

# **Beijing +30 National Report of the Czech Republic**

Implementation of the Beijing Declaration  
and Platform for Action (1995)  
in the context of the Thirtieth Anniversary  
of The Fourth World Conference on Women and the adoption  
of the Beijing Declaration and Platform for Action 2025

2020 – 2024

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## SECTION ONE: Highlights

In response to the Fourth World Conference on Women held in Beijing in 1995, Czechia adopted the Government Strategy for Equality of Women and Men in the Czech Republic for 2014–2020. In March 2021, the Government adopted the **Gender Equality Strategy for 2021–2030**<sup>1</sup> (hereinafter referred to as the “Gender Equality Strategy”). This document continues and expands upon earlier efforts, serving as the second framework government document for the implementation of gender equality policy in Czechia. It aims to establish a framework for government administration measures that will contribute to achieving gender equality in Czechia. These measures seek to build on the positive changes achieved in some areas of gender equality and to address negative trends where they persist or are growing. The fulfilment of the measures and other developments in the field of gender equality are a part of the annual Report on Gender Equality, which is presented to the Czech Government annually. The Gender Equality Strategy is divided into eight thematic chapters: Work and Care, Decision-Making, Safety, Health, Knowledge, Society, External Relations, and Institutions.

The Work and Care chapter focuses on eliminating gender inequality in the labour market and in connection with the care of children or other care-dependent individuals. The Decision-Making chapter addresses the low representation of women in politics and other decision-making positions in the public sector. The Safety chapter addresses issues related to domestic and sexual violence, and safety in public spaces, including cyberspace. The Health chapter focuses on gender inequality in healthcare, including issues related to obstetrics and postnatal care. Inequality between women and men in education, science, and research are covered in the Knowledge chapter. The Society chapter focuses on eliminating gender stereotypes, reducing gender inequality in media and culture, and supporting the civil sector. The External Relations chapter focuses on the application of gender equality to foreign policy. The final chapter, Institutions, focuses on ensuring sufficient staffing in public administration to effectively promote gender equality and implement the Gender Equality Strategy.

The core elements of the country-level review process in Czechia include a structured evaluation of progress, challenges, and setbacks in gender equality. This process is facilitated by the **Government Council for Gender Equality**, which includes representatives from various ministries, NGOs, and academia, ensuring a diverse representation of stakeholders. Regular monitoring and reporting are crucial components, with the **annual Report on Gender Equality** in Czechia and the **Report on the Implementation of the Gender Equality Strategy** providing periodic comprehensive insights into the status and effectiveness of gender equality measures. These reports utilise data from national and international sources, ensuring that policy decisions are informed by reliable and up-to-date information.

Progress in the implementation of the Beijing Platform for Action has been mixed, with notable advancements in some areas and persistent challenges in others. Statistical data reveals improvements in gender balance in certain sectors, yet issues such as the gender pay gap and low representation of women in leadership positions remain significant hurdles. Factors influencing progress include societal attitudes, economic conditions, and legislative frameworks. For instance, the introduction of the **Equal Pay Action Plan for 2023-2026** aims to address wage disparities, while the incorporation of the **EU Pay Transparency Directive**<sup>2</sup> into national law is expected to enhance transparency and accountability in compensation practices.

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<sup>1</sup> More information can be found here - <https://vlada.gov.cz/assets/ppov/gcfqe/Gender-Equality-Strategy-2021-2030.pdf> (in English).

<sup>2</sup> Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms (herein referred also as “EU Pay Transparency Directive”).

The Czech Government has made concerted efforts to address the specific needs of women and girls from marginalised groups, in line with the principles of leaving no one behind and intersectionality. Initiatives include targeted support for Roma women, women and girls with disabilities, migrants, those marginalised on account of refugee status and women with multiple disadvantages.

**Gender-based violence** (hereinafter also referred to as “GBV”) is a critical issue addressed within the Gender Equality Strategy and forms a high priority for the Government. The Government has prioritised strengthening the legal framework and support services for survivors of GBV. Recent legislative amendments, such as the **redefinition of rape in the Criminal Code** and the **forthcoming law on domestic violence**, aim to provide better protection for survivors. Cyber violence, including online harassment and stalking, has also seen an increase. To combat this, the **Action Plan for the Prevention of Domestic and Gender-based Violence for 2023-2026** includes measures to enhance legal protections against cyber violence, improve the competence of professionals to address these issues and ensure the availability of support services, such as free helplines for survivors.

At the institutional level, examples of good practices with transformative potential include the establishment of the **Gender Focal Points Standard** and the implementation of the **Gender Equality Strategy's Indicator System**. These measures promote the integration of gender equality considerations across all government activities and provide robust mechanisms for monitoring and evaluation.

Despite these efforts, Czechia still requires support in several areas, including financial resources, capacity-building, and policy advice. Enhancing data collection and analysis, particularly gender-disaggregated data, remains a priority to better inform policy-making. Strengthening partnerships with international organisations and other countries can facilitate the exchange of best practices and innovations, thereby accelerating progress towards gender equality and the comprehensive implementation of the Beijing Platform for Action and the 2030 Agenda for Sustainable Development.

## SECTION TWO: Priorities, achievements, challenges and setbacks

### 1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?

Over the past five years, Czechia has progressed towards gender equality. Key indicators of gender equality such as the Gender Equality Index (EIGE), Social Institutions and Gender Index (OECD) and Global Gender Gap Index (World Economic Forum) demonstrate the gradual improvement of Czechia's position in absolute terms in these indices in recent years, although it has been losing its position in relative terms (except in the OECD index). It can therefore be assumed that at least some gender inequalities in Czechia are gradually decreasing, although the pace of progress is relatively slow.

The gradual improvement of the situation can be illustrated, for example, by the reduction in the average gender pay gap. In 2014, women earned on average 21.9% less than men, but by 2022 this difference had reduced to 17.9%. The gender employment gap is also narrowing, and women's representation in politics and decision-making positions is gradually increasing. The perception of gender roles is also changing, and Czech society is abandoning some of the stereotypes it has been subjected to.<sup>3</sup>

The Czech Government has responded to the current challenges through laws, policies, and programmes over the past five years. Within the Government's main priority (see answer to question 2), **prevention of gender-based violence** (hereinafter also as "GBV") **and domestic violence**, the Office of the Government has been continuing to implement a project co-financed by the Norwegian Funds focusing on this topic. The project activities include educating professionals who frequently come into contact with survivors of domestic and sexual violence. The Office of the Government provides training for police officers on domestic and sexual violence, including cyber violence and a sensitive approach to survivors, training for employees of social services and school prevention methodologists using the educational film "Angry Man", and seminars at schools for students on the prevention of sexual violence and cyber violence as part of this project.

Support services for survivors of domestic and sexual violence are provided almost exclusively by civil society organisations. Their activities are crucial for ensuring the functioning of the survivor support system in Czechia. However, according to an analysis done by the Ministry of Labour and Social Affairs, there is a critical shortage of specialised shelters for survivors of domestic and sexual violence in Czechia (there are only three in Prague and Brno) and crisis support services. Hence the grant programmes of the Ministry of Labour and Social Affairs, the Ministry of the Interior, and the Ministry of Justice fill the gap in financing support services for survivors of domestic violence. Thanks to a call for proposals from the Norwegian Funds, the first centre for survivors of sexual violence was opened in Czechia in 2024. Ensuring the availability and specialisation of services for survivors of domestic and sexual violence and their stable and predictable financing remains the biggest challenge in Czechia.

Regarding the strengthening of legal protection for survivors of domestic and GBV, the Czech Government approved an amendment to the Act No. 40/2009 Coll, the Criminal Code, as amended, which **redefines the crime of rape and will come into effect in January 2025**. It is considered to be another important step in ensuring a sensitive approach to survivors and the fair prosecution of all perpetrators of rape. The new definition explicitly covers all situations where sexual intercourse occurs against the survivor's will. The use of force on behalf of the

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<sup>3</sup> More information can be found here [https://cvvm.soc.cas.cz/media/com\\_form2content/documents/c2/a5181/f9/ov200331.pdf](https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a5181/f9/ov200331.pdf) (in Czech).

perpetrator will no longer be required, and situations where the survivor "freezes" will be unequivocally classified as rape.

In June 2024, the Government adopted a **bill on domestic violence**. The bill is expected to come into effect in January 2025 and is currently being discussed by the Chamber of Deputies of the Czech Parliament. This bill should introduce a unified definition of domestic violence and strengthen the rights of survivors in civil and misdemeanour proceedings. The bill also aims to extend the length of a restraining order against a violent person from the current 10 to 14 days and requires the police to confiscate any weapons from the violent person when issuing the restraining order. Furthermore, in 2024, specialisation has been introduced at district and regional courts, particularly in relation to offences against human dignity in the area of sexual violence and crimes involving human trafficking.

Within the Government's second priority (see the answer to question 2), achieving **gender balance in leadership roles** across various sectors, including private companies, the public sector, the judiciary, foreign service, and the army, the Government adopted the transposition legislation for the EU Women on Boards Directive<sup>4</sup> (hereinafter referred to as "EU Women on Boards Directive"), which introduces objectives (quotas) for the underrepresented sex in the boards of large listed companies. The EU Women on Boards Directive introduces a series of obligations such as reporting or the obligation to adopt a transparent process of nomination, pre-selection and shortlisting of candidates. The Bill is expected to come into effect by the end of 2024 and is currently discussed by the Chamber of Deputies of the Czech Parliament

Czechia is gradually increasing the representation of women in decision-making positions and in politics. However, this shift towards balanced representation is relatively slow. In the Gender Equality Index 2023, Czechia's lowest-scoring domain (30.2 points) is power, in which the country ranks 25th among the EU Member States. The reasons for the under-representation of women in decision-making positions and in politics lie in gender stereotypes, insufficiently transparent rules, a lack of flexible work arrangements, and insufficient availability of preschool care. As part of the Universal Periodic Review, Czechia received several recommendations concerning legislative and non-legislative measures to support women at all levels of decision-making positions.

The Law on Equal Treatment and Legal Protection from Discrimination (Act No. 198/2009 Coll.) prohibits discrimination based on sex in the workplace and other areas. However, there is currently **no legal instrument specifically designed to increase women's representation in politics**. Czechia aims to reflect these recommendations within the Gender Equality Strategy. Simultaneously, the issue is addressed by the Committee for Balanced Representation of Women and Men in Politics and Decision-Making Positions, which serves as an advisory body of the Government Council for Gender Equality.

In the Chamber of Deputies of the Parliament of the Czech Republic, the representation of women increased to 26% after the 2021 elections, marking the highest representation of women in its history. The long-term low representation of women remained in the Senate of the Parliament of the Czech Republic, where women held less than 19% of seats in 2022. On the other hand, city and municipal councils had the highest long-term representation of women at 29%. In the European Parliament, the representation of women from Czechia was at 33% (the highest in history) in 2019. In the 2021 elections to the Chamber of Deputies of the Czech Parliament preferential voting contributed to electing more women. If only the candidates' positions on the party lists had mattered, women's representation would have been lower (only 20.5% in the Chamber of Deputies). Therefore, this increase in women's representation is

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<sup>4</sup> Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures.

attributed mainly to the efforts of Czech CSOs. Women are disproportionately less represented than men in the higher levels of the judiciary. For instance, in 2023, women make up only 26% of the judges of the Supreme Court, despite consisting of majority on lower level courts (i.e., district courts and regional courts). In 2023, 19% of ambassadors were women. The representation of women on the supervisory boards or boards of directors of the largest publicly traded companies in Czechia was 21% in 2023.

Research shows that the **general public is in favour of higher representation of women** in politics and decision-making positions. For example, a 2017 Eurobarometer survey found that 57% of the Czech public believe that gender equality in politics has not yet been achieved in Czechia, 67% believe that men and women should have an equal say in politics, and 72% believe that women are under-represented in politics. The Office of the Government of the Czech Republic has issued and regularly updates the manual "15 Tips on How to Support Women within Political Parties and Movements." The manual's goal is to provide political parties across the political spectrum with specific recommendations and proven tools to encourage greater involvement of women in politics.

Within the Government's third priority (see answer to question 2), **closing the gender pay gap**, Czechia successfully concluded the negotiations on the EU Pay Transparency Directive during the Czech Presidency of the Council of the EU in 2022. In order to strengthen pay transparency, the EU Pay Transparency Directive introduces the following new obligations and rights: employers must inform job applicants about the pay before the job interview, and they are not allowed to enquire about the applicant's pay history; an employee has the right to receive information about the average pay of employees performing the same work as them or work of equal value to theirs; employers with 100 employees or more have to report to the authorities on the gender pay gap within their organisation. Since the adoption of the EU Pay Transparency Directive, Czechia has established a working group on its transposition, which brings together representatives from the Ministry of Labour and Social Affairs, the Office of the Government (Gender Equality Department), and the Ministry of Justice. The EU Pay Transparency Directive needs to be transposed into national law before June 7<sup>th</sup>, 2026.

In the area of support for single parents, an advance of maintenance payment for dependent children was introduced into the Czech legal system in 2021. The social benefit supports the single parent in situations where one parent does not pay court-ordered child support. The conditions for obtaining advance child support were subsequently partly changed to better fulfil its function of covering the child's maintenance expenses. Over the past five years, the Government responded to the deficit in meeting the revised Barcelona targets for the participation of children over three years of age in pre-school education and care<sup>5</sup>, primarily by increasing the availability and flexibility of children's groups. In 2021, the Act No. 329/2021 Coll., amending the Act No. 247/2014 Coll., on the provision of childcare services in a children's group, introduced several changes, the most significant of which concerns the financing of children's groups. Children's groups received an operating allowance which can be used for salaries, further education for caregivers and other operating costs, and for expenses related to meals for older children.

In 2024, the Government adopted a Bill on the establishment and existence of so-called neighbourhood children's groups, i.e. child-care groups of up to four children in the homes of providers. The aim of the bill was to extend the possibilities of pre-school care with another option that parents can use when re-entering the workforce. Apart from the legal conditions of childcare services operation, major investments in the establishment of new children's groups have been brought about by the Operational Programme Employment Plus (allocation of EUR

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<sup>5</sup> Council Recommendation of 8 December 2022 on early childhood education and care: The Barcelona targets for 2030, 2022/C 484/01.

340 million) and the National Recovery Plan (allocation of CZK 8.486 billion). These funds should contribute significantly to increasing the number of places in children's groups.

With reference to the achievements made over the past five years, Czechia has implemented **a mechanism for compensation for survivors of state-controlled forced sterilisation**, predominantly Roma women. On 1 January 2022, Act No. 297/2021 Coll., on the provision of a lump sum of money to persons sterilised in violation of the law, came into force. This mechanism allows persons who were unlawfully sterilised in a medical facility in Czechia between 1 July 1966 and 31 March 2012 to receive a lump sum of CZK 300,000. The authority responsible for management of the compensation mechanism is the Ministry of Health, which decides on the award of the claim on the basis of an application submitted. The applications need to be submitted before January 2<sup>nd</sup>, 2025. However, the implementation of the compensation mechanism revealed some shortcomings which were reflected in the Ministry of Health's approach towards the procedures with applicants. The Czech Public Defender of Rights together with international human rights organisations recommended improving communication channels between the Ministry and applicants and their legal representatives, consulting applicants about their applications, fulfilling the duty to instruct applicants about their rights and obligations within the procedure, and modifying the practice on the evidence admissible to prove their claim. As of 10 November 2023, 1519 applications were submitted; 785 applications are being processed, 500 applications were granted, 107 cases were dismissed and 178 applications were rejected. In July 2024, the Supreme Administrative Court issued a judgement where it criticised the practice of the Ministry of Health requiring sterilised applicants to submit the evidence to prove their claim. Currently, the impacts of the judgement on the applicable law and practice are discussed at the Government Council for Roma Minority Affairs and the Working Group on Issues of Roma Women.

Regarding the remaining challenges and setbacks in progress towards gender equality, the Government is aware of the lasting inequalities between men and women. The differences in average wages between women and men are one of the reasons why women receive about 13% lower old-age pensions than men. Women over 65 are more likely to be at risk of poverty than men. Fear of being in public spaces in the evening for fear of sexual or physical violence affects a large proportion of girls and women. Czechia has not ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (hereinafter the "Istanbul Convention"). In June 2023, the Czech Government expressed its consent for a ratification of the Istanbul Convention and requested approval from both chambers. In January 2024, the Senate, the upper chamber of the Czech Parliament, did not grant its consent, falling just two votes short of a reversed decision. The Government continues to underline the importance of the Istanbul Convention for ensuring the protection of survivors of GBV. The new request for approval from Senate might be filed again in 2024 or 2025 following the upcoming Senate's elections. The Gender Equality Department continues with its advocacy activities explaining to the general public the real content of the Convention and why it is important to ratify it will be conducted.

2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in Czechia through laws, policies and/or programmes?

The Czech Government acknowledges these challenges and is taking action to make progress in gender equality more robust and efficient. Therefore, it has set priorities to tackle the biggest barriers to eliminating inequality between men and women:

1. prevention of gender-based violence (GBV),
2. achievement of gender balance in leadership roles across various sectors, including private companies, the public sector, judiciary, foreign service, and the army,

3. closing the gender pay gap,
4. strengthening institutional framework of gender equality,
5. gender mainstreaming as a strategy for promoting gender equality.

Regarding the **first priority**, the legal protection of survivors of domestic and GBV violence has been strengthened over the past five years. In 2023, the Government approved an amendment to the Act No. 40/2009 Coll, the Penal Code, as amended, which includes a **new definition of rape** based on international standards and covers all situations of sexual violence against the will of the survivor. In 2024, the Government adopted a new act on domestic violence. The proposal includes a new definition of domestic violence for civil law purposes to unify the approach of relevant professionals in contact with survivors. The definition aligns with international standards. Furthermore, the Bill aims to increase the legislative protection of the rights of domestic violence survivors. The Government has also developed many non-legislative initiatives, including financial support for specialised services for survivors, increasing the availability of programmes for perpetrators, and supporting private sector initiatives.

Relating to the **second priority**, the Czech Government recognises the important role of **women in leadership positions** and the necessity to implement targeted strategies to overcome challenges preventing the achievement of gender balance, not only in key decision-making bodies. The Gender Equality Strategy for 2021-2030 includes a chapter specifically addressing the promotion of women's leadership and active political participation. The promotion of women's leadership is regularly discussed by the Government Council for Gender Equality, chaired by the Prime Minister. A dedicated committee has been formed under the Council, focusing on achieving balanced representation of women and men in politics and decision-making roles. The Gender Equality Department of the Office of the Government works closely with political parties to support female representation, and partners with HR departments of ministries to enhance the presence of women in leadership roles within the public sector. To facilitate this, the Gender Equality Department has issued guidelines on supporting women in decision-making, which are available for use by HR departments across all ministries. Furthermore, in 2024, the Government adopted a new bill on the support of gender-balanced boards in the largest listed private companies. The bill is implementing the EU Women on Boards Directive and is currently being discussed in the Chamber of Deputies.

With respect to the **third priority**, the Government aims to **reduce the gender pay gap**, which was 17.9% in 2022. A strong policy foundation consists primarily of the Gender Equality Strategy, **the Equal Pay Action Plan for 2023-2026**<sup>6</sup> and the **Family Policy Strategy for 2023-2030**<sup>7</sup>. These documents address multiple factors causing the gender pay gap, such as vertical and horizontal segregation, low involvement of men in care, women's career gaps due to maternity and parenthood, and direct or indirect pay discrimination. Implementing strategic measures focused on building a system that allows parents a faster return from parental leave, including sufficient childcare facilities, support for flexibility and part-time jobs, and fostering men's involvement in childcare. The Government strives to ensure accessible childcare by establishing a comprehensive network of children's groups. Moreover, parental leave allowance has been increased to acknowledge the disproportionate burden faced by women as primary caregivers.

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<sup>6</sup> More information can be found here – [https://www.mpsv.cz/documents/20142/225508/Akcni-plan\\_2023-2026.pdf/20a8daec-2039-314c-0764-196bc9673067](https://www.mpsv.cz/documents/20142/225508/Akcni-plan_2023-2026.pdf/20a8daec-2039-314c-0764-196bc9673067) (in Czech).  
<sup>7</sup> More information can be found here – <https://www.mpsv.cz/documents/20142/4552532/Strategie+rodinn%C3%A9+politiky.pdf/9c99b57b-9668-8a27-4e9c-bf284b7faa32> (in Czech).

With regard to the **fourth priority**, Czechia, like other EU Member States, has faced several crises that have negatively impacted progress for women and girls. Therefore, an **enhanced institutional framework** and adequate professional and staff capacity are essential for the effective implementation of a comprehensive gender equality policy. Sufficient tools at the institutional level, adequate funding, and stability of the institutional framework are important elements of achieving the objectives laid down in the Gender Equality Strategy. In 2023, Czechia became one of the first countries to complete the OECD review of gender equality policy under the project "Strengthening Government Capacity to Ensure Gender Sensitive and Inclusive Recovery"<sup>8</sup>. The project outcomes include an evaluation report, recommendations, and two action plans for the Ministry of Labour and Social Affairs and the Ministry of Education, Youth and Sports. The Ministry of Education, Youth and Sports also developed a ministerial strategy to support the institutional framework in the ministerial structure itself (so called Gender Equality Promotion Plan for 2021-2024).

With reference to the **fifth priority**, the Government, in line with its Resolution of 9 May 2001 No. 456, which underlines the importance of applying the gender equality perspective in legislation and Government policies, has taken concrete actions to **integrate a gender perspective at all levels and stages of public policy making** over the past five years. The implementation of the above-mentioned project in cooperation with the OECD has facilitated the improvement of gender mainstreaming in the adoption of public policies and public budgeting. The Office of the Government of Czechia committed to mainstream gender equality in its events during the Czech Presidency in the Council of the EU in the second half of 2022, as outlined in the Trio Presidency Declaration on Gender Equality by France, Czechia, and Sweden 2022-2023, and the Czech Presidency's priorities for gender equality. Among other initiatives, Czechia presided over and organised a meeting of the High-level Group on Gender Mainstreaming in September 2022.

3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

For matters related to human rights in general, the **Government Council for Human Rights** (hereinafter also the "Council for Human Rights") was established in 1998, as an advisory body to the Government in matters regarding the protection of human rights and fundamental freedoms. The Council for Human Rights monitors national observance of the international obligations of Czechia 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 this respect, the Council for Human Rights is supported by its specialised committees: Committee against Torture and Inhuman Treatment; Committee for the Rights of the Child; Committee for the Rights of Foreigners; Committee for Sexual Minorities; and Committee for Fundamental Rights and Prevention of Discrimination.

Furthermore, the Public Defender of Rights plays a key role in the prevention of discrimination. As an Equality Body, it provides independent assistance to victims of discrimination in pursuing their complaints about discrimination, conducts research, publishes reports and recommendations on any issue relating to such discrimination. Moreover, the Public Defender of Rights carries out systematic visits to places where people are restricted in their freedom and to ensure that their rights are respected. The Public Defender of Rights also systematically deals with the rights of the people with disabilities. In April 2024, the Government adopted

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<sup>8</sup> More information can be found here – <https://www.oecd.org/publications/gender-equality-in-the-czech-republic-c5a3086f-en.htm> (in English).

a new bill amending the Act No. 349/1999 Coll., on the Public Defender of Rights, as amended which is introducing the institute of children's ombudsman and the National Human Rights Institution. The Bill is currently being discussed in the Chamber of Deputies.

Under the Resolution of the Government of the Czech Republic No. 1093 of 21 December 2022, the Government created the office of **Government Commissioner for Roma Minority Affairs** and appointed Lucie Fuková to the post.<sup>9</sup> The Commissioner coordinates state administration activities related to Roma issues, works with relevant ministries and organisations, and identifies and addresses current integration problems of the Roma community. Additionally, the Commissioner prepares proposals to improve the status of the Roma minority, collaborates with NGOs, and acts as the main focal point for EU bodies and other international entities on Roma matters.

