

# Women and men in Czechia

## 2023



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# Women and men in Czechia 2023

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# **Women and men in Czechia 2023**

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

The Department is responsible for formulating and evaluating policies and measures aimed at enhancing the state of gender equality at the national level. In addition, the department carries out additional analytical, educational, and awareness-raising activities.

Moreover, the department monitors the implementation of Gender Equality Strategy for 2021–2030, a government document outlining the application of gender equality policies in the Czech Republic. Lastly, it serves as the secretariat for the Government Council for Gender Equality, a permanent advisory body to the government of the Czech Republic.

## **Labour Market and Equal Opportunities Statistics Department, Czech Statistical Office**

Established in 2002 at the Czech Statistical Office, the Department compiles labour market statistics by gender and age, monitoring both the labour market situation and gender equality. Starting 2024, the equal opportunities agenda is abolished, with sex-based data being accessible online through the Public Database.

Dear readers,

The publication in your hands is our regular update, published every three years, aiming to present selected gender statistics about Czech society in an easy-to-read format.

Gender statistics are more than just numbers — they help us understand where our society stands. They are a valuable tool in creating a fair and inclusive society where everyone, regardless of their gender, can live life to the fullest without societal pressures. These statistics are not just informative; they are the foundation for practical, evidence-based policies.

The publication is organised into eight chapters, closely aligned with the Gender Equality Strategy for 2021–2030. It covers the following areas: Demographic Characteristics, Work and Care, Decision-making, Safety, Health, Knowledge, Society, and External Relations.

We wish you an insightful and engaging read!



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# Key Terminology

**Gender** refers to the category that denotes socially and culturally conditioned, as well as constructed differences and characteristics that society attributes to women and men based on their sex.

**Sex** refers to the biological and physiological characteristics derived from chromosomes, reproductive organs etc., influencing the phenotