially paid.

The current topic regarding women's health is childbirth-related care. The Ministry of Health established a working group that should make efforts to expand childbirth care options, to adjust the status of midwives and to implement a free choice for women regarding conditions during childbirth. The midwives' work was affected by changes in the legislation¹⁶ in 2011–2013 which de facto ruled their practice out – they are not included, for example, in the public health insurance system. Some objections have been raised that rights of women in childbirth are violated, which resulted in filing two actions against the CZ to the European Court for Human Rights. Both complaints were verbally discussed in 2013 and a ruling is still being awaited.

Some amendments were made to the childbirth sector in 2014. Since January 2014 childbirths in Czech maternity hospitals are allowed without a presence of a physician, only with help of a midwife. The second innovation is a 'day-case childbirth' that is intended to resolve an early departure of a mother and her new-born baby from the maternity hospital. Childbirth in the presence of a midwife is a compromise that has been prepared by the working group mentioned above as an alternative to a standard childbirth. For safety reasons, childbirth in the presence of a midwife only can occur, as any other childbirth, only in the healthcare facilities intended for that purpose – that is in properly equipped maternity hospitals. The difference from the previous situation is that a physician will be asked to join only in case of sudden complications. This solution provides women in childbirth the required degree of privacy if they do not want a physician to be present at their childbirth. On the other hand, it will be possible, if necessary, to provide both the woman in childbirth and the new-born baby with an immediate medical care. However, this method of childbirth will be possible only if the attending physician approves it and after reviewing the documentation transfers the women in childbirth over to the midwife's care. Another innovation in Czech maternity hospitals will be 'day-case childbirth'. It is intended for such mothers who want to leave the healthcare facility only several hours after childbirth, or earlier than after the recommended 72 hours. Consequently, the Ministry of Health has

¹⁶ Particularly the Act No. 372/2011 on healthcare services and conditions for their provision and the implementing Regulation No. 92/2012 on requirements on technical and material equipment of healthcare facilities and contact offices of domestic care and the implementing Regulation No. 99/2012 on requirements on minimum staffing in healthcare services, or the Act No. 48/1997 on public health insurance.

worked out methodological instructions on how to proceed in case of an early departure from the maternity hospital.

At the meeting on 9 May 2011, the Government Council for Human Rights discussed illegal sterilisations of women in the CZ¹⁷ brought as a motion by the Committee against Torture and Other Inhuman, Cruel, Demeaning Treatment and Punishment. At the meeting in February 2012, the Government Council for Human Rights approved a recommendation to the Czech government to indemnify all the women who had been sterilised contrary to the law. It should apply to the women who had been sterilised in 1972–1991 and under the then regulations they were eligible to a financial reward. The Council recommends to also indemnify the women who did not have a reasonable chance to ask for indemnification by legal proceedings due to a lapse of the three-year limitation period for bringing an action for the protection of personality.

In 2011, a non-governmental non-profit organisation APERIO – Society for Healthy Parenthood developed for the Government Committee for People with Disabilities a report titled "Women with Disabilities in the Czech Republic – Secondary Comparative Analysis of Status of Women with Disabilities in the Czech Republic"¹⁸. This detailed report deals with the situation of women with disabilities in the CZ. The Report inquires into gender-related occurrence of disabilities, gender-related types of disabilities and also monitors social status of women with disabilities. It also deals with participation of women with disabilities in public life. In addition to that, it includes an analysis of the position of women with disabilities in employment, labour market and economic activities, including entrepreneurship and reconciliation of work, private and family life. The Report also speaks about education of women with disabilities and in that section it presents questionnaire survey focusing on experience of women with disabilities with education in the CZ. Furthermore, the Report touches social and cultural and leisure-time activities of women with disabilities and domestic violence and violence against women with disabilities. The end of the Report includes a chapter on non-governmental non-profit organisations specialising at the topics related to women with disabilities. This analysis made in the CZ is the first of its kind. Therefore, it is a precious source of information that explores the so far comprehensively unmapped area. On 6 March 2011, the Analysis was presented at the session of the Government Committee for People with Disabilities.

Another area related to women's health, unfortunately still topical, relates to eating disorders. Since 2011, the report on monitoring activities of psychiatric wards/centres shows the number of patients with eating disorders (dg. F50). In 2012, the number of outpatients with this diagnosis was 3,461 (by more than 2% more than in 2011), of which 91% were women. The patients treated for this diagnoses for the first time ever in the given year accounted for almost 37% of the total number of the patients. In terms of age, more than 8%

¹⁷ There are cases known from the Czech history when women were illegally sterilised without giving their prior express consent based on the information received. In 2005, the Public Defender of Human Rights published his opinion on illegal sterilisations in which he had recommended legislative, methodological and reparation measures. The Czech government expressed regret about these failures in its Resolution No. 1424 of 23 November 2009, and undertook to take such steps that would avoid such misconduct in the future. In this context, the Minister of Health was assigned with some tasks. In 2010, this issue was still under discussion by not only experts, but also non-governmental non-profit organisations. In 2010, a detailed legal regulation of the patient's informed consent, incl. seven-day, or fourteen-day period between receiving information on the intervention and giving consent to it, was incorporated in the bill on healthcare services, namely on specific healthcare services and was meant to follow up the new codification of the Civil Code.

¹⁸ The Report in Czech is available on-line at: <http://www.vlada.cz/cz/ppov/vvzpo/dokumenty/analyza-zeny-se-zdravotnim-postizenim-v-cr-96999/>

of the total number of patients treated for F50 diagnosis was in the age bracket of 0-14 years, almost 30% in the age bracket of 15–19 and almost 62% over 20 years of age. During the period under review, the total number of hospitalisations due to eating disorders has been decreasing, namely from 436 hospitalisations in 2007 to 330 in 2012. Women were hospitalised more often, while men contributed to the total number of the hospitalised in the respective period only by ca. 5% on average. In cooperation with the Ministry of Agriculture and the State Health Institute, a project was carried out in 2011 named "Do you know what you eat?"¹⁹, focusing on healthy eating and nutrition, diseases related to nutrition, how to buy and treat foodstuffs. In 2011, the Ministry of Health as part of its activities related to eating disorders published a brochure titled "Eating in Pregnancy", containing information on healthy nutrition not only for mothers-to-be.²⁰

The Czech Republic puts also emphasis on prevention of diseases. On its website, the Ministry of Health publishes information on preventive check-ups and in cooperation with the civic association Centrum prevence (Prevention Centre) it has issued an informative brochure titled "Let's not forget about preventive check-ups, or towards health!" Patients will learn, among other things, from the brochure to which preventive check-ups they are entitled under the public health insurance system, what the check-up includes, in what frequency they should undergo it or how a preventive check-up should run. The aim of this project is to increase thus attendance of preventive check-ups and to inform patients about what their entitlements by law are. Since 2013, the brochure has been available in general practitioners', gynaecologists' and dentists' offices, and in pharmacies as well. Additionally, it will be also distributed, for example, to pupils in last four years of the primary school as part of Health Education classes and to Regional Authorities. In 2010, the Ministry of Health published leaflets "Preventive check-ups for women" and "Preventive check-ups for men". The leaflets include summary information for women and men regarding preventive check-ups, together with ideal age when the given check-up should be carried out.

The latest healthcare statistics are available in the Czech Health Statistic Yearbook 2012²¹; some selected data are mentioned in the statistical annex to this Report.

2.4. Violence against women

The obligation of the Czech Republic to deal with the issue of violence against women and domestic violence arises from international obligations, especially from the Convention on Elimination of All Forms of Discrimination against Women (CEDAW). The CEDAW Committee that monitors implementation of the Convention recommended to the CZ in 2010, inter alia, to intensify effective measures to prevent and prosecute domestic and sexual violence and to help victims of such violence. At the same time, the Committee welcomed adoption of the new penal code that introduces a new crime of stalking and adoption of Act No. 135/2006 (for adopted legislative measures see also Section One of this Report) that amends some laws on protection against domestic violence and that proved successful in practice. Procedures for dealing with violence against women and domestic violence are also included in Updated Measures. They defined a new task to the ministries to emphasize unacceptability of gender-based violence and trafficking in people and give publicity to this

¹⁹ Information on the project in Czech is available on-line at: <http://www.viscojis.cz/>

²⁰ The publication in Czech is available on-line at:

http://www.szu.cz/uploads/documents/czsp/vyziva/Stravovani_v_tehot_k4.pdf

²¹ Czech Health Statistic Yearbook 2012 available in Czech and in English on-line at:

<http://www.uzis.cz/katalog/rocniky/zdravotnicka-rocenka-ceske-republiky>

issue in connection with the subject of operation of each member of the government. The Ministry of Interior was also assigned to adopt measures leading to prevention of gender-based violence, domestic violence and trafficking in people. In 2010, the Ministry of Justice worked on a systematic solution of the situation of victims of crimes, the result of which is Act No. 45/2013 on victims of crimes adopted in 2013 (for more see Section One of this Report).

The greatest contribution in 2012 to statistical data on the problem of domestic violence was the study "Economic Impacts of Domestic Violence"²², published by proFem, counselling centre for women projects. In February 2012, a representative survey was carried out for the needs of the study, with a sample of 3,000 women in the CZ, in the age bracket of 18–65. The survey has shown that 40% of women experienced domestic violence sometime in their lives, while every year 400,000 women (11% of respondents last year) suffered domestic violence. The total amount of economic impacts of domestic violence in the CZ was estimated to CZK 1,328.2 million in 2010. (The analysis includes costs of the police, public prosecutor's office, courts, offence proceedings, subsidies for social service provision, healthcare, costs of paid unemployment benefits and sick pay.) As far as dangerous shadowing or stalking is concerned, the Police of the Czech Republic detected approximately five hundred cases in 2010–2013. The Table No. 3 in the Annex to the Report also shows the numbers of prosecuted or investigated people and the number of cases solved.

Another important action regarding domestic violence prevention is the approval of the National Action Plan for Prevention of Domestic Violence for 2011–2014²³, which was adopted by the Czech government on 13 April 2011. A summary report on meeting the tasks of the Action Plan is drawn up by the Ministry of Interior in cooperation with the Ministry of Labour and Social Affairs and is discussed and approved by the Committee for Domestic Violence Prevention, subsequently by the Government Council for Equal Opportunities for Women and Men and presented to the Czech government. In addition to the review of the implementation of the National Action Plan (hereinafter the "NAP"), the Committee for Domestic Violence Prevention has been recently dealing with, for example, development of standards for asylum homes and for work with violent persons, with monitoring of the Czech progress in taking steps towards signature and ratification of the Convention of the Council of Europe on prevention and combatting violence against women and domestic violence, with statistical monitoring on domestic violence or with possibilities to expand the offer of training courses by the Judicial Academy (Justiční akademie) on the issues of domestic violence. In 2013, it was also dealing with specialisation of bodies of the Police of the Czech Republic and of courts at domestic violence cases. On 24 April 2013, the Committee for Domestic Violence Prevention received a motion in which the Government Council for Equal Opportunities for Women and Men had recommended adoption of measures leading to introduction of a national system of specialisation at domestic violence in the judiciary and the Police of the CZ to the Ministry of Justice and the Ministry of Interior. This initiative was approved by the Council at its meeting on 13 May 2013.

In connection with one of the NAP tasks, the Ministry of Interior held a specialised conference on stalking in November 2011, which was attended by approx. 90 participants – police officers, police psychologists, workers from helping organisations, intervention

²² The report Economic Impacts of Domestic Violence in the CZ is available in English on-line at: <http://www.profem.cz/shared/clanky/68/profem-studie2b-en-web.pdf>

²³ National Action Plan of Domestic Violence Prevention for the Period of 2011–2014 is available in Czech and English on-line at: <http://www.mpsv.cz/cs/12499>

centres, judges and public prosecutors. Lecturers were experts on police psychology, from intervention centres and from the judiciary.

Since the expelling 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 that so far the peak number of the cases was in 2011 (1,430 cases), showing a downward trend since that time (1,407 cases in 2012 and 1,367 cases in 2013). The prevailing people at risk are women and children – in 2013 the Police of the CZ identified 1,988 people as those at risk, of which 172 men, 1,401 women and 415 children. Most frequently, it was violence in marriages (503) and in common-law marriages (422). The age category of people at the highest risk was the category of 27–40 years (587). In cases of expelling from home, 773 families with 1,420 minor children were in danger of domestic violence. In 2013, intervention centres were contacted by 3,883 people, of which by 433 men, 3,346 women and 103 children.

Another area in which statistical indicators related to domestic violence can be monitored is the number of crimes of torture of a person living in common home. Similarly as in case of expelling from home, the occurrence of crime of torture of a person living in common home has been showing a slight decrease in recent years. The number of convicted persons for crime of torture of a person living in common home reached its peak in 2011, when it was 283 people (of which 9 women). Approximately a quarter of the convicted people were sentenced without probation, when this ratio did not change significantly in 2008–2011 (see Table No. 4 in the Annex to the Report).

Individual ministries contribute to prevention of domestic violence within the scope of their specific authority. The Ministry of Interior organises education related to domestic violence for police and judiciary personnel, primarily in the form of educational and informational activities. The Police of the Czech Republic continues in building and promoting the system of psychological help to victims, the cornerstone of which is in the crisis intervention groups established at the level of regional directorates of the Police. In 2012, the Inter-Ministerial Monitoring Group continued its operation, members of which are representatives of various ministries, Police of the CZ and members of the non-governmental sector. Moreover, in the long run the Ministry of Interior has been supporting construction of special interrogation rooms for child victims and witnesses of crime, especially of vice nature. It organises workshops and keeps records related to the community programme EU DAPHNE²⁴. In 2012, the subsidy programme titled "Domestic violence prevention with emphasis on work with the violent person" supported 7 projects of non-governmental non-profit organisations totalling CZK 1.614 million. The MoLSA supports work of the intervention centres and the other social service providers who define victims of domestic violence as their target group. In 2012, as part of subsidies from the state budget, the MoLSA granted CZK 5.753 million for social service provision in asylum homes with a secret address and CZK 7.801 million for services of intervention centres. In 2012, accreditation was given to the institutions and programmes that focus on domestic violence. In relation to the NAP implementation, the key activity for the Ministry of Education, Youth and Sports is to educate pedagogical staff on issues related to domestic violence, and for that purpose it organises various educational activities. The Ministry of Justice approved the Mid-Term Plan for Research Work of the Institute for Criminology and Social Prevention for 2012–2015, under which a research should be conducted with a focus on detection and basic characteristics of new forms of

²⁴ Generally, it is a programme concentrating on prevention of all forms of violence and support of victims and groups at risk (children, youth and women).

violent crimes, which will include a survey focusing on domestic violence. Also the Judicial Academy continues their lecturing on domestic violence.

As far as the crime of rape is concerned, the overwhelming majority of victims of this crime are women (in 2012 women accounted for 98.8% of victims of rape) and rapists were mostly men (there were five women in the total of 404 people prosecuted or investigated in relation to the rape crime in 2012). Since 2012 a moderate decrease in the number of detected cases has been reported (see Table No. 5 in the Annex to the Report).

According to the 2013 Trafficking in Persons Report²⁵, which is annually published by the U.S. government and represents an important diplomatic instrument for involvement of other governments in combatting trafficking in people, in 2013 the CZ remained a source, transit country as well as destination for trafficking in people for the purpose of forced prostitution (of women particularly) and work exploitation (of women and men). This problem also concerns Romani women in the CZ. Work agencies in the CZ remain the major source for trafficking in people. In 2012, the number of detected cases of trafficking in people in the CZ was 24, of which 18 were solved. In 2013, the number of detected cases of trafficking in people dropped to 18, with 16 of them solved. It is worth mentioning that of 25 prosecuted or investigated people in the given year there were also five women. The above-mentioned report also states that the Czech government fully meets the requirements on minimum standards in the field of elimination of trafficking in people. It recommends to secure the rights of victims sufficiently, to monitor activities of work agencies and to adopt potentially required legislative changes in the CZ. The Report gives positive evaluation especially to adoption of new laws and regulations on trafficking in people, government regulation of work agency operation and introduction of criminal responsibility of legal persons, increase in funds provided to non-governmental non-profit organisations providing social services to victims of trafficking in people.