These actions are outlined in the **Strategy for Roma Equality, Inclusion, and Participation (2021-2030)**<sup>10</sup> (hereinafter also as "Strategy for Roma Equality, Inclusion, and Participation"). The aim of the Strategy for Roma Equality, Inclusion, and Participation is to reverse the negative trends in the situation of the Roma in Czechia, particularly in the areas of education, housing, employment and health; to accelerate positive changes and achieve progress in eliminating unjustified and unacceptable differences between a substantial portion of the Roma population and the majority population; to ensure effective protection of Roma people from discrimination and antigypsyism; and to encourage the emancipation of the Roma and the development of Romani culture and language. In June 2024, a call for proposals under the Operational Programme Johannes Amos Comenius "PRO-ROMA (Support for Pro-Roma Local Actors)" is underway within the European Social Fund Plus, with an allocation of 300 million CZK. This initiative will support non-governmental organisations working with the Roma community in areas such as training for educational staff and volunteers who engage with the Roma minority on topics like gender issues and promoting awareness of Roma culture and history in an accessible way.

The Strategy for Roma Equality, Inclusion, and Participation includes specific measures to support Roma women and promote gender equality. Key initiatives aim to reduce the gender employment gap by promoting Roma children's participation in education, thereby enabling Roma women to pursue employment or further education. To address the broader issues of gender inequality affecting Roma women, including those who were survivors of unlawful sterilisation, the Government Council for Gender Equality established the **Working Group on Issues of Roma Women** in 2021. This Working Group focuses on the specific inequalities faced by Roma women in the implementation of the Gender Equality Strategy. The group's tasks include monitoring the practical implementation of Act No. 297/2021 Coll., which introduced a mechanism of monetary compensation for victims of unlawful sterilization. Additionally, the group is tasked with identifying the specific impacts of gender inequalities on Roma women, including the effects of measures related to the COVID-19 pandemic. Furthermore, it is responsible for developing recommendations to enhance the representation of Roma women in decision-making or advisory positions at the local level.

In 2020, the **National Plan for the Promotion of Equal Opportunities for Persons with Disabilities 2021–2025**<sup>11</sup> was approved under the Resolution of the Government of the Czech Republic No. 761 of 20 July 2020. The plan touches upon various gender-related issues, emphasising the importance of equality and non-discrimination for persons with disabilities.

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<sup>9</sup> More information can be found here - [https://www.vlada.cz/en/ppov/government\\_commissioners/government-commissioner-for-roma-minority-affairs-209453/](https://www.vlada.cz/en/ppov/government_commissioners/government-commissioner-for-roma-minority-affairs-209453/) (in English).

<sup>10</sup> More information can be found here - <https://vlada.gov.cz/assets/ppov/zalezitosti-romske-komuniti/aktuality/Strategy-for-Roma-Equality--Inclusion-and-Participation-Strategy-for-Roma-Integration-2021-2030.pdf> (in English).

<sup>11</sup> More information can be found here - [https://vlada.gov.cz/assets/ppov/vvozp/dokumenty/National-Plan-for-the-Promotion-of-Equal-Opportunities-for-Persons-with-Disabilities-2021\\_2025.pdf](https://vlada.gov.cz/assets/ppov/vvozp/dokumenty/National-Plan-for-the-Promotion-of-Equal-Opportunities-for-Persons-with-Disabilities-2021_2025.pdf) (in English).

The Plan includes measures that tackle violence and abuse of persons with disabilities, focusing on those who face multiple forms of discrimination, including women and girls with disabilities.

Following Russia's aggression against Ukraine, Czechia has provided refuge to those fleeing Ukraine since the very beginning, with the vast majority being women and children. The Czech CSOs have brought up the issue of the necessity to incorporate the gender dimension when addressing issues related to the arrival of Ukrainian citizens into the Czech territory. The Government Council for Gender Equality adopted a series of recommendations to the Government, aiming to implement gender-sensitive measures in response to this issue raised by the CSOs. On 17 March 2022, Czechia enacted a series of three Government bills related to the armed conflict in Ukraine and the arrival of displaced persons from Ukraine. These bills, collectively referred to as "**Lex Ukraine**," aimed to provide a flexible response to the large number of incoming people from Ukraine. In 2022, Ukrainian temporary protection holders received free access to the labour market, and became entitled to certain social benefits. A humanitarian allowance of CZK 5,000 was provided to newcomers, while Czech individuals offering free accommodation to Ukrainian temporary protection holders received a solidarity allowance from the Government. Childcare services and educational enrolments have been adapted to support Ukrainian children, including special enrolment periods and the possibility of employing Ukrainian teaching staff without Czech language requirements. The law also simplified the admission process for refugees to universities. The criteria for social benefits and other support have been later restricted under a subsequent amendment, the Lex Ukraine IV, which came into force on 1 July 2023.

4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in Czechia, and what measures have you taken to prevent their negative impact on progress for women and girls?

Firstly, the COVID-19 pandemic influenced many measures of the Gender Equality Strategy which was adopted by the Government on March 8<sup>th</sup>, 2021. During the COVID-19 pandemic, a working group focusing on the impacts of the pandemic on gender equality was established under the Government Council for Gender Equality. The Working Group ended its activities on June 7<sup>th</sup>, 2022.

The impacts of other crises that have negatively affected progress for women and girls were key factors in the first update of the Gender Equality Strategy in 2023. Two updates are anticipated before its expiration in 2030, to ensure that the document remains "a living instrument" and responds effectively to new challenges. The final text of the updated Gender Equality Strategy will be adopted by the Government in 2024. The second update is expected to take place in 2026.

In response to the risk of widening inequality in Czech society as a result of price and energy increases due to the Russian aggression against Ukraine, the Government allocated a total of CZK 177 billion in August 2022 to assist citizens and businesses in overcoming difficulties in covering living and operating costs. Part of this support was directed towards vulnerable groups in society, for example, through one-time child benefits for families with children under 18 and pension indexation to cover inflation. This package helped reduce vulnerability to poverty. The Gender Equality Strategy includes additional measures to reduce poverty risk, such as the inclusion of menstrual supplies, incontinence supplies, and baby nappies in the lower VAT rate, and a revision of the system of non-insured state social assistance benefits and tax bonuses or rebates to help reduce the risk of poverty among single parents.

Czechia also received the **highest number of people fleeing Ukraine per capita**. This has put significant pressure on the successful adaptation and integration of this demographic group, which is mostly composed of women and children. The needs of these newcomers had

to be addressed in the health sector. As a result of the Russian aggression, a large number of pregnant women and women with new-born children arrived in Czechia, necessitating adequate care. Additionally, it was essential to provide psychological and medical care to survivors of rape resulting from the war. In the context of arrivals from Ukraine, issues such as health insurance for newcomers, including the conditions for payment of insurance premiums, and the recognition of medical and non-medical qualifications of health professionals were also addressed. Many women who were effectively single mothers also entered the labour market.

The Office of the Government of the Czech Republic responded to the need to support the integration and assistance of women fleeing Ukraine and their families. The call for the **grant programme Support for Publicly Beneficial Activities in the Field of Gender Equality**, with an annual allocation for the programme ranging from CZK 4 to 4.5 million, prioritised projects focused on this issue in 2024. The Office of the Government, in collaboration with the International Organisation for Migration, the Office of the Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine, the Government Commissioner for Gender Equality Policy of Ukraine, and proFem (a civil society organisation specialising in the support of survivors of sexual and domestic violence) has cooperated in protecting survivors of sexual violence in the context of the Russian aggression in Ukraine and further assisting survivors of sexual violence in Czechia. Activities such as information campaigns on gender-based violence aimed at temporary protection holders from Ukraine and building the capacities of organisations specialised in supporting and assisting GBV survivors across Czechia were implemented in 2024.

5. Over the past five years, what are the priorities for accelerating progress for women and girls in Czechia through laws, policies and/or programmes?

The Czech Government sets the priorities for accelerating progress for women and girls based on the evaluation of the successes and remaining challenges in this agenda. The Government is informed about developments in the field of gender equality on the national, European, and international scene over the last year through **the annual Gender Equality Report**. Furthermore, the implementation of the measures included in the Gender Equality Strategy is evaluated every two years through the Report on the Implementation of the Strategy, also prepared by the Gender Equality Department of the Office of the Government. Both documents are discussed by the Government Council on Gender Equality and then by the Government.

The 2024 update of the **Gender Equality Strategy set the priorities** for the upcoming five years (until the end of 2029) in the context of the emerging challenges. The selected priorities reflect the insufficient level of progress in the priority areas from the past five years and aim to tackle them in the upcoming term.

The **first priority** remains the **prevention of GBV**. The Institute for Criminology and Social Prevention has highlighted the rising incidence of vice crime, particularly related to the increase in such crime in cyberspace, in its analysis of crime trends published in 2023. The active use of modern information technologies contributes to the increase in vice crime, as the perpetration of this type of crime is often detected through social networks. **Cybercrime** in general is experiencing dynamic development worldwide. The number of offences is also increasing in Czechia, now by 95% year-on-year (18,554 offences in 2022). The analysis of crime trends and criminal policy in 2022 states that vice crime continues to grow (8% year-on-year increase) after a sporadic decline in 2021. In the past, the areas most often targeted by cybercrime have been the production and distribution of pornography, including child pornography, laundering the proceeds of crime using cryptocurrencies, the use of the darknet to commit crimes, crimes targeting social network users (sexting, hate speech, hate crimes, cyberbullying, etc.) and others.

Therefore, the **Action Plan for the Prevention of Domestic and Gender-based Violence for 2023-2026**<sup>12</sup> (hereinafter also the “Action Plan for the Prevention of GBV for 2023-2026”) includes reacts to this trend includes several measures for addressing cyberviolence, namely:

- Review existing legislative protection against gender-based cyber violence (including sexual violence and harassment in cyberspace) and propose effective strengthening of such protection and awareness-raising;
- Increase the competence of relevant professions to recognise and intervene in cases of various forms of gender-based cyber violence, including the impact of these forms of violence on survivors and options for addressing them;
- Ensure the funding and continued operation of a free telephone helpline for survivors of crime and domestic violence and a free telephone helpline for survivors of violence against women, including gender-based cyber-violence;
- Include the issue of domestic and gender-based violence in the framework of education programmes, provide methodological support for education in this area and raise awareness of this violence (including sexual harassment, gender-based cyber-violence and basic knowledge about violence) among primary, secondary and higher education students.

Another persistent problem in the area of domestic violence is the low level of **a systemic approach to the perpetrators of domestic violence**, which would significantly contribute to the protection of persons at risk and to the prevention of this type of violence. According to the current Institute for Criminology and Social Prevention research, which includes an analysis of court statistics, more than half of the criminal cases involving domestic violence in a partner relationship end in suspended sentences (54%). There has also been a decrease in the proportion of cases settled by criminal order from 17% to 11%. The Action Plan for the Prevention of GBV for 2023-2026 addresses this issue via a measure to develop a concept for working with perpetrators of domestic and gender-based violence and support the availability of therapeutic programmes for working with this target group through national grants and programmes. In Czechia, there is currently no stable state funding for the provision of therapeutic interventions, and organisations providing such services are dependent on subsidies from the Ministry of the Interior, the Ministry of Justice, the Ministry of Labour and Social Affairs, or other sources of funding. The allocation of these grant titles and programmes for work with perpetrators of violence and the capacity of these programmes has long been insufficient. Therefore, there is a need to maintain the focus on the existing grant titles and programmes and ensure that minimum standards are met by project implementers. Support for these therapeutic programmes should be directed so that at least one programme for this target group is available in each region of Czechia.

The **second priority** also derives from the last five-year period, as there was little or no progress in achieving **gender balance in leadership roles** across various sectors, including private companies, the public sector, judiciary, foreign service, and the army. In 2023, the fourth round of the Universal Periodic Review, which is the United Nations mechanism used to review the human rights situation in all member states, was underway. The review resulted in the recommendations contained in the final report. Most of the measures related to women and girls mention the need to implement actions to achieve gender balance in politics and decision-making positions in the labour market and other areas of social life.

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<sup>12</sup> More information can be found here – [https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP\\_DGPN-2023\\_final.pdf](https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP_DGPN-2023_final.pdf) (in Czech).

In the past five years, Czechia has made progress in promoting gender equality in sports and its leadership. In November 2023, the Czech Olympic Committee approved the Czech Olympic Committee's (COC) National Action Plan to promote gender equality in sport and its leadership. The objectives of this National Action Plan are aimed at a more balanced representation of women and men in sports. One of the objectives is to achieve at least 30% of individuals of the under-represented gender by the end of 2025 and at least 40% by the end of 2029 in the composition of the COC Executive Committee, as well as, for example, the creation of a pool of 100 female candidates for executive/managerial positions by 2029. The National Sports Agency has also started to address the issue of gender balance in decision-making positions in sport through a bonus in the grant process.

The Gender Equality Strategy lays down the specific goal in the Decision-Making chapter aimed at **increasing the representation of women on candidate lists and in elected positions**. This goal will be fulfilled through various measures, for instance:

- Carry out awareness-raising activities on the topic of legislative measures to promote gender balance in politics and seminars for political parties/movements to promote gender balance in political parties and movements in Czechia;
- Conduct seminars for political parties/movements on promoting gender balance in political parties and movements in Czechia;
- Motivate political parties/movements to ensure balanced representation of women on candidate lists in elections to the Chamber of Deputies, regional councils and the European Parliament;
- Promote cooperation between the OSCE and the Parliament of the Czech Republic on gender balance in politics and work-life balance.

As stated above, in 2024 the Czech Government adopted a Bill on gender-balanced representation on the boards of private companies. The Bill presents a national transposition of the EU Women on Boards Directive and is currently being discussed at the Chamber of Deputies of the Czech Parliament.

Forming the **third priority**, new measures regarding the labour market are focusing on the **economic empowerment of women**. The gender pay gap is caused by a combination of several factors. At the societal level, these include persistent gender stereotypes and the associated low involvement of men in caregiving, as well as horizontal and vertical labour market segregation and the low priority given to gender equality. In 2022, Czechia had a gender pay gap of 17.9%, the third largest in the EU.<sup>13</sup> At the employer level, obstacles to equal pay include a lack of transparency and insufficient flexible work arrangements and part-time positions. At an individual level, factors such as lower confidence in negotiating salaries and wages, or low awareness and motivation to address pay discrimination, play a significant role. Another factor affecting the gender pay gap is parenthood and care in general, which lead to career breaks. The largest gender pay gaps in Czechia are found in the 35–49 age group, where women's earnings are 27–30% less than men's.

The need to implement measures supporting pay transparency is reflected in the **EU Pay Transparency Directive**. This Directive strengthens the enforceability of the right to equal pay. The EU Pay Transparency Directive was successfully negotiated by the Czech presidency of the Council of the EU and adopted in 2022. Preparations are currently underway for its

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<sup>13</sup> More information can be found here - [https://ec.europa.eu/eurostat/databrowser/view/sdg\\_05\\_20/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en) (in English).

transposition into Czech law. Moreover, the **Equal Pay Action Plan for 2023-2026**, approved by the Government in December 2022, is designed to help achieve the necessary steps derived from the EU Pay Transparency Directive to eliminate existing income disparities in Czechia. The Action Plan is the first standalone document addressing unequal pay. New amendments should include provisions such as informing job applicants about the pay before the job interview; employees having the right to receive information about the average pay of employees performing the same work as them or work of equal value to theirs; and employers with 100 employees or more having to report to the authorities on the gender pay gap within their organisation. These measures should contribute to addressing the main causes of pay disparities, including reducing gender segregation in the labour market, increasing pay transparency, and improving protection against wage discrimination.

The **Gender Equality Strategy** also implements measures to combat pay discrimination and foster the economic empowerment of women in the labour market. These measures include the collection of sex-segregated data regarding wages and the prohibition of confidentiality clauses in the Act No. 262/2006 Coll, the Labour Code, as amended (hereinafter referred to as the "Labour Code").

## SECTION THREE: Progress across the 12 critical areas of concern

### Inclusive development, shared prosperity and decent work

#### 6. Over the past five years, what actions has Czechia taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

Czechia is a country with a high rate of female employment. According to the annual gender statistical report of the Czech Statistical Office<sup>14</sup>, in 2023, 70.4% of women and 83.7% of men were employed in the economically active population (aged 15-64). However, female labour market participation is lower in younger age groups. It is 41.7% in the 20-24 age group, 65.6% in the 25-29 age group, and 63.4% in the 30-34 age group. This indicates that motherhood and family care significantly influence women's employment and careers.

However, the employment level of Roma women, one of the largest vulnerable groups of women in Czechia, is lower. Recent research has shown that only 45% of the Roma population aged 20-64 are working, a lower share compared to the employment rate in the general population, which was 81.3% for the same age category in 2022.<sup>15</sup> The unemployment rate of the Roma population aged 20-64 is 17.6%, whereas for the general population of Czechia in the same age category, the rate is lower at 2.5% in 2023. The rate of paid work is 65.3% for men and 29.5% for women. The gender difference in the rate of paid work in the Roma population aged 20-64 is 35.8 percentage points. In 2022, the employment rate in the age category 20-64 was 88.6% for men and 73.7% for women. Thus, the gender difference in the employment rate of men and women aged 20-64 is 14.9 percentage points in Czechia. The gender difference in employment is significantly higher in the Roma population than in the rest of the Czech population showing the intersectional dimension of gender and race.

Czechia bases its gender equality policies on the belief that gender equality in the world of work is key to **closing the gender gap** in other areas of life. Employment equality is therefore a major focus of the Gender Equality Strategy. As aforementioned, the **Gender Equality Strategy** is divided into eight thematic chapters. The Work and Care chapter focuses primarily on eliminating gender inequalities in the labour market and in the care of children or other dependents. The Work and Care chapter includes four specific objectives: reducing inequalities between men and women in relation to care; reducing inequalities between men and women in the labour market; reducing the gender pay gap; and reducing vulnerability to poverty, especially among women.

The strategic objective of **reducing the gender pay gap** involves measures that propose, among other things, the promotion of transparent remuneration, equal pay controls, monitoring of statistical data, and legislative changes. Moreover, the Government Resolution No.1097 of 21 December 2022 approved the **Equal Pay Action Plan for 2023-2026** that builds on the Gender Equality Strategy. It contains legislative and non-legislative measures, including preparing employers for the new obligations under the EU Pay Transparency Directive, improving equal pay monitoring, and introducing an obligation for employers to hold the original job for parents on parental leave until the child is two years old.

Women can work in all occupations and industries. The Labour Code explicitly states that all male and female employees of an employer are entitled to the same wage, salary, or remuneration under an agreement for the same work or work of equal value. The Labour Code further defines what is meant by equal work and work of equal value. The Act No. 198/2009

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<sup>14</sup> More information can be found here – <https://www.czso.cz/csu/czso/focus-on-women-and-men-2023> (in English).

<sup>15</sup> Research Institute for Labour and Social Affairs (RILSA), Report on the situation of the Roma population in the Czech Republic 2023/2024. Results of the sample survey. Available (in Czech) at: [https://katalog.vupsv.cz/fulltext/vz\\_555.pdf](https://katalog.vupsv.cz/fulltext/vz_555.pdf)

Coll., on the Equal Treatment and Legal Remedies against Discrimination and amendments of other Acts (the Anti-Discrimination Act), as amended, also imposes an obligation on employers to ensure equal treatment in remuneration matters. Despite this legislation, the gender pay gap remains. In 2022, the gender pay gap was 17.9%.

The Ministry of Labour and Social Affairs' project titled "**Equal Pay**" plays an important role in combating this pay disparity. The project is funded by the EU Operational Programme Employment+. The project focuses, among other things, on increasing the competence of the State Labour Inspection Office to monitor compliance with the right to equal pay for equal work and work of equal value. This project has produced sociological, economic, and legal studies and analyses focusing in particular on the decomposition of the gender pay gap, i.e., refining the calculation of gender pay inequalities and identifying its causes, and collecting good practices from abroad to identify policies and legislative and non-legislative measures to promote transparency with a view to setting up processes leading to a reduction of the gender pay gap in Czechia. The project runs a free legal advice centre, and an online wage and salary calculator is available to the public on the project website. The Swiss equal pay analytical tool for employers, Logib, has been transferred to the Czech environment and pilot tested, and practical methodologies for equal work and work of equal value have been developed. A study trip to Iceland was also organised, where representatives of the Ministry of Labour and Social Affairs, the Czech and Moravian Confederation of Trade Unions, and the non-profit sector were introduced to the Icelandic Equal Remuneration Standard ISO 85/2012.

The **EU Pay Transparency Directive** also impacts the state of pay transparency in Czechia. This Directive aims to address the persistent lack of enforcement of the right to equal pay by introducing pay transparency standards that will strengthen the position of workers in exercising their right to equal pay. The EU Pay Transparency Directive covers public and private sector employers and all workers with an employment contract or employment relationship defined by law, collective agreement and/or practice.

The weaker position of women in the labour market is reflected in their **access to leadership positions** in business. However, even in this area, changes are taking place, albeit slowly. Banks are obliged under Section 8(3)(c) of Act No. 21/1992 Coll., on Banks, as amended, to ensure that a policy is implemented to **promote diversity in the selection of members of the statutory body**, members of the board of directors, and members of the supervisory board. As of May 2024, two positions out of a total of seven members of the Czech National Bank Board are held by women, including the position of Deputy Governor.

Act No. 256/2004 Coll., on Capital Market Undertakings, as amended, requires relevant issuers to include in their annual reports a description of the application of the diversity policy, considering criteria such as age, gender, or education and expertise, including information on the objectives of the policy, how the diversity policy is applied, and the results of its application in the relevant financial year. If the issuer does not apply the diversity policy, it shall provide a justification for not applying the policy. EU Pay Transparency Directive shall be transposed into Czech national law by 28 December 2024. This Directive aims to ensure the application of the principle of equal opportunities between women and men and achieve a gender-balanced representation among top management positions by establishing a set of procedural requirements concerning the selection of candidates for appointment or election to director of large, listed companies. The law aims to **help break the glass ceiling** on the boards of listed companies and give women qualified for top jobs a real chance to get them. In 2022, the Government adopted the implementing legislation package, which is currently being discussed by the Chamber of Deputies of the Czech Parliament.

The Platform Business for Society, which organises the Top Responsible Company competition, awarding Czech companies for applying diversity tools, also addresses the topic of female representation in commercial companies. In April 2022, the Gender Equality

Department organised a round table in cooperation with the Platform, aiming to share experiences and exchange good practices between commercial companies with state-owned participation and private commercial companies in promoting diversity, focusing on gender balance in decision-making positions of commercial companies. In addition, a Czech NGO named Gender Studies administers an annual competition entitled "Company of the Year: Equal Opportunities". This award has been running for over fifteen years. Each year, it focuses on a distinct theme, such as work-life balance or initiatives supporting fathers within companies.

Support for the employment of Roma women is provided within policies and programmes aimed at increasing **the employment of marginalised groups**, such as the long-term unemployed. The most widely used instruments of the **Active Employment Policy** are community service, socially advantageous jobs, retraining, counselling, and projects funded by regional or EU funds (e.g., employment support for long-term registered job seekers, persons older than 55 years, and young persons under 29 years). Social economy instruments are also used, most often in the form of social enterprises. Obstacles to employment include low qualifications, long-term unemployment, health handicaps, social exclusion, indebtedness, or discrimination.

The project of the Ministry of Labour and Social Affairs titled **Supporting the Social Inclusion of Roma through Community Development and Entrepreneurship** aims to help integrate Roma, with particular focus on Roma women, into the labour market through entrepreneurship. The project is implemented from April 2023 to March 2026. The project aims to implement activities to develop the competencies of representatives of the Roma community from socially excluded localities, who will then participate in the development of their communities. Participants will use their newly acquired knowledge for community planning and organising or for starting business activities. By 2026, there will be four educational cycles. Within each cycle, twenty persons will be supported, i.e., eighty persons in total.

7. In the past five years, what actions has Czechia taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?

As already mentioned, reducing inequalities between men and women in relation to care and promoting the reconciliation of family and working life are among the policy priorities for achieving gender equality.

One of the ways to foster work-life balance is through the availability of **part-time jobs** for those who voluntarily want to work in this form. However, Czechia is traditionally one of the countries with low availability of part-time jobs. Therefore, the Parliament adopted **an amendment to the Act on Social Security Contributions and State Employment Policy Contributions**. The amendment, effective from 1 February 2023, introduced benefits for part-time employment of selected groups of persons (including parents of young children). The advantage is implemented in the form of a 5% reduction in social insurance contributions. Initial data show that the amendment is successfully contributing to the use of part-time work – from February to August 2023, 23,704 employers have applied the discount to 98,899 male and female employees. It remains the case that women are more likely to be employed part-time, accounting for 73% of those to whom the discount is applied.