Every year the Ministry of Interior opens subsidy programmes for non-governmental non-profit organisations operating in prevention of trafficking in people. In 2010, CZK 3,832,480 were allocated for the subsidy programme "Prevention in trafficking in people and help to victims of trafficking in people". On 18 April 2012, the Czech government adopted the National Strategy for Combatting Trafficking in People in the Czech Republic for the period of 2012–2015. The proposed measures are in line with the tasks set in the Policy for Combatting Organised Crime in 2011–2014, Czech Government Strategy in Combatting Corruption in 2011–2012 and Directive of the European Parliament and of the Council on prevention of trafficking in people, combatting it and protection of victims, that cancels the Framework Decision 2002/629/SVV (EU/36/2011). As part of the development of a crime prevention system at the national level, the Ministry of Interior carried out a project in 2012 called "Programme of Support and Protection of Victims of Trafficking in People". The Programme is intended for foreigners exploited in the Czech Republic and for CZ citizens exploited abroad or in the Czech Republic. As part of the Ministry of Interior, an Inter-Ministerial Coordination Group for Combatting Trafficking in People was established, based on the Government Resolution No. 1006 of 20 August 2008. Every year, this Ministry publishes a Status Report on Trafficking in People in the Czech Republic regarding the previous year. In June 2012, Prague hosted an international workshop called "Combatting trafficking in work-exploited people – inspection of workplaces, victim identification, case investigation" organised by the Ministry of Interior and the International Centre for

²⁵ Trafficking in Persons Report is available online at:
<http://www.state.gov/j/tip/rls/tiprpt/countries/2013/215450.htm>

Migration Policy Development under the support of the Ministry of Foreign Affairs of the Netherlands.

The current topic in the CZ is whether and how to regulate prostitution. In 2013, the City Council of the Capital of Prague was continuing preparations of a law regulating prostitution, following a legislative initiative from 2005. The intention is that the law will reduce the risks that are connected with prostitution, such as huge health and safety risks (diseases, robberies, drug dealing and gambling), disturbance of peace. Progress in preparations of this law needs to be monitored, since in some cases the legal regulation can have a highly negative impact on persons offering prostitution, which further deepens their social exclusion or ostracism.

Non-governmental non-profit organisations dealing with prevention and help to victims of violence represent a substantial and rather active component of combatting violence against women in the CZ. They draw attention to this problem in their campaigns; 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 2012, for example, the non-governmental non-profit organisation ROSA, operating in this field for more than twenty years, held a national workshop for heads of social departments, social workers and other helping professions focusing on increasing financial literacy of victims of domestic violence and workers of the social sector. The Manual "I know already"²⁶ containing instructions on how to work with victims of violence in the economic sphere was subsequently distributed to institutions all over the Czech Republic.

2.5. Women and armed conflict

In the previous period of evaluation of the Beijing Declaration and Action Platform, the CZ did not have a developed systematic plan of activities in this field – this has been, however, changed now. An Action Plan of the Ministry of Defence to implement the UN Security Council Resolution 1325 on women, peace and security and UN Security Council Resolution 1820 on sexual violence in armed conflicts is being developed in 2014. The document is currently in the approval procedure, then it will be discussed by the Government Council for Equal Opportunities for Women and Men, where the discussion will be attended by members from a range of non-governmental non-profit organisations.

Every year, the Ministry of Defence, as well as the other ministries, presents a report on evaluation of its activities in relation to the implementation of the Updated Measures. In 2013, promoting and enforcing the principle of gender equality in the domain of the Ministry of Defence was under the scope of the activities of the Deputy Minister of Defence for Human Resource Management and member of the Council of the Government for Equal Opportunities for Women and Men. The departmental measure, or in-house regulation – the Minister's of Defence Order No. 29/2002 of the Journal "Enforcing the principle of gender equality within the scope of operation of the Ministry of Defence" - prescribes obligations for all managerial personnel, contains tasks related to development of legal requirements and to raising legal awareness (training, education, publicity), to inspection activity, to

²⁶ The Manual can be requested at: <http://www.rosa-os.cz/o-nas/publikace/>

preparation of analyses and to tasks that relate to cooperation. The process of developing in-house regulations and bills involves a review of their potential different impacts on men and women (gender mainstreaming). Within cooperation with other authorities and organisations, a long-term activity of the permanent deputy of the Army of the Czech Republic (hereinafter the "ACZ") 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 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 (hereinafter the "IMD"). Protection of human rights is one of the key areas the IMD deals with. As part of routine inspection activities related to violation of 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 the IMD 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 equal approach to men and women and their equal treatment in employment and business contact. Here is a brief summary of 2013 selected results:

- The Army of the CZ has been open to women in the long run; as at 15 January 2013 the share of woman soldiers was 13.7%;
- the share of woman soldiers and civilian female employees at all managerial systemised posts has slightly increased;
- the share of women ranking lieutenant colonel, major, first lieutenant; the number of women in the other ranks remain similar as in previous year;
- an increased number of women was at the post of director of division/department and head of unit of the Ministry of Defence (see Graph No. 2 and 3 in the Annex);
- 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 2012/2013 has slightly increased (31%);
- the proportion of the number of admitted women to the number of female applicants, as far as the recruitment to the ACZ is concerned, proves their being successful;
- the share of women sent to missions abroad decreased only very little when compared to the previous year;
- a significant increase was in the share of women in the total number of people sent to the organisations of the NATO and the EU in 2012 in comparison with the "candidate list" (from 5% in 2011 to 14% in 2012). The percentage of women thus increased in the organisations (from 4% to 8%), which is a positive shift after a long time;
- a difference in the average pay of women and men has been decreasing in the long term. Another marked decrease occurred even in 2012 (average personal bonus for men/women is balanced).

Additionally, the Ministry of Defence regularly evaluates publicity regarding women in the army, at both national and regional levels. It also monitors (as the other ministries do)

development in representation of women in managerial posts (see Graphs No. 2 and 3 in the Annex).

2.6. Women and economy

The topics of women's poverty and "Women and economy" partially overlap, therefore, here we only summarise the basics or mention some additional information. As it has been mentioned, the employment rate of women in the CZ remains lower than that of men. According to the Labour Force Sample Survey conducted by the CZSO, at the end of 2012, the employment rate of men was 75% compared to the employment rate of women which was 58.9%. The total employment rate of people at the age of 15–64 was 67% at the end of 2012. Regarding the unemployment, it grew to 379,500 people year-on-year. Of that number, there were 197,400 women and 182,100 men unemployed at the end of 2012. In absolute figures we can see a higher number of unemployed women than unemployed men. Also, the data showing increasing unemployment are higher in case of women. Year-on-year, the number of the unemployed increased by 44,200 people, of which 20,000 men and 24,200 women. In relation to the implementation of the Europe 2020 document, the CZ was recommended by the Council of the EU on 6 June 2012 to take certain steps in 2012 and 2013, inter alia, a recommendation to reinforce public employment services by enhancing quality and efficiency of vocational training, assistance at search for a job and individualised services, including outsourced services. This recommendation closely relates to employment, incl. employment of women.

As already mentioned in Section One, a gap still persists in remuneration of women and men. Pay gaps are under a long-term monitoring by the CZSO as well as by Eurostat. As for the latest data on gender pay gap, the CZSO reports 79.3% on average and 84.4% in median (it is a ratio of women's pay and 100% men's pay) in 2011. Based on these data, men earn, on average, by 20.7% more and in median by 15.6% more. In comparison with 2010, there was no shift in the value of the gender pay gap, unlike compared with 2009 when the gender pay gap was higher (on average by 4.5 p.p. and in median by 2.5 p.p.). The latest Eurostat information on the gender pay gap figure in the CZ in 21.6%. Compared with the previous survey in 2010, there was a decline from 25.5%. The decrease that occurred was thus 3.9 p.p. The average gender pay gap in the entire EU is still lower, being 16.2%. However, compared to the previous period, the CZ has moved from the second highest gender pay gap to the fourth place after Estonia, Austria and Germany.²⁷ In 2013, the already fourth year of the international event "Equal Pay Day" was held, in the CZ organised by the non-governmental organisation Business and Professional Women Praha. At these events, female visitors have a chance to attend a conference and meet successful women managers and businesswomen from various sectors.

In recent years, the CZ has had a chance to join the HRE OP, which is a programme focusing on reduction of unemployment by means of active labour market policy and vocational training. Furthermore, it focuses on inclusion of socially excluded people back to society, enhancement in quality of public administration and international cooperation in the respective areas. The HRE OP regularly opens calls for applications related to gender equality. The follow-up in 2014–2020 is the Employment Operational Programme which is also targeted at gender equality.

²⁷ *The situation in the EU – Gender Pay Gap 2012* available online at: http://ec.europa.eu/justice/gender-equality/gender-pay-gap/situation-europe/index_en.htm

Since December 1992, the CZSO has been conducting a sample survey on labour force. An important criterion related to balancing work, private and family life is the information on the number of hours worked per week. The average weekly number of hours usually worked is 40.8. Men usually work for 42.3 hours per week (of which as part of full-time job it is 43 hours and in part-time job 21.2 hours), whereas women 38.8 hours per week (of which as part of full-time job it is 40.7 hours and in part-time job 21.3 hours).²⁸ Based on the same sample survey, 70.4% of women work part-time of the total number of people working part-time. Most frequently part-time working women are in the age bracket of 30-44 years, equally as men. The sectors in which the number of part-time workers is highest are wholesale, retail and motor vehicle repairs and also work in services and sales. These sectors are identical for men and women. However, it must be added that generally part-time jobs are utilised very little in the CZ compared to the other EU countries. According to the 2011 findings by Eurostat, the number of part-time working people was the fifth lowest (after Slovakia, Bulgaria, Hungary and Greece). Nevertheless, we should not forget that part-time jobs are not the only alternative of flexible forms of work. Findings from abroad show that a high amount of part-time jobs has a negative impact on gender pay gap. Therefore, a better way to go is rather to generally promote higher flexibility of the labour market than to focus on part-time jobs only.

The CZSO also monitors the extent of economic activity of women in rural areas. In 2012, for example, the economic activity of women in rural areas was lower than the activity of men (42.4% versus 56.9%) and the unemployment rate of women in rural areas was higher in the same year than the unemployment rate of men (8.8% versus 5.9%).²⁹ An explanation for this can be that in places where work is hard to find it is traditionally the man who makes efforts to provide for the family financially and who finds a job easier due to the character of some areas (industrial and agrarian sectors).

Multiple discrimination is more often threatening Romani and foreign women living in the CZ. As the statistics of the Office of the Government of the Czech Republic show, women accounted for 52.2% (24,979) of the total number of Romani job seekers. Ethnic minorities as a topic belong to the social inclusion agenda and currently there are not many instruments or programmes that would focus on Romani women solely.

Another group potentially at risk of multiple discrimination are female foreigners. According to the Association for Integration and Migration and 2011 data by the CZSO, the number of legally residing female foreigners in the CZ is 186,000, of which ca. 80,000 are active in the labour market, of which 60,000 women are EU-country citizens. This group of people, unlike Czech (female) employees, suffer a range of disadvantages particularly in the labour market. The most frequent reasons are: worse language skills, a lack of experience and knowledge of the environment and limited social relations. In addition to that, they are often discriminated on the grounds of race/ethnic origin, nationality or religion and also disadvantaged by legal regulations (recognition of qualification in the CZ and related issue of work permits). The situation of female foreigners in the labour market is also complicated by the fact that they face a risk of double disadvantage compared to male foreigners in the labour market. If they are at the same time mothers of young children, the disadvantage is triple. Economic pressure and a lack of support at care for children limit their chances for

²⁸ Employment and unemployment according to the 2012 Sample Survey of Labour Force available on-line at: <http://www.czso.cz/csu/2013edicniplan.nsf/p/3115-13>

²⁹ For details see CZSO, Focus on Women and Men, 2013 2013. [on-line] [cit. 03/07/2014] URL: [http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D654/\\$File/1413134437.pdf](http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D654/$File/1413134437.pdf)

education, retraining and professional growth. Female migrants thus often remain in a marginalised position, since they are provably at risk of unemployment. Consequently, in most cases they are willing to accept any work regardless their education level, original profession and also a job without their rights as employees. They become a cheap labour force, when under pressure of circumstances they show higher performance and willingness to work under the conditions clearly not equal to Czech female workers. In this context, their dependence on the employer is also obvious, resulting particularly from the linkage of work permit and residence permit. Moreover, due to the deeply rooted gender gap, migrating women find work mostly in informal and uncontrolled service provision, such as in restaurants and hotels, domestic help, care for the elderly and for people with disabilities, but also in the sex industry. Illegal employment, however, results in many negative consequences, especially violation of human rights, then e.g. evasions from tax system, non-payment of social security insurance and of contribution to the state employment policy and deformations of the labour market.³⁰

Probably the greatest event related to women in the labour market that had been held by non-governmental non-profit organisations in previous years is the Women's Congress (Kongres žen). Details on the event are in Annex No. III to this Report – Case Studies.

2.7. Women in power and in decision-making positions

As it has been mentioned in Section One of the Report, there are efforts to address the long-term unbalanced representation of women and men in politics and in decision-making positions by the Political Committee of the Government Council for Equal Opportunities for Women and Men. The proposal of the Political Committee to make legislative amendments that will ensure at least a 30% share of women and of men at candidate lists for the elections to the Chamber of Deputies, regional authorities and to the Prague City Council, on which the Unit after its incorporation in the Office of the Government of the Czech Republic had been working during 2010, was not discussed by the government due to the criticised contradiction to the Czech constitutional law and persistent substantial objections by some ministries (Ministry of Finance, Ministry of Defence and Ministry of Health). Nevertheless, in this respect actions are continuously taken to improve the situation, both by the Government Council for Equal Opportunities for Women and Men and its committees and by the non-profit sector.

As part of the PROGRESS community programme, an Action Plan for Equal Opportunities for Women and Men in Decision-Making Positions will be developed in 2015. Intensive preparations of this Action Plan are currently under way, with a significant contribution to its development by the Political Committee. In 2012, the Political Committee prepared a motion for the Council on application of the "+1" Strategy. The aim of this initiative is to promote more varied and better-functioning state administration and reduction of its vertical gender segregation. The motion recommends the Czech government to assign ministries and other central bodies of the public administration to adopt (within their organisation structure and within the organisational structure of the trading companies in which they have a property interest) and observe a strategy which will result in each calendar year in an increase of the number of women or men at the respective management level by one up to the share of at

³⁰ Association for Integration and Migration: „Mezinárodní den žen 2013 dle SIMI: Jsou práva pracovních migrantek v ČR respektována?“ Available in Czech at: http://www.migrace.com/cs/clanky/710_mezinarodni-den-zen-2013-dle-simi-jsou-prava-pracovnich-migrantek-v-cr-respektovana

least 40% of women and of men. The CZ is asked to adopt temporary special measures that would aim to an increase of the percentage of women in politics also by the UN Committee for Elimination of Discrimination Against Women. In order to increase legal security, this Committee also recommends the CZ to consider an adoption of a constitutional law amendment which would expressly provide that the temporary special measures aiming to accelerate the process of achievement of real equality of women and men cannot be regarded as discriminatory.

As for representation of women in candidate lists in comparison with previous election years, the slightly downward trend still continues, when in 2013 women were represented in candidate lists by 26.9%. The total number of female MPs elected to the Chamber of Deputies of the Czech Parliament was 39. Compared to the previous election period, the women's representation in the Chamber of Deputies of the Czech Parliament decreased from 22% to 19.5%. Regarding the representation of women in lower houses of parliaments, the CZ still hovers under the EU average which was 27% in 2013.³¹

Women's representation in the Senate went down to 17.3% after the recent elections in 2012. On the contrary, there was slight improvement in regional and municipal councils. After the regional elections in 2012, the women's share is 19.7%, while 26% of women, on average, have been sitting on the councils of towns and municipalities since 2010.

During 2013, only 3 women were in the 16-member government of Petr Nečas, which corresponds to 18.8% representation of women in the cabinet. After Petr Nečas' resignation in June 2013, the President nominated Jiří Rusnok to form a new cabinet. His 15-member government included only one woman, which corresponds to the mere 6.7% representation of women in the cabinet. In 2014, three women were part of the 17-member team of Bohuslav Sobotka's government, i.e. 17.65% (see Table No. 6 in the Annex). In terms of representation of women in decision-making positions in the state administration, no significant changes occurred in 2013 and individual ministries were still showing a high degree of vertical segregation by gender. At the end of December 2013, there were 13 women at the level of deputy ministers, which corresponds to 14.1% representation of women. In 2013, equally as in the previous year, the rule held true that the lower in the hierarchy of decision-making positions in the state administration, the higher representation of women – women's representation at the level of director of department was 147 women, which corresponds to 33.9% representation of women, and 445 women were heads of units, which corresponds to 42.3% representation of women at this management level. With regard to representation of women in decision-making positions at ministries, a slight, several-percentage growth occurred at almost each management level compared to the last but one year under review (see Table No. 7 in the Annex). The ongoing vertical gender segregation in the state administration was addressed by the Political Committee by preparing the above-mentioned notion to employ the "+1" Strategy.

As it has been also mentioned in Section One of the Report, the process of discussing the draft directive of the European Parliament and of the Council on improvement of gender balance among members of Supervisory Board/non-executive board members in exchange-listed companies and on related measures is under way, after its presentation by the European Commission on 12 November 2012. The Political Committee adopted a resolution in which it asks the Czech government to review its current position to the draft directive

³¹ For details see the European Commission: "Women and Men in Leadership Positions in the European Union 2013". p. 20. Available at: http://ec.europa.eu/justice/gender-equality/files/gender_balance_decision_making/131011_women_men_leadership_en.pdf.

and in 2014 the discussion will continue on possibilities of that change. Although according to the European Commission's data, partial positive developments can be seen in equalising representation of women and men in the corporate management and in representation of women on Boards of Directors and Supervisory Boards of the largest Czech companies listed on the stock exchange – an increase that occurred from 2010 to 2013 was by 6.2 percentage points to the current 18.4%³², however, the status cannot be described as satisfactory yet.

The overall percentage representation of female judges at all levels of courts is 61% and representation of public prosecutors at all levels of public prosecutor's offices is 53%. The overall representation of female judges in managerial positions at all levels of courts is only 46% and of public prosecutors in managerial positions at all levels of public prosecutor's offices is 50%. Although most of the judges are women, a persisting high degree of vertical gender segregation can be identified in the Czech judiciary. The highest representation of female judges is at district courts (65%), going down to 58% at regional courts and there are 47% of women at high courts. At the level of the Supreme Court women are represented only by 23% and at the level of Administrative Supreme Court by 43%. The 2013 status is summarised in Table No. 8 in the Annex to the Report.

Of the total number of 1,240 public prosecutors, 52.3% were women in 2012. The number of female public prosecutors is consistent with the number of male public prosecutors in the long term. As at 1 November 2012, the position of regional public prosecutors was held by three women (which is equivalent to 38% representation), the position of district public prosecutors was held by 49 women (which is equivalent to 46% representation). In 2013, there were 50% of women among the total number of 1,238 public prosecutors. The number of female public prosecutors is consistent with the number of male public prosecutors in the long term, the proportional representation of both genders can thus be seen as balanced.

As the Report of the European Commission published in 2012 titled "Women in Decision-Making Positions in the EU: Progress Report" shows³³, the overall development in the EU towards a higher number of women in the corporate management is very slow; however, we can regard as a positive trend that in this respect the CZ belongs to the countries with the highest increase in the number of women (approximately by 3 p.p.). The CZSO's study "Focused on Women and Men 2013"³⁴ shows that 13% of people in managerial bodies of central banks are women. Compared with the status twelve years ago, the share of female members of Boards of Directors in the largest share-holding companies grew by almost two per cent from 4.5% to 6.3%. In comparison with the year 2000 when representation of women in Supervisory Boards was 8%, their representation grew to 13.2% (while the European average is 15%).

Regarding representation of women in managements of media organisations, the report by the European Institute for Gender Equality (EIGE) titled "Evaluation of Implementation of the Beijing Action Platform in EU Member States: Women and Media"³⁵ from 2013 shows that women in all decision-making positions in public media in the CZ account for 22%.

³² For details see the European Commission: "Women and Men in Leadership Positions in the European Union 2013". p. 6-8. Available at: http://ec.europa.eu/justice/gender-equality/files/gender_balance_decision_making/131011_women_men_leadership_en.pdf.

³³ The Report in English is available on-line at: http://ec.europa.eu/justice/gender-equality/files/women-on-boards_en.pdf

³⁴ The study is available on-line (data in Czech and English languages) at: http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r_2013-17

³⁵ The Report in English is available on-line at: <http://eige.europa.eu/content/document/advancing-gender-equality-in-decision-making-in-media-organisations-report>

Representation of women and men in Boards of Directors and Supervisory Boards of state-owned companies and share-holding companies with a property share of the state in which the Ministry of Industry and Trade administers the state's property share, is shown in Table No. 9 in the Annex to the Report. It shows that as at 31 December 2013 women accounted for 16% of such persons.

Information on representation in the armed forces of the state have been mentioned in subsection "Women and armed conflict".

2.8. Institutional mechanism for the advancement of women

Institutional mechanisms for supporting the equality of women and men is largely the topic of the introduction of the Report, because it can be considered one of the most radical positive change since adoption of the Beijing Declaration and Action Platform. This chapter is thus summarising the main points in this respect. As it has been mentioned, during recent twenty years success has been achieved in optimisation the scheme for supporting equality of women and men at the level of institutions. Thanks to at least partial improvement in the situation of human and financial resources, the major challenge remains to be the political will and mandates necessary to carry out the required measures.

Components of institutional mechanisms for supporting the equality of women and men are also described in Section One of the Report. As it has been mentioned, the Optimisation project will be running now, specifically from 2013 until May 2015, with the Unit as a project implementer. Within this project, a strategy for equality of women and men in the CZ for 2014–2020 is being developed. Its preparation is detailed in the case study contained in the Annex No. III to the Report.

An important participant in supporting gender equality is the already mentioned Committee for Institutional Scheme for Equal Opportunities for Women and Men. In 2013, the Committee dealt particularly with the following:

- Optimisation in the staffing to provide the administration of equality of women and men at the level of institutions;
- evaluation of funding possibilities for the administration of gender equality by subsidy schemes;
- evaluation of collection of data and statistics on gender equality;
- cooperation on development of the above-mentioned strategy on equality of women and men for 2014–2020.

The Committee regularly adopts resolutions which result in motions to the Government Council for Equal Opportunities for Women and Men. In 2013, for example, it recommended the Council's secretariat to include a member of the Council or of one of its Committees to the gender equality working team of the Ministerial Coordination Group of the MoLSA that is dealing with social issues at the development of political positions of the Czech Republic in relation to the EU. The Committee also recommended the Council's secretariat to extend the agenda of the Council's meeting by information on the gender equality topics under discussion in the EU. Additionally, the Committee initiated setting up a separate subsidy programme for non-governmental non-profit organisations for gender equality in 2014. All these initiatives were adopted by the Council and already implemented. In response to the document proposing changes to the Regulation Impact Assessment (RIA), the Committee also emphasised necessity to keep an explicit obligation under the RIA to make assessments of the regulation impacts on gender equality. In its justification, it also refers to the Beijing

Declaration and the Action Platform which appeals to the CZ for carrying out gender impact assessments.

For better awareness on utilisation of funds for projects promoting gender equality, members of the foundation Nadace OSF ČR started to be invited to the Committee meetings regularly. The current key activity of the Foundation is the programme "Give (wo)men a chance" promoting gender equality in work and private life and domestic violence prevention and help for victims in the CZ. The Programme is funded from the Norwegian Funds. Based on the Committee's initiative, a negotiation has been launched to reinforce the staffing of the equal treatment unit of the Office of the Public Defender of Rights. In the stated year, the Committee also opened an active discussion on extending the position of gender focal point to other institutions and public administration levels. Thanks to this initiative, partial success has been achieved already – e.g. this position has been established in the Office of the Government of the Czech Republic. In 2013, the Committee also dealt with the issues on reviewing the collection of gender-relevant statistical data across departments and at the level of local governments and this topic has been forwarded to the work plan for 2014, when it will be dealt with more deeply, also in cooperation with expert guarantors of the Optimisation project.

2.9. Human rights of women

For matters related to human rights in general, the Council of the Government of the Czech Republic for Human Rights (hereinafter the "Council for Human Rights") was established in 1998, as an advisory body to the Government of the Czech Republic in matters regarding 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 CZ 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 is supported by its specialised committees:

- for civil and political rights,
- for economic, social and cultural rights,
- against torture and inhuman treatment,
- for the rights of the child
- for the rights of foreigners,
- for human rights and biomedicine,
- for sexual minorities,
- against discrimination.

As it has been mentioned in Section One of the Report, an important action for ensuring the agenda of gender equality and human rights was the re-establishment of the post of the Minister for Human Rights, Equal Opportunities and Legislation in 2014. The Senate of the

Parliament of the Czech Republic established a Sub-Committee for Human Rights and Equal Opportunities under the Committee for Education, Science, Culture, Human Rights and Petitions. Enforcement of laws on equal treatment of women and men is being significantly helped also by the Office of the Public Defender of Rights.

In recent years, the topic predominantly dealt with in relation to human rights of women concerned reproduction health (see also the sub-section "Women and health"). The significant topic was the already mentioned women's sterilisations carried out in contradiction to law. The Office of the Public Defender of Rights, the Council of the Government of the Czech Republic 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. As part of its 2012 Priorities, the government assigned the Human Rights Commissioner to review indemnification possibilities, including the three-year limitation period on claims, for the cases of illegal sterilisation. In the same document, the Czech government assigned the Minister of Interior a task to monitor decisions of Czech courts on gender and violence against women and to make the relevant judicial decisions available on-line. At its meeting in February 2012, the Government Council for Human Rights approved a recommendation to the Czech government to indemnify all the women who had been sterilised contrary to the law.

Human rights of women also relate to women migrants living in the CZ. The data of the Ministry of Interior show that as at 31 December 2011 the category of long-term stays of the Customs Information System included registrations of 205,034 foreigners. Of the above-mentioned number there were 127,192 men and 77,842 women.³⁶ A challenge for the CZ in this respect is a monitoring of female migrants' conditions in the labour market (see also subsection "Women and economy"), but also a monitoring of their living conditions in their private life, no matter whether they are asylum seekers or applicants for temporary or permanent residence. A rising problem can be a conflict of culture-related customs and practices, some of which may be contrary to the Czech legislation (e.g. mutilations of female sexual organs).

At present, the migration-related matters are in the scope of activities of the Ministry of Interior which offers information and also specific instruments for more successful integration via their programmes and training courses. In 2000, the "Foreigners' Integration Policy" (hereinafter the "Policy") was adopted, based on the "Principles of the Foreigners' Integration Policy in the Czech Republic", on national legal regulations of the status of foreigners in each area of foreigners' integration and on related international documents. From the very beginning, the Policy has been also planning involvement of other ministries and partners, especially non-governmental non-profit organisations. It responds thus to the fact that foreigners' integration is a comprehensive topic that relates to many areas. Every year, a report on the implementation of the Foreigners' Integration Policy is presented to the Czech Government. Starting from 2011, such reports are published as part of the [Status Report on Foreigners' Migration and Integration in the Czech Republic](#); this report is also annually presented for discussion to the Czech government. In addition to the "Implementation Progress of Updated Foreigners' Integration Policy – Life Together", the agenda is linked with the above-mentioned National Strategy for Combatting Trafficking in People in the Czech Republic in 2012–2015.

³⁶ 2011 Report on Migration and Integration of Foreigners is available in Czech on-line at: <http://www.mvcr.cz/clanek/integrace.aspx>

In the CZ, employment of female migrants has recently become an increasingly more topical issue; however, a rather extensive quantitative representative survey related to this topic, including its gender aspects, is unfortunately still not available. In 2013, for example, a media campaign was running called "Foreign Cleaning Ladies"³⁷ which was created to highlight the topic of employment of female migrants as domestic help and risks of this job. Through this campaign, the team consisting of members of NGOs and business sector wanted to draw attention to the necessity for the CZ to ratify the Domestic Workers Convention of the World Labour Organisation that is intended to protect rights of those workers and allow inspections on observance of the rights. Attention must be also paid to the fact that the number of those female foreign workers is much higher than it seems and the issue should not thus be marginalised.

In 2012–2013, the Institutional Committee and the Council of the Government of the Czech Republic for Human Rights were addressing the issue of health insurance of the migrants living in the Czech Republic. The major problem of the current insurance system for migrants legally living in the Czech Republic for more than 90 days is exclusion of some groups from the public health insurance system. Such people are then sent to commercial insurance companies, but the offered conditions there compared to the public health insurance are less favourable. In this respect, on 7 October 2013, the Council for Human Rights adopted a resolution asking its chairperson to bring a motion to the Czech government so that the groups of foreigners at risk could be incorporated in the public health insurance system as soon as possible.

2.10. Women and media

There has been success (despite difficulties) to get gender equality topics to the public and media and they become more and more the subject of discussions. In 2010, outcomes were presented from another cycle in the Global Media Monitoring Project (hereinafter also the "GMMP"), which has been mapping ways and intensity of portraying women and men in media all over the world. The GMMP is the largest and longest project of its kind, mapping the situation related to gender equality in media in 108 countries of the world.³⁸ The GMMP Report focusing on the CZ analysed the portrayal and participation of women and men in five nation-wide dailies, three TV stations and four radio stations. The research shows, among other things, that women were presented as central character of a report only in 23% of all the news, whereas men in 77%. Men are thus more visible in the news than women. The research has shown that female reporters report largely on social and legal themes (64% of these reports were prepared by women), men dominate the topics of crime and violence (67% of these reports were prepared by men).³⁹

A topic that cannot be omitted when combatting gender stereotypes is advertising. In the CZ, advertising in the public domain is regulated by Act No. 40/1995 on advertising regulation and on 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, violence or

³⁷ <http://cizinkynauklid.cz/>

³⁸ The GMMP is carried out by the World Association for Christian Communication. For details see *Who makes the news?* [on-line] [cit. 27/03/2014] URL: <http://www.whomakesthenews.org/>

³⁹ For details see GLOBAL MEDIA MONITORING PROJECT 2010, *National Report: Czech Republic* [online] [cit. 27/03/2014] URL: <http://www.whomakesthenews.org/images/stories/restricted/national/Czech-Republic.pdf>

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 (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.

Occurrence of sexist and discriminatory advertising is monitored by several non-governmental non-profit organisations, among others. Every year since 2009, a civic association Nesehnutí opens a competition called "Sexist Piggy"⁴⁰ the purpose of which is to select the most sexist advertisement we can encounter in the CZ. 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. Year by year, the results of the competitions have been gaining more attention. Stereotype portrayal of women in media in 2012 was also the subject of the analysis by the civic association Fórum 50 % titled "Models and caring mothers: media presentation of women standing for the 2012 regional elections".⁴¹ The aim of the analysis was to give a detailed view on media representation of women standing for regional elections.