The **amendment to the Labour Code of 2023** strengthened the rights of employees working on the basis of agreements, commonly used for part-time work. These amendments include having their working hours scheduled in advance, the ability to apply for employment under a standard employment contract instead of an agreement, and, as of 1 January 2024, **the right to annual leave**. The amendment also introduced the right of an employee working on the basis of an agreement to ask the employer in writing within one month from the delivery of the

notice to justify the notice if they believe that the employer gave the notice because they claimed or exercised the rights provided for by law (e.g. took parental leave), which corresponds to the employer's obligation to provide them with a written justification of the notice without undue delay. An employee who has been employed by an employer agreement for a cumulative period of more than 180 days within the previous 12 months is entitled to make a qualified request to the employer for employment in a regular employment relationship, which corresponds to the employer's obligation to provide a reasoned written response within one month (i.e. it is not an entitlement request). The recent amendment to the Labour Code has also introduced positive changes regarding **work flexibility**. Employers now have a new obligation to provide written justification for rejecting requests for remote work from pregnant or caregiving individuals (those with dependents who are persons with disabilities or dependents who are children under the age of nine).

In 2018, a **paternity postnatal care benefit** was introduced, which can be used by fathers at the time of the birth of their child. Originally, the benefit allowed fathers to take up to 7 calendar days of leave and a sickness insurance benefit of 70% of the daily assessment base. With effect from 1 January 2022, the benefit can be taken for 2 weeks (14 calendar days). Since its introduction, approximately 40% of fathers have used the benefit.

Czechia continues to have a **very low level of availability of childcare services** for children under 3 years of age. The lack of these services, combined with the low availability of part-time work and long parental leave, results not only in a high gender employment gap but also in persistent inequalities in average wages between women and men. In 2022, 93.2% of Czech children under 3 years of age were not attending any childcare services (the EU average is 64.2%). The Government is responding to these shortcomings on an ongoing basis, primarily by increasing the availability and flexibility of so-called **children's groups**. The new EU-funded Employment Plus Operational Programme and the National Recovery Plan bring substantial investment in the establishment of new children's groups.

As of October 2023, the Ministry of Labour and Social Affairs registers 1,620 children's groups with a total capacity of 21,787 places. In 2022, a call for proposals "**Establishment of Children's Groups**" was prepared under the Employment Plus Operational Programme with an allocation of EUR 340 million. 279 projects were submitted with a total request for support of CZK 854 million. A wide range of applicants could apply for support to set up a group, including regions, municipalities, educational institutions, public research institutions, non-Governmental non-profit organisations, business corporations, schools and educational institutions, universities or public institutions. The Ministry of Labour and Social Affairs announced a second call "Establishment of Children's Groups 2" in March 2024 with CZK 500 million available for distribution. Under the National Recovery Plan, children's groups were supported by the calls "Capacity Building of Children's Groups" (with an allocation of CZK 2.74 billion) and "Capacity Building of Children's Groups - Public Sector" (with an allocation of CZK 1.7 billion). These funds should contribute significantly to increasing the number of places in children's groups.

In October 2021, an **amendment to the Act No. 247/2014 Coll., the Children's Groups Act**, as amended (hereinafter referred to as the "Children's Groups Act"), was passed with the aim of ensuring high quality, accessible, modern **services for the youngest children from 6 months to compulsory school age** through stable state funding. A new decree was also approved to implement certain provisions of the Children's Groups Act, aiming to set requirements for the premises and operation of children's groups for up to 12 children, as well as care quality and nutritional standards for children under 3 years of age. As a result of these changes, a comprehensive and connected system of quality pre-school services is now developing dynamically in Czechia.

The availability of places in **kindergartens** (for pre-school children) is also crucial in terms of supporting parents' work-life balance. In the school year 2022/2023, the Ministry of Education, Youth and Sports registered 5,374 kindergartens attended by 369,205 children. The number of children enrolled was 178,789, of which 57,152 were under three years of age. The number of rejected applications for enrolment in education was 49,465 (and was 5,000 higher than in 2021), with 27,863 rejected applications for children under three (2,500 more than in 2021). Although this is not the total number of children not admitted to kindergartens (it is possible to apply for admission in more than one kindergarten), the increasing number of rejected applications for enrolment indicates a persistently high level of unavailability of places in kindergartens, especially for children under three years of age.

The unavailability of childcare services was compounded by the arrival of nearly **500,000 Ukrainians fleeing the Russian aggression against Ukraine**. Many of them (79%) were women with children, and a large proportion of them remained in Czechia throughout 2022 due to Russia's ongoing aggression against Ukraine. According to Ministry of Labour and Social Affairs' data, households with children under the age of three accounted for approximately 28% of all household types consisting of Ukrainian temporary protection holders – most often mothers with one or two children under the age of three. This high number of families with young children understandably put increased pressure on the capacity of childcare services, although a large proportion of Ukrainian mothers remained outside the Czech labour market in the first months after leaving Ukraine. The Ministry of Labour and Social Affairs responded to this situation at least partially by announcing calls from the Operational Programme Employment for services to support the social inclusion of people from Ukraine, which included, among other things, support for activities focused on family and childcare.

#### 8. In the past five years, what actions has Czechia taken to reduce the gender digital divide?

Czechia ranks among the countries with a **relatively high level of digital skills** among its citizens. Since 2022, the Czech Statistical Office has conducted an **annual survey on the use of information and communication technologies** in households and among individuals. The survey is carried out as part of the Labour Force Sample Survey organised by the Czech Statistical Office. In 2023, 5,959 individuals aged 16 years and over participated in the survey. The questionnaire included a total of 158 questions, 7 for households and 151 for individuals.

According to the survey findings, 84.8% of women and 87.2% of men used the internet in 2023, with 67.6% of women and 79.8% of men using it daily. While internet use across the 14-34, 35-54, and 55-74 age groups was balanced between men and women (with differences within the plus or minus 1% range), in the over 75 age group, 30% of women and 40% of men used the internet. Internet use increases with education. There are almost no differences between women and men with secondary and higher education; for example, 100% of men and women with university education use the internet. There are also no significant differences in the use of social networks (60% of men and 63% of women) or internet banking (95% of men and 97% of women). However, women lag behind in some digital skills. This is notable in programming, where 16% of men and only 8% of women in the 16-34 age group could program, and only 3% of women and 10% of men in the 35-64 category.

The proportion of women among ICT students at universities is low. Among bachelor's degree graduates, 18% were women, among master's degree graduates, 18%, and among doctoral students, 19%. 25,000 women and 208,000 men worked as ICT professionals. According to Eurostat, in 2023, 68% of girls aged 16-19 in the EU possessed basic or above-basic digital skills, noticeably exceeding the share in the general population (56%). The proportion of boys in the same age bracket with at least basic digital skills was slightly lower (65%). Across age groups, only women or men aged 20-24 and 25-34 demonstrated higher shares (up to 75%). Czechia ranked among the countries with the **one of the highest shares of girls with basic**

**or higher digital skills.** As part of the 2023 "European Social Fund+ call for universities," the Johannes Amos Comenius Operational Programme offers support to applicants interested in pursuing higher education in non-traditional fields of study.

Increased participation of women in STEM fields is a goal of the EU's Digital Education Action Plan (2021–2027), implemented, among others, through the Girls Go Circular project, which is designed primarily for girls aged 14–19 and teaches them digital and entrepreneurial skills and the circular economy through e-learning. The course is open to Czech schools.

Digital transformation is one of the seven main pillars of the National Recovery Plan. The National Recovery Plan is a strategic document of the Czech Government, aimed at mitigating the impact of the COVID-19 pandemic and rebuilding the economy. The National Recovery Plan is supported by the EU's Recovery and Resilience Facility. The National Recovery Plan was updated in 2023, and its total value now corresponds to around CZK 228.4 billion. This amount is divided into CZK 209 billion in grants and CZK 19.4 billion in loans.

The data shows that the problem of **lack of digital skills** is mainly faced by older people, particularly older women. As the lack of digital skills can be a disadvantage in the labour market, the Labour Office focuses on mitigating and eliminating it through supported retraining programmes. An important tool is the initiative of the Ministry of Labour and Social Affairs, which aims to **support the training and skills development** of individuals to improve their position in the labour market. The education subsidy is intended for all job seekers, not only the unemployed, but also those who change their current job or move to another position. Women on maternity leave and individuals on parental leave can also receive support. The Ministry of Labour and Social Affairs can pay up to 82% of the course price, up to CZK 50,000, and in some cases, even 100% of the costs. A wide range of ICT courses are offered, including the use of artificial intelligence in the work environment for office applications, computer graphics, and web development, among others. Training in IT skills is funded by the National Recovery Plan, with an allocation of CZK 7 billion.

9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in Czechia, and what macroeconomic policies has Czechia implemented in support of a more gender-equal economy?

The COVID-19 pandemic and the Russian aggression against Ukraine have significantly impacted the Czech economy over the past five years. There has been **inflation and a notable rise in energy prices**. The average inflation rate in Czechia for 2022 was 15.1%, an increase of 11.3 percentage points compared to 2021. This made the overall annual inflation rate the second highest since the establishment of independent Czechia, exceeded only by the 20.8% rate in 1993. The most significant factors driving this development were the increases in housing costs (rent, electricity, water, sewerage, and fuel), food and non-alcoholic beverages (bakery and dairy products, cereals, eggs, and meat), and transport (fuel and oil).<sup>16</sup> The average annual inflation rate was 10.7% in 2023.<sup>17</sup>

The Government has implemented several measures to restore financial stability. On 11 May 2023, the Government presented a recovery plan for public finances, which included a consolidation package worth nearly 150 billion crowns and a draft pension reform aimed at ensuring the sustainability of the pension system in the coming decades. However, the reform also directly affected some measures that facilitated the reconciliation of work and family life.

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<sup>16</sup> More information can be found here – <https://www.czso.cz/csu/xp/mira-inflace-v-ceske-republice-v-roce-2022> (in Czech).

<sup>17</sup> More information can be found here – [https://www.czso.cz/csu/czso/inflation\\_consumer\\_prices\\_ekon](https://www.czso.cz/csu/czso/inflation_consumer_prices_ekon) (in Czech).

For instance, the kindergarten tax credit, which could be claimed by a parent when placing a child in preschool education, was abolished as of 2024. For 2023, a parent could claim this discount up to CZK 17,300.<sup>18</sup>

In May 2024, the Government Council for Gender Equality has adopted a resolution acknowledging that certain measures of the recovery package may adversely affect gender equality. Specifically, the abolition of the tax credit for preschool fees and tax relief for students, the reduction of extraordinary pension indexation, and the freezing of public sector wages. The Council recommended to conduct a comprehensive analysis of the recovery plan measures' impact on gender equality and non-discrimination after one year of implementation, including possible revisions based on the findings. Furthermore, the Council recommended that the Government consistently include a thorough assessment of the current legal framework's impact on gender equality and non-discrimination in the explanatory memoranda of draft laws, as the recovery plan lacked a detailed impact analysis in this regard.

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<sup>18</sup> The tax credit for a preschool reduced the directly calculated income tax, not only the tax base.

## Poverty eradication, social protection and social services

### 10. In the last five years, what actions has Czechia taken to reduce/eradicate poverty among women and girls?

Although Czechia has traditionally been one of the countries with a low risk of poverty, the trend is changing after the COVID-19 pandemic and the start of Russian aggression against Ukraine. In 2022, **12% of the Czech population**, around 1,232,000 people, **were at risk of poverty or social exclusion**. The rate of exposure to poverty or social exclusion increased between 2021 and 2022, reversing the trend towards a lower proportion of people at risk in the population. Those most at risk of poverty or social exclusion were the unemployed, single parents (mostly women), people aged 65 and over living alone (mostly women), people with disabilities, and Roma. The absolute poverty rate, measured by the internationally comparable indicator Material and Social Deprivation, was 2.1% of the population in 2022.<sup>19</sup>

The Government has sought to reverse this trend and help the most vulnerable groups. In its programme statement from March 2023, the Government committed to combating poverty by simplifying social benefits and focusing on the needs of single parents, families with multiple children, and families with members who have disabilities. Additionally, the Government pledged to unify the system of care for at-risk families and children and implement automatic valorisation of the minimum wage. Among other measures, it has adopted the following, most of which have benefited women. Due to childcare responsibilities, some women have shorter insurance periods and lower pensions than men. In 2018, an amendment to Act No. 155/1995 Coll., on Pension Insurance, was adopted (hereinafter referred to as the “Pension Insurance Act”), which ensured faster valorisation of low pensions. The basic pension is now 10% of the average wage, not 9% as it was before the amendment. Based on an amendment to the Pension Insurance Act, the old-age pension was increased by CZK 500 **per month for each child raised by primary caregivers, usually women**, as of 1 January 2023. The increase applied not only to new pensions but also to pensions already in payment. This was a significant measure with wide-ranging effects. The law aimed to **reduce the gender pension gap, which arises due to childcare**. The gender pension gap persists in Czechia; women are more often registered in lower income groups of old-age pensions. A significant difference in old-age pensions between women and men is registered in higher income groups, to the disadvantage of women. In 2021, the **gender pension gap was 16.9%**, to the disadvantage of women.

As early as 2021, the COVID-19 pandemic had already triggered price rises, driven both by a rapid rebound from the period of greatest constraint and by disruptions in the global supply chain. Inflation in Czechia continued to rise in the wake of Russian aggression against Ukraine and the associated increase in energy prices. Russian aggression has also been reflected in the prices of goods and services. According to the Czech Statistical Office, the average inflation rate in 2022 was 15.1%.

Following the worsening economic situation of many Czech households, the Government decided to **increase social benefits**. The amounts of the subsistence and minimum living standards have increased by 5.2% from January 2023. Along with this, some social benefits have also increased and the range of people eligible for them has been widened. As of January 2023, there was an across-the-board increase of 30% in child allowances and a widening of the range of families eligible for child allowances. Approximately 15,000 families have now

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<sup>19</sup> More information can be found here - <https://www.mpsv.cz/documents/20142/225517/Social+Inclusion+strategy+2021-2030.pdf/29e5f2c9-3894-6bf5-61ba-ca60ed6fd618> (in English).

become eligible for child benefit. There has also been an increase in the standard cost of living to allow more households to qualify for housing benefit.

The Ministry of Labour and Social Affairs has introduced the Action Plan to Fulfil the EU Child Guarantee for 2022–2030<sup>20</sup>, aiming to prevent and combat social exclusion of children in need by ensuring equal access to essential services such as education, healthcare, nutritious food, and housing. By 2030, the plan targets creating 7,500 additional childcare places to support women's labour market participation and reducing the NEET rate among young people aged 15–29 from 11% to 9%. It also aims to lower the early school leaving rate to 5.5% and reduce the number of people at risk of poverty or social exclusion by 120,000, with a specific focus on reducing child poverty by 50,000. These goals will be achieved through inclusive growth, social convergence, and measures to break the intergenerational cycle of disadvantage.

As a result of Russia's aggression against Ukraine, nearly 504,107 temporary protection orders have been issued in Czechia as of 2 April 2023. In 2022, **Czechia had the highest number of temporary protection orders issued in the EU per capita**. According to a July 2022 study by the Ministry of Labour and Social Affairs, children accounted for 35% of the arrivals from Ukraine. Women accounted for 72% of those of working age. From the beginning of the conflict, Czechia has provided the necessary assistance and support to persons who left Ukraine due to the Russian aggression as part of the social services system. Currently, citizens of Ukraine are entitled to a humanitarian benefit equal to the minimum subsistence level for 150 days after being granted temporary protection. Vulnerable persons, such as pregnant women or mothers caring for young children, are entitled to the benefit beyond this period. In the first year since Russia's aggression against Ukraine, **Czechia spent CZK 28.5 billion to help Ukrainian refugees and asylum seekers**.

Starting in 2022, the Ministry of Labour and Social Affairs announced a **subsidy programme for temporary activities to support families from Ukraine with children**, especially those aged 0 to 6 years. The services are intended to strengthen the adaptation of families and children to new conditions after their arrival in Czechia, orientation in society, support families in caring for their children, their upbringing, and help with the labour market in reconciling work. The programme aims to provide assistance with childcare and to help refugees get acquainted with the basics of the Czech language. Non-state non-profit organisations, municipalities, regions, and social service providers registered in the register of social service providers pursuant to Act No. 108/2006 Coll., on Social Services, as amended (regardless of legal form), may apply for support.

#### 11. In the past five years, what actions has Czechia taken to improve access to social protection for women and girls?

Czechia is a country with a developed system of social protection and assistance, consisting of both **insurance and non-insurance social benefits**. Insurance benefits include sickness and pension insurance. The sickness insurance scheme comprises four benefits: sickness benefits, support for the care of a family member, maternity cash assistance, and pregnancy and maternity compensatory allowance. Pension insurance supports citizens in the event of old age, disability, or loss of a breadwinner, providing old-age, full disability, partial disability, widow's, widower's, and orphan's pensions. Non-insurance social benefits cover a wide range of state social assistance benefits, such as parental allowance, child benefit, and housing benefit.

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<sup>20</sup> More information can be found here – <https://www.mpsv.cz/documents/20142/225508/Ak%C4%8Dn%C3%AD+pl%C3%A1n+k+napln%C4%9Bn%C3%AD+Z%C3%A1rky+pro+d%C4%9Bti+na+obdob%C3%AD+2022-2030.pdf/99eb1c67-62d7-830b-5144-5e12d82f1447> (in Czech).

The state also offers social care to citizens whose living needs are not sufficiently met by income from employment, pension, sickness benefits, or other sources, and to those requiring assistance due to health or age. Social care includes support for persons with disabilities. In the context of social welfare, cash benefits, benefits in kind, and cultural and recreational care are provided. This includes allowances for special aids, home adaptations, the purchase, overhaul, and adaptation of motor vehicles, operation of motor vehicles, individual transport, reimbursement for the use of wheelchair-accessible housing and garages, allowances for totally or practically blind citizens, and interest-free loans for disabled citizens. To maintain system functionality, social benefits are regularly valorised and increased.

The **parental allowance** is particularly significant for women as primary carers. It is a monthly recurrent benefit paid to a parent who personally, full-time, and properly cares for the youngest child in the family. The parent receiving parental allowance can work to supplement the family's income. This benefit is not means-tested. In 2023, with effect from 1 January 2024, the parental allowance increased from a total of CZK 300,000 to CZK 350,000 for one child. Entitlement to parental allowance is based on the youngest child in the family. For children born from 1 January 2024 onwards, the benefit is paid by the Labour Office of the Czech Republic until the child reaches the age of 3 or until the total amount of CZK 350,000 is exhausted. For children born until 31 December 2023, the benefit may be paid until the child reaches the age of 4 or until the total amount of CZK 300,000 is exhausted. In 2022, 283,000 beneficiaries received this benefit, of **whom 278,000 were women and 5,000 were men**.

Retirement pensions are regularly indexed and increased. Although pension indexation and increases were reduced in 2023 as part of financial recovery efforts, from 1 January, pensions for primary caregivers increased by CZK 500 per child. Due to women's higher life expectancy, **more women than men receive a retirement pension**. As of 31 December 2022, 1,410,848 women and 948,007 men were receiving old-age pensions. The percentage of old-age pensions for 1,372,440 women for 2,869,620 children was increased automatically. By the end of 2023, a total of 1,407,730 pensions increased per child raised were paid for 3,026,047 children. The difference is represented by positively processed applications from living pensioners, totalling 35,290 (24,726 women and 10,564 men) for 156,427 children (139,160 women and 17,267 men).<sup>21</sup> However, the National Economic Council of the Government characterises this bonus as redundant and disproportionately costly (approximately CZK 20 billion per year, with a predicted gradual increase in costs due to valorisation). Therefore, it is expected to be transformed and reduced in the future.

Other social benefits have also increased over the last five years, including the housing benefit and the living and subsistence minimum. The **care allowance is set to rise** significantly from July 2024, which is crucial for women caring for dependent family members. The care allowance is intended for individuals who, due to a long-term unfavourable health condition, need assistance with basic living needs, as determined by the degree of dependency according to the Social Services Act.

This allowance can be used to pay for assistance provided by a close person, a social care assistant, a registered social services provider, a children's home, a special inpatient hospice-type health facility, or a facility for children requiring immediate assistance. **The close person providing care for dependent family members is often a woman**. The allowance amount varies according to the level of dependency (I to IV) and whether the person is a child or an adult. The largest increase will be in category IV and IV+. For both children and adults, the care allowance will increase from CZK 19,200 to CZK 23,000 for category IV and from

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<sup>21</sup> More information can be found here – <https://www.cssz.cz/documents/20143/2592808/106-1999sb..pdf/fbc82120-16ff-3c27-8f1c-10a6ec0e7923> (in Czech).

CZK 19,200 to CZK 27,000 for category IV+. The total cost of this increase will reach CZK 7 billion per year.

12. In the past five years, what actions has Czechia taken to improve health outcomes for women and girls in Czechia?

On average, women in Czechia live longer than men. In 2020, life expectancy at birth was 75.3 years for men and 81.4 years for women. In 2021, it was 74.1 years for men and 80.5 years for women, and in 2022, it was 76.1 years for men and 82 years for women. The higher life expectancy of Czech women is also reflected in the greater proportion of women in the over-65 age group: in 2020, this group included 1,248,871 Czech women (23.0%) and 909,451 (17.2%) Czech men.<sup>22</sup>

The pandemic has highlighted the need to address mental health issues. Local and international studies have pointed to the **deterioration of mental health among women with children and young people**. While some experts believe there has not been an overall increase in the prevalence of mental illness in the past two years, there has been a rise in severe forms of mental illness. Women are more likely to suffer from 'neurotic, stress and somatoform disorders' (168,000 women and 66,000 men) and take slightly longer to use sick leave for mental illness. Men are more likely to externalise their mental health problems (through addictive substances, risky behaviour, vending machines), are more likely to be hospitalised for 'alcohol use disorders' and are significantly more likely to voluntarily end their lives. Women, on the other hand, dominate the data relating to hospitalisation for attempted voluntary end of life. Girls aged 15-19 are a particularly vulnerable group in this respect.

Social networks also play a negative role. According to the survey Dangerous Internet Challenges as Seen by Czech Children, 19.1% of the respondents had experienced suicide attempts (the second most frequent attempts, next to the manufacture of weapons, 21.5%) and self-harm (9%). A related and also strongly gendered phenomenon is 'eating disorders', from which women are more likely to suffer.

Health insurance companies have responded to the need to increase the availability of psychosocial support. The largest public health insurer in Czechia, the General Health Insurance Company, has introduced a new contribution in response to the situation. Under the **mental health care programme**, a contribution of up to CZK 5,000 can be made to increase the availability of psychosocial support. This support (therapy sessions) from a therapist working with the programme can help to alleviate and work on a problem, illness, or disorder. The support can be provided in person or online, individually, with the family or in a group. The contribution is intended for insured persons aged 7 years and older, for up to 10 sessions (the maximum amount of the contribution is CZK 500 per session).

On 1 January 2022, Act No. 297/2021 on the provision of a lump sum of money to persons sterilised in violation of the law came into force. **Survivors who were involuntarily sterilised between 1966 and 2012 are entitled to compensation of CZK 300,000**, and an application may be submitted within three years of the law's entry into force. As of 10 November 2023, 1519 applications were submitted; 785 applications are being processed, 500 applications were granted, 107 cases were dismissed and 178 applications were rejected.

In June 2022, an amendment to the "**Lex Ukraine**" law came into force, which provided, among other things, that after 150 days from the granting of temporary protection, the conditions of public health insurance reimbursement would change. In practice, this primarily means that

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<sup>22</sup> Czech Statistical Office, Focus on women and men, <https://www.czso.cz/csu/czso/focus-on-women-and-men-2023>

the state will no longer automatically pay for insurance on behalf of adults between 18 and 64 years of age; however, persons granted temporary protection will continue to participate in the public health insurance system. Thus, each person must notify their health insurer of how the insurance is covered in their case. This does not apply to children and adolescents under the age of 18 and the elderly over the age of 64. From January 2024, children under the age of 18 who hold a valid long-term residence permit in the territory of Czechia will be participants in public health insurance.

There are several cases where health insurance is paid for adults with temporary protection even after the legal deadline. Firstly, the employer takes care of paying the premiums for their employees. This applies in the case of an employment relationship, but in some cases also in the case of a performance and employment agreement. Health insurance is also paid by the state, for example, if the refugee is registered as a jobseeker at the employment office, is studying at secondary school or university (from 18 to 26 years of age), or is caring for a child. Those who do not meet any of these conditions must pay for their own health insurance.

The General Health Insurance Company, the largest public health insurance company in Czechia, seeks to **increase the availability of psychosocial support for refugees from Ukraine**. In 2024, as part of the Mental Health Care Programme, a grant of CZK 5,000 is available to increase the availability of psychosocial support through a selected Therapeutic Service Provider included in the project. The contribution is intended for insured persons of the General Health Insurance Company, citizens of Ukraine with long-term residence in Czechia, aged 7 years and older, for a maximum of 10 sessions within the whole Mental Health Programme and in the maximum amount of CZK 500 per session.

With effect from 1 January 2022, **HPV vaccinations** administered after the age limit of 13 and 14 years are now covered if the administration of one or more doses has been postponed due to the insured's adverse health condition.

13. In the past five years, what actions has Czechia taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

On average, **Czech women have a higher level of education than Czech men**.<sup>23</sup> While male students are predominant among graduates of secondary education with apprenticeship certificate, female students are more represented among graduates of secondary education with A-level examinations, grammar schools, and universities. In the 2021/2022 school year, 15,321 boys and 7,948 girls graduated from secondary education with an apprenticeship certificate. The proportion of girls was 34%. In the same year, 19,993 girls and 17,693 boys graduated from secondary education with A-level examination, with the proportion of girls being 53%. The highest proportion of girls was among the graduates of grammar schools, there were 12,390 girls and 8,634 boys, thus the proportion of girls was 59%. Thus, **girls predominated in secondary schools that provide higher and broader education**.

**Women also predominate in universities**. In 2022, women accounted for 59% of graduates from public universities, 61% from private universities, and 33% from state universities (institutions founded by the Ministry of the Interior or Ministry of Defence, such as the Police Academy or University of Defence). Nonetheless, issues persist in women's education, such as gender segregation and stereotypes.

**Horizontal segregation** remains a significant problem in Czech education. Despite the absence of legal or formal barriers to girls and boys studying certain disciplines, pupils are often directed from an early age towards different school subjects and career paths due to

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<sup>23</sup> More information can be found here – <https://www.czso.cz/csu/czso/focus-on-women-and-men-2023> (in English).

stereotypical notions about the abilities of women and men. Girls tend to choose "disciplines perceived as traditionally female" such as health and education, while boys opt for "disciplines perceived as traditionally male" such as engineering or electrical engineering. However, comparing the proportions of newly admitted students and graduates reveals a slight increase in the number of boys in "traditionally female disciplines" and an increase in girls in "traditionally male disciplines." Horizontal segregation perpetuates persistent inequalities in the labour market, further hindering the efficient reallocation of labour in response to changing demands for specific knowledge and skills. This is associated with different pay rates and prestige levels within jobs and sectors, with feminised sectors often linked to lower financial compensation and lower prestige. As a consequence, this influences the gender division of labour, as evidenced in the distribution of unpaid care work conducted by women and men in the household.

Gender segregation is also evident across teaching professions. In 2020, 99.4% of kindergarten teachers were women. Women also predominated among teachers in primary schools (84%), secondary schools (60%), and higher vocational schools (66%). In contrast, 64% of academics and workers in higher education were men, and 88% of those holding the academic title of professor are men. The low representation of men in pre-school, primary, and secondary education sectors is attributed not only to lower social status but also to gender stereotypes and the perceived unsuitability of teaching professions in kindergarten or primary schools for men.

Women represented 62% of graduates in science, mathematics, and statistics in 2020, but their numbers do not fully translate into science and research roles, where they remain a minority. In 2021, **women accounted for only 27% of researchers** and workers. Among doctoral students, 43.7% were women in 2021, with the number of women completing doctoral studies growing faster than men since 2010.

Several important documents were adopted in 2020 to promote gender equality in education and science. The Ministry of Education, Youth and Sports developed the **Strategy for the Education Policy of the Czech Republic up to 2030+**<sup>24</sup> (hereinafter also as the "Education 2030+ Strategy") and the **Gender Equality Promotion Plan for 2021-2024**<sup>25</sup> (hereinafter also as the "Equality Promotion Plan"). The Education 2030+ Strategy outlines priorities for regional education, non-formal education, and lifelong learning. It has two main strategic objectives: transforming the content of education, and reducing social inequalities in education. The latter also aims to transform the content and approach of education to develop all pupils' potential, considering gender equality and eliminating gender stereotypes. The Equality Promotion Plan sets out measures to further support gender equality in the Ministry of Education, Youth and Sports' internal processes and agendas, emphasising a diverse work environment. The Operational Programme Johannes Amos Comenius, run by the Ministry of Education, Youth and Sports, offers support for those seeking higher education in less traditional fields of study. It also provides educational opportunities for both teaching and non-teaching staff, as well as volunteers in NGOs, particularly in the area of gender issues.

**Gender Equality Plans** (also referred to as "GEPs") aim to improve the situation in research by setting tailored objectives and measures for institutions. **The Centre for Gender and Science of the Czech Academy of Sciences** supports their creation and implementation, in with the aims set out in the Gender Equality Strategy. Projects supported by the Ministry of Education, Youth and Sports, such as CZERA<sup>26</sup> and STRATIN+<sup>27</sup> provide funding for expert

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<sup>24</sup> More information can be found here – [https://msmt.gov.cz/uploads/brozura\\_S2030\\_en\\_fin\\_online.pdf](https://msmt.gov.cz/uploads/brozura_S2030_en_fin_online.pdf) (in English).

<sup>25</sup> More information can be found here – <https://msmt.gov.cz/ministerstvo/plan-podpory-rovnosti-zen-a-muzu-msmt-2021-2024> (in Czech).

<sup>26</sup> More information can be found here – <https://msmt.gov.cz/vyzkum-a-vyvoj-2/projekt-sdilenych-cinnosti-czera-1> (in Czech).

<sup>27</sup> More information can be found here – <https://stratin.tc.cas.cz/#vystupy> (in Czech).

advice and training to institution creating and implementing the GEPs. They also facilitate the evaluation of this process for the purposes of public policy at the national level. The European Commission's decision to require GEPs for funding eligibility under Horizon Europe and the Czech Grant Agency's 2023 requirement for GEPs have positively influenced their adoption. As of January 2023, 66% of public sector research organisations had a GEP, with significant growth in comparison to 2022 figures.

The **National Research, Development and Innovation Policy of the Czech Republic 2021+**<sup>28</sup>, adopted in 2020, is the first strategic document in this field to include measures targeting gender equality. A **Working Group on Gender Equality within the Research, Development, and Innovation Council** was established in 2021 to improve gender equality in science and coordinate providers in this field. In 2022, the group's agenda expanded to include topics related to early-career scientists and general working conditions.

#### 14. What actions has Czechia taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

The COVID-19 pandemic has brought lasting changes to society. Some of these changes have been positive for women. For example, there has been greater social appreciation of women's work in the health sector and other essential services. The increase in teleworking could potentially make it easier to balance work with caring for children or other dependants. However, despite some positive changes, the pandemic has also deepened existing inequalities and negatively impacted marginalised people, including women, particularly in terms of GBV, care responsibilities, the gender pay gap, and other areas. Additionally, the pandemic has led to an increase in mental health problems, prompting efforts to enhance access to mental health support.

In 2020, a total of 96,175 people held the position of general nurse or midwife, of whom 98% (94,065) were women. Although there is **a clear upward trend in the representation of men** in these roles, **the increase in male representation remains minimal**. Despite the feminisation of the sector, which is generally characterised by low earnings, there has been an increase in salaries for general nurses in recent years. Between 2018 and 2023, their earnings have increased by 71%. Year-on-year, **the salaries of male and female employees in health and social services have increased by 11.3%**. As of 1 January 2022, there has been a 6% increase in the salaries of health and nursing staff. However, income disparities persist in this sector, as the recent pay increase was mostly temporary and it is believed that the reduction of GPG is due to extraordinary bonuses in healthcare being included in the previous figures, while the current figures reflect the austerity measures in the public sector. For example, men earn 8% more than women as nurse practitioners. Therefore, health unions are proposing to align remuneration under the tariff system.

The COVID-19 pandemic led to a significant increase in **teleworking**, even after the pandemic subsided. The conditions for teleworking were clarified in the 2023 amendment to the Labour Code. This amendment regulated the general conditions for agreeing to telework, as well as issues such as the reimbursement of costs related to telework and work safety. The intention is to provide the best possible support for parents of young children or carers, enabling them to reconcile family life and work. While remote work provided some flexibility for balancing work and caregiving responsibilities, it also underscored the challenges, particularly for women. Many have found it mentally and physically exhausting, often working late into the night to compensate for daytime caregiving duties. This situation has highlighted the need for better

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<sup>28</sup> More information can be found here – <https://vyzkum.gov.cz/FrontClanek.aspx?idsekce=932081> (in English).

support systems and a more equitable distribution of caregiving responsibilities between men and women.

According to the new rules, an employee who is caring for a dependant or a child under the age of nine, or a pregnant employee, may submit a written request for teleworking, which the employer is obliged to justify in writing if they refuse (this is not an entitlement request). The Gender Equality Department also focused on raising awareness and fostering dialogue with the public and employers, for whom it organised several workshops. In 2022, it held two workshops with employers, one of which was titled "Telework: How to Build on the Pandemic Experience?". The pandemic has also led to an increase in mental health problems, prompting efforts to improve access to mental health support, as described above.

Over the monitored period, the Ministry of Education, Youth and Sports has administered several national programmes of the EU structural funds. In response to the COVID-19 pandemic, numerous beneficiaries have directed their efforts towards research, development, and innovation in combating the coronavirus, supported by these funds. For instance, several projects concentrated on the significant impact of the pandemic on regional education, which was considerably affected by the COVID-19 pandemic and the ensuing restrictions on school operations, mass events, extracurricular activities, and the training of pedagogical staff. Other initiatives included conducting webinars for teachers on practical and applicable IT procedures and guidelines for online teaching, reviewing foreign approaches, sharing experiences and recommendations for educating disadvantaged children, and assessing the situation in schools. For example, the National Pedagogical Institute of the Czech Republic provided methodological support and education for teachers, particularly in the field of ICT, and produced a series of nearly 50 webinars dedicated to the challenges of distance education.

## Freedom from violence, stigma and stereotypes

### 15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has Czechia prioritized for action?

Safety and a violence-free existence are fundamental human needs for a peaceful and contented life. Czechia rates as one of the safest countries in the world. Nevertheless, several issues remain to be addressed in this regard. Following a decline during 2019 and 2020, and the lowest recorded level of reported crime in Czechia's history in 2021, there was a 19% year-on-year increase in registered crime in 2022. In 2023, the Czech Police recorded the highest number of criminal acts of rape in the last 15 years. According to available statistics, an average of 650 cases of rape are reported to the Police of the Czech Republic each year. The police also deal with an average of more than 500 cases of abuse of a person living in a shared household and 75 cases of murder motivated by intimate relationships each year.<sup>29</sup> Additionally, the authorities for the social and legal protection of children register approximately 2,500 cases of domestic violence in families with children annually. Almost 1,300 violent persons are issued restraining orders and removed from their homes each year due to domestic violence.<sup>30</sup> Furthermore, the Public Prosecution in the Czech Republic registers 500-660 cases of crimes related to domestic violence per year.<sup>31</sup>

**Domestic violence is one of the most widespread forms of violence** in Czechia. Research reveals that between 17-40% of Czech population has experienced domestic violence.<sup>32</sup> Figures from 2022 show that almost 30% of women and 12% of men have experienced domestic violence.<sup>33</sup> In the majority of cases domestic violence was perpetrated by a partner, while 17% involved abuse by other family members. Domestic violence is characterised by its high latency – **only one in five survivors approaches the police**. When survivors do confide in someone, it is most often a family member (47% of cases), while 20% of survivors turn to a psychologist or psychiatrist. Hence, domestic violence was one of the forms of GBV that Czechia has prioritised for action in the past five years.

One of the reasons for the low rate of reporting cases of domestic violence and seeking professional help is the high rate of downplaying and blaming the survivor. According to a 2022 research<sup>34</sup>, 26% of the population believes that a survivor of domestic violence is responsible for their own situation. While 37% of men agree with this statement, only 15% of women share this opinion. On the other hand, the reasons that are perceived as legitimate in society for the occurrence of domestic violence are the anxiety of the partner due to financial responsibility for the family (31% of respondents), lack of household chores (29%) and the failure of the woman to meet the man's sexual needs (54% of men and 41% of women). Therefore, **attitudes of the general public towards domestic and gender-based violence form another priority area** in the context of the prevention of GBV in Czechia.

As mentioned previously, in November 2014, the Government adopted the Government Strategy for Equality of Women and Men in the Czech Republic for 2014 – 2020, which

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<sup>29</sup> More information can be found here – [https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP\\_DGPN-2023\\_final.pdf](https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP_DGPN-2023_final.pdf) (in Czech).

<sup>30</sup> In 2021, within the total number of restraining orders, the Police of the Czech Republic identified 1,696 individuals as at risk, including 146 men, 962 women, and 588 minors. More information can be found here – [http://www.domaci-nasili.cz/?page\\_id=255](http://www.domaci-nasili.cz/?page_id=255) (in Czech).

<sup>31</sup> More information can be found here – [https://verejnazaloba.cz/wp-content/uploads/2022/07/Zo%C4%8C\\_2021-textov%C3%A1\\_%C4%8D%C3%A1st.pdf](https://verejnazaloba.cz/wp-content/uploads/2022/07/Zo%C4%8C_2021-textov%C3%A1_%C4%8D%C3%A1st.pdf) (in Czech).

<sup>32</sup> More information can be found here – [https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analiza-vyskytu-a-latence-DN\\_final.pdf](https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analiza-vyskytu-a-latence-DN_final.pdf) (in Czech).

<sup>33</sup> More information can be found here – <https://www.pravniprostor.cz/aktuality/vyzkum-kazdy-paty-clovek-se-stal-obeti-domaciho-nasili> (in Czech).

<sup>34</sup> More information can be found here – [https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP\\_DGPN-2023\\_final.pdf](https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP_DGPN-2023_final.pdf) (in Czech).

articulated eight strategic areas, one of which was to decrease the occurrence of all forms of gender-based violence and ensure dignified and equal use of all rights by women and men. In March 2021, this was followed by the adoption of the Gender Equality Strategy. As a continuation and expansion of these efforts, the Gender Equality Strategy focuses on several areas, including **safety**, with an emphasis on preventing domestic and gender-based violence and reinforcing the political commitment to ending such violence. In response to the persistent issues, the Gender Equality Strategy sets three strategic objectives:

1. Strengthening and streamlining of the prevention of gender-based and domestic violence;
2. Enhancing accessibility to support services for survivors of gender-based and domestic violence;
3. Systemic approach to addressing gender-based and domestic violence.

In the first strategic objective, the proposed measures aim to **reduce the level of tolerance of gender-based and domestic violence**. This goal should be achieved by reducing the harmful stereotypes and myths that perpetuate these forms of violence, and by raising awareness of the various forms of violence and their consequences. Preventive measures also include activities aimed at increasing women's safety in public spaces or enhancing the competence of the Police of the Czech Republic to intervene in cases of cyber violence and hate content on the internet, while simultaneously increasing the competence of children and young people to recognise harmful content and behaviours in cyberspace.

The second strategic objective focuses on **improving access to the assistance system for survivors** of gender-based and domestic violence. Survivors of domestic and sexual violence, as well as their children, face very limited availability of specialised services, which play a crucial role in ensuring their safety. Measures within this strategic objective primarily aim to support the availability of all services for survivors of domestic and gender-based violence (e.g., shelters, crisis beds, and counselling). Given the very low percentage of survivors who turn to relevant institutions, the measures under this strategic objective are also aimed at supporting survivors of domestic violence to raise awareness of the possibilities of dealing with such situations and the forms of assistance available.

The third strategic objective addresses the need for **a systemic approach to comprehensively address gender-based and domestic violence**. The objective responds to the need to increase the competences of relevant professions that most frequently come into contact with survivors of gender-based and domestic violence through systematic training, the provision of methodological support, and the improvement of interdisciplinary cooperation.

Lastly, the Gender Equality Strategy emphasises the fact that comprehensive and regular data collections in the health and social services sectors are crucial, in order to implement effective and supportive measures. Moreover, taking into account the specific needs of vulnerable groups of survivors of gender-based and domestic violence, whether due to disability status, language barrier, special residential status, sexual orientation, age, ethnicity or other, is a horizontal priority of the Gender Equality Strategy and the aforementioned measures. These vulnerable groups may face multiple disadvantages and are therefore at a specific position among those at risk.

The Gender Equality Strategy is complemented by the Action Plans for the Prevention of Domestic and Gender-Based Violence for 2019-2022 (hereinafter also the "Action Plan for the Prevention of GBV for 2019-2022") and the Action Plan for the Prevention of GBV for 2023-2026. The Action Plans follow the three strategic objectives set up in the Gender Equality Strategy and focus on prevention, protection, and support for survivors. Key priorities have

included legislative reforms, public awareness campaigns, and the enhancement of support services

Within the Government's strategic materials for preventing violence against women, gender-based violence is defined as “any acts of physical, sexual, psychological, economic, or other forms of violence targeted against women because they are women or against men because they are men, or acts of such violence that disproportionately affect women or men”. This definition is based on international documents such as the UN Convention on the Elimination of All Forms of Discrimination against Women. According to this definition, forms of gender-based violence include not only domestic and intimate partner violence but also sexual violence, rape, sexual harassment, or stalking.

Another priority area in the past five years has been the **prevention of cybercrime**. The high prevalence of violence and harmful behaviour in cyberspace is confirmed both by the findings of the Police of the Czech Republic and the experience of social workers. For example, research findings reveal that 40% of children would have no problem going to a meeting with a person they only know from the internet, and 63% of them would have no problem sharing their sensitive personal data online. In its 2023 analysis of crime trends, the Institute for Criminology and Social Prevention highlights the rising prevalence of vice crime, particularly related to the increase in cybercrime. The active use of advanced technologies, with such crimes often being detected on social media, contributes to an 8% year-on-year increase in vice crime. Moreover, cybercrime in Czechia increased by 95% in 2022, with a total of 18,554 offences. In response to the alarming trends, Czechia has undertaken several measures over the past five years to address and mitigate technology-facilitated GBV. These actions are **embedded within the broader framework of the Gender Equality Strategy and the Action Plans for the Prevention of Domestic and Gender-Based Violence (2019-2022 and 2023-2026)**. These documents provide strategic goals and specific actions to combat various forms of gender-based violence. The shift to digital platforms has also brought attention to the issue of online violence. The increased visibility and acknowledgment of this problem have led to more open discussions and efforts to address and mitigate online abuse, which was previously largely overlooked.

Another serious problem in this area is **partner violence among young people**. Partner violence among young people (13–26 years) usually exhibits different characteristics and dynamics than domestic violence – hence the use of this specific term. Cyber violence plays a much more significant role in this phenomenon, such as overwhelming with messages, checking partner's phone without their consent, forcing the sending of explicit photos, or so-called revenge porn (threatening to post erotic photos or videos of the partner on social media, or actually posting them). Research has shown that 43% of young people who have experienced or are experiencing violence in a relationship suffer from long-term inability to concentrate at school or during studies.<sup>35</sup> Other figures are even more severe: 18% of young people experiencing partner violence fear for their own lives, and 16% of survivors consider committing suicide.

A significant ongoing issue is the **insufficient availability of specialised services for survivors**. In 2021, the Ministry of Labour and Social Affairs conducted an analysis of the availability of specialised social services for persons at risk of to domestic and gender-based violence in Czechia.<sup>36</sup> The analysis identified 36 specialised social services for persons at risk of by domestic and gender-based violence, which corresponds to 29.5% of the social services that participated in the survey. The analysis also revealed that the minimum standards of the

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<sup>35</sup> More information can be found here – <https://new.profem.cz/shared/clanky/670/V%C3%BDstupy%20z%20v%C3%BDzkumu.pdf> (in Czech).

<sup>36</sup> Ministerstvo práce a sociálních věcí ČR, „Analýza dostupnosti specializovaných sociálních služeb pro osoby ohrožené domácím a genderově podmíněným násilím v ČR“, 2021.

Council of Europe regarding the capacity and availability of various types of services are only met in the case of helplines. The requirements are not met in the cases of counselling, shelters, crisis intervention, and crisis centres for survivors of sexual violence. In terms of the availability of beds in specialised shelters for survivors of domestic and gender-based violence, the analysis identified a deficit of approximately 680 to 3,000 beds. In addition, there is also a deficit in the capacity of counselling services. The situation is similar concerning the **availability of programmes for perpetrators of domestic violence**. The analysis of the attitudes of perpetrators of domestic violence and the work with them revealed that there are currently only nine organisations in Czechia providing assistance to these individuals, mainly in Prague and Brno. To fulfil the recommendations of the Council of Europe, it would be necessary to establish approximately 27 crisis centres for issues related to rape and 14 centres for survivors of sexual assault, appropriately distributed across the regions.

The circumstances during 2020–2021 were significantly complicated by the COVID-19 pandemic and related Government measures, which trapped individuals in violent households with limited or almost no opportunities to seek help. The **long-term impacts of the pandemic** are evident in the increased demand for survivor services and the rise in evictions and recorded crimes of domestic abuse and rape in 2022 and 2023. Research on violence against women in connection with COVID-19 highlighted the increase in help-seeking by individuals at risk of domestic and gender-based violence.<sup>37</sup> During the first wave of the pandemic in 2020, demand for such services surged by 30–40%. The psychological impacts on survivors of violence worsened during the pandemic, and the systemic shortage of asylum and social housing became more pronounced. The experience of the first two waves of the pandemic demonstrated that restrictive measures can escalate domestic violence and hinder the options for survivors to seek help. Therefore, **it is crucial to consider the specific needs of individuals threatened by domestic violence and GBV when adopting and implementing anti-epidemic measures**, as highlighted by the Committee for the Prevention of Domestic and Gender-based Violence of the Government Council for Gender Equality as well as various experts in the field.

Another specific context affecting gender-based violence in Czechia is the outbreak of the Russian aggression against Ukraine in 2022. From the very beginning, **Czechia has been heavily involved in aiding Ukraine and has focused on helping those fleeing the conflict**. Compared to other countries, Czechia has accepted the highest number of Ukrainian temporary protection holders per capita. **Women and children make up as much as 70% of this population**. Many women who fled to Czechia have experienced some form of sexual violence during the conflict. Access to services in Czechia is complicated for Ukrainians because of language barriers, low awareness of their rights, social isolation, or their residency status. As part of the Action Plan for the Prevention of GBV for 2023-2026, the Ministry of Interior supported two projects by translating informational materials into Ukrainian to aid the integration of Ukrainian refugees in Czechia. Additionally, seven projects under the Regional Volunteer Centres Program provided translation services and added Ukrainian language resources to their materials and websites. Other funded initiatives included support for Ukrainian refugees through volunteer interpreters, educational resources, and helplines in Ukrainian language.

#### 16. In the past five years, what actions has Czechia prioritized to address gender-based violence?

In the past five years, Czechia has taken several steps to address gender-based violence through a series of measures. These actions have been embedded in **Gender Equality Strategy and the Action Plans for the Prevention of GBV 2019-2022 and 2023-2026**. These

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<sup>37</sup> More information can be found here - [https://www.soc.cas.cz/sites/default/files/publikace/blanka\\_nyklova\\_dana\\_moree\\_-\\_nasili\\_na\\_zenach\\_v\\_souvislosti\\_s\\_covid-19.pdf](https://www.soc.cas.cz/sites/default/files/publikace/blanka_nyklova_dana_moree_-_nasili_na_zenach_v_souvislosti_s_covid-19.pdf) (in Czech).

focus on prevention, protection, and support for survivors. Key priorities have included legislative reforms, public awareness campaigns, and the enhancement of support services.