As far as representation of women in decision-making positions is concerned, the CZ unfortunately falls among the countries where the highest posts in the media industry are held by (save for exceptions) men. Men are also owners of media companies. At this moment, there is no measure that would aim to achieve gender equality and no representative quantitative analysis of the current status is available.

2.11. Women and the environment

Gender aspect of the environmental issue is often neglected in the CZ, but still, in recent years there has been success in introducing gender mainstreaming in this area as well. As the Ministry of the Environment states in the evaluation of the 2009 Priorities, gender equality is generally considered as a cross-sectional category that can be employed and introduced in many areas of human life. In the 2010 Updated Measures, the Ministry of the Environment was assigned 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.

⁴⁰ <http://zenskaprava.cz/dlouhodoba-aktivita/sexisticke-prasatecko/>

⁴¹ The analysis "Models and caring mothers: media presentation of women standing for the 2012 regional elections" is available in Czech on-line at:

http://aa.ecn.cz/img_upload/666f72756d35302d6669313030313139/medialni-analyza-pdf

in removal and leakage prevention of such dangerous substances that are closely connected to reproduction health of women and to lifestyle and tumour diseases.

In 2010, as part of the ecological film festival 'Ekofilm' and the follow-up event 'Ozvěny Ekofilmu', the general public was shown films which also emphasise importance of equal opportunities for women in the developing world and for preservation of the good environment, safety and sustainability. In December 2010, based on the task assigned in the Priorities, the Ministry of the Environment developed a methodology for incorporating the gender equality perspective into projects and plans with significant impacts on the environment. The methodology mainly focuses on the projects of development cooperation (promotion of disadvantaged groups, training and education activities), taking into consideration the different needs of women and men in relation to their different social roles (technical standards, project and plan design, public transport – see below) and architectonic designs of greenery (environmental requirements, safety), healthy lifestyle (building and transport constructions – see below) and protection of consumers and vulnerable groups. This methodology also details the issue of availability of and access to transport services.

In 2010, with regard to gender equality, the Ministry of Transport was implementing the Transport Policy of the Czech Republic for 2005–2013 (hereinafter Transport Policy) in its activities. 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 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 CZ on impact of using the hormonal contraception on the environment), the gender aspect has been rather missing in discussions on climate changes. According to the CZSO's 2011 statistical survey, for example, the number of women drivers is about fifty per cent lower and women also more often use public transport or walk than men.

Other data that the CZ collects on women and the environment relate to 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

The category of children is more often treated as a homogenous group in the CZ. There are no long-term statistics which would divide children into girls and boys and paid attention to specific problems and requirements of girls and boys. Both genders have equal access to education and health care; at present there are more secondary and tertiary educated girls than boys and their share decreases only at the level of doctor's study.

Studies from recent years also show that girls achieve better marks, on average, than boys, in all subjects and at all education levels. 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 2009, Czech pupils' results showed a significant decline in all the areas under review (mathematics, reading and natural sciences). At the same time, Czech pupils, both girls and boys, do not currently reach the average results of OECD countries. In that process, it turns out that the results worsening is especially due to boys' worsening (particularly in literacy in reading and mathematics). The share of girls (14.3%) with insufficient reading literacy is significantly lower than the share of boys (30.8%). At the same time, it is true that the girls' total results (513 points) are significantly higher than the boys' total results (465 points). Of the OECD countries, a higher difference between the total results of boys and girls is achieved only by Slovakia and Slovenia. Although in mathematics literacy boys (495 points) show slightly better results than girls (490 points), however, compared to 2003 their results declined more markedly than girls' results. Similarly, the boys' results in reading decline faster than girls' results in reading and are significantly worse than girls' reading results⁴².

Although girls have equal access to education, it is necessary to say that gender stereotypes on socially allocated roles for girls and boys still persist. In this respect, an active role 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 approach to girls and boys during the other activities such as choice of further studies and occupation. As it has been already mentioned in subsection Women and education, in its 2013 strategic document the MEYS plans to achieve gender-balanced education that is characterised by these three features:

- 1) gender parity, i.e. more balanced representation of girls and boys in various segments of the education system;
- 2) equal and fair conditions and treatment of girls and boys the education process;
- 3) and incorporating the gender aspect in the curriculum so that pupils can become aware of and understand gender stereotypes.

As far as violence against children is concerned, the victims of those crimes are not categorised by gender and equally, preventive programmes are targeted on both genders. The Ministry of Health established a Working Group for Prevention of Violence against Children. The Ministry also takes part in meeting relevant tasks arising from the National Action Plan for Prevention of Domestic Violence for the years 2011–2014, focusing, inter alia, on education of experts in prevention of injuries and violence – including domestic violence (elaboration of a manual for a specialised, advanced education module compliant with WHO TEACH VIP and subsequent testing of this module in practice). There is a whole range of documents in the CZ that deal with prevention of violence against children, such as National Family Policy Concept, Policy on Care for Children at Risk and Children Living outside their Own Family, State Policy Concept for Children and Youth, National Plan for Combatting Commercial Sexual Abuse of Children, National Strategy for Combatting Trafficking in People, and many others. For the period of 2008–2018, the National Strategy for Preventing Violence against Children in the Czech Republic has been developed. The National Family Policy Concept of 2005 mentions as one of its targets a minimisation of handicaps of children living in economically and socially weakened or single-parent families in the ways that can equalize their chances in education, employment in the labour market and in society. The Concept pays attention mainly to the functioning of the family, it means it focuses on family policy, education, family and promotion of motherhood.

⁴² For details see *OECD, PISA Country Profiles*. <<http://pisacountry.acer.edu.au/index.php>>.

Gender-specific areas include eating disorders, where girls continue to prevail – see subsection "Women and health". 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 phenomenon of female body objectification.

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

3. SECTION THREE

Data and statistics

(a) The Czech Statistical Office (CZSO) is regarded as a 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. For this purpose, it also publishes gender-related statistics *Focused on Women and Men*⁴³ and *Women and Men in Data*⁴⁴ in a regular periodicity. In cooperation with this specialised office, the CZ joined all the so-far adopted documents on the status of men and women and elimination of their discrimination, and thus pledged accordingly to monitor this topic statistically. In this way, continuity and subsequent possibilities to trace their development in time are secured for the collected and then published data. The basic set of national indicators detected from various sources and summarised in the above-mentioned publications is listed in the Annex 5.4 to the Report and titled "National set of indicators".

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 on Equal Opportunities for 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 MoLSA 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*.

An important role in equal position of both genders is played by the network of non-governmental organisations with which specialised departments of the MoLSA and the CZSO maintain active cooperation. 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.

⁴³ The latest published version of *Focused on Women and Men* is available at:
http://www.czso.cz/csu/2013edicniplan.nsf/publ/1413-13-r_2013.

⁴⁴ The latest published version of the publication *Women and Men in Data* is available at:
http://www.czso.cz/csu/2011edicniplan.nsf/publ/1417-11-n_2011.

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 CZ regarding ethnical minorities by gender and age, especially due to an unclear understanding of terminological definition. Additionally, the CZ 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 a census of people, houses and flats, since as it has been mentioned in the UN report, the 2005–2014 interval is unique because almost in all countries of the world a census was taken or will be taken, and it will thus be possible to use the data for their subsequent comparison.

(b) As it has been mentioned above, the CZ, 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).

As part of the specialised activity called "Data collection optimisation to evaluate application of gender equality principles" under the Optimisation project, gathered statistical data are analysed at the national level for the purpose of optimisation of statistical data collection. This analyses has defined the above-mentioned missing indicators and proposed adequate measures through which their inclusion could be implemented into the existing statistical reports or new collection systems could be proposed so that the set of indicators can match the form adopted by the UN Statistical Commission.

(c) As far as the enclosed set of indicators on violence against women is concerned, we may say that most indicators in the Czech gender statistics are not completed, especially from the victimisation questionnaires not carried out yet, from which the required information in the

extent specified in Annex III could be found out. In the CZ, information on domestic violence cases is limited by the extent of statistical data that prosecuting authorities monitor. Statistical indicators have been extended to provide information not only on the progress of criminal proceedings, but also on socio-demographic characteristics of violators and persons at risk and their mutual relationship. Police and judicial statistics also monitor stalking crimes. From statistical sheets of courts and public prosecutor's office, prepared so far only with regard to the perpetrator and not to the victim, it can be found out how many people were prosecuted, accused, convicted, gender of the perpetrator, or whether the person was minor. Moreover – for statistical reporting of the crime of torturing a person living in the same home as per Article 199 of the Penal Code a programme has been put into practise enabling reporting – besides to penal law aspects – the relation between the victim and the perpetrator, i.e. spouses, ex-spouses, common-law husband–wife, intergenerational relations, e.g. people mutually unrelated, only sharing the same home.

Another source of knowledge on occurrence of domestic violence in the population of the Czech Republic is statistical data from administrative proceedings in the matters of offences against civic coexistence by Act No. 200/1990 Article 49(1) letters a, c, e, on offences. The collected information shows that libel, threat by damage to health, minor damage to health, gross treatment and spiteful acts are part of life in many households with minor children. In this context, a representative sociological survey must be mentioned, carried out by the STEM agency⁴⁵ in 2001 and 2006, the findings of which can cover many of the indicators. Nevertheless, the Czech Republic is highly interested in collection of these data and will propose the above-mentioned indicators in optimisation proposals under the Optimisation project mentioned above.

(d) 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 Action Platform.

Data on women by age and place of residence and other cross-sectional characteristics (such as distribution in the CZ by region) are monitored by the CZSO⁴⁶ and statistics on women with HIV/AIDS are monitored by the State Health Institute (Státní zdravotní ústav)⁴⁷.

⁴⁵ A brief summary of the research can be found here: <http://www.domacinasili.cz/statistiky/reprezentativni-vyzkum-2006-stem/>.

⁴⁶ Statistics on people by place of residence and senior citizens are available here: <http://www.czso.cz/csu/redakce.nsf/i/seniori>,
[http://www.czso.cz/xa/redakce.nsf/i/casove rady lide time series people](http://www.czso.cz/xa/redakce.nsf/i/casove_rady_lide_time_series_people).

⁴⁷ HIV and AIDS statistic are available at: http://www.szu.cz/uploads/documents/CeM/HIV_AIDS/rocni_zpravy/2013/HIV_AIDS_12_2013.pdf.

4. SECTION FOUR

Emerging priorities

A vast majority of the measures planned in the area of improvement in women's position in forthcoming several years have been already mentioned in previous sections of the Report. The essential conceptual document will be a Gender Equality Strategy for 2014–2020 which is currently being prepared and is planned to be presented to the Czech government and implemented in 2014. The Strategy will contain a whole range of objectives, also in the areas related to the interests of the Beijing Declaration and the Action Platform.

The main objective for the CZ in terms of women's representation in decision-making positions is to achieve a more balanced representation of women and men in decision-making positions in public and private sphere. For this purpose, an action plan for balanced representation of women and men in decision-making positions will be drawn up and presented to the Czech government and in connection with its objective and transparent rules will be defined for staffing the decision-making positions. There is also a plan for this area to promote systematic professional development and education of women.

Another objective for the CZ in the upcoming years is to strengthen economic independence of women, reduce gender pay gap and increase women's employment rate to 65%. It is connected with adherence to legal regulations on equal remuneration for equal job or work of equal value, promotion of jobs not traditional (in terms of gender) for men and women (especially via retraining and educational campaigns), promotion and introduction of gender audits in public and private spheres and implementation of their outcomes in in-house regulations, or a systematic promotion of entrepreneurship of women and launch of targeted programmes to increase the number of businesswomen. In the context of the labour market, the CZ also plans to monitor and prevent sexual harassment of women at work.

Another important plan for the current year and for the future is to create society-wide conditions for an efficient balancing of work, private and family life. It includes an increase in supporting parents with young children, providing capacities of pre-school childcare facilities and expanding the offer of flexible forms of work. 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 CZ considers important to boost public discussions on participation of men in care for family members and in domestic 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 position of women and men in science, research and innovations.

The priority topics of the CZ include violence on women. A long-term objective of our country is to reduce incidence of all forms of gender-related violence and to secure dignified and equal rights for women and men. As it has been mentioned in sub-section "Violence on women", there was an National Action Plan for Prevention of Domestic Violence prepared and adopted for 2011–2014. An action plan for the next period (i.e. 2015–2018) will be drawn up by an already established working team within the Committee for Prevention of Domestic Violence that has proposed, among other things, to focus the new action plan on other forms of violence on women so that it could be in accordance with the Convention of

the Council of Europe on prevention and combatting violence against women and domestic violence. In the CZ context, it is mainly stalking and rape, which are forms of violence that are often connected with domestic and partner violence. Other forms of violence on women mentioned in the Convention such as forced marriages or female circumcision are not frequent in the CZ, or these problems would deserve a detailed mapping. Collection and dissemination of information about harmful traditional practice, especially female circumcision.

An objective that runs through various topics of the Beijing Declaration and the Action Platform is application of the principle on gender mainstreaming. The Strategy takes it into account both at wording the policies and measures of public administration and in media, environment sports, public transport, culture, public and virtual space.

Last but not least, an objective of our country for future years is to reinforce 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. As a result of organisational changes to the executive power of the country, it will be necessary in the nearest future to create conditions for national coordination of gender equality agenda due to its transfer under the Ministry for Human Rights. As part of this objective, gender agenda will be defined as a cross-sectional priority for all bodies of state and public administration and system of institutional resources will be completed and improved at national, regional and local levels – for example, gender focal points or reinforcement of activity of the Office of the Public Defender of Human Rights (whose activity is currently related to proposed amendments to the Anti-Discrimination Law). Another important step is to strengthen the role of the Council of the Government for Equal Opportunities for Women and Men in monitoring the implementation of the Strategy and the Priorities, particularly via recommendations on areas of priority and monitoring the real status of the Strategy implementation.

As it has been mentioned in section "Women and armed conflict", in 2014, the "Action Plan of the Ministry of Defence to Implement the UN Security Council Resolution 1325 on women, peace and security and UN Security Council Resolution 1820 on sexual violence in armed conflicts" is being developed. As it was discussed, for example, at the 964th meeting of the OECD's Committee for Development Assistance on 14 May 2013, when the CZ was adopted as a regular member of this Committee, the CZ agrees that after 2015 the area for development should include issues related to both poverty and sustainable development. Social and economic development, sustainability of the environment, peace and security should remain the cornerstones of the new Millennium Development Goals (MDGs).

5. ANNEXES

5.1. Report development process

The Report was drawn up by the national gender focal point in the CZ which is (currently) the Unit for Gender Equal Opportunities within the Ministry of Labour and Social Affairs of the Czech Republic. The preparation of the Report itself involves a team of female experts in particular critical areas and in collection of statistical data that combine both the current data and information from previous years. As the latest data are not available yet, the statistical data map the time until 2013 at latest, in case of actual actions comprising legislative changes the Report also mentions the first trimester of 2014.

The sources used for drawing up the Report were summary reports of individual ministries that are in charge of annual evaluation of implementation of the measures in the Summary Report on Implementation of Priorities and Procedures of the Government in Promoting Equality of Men and Women. As it has been mentioned in Section One of this Report, the Priorities document is an essential conceptual document on equality of women and men at the level of the Czech government which is annually approved by the Czech government. In addition to the ministerial reports on implementation of the measures, the Unit worked with the information from the CZSO, with which it cooperates closely in the long run, but also with data processed by the Office of the Government of the Czech Republic, Police of the Czech Republic, Institute of Health Information and Statistics of the Czech Republic or Eurostat. At the preparation of the Report, other partners' reports were utilised from the non-profit and academic sectors, who were asked to summarise key achievements in their activities since 2009. The Report was subsequently sent for comments by members of Committees and the Working Group within the Government Council for Equal Opportunities for Women and Men, i.e. Committee for Institutional Scheme for Equal Opportunities for Women and Men, Committee for Reconciliation of Work, Private and Family Life, Committee for Prevention of Domestic Violence, Committee for the Balanced Representation of Women and Men in Politics and in Decision-Making Positions and Working Group Men and Gender Equality.

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5.2. Case study A

Kongres žen (Women's Congress)

Kongres žen is a non-profit initiative of organisations, institutions and personalities from the non-profit, academic, art, public and private sector. The first year of the Women's Congress event took place in Prague on 15 June 2013 and specialised in women's position in the labour market and related topics. The reason for this theme was that economic activity of women is considered a basis of their independence, self-confidence and full self-realisation in society. The event organisers are convinced that society should allow women to make a free decision whether to work, bring up children or both – and to create appropriate conditions for that.

Moreover, position of women in the labour market is a topic that relates to women across age categories, occupations, social and ethnical groups. Therefore, the purpose of the event was to address women across these groups and get the floor also to marginalised groups of women: migrants, members of ethnical minorities, women with disabilities, etc. The Congress gave women a chance for networking and sharing experience, room for discussions on the current status of women in the CZ and inspiration for wording their notions on further direction.

In several conference halls and rooms, discussion panels, workshops, lectures and discussion cafés were simultaneously running; there was also room for coaching zones for women interested in advisory in professional development. The event was also rich in cultural side events – a performance for children, open-air concert, film show, theatre, etc.

The important output of the Women's Congress is a resolution in which the event organisers ask the Czech government to:

- create a favourable environment and conditions for professional employment of women;
- fight consistently against violence on women;
- improve the situation of single mothers;
- deal with unequal position of female senior citizens;
- provide for conditions for flexible forms of work and support of the employers who offer flexible working hours;
- provide a sufficient capacity of kindergartens and crèches.

The Women's Congress Resolution including petitions was presented to the Office of the Government, the Chamber of Deputies and the Senate at the occasion of the International Gender Equality Day on 19 June 2013. The text of the Resolution was also sent to all the chairmen of the political parties represented in the Czech Parliament to take it into consideration when drawing up the government policy.

The Women's Congress was the first and so far the largest event of its kind in the Czech Republic – the event was attended by approx. 800 women. The organisers would like to make the Women's Congress an annual tradition; however, to carry out the event is essentially connected with sufficient funds and human resources. The positive phenomenon is that a whole range of media took notice of and reported on the first Women's Congress.

Events of this kind are a welcome instrument for making the topic of gender equality visible and help its propagation and gender mainstreaming across the whole society.

More information about the event is available on-line at: <http://www.kongreszen.cz/>

List of media event coverage is available on-line at:

<http://padesatprocent.cz/cz/zpravodajstvi/kongres-zen-je-uspesne-za-nami-tim-ale-vse-teprve-zacina>

5.3. Case study B

Development of a strategy for equality of women and men for 2014–2020

This Case Study describes the development of the key strategic document for gender equality in the CZ. The Gender Equality Strategy for 2014–2020 (hereinafter the "Strategy") will be a general governmental document which the Unit for Equal Opportunities of Women and Men is currently working on. It will be supported by the annually updated document Government Priorities and Procedures of the Government in Promoting Equality of Men and Women (hereinafter the "Priorities"), particularly in the defined objectives that are to be achieved in 2014–2020 right through the definition of specific tasks in the Priorities and by setting a minimum standard which has been, more or less, achieved in each department and needs to be maintained. Also, the Strategy will provide a wider framework and extension of other strategic and conceptual documents of the Czech government that relate to the gender agenda. As the key strategic document at the level of government, it should be taken into consideration during the implementation of other strategic documents. The other strategic documents either have already included a basis for gender issue reflection within the given topic or this topic is not explicitly mentioned in the respective strategic document and the Strategy should provide a guide for that kind of document as well. The other strategic documents are particularly:

- *Starting Points of the Strategy for Equal Opportunities of Women and Men 2011–2015;*⁴⁸
- *Updated Measures of the Priorities and Procedures of the Government when Promoting Equal Opportunities for Women and Men;*⁴⁹
- *National Action Plan of Domestic Violence Prevention for the Period of 2011–2014;*⁵⁰
- *National Reform Programme of the Czech Republic;*⁵¹
- *National Plan for the Creation of Equal Opportunities for Persons with Disabilities for the period 2010–2014;*⁵²
- *National Action Plan Promoting Positive Ageing for the period 2013–2017;*⁵³
- *Social Inclusion Strategy;*⁵⁴
- *Implementation Progress of Updated Foreigners' Integration Policy – Life Together in 2013;*
- *National Strategy to Combat Trafficking in Human Beings in the Czech Republic for the period of 2012–2015;*⁵⁵

⁴⁸ Starting Points of the Strategy for Equal Opportunities of Women and Men 2011–2015 are available in Czech on-line at: http://www.mpsv.cz/files/clanky/12201/vychodiska-strategie_priority_15-9-2011.pdf

⁴⁹ Czech Government Resolution No. 348 of 15 May 2013 on Summary Report on the implementation of the Priorities and Procedures of the Government in Promoting Equality of Men and Women in 2012 available in Czech on-line at: http://www.mpsv.cz/files/clanky/15493/priority_2013.pdf

⁵⁰ National Action Plan of Domestic Violence Prevention for the Period of 2011–2014 is available in Czech and English on-line at: <http://www.mpsv.cz/cs/12184>

⁵¹ National Reform Programme of the Czech Republic is available in English on-line at: http://ec.europa.eu/europe2020/pdf/nd/nrp2013_czech_en.pdf

⁵² National Plan for the Creation of Equal Opportunities for Persons with Disabilities for the period 2010–2014 is available in English on-line at: <http://icv.vlada.cz/assets/vydavatelstvi/vydane-publikace/National-plan-for-the-creation-of-equal-opportunities-for-persons-with-disabilities-2010-2014.pdf>

⁵³ National Action Plan Promoting Positive Ageing for the period 2013–2017 is available in Czech on-line at: <http://www.mpsv.cz/cs/14540>

⁵⁴ The Social Inclusion Strategy is available in Czech online at: <http://www.mpsv.cz/cs/17081>

⁵⁵ National Strategy to Combat Trafficking in Human Beings in the Czech Republic for the period of 2012–2015 is available in English on-line at: www.mvcr.cz/.../national-strategy-to-combat-trafficking-in-human-beings2012-2015-pdf.aspx

- *National Strategic Plan for Rural Development for the period 2007–2013;*⁵⁶
- *Regional Development Strategy of the Czech Republic for the period 2007–2013;*⁵⁷
- *Strategy to Combat Social Exclusion for the period 2011–2015;*⁵⁸
- *Resolution No. 48 of the Government of the Czech Republic of 19 January 2011 on measures to control economic migration, to protect the rights of people migrating for work and on return procedures,*
etc.

The Strategy will also work as a fundamental framework for potential future action plans that will detail some of its topics – for instance, the already mentioned Action Plan for balanced representation of women and men in decision-making positions. Thanks to the link of specific topics with the cross-sectional Strategy, it will be possible to improve the actual status of systematically not addressed complex issues such as multiple discrimination, or to strengthen the gender perspective in the areas that are already covered by strategic documents (e.g. social exclusion). At the definition of objectives and measures, the Strategy also uses other sources which are mainly outputs from national statistical surveys, published by the CZSO in particular, and also previous Summary Reports on the Implementation of the Priorities and Procedures of the Government in Promoting Equality of Men and Women.

The development of the Strategy itself was preceded by a detailed analysis. The analysis was contributed by members of non-profit and academic sectors, members of committees and the working group of the Government Council of Equal Opportunities for Women and Men and representatives of the Office of the Public Defender of Human Rights. During the Strategy development, an expert group has been established, consisting of experts in gender issues that closely cooperates with the personnel of the Unit. The Strategy is being drawn up as part of the Optimisation project (already mentioned in the Report) and is also based on international cooperation – in this respect, the CZ shares good practices with the Slovak Republic and Austria. The Strategy is planned to be completed in the middle of 2014, when a conference will be held to present it.

⁵⁶ National Strategic Plan for Rural Development for the period 2007–2013 is available in Czech on-line at: <http://eagri.cz/public/web/mze/ministerstvo-zemedelstvi/koncepce-a-strategie/narodni-strategicky-plan-rozvoje-venkova.html>

⁵⁷ Regional Development Strategy of the Czech Republic for the period 2007–2013 is available in Czech on-line at: <http://www.mmr.cz/cs/Podpora-regionu-a-cestovni-ruch/Regionalni-politika/Koncepce-Strategie/Strategie-regionalniho-rozvoje-Ceske-republiky-na>

⁵⁸ Strategy to Combat Social Exclusion for the period 2011–2015 for the period 2011–2013 is available in English on-line at: <http://www.socialni-zaclenovani.cz/dokumenty/strategie-boje-proti-socialnimu-vyloucení>

5.4. Statistical data on BAP areas

Table No. 1 – Male/female teachers at different types and kinds of schools by gender

VZDĚLÁNÍ				EDUCATION
Učitelé na jednotlivých typech a druzích škol podle pohlaví				
<i>Teachers, total and as % of female and male teachers: by type and kind of school</i>				
Pramen: Ministerstvo školství, mládeže a tělovýchovy		Source: Ministry of Education, Youth and Sports of the CR		
Ukazatel	Školní rok School year			Indicator
	2010/2011	2011/2012	2012/2013	
Mateřské školy				Nursery schools
učitelé celkem	25 737	26 781	27 739	Teachers, total
učitelky (%)	.	.	.	Teachers - Women, %
učitelé muži (%)	.	.	.	Teachers - Men, %
Základní školy				Basic schools
učitelé celkem	58 023	57 815	57 669	Teachers, total
učitelky (%)	84,1	84,3	84,2	Teachers - Women, %
učitelé muži (%)	15,9	15,7	15,8	Teachers - Men, %
Sřední školy celkem				Secondary schools, total
učitelé celkem	45 385	43 876	41 789	Teachers, total
učitelky (%)	58,9	59,1	59,7	Teachers - Women, %
učitelé muži (%)	41,1	40,9	40,3	Teachers - Men, %
Konzervatoře				Conservatoires
učitelé celkem	1 030	1 121	1 127	Teachers, total
učitelky (%)	50,0	49,0	49,8	Teachers - Women, %
učitelé muži (%)	50,0	51,0	50,2	Teachers - Men, %
Vyšší odborné školy				Higher professional schools
učitelé celkem	1 841	1 891	1 876	Teachers, total
učitelky (%)	62,8	60,7	63,0	Teachers - Women, %
učitelé muži (%)	37,2	39,3	37,0	Teachers - Men, %
Vysoké školy				Universities
akademičtí pracovníci celkem	22 119	21 816	21 339	Academic staff, total
akademičtí pracovníci - ženy (%)	35,2	35,3	35,6	Academic staff - Women, %
akademičtí pracovníci - muži (%)	64,8	64,7	64,4	Academic staff - Men, %
Pozn.: Vysoké školy - údaje pouze za veřejné vysoké školy, akademičtí pracovníci ve fyzických osobách k 31. 12. Včetně škol zřízených pro žáky se speciálními vzdělávacími potřebami. Od roku 2006/07 se samostatně nevykazují učitelé za gymnázia, střední odborné školy a střední odborná učiliště, k dispozici jsou pouze souhrnné údaje za střední školy.			Note: Universities - data for public universities only, academic staff as headcount as at 31 December. Included are schools for pupils with special educational needs. Since 2006/07 teachers in grammars schools, secondary technical schools and secondary vocational schools are not reported separately, available are only aggregate data on secondary schools.	

Table No. 2 – Number of expelled persons in the CZ in 2007–2014:

Number of persons expelled	2007	2008	2009	2010	2011	2012	2013
Year	862	679	778	1058	1430	1407	1361

Source: Bílý kruh bezpečí

Table No. 3 - Number of by the Czech Police detected and solved crimes of stalking

Year	2010	2011	2012	2013
Detected	537	535	485	520
Solved	390	410	349	380
Investigated and prosecuted persons	314 (of which 35 women)	380 (27 women)	321 (38 women)	328 (27 women)

Table No. 4 – Number of crimes of torture of a person living in common home in 2009–2013

Crime of torture of a person living in common home	2009	2010	2011	2012	2013
crimes detected	507	568	661	603	572
crimes solved	410	477	534	556	490
persons prosecuted	384	436	485	463	392
- of which women	16	18	11	13	14

Table No. 5 – Number of detected and solved crimes of rape in 2009–2013

Year	2009	2010	2011	2012	2013
Detected	480	586	675	669	589
Solved	343	437	468	539	545
Investigated and prosecuted persons	315	377	405	404	366

Source: Police of the Czech Republic

Table No. 6 - Women in Czech governments 2009–2014

<i>Premier</i>	<i>From</i>	<i>Till</i>	<i>Total number of members of the government</i>	<i>Total number of women in the whole term of office of the government</i>	<i>Share of women in the whole term of office of the government</i>	<i>Number of female ministers in office for the whole term of office</i>
Jan Fischer's government	08/05/2009	25/06/2010	17	4	23.5 %	3
Petr Nečas' government	13/07/2010	10/07/2013	29	3	18.8 %	0
Jiří Rusnok's government	10/07/2013	29/01/2014	15	1	6.7 %	1
Bohuslav Sobotka's government	29/01/2014	still in office	17	3	17.65 %	3

Source: Fórum 50 %

Table No. 7: Representation of women at different management levels of state administration

Management level	2009	2010	2011	2012	2013
Minister	16.7 %	0.0 %	6.7 %	18.8 %	6.7 %
Deputy minister	16.3 %	13.0 %	8.9 %	13.6 %	14.1 %
Department Director	29.0 %	31.2 %	28.4 %	30.8 %	33.9 %
Head of unit	37.1 %	40.6 %	38.0 %	40.7 %	42.3 %
Other professional staff	58.4 %	63.8 %	61.0 %	62.1 %	Data not available

Source: Ministry of Labour and Social Affairs

Table No. 8 – Representation of Women in the Judiciary in 2013

total	Judges											
	total		Administrative Supreme Court of the Czech Republic		Supreme Court of the Czech Republic		high courts		regional courts		district courts	
	women	men	women	men	women	men	women	men	women	men	women	men
under 30	-	-	-	-	-	-	-	-	-	-	-	-
31-40	493	391	1	6	-	5	1	1	33	87	458	292
41-50	576	349	3	2	1	12	15	16	173	140	384	179

51-60	527	285	4	3	9	17	25	42	223	121	266	102
61-70	268	166	4	5	5	16	25	16	129	58	105	71
total	1,864	1,191	12	16	15	50	66	75	558	406	1,213	644
Structure by gender (%)												
under 30	-	-	-	-	-	-	-	-	-	-	-	-
31-40	56%	44%	14%	86%	-	100%	50%	50%	28%	73%	61%	39%
41-50	62%	38%	60%	40%	8%	92%	48%	52%	55%	45%	68%	32%
51-60	65%	35%	57%	43%	35%	65%	37%	63%	65%	35%	72%	28%
61-70	62%	38%	44%	56%	24%	76%	61%	39%	69%	31%	60%	40%
total	61%	39%	43%	57%	23%	77%	47%	53%	58%	42%	65%	35%