In 2020, Czechia undertook several specific actions to combat GBV. One significant measure was the **allocation of funds to enhance the capacity of intervention centres**,<sup>38</sup> which in the monitored period recorded a notable increase in the number of cases handled. Specifically, these centres saw a **30-40% rise in reported incidents**, highlighting the critical need for their services.<sup>39</sup> In response to the COVID-19 pandemic measures, the Police of the Czech Republic issued an instruction in March 2020 recommending officers to expel domestic violence perpetrators under quarantine if there was an immediate threat to the health and life of the survivor. The support system for survivors remained accessible during the restrictive measures, such as a 24/7 hotline for survivors of domestic violence, 26 centres for survivors of domestic violence, and 3 specialised shelters for women and survivors of domestic violence. Moreover, public awareness campaigns were intensified, focusing on the signs of domestic and gender-based violence and encouraging people to report such incidents, even during the ongoing pandemic. These campaigns reached a wide audience through various media platforms, resulting in greater public awareness and engagement.

In 2021, key initiatives included the **opening of five new centres for survivors of domestic violence**.<sup>40</sup> Among these was the country's first-ever specialised centre for survivors of sexual violence – a project, funded by Norwegian grants, providing comprehensive services including legal, psychological, and social support.<sup>41</sup> Furthermore, **an amendment to the Survivors of Crime Act was approved in 2021**. This amendment expanded the definition of particularly vulnerable survivors to include survivors of rape, abuse of a ward and abuse of a cohabitant, i.e. survivors of crimes related to domestic and sexual violence. Law enforcement authorities will thus automatically have to treat these survivors more sensitively. The law also provides the right to prevent any contact by the perpetrator during court proceedings.

Moreover, the Office of the Government of the Czech Republic published a sociological survey on sexual harassment in public transport.<sup>42</sup> The findings show that **one in three women and one in ten men have experienced sexual harassment in public transport**. 18% of people feel unsafe due to sexual harassment while using public transport, with slightly fewer (14%) feeling this way during the pandemic. To improve safety, 66% of respondents suggest emergency buttons, 54% recommend increased police presence, and 48% advocate for training drivers and conductors to handle sexual harassment cases.

In 2022, gender-based violence in academic settings became a significant public issue in Czechia. Universities and research institutions began addressing this problem more thoroughly due to **several serious cases of sexual harassment and violence reported between 2021 and 2022, involving both students and staff**. Additionally, the Police of the Czech Republic trained over 9,000 officers on issues related to survivors of crime, domestic violence, and gender-based violence.<sup>43</sup> Training sessions organised by the Office of the Government of the Czech Republic further educated over 200 police officers on domestic and sexual violence, including its presence in cyberspace. Furthermore, in response to the Russian

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<sup>38</sup> More information can be found here – <https://www.eeagrants.cz/en/programmes/human-rights/approved-projects> (in English).

<sup>39</sup> Ibid.

<sup>40</sup> More information can be found here – <https://www.eeagrants.cz/en/programmes/human-rights/approved-projects> (in English).

<sup>41</sup> More information can be found here – <https://www.eeagrants.cz/cs/programy/lidska-prava/schvalene-projekty/centrum-pro-obeti-sexualniho-nasili-3820> (in Czech).

<sup>42</sup> More information can be found here – [https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt\\_OPZ/Vystupy\\_projektu/Sex--obtezovani-v-doprave\\_final\\_WEB\\_1.pdf](https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/Sex--obtezovani-v-doprave_final_WEB_1.pdf) (in Czech).

<sup>43</sup> More information can be found here – [https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava\\_2022\\_AP\\_DGPN.pdf](https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_2022_AP_DGPN.pdf) (in Czech).

aggression against Ukraine, emergency grant calls have been launched to address the impact of the arrivals of Ukrainian temporary protection holders. The projects focus on reducing domestic violence, addressing gender inequalities related to poverty risk, and preventing and combating domestic and gender-based violence, particularly for refugee women who are in vulnerable positions and at risk of such violence.

During its presidency of the Council of the European Union in 2022, Czechia organised a conference on gender-based violence in cyberspace, bringing attention to this particular issue. The main priorities of the Czech presidency included the prevention of domestic and gender-based violence and the economic empowerment of women, as outlined in the Trio Presidency Declaration on Gender Equality.<sup>44</sup> Furthermore, Czechia made a significant progress in negotiating the **EU's accession to the Council of Europe Convention on preventing and combating violence against women and domestic violence**, and in drafting a **directive on combating violence against women and domestic violence**.

In 2023, the Ministry of the Interior provided financial support for projects aimed at preventing and eliminating domestic violence through therapeutic interventions for perpetrators, allocating CZK 2 million for these initiatives. Additionally, efforts were supported to manage the impact of the arrival of temporary protection holders from Ukraine by funding further projects. The Ministry of the Interior supported the continuous operation and funding of crisis and assistance hotlines, dedicating nearly CZK 2 million to maintain these services.

In June 2023, the Czech **Government approved a proposal to ratify the Council of Europe Convention on preventing and combating violence against women and domestic violence** and subsequently called on the Czech Parliament to discuss it. In January 2024, the Senate of the Czech Parliament considered the Convention but **did not approve its ratification**. A recent significant development pertaining to GBV in Czechia is the amendment of **the definition of rape in the Czech Penal Code**. The definition has been changed from forced to non-consensual sexual intercourse, recognising the complexity of rape and aiming to enable survivors to seek justice more effectively. The new law also stipulates that any sexual act with a child under 12 years old constitutes rape. This change will come into effect in January 2025.

#### 17. In the past five years, what strategies has Czechia used to prevent gender-based violence?

As previously mentioned, the main strategic document outlining Czechia's actions to address GBV is the **Gender Equality Strategy**. This strategy dedicates a chapter called Safety, detailing the key measures that need to be adopted at the state level to improve the situation. In accordance with the measures defined by the Gender Equality Strategy, the Government also adopted **the Action Plan for the Prevention of GBV for 2019-2022**<sup>45</sup>, which was later followed by **the Action Plan for the Prevention of GBV for 2023-2026**<sup>46</sup>. The Action Plans expand upon the Government Strategies and have proven to be an important step towards the prevention of domestic and gender-based violence.

The Action Plan for the Prevention of GBV for 2019-2022 was the third strategic document of the Czech Government devoted to the prevention of domestic and gender-based violence. The objective was to empower survivors and streamline the mechanisms of prevention.

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<sup>44</sup> More information can be found here – [https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/trio-presidency-declaration-on-gender-equality-france-the-czech-republic-and-sweden-2022-2023\\_1.pdf](https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/trio-presidency-declaration-on-gender-equality-france-the-czech-republic-and-sweden-2022-2023_1.pdf) (in English).

<sup>45</sup> More information can be found here – <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP-Prevention-DGBV-2019.pdf> (in English).

<sup>46</sup> More information can be found here – [https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP\\_DGPN-2023\\_final.pdf](https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP_DGPN-2023_final.pdf) (in Czech).

The Action Plan for the Prevention of GBV for 2019-2022 contained a total of 24 measures and was divided into 3 strategic areas:

1. Prevention of domestic and gender-based violence;
2. Protection of and support for persons affected by domestic and gender-based violence (including children);
3. Providing access to justice for all persons affected by domestic and gender-based violence.

The principal measures of the Action Plan for the Prevention of GBV for 2019-2022 included ensuring specialised services that are accessible to persons threatened by domestic and gender-based violence and their children (safe houses, crisis beds, crisis telephone helplines etc.); ensuring availability of programmes for working with perpetrators; establishing specialised services for survivors of sexual violence; and educating professionals that most commonly come into contact with vulnerable persons.

This was followed by the consequent Action Plan for the Prevention of GBV for 2023-2026. The Action Plan focuses mainly on domestic violence, but also on other forms of gender-based violence that include rape, sexual abuse and stalking. Studies show that people at risk of domestic and gender-based violence are predominantly women; the Action Plan for the Prevention of GBV for 2023-2026 is therefore based on a gender-specific approach to these forms of violence. It recognises the gender-specific needs of women and men both as persons at risk and as perpetrators of violence. In implementing the various measures of the Action Plan for the Prevention of GBV for 2023-2026, **intersectional approach is given to the position of persons facing multiple forms of discrimination**, most notably persons with a disability, older people, foreign nationals, unhoused, members of the Roma population, and other vulnerable persons. The Action Plan for the Prevention of GBV for 2023-2026 contains a total of 22 measures and is divided into 3 strategic areas:

1. Prevention of domestic and gender-based violence;
2. Protection and support of survivors of domestic and gender-based violence;
3. Systemic approach to addressing gender-based and domestic violence and ensuring access to justice for all survivors of these forms of violence.

The aim of the Action Plan for the Prevention of GBV for 2023-2026 is to **cover all forms of domestic and gender-based violence, regardless of the gender of the person at risk of these forms of violence**. The implementation of the measures set out in the Action Plan for the Prevention of GBV for 2023-2026 contributes to improving the situation of all survivors (men, women, children, seniors and other groups).

18. In the past five years, what actions has Czechia taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

The Gender Equality Strategy emphasises the importance of **addressing cybercrime as a significant aspect of GBV**, advocating for enhanced legal frameworks and support systems for survivors. The Gender Equality Strategy identifies several areas of focus, including the integration of gender-based violence topics into the educational system to raise awareness and prevent such incidents from occurring. This includes enhancing the competence of the Police of the Czech Republic to intervene in cases of cyber violence and hate content online. Ongoing public awareness campaigns aim to inform about the dangers and opportunities of

social media, with a specific emphasis on preventing cyberbullying and online gender-based violence. These campaigns also address the needs of vulnerable groups. Additionally, the Gender Equality Strategy highlights the importance of **specialised support services for survivors**, such as safe shelters and online counselling, ensuring that help is accessible even during crises like the COVID-19 pandemic. Data collection and research on gender inequalities in cyberspace are also prioritised to improve the situation.

Both Action Plans for the Prevention of GBV (i.e., 2019-2022 and 2023-2026) outline specific measures to improve the detection, prevention, and prosecution of cybercrimes, including specialised training for law enforcement and awareness campaigns. In March 2021, the Office of the Government of the Czech Republic established a **Working Group to prepare police training on preventing cyber violence and GBV, including sexist online hate speech**. In 2022, the Czech Government organised over 130 workshops on preventing sexual violence and gender-based cyber violence for primary and secondary schools, involving over 2,000 students. In 2023, the Ministry of the Interior organised a series of training sessions aimed at enhancing the competence of the Police of the Czech Republic in **recognising various forms of gender-based cyber violence**. Throughout 2023, the Czech Police prevention officers conducted a total of 4,132 events on the topic of digital security, reaching a total of 192,020 individuals.

In May 2023, the Office of the Government completed an analysis of online sexism and sexist hate speech<sup>47</sup>, revealing that 27% of women and 12% of men reported receiving unsolicited sexually explicit messages or images. Women were also more frequently solicited for intimate photographs or videos and faced unpleasant flattery and internet stalking at higher rates. Specifically, 24% of women compared to 7% of men were solicited for intimate materials, and 13% of women versus 6% of men experienced internet stalking. Additionally, 12% of women and 4% of men were offered financial rewards for sharing intimate materials or sexual content, while 9% of women and 2% of men encountered attempts at physical contact by strangers online.

The Action Plan for the Prevention of GBV for 2023-2026 sets out policy measures to raise awareness about gender-based cyber violence at schools. The measures also aim to provide a continuous operation of the existing free helpline for survivors of crime and domestic violence. Overall, it aims to strengthen a sensitive approach to survivors of domestic and gender-based violence, including new forms of violence (e.g., cyberstalking). This includes the revision of existing legislation concerning the provision of internet services to address issues of gender-based cyber violence and sexual violence on the internet. The Ministry of the Interior also introduced the **Crime Prevention Strategy in the Czech Republic for 2022 to 2027**<sup>48</sup>, which aims to actively, systematically, and in a coordinated manner strengthen the prevention of cybercrime and provide assistance and support to survivors in cyberspace.

#### 19. In the past five years, what measures has Czechia taken to resource women's organisations working to prevent and respond to GBV?

In the past five years, Czechia has undertaken several measures to support women's organisations in preventing and responding to gender-based violence. These efforts are defined within the Gender Equality Strategy and the Action Plans for the Prevention of GBV for 2019 – 2022 and 2023 – 2026, which are implemented through various grant programs and initiatives.

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<sup>47</sup> More information can be found here - <https://www.tojrovnost.cz/wp-content/uploads/2024/04/Analyza-vyskytu-online-sexismu-a-sexisticke-hate-speech.pdf> (in Czech).

<sup>48</sup> More information can be found here - <https://www.mvcr.cz/clanek/strategie-prevence-kriminality-v-ceske-republice-na-leta-2022-az-2027.aspx> (in Czech).

The Gender Equality Strategy and both Action Plans for the Prevention of GBV are implemented through the grant programme **Support for Publicly Beneficial Activities in the Field of Gender Equality** of the Office of the Government of the Czech Republic. Established in 2015, this grant programme is designed to support the activities of non-Governmental organisations (NGOs) that facilitate the implementation of Gender Equality Strategy, the Action Plan for the Prevention of GBV for 2019–2022, and other strategic documents related to gender equality. The annual allocation for the programme from 2020 ranges from CZK 4 to 4.5 million.

Activities working to prevent and respond to GBV are also supported by the **Family Grant Programme** of the Ministry of Labour and Social Affairs. One of the priorities of the programme is to support activities that focus on educational activities related to domestic and gender-based violence, enhance the availability of specialised support services for children in connection with the detection of family violence within the framework of social and legal child protection, and work with perpetrators of violence to prevent the recurrence of such behaviour. In 2023, four projects focusing on domestic and GBV were funded with a total of CZK 3,517,782.

Through the **Prevention of Socially Pathological Phenomena Grant Programme**, the Ministry of the Interior supports the implementation of therapeutic or resocialisation programmes for individuals who use violence and those struggling with aggression in interpersonal relationships, the development of a systemic framework for programmes working with these individuals, educational activities for the involved entities, and the promotion and awareness of these activities. In 2023, eight projects received funding of CZK 2 million. Additionally, a special call was issued to address the impacts of the refugee crisis caused by the Russian aggression against Ukraine, resulting in the support of two projects with a total funding of CZK 564,960.

Ministry of Justice introduced the **Development of Probation and Resocialization Programmes for Adult Offenders** that run from 2018. Among the supported programmes, there have been several aimed at individual or group work with perpetrators of violence. These programmes also involve other parties, such as family members. Activities focus on raising awareness of the consequences of one's criminal behaviour and its impact on affected individuals, accepting responsibility for the committed crime, understanding the causes of their unlawful actions. The annual allocation ranges from CZK 1,8 million to 2 million.

Moreover, the Ministry of Finance served as the intermediary for the **Human Rights, Roma Inclusion, and Domestic and Gender-based Violence programme** within the present period of the EEA and Norway Grants in Czechia. As part of this programme, a specific measure on prevention of GBV was included in the Action Plan for the Prevention of GBV for 2019–2022. This measure provided financial support for awareness-raising activities carried out by civil society organisations. The programme supported survivors and witnesses of domestic and gender-based violence, particularly children and vulnerable groups, including migrants and Roma women. It also addressed new forms of gender-based violence, such as online harassment, bullying, and stalking. The financial support of the grant was awarded to 12 projects, amounting to approximately CZK 44.8 million.<sup>49</sup>

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<sup>49</sup> The final list of supported projects is available here: <https://www.eeagrants.cz/en/programmes/human-rights/news/2022/final-results-for-call-organisation-of-a-4046> (in English). Information on each of the supported projects, including the grant amount awarded, is available here <https://www.eeagrants.cz/en/programmes/human-rights/approved-projects> (in English).

20. In the past five years, what actions has Czechia taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?

In recent years, there has been growing attention to gender equality in the media. The media shape public opinion and can be crucial in safeguarding human rights and basic democratic values. However, they can also perpetuate and reinforce gender stereotypes. **The Gender Equality Strategy outlines several measures to tackle prevailing sexism in the media.** Specifically, there are measures aimed at reducing the level of tolerance for sexism in society and strengthening mechanisms for the prevention and elimination of sexist content in the public domain. These measures reflect the Recommendation CM/Rec(2019)1 of the Committee of Ministers to member States on preventing and combating sexism (Council of Europe)<sup>50</sup>. The supported activities outlined in the Gender Equality Strategy include assisting supervisory bodies in their efforts to eliminate sexist advertising, informing the general public about how to submit complaints regarding sexist advertising content, and raising awareness about the importance of non-sexist content in the media and public domain.

The main problems are the underrepresentation of women in media management and supervisory roles, the lack of women's participation in creating media content, the perpetuation of gender stereotypes, and the insufficient use of women as experts. The Gender Equality Strategy aims to **enhance the visibility of women in media, promote balanced representation, and address prevailing gender stereotypes.** Specific goals include increasing the proportion of women in decision-making positions, supporting the production of gender-sensitive content, and ensuring equal opportunities for women as experts and leaders in the media sector.

In 2023, leading Czech female journalists and other women from the media founded the association **Women in Media**. Throughout the year, they carried out a number of activities, including a roundtable on the Representation of Women in Media in the Czech Senate and a meeting of editors-in-chief of leading Czech media on the position of female journalists in newsrooms. They also conducted a survey titled "Being a Journalist in Czechia",<sup>51</sup> which revealed that almost the entire journalistic community has encountered derogatory jokes, mockery, insults, and name-calling during their careers. About half have experienced threats of physical violence, and one in ten have encountered physical assault. Three-quarters of female journalists and one in six male journalists have faced sexual harassment. Topics that provoke the most attacks and threats include migration, feminism, human rights, discrimination, and social issues.

21. In the past five years, what actions has Czechia taken specifically tailored to address violence against marginalized groups of women and girls?

Czechia has undertaken several actions tailored to address violence against marginalised groups of women and girls, particularly focusing on the Roma community, women with disabilities and refugees.

**The aforementioned Strategy for Roma Equality, Inclusion, and Participation** aims, among other things, to reverse the negative trends in the situation of the Roma in Czechia, particularly in the areas of education, housing, employment and health. The Strategy for Roma Equality, Inclusion, and Participation includes specific measures to support Roma women and

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<sup>50</sup> More information can be found here – <https://rm.coe.int/168093b26a> (in English).

<sup>51</sup> More information can be found here – <https://www.zenyvmediich.cz/clanky/blog-post-title-one-zte2k-mhnbh-nhbqz> (in Czech).

promote gender equality, addressing domestic and gender-based violence by providing specialised support services.

Moreover, one of the strategic measures is to **improve Roma women's access to quality healthcare and social services**, with an emphasis on culturally sensitive practices to rebuild trust. This mostly derives from **the past practice of women's sterilisations carried out contrary to the law**.<sup>52</sup> The Office of the Public Defender of Rights, the Government Council for Human Rights, and the CEDAW regarded as necessary to carry out a thorough and independent survey on the illegal sterilisation practices and also to introduce an efficient mechanism for indemnification of the sterilised women. Additionally, one of the measures in the Strategy for Roma Equality, Inclusion, and Participation is to conduct applied research to address multiple discrimination faced by Roma women, aiming to overcome the lack of data that hinders the production, implementation, and evaluation of effective measures.

On 1 January 2022, Act No. 297/2021 Coll. came into effect, providing **a one-time monetary compensation to individuals sterilised in violation of the law**. Survivors who were involuntarily sterilised between 1966 and 2012 are entitled to compensation of CZK 300,000, and they can apply for it within 3 years from the effective date of the act. As of 10 November 2023, 1519 applications were submitted; 785 applications are being processed, 500 applications were granted, 107 cases were dismissed and 178 applications were rejected. In 2021, the **Working Group on Roma Women's Issues** was established, among other things, to monitor the practical implementation of Act No. 297/2021 Coll., on the provision of a lump sum of money to persons sterilised in violation of the law and on the amendment of certain related acts (see question 24 for further details).

In 2024, the Office of the Government announced a grant call for NGOs whose activities complement fieldwork, social programs, and social services, specifically those aimed at **assisting with applications for a one-time monetary compensation for individuals sterilized unlawfully** according to Act No. 297/2021 Coll., on the provision of a one-time monetary compensation to persons sterilized unlawfully and on amendments to certain related laws, and other related activities. The maximum possible grant amount for a single project is set at CZK 600,000.

In 2020, the **National Plan for the Promotion of Equal Opportunities for Persons with Disabilities 2021–2025**<sup>53</sup> was approved under the Resolution of the Government of the Czech Republic No. 761 of 20 July 2020. The Plan includes measures that tackle violence and abuse of persons with disabilities, focusing on those who face multiple forms of discrimination, including women and girls with disabilities. In this regard, the National Plan for the Promotion of Equal Opportunities for Persons with Disabilities 2021–2025 is intertwined with the Action Plan for the Prevention of GBV for 2019-2022, aiming for more thorough prevention and more accessible assistance for survivors. The position of persons facing multiple forms of discrimination, including those with disabilities, is taken into account. One of its objectives addresses the prevention of violence against persons with disabilities, emphasising the need for increased attention to be paid to these individuals within the assistance system. Other measures also focus on prevention and raising awareness for persons with disabilities, who are often more vulnerable and defenceless against abuse.

In 2020, the Government also adopted **Social Inclusion Strategy 2021–2030**<sup>54</sup>. The Strategy advocates for functional systems of social inclusion at local and regional levels to address high

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<sup>52</sup> More information can be found here – <https://www.osce.org/files/f/documents/3/b/288606.pdf> (in English).

<sup>53</sup> More information can be found here - [https://vlada.gov.cz/assets/ppov/vvozp/dokumenty/National-Plan-for-the-Promotion-of-Equal-Opportunities-for-Persons-with-Disabilities-2021\\_2025.pdf](https://vlada.gov.cz/assets/ppov/vvozp/dokumenty/National-Plan-for-the-Promotion-of-Equal-Opportunities-for-Persons-with-Disabilities-2021_2025.pdf) (in English).

<sup>54</sup> More information can be found here - <https://www.mpsv.cz/documents/20142/225517/Social+Inclusion+strategy+2021-2030.pdf/29e5f2c9-3894-6bf5-61ba-ca60ed6fd618> (in English).

concentrations of socially excluded localities. It includes efforts to support community life and volunteer involvement to reduce social tensions and create safe environments, which are crucial for protecting marginalised women and girls from violence. Moreover, the Strategy addresses structural discrimination and the need to change societal, economic, and political settings to eliminate any forms of discrimination. This includes tackling structural antigypsyism and segregation, which disproportionately affect marginalised groups of women.

In response to Russia's aggression against Ukraine, Czechia provided temporary protection to a significant number of **Ukrainian citizens**, with women and children constituting approximately 70% of this population. Recognising the heightened risk of domestic and sexual violence faced by these individuals, Czechia has implemented measures to support their safety and well-being. The Government has focused on overcoming language barriers, increasing awareness of rights, and addressing social isolation, which impede access to assistance. Additionally, Czechia has facilitated access to social services, healthcare, and legal support tailored to the needs of Ukrainian women. In 2023, the Inter-Ministerial Working Group on the Women, Peace and Security Agenda has put forward several recommendations for national-level governmental institutions involved in implementing the agenda amidst the impacts of the Russia's aggression against Ukraine. These recommendations include integrating the women, peace and security Agenda and its core principles into international negotiations at the EU, NATO, UN, OSCE, and other organisations, as well as in bilateral engagements with Ukraine. Furthermore, they advocate for preparing the groundwork to involve women in peace talks and to support their meaningful participation in inclusive processes towards post-war arrangements. In collaboration with NATO and the EU, efforts are aimed at addressing and preventing gender-focused disinformation, particularly those linked to the conflict in Ukraine and propagated by Russia. Additionally, there is a call to consistently apply the principles of the women, peace and security Agenda in supporting the rights and status of women, including LGBTQIA+ rights, and in bolstering the activities of women's organisations. Lastly, local NGOs documenting war crimes and crimes against humanity, including instances of sexual violence, are also to be supported.

## Participation, accountability and gender-responsive institutions

### 22. In the past five years, what actions and measures has Czechia to promote women's participation in public life and decision-making?

Balanced representation of women in public life and decision-making remains a challenge, but there are some positive developments here as well. In 2021, elections to the Chamber of Deputies were held. 31.6% of the candidates were women, and the proportion of women elected increased to 25.5% (from 22% in the previous period) – **the highest-ever representation of women among both candidates and those elected**. 9 women MPs were elected based on preferential voting. Women won 566,000 more preferential votes in the 2021 election than in the previous election (1,215,951 preferential votes in total – an increase of 87%). The campaign of the civil initiative “**Circle a Woman**” encouraged voters to give preferential votes to women, reaching more than one million people. As of October 2022, 26% of the MPs in the Chamber of Deputies were women (due to the resignation of a male MP who was replaced by a female MP).