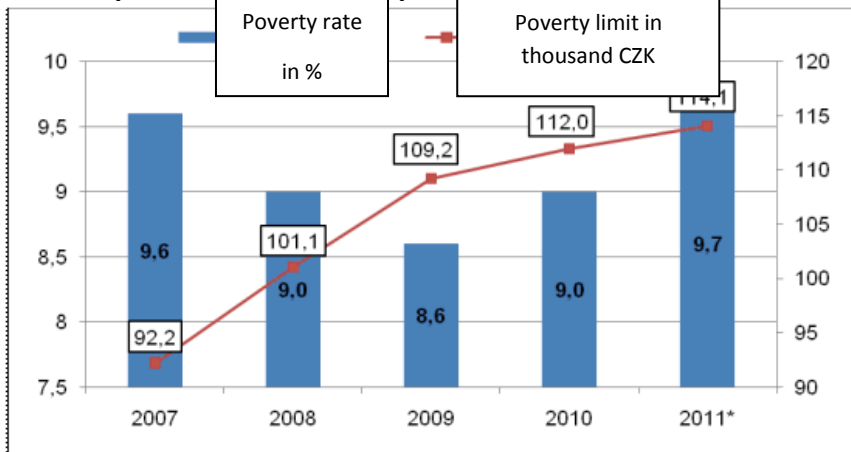
Source: Czech Ministry of Justice, Czech Statistical Office

Table No. 9 – Representation of women and men in Boards of Directors and Supervisory Boards of state-owned companies and share-holding companies with a state property interest in which the Minister of Industry and Trade administers the property interest owned by the state (as at 31/ 12. 2013)

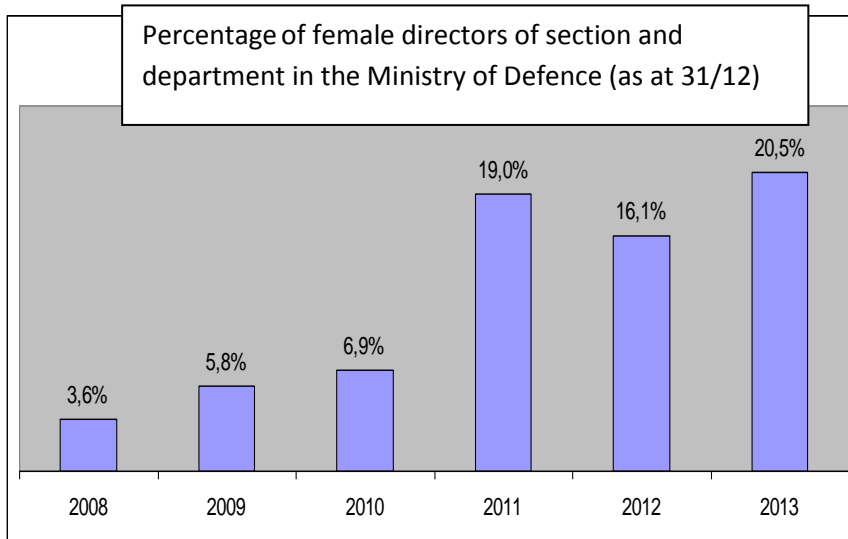
	Board of Directors		Supervisory Boards		Total	
	women	men	women	men	women	men
state-owned company	x	x	16	32	16	32
share-holding company	x	x	0	11	0	11
Total	x	x	x	x	16	43

Source: Czech Ministry of Industry and Trade

Graph No. 1 – Development in the income poverty risk rate in 2007–2011

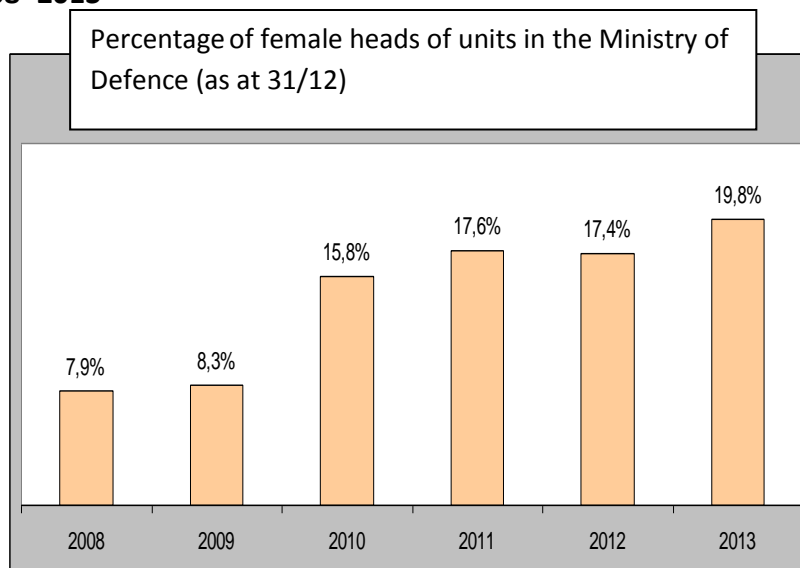


Graph No. 2 – Development in the number of female directors of section or department in the Ministry of Defence in 2008–2013



Source: Czech Ministry of Defence

Graph No. 3 – Development in the number of female heads of unit in the Ministry of Defence in 2008–2013



Source: Czech Ministry of Defence

Other, complementary statistical data on BAP areas

Academic staff at public universities

Academic staff at public universities

Source: Ministry of Education, Youth and Sports of the CR

Source: Ministry of Education, Youth and Sports

Indicator	School year				Indicator
	2009/2010	2010/2011	2011/2012	2012/2013	
					Teaching staff of R&D
	523	529	522	362	Total
women (%)	26.6	27.8	30.1	32.0	Women
men (%)	73.4	72.2	69.9	68.0	Men (%)
					Professors
total	2,553	2,526	2,496	2,494	Total
women (%)	12.9	13.5	14.1	14.1	Women
men (%)	87.1	86.5	85.9	85.9	Men (%)
					Readers
total	4,294	4,323	4,318	4,197	Total
women (%)	23.5	23.9	24.2	24.8	Women
men (%)	76.5	76.1	75.8	75.2	Men (%)
					Fellowship
total	12,039	11,717	11,728	11,548	Total
women (%)	39.5	39.8	40.2	40.4	Women
men (%)	60.5	60.2	59.8	59.6	Men (%)
					Assistants
total	2,387	2,199	2,028	2,004	Total
women (%)	47.8	50.1	49.3	49.4	Women
men (%)	52.2	49.9	50.7	50.6	Men (%)
					Lecturers
total	842	825	724	734	Total
women (%)	59.3	60.5	59.5	58.9	Women
men (%)	40.7	39.5	40.5	41.1	Men (%)

Note: Universities - data for public universities only; academic staff (headcount) as at 31/ 12.

Note: Universities - data for public universities only; academic staff (headcount) as at 31 December.

Children, pupils and students, total and girls and boys: by type and kind of school
Children, pupils and students, total and girls and boys: by type and kind of school

Source: Ministry of Education, Youth and Sports of the CR

Indicator	School year		
	2010/2011	2011/2012	2012/2013
	<i>Nursery schools (crèches)</i>		
<i>Children, total</i>	328,612	342,521	354,340
<i>Girls</i>	157,799	164,387	170,705
<i>Boys</i>	170,813	178,134	183,635
<i>Primary schools</i>			
<i>Pupils, total</i>	789,486	794,642	807,950
<i>Girls</i>	381,028	384,212	391,115
<i>Boys</i>	408,458	410,430	416,835
<i>Grammar schools</i>			
<i>Pupils, total</i>	139,066	134,965	131,013
<i>Girls</i>	80,991	78,071	75,035
<i>Boys</i>	58,075	56,894	55,978
<i>Grammar schools (4-year study)</i>			
<i>Pupils, total</i>	55,251	52,040	49,369
<i>Girls</i>	34,516	32,314	30,365
<i>Boys</i>	20,735	19,726	19,004
<i>Grammar schools (6- or 8-year study)</i>			
<i>Pupils, total</i>	83,815	82,925	81,644
<i>Girls</i>	46,475	45,757	44,670
<i>Boys</i>	37,340	37,168	36,974
<i>Fields of education of secondary schools without A-level exam.</i>			
<i>Pupils, total</i>	110,636	105,738	102,523
<i>Girls</i>	37,178	35,500	34,517
<i>Boys</i>	73,458	70,238	68,006
<i>Fields of education (technical) of secondary schools with A-level examination</i>			
<i>Pupils, total</i>	283,216	260,517	237,218
<i>Girls</i>	144,720	133,831	122,657
<i>Boys</i>	138,496	126,686	114,561
<i>Conservatoires</i>			
<i>Pupils, total</i>	3,560	3,557	3,655
<i>Girls</i>	2,176	2,171	2,247
<i>Boys</i>	1,384	1,386	1,408
<i>Higher professional schools</i>			
<i>Students, total</i>	29,793	29,329	28,975
<i>Women</i>	21,455	20,945	20,639
<i>Men</i>	8,338	8,384	8,336
<i>Universities</i>			
<i>Students, total</i>	396,047	392,176	381,272
<i>Women</i>	221,568	219,698	214,384
<i>Men</i>	174,479	172,478	166,888

International comparison – percentages of female students (ISCED 5–6) in particular branches of study, 2011

International surveys - ISCED 5-6 female students by field, 2011

Source: Eurostat, 04/09/2013;
in % of the total number of students of the given field

Country	Celkem Total	Pedagogika Education	Humanitní a umělecké obory Humanities and arts	Sociální vědy, obchod a právo Social science, business and law	Přírodní vědy, matematika a práce na počítači Science, mathematics and computing	Strojrenství, průmysl a stavební obory Engineering, manufacturing and construction	Zemědělství a veterinární péče/lékařství Agriculture and veterinary	Zdravotnictví Health and welfare	Služby Services
EU 27¹⁾	55.2	76.4	65.3	58.1	37.6	25.7	49.7	73.9	49.1
EU 28, incl.:									
<i>Belgium</i>	55.3	71.7	56.4	54.0	25.8	20.4	54.0	73.3	48.9
<i>Bulgaria</i>	55.1	71.3	67.9	63.3	45.7	31.3	48.1	65.9	45.3
Czech Republic	57.2	79.5	66.7	63.5	35.6	25.3	56.7	78.2	43.9
<i>Denmark</i>	57.6	71.3	63.7	52.8	35.1	34.4	59.5	80.2	23.8
<i>Estonia</i>	59.7	90.1	72.9	65.3	38.3	24.9	52.2	87.1	48.2
<i>Finland</i>	54.0	79.8	70.4	59.5	38.2	19.0	51.2	82.4	64.5
<i>France</i>	54.8	77.1	67.0	60.1	35.4	25.8	44.8	71.6	43.2
<i>Croatia</i>	57.3	94.0	70.1	65.7	42.4	27.6	51.0	76.5	30.4
<i>Ireland</i>	51.7	73.6	58.9	52.3	37.0	14.8	42.2	75.4	44.7
<i>Italy</i>	57.6	82.0	74.0	57.7	52.0	33.5	48.2	66.1	52.2
<i>Cyprus</i>	49.8	81.8	69.7	43.1	38.1	25.9	62.3	65.2	64.4
<i>Lithuania</i>	59.0	76.1	72.5	66.5	36.9	19.8	49.9	81.9	42.8
<i>Latvia</i>	61.1	88.1	75.8	66.6	31.4	21.5	48.4	84.9	51.3
<i>Luxembourg</i>	52.1	66.9	64.9	50.9	31.8	19.4	48.0	70.0	.
<i>Hungary</i>	55.9	82.0	62.9	64.1	33.0	18.3	43.9	72.5	58.7
<i>Malta</i>	56.0	80.3	60.9	57.8	30.7	23.4	28.0	67.6	59.3
<i>Germany</i>	50.6	70.1	65.8	51.5	35.6	18.5	47.9	75.7	47.6
<i>Netherlands</i>	51.8	72.1	54.5	47.9	21.6	18.1	55.2	72.7	48.0
<i>Poland</i>	59.9	79.4	70.7	64.0	39.6	31.0	53.1	75.0	50.9
<i>Portugal</i>	53.4	81.7	55.8	57.8	46.4	25.6	54.8	77.5	43.6
<i>Austria</i>	53.4	75.1	65.7	55.4	35.8	24.0	58.7	64.3	51.5
<i>Romania</i>	56.0	90.1	63.5	63.3	53.5	31.1	37.3	70.1	41.4
<i>Greece</i>	49.3	64.2	69.8	52.3	37.0	25.8	43.8	68.0	50.8
<i>Slovakia</i>	59.6	75.0	65.5	65.9	40.3	29.4	49.1	78.7	42.5
<i>Slovenia</i>	60.6	90.9	73.8	67.7	50.1	27.8	56.0	81.0	54.3
<i>United Kingdom</i>	56.4	75.5	61.4	54.8	36.0	19.2	62.7	76.3	57.4
<i>Spain</i>	53.9	77.4	59.2	58.1	35.0	28.3	45.6	72.8	48.1
<i>Sweden</i>	59.1	77.4	61.2	61.3	41.7	28.7	63.0	79.0	58.0
Other countries									
<i>Former Yugoslav Republic of Macedonia</i>	53.2	69.8	62.4	56.5	36.6	35.7	35.3	73.1	37.1
<i>Iceland</i>	62.2	79.6	63.3	59.7	36.6	30.6	63.2	86.5	70.5
<i>Japan</i>	46.0	66.1	66.9	35.9	25.1	11.7	39.2	59.5	81.1
<i>Liechtenstein</i>	32.8	.	.	28.3	.	48.1	.	37.5	.
<i>Norway</i>	60.3	75.8	59.9	57.8	35.0	26.3	57.0	81.8	44.6
<i>United States</i>	57.0	76.9	57.0	54.9	42.8	17.3	48.3	80.6	54.7
<i>Switzerland</i>	49.2	72.0	60.4	47.7	32.6	16.4	48.0	73.1	51.8
<i>Turkey</i>	45.2	58.1	54.4	45.7	45.5	22.4	43.4	61.1	31.5

1.7.2 Zemřeli a úmrtnost podle příčin smrti – ženy

Deaths and mortality rate by causes of death – females

1/2

Code of diagnosis (ICD-10)	Name of chapter, diagnosis	Deaths		Standardized mortality rate
		number	per 100 000 females	
A00–B99	I. <i>Certain infectious and parasitic diseases</i>	840	15,7	8,6
A15–A16	o.w.: <i>respiratory tuberculosis</i>	8	0,1	0,1
A17–A19	<i>other tuberculosis</i>	2	0,0	0,0
A83–A86	<i>viral encephalitis</i>	1	0,0	0,0
A80–A82, A87–A89	<i>other viral infections of the central nervous system</i>	3	0,1	0,0
B15–B19	<i>viral hepatitis</i>	63	1,2	0,9
C00–D48	II. <i>Neoplasms</i>	12 494	233,6	145,0
C33–C34	o.w.: <i>malignant neoplasms of trachea, bronchus and lung</i>	1 751	32,7	21,2
D50–D89	III. <i>Diseases of the blood and blood-forming organs & certain disorders involving the immune mech.</i>	103	1,9	1,1
E00–E90	IV. <i>Endocrine, nutritional and metabolic diseases</i>	1 469	27,5	14,8
F00–F99	V. <i>Mental and behavioural disorders</i>	538	10,1	4,8
G00–G99	VI. <i>Diseases of the nervous system</i>	1 330	24,9	13,9
H00–H59	VII. <i>Diseases of the eye and adnexa</i>	1	0,0	0,0
H60–H95	VIII. <i>Diseases of the ear and mastoid process</i>	-	-	-
I00–I99	IX. <i>Diseases of the circulatory system</i>	28 867	539,7	264,0
I05–I09	o.w.: <i>chronic rheumatic heart diseases</i>	129	2,4	1,3
I10	<i>essential (primary) hypertension</i>	694	13,0	6,3
I11–I15	<i>other hypertensive diseases</i>	570	10,7	5,5
I21–I22	<i>acute and subsequent myocardial infarction</i>	2 844	53,2	27,6
I20, I23–I25	<i>other ischaemic heart diseases</i>	11 163	208,7	98,5
I30–I52	<i>other forms of heart disease</i>	3 724	69,6	35,3
I60–I69	<i>cerebrovascular diseases</i>	6 330	118,4	57,3
J00–J99	X. <i>Diseases of the respiratory system</i>	2 652	49,6	26,3
J09–J11	o.w.: <i>influenza</i>	30	0,6	0,3
J12–J18	<i>pneumonia</i>	1 243	23,2	11,9
K00–K93	XI. <i>Diseases of the digestive system</i>	2 004	37,5	23,2
L00–L99	XII. <i>Diseases of the skin and subcutaneous tissue</i>	115	2,2	1,1
M00–M99	XIII. <i>Diseases of the musculoskeletal system and connective tissue</i>	122	2,3	1,4
N00–N99	XIV. <i>Diseases of the genitourinary system</i>	710	13,3	6,8
O00–O99	XV. <i>Pregnancy, childbirth and the puerperium</i>	6	0,1	0,1
P00–P96	XVI. <i>Certain conditions origin. in the perinatal period</i>	62	1,2	1,9

1.7.2 Zemřelí a úmrtnost podle příčin smrti – ženy
Deaths and mortality rate by causes of death – females

2/2

Code of diagnosis (ICD-10)	Name of chapter, diagnosis	Deaths		Standardized mortality rate
		number	per 100 000 females	
Q00–Q99	XVII. Congenital malformations, deformations and chromosomal abnormalities	85	1,6	2,0
R00–R99	XVIII. Symptoms, signs and abnormal clinical and laboratory findings, NEC	445	8,3	5,2
V01–Y98	XX. External causes of morbidity and mortality (= XX. Injury & poisonings)	1 796	33,6	22,6
X60–X84	o.w.: intentional self-harm	277	5,2	4,3
A00–Y98	Total	53 639	1 002,9	542,6
A00–Y98 (ICD-10)	Total 2000	54 119	1 026,3	690,4
A00–Y98 (ICD-10)	Total 2005	53 866	1 027,5	657,2
A00–Y98 (ICD-10)	Total 2010	52 694	983,7	557,1

ZDRAVÍ							HEALTH	
Hospitalizovaní v nemocnicích podle pohlaví v letech 2000, 2005, 2009–2012								
<i>Hospitalized in hospitals by sex in 2000, 2005, 2009–2012</i>								
Pramen: ÚZIS ČR							Source: IHIS CR	
Rok Year		2000	2005	2009	2010	2011	2012	
Počet případů Number of cases	absolutně number	ženy Women	1 201 939	1 316 798	1 269 309	1 253 302	1 228 100	1 222 939
		muži Men	925 897	1 022 911	986 349	978 636	967 576	976 254
	na 100 000 obyvatel per 100 000 inhabitants	ženy Women	22 793,5	25 116,9	23 765,5	23 397,9	22 982,4	22 865,6
		muži Men	18 520,4	20 493,3	19 150,5	18 962,9	18 776,9	18 916,3
Průměrná ošetrovací doba Average length of stay	ženy Women	8,0	7,4	6,8	6,8	6,7	6,4	
	muži Men	8,2	7,4	6,9	6,8	6,7	6,4	
Průměrný věk Average age	ženy Women	45,6	47,7	47,8	48,3	48,5	49,3	
	muži Men	44,9	47,2	47,9	48,5	48,7	49,5	

International comparison – Degree of poverty risk by age and gender, 2011

International surveys - At-risk-of-poverty rate by age and sex, 2011

Source: Eurostat, 04/09/2013;

%

Country	Věk 0-17 let Age 0-17 years		Věk 18-64 let Age 18-64 years		Věk 65 a více let Age 65+		Celkem Total		Country
	women	men	women	men	women	men	women	men	
	Women	Men	Women	Men	Women	Men	Women	Men	
EU 28	27.4	26.8	25.4	23.5	23.2	17.1	25.3	23.2	EU 28
EU 27	27.4	26.8	25.3	23.4	23.1	17.0	25.3	23.1	EU 27
Eurozone 17	25.5	24.7	24.4	22.2	20.3	15.6	23.8	21.6	Euroarea 17
of which:									incl.:
Belgium	23.1	23.6	20.9	19.2	21.9	21.1	21.5	20.4	Belgium
Bulgaria	52.0	51.7	45.6	44.7	64.6	56.0	50.5	47.7	Bulgaria
Czech Republic	19.2	20.7	16.8	13.4	14.9	4.9	16.9	13.7	Czech Republic
Denmark	16.4	15.5	21.0	20.0	17.9	15.0	19.5	18.2	Denmark
Estonia	25.3	24.3	23.1	25.3	20.6	9.5	22.9	23.2	Estonia
Finland	15.7	16.6	17.3	18.7	25.2	12.4	18.5	17.3	Finland
France	22.0	23.9	21.4	18.8	12.9	9.5	19.9	18.6	France
Croatia	31.9	32.4	32.3	32.6	38.4	27.6	33.6	31.8	Croatia
Ireland	35.1	33.3	30.9	30.1	14.3	13.1	29.8	29.0	Ireland
Italy	32.8	31.7	30.2	26.6	27.0	20.3	29.9	26.4	Italy
Cyprus	20.3	23.7	23.4	18.4	43.6	37.0	25.5	21.8	Cyprus
Lithuania	34.2	32.7	32.9	34.4	35.1	27.3	33.6	33.2	Lithuania
Latvia ¹⁾	43.8	45.4	41.5	41.0	36.2	25.8	40.7	40.1	Latvia ¹⁾
Luxembourg	22.1	21.3	19.5	15.7	5.1	4.2	18.0	15.6	Luxembourg
Hungary	39.1	40.0	32.3	31.1	21.1	12.7	31.4	30.5	Hungary
Malta	25.0	26.5	21.9	18.4	20.3	23.0	22.2	20.6	Malta
Germany	21.5	18.6	22.4	20.1	17.4	13.0	21.3	18.5	Germany
Netherlands	17.0	19.0	18.9	15.2	7.1	6.5	16.6	14.9	Netherlands
Poland	29.7	29.8	27.1	26.9	28.1	19.0	27.7	26.6	Poland
Portugal	27.8	29.4	23.9	22.6	26.4	21.9	25.1	23.8	Portugal
Austria	19.7	18.7	17.5	14.9	20.8	12.0	18.5	15.2	Austria
Romania	51.0	47.2	39.0	39.0	38.9	29.9	41.1	39.5	Romania
Greece	31.1	29.7	32.8	30.4	31.5	26.5	32.3	29.6	Greece
Slovakia	28.0	24.3	21.3	19.8	17.8	9.2	21.7	19.5	Slovakia
Slovenia	17.8	16.9	19.3	18.1	31.1	13.6	21.1	17.4	Slovenia
United Kingdom	26.6	27.1	22.8	19.9	25.8	19.0	24.1	21.4	United Kingdom
Spain	31.7	29.6	27.4	26.9	23.3	21.0	27.3	26.6	Spain
Sweden	15.7	16.2	16.3	14.6	25.3	9.9	18.0	14.2	Sweden
Other countries									Other countries
Iceland	17.0	16.3	14.7	13.9	5.5	3.4	14.1	13.3	Iceland
Norway	13.1	12.9	16.0	15.9	17.6	3.8	15.6	13.5	Norway
Switzerland	19.1	18.6	15.1	12.7	31.5	24.4	18.7	15.6	Switzerland

¹⁾ Change of methodology

¹⁾ A change of methodology

Gender pay gap in unadjusted form

% - NACE Rev. 2 (Structure of Earnings Survey methodology)

geo	time	2002	2006	2007	2008	2009	2010	2011	2012
EU (28 countries)		:	:	:	:	:	:	16,4 (p)	16,4 (p)
EU (27 countries)		:	17,7	:	17,3	17,2 (p)	16,2	16,3 (p)	16,4 (p)
Euro area (17 countries)		:	:	:	16,8	16,9 (p)	16,5	16,5 (p)	16,7 (p)
Belgium		:	9,5	10,1	10,2	10,1	10,2	10,2	10,0
Bulgaria		18,9	12,4	12,1	12,3	13,3	13,0	13,0	14,7
Czech Republic		22,1	23,4	23,6	26,2	26,9	21,6	22,6	22,0
Denmark		:	17,6	17,7	17,1	16,8	15,9	16,3	14,9
Germany		:	22,7	22,8	22,8	22,6	22,3	22,2 (p)	22,4 (p)
Estonia		:	29,8	30,9	27,6	26,6	27,7	27,3	30,0
Ireland		15,1	17,2	17,3	12,6	12,6	13,9	11,7 (p)	14,4 (p)
Greece		26,5	20,7	21,5	22 (p)	:	15,0	:	:
Spain		20,2	17,9	18,1	16,1	16,7	16,2	17,8	17,8 (p)
France		:	15,4	17,3	16,9	15,2	15,6	15,0 (p)	14,8 (p)
Croatia		:	:	:	:	:	15,5	17,6	18,0
Italy		:	4,4	5,1	4,9	5,5	5,3	5,8	6,7
Cyprus		22,5	21,8	22,0	19,5	17,8	16,8	16,4	16,2
Latvia		:	15,1	13,6	11,8	13,1	15,5	13,6	13,8
Lithuania		13,2	17,1	22,6	21,6	15,3	14,6	11,9	12,6
Luxembourg		:	10,7	10,2	9,7	9,2	8,7	8,7 (p)	8,6 (p)
Hungary		19,1	14,4	16,3	17,5	17,1	17,6	18,0	20,1
Malta		:	5,2	7,8	9,2	7,7	7,2	6,2	6,1
Netherlands		18,7	23,6	19,3	18,9	18,5	17,8	17,9	16,9
Austria		:	25,5	25,5	25,1	24,3	24,0	23,7	23,4
Poland		7,5	7,5	14,9	11,4	8,0	4,5	5,5	6,4
Portugal		:	8,4	8,5	9,2	10,0	12,8	12,5	15,7
Romania		16,0	7,8	12,5 (q)	8,5 (q)	7,4 (q)	8,8	11,0 (q)	9,7 (q)
Slovenia		6,1	8,0	5,0	4,1	-0,9	0,8	2,3	2,5
Slovakia		27,7	25,8	23,6	20,9	21,9	19,6	20,5	21,5
Finland		:	21,3	20,2	20,5	20,8	20,3	19,6	19,4 (p)
Sweden		:	16,5	17,8	16,9	15,7	15,4	15,8	15,9
United Kingdom		27,3	24,3	20,8	21,4	20,6	19,5	20,1	19,1
Iceland		:	:	24,0	20,7	18,0	17,7	18,3	18,7
Norway		:	16,0	15,6	17,0	16,5	16,1	15,9	15,1
Switzerland		:	18,6	:	18,4 (q)	18,4 (q)	17,8	17,9	:
Turkey		:	-2,2	:	:	:	:	:	:

=not available p=provisional q=definition differs, see metadata e=estimated

Source of Data: Eurostat

Last update: 19.03.2014

Date of extraction: 28 Mar 2014 15:56:12 MET

Hyperlink to the table: <http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&code=tsdsc340>

General Disclaimer of the EC website: http://ec.europa.eu/legislation/indices_en.htm

Short Description: The unadjusted Gender Pay Gap (GPG) represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The population consists of all paid employees in enterprises with 10 employees or more in NACE Rev. 2 aggregate B to S (excluding O) - before reference year 2008; NACE Rev. 1.1 aggregate C to O (excluding L). The GPG indicator is calculated within the framework of the data collected according to the methodology of the Structure of Earnings Survey (EC Regulation: 530/1999). It replaces data which was based on non-harmonised sources. For further information please consult the detailed explanatory texts (metadata).

Code: tsdsc340

Estimated number of Romani people participating in active employment policy in 2012

	Retraining	Community service	Public benefit jobs	Counselling programmes	Other instruments	Individual action plans
Number of Romani applicants	643	1,643	233	2,096	628	16,985
Of which women	265	598	97	908	276	8,364
Share in those included in the active employment policy	9%	23.14%	3.28%	29.52%	8.84%	-
Share in all the registered	1.34 %	3.43%	0.48%	4.37%	1.31%	35.45%

	Total	Men	Women	Men in %	Women in %
Number of registered Romani job seekers	47,854	22,875	24,979	47.8	52.2
Number of individual action plans completed	16,985	8,621	8,364	50.8	49.2
Number of participants in community service	1,643	1,045	598	63.6	36.4
Number of employees in social benefit jobs	233	136	97	58.4	41.6
Number of trainees in retraining programmes	643	378	265	58.8	41.2
Number of participants in other instruments of active employment policy	628	352	276	56	44
Number of participants in counselling programmes	2,096	1,188	908	56.7	43.3
Number of participants in regional individual projects	1,460	838	622	57.4	42.6

Success rate of placed Romani applicants in each labour market segment

	Percentage of the total number of applicants		Primary labour market		Secondary labour market	
Total	11.4%	5,468	57.7%	3,143	42.3%	2,325
Men	64.8%	3,544	65.6%	2,063	63.7%	1,481
Women	35.2%	1,924	34.4%	1,080	36.3%	844

Source: Office of the Government

Population by gender and main age groups (status as at 31/ 12)

Population: by main age groups, by gender: 31 December

Source: CZSO

Source: CZSO

Rok Year	Ženy Women		Muži Men		Celkem Total		Struktura v % Structure in %	
	osoby Persons	%	osoby Persons	%	osoby Persons	%	Ženy Women	Muži Men
Celkem Total								
2009	5,349,616	100.0	5,157,197	100.0	10,506,813	100.0	50.9	49.1
2010	5,363,971	100.0	5,168,799	100.0	10,532,770	100.0	50.9	49.1
2011	5,347,235	100.0	5,158,210	100.0	10,505,445	100.0	50.9	49.1
2012	5,351,776	100.0	5,164,349	100.0	10,516,125	100.0	50.9	49.1
Věk 0-14 let Age 0-14								
2009	727,365	13.6	767,005	14.9	1,494,370	14.2	48.7	51.3
2010	738,955	13.8	779,187	15.1	1,518,142	14.4	48.7	51.3
2011	750,307	14.0	790,934	15.3	1,541,241	14.7	48.7	51.3
2012	759,767	14.2	800,529	15.5	1,560,296	14.8	48.7	51.3
Věk 15-59 let Age 15-59								

National set of indicators

Area	Set of indicators
Population and families and households	Population by gender and main age groups (status as at 31/ 12)
	International comparison – population structure by gender and education (LFSS)
	International comparison – population structure by gender and education (LFSS)
	Population by gender and five-year age groups (structure by age; status as at 31/ 12)
	International comparison – population by gender and main age groups
	International comparison – average age when entering the first marriage
	First marriages by mutual age of the marrying couple, 1993, 2012
	International comparison – First marriages by mutual age of the marrying couple
	International comparison – average age when entering the first marriage
	Structure of marriages by education of the marrying couple
	Marriages by citizenship of the marrying couple in 2012
	Divorces by duration of marriage
	International comparison – divorces by duration of marriage
	Childs born alive, abortions and terminated pregnancies by age of women
	Fertility rate, abortion rate and terminated pregnancies by age of women
	International comparison – termination of pregnancy by age of women
	Children born alive by education of mother, father
	The new-borns by vitality and legitimisation of persons 18+ by status of health, 2010
	International comparison – children born alive by age of women
	International comparison – total fertility rate
International comparison – fertility by age, 2011	
International comparison – average age of mothers at child birth	

	Foreigners of selected citizenships with residential permit by gender and age groups as at 31/ 12. 2012
	International comparison – foreigners of selected citizenships by gender as at 1 January 2012
	International comparison – serious housing deprivation
	Persons heading the household and their female partners by age in 2012
	Persons heading the household and their female partners with dependent children by family status and age in 2012
	Persons heading the household and their female partners in double-parent families by highest education attained and economic activity in 2012
	Persons heading the household by family status and age in selected types of households in 2012
	Households total and households with children in 2010–2012
	Households by status of head of household in 2012
	Two-parent nuclear families by number of dependent children in 2012
	Single-parent nuclear families by number of children and main reasons for single-parent nature of the family in 2012
	Persons at risk of income poverty in selected types of households in 2012
	International comparison – Degree of poverty risk by age and gender, 2011
	International comparison – average number of rooms per person by type of household, 2011