With the new composition of the Chamber of Deputies, its leadership changed relatively significantly. Compared to the previous electoral period (2017–2021), during which neither the position of the Speaker nor the five Vice-Speakers was filled by a woman, there are currently two women among the five Vice-Speakers of the Chamber of Deputies. Similarly, **the position of the Speaker is held by a woman**. However, regarding the leadership of the Chamber of Deputies' bodies, the situation has not changed significantly. Although women made up 26% of the MPs in 2023, only four of the 18 committees of the Chamber of Deputies are chaired by women. Of the 14 commissions, three are chaired by women. Women chaired six of the 18 committees and one of the 16 commissions in the previous electoral period.

One of the most important events of 2023 was the election of the President of the Czech Republic. The first round of the election took place on 13 and 14 January 2023. Eight candidates ran in this round, including **one female candidate** - Danuše Nerudová, an economist and university lecturer who served as rector of Mendel University in Brno from 2018 to 2022. She received a total of 777,080 votes in the first round of the presidential elections in Czechia in 2023, which represents 13.92% of the total number of votes. She came in third place. Her candidacy and her support for gender issues in the election campaign also brought the greatest media interest to date in the area of gender equality in the presidential campaign.

The Gender Equality Strategy addresses increasing the representation of women in decision-making (not only in public authorities, national and local Government, but also in the management of companies) and in politics. The chapter on **Decision-Making** contains 2 strategic objectives, 9 specific objectives, and 34 measures. One strategic objective focuses particularly on support of women in politics, the other on increasing the number of women in decision-making.

The implementation of the Gender Equality Strategy's measure that focuses on drafting alternative legislative measures to **promote balanced representation of women and men in politics** began in 2021. An expert working group was established to discuss the possibility of introducing rules for the representation of women and men on candidate lists. Moreover, a seminar “Chile's experience with gender quotas on candidate lists” was organised by the Department and the Embassy of the Republic of Chile in September 2021. The alternative solutions for legislative measures to promote gender balance in politics should be prepared in the near future. Subsequently, the proposal on the most appropriate measure to promote gender balance on candidate lists should be submitted.

23. In the past five years, what actions has Czechia taken to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

In the public media, **men still dominate most decision-making positions**, and the percentage of women in public media leadership is less than 26%. Public media directors are exclusively male, and it has never been otherwise. In the broader management of the Czech Television editorial offices, there were nine women and 27 men, in the Czech Radio there are six women and 17 men, and in the Czech News Agency, there were three women and 16 men in 2023.

The four media councils (the Council for Radio and Television Broadcasting, the Czech Television Council, the Czech Radio Council, and the Czech News Agency Council) had a total of 40 members, of whom only seven were women. Thus, not even a fifth of them (less than 18 percent) were women.

Of the twelve councillors of the Central Council for Radio and Television Broadcasting, three are women (as of 30 March 2024), including Marta Smolíková, chairwoman of the Czech Women's Lobby and vice-chairwoman of the Government Council for Gender Equality. The prestigious posts of permanent foreign correspondents at Czech Television were held by 10 men and one woman (plus nine cameramen), and at Czech Radio by eight men and four women.

24. Please describe Czechia’s current national women’s machinery (Government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that Czechia taken over the past five years to establish and/or strengthen it.

In the past thirty years, the institutional settings of the gender equality agenda have undergone multiple developments. However, there have been no significant changes in the last five years, and the institutional machinery for coordinating and promoting gender equality has remained stable.

At level of the Government, the **Prime Minister** is responsible for the agenda of gender equality. The role of the Government Commissioner is to develop long-term frameworks for human rights protection at the national level, prepare proposals for individual measures and initiatives, and monitor and evaluate materials of legislative and non-legislative nature concerning human rights. Since July 2018, therefore, the gender equality agenda is being coordinated by the Government Commissioner and presented to the Government by the Prime Minister. The change of Government brought by the 2021 parliamentary elections did not bring a change in institutional arrangements. However, new prime minister Petr Fiala was appointed, and the new Government has appointed Klára Šimáčková Laurenčíková as the Government Commissioner for Human Rights.

The gender equality coordinator at the central level is the **Gender Equality Department** (hereinafter also the “Department”), which has been located at the Office of the Government of the Czech Republic since 2015, having previously been a part of the Ministry of Labour and Social Affairs as the Unit for Equal Opportunities for Women and Men (hereinafter also the “Unit for Equal Opportunities”).<sup>55</sup> As noted in the previous report, the transformation of the Unit for Equal Opportunities into the Department in 2017 has been a highly positive development, as it emphasises the cross-sectional character of the agenda and its importance.

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<sup>55</sup> In Czechia, central bodies of state administration are divided into sections. Sections are further divided into departments, and departments are divided into units.

As of 1 January 2024, the Department had 12 permanent employees and up to 10 part-time employees, including its director, and consists of two units: the Unit of the Secretariat of the Government Council for Gender Equality, and the Unit of Cross-cutting Agendas. The Department serves as the secretariat of the Government Council for Gender Equality, a permanent advisory body to the Government of the Czech Republic on gender equality issues. The Department is responsible for coordinating the implementation of the Gender Equality Strategy 2021-2030, which was approved by the Government of the Czech Republic by Resolution No. 269 of 8 March 2021, and is currently monitoring its implementation. The Department's educational activities include, for example, awareness-raising in schools aimed at improving the prevention of sexual violence among young people and coordinating education in gender mainstreaming among state employees. The Department also evaluates the implementation of Czechia's national and international commitments in the area of gender equality.

A permanent advisory body to the Czech Government on gender equality is the **Government Council for Equality for Gender Equality** (hereinafter also the "Council"). The Council was established by the Resolution of the Government of the Czech Republic No. 1033 of 10 October 2001 and is made up of representatives of ministries (deputy ministers or state secretaries), trade unions and employers, NGOs, academia, and other experts.<sup>56</sup> As it follows from the statute of the Council, the Council is chaired by a member of the Czech Government who oversees the gender equality agenda (currently the Prime Minister).

In 2022, a new term of office of the Council started in accordance with Article 3(9) of the Council Statute due to the end of the term of office of the Andrej Babiš Government. At the same time, on 18 May 2022, the Statute of the Council was amended, in particular, to increase the number of members of the Council to 42, to include representatives of the new ministries, as well as representatives of the public from non-governmental non-profit organisations active in the field of gender equality and experts active in the field of gender equality.

The Council usually meets three or four times a year. Information on the Council's activities is available to the public on the website of the Office of the Government.<sup>57</sup> The Council does not have the power to investigate complaints from citizens about violations of the principles of gender equality. Organisational, professional and administrative work and the publication of information on the work of the Council is carried out by the Secretariat of the Council (the Department for Gender Equality), which is organisationally part of the Office of the Government.

The Council has four advisory committees and four working groups, namely the Committee on the Institutional Framework for Equality of Women and Men (hereinafter also the "Institutional Committee"), the Committee for Balanced Representation of Women and Men in Politics and Decision-making (hereinafter also the "Balanced Representation Committee"), the Committee for the Reconciliation of Work, Private and Family Life (hereinafter also the "Reconciliation Committee"), the Prevention of Violence Committee", the Working Group on Men and Gender Equality (hereinafter also the "Men Working Group"), the Working Group on Obstetrics and Midwifery (hereinafter also the "Obstetrics Working Group"), the Working Group on the Subsidy Programme Supporting Public Benefit Activities in the Field of Gender Equality, and Working Group on Roma Women's Issues.

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<sup>56</sup> An up-to-date list of the current members of the Government Council for Gender Equality is available on-line at: [http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/clenky\\_a\\_clenove/clenky-a-clenove-rady-vlady-pro-rovne-prilezitosti-zen-a-muzu-123042/](http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/clenky_a_clenove/clenky-a-clenove-rady-vlady-pro-rovne-prilezitosti-zen-a-muzu-123042/) (in Czech).

<sup>57</sup> More information can be found here – <https://vlada.gov.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/rada-vlady-pro-rovnost-zen-a-muzu-121632/> (in Czech).

At its meeting on 24 July 2020, the Government Council on Gender Equality recommended to the Chair of the Council the establishment of a working group to look at the gender equality implications of the spread of COVID-19 on an ongoing basis. The abolition of the Task Force was pursuant to Resolution No. 1/2022 of the Government Council for Gender Equality of 7 June 2022. The working group had the following to address and comment on the measures taken in relation to COVID-19 not only from a human rights perspective, but particularly from the perspective of the impact on the lives of women and men.

In 2021, the Working Group on Roma Women's Issues was established by a decision of the President of the Government Council for Gender Equality the basis of Council Resolution No 17/2021 of 5 November 2021. The Working Group is an advisory and working body of the Council, whose task is to focus on the specifics of inequalities of Roma women in the implementation of the Strategy for Gender Equality 2021-2030. The tasks of the Working Group include identifying the specific impacts of gender inequalities on Roma women, including the impacts of measures related to the COVID-19 diseases. Developing recommendations for strengthening the representation of Roma women in decision-making or advisory positions at the municipal level. The working group also monitors the practical implementation of Act No. 297/2021 Coll., on the provision of a lump sum of money to persons sterilised in violation of the law and on the amendment of certain related acts.

The committees and working groups are working bodies of the Council that have been established in order to provide a deeper understanding of gender equality issues. It is crucial to note that the Council and its committees and working groups have been active throughout the monitored period and have regularly passed motions. The Department serves as the secretariat of the Council and its committees and working groups.

25. In the past five years, what other mechanisms and tools has Czechia used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organisations)

The basic permanent mechanisms and tools used to mainstream gender equality across sectors are **gender focal points** in the Executive, the Government Council for Gender Equality, and the role of the Commissioner for Human Rights and the Gender Equality Department in the legislative process.

Under the Resolution of the Government of the Czech Republic No. 464 of 20 April 2005, **coordinators of equal opportunities for women and men** (hereinafter also the "gender focal points") **have been established within all ministries**. The role of gender focal points is to oversee the gender equality agenda and implement gender mainstreaming within their given ministry. In order to unify the role of gender focal points, the Office of the Government issued the **Position of Resort Coordinators on Gender Equality Standard**<sup>58</sup> (hereinafter also the "Gender Focal Points Standard"), which establishes the placement of coordinators within the resort structure, their duties and powers, and the qualifications and requirements for the position. The Coordinators on Gender Equality Standard was adopted under the Resolution of the Government of the Czech Republic No. 347 of 30 May 2018. Currently, the Gender Equality Strategy calls for one full time position for gender focal point at each ministry.

The Czech Government Resolution No. 964, dated 20 July 2009, approved the Updated Measures of the Priorities and Procedures of the Government in Promoting Equal Opportunities for Women and Men. This resolution obliges all members of the Government to

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<sup>58</sup> More information can be found here – [https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt\\_OPZ/Vystupy\\_projektu/Standard-pozice-GFP\\_2.pdf](https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/Standard-pozice-GFP_2.pdf) (in Czech).

establish a "**Working Group on Equal Opportunities for Women and Men**" to address gender equality issues within their respective ministries. Additionally, Government Resolution No. 931, dated 12 November 2014, instructed members of the Government to ensure compliance with the **Minimum Standard**, which includes the obligation to organise working group meetings at least four times a year at respective ministries.

As mentioned above, the **Government Council for Gender Equality** includes representatives of ministries and other Government bodies, as well as representatives of NGOs and academia. The Council thus serves as a focal point for inter-ministerial discussion and dialogue among the representatives of ministries and the non-Governmental sector.

According to the rules governing ministries and the Government in preparing draft laws and other regulations, the ministry preparing the proposal must make **an assessment of the current situation and the impact of the proposed solution in relation to the prohibition of discrimination and in relation to gender equality (Gender Impact Assessment)**; the assessment must include an explanation of the reasons for any differences, expected impacts, or expected developments, using statistical and other data, if available.

In the context of the inter-ministerial comment procedure, the body with responsibility for gender equality (currently the Commissioner for Human Rights and the Gender Equality Department) also assesses the draft legislation from the point of view of evaluating the current situation and the impact of the proposed solution in relation to gender equality. The process is similar for major Government documents, such as Government strategies. This ensures that gender equality is considered throughout the policy-making process.

The Gender Equality Department of the Office of the Government provides regular courses to improve the quality of the impact and support those involved in the assessment process for legislative and non-legislative materials submitted to the Government on gender equality. To this end, the Methodology for Assessing the Impact on Gender Equality for Materials Submitted to the Government of the Czech Republic<sup>59</sup> has also been issued. The Gender Equality Department is also regularly analysing the impact of the Methodology.

26. If there is a national human rights institution in Czechia, what measures has it taken to address violations of women's rights and promote gender equality?

In Czechia, the national human rights institution has not yet been established and accredited. However, in April 2024 the Government adopted a bill which extends the competencies of the Public Defender of Rights (hereinafter also referred to as the "Ombudsperson") in accordance with the Paris Principles, i.e. Principles relating to the Status of National Institutions. The Bill is currently being discussed in the Chamber of Deputies of the Czech Parliament.

Since 1 December 2009, the Ombudsperson has been acting as an equality body. Persons who believe they are victims of gender discrimination (including pregnancy, parenthood, and gender identity) may contact the Ombudsperson with their complaint. In justified cases, the Ombudsperson provides methodological assistance in filing a motion to initiate proceedings on the grounds of discrimination. Furthermore, concerning discrimination, the Ombudsperson has the power to review the activities of both administrative authorities and private individuals to ensure the effective application of the right to equal treatment.

The Ombudsperson receives an average of 400 complaints alleging discrimination on various grounds, including gender, per year. They assess each individual case and explain what the person is entitled to. In addition, the information from complaints helps the Ombudsperson to

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<sup>59</sup> More information can be found here – [https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Metodika\\_GIA\\_verze\\_1-2\\_grafika.pdf](https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Metodika_GIA_verze_1-2_grafika.pdf) (in Czech).

propose changes to legislation, plan research or bring new topics for discussion with public authorities.

In 2020, the Public Defender of Rights conducted research on the Czech courts' decisions on discrimination suits 2015–2019. The number of lawsuits has increased compared to the period 2010–2014.<sup>60</sup> While 56 lawsuits were filed between 2010 and 2014, there were 90 lawsuits between 2015 and 2019. Sex was the third most frequent discriminatory ground in 2015–2019 (18 lawsuits). Of these, fifteen concerned labour and employment.

In 2022, the Ombudsperson published a guide of recommendations for working parents entitled: **Parenting and discrimination at work: a practical guide for parents on their right to equal treatment in the labour market**. The handbook is available in Czech and English.

In April 2024, the Ombudsperson held a roundtable with representatives of NGOs to share their experiences of helping victims of discrimination. The participants in the roundtable from among NGO workers discussed, for example, the possibilities of proving discrimination. They mentioned the lack of evidence of discriminatory acts that take place without witnesses. This happens, for example, in meetings at the authorities or at work. Often aid organisations cannot afford to employ lawyers to deal with cases of unequal treatment. It is in such cases that they can work with an Ombudsperson to whom they can refer their clients' cases.

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<sup>60</sup> More information can be found here – [https://www.ochrance.cz/uploads-import/DISKRIMINACE/Vyzkum/2020-vyzkum\\_judikatura-DIS.pdf](https://www.ochrance.cz/uploads-import/DISKRIMINACE/Vyzkum/2020-vyzkum_judikatura-DIS.pdf) (in Czech).

## Peaceful and inclusive societies

27. In the past five years, what actions has Czechia taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

In November 2020, the Government of the Czech Republic adopted in Resolution of the Government No. 1218 of 23 November 2020 the second **National Action Plan of the Czech Republic for the Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security and Related Resolutions 2021-2025** (hereinafter also the "NAP WPS 2021-2025").<sup>61</sup> The aim of the NAP WPS 2021-2025 is to ensure that the Czechia's efforts and activities in the realm of peace and security adequately reflect the current needs, priorities, and rights of both women and men, both domestically and globally. To this end, a set of specific measures has been devised, organised around four fundamental strategic goals, which are interconnected and mutually reinforcing, as defined by Czechia on the basis of the core pillars of the WPS Agenda:

1. Strengthening the participation and leadership of women in all areas related to peace and security;
2. Systematically enhancing the integration of gender issues into all aspects of peace and security;
3. Actively contributing to conflict prevention by supporting women's rights and gender equality;
4. Providing and supporting adequate development and transformational cooperation, as well as humanitarian aid, to address the needs of women and girls.

The NAP WPS 2021-2025 consists of specific, measurable, attainable and time-bound measures with assigned indicators relevant to the strategic goals. The Ministry of Foreign Affairs implements the NAP WPS 2021-2025 in coordination with the Office of the Government, the Ministry of the Interior, the Ministry of Defence, and the Ministry of Justice, with contributions from non-Governmental organisations and the academic sector. These stakeholders meet regularly through the Inter-Ministerial Working Group established in 2021. Progress is monitored annually through implementation reports and continuously evaluated during the meetings of the inter-ministerial working group.

The NAP WPS 2021-2025 also mandates the responsible ministries to collect data and conduct gender analysis, including the monitoring and ongoing assessment of women's representation in sectors relevant to peace and security. The successful implementation of the WPS Agenda is also tied to the Czechia's commitment to consistently advocate for "gender equality and women empowerment (including sexual and reproductive health and rights), both in international fora and through external actions.

In 2021, the first wave of the COVID-19 pandemic significantly impacted the implementation of the NAP WPS 2021-2025. Some activities, particularly educational ones based on personal interactions, were postponed.

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<sup>61</sup> More information can be found here – [https://mzv.gov.cz/jnp/en/foreign\\_relations/women\\_peace\\_and\\_security/index.html](https://mzv.gov.cz/jnp/en/foreign_relations/women_peace_and_security/index.html) (in English).

In 2022, the implementation of the NAP WPS 2021-2025 continued to be influenced by the pandemic. The Russian aggression against Ukraine prompted the inter-ministerial working group to adopt recommendations reflecting the conflict's impact on the WPS Agenda's implementation in Czechia and to integrate aspects of the WPS Agenda into measures taken in support of Ukraine.<sup>62</sup> For instance, the Ministry of the Interior implemented targeted training programs to enhance the capacity of staff dealing with the arrival of Ukrainian citizens and integrated gender-sensitive approaches to better support women and girls affected by the conflict. Additionally, the Czech Government intensified efforts to enhance cooperation with international organisations and other countries to better address the needs arising from the ongoing conflict, specifically to provide support to those fleeing the war and those who had found refuge in Czechia.

In 2023, Czechia collaborated on initiatives related to the WPS agenda with international partners, such as Jordan, Armenia, and Canada. For instance, activities related to WPS were included in the bilateral cooperation plan with Jordan for 2024. In its support for Ukraine throughout 2023, Czechia placed significant emphasis on embedding the principles of the WPS agenda. This included addressing critical issues such as gender-based violence, ensuring access to reproductive health services, and recognising the vital role of women in the processes of post-conflict reconstruction.

28. In the past five years, what actions has Czechia taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

One of the strategic objectives of the NAP WPS 2021-2025 is to support participation and leadership of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response. Czechia collects and regularly assesses gender-disaggregated data on leadership position selection processes in peace and security-related sectors. In 2023, an internal survey was conducted to determine the motivations and barriers for women and youth in relation to working in the Army of the Czech Republic and the Police of the Czech Republic, along with a survey aimed at mapping the motivations of women to engage in foreign missions. In 2022, principles and standards for implementing gender equality were introduced in development cooperation and humanitarian aid programmes and projects, taking into account national and international commitments to gender equality.

29. In the last five years, what actions has Czechia taken to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

Czechia ratified the Rome Statute in 2009. The Czech Penal Code covers crimes against humanity, peace and war crimes.

30. In the last five years, what actions has Czechia taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

Children are often treated as a homogeneous group in statistics. There have not been any major long-term data collection that would divide the group by sex and paid attention to the

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<sup>62</sup> More information can be found here - [https://mzv.gov.cz/public/3e/cc/ac/5152870\\_3084908\\_Implementacni\\_zprava\\_2022.docx](https://mzv.gov.cz/public/3e/cc/ac/5152870_3084908_Implementacni_zprava_2022.docx) (in Czech).

unique requirements of girls and boys. As such, drawing conclusions on the gender-specific experiences of children in Czechia proves to be difficult.

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

A 2022 research revealed a significantly higher interest in pursuing higher education among girls and students from advantaged socio-economic backgrounds compared to boys and students from disadvantaged backgrounds, despite having the same level of tested knowledge. Boys exhibited lower aspirations and motivation for further education. Girls and women constitute nearly 60% of students in grammar schools and university graduates. They also form the majority of all types of secondary and tertiary education, except for secondary schools with apprenticeship certificate. Differences in results of girl and boy students are also reflected in the international PISA 2022 study. For instance, the gender gap in mathematical literacy was significant. In comparison to the PISA 2018 study, girls' mathematical literacy declined more than boys' (14 points in comparison to 11 points). However, when comparing data in the long term, boys scores decreased by an average of 14 points, compared to 10-point decrease for girls. Boys also scored lower in reading literacy. There was no statistically significant difference between boys and girls in scientific literacy.

Czechoslovakia ratified the UN Convention on the Rights of Child in 1991. Its three optional protocols – the Optional Protocol to the Convention of the Rights of the Child on the Involvement of Children in Armed Conflict, the Optional Protocol to the Convention of the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography, and the Optional Protocol to the Convention of the Rights of the Child on a Communication Procedure – were ratified by the Czech Republic in 2002, 2013, and 2015, respectively. Under the Resolution of the Government of the Czech Republic No. 375 of 21 May 2014, the **Committee for the Rights of Child** was established within the Office of the Government. The Committee for the Rights of Child is a permanent committee of the Council for Human Rights.

In 2018, Czechia submitted the Combined fifth and sixth periodic reports under article 44 of the UN Convention on the Rights of Child.<sup>63</sup> The Committee on the Rights of the Child discussed the report in 2021 because of the COVID-19 pandemic.<sup>64</sup> Several issues related to the Czechia's National Strategy for the Protection of Children's Rights were flagged, especially in relation to broader harmonisation and obstacles to legal reform, with Committee Experts also expressing concerns about investigations of child sexual abuse cases and institutionalisation. Committee Experts welcomed the new information on legislation in the Czechia's opening statement, especially around the National Strategy for the Protection of Children's Rights. The Committee had recommended a comprehensive review of all legislation related to children, in a bid to improve harmonisation.

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<sup>63</sup> More information can be found here – [https://tbinternet.ohchr.org/\\_layouts/15/treatybodyexternal/Download.aspx?symbolno=CRC/C/CZE/5-6&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CRC/C/CZE/5-6&Lang=en) (in English).

<sup>64</sup> More information can be found here – [https://vlada.gov.cz/assets/ppov/rlp/vybory/pro-prava-ditete/ze-zasedani-vyboru/CRC-CO-5\\_6-G2129372-final.pdf](https://vlada.gov.cz/assets/ppov/rlp/vybory/pro-prava-ditete/ze-zasedani-vyboru/CRC-CO-5_6-G2129372-final.pdf) (in English).

In 2020, the Czech Government adopted **Strategy for the Protection of Children's Rights 2021-2029**<sup>65</sup>, aiming to improve the fragmented child protection system. This was followed by an **Action Plan 2021-2024 for the Implementation of the Strategy for the Protection of Children's Rights**.<sup>66</sup> The Strategy aims to establish a system that ensures the consistent protection of all rights and the fulfilment of all needs of every child. This system is intended to support the enhancement of the quality of life for children and families, eliminate discrimination and unequal treatment of children, and promote the comprehensive development of the child within their natural family environment or, if necessary, within a substitute family environment. Crucially, this strategy emphasises the participation of children in decision-making processes that directly affect them.

In April 2024, Czechia took a significant step towards establishing the position of **Public Defender for Child**. The Government approved a draft amendment to the Public Defender of Rights Act, proposed by the Minister for Legislation and submitted it to the Chamber of Deputies. Czechia currently remains one of the last EU countries without a public defender for child, a position crucial for strengthening legal protection for children. The proposed legislation outlines the status of the position, its authority and powers, and suggests a dual ombudsperson model within the existing Public Defender of Rights Office. Candidates for the role must be over 35, with a legal background and at least five years of experience in child rights protection or advocacy. This new role includes the authority to intervene in specific cases concerning children's rights and responsibilities for educational and awareness activities.