Area	Set of indicators
Health	Healthcare personnel: status as at 31/ 12. – natural persons – number of employment contracts
	Physicians and dentists by main field of activity (status as at 31/ 12)
	Physicians and dentists by main field of activity (status as at 31/ 12), in %
	Persons admitted to hospitals by age group and gender in 2012
	Persons admitted to hospitals by reasons for hospitalisation and by gender in 2012
	Persons admitted to hospitals by gender in 2000, 2005, 2009–2012
	Reported TB cases
	Development in the number of treated diabetics in selected years by type of disease
	Patients deceased and discharged from psychiatric inpatient care facilities by group of psychiatric diagnoses and gender

	Patients deceased and discharged from psychiatric inpatient care facilities by group of psychiatric diagnoses, age group and gender in 2012
	Reported diseases of malign tumours and in situ tumours and deceased of malign tumours per 100,000 persons by gender
	Reported diseases of malign tumours and in situ tumours (2010) – women, men
	Absence from work due to illness and accident
	International comparison – industrial accidents by gender and seriousness: standardised occurrence rate, 2010
	Self-evaluation of own status of health (persons 16+)
	Average costs per person insured by selected diagnoses by age and gender in 2011
	Development in the structure of costs per person insured
	Expenditures on regulation fees by age and gender (in thousand CZK), 2011
	Average expenditures per person insured on regulation fees by age and gender (in thousand CZK), 2011
	Children born alive with inborn defect detected by 1 year of age
	Abortions by type and method of performance
	International comparison – life expectancy at birth
	Mortality by age and gender
	Deceased by causes of death and by gender
	International comparison – child mortality rates
	Suicides
	Suicides by gender and age in 1993 and 2012

Area	Set of indicators
Education	Children, pupils and students, total and girls and boys: by type and kind of school
	Female and male teachers: by type and kind of school
	International comparison – share of female teachers in the total number of teachers according to ISCED
	Academic staff at public universities
	Executive staff / deputy principals and principals (presiding officers) by type and kind of school and by gender

	Shares of pupils and students, girls and boys by kind of school and type of education
	Success rate at admittance to studies
	Pupils of music/art schools
	Students of secondary schools in fields without school-leaving exam by groups of fields in school year 2012/2013
	Students of secondary technical schools in fields with school-leaving exam by groups of fields in school year 2012/2013
	Students of advanced vocational schools by groups of fields in school year 2012/2013
	University students by faculties in academic year 2012/2013
	University students by groups of fields in academic year 2012/2013
	Further education at universities
	International comparison – proportion of population in the age bracket of 25–64 years with the lowest attained education of upper secondary stage (ISCED 3)
	International comparison – proportion of students (ISCED 1–6) over 30 years
	International comparison – female students per 100 men in tertiary education (ISCED 5–6)
	International comparison – proportion of all students (ISCED 5–6) in the age bracket of 20–24 years
	International comparison – proportions of female students (ISCED 5–6) in particular branches of study, 2011
Scheme of the education system of the Czech Republic in the school/academic year 2012/2013	

Area	Set of indicators
Labour and earnings	Participation rate (economic activity rate) and economically active population (LFSS)
	International comparison – economically active population in 2012 (LFSS)
	Reasons for no economic activity (LFSS)
	International comparison – reasons for no economic activity (LFSS), 2012
	Position in main employment in civilian sector
	International comparison – position in employment (LFSS), 2012
	Employment by sector of CZ-NACE economic activity (LFSS)
	Employees by CZ-NACE and age categories in 2012 (LFSS)

Employees in NE by CZ-ISCO job classification (LFSS)
International comparison – employment by ISCO 08 job classification, (LFSS), 2012
Entrepreneurs in civilian sector of the NE by age categories and education (LFSS)
International comparison – entrepreneurs by age categories (LFSS), 2012
Entrepreneurs in civilian sector of the NE by sector of CZ-NACE economic activity (LFSS)
Employees in the NE by age categories and education (LFSS)
Employment in the NE by CZ-ISCO job classification (LFSS)
Part-time employees in the NE by CZ-ISCO job classification (LFSS)
Real hours worked by position in employment and work-load in the NE (LFSS)
Employment rate by age categories and education (LFSS)
International comparison – employment of women and men in selected branches, 2011
International comparison – employment rate by education (LFSS)
Persons (15–64 years of age) working at night as a percentage of total employment (LFSS), 2012
Working pensioners by sector of CZ-NACE economic activity (LFSS)
Working pensioners by sector of CZ-NACE economic activity and by age groups in 2012 (LFSS)
Unemployment by age groups and education level (LFSS)
The unemployed by age group and education level and their percentages in 2012
International comparison – harmonised unemployment level (LFSS)
Unemployment rate by age groups and education (LFSS)
International comparison – unemployment rate by education (LFSS)1)
The unemployed by job seeking time and long-term unemployment rate (LFSS)
Unplaced job seekers registered with employment office (status as at 31/ 12)
International comparison – employment rate depending on the number of children
International comparison – proportion of part-time employees in total employment of women and men by highest education attained, 2011

	International comparison – proportion of part-time employees, 2012
	International comparison – average number of hours worked in main employment per week
	Overtime hours worked by employees and members of producers' cooperatives by CZ-NACE economic activity and Classification of Occupations – second quarter of 2012
	Employees commuting to work to other regions in 2012 (LFSS)
	Basic economic characteristics of persons living in cities and countryside (LFSS)
	Average gross monthly earnings and medians of earnings
	Average gross monthly earnings and medians of earnings by CZ-ISCO major groups and by education in 2012
	Average gross monthly earnings and medians of earnings by CZ-NACE economic activity in 2012
	International comparison – average annual earnings of women and men (EUR)
	International comparison – annual income by purchasing power standard – average and median and ratio of income of persons aged 65+ and income of persons younger than 65 years of age – median, 2011

Area	Set of indicators
Social security	Average monthly pension (status as at 31/ 12)
	Average monthly pension granted (not reduced) by type of pension and gender
	Pensioners by gender, type of pension and its amount as at 31/ 12. 2012
	International comparison – pensioners by gender and type of pension as at 31/ 12. 2010
	Overview of the number of pensions paid by pensioner's age as at 31/12/ 2012
	Average number of persons with health insurance
	Beneficiaries of parental allowance by gender

Area	Set of indicators
Judiciary, criminality	Detected victims of crimes in the Czech Republic in 2012
	Selected crimes by gender and age of the victim
	Victims of selected crimes in the Czech Republic in 2012
	Tortured persons living in common home, 2012

	Prosecuted, accused and convicted persons, citizenship of prisoners – status as at 31/ 12.
	Prosecuted persons by gender and type of crimes in 2012
	Accused persons by selected crimes in the Czech Republic in 2012
	Convicted persons by selected crimes in the Czech Republic in 2012
	Convicted persons by type of prison (status as at 31/ 12)
	Convicted persons by age group (status as at 31/ 12)
	Convicted persons by duration of sentence imposed (status as at 31/ 12)
	Convicted persons by number of previous convictions (status as at 31/ 12)
	Convicted persons by education (status as at 31/ 12)
	Court verdicts in civil law matters
	Court verdicts in proceedings on minor children
	Decision-making on the amount of maintenance in 2012
	Methods of illegal migration in 2012

Area	Set of indicators
Public life and decision-making	Elections to the Senate of the Parliament of the Czech Republic
	Elections to the Chamber of Deputies of the Parliament of the Czech Republic in 2013
	Elections to the European Parliament on 5 and 6 6. 2009
	Municipal elections in 2010
	Regional elections
	Composition of elected bodies of regional authorities as at 1/ 9. 2013
	Participation of women and men in managerial functions at ministries as at 31/ 12. 2012
	Staff appointment in managerial functions in armed and security forces as at 30/ 6. 2013
	Higher and lower positions in the Army of the Czech Republic by women's and men's age at 10/ 1. 2014
	Judges by age at 01/ 1. 2013

	presiding judges by type of court and gender in 2012
	International comparison – women and men in national governments
	International comparison – representation of women in parliaments in selected countries
	Representation of women in major institutions of the European Union
	International comparison – members of the European Parliament by gender, May 2013
	International comparison – number of women and men in management bodies of central banks

Area	Set of indicators
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	International comparison – members of the European Parliament by gender, May 2013
International comparison – number of women and men in management bodies of central banks	

Area	Set of indicators
Science and technology	Employees working in research and development (natural persons) – status as at 31/12
	Employees working in research and development in business sector (natural persons) – status as at 31/ 12.
	Researchers in government and academic sectors (natural persons) – status as at 31/ 12.
	Originators of industrial property protection
	International comparison – researchers (natural persons), 2011
	Persons with tertiary education (in thousand)
	Employees in scientific and technical branches (in thousand)
	International comparison – persons with tertiary education (in thousand)

Area	Set of indicators
Information technology	Mobile phone users
	Computer users
	Internet users
	Communication via Internet, 2nd quarter of 2013
	Information search via Internet, 2nd quarter of 2013
	Use of Internet for selected entertainment activities, 2nd quarter of 2013
	Use of selected on-line services, 2nd quarter of 2013
	Internet users, international comparison, 2nd quarter of 2013
	Number of IT experts in the EU countries (in thousand)

Area	Set of indicators
Selected results from the 2011 CPHF (Census on People, Houses and Flats)	Households consisting of 1 family by age of the head of the household and by type of household, number of household members and number of dependent children
	Single-parent households by gender of the head of the household and by other selected characteristics
	Household of individuals by gender and by other selected characteristics
	Households consisting of one two-parent family – actual marriages by age and by gender, family status, highest education attained, economic activity

Area	Set of indicators
Further vocational training (FVT) of employees	Employees and FVT participants by gender, total number of participants
	Paid lessons of FVT participants and FVT participants by gender
	Employees and FVT participants by gender

Area	Set of indicators
Surveys on adult training	Knowledge of languages of population by age (18–69 years)
	Knowledge of languages of population by the highest education attained (25–69 years)
	Attendance of formal education by gender, international comparison (25–64 years)
	Attendance of informal education by gender, international comparison (25–64 years)

LFSS = Labour Force Sample Survey

CPHF = Census of Population, Houses and Flats

ISCED = (International Standard Classification of Education) is an international standard classification of education by UNESCO

5.5. List of actions plans, strategies, publications and other documents referred to in the Report

"Czech women: Underutilized national potential" (2012):

http://idea-en.cerge-ei.cz/files/120522_IDEA_PolicyBrief3.pdf

"Barometer on Rape – Report" (2013):

<http://www.womenlobby.org/publications/reports/article/2013-ewl-barometer-on-rape-report?lang=en>

"The average retirement pension in the Czech Republic" (2012):

http://www.czso.cz/csu/dyngrafy.nsf/graf/cr_od_roku_1989_duchod

"Percentage of population aged 65 years and over in different countries of Europe" (2011):

<http://www.czso.cz/csu/redakce.nsf/i/seniori>

"Population Forecast of the Czech Republic until 2050" (2003):

[http://www.czso.cz/csu/2004edicniplan.nsf/t/B0001D6145/\\$File/4025rra.pdf](http://www.czso.cz/csu/2004edicniplan.nsf/t/B0001D6145/$File/4025rra.pdf)

"European Union Statistics on Income and Living Conditions“:

http://epp.eurostat.ec.europa.eu/portal/page/portal/microdata/eu_silc

"Focused on women and men 2013 - CZSO" (2014):

http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r_2013-13

UN CEDAW „Concluding observations of the Committee on the Elimination of Discrimination against Women – Czech Republic.“ Para 18-19:

http://www.vlada.cz/assets/ppov/zmocnenec-vlady-pro-lidska-prava/rovne-prilezitosti-zena-muzu/cedaw/concluding_observations_47th_Session_ENG.pdf

"Women with Disabilities in the CZ" (2011):

<http://www.vlada.cz/cz/ppov/vzpo/dokumenty/analyza-zeny-se-zdravotnim-postizenim-v-cr-96999/>

"Diet at Pregnancy" (2011):

http://www.szu.cz/uploads/documents/czsp/vyziva/Stravovani_v_tehot_k4.pdf

"Czech Health Statistic Yearbook" (2012):

<http://www.uzis.cz/katalog/rocenky/zdravotnicka-rocenka-ceske-republiky>

"Economic Impacts of Domestic Violence in the Czech Republic" (2012):

<http://www.profem.cz/shared/clanky/68/profem-studie2b-en-web.pdf>

"National Action Plan of Domestic Violence Prevention for the Period of 2011–2014“:

<http://www.mpsv.cz/cs/12499>

"Trafficking in Persons Report“ (2013):

<http://www.state.gov/j/tip/rls/tiprpt/countries/2013/215450.htm>

"The situation in the EU – Gender Pay Gap 2012“:

http://ec.europa.eu/justice/gender-equality/gender-pay-gap/situation-europe/index_en.htm

Employment and unemployment according to the 2012 Sample Survey of Labour Force available on-line at: <http://www.czso.cz/csu/2013edicniplan.nsf/p/3115-13>

"Women and Men in Leadership Positions in the European Union 2013":
http://ec.europa.eu/justice/gender-equality/files/gender_balance_decision_making/131011_women_men_leadership_en.pdf.

"Starting Points of the Strategy of Equal Opportunities for Women and Men 2011–2015":
http://www.mpsv.cz/files/clanky/12201/vychodiska-strategie_priority_15-9-2011.pdf

"National Action Plan of Domestic Violence Prevention for the Period of 2011–2014":
<http://www.mpsv.cz/cs/12184>

"National Reform Programme of the Czech Republic" (2013):
http://ec.europa.eu/europe2020/pdf/nd/nrp2013_czech_en.pdf

"National Plan for the Creation of Equal Opportunities for Persons with Disabilities for the period 2010–2014": <http://icv.vlada.cz/assets/vydavatelstvi/vydane-publikace/National-plan-for-the-creation-of-equal-opportunities-for-persons-with-disabilities-2010-2014.pdf>

"National Action Plan to Support Positive Ageing for the period 2013–2017":
<http://www.mpsv.cz/cs/14540>

"Social Inclusion Strategy 2014 - 2020":
<http://www.mpsv.cz/cs/17081>

"National Strategy to Combat Trafficking in Human Beings in the Czech Republic for the period of 2012–2015": www.mvcr.cz/.../national-strategy-to-combat-trafficking-in-human-beings2012-2015-pdf.aspx

"National Strategic Plan for Rural Development for the period 2007–2013":
<http://eagri.cz/public/web/mze/ministerstvo-zemedelstvi/koncepce-a-strategie/narodni-strategicky-plan-rozvoje-venkova.html>

"Regional Development Strategy of the Czech Republic for the period 2007–2013":
<http://www.mmr.cz/cs/Podpora-regionu-a-cestovni-ruch/Regionalni-politika/Koncepce-Strategie/Strategie-regionalniho-rozvoje-Ceske-republiky-na>

"Strategy to Combat Social Exclusion for the period 2011–2015": <http://www.socialni-zaclenovani.cz/dokumenty/strategie-boje-proti-socialnimu-vyloucení>

"2011 Report on Migration and Integration of Foreigners":
<http://www.mvcr.cz/clanek/integrace.aspx>

"GLOBAL MEDIA MONITORING PROJECT 2010, *National Report: The Czech Republic*":
<http://www.whomakesthenews.org/images/stories/restricted/national/Czech-Republic.pdf>

"Models and caring mothers: media presentation of women standing for the 2012 regional elections": http://aa.ecn.cz/img_upload/666f72756d35302d6669313030313139/medialni-analyza-pdf