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<sup>65</sup> More information can be found here – [https://www.mpsv.cz/documents/20142/225508/NARODNI+STRATEGIE+OCHRANY+PRAV+DETI+2021\\_2029\\_FINAL.pdf/4d20b44e-a8c5-6882-d46f-a8d0fb7695d5](https://www.mpsv.cz/documents/20142/225508/NARODNI+STRATEGIE+OCHRANY+PRAV+DETI+2021_2029_FINAL.pdf/4d20b44e-a8c5-6882-d46f-a8d0fb7695d5) (in Czech).

<sup>66</sup> More information can be found here – <https://www.mpsv.cz/documents/20142/225508/l.+ak%C4%8Dn%C3%AD+pl%C3%A1n+k+napln%C4%9Bn%C3%AD+N%C3%A1rodn%C3%AD+strategie+ochrany+pr%C3%A1v+d%C4%9Bt%C3%AD+2021-2029.pdf/de3e928c-595b-5640-d229-455dd118d785> (in Czech).

## Environmental conservation, protection and rehabilitation

31. In the past five years, what actions has Czechia taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

The **Strategy on Adaptation to Climate Change in the Czech Republic**<sup>67</sup> is designed to comprehensively address climate change and mitigate its diverse impacts with a focus on adaptation. Central to this strategy is the incorporation of measures that recognise the varying adaptive capacities of all societal groups, ensuring that gender equality is considered. The Strategy emphasises that effective climate action must take into account the distinct vulnerabilities and adaptive needs across different segments of society, whether these pertain to gender disparities, susceptibility to energy poverty, or other socio-economic factors. Incorporating a just and inclusive approach, the Strategy underscores the importance of addressing the specific needs of marginalised and vulnerable groups, ensuring that no one is left behind in the transition towards a more resilient future. By prioritising equitable adaptation measures, the Strategy aims to create a framework where all individuals, regardless of gender, income level, or social status, can contribute to and benefit from climate resilience efforts.

The **Czech Republic's National Energy and Climate Plan**<sup>68</sup> (hereinafter also as the “NECP”) has been meticulously revised, in alignment with the stipulations of Regulation (EU) 2018/1999 of the European Parliament. This critical update, completed in 2023, delineates Czechia's strategic contributions towards the European Union's ambitious climate and energy objectives. These objectives encompass the substantial reduction of emissions, an increased adoption of renewable energy sources, and enhanced energy efficiency measures. Central to this updated plan is the commitment to climate justice, particularly through the principle of a just transition. The plan prioritises the establishment and support of energy communities, ensuring a participatory approach to energy management and climate action. Furthermore, the NECP underscores the principle of equal opportunities, emphasising the creation of inclusive employment opportunities and the promotion of gender equality. It is designed to address the needs and perspectives of all households, with a specific focus on supporting low-income families. This holistic approach ensures that the benefits of the energy transition are shared equitably across society, fostering a fair and sustainable future for all.

The **Strategic Framework Czech Republic 2030**<sup>69</sup> outlines a comprehensive vision for the long-term development of Czech society, aiming to enhance the quality of life for all inhabitants while respecting natural limits. Rooted in a thorough structural analysis of current conditions and trends, this framework sets forth strategic and specific objectives for the nation to achieve by 2030. Key suggestions within the framework include strengthening local communities to bolster resilience to climate change and promoting gender equality. By focusing on these areas, the framework underscores the importance of inclusive and sustainable development, ensuring that all societal groups benefit equitably from progress and resilience-building efforts. In addition, the Ministry of the Environment commissioned an analysis in 2024 on the differential health and social impacts of adverse environmental conditions on women and men. This initiative reflects an ongoing commitment to understanding and addressing gender-specific challenges within environmental policies, ensuring that the needs and perspectives of all societal groups are considered in the country's climate action strategies.

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<sup>67</sup> More information can be found here - [https://www.mzp.cz/C1257458002F0DC7/cz/zmena\\_klimatu\\_adaptacni\\_strategie/\\$FILE/OEOK\\_Narodni\\_adaptacni\\_strategie-aktualizace\\_20212610.pdf](https://www.mzp.cz/C1257458002F0DC7/cz/zmena_klimatu_adaptacni_strategie/$FILE/OEOK_Narodni_adaptacni_strategie-aktualizace_20212610.pdf) (in Czech).

<sup>68</sup> More information can be found here - [https://commission.europa.eu/system/files/2023-10/Czech%20Draft%20Updated%20NECP%202021%202030\\_en.pdf](https://commission.europa.eu/system/files/2023-10/Czech%20Draft%20Updated%20NECP%202021%202030_en.pdf) (in English).

<sup>69</sup> More information can be found here [https://vlada.gov.cz/assets/ppov/udrzitelny-rozvoj/projekt-OPZ/Strategic\\_Framework\\_CZ2030.pdf](https://vlada.gov.cz/assets/ppov/udrzitelny-rozvoj/projekt-OPZ/Strategic_Framework_CZ2030.pdf) (in English).

32. In the past five years, what actions has Czechia taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

Cooperation between the Ministry of Environment and the Gender Equality Department of the Office of the Government contributes to strengthening gender mainstreaming in these areas. Since climate policies belong to one of the most discussed topics among EU Member States in relation to **the Fit for 55 package**, Czechia is involved in sharing examples of good practice among EU Member States. Filling out the gap in the availability of gender-segregated data on climate and environmental impacts is seen as a prerequisite for gender-sensitive policies, strategies, and programmes.

Funding activities concerning gender perspectives in environmental policies is challenging, largely due to limited financial and other resources. Similarly, incorporating gender-related initiatives into the Czech context faces obstacles, mainly because of a shortage of resources. Nevertheless, in recent years, there has been an effort to link gender and climate issues. Through materials such as the **Gender Equality Strategy** and the **Operational Programme Environment**, Czechia is fostering a more inclusive approach to disaster risk reduction and environmental and climate resilience, ensuring that gender perspectives are integral to all climate action strategies.

The Gender Equality Strategy mandates that all ministries, including the Ministry of the Environment, should undergo training to ensure gender equality and to mainstream gender equality into their policies and strategies. The strategy **aims to mainstream gender equality into environmental and transport policy agendas**, focusing on increasing expert knowledge of the gendered impacts of climate change. It emphasises incorporating gender equality into the formulation and implementation of policies related to environmental protection and applying it as a cross-cutting principle in subsidy programmes and the Operational Programme Environment. Overall, the Gender Equality Strategy includes activities to strengthen expert knowledge of gender-sensitive approaches to climate change impacts.

The **Operational Programme Environment 2021-2027**<sup>70</sup> (hereinafter also referred to as the “OPE”) represents Czechia's commitment to safeguarding and enhancing environmental quality for all its citizens, including women, while transitioning towards a circular economy and promoting the efficient use of resources. At its core, the OPE aims to mitigate the adverse impacts of human activities on the environment and climate, thereby contributing to broader environmental and climate solutions both within Europe and globally. Central to the OPE's objectives is the promotion of energy efficiency and the reduction of greenhouse gas emissions, aligning Czechia with European Union goals for sustainable development and climate action.

While specific initiatives for gender equality, inclusion, and non-discrimination are not explicitly outlined in the OPE's objectives, it upholds horizontal principles, including gender equality, throughout its support conditions and project selection processes. For instance, in initiatives like replacing non-compliant combustion sources, priority is given to households below a specified income decile or identified through consultations with the social sector, aiming to address economic disparities and support disadvantaged households, including through gender-sensitive criteria. Moreover, effective communication strategies under the programme aim to eliminate gender stereotypes related to the environment, enhancing inclusivity and promoting a more equitable environmental discourse in Czechia.

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<sup>70</sup> More information can be found here: <https://opzp.cz/about-the-programme> (in English)

Czechia continues to advance in disaster risk reduction and the enhancement of environmental and climate resilience through several key initiatives. One such initiative is the update of the strategic document, **Climate Protection Policy of the Czech Republic**. This updated policy specifically addresses gender inequalities in the impacts of climate change, while aiming to increase expert understanding of these impacts within the context of gender dynamics. The final version of the document is set to be adopted by the Government in 2024.

Additionally, the **Czech Social Climate Plan** is currently under preparation and is to be submitted to the European Commission by June 2025. This plan serves as the framework for allocating funds from the Social Climate Fund, established by the European Parliament and Council of the EU in 2023. The fund is designed to mitigate social impacts arising from the inclusion of buildings and road transport in emissions trading schemes, supporting vulnerable households, transport users, and micro-enterprises. Czechia anticipates receiving approximately CZK 50 billion from this fund. Representatives of the Gender Equality Department of the Office of the Government are involved in the work of working groups on the Social Climate Plan preparation to ensure gender sensitivity of proposed measures and investments.

## SECTION FOUR: National institutions and processes

33. Please describe Czechia's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

The Gender Equality Strategies are government documents implementing gender equality policy in Czechia, aimed at providing a framework for public administration measures that will contribute to achieving gender equality. The **Gender Equality Strategy** was adopted by Resolution of the Government No 269 of 8 March 2021. It is a follow-up to the Gender Equality Strategy 2014–2020, which was adopted by Resolution of the Government of the Czech Republic No 931 of 12 November 2014.

In 2024, an update of the Gender Equality Strategy is being prepared. A draft of this update was discussed by the Government Council for Gender Equality on 8 April 2024. The draft will be submitted to the Government for approval.

The Gender Equality Strategy is the second framework government document for implementing gender equality policy in Czechia. An integral part of the Gender Equality Strategy is its link to policies implemented or coordinated at the EU level. The Gender Equality Strategy is also closely linked to international human rights obligations, and it builds on some of the recommendations of international organisations. It also builds on other international documents and recommendations, including the targets under SDG 5 of the 2030 Agenda for Sustainable Development.

The financing for the Gender Equality Strategy's measures is ensured primarily from the European Social Fund+ (especially Operational Programme Employment+) and the EEA and Norway Grants. However, the Gender Equality Strategy also contains measures directly impacting the state budget – mainly measures concerning the allocation increase of some existing grant programmes.

As previously mentioned, the **Gender Equality Strategy is divided into eight thematic chapters**. The Work and Care chapter focuses primarily on eliminating gender inequalities in the labour market and the care of children or other dependent persons. The Decision-Making chapter addresses the low representation of women in politics and other decision-making positions of public interest. The Safety chapter addresses domestic and sexual violence and safety in public space, including cyberspace. The Health chapter focuses on gender inequalities in healthcare, including childbirth and postnatal care. Gender inequalities in education, science, and research are covered in the Knowledge chapter. The Society chapter focuses on eliminating gender stereotypes, reducing gender inequalities in the media and culture, and supporting the civil sector. The External Relations chapter focuses on gender equality in foreign policy. The last chapter, Institutions, aims to ensure sufficient capacity at the public administration level to promote gender equality effectively and implement the Gender Equality Strategy.

The Gender Equality Strategy takes into consideration an intersectional approach. Moreover, some measures of the Gender Equality Strategy are specifically targeted at particularly disadvantaged groups of women (e.g. women aged 65+, single mothers, or Roma women).

The Gender Equality Strategy is designed as an open strategy: the specific objectives may be followed by further sets of measures and action plans, both for sub-sectors and the regional dimension. Examples include the Action Plans for the Prevention of GBV for 2019–2022 and 2023–2026, Equal Pay Action Plan for 2023–2026 or the National Action Plan of the Czech Republic for the implementation of UN Security Council Resolution No 1325 (2000) on Women,

Peace, and Security and related resolutions for 2021–2025 was adopted by Resolution of the Government No 1218 of 23 November 2020.

The **Indicator System of the Strategy for Gender Equality for the years 2021-2030**<sup>71</sup> was prepared to accompany the Strategy and was submitted to the Government in June 2023. The aim of the Indicator System is to provide a comprehensive overview of developments in the field of gender equality, using statistical data on the position of women and men in Czech society. The Indicator System monitors progress in the area of gender equality within the framework of the objectives set out in the Strategy 2021-2030. The Indicator System thus complements the monitoring of the status of gender equality in Czechia, which is submitted to the Government of the Czech Republic annually in the framework of the Report on Gender Equality and the Report on the Implementation of the Strategy 2021-2030.

The Indicator System draws its data from national sources such as the Czech Statistical Office, the Office of Health Information and Statistics, or from the statistics of individual ministries, while also using international sources such as the European Institute for Gender Equality or Eurostat. Within the Indicator Set, regularly published data was used to the maximum extent possible, the development of which can be monitored in a time series and in international comparison. All indicators relevant to the objectives of the Gender Equality Strategy as defined by the Beijing Platform for Action have also been included. However, the nature of some of the objectives also requires the inclusion of new indicators or data published only irregularly.

The Indicator System contains a total of 139 indicators monitoring all the themes of the Gender Equality Strategy and is divided into the corresponding eight chapters. The preparation of the Indicator System was carried out in cooperation with experts on the individual areas of the Gender Equality Strategy and on the creation of indicators for the purpose of monitoring developments in these areas, both at national and international levels.

34. Please describe Czechia's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

Public administration activities in the area of gender equality are primarily realised through the activities of the individual bodies of the public administration, and current expenditures of the relevant body's budget are usually used for their financing. As part of the creation of the state budget, gender budgeting tools are currently not used.

One of the tasks of Gender Equality Strategy, therefore, requires that the Ministry of Finance and the Office of the Government conduct an analysis of the state budget in relation to gender equality and from the perspective of the possibility of applying the principle of gender budgeting. Recommendations of EIGE, OECD, and other international organisations should be taken into account. If necessary, the methodology of gender budgeting written in 2004 (including pilot and training in its use) should be updated.

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<sup>71</sup> More information can be found here – [https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/III\\_Indikatorova-soustava-Strategie-rovnos-ti-zen-a-muzu-na-leta--2021--2030.pdf](https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/III_Indikatorova-soustava-Strategie-rovnos-ti-zen-a-muzu-na-leta--2021--2030.pdf) (in Czech).

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

The main participatory mechanism is the **Government Council for Gender Equality** (described in question 24). The Council is made up of representatives of ministries (deputy ministers or state secretaries), trade unions and employers, NGOs, academia, and other experts. As follows from the statute of the Council, the Council is chaired by a member of the Czech Government who oversees the gender equality agenda (currently the Prime Minister). The Council usually meets three or four times a year. The Council has four advisory committees and four working groups (see question 24 for more details).

The Council has also long sought to increase the proportion of women in other advisory bodies for vulnerable groups and to strengthen cooperation with these bodies. These include the **Government Council for Roma Affairs** and the system of regional coordinators for Roma affairs, and the **Government Council for Human Rights** with its committees, particularly the Committee for Sexual Minorities, the Committee on the Rights of Foreigners, the Committee on the Rights of the Child, the Committee for Persons with Disabilities, the Committee for Fundamental Rights and Prevention of Discrimination, the Committee for Human Rights and Modern Technologies, the Committee for the Rights of People at Risk of Poverty, the Committee for Social Exclusion, the Committee for the Rights of Older People, and others.

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

The presented report is based on the activities of the Government Council for Gender Equality and its committees and working groups. It builds upon the annual reports on gender equality, which are discussed and approved by the Council and the Government, and motions, summary reports, analyses, and other documents, which were drafted and/or approved by the Council. The presented report was prepared by the Gender Equality Department of the Office of the Government. The report was sent for comments to the members of the Government Council for Gender Equality and its Committee on the Institutional Framework for Gender Equality and gender focal points. The consultation process therefore included relevant government and non-governmental stakeholders.

37. Please describe Czechia's action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women.

The Committee on the Elimination of Discrimination against Women considered the sixth periodic report of Czechia (CEDAW/C/CZE/6)<sup>72</sup> at its 1385th and 1386th meetings, on 23 February 2016. In March 2018, Czechia submitted written information in follow-up to the concluding observations on the sixth periodic report of Czechia on steps taken to implement the recommendations of the Committee on support for greater representation of women in politics, namely to amend its electoral law to implement the “zipper” system for election candidates (Recommendation No 23) and on coercive or non-consensual sterilisation, asking Czechia, inter alia, to establish an ex gratia compensation procedure for victims of coercive or non-consensual sterilisations (Recommendation No 29). Although little progress was achieved

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<sup>72</sup> More information can be found here – <https://documents.un.org/doc/undoc/gen/n14/666/35/pdf/n1466635.pdf?token=XOSw0oC6CSC0WBxlql&fe=true> (in English).

in 2018, when the written information was submitted, Recommendation No 29 was fulfilled later.

On 1 January 2022, Act No 297/2021 Coll., on the Provision of a Lump Sum of Money to Persons Sterilised in Violation of the Law, entered into force. Victims who were involuntarily sterilised between 1966 and 2012 are entitled to compensation of CZK 300,000. Applications can be submitted within 3 years from the Act's entry into force. As of 10 November 2023, 1519 applications were submitted; 785 applications are being processed, 500 applications were granted, 107 cases were dismissed and 178 applications were rejected.

In general, Czechia tries to integrate the recommendations into relevant strategic materials and action plans. **Czechia has submitted the seventh periodic report** under Article 18 of the Convention on the Elimination of Discrimination against Women and is awaiting its consideration.

Czechia's human rights record was examined by the UN Human Rights Council's **Universal Periodic Review Working Group** for the fourth time on Monday, 23 January 2023. Czechia submitted the report in 2022. The Human Rights Council adopted the Universal Periodic Review outcomes of Czechia on 6 July 2023. Out of the 242 recommendations received, 207 enjoyed the support of Czechia and 31 were noted. Additional clarification was provided on another four recommendations, indicating which parts of the recommendations were supported and which parts were noted.

Recommendations concerning gender equality were mainly related to ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (also known as the "Istanbul Convention"), its implementation in national law, changing the legal definition of rape so that it is based on the absence of consent, and making a deliberate and systematic effort to combat violence against women. Although Czechia has not yet ratified the Istanbul Convention, **a new definition of rape was adopted in 2024**. The new definition is based on the absence of consent. It defines rape as performing coitus or other sexual intercourse with another in a manner comparable to coitus against the known will of the other person.

## SECTION FIVE: Data and statistics

### 38. What are the most important areas in which Czechia has made the most progress over the past five years regarding gender statistics at the national level?

Czechia has made significant progress in gender statistics, particularly in three areas – domestic and gender-based violence, sexual harassment on public transport, and the gender pay gap.

In 2022, the Office of the Government prepared the **first statistical yearbook in the area of domestic and gender-based violence**,<sup>73</sup> which was created based on statistical data for the year 2021 provided by the Police Presidium of the Czech Republic, the Ministry of Justice, and the Ministry of Labour and Social Affairs. The task of preparing the yearbook stems from the strategic documents of the Office of the Government covering the area of domestic and gender-based violence: The Action Plans for the Prevention of GBV for 2019-2022 and 2023-2026 and the Gender Equality Strategy.

The dataset provided by the Police of the Czech Republic included data from the perspectives of the crimes, the persons prosecuted, and the objects of assault. All these views could be broken down by region and other socio-demographic indicators such as gender and age, but also in terms of the characteristics of the crime. For example, whether a weapon was used, whether addictive substances were used, or the definition of the relationship between the object of the assault and the offender. Data provided by the courts included information on convictions and sanctions imposed, with detailed disaggregation by several socio-demographic indicators. Data provided by the Authority for Social and Legal Protection of Children was an annual report on the performance of social protection of children and contained information on abused, abusers, and neglected children. In addition, there is a need to cultivate the necessity for data collection and analysis in areas such as violence in institutional care facilities, nursing homes, and even in relation to femicides. These are further areas where violence occurs, yet current data for these domains is lacking.

The Government emphasises ensuring systematic data collection, research, and analysis in the field of domestic and gender-based violence, since it is one of the measures included in the Action Plan for the Prevention of GBV for 2023–2026. Implementation of the Action Plan is monitored every year via reporting on the progress made.<sup>74</sup>

An example of mapping gaps in gender-desegregated data availability in Czechia is **research on the incidence of sexual harassment on public transport**,<sup>75</sup> which was conducted in 2021 for the Gender Equality Department of the Office of the Government by a social research agency within the framework of the Government Strategy for Gender Equality in the Czech Republic for 2014-2020. Special focus on gender-specific issues in transport was also supported by research initiated by the Ministry of Transport and carried out by the **Centre for Transport Research** in 2019,<sup>76</sup> which has also highlighted the different transport behaviours of men and women and the different levels of safety felt by women and men when travelling on public transport.

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<sup>73</sup> More information can be found here – [https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Statisticka\\_rocenka.pdf](https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Statisticka_rocenka.pdf) (in Czech).

<sup>74</sup> More information can be found here – <https://vlada.gov.cz/cz/-130347/> (in Czech).

<sup>75</sup> More information can be found here – [https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Sex-obtezovani-v-doprave\\_final\\_WEB.pdf](https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Sex-obtezovani-v-doprave_final_WEB.pdf) (in Czech).

<sup>76</sup> More information can be found here – [https://www.mdcr.cz/getattachment/Ministerstvo/Rovne-prilezitosti/Rovne-prilezitosti-na-Ministerstvu-dopravy-%E2%80%93-aktua/Zaverecna-zprava\\_Zeny-v-doprave.pdf.aspx?lang=cs-CZ](https://www.mdcr.cz/getattachment/Ministerstvo/Rovne-prilezitosti/Rovne-prilezitosti-na-Ministerstvu-dopravy-%E2%80%93-aktua/Zaverecna-zprava_Zeny-v-doprave.pdf.aspx?lang=cs-CZ) (in Czech).

The Government of the Czech Republic adopted by Resolution No 1097 of 21 December 2022 the aforementioned **Equal Pay Action Plan for 2023-2026** as the first separate strategic document addressing the gender pay gap. The Action Plan aims to set out the steps that will lead to the effective implementation of the principle of equal pay for equal work or work of equal value. Specifically, this means ensuring that non-discrimination and equal pay for women and men are enforced and respected in remuneration systems in companies and organisations. The Action Plan is divided into six strategic objectives that address the causes of gender pay inequalities. These are in the following areas: transparency of pay systems, equal pay controls, pay in public administration, reconciliation of work and personal life, training, and data disclosure.

Regarding the area of data disclosure, it describes the current challenges for data availability and the interconnection of data necessary for the effective measurement of the gender pay gap. To bridge these obstacles, the Action Plan lays down two measures - the establishment of an expert interdepartmental platform of experts dealing with the accessibility and quality of data for gender pay gap analysis and an increase in the accuracy of gender pay gap analysis outputs due to the possibility of more accurate identification of factors influencing the remuneration of individuals over time and in different areas. The progress in the implementation of the measures will be presented in an interim report by the Ministry of Labour and Social Affairs to the Government by 30 June 2025. Responsibility for the implementation and monitoring of the Action Plan falls to the Ministry of Labour and Social Affairs, which is responsible for most of the measures.

39. Over the next five years, what are Czechia's priorities for strengthening national gender statistics?

Priorities for strengthening national gender statistics are part of the **Gender Equality Strategy**, specifically in the area of the institutional framework for gender equality. The fourth strategic goal of the Institutions chapter focuses on the establishment of functional support structures for the public administration in the area of promoting gender equality. It includes two specific objectives.

The first priority is to ensure the **availability of gender-segregated data**. To systematically assess the data needs for the different areas of the Gender Equality Strategy, cooperation with ministries and relevant platforms, and mutual information on how to optimise data collection, provision, and publication is essential. Part of the measures included in this specific objective is the requirement to use/transfer good foreign practice and to create a gender equality index for Czechia (see question 33 for further details), which will serve to monitor progress in the field of gender equality and in the implementation of the Gender Equality Strategy. **Increasing the personal capacity of the Czech Statistical Office** to respond flexibly to the need for up-to-date data across different areas of the Gender Equality Strategy is also among the steps needed to fulfil the set goal.

The second priority is aimed at **strengthening the partnership between the state administration and scientific institutions**, and consequently the development of quality, evidence-based policies and practices in the field of gender equality. These priorities follow those included in the previous Gender Equality Strategy for 2014-2020 for the area of national gender statistics, namely optimisation and expansion of the system for collecting statistical data in the field of gender equality (first priority) and systematic use of sex-segregated statistical data as a basis for evaluation and decision-making on the revision of all public policies and the preparation of strategic documents (second priority).

#### 40. What gender-specific indicators has Czechia prioritized for monitoring progress on the SDGs?

Czechia selected 137 indicators for monitoring progress on the SDGs in 2017. The President of the Czech Statistical Office (CSO) was mandated by the Resolution of Government No 61 of 25 January 2016 to coordinate the indicators for the Agenda 2030. Following this resolution, **the assessment of the availability of data** in Czechia on selected indicators from the Global indicator framework for the Sustainable Development Goals and targets of the 2030 Agenda for Sustainable Development was conducted. The procedure chosen for the assessment of data availability in Czechia consisted of: 1. selection of indicators to be assessed (TIER I, II and multiple TIERS with metadata); 2. identification of stakeholders (CSO, other institutions); 3. contacting stakeholders with a request for a data availability assessment (including requested disaggregation); 4. quantification of available indicators. Indicators were selected based on their data availability and methodological maturity, i.e. they fall into TIER I, II and more TIERS and also include methodology.

As the described process of the preparation of the monitoring and reporting system on the SDGs document shows, **Czechia uses the global indicator framework to the greatest extent possible**. As a result, a national indicator set has been developed containing 192 indicators. These indicators primarily serve to measure progress at the level of specific objectives of the Czech Republic 2030 and have therefore been established with regard to the national context. The 2030 Agenda for Sustainable Development indicators are used to the maximum extent possible also for monitoring the goals at the national level.

The national indicator set is accessible online.<sup>77</sup> Czechia prioritised **at least 29 gender-specific indicators in various SDGs**. For example, for SDG 1 “Proportion of population living below the national poverty line, by sex and age”; for SDG 3 “Suicide mortality rate”, for SDG 4 “Proportion of population living below the national poverty line, by sex and age.” **Indicators are established on the criteria of sex, not gender**, since this information is not statistically collected in Czechia.

Regarding the challenges for collecting and compiling data on these indicators, the aforementioned assessment of data availability aimed to develop a national indicator set which would ensure a continuous, stable and reliable monitoring and reporting system on the progress. OECD indicated in its study “**Measuring Distance to SDG targets**”<sup>78</sup> that gaps in data availability can have more than a negligible impact on the level of uncertainty of the results of Czechia’s performance. More information on the implementation of measures leading to the achievement of the SDG can be found in the **2030 Agenda for Sustainable Development (SDGs) Implementation Report**,<sup>79</sup> adopted by the Resolution of Government No 67 of 25 January 2021. The first and last published report is based on the data from 2019. The next report should be published in 2024.

#### 41. Which data disaggregations are routinely provided by major surveys in Czechia?

In every 10 years, the Czech Statistical Office (hereinafter also referred to as “CSO”) conducts **a nationwide population and housing census**. The last census was carried out in 2021.<sup>80</sup> The Census is a global action coordinated by the UN, and its results are the richest source of

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<sup>77</sup> More information can be found here – <https://www.sdg-data.cz/en> (in English).

<sup>78</sup> More information can be found here – <https://www.oecd.org/wise/measuring-distance-to-the-SDG-targets-country-profile-The-Czech-Republic.pdf> (in English).

<sup>79</sup> More information can be found here – [https://www.cr2030.cz/zavazky/wp-content/uploads/sites/4/2021/01/Illd\\_materi%C3%A1l\\_Zpr%C3%A1va-Agenda-2030.pdf](https://www.cr2030.cz/zavazky/wp-content/uploads/sites/4/2021/01/Illd_materi%C3%A1l_Zpr%C3%A1va-Agenda-2030.pdf) (in Czech).

<sup>80</sup> More information can be found here – <https://scitani.gov.cz/home> (in English).

information about the population. The Census 2021 is administrated by the Czech Statistical Office on the basis of Act No. 332/2020 Coll., On the Census of Population, Housing and Dwellings in 2021.

Regarding disaggregation on the grounds of gender, the CSO has prepared since 2010 an annual publication called "**Focus on Women and Men**" where data classified by sex collected are presented.<sup>81</sup> Starting in 2024, the publication will be replaced by a sub-page on the CSO's official webpage dedicated to the topic of gender-disaggregated data. Available data is structured into eleven thematic groups, namely population, families and households, health, education, labour and earnings, social security, justice and crime, public life and decision-making, science, research and innovation, information society, and transport.

In 2023, the Office of the Government in cooperation with CSO published "**Women and Men in Czechia 2023**".<sup>82</sup> This publication, released every three years, aims to present selected gender statistics about Czech society in an easy-to-read format. The publication is organised into eight chapters, closely aligned with the Gender Equality Strategy, covering the following areas: Demographic Characteristics, Work and Care, Decision-Making, Safety, Health, Knowledge, Society, and External Relations.

The CSO conducts other regular surveys on households and individuals, for example "**Living Conditions Sample Survey**"<sup>83</sup> as a national version of the European Union – Statistics on Income and Living Conditions survey, which is carried out in all of the 27 Member States of the EU. Another example is the "**Labour Force Sample Survey**"<sup>84</sup> (hereinafter also referred to as "LFSS") to obtain regular information on the situation in the labour market enabling the analysis of the situation from various points of view, especially economic, social, and demographic ones. Thanks to data from the LFSS, the current employment structure by sex, age and qualification, industry and type of occupation of the interviewee is known. These surveys work with the disaggregations on the grounds of age, most frequent labour activity status (unemployed, retired, at work, etc.), type of household (number of adults and dependent children), marital status, or size of municipality.

Regarding the **monitoring of some gender indicators**, there are several barriers since they cannot be monitored annually and are dependent on ad-hoc sample surveys. Examples of these indicators include trade union officials by gender, senior members in national NGOs by gender and type of organisation, directors and editors-in-chief in television and radio, and editors-in-chief and editors in the press by gender; decision-making positions within the family by sex, childcare by sex of caregiver, childcare by time spent on care and sex, care for other dependents by sex of caregiver, and care for other dependents by time spent on care and sex; assessment of subjective health status by sex, alcohol consumption by regularity and quantity and sex, and regularity of exercise and recreational sports by sex; time spent in unpaid work by sex, leisure time by sex and time devoted to personal care by sex.

Other challenges in disaggregation include members of ethnic minorities by sex and age. The collection of these data is problematic for ethical reasons. Due to difficulties in capturing illegal migration, (illegal) border crossers by gender are not monitored.

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<sup>81</sup> More information can be found here – <https://www.czso.cz/csu/czso/focus-on-women-and-men-2023> (in English).

<sup>82</sup> More information can be found here – [https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/FINAL\\_ENG\\_ZaMvD23.pdf](https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/FINAL_ENG_ZaMvD23.pdf) (in English).

<sup>83</sup> More information can be found here – <https://www.czso.cz/csu/vykazy/the-sample-survey-within-the-programme-of-the-european-union-statistics-on-income-and-living-conditions-eu-silc> (in English).

<sup>84</sup> More information can be found here – <https://www.czso.cz/csu/vykazy/labour-force-sample-survey-lfs> (in English).

## SECTION SIX: Conclusion and next steps

The review process of the Beijing Declaration and Platform for Action in Czechia has highlighted notable progress in some areas of gender equality while revealing persistent challenges that require ongoing attention. Key achievements include a reduction in the gender pay gap and legislative amendments related to the domestic violence and on a redefinition of rape adopted by the Government. However, issues such as GBV, economic inequality, and underrepresentation in certain sectors remain pressing concerns. The review process underscores the importance of a comprehensive approach that integrates legal reforms, public awareness campaigns, support services, and a robust institutional framework to address the multifaceted challenges of gender equality effectively.

One of the critical lessons learned from the review process is the need for a robust institutional framework to support gender equality initiatives. This includes ensuring adequate funding, professional capacity, and legislative support to sustain progress. A key objective is to reinforce the coherence and functioning of the institutional structure for enforcing gender equality policy. The launch of the **Gender Equality Strategy** has been instrumental in setting clear objectives and measures across various sectors, highlighting the importance of a coordinated approach. Furthermore, the impact of crises such as the COVID-19 pandemic and Russia's aggression against Ukraine has demonstrated the necessity of resilience-building measures that specifically address the vulnerabilities of women and girls.

Moreover, a functional institutional structure will secure the enforcement of gender equality and gender mainstreaming. Strengthening the role of the **Government Council for Gender Equality** in monitoring the implementation of the Gender Equality Strategy, particularly through recommendations on priority areas and monitoring the real status of the implementation, is also crucial. Achieving a shift towards further funding of gender equality projects from the state budget is necessary to ensure the long-term sustainability of the agenda. Additionally, reinforcing the activities of the Office of the **Public Defender of Rights** and further supporting gender focal points is vital.

To accelerate the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda, Czechia has identified several priority actions as the next steps. These include strengthening legal protections against GBV, promoting gender balance in leadership roles, and working further on closing the gender pay gap. The Government's commitment to gender mainstreaming in all public policies and budgeting processes is crucial for fostering a sustainable impact. Additionally, enhancing data collection and analysis to produce gender-sensitive statistics will support evidence-based policymaking and ensure targeted interventions. Moreover, Czechia aims to intensify efforts towards gender equality by focusing on additional priority areas such as economic empowerment, education, and health. These actions align with the broader goals of the 2030 Agenda, ensuring that no one is left behind in the pursuit of sustainable and inclusive development.

By addressing the identified gaps and leveraging successful strategies, Czechia can make significant progress in achieving gender equality and empowering all women and men, girls and boys, in all their diversity. Continued commitment to priority actions, supported by a robust institutional framework and data-driven policies, will be essential in overcoming ongoing and future challenges.

## Appendices

### Online survey

2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in Czechia through laws, policies and/or programmes?

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- Changing discriminatory social norms and gender stereotypes
- Other (please specify) – Gender mainstreaming and strengthening institutional framework of gender equality.
- None of the above

3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

- Women and girls living in remote and rural areas
- Indigenous women and girls
- Women and girls marginalized on account of race, ethnicity and/or caste
- Religious minority women and girls
- Women and girls with disabilities
- Women and girls living with HIV/AIDS
- People with diverse sexual orientations, gender identities or expressions, or sex characteristics
- Younger women
- Older women
- Migrant women and girls
- Refugee and internally displaced women and girls
- Women and girls in humanitarian settings
- Other (please specify)
- None of the above

4. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

- COVID-19 and other pandemics
- Food and fuel crisis
- Debt crisis
- Armed conflict
- Climate crisis
- Care crisis
- Backlash on gender equality
- Other crises, please specify – Energy costs and inflation.
- None of the above

5. Over the next five years, what are the priorities for accelerating progress for women and girls in Czechia through laws, policies and/or programmes?

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Promoting gender equality as part of environmental sustainability, climate change adaptation and mitigation strategies
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing discriminatory social norms and gender stereotypes
- Other, please specify
- None of the above

6. Over the past five years, what actions has Czechia taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

- Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced / strengthened gender-responsive job creation and active labour market policies (e.g. education and training, skills, subsidies)

- Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other, please specify
- None of the above

7. In the past five years, what actions has Czechia taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable
- Expanded support for older persons, persons with disabilities and others needing intense forms of care
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other
- None of the above

8. In the past five years, what actions has Czechia taken to reduce the gender digital divide?

- Mainstreamed gender perspectives in national digital policies
- Introduced or strengthened programmes to provide universal meaningful connectivity for women and girls, especially for underserved areas
- Taken measures to remove the discriminatory barriers faced by women and girls to access, use and design digital tools (e.g. costs of devices and data, lack of skills, safety, restrictive social norms)
- Taken measures to support the creation and expansion of safe, affordable, accessible, relevant and inclusive public and private digital tools and services
- Introduced or strengthened programmes to increase the digital literacy and skills of women and girls
- Taken measures to promote gender-responsive STEM education
- Taken measures to create conditions for gender-responsive digital learning environments

- Applied gender-responsive and human rights-based standards for data collection, use, sharing, archiving and deletion
- Other, please specify
- None of the above

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

- YES
- NO

Have assessments on the impact of such austerity/fiscal consolidation measures on women and men, respectively, been conducted?

Other (please specify) – In May 2024, the Government Council for Gender Equality has adopted a resolution acknowledging that certain measures of the recovery package adopted earlier by the Government as part of the austerity measures may adversely affect gender equality. The Council recommended to conduct a comprehensive analysis of the recovery plan measures' impact on gender equality and non-discrimination after one year of implementation, including possible revisions based on the findings.

10. Over the last five years, what actions has Czechia taken to reduce/eradicate poverty among women and girls?

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship, access to markets, and business development activities
- Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty
- Other, please specify
- None of the above

11. Over the past five years, what actions has Czechia taken to improve access to social protection for women and girls?

- Introduced or strengthened cash transfers for families with children that prioritize women as recipients (e.g. child benefits, family allowances, conditional or unconditional cash transfers)
- Introduced or strengthened social protection for women of working age (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened social protection for older women (e.g. expansion of social pensions, moratoriums, inflation adjustment, introduction of pension credits for caregivers)
- Extended social protection to women in informal employment (e.g. subsidies for participation in contributory schemes; inclusion in non-contributory schemes)
- Improved access to social protection for other groups of marginalized women (please refer to groups listed under Q3)

- Other, please specify
- None of the above

You will also be asked about gender-responsive social protection innovations during the COVID-19 pandemic, with the following options to choose from:

- There was no significant social protection response to the COVID-19 pandemic.
- The social protection response to the pandemic was significant but did not spur any gender-responsive innovations.
- The social protection response to the pandemic spurred gender-responsive innovations, but measures were mainly short-term.
- The pandemic spurred gender-responsive innovations as well as longer-term transformations of social protection to strengthen women's income security.

12. Over the past five years, what actions has Czechia taken to improve health outcomes for women and girls?

- Promoted women's access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, maternal health and HIV services
- Promoted male involvement in sexual and reproductive health, including contraceptive uptake and responsible sexual behaviour
- Taken measures to support women's mental health, including access to specialized services and counselling
- Developed gender-sensitive approaches to the prevention and treatment of chronic and non-communicable diseases (e.g. cardiovascular disease, cancer, chronic respiratory disease, and diabetes)
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Taken action to expand access to health services for marginalized groups of women and girls (see list in Part Two: Priorities, achievements, challenges, and setbacks)
- Other, please specify
- None of the above

13. Over the past five years, what actions has Czechia taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

- Taken measures to increase girls' access to, retention in and completion of technical and vocational education and training (TVET) and skills development programmes
- Addressed barriers to successful school-to-work transitions for women and girls
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls
- Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy

- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Incorporated STEM education and/or measures to increase access to digital tools and competencies for adolescents and girls with a view to close the gender digital divide
- Other, please specify
- None of the above

15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has Czechia prioritized for action?

- Intimate partner violence, including sexual violence and marital rape
- Domestic violence committed by other family or household members
- Sexual harassment and violence in public places, educational settings and workplaces
- Violence against women and girls facilitated by technology (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)
- Femicide/Feminicide/gender-related killings of women and girls
- Gender-based violence against women in politics, including women's human rights defenders
- Gender-based violence in the media
- Gender-based violence in conflict-affected settings
- Child, early and forced marriages
- Female genital mutilation
- Trafficking in women and girls
- Other forms of violence or harmful practices (please specify)
- None of the above

16. Over the past five years, what actions has Czechia prioritized to address gender-based violence?

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

- None of the above

17. In the past five years, what strategies has Czechia used to prevent gender-based violence?

- Working with women, men, and couples to improve their skills in interpersonal communication, conflict management, and shared decision-making
- Empowering women and girls to promote their economic independence and access to resources, and promote equitable relations within households, communities and society
- Alleviating poverty through interventions targeted at women or the household
- Create safe environments including schools, workplaces, and public spaces
- Promoting non-violent family relationships and positive parenting practices
- Promoting positive gender-equitable attitudes, beliefs, values and norms, especially among men and boys
- Mobilizing community/faith/traditional leaders, politicians, opinion influencers, journalists, or media influencers (such as sport athletes or celebrities) to influence positive norms
- Raising public awareness to change attitudes and behaviours
- Promoting gender-egalitarian values in primary and secondary education, including through comprehensive sexuality education
- Other, please specify
- None of the above

18. In the past five years, what actions has Czechia taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- Introduced or strengthened legislation and regulatory provisions
- Collected data to better understand the magnitude of technology-facilitated violence, drivers and consequences
- Implemented awareness raising initiatives targeting the general public and education settings to sensitize young people, caregivers and educators to ethical and responsible online behaviour
- Worked with technology providers to introduce or strengthen human rights-based design, development and deployment approaches to address technology-facilitated gender-based violence
- Strengthen the capacity of Government actors for the development of policy and legislation, and their enforcement and implementation
- Other, please specify
- None of the above

20. In the past five years, what actions has Czechia taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?

- Enacted, strengthened, and enforced legal reforms to combat discrimination and/or gender bias in the media, including social media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct

- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media, including social media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other, please specify
- None of the above

21. In the past five years, what actions has Czechia taken specifically tailored to address violence against marginalized groups of women and girls?

- Women living in remote and rural areas
- Indigenous women
- Women marginalized on account of race, ethnicity and/or caste
- Religious minority women
- Women with disabilities
- Women living with HIV/AIDS
- People with diverse sexual orientations, gender identities or expressions, or sex characteristics
- Girls, adolescents, and younger women
- Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- Other, please specify
- None of the above

22. In the past five years, what actions and measures has Czechia to promote women's participation in public life and decision-making?

- Introduced temporary special measures, such as quotas, reserved seats, benchmarks and targets that promote women's participation in politics, especially at decision-making level
- Introduced or increased targets and benchmarks of legislative temporary special measures, such as quotas or reserved seats, to promote gender balance or gender parity in legislatures (aiming for 40 per cent or more of seats being occupied by women)
- Introduced whole-of-Government or ministerial Government gender parity laws or policies dictating that around half of decision-making positions are occupied by women
- Reinforced the adequate implementation of existing temporary special measures by boosting compliance mechanisms, including through the imposition of sanctions on political parties for non-compliance.
- Provided opportunities for capacity building and skills development, such as mentorship, training in leadership, decision-making, public speaking, self-assertion, and/or political campaigning for women candidates, elected or appointed politicians, parliamentary caucuses, and/or gender equality advocates
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics and public life

- Encouraged the equal political participation of all women, including young women and underrepresented groups like indigenous women, through capacity building, skills development, sensitization and mentorship programmes
- Strengthened civic space and protections for women's movements and women human rights defenders
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other, please specify
- None of the above

23. In the past five years, what actions has Czechia taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free Wi-Fi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Reinforced the adequate implementation of existing temporary special measures by boosting compliance mechanisms, including through the imposition of sanctions on political parties for non-compliance.
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organisations
- Other, please specify
- None of the above

24. What is the name of Czechia's current national machinery for gender equality and the empowerment of women?

Gender Equality Department, Office of the Government of the Czech Republic

First, you will be asked to choose among the following options with regards to the current location of the national women's machinery within Government:

- Ministerial level or equivalent whose head has full Government participation
- Entity ascribed directly to the Head of the Executive or entity whose head directly reports to the head of the Executive (e.g. offices ascribed to the presidential office, secretaries, national institutes, among others)
- Entity within a sectoral Ministry (e.g. sub-ministerial, under-secretary positions, institutes, councils and others)
- Entity below sub-Ministerial level (e.g. advisory or consultative commissions/ committees/ working groups in the Executive; Ombudsperson's and advocates offices; interdepartmental bodies/taskforces; decentralized mechanisms within the Executive at provincial/local level)
- Not applicable
- Other, please specify

Second, you will be asked whether the national women's machinery has adequate financial resources and staff capacity to fulfil its mandate (~~YES~~/NO) and to choose one of the following

statements to describe the evolution of the budget of the national women's machinery over the past five years:

- The budget of the national women's machinery has increased (as a proportion of overall Government spending)
- The budget of the national women's machinery has remained stable (as a proportion of overall Government spending)
- The budget of the national women's machinery has declined (as a proportion of overall Government spending)
- Not applicable
- Other, please specify: The budget was primarily financed through external sources, including the European Social Fund Plus and the Norway Grants.

Third, you will be asked to choose among the following options with regards to the guiding vision that best describes the current mandate of Czechia's national women's machinery's:

- Protecting families, women and children
- Promoting the wellbeing and rights of women and girls
- Ensuring gender equality is realized for all
- Not applicable
- Other, please specify

Finally, you will be asked about the number and names of programmes that the national women's machinery is directly responsible for implementing.

- 1) Implementation of the Gender Equality Strategy for 2021 – 2030
- 2) Implementation of the Action Plans for the Prevention of Domestic and Gender-based Violence for 2019-2022 and 2023-2026
- 3) Project Administration of "Implementation of the Government Strategy for Gender Equality in the Czech Republic for the Years 2014-2020 and Related Activities" under the European Social Fund
- 4) Project Administration of "Coordination of the Implementation of the Gender Equality Strategy for 2021-2030" under the European Social Fund Plus
- 5) Project Administration of "Strengthening Capacities and Methodological Support in the Prevention of Domestic and Gender-Based Violence" under the EEA and Norway Grants
- 6) Administration of the Office of the Government of the Czech Republic's grant programme "Support for Publicly Beneficial Activities in the Field of Gender Equality"

26. Is there a national human rights institution in Czechia?

- YES
- NO

Does the national human rights institution have a specific mandate to focus on gender equality or discrimination based on sex/gender?

- YES
- NO
- Not applicable

27. In the past five years, what actions has Czechia taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other, please specify
- None of the above

28. In the past five years, what actions has Czechia taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements at all levels
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Adopted gender-responsive approaches to the prevention and resolution of armed or other conflict
- Adopted gender-responsive approaches to humanitarian action and crisis response
- Protected civil society spaces and women's human rights defenders
- Developed, adopted and / or implemented a high impact National Action Plan on 1325
- Other, please specify
- None of the above

29. In the last five years, what actions has Czechia taken to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

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

- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other, please specify
- None of the above

30. In the last five years, what actions has Czechia taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

- Taken measures to combat discriminatory social norms and practices and increased awareness of the needs and potential of girl children
- Strengthened girls' access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices such as child, early and forced marriage and female genital mutilation
- Implemented policies and programmes to eradicate child labour and to recognize, reduce and redistribute unpaid care and domestic work undertaken by girl children
- Promoted girls' awareness of and participation in social, economic and political life
- Incorporated STEM education / closure of gender digital divide in access to digital tools and competencies for girls
- Other, please specify
- None of the above

31. In the past five years, what actions has Czechia taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

- Supported women's participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women's access to and control over land, water, energy, and other natural resources
- Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-resilient agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
- Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other, please specify
- None of the above

32. In the past five years, what actions has Czechia taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

- Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate and environmental resilience policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of climate change, environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction and building climate and environmental resilience (e.g. disaster laws addressing vulnerability of women in disaster)
- Other (please specify)
- None of the above

33. Please describe Czechia's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5. If YES, you will be asked if the gender equality strategy or action plan been costed and have sufficient resources been allocated to its achievement in the current budget.

- YES
- NO

Has the gender equality strategy or action plan been costed and have sufficient resources been allocated to its achievement in the current budget? NO.

34. Please describe Czechia's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

- YES
- NO

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

- YES
- NO
- Not applicable

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

- YES
- NO

- 
- Civil society organisations
  - Women's rights organisations
  - Youth-led organisations
  - Academia and think tanks
  - Faith-based organisations
  - Parliaments/parliamentary committees
  - Private sector
  - United Nations system
  - Not applicable
  - Other actors, please specify
  - None of the above

You will also be asked if gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation (YES/NO).

- YES
- NO

For which of the following does your country have an action plan and timeline in place to follow-up on recommendations?

- Committee on the Elimination of Discrimination against Women
- United Periodic Review
- Other United Nations Human Rights mechanisms that address gender inequality/discrimination against women
- Other, please specify
- None of the above

38. What are the most important areas in which Czechia has made most progress over the past five years when it comes to gender statistics at the national level?

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other, please specify
- None of the above

39. Over the next five years, what are Czechia's priorities for strengthening national gender statistics?

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other, please specify
- None of the above

40. What gender-specific indicators has Czechia prioritized for monitoring progress on the SDGs?

- YES
- NO

How many indicators are included in the national set? 137.

How many of those indicators are gender-specific? At least 29.

Has data collection and compilation on gender-specific indicators begun? YES.

41. Which data disaggregations are routinely provided by major surveys in Czechia?

- Geographic location
- Income
- Sex/gender
- Age
- Education
- Marital status
- Race/ethnicity

- Migratory status
- Disability
- Sexual orientation
- Religion
- Other characteristics relevant in national contexts
- None of the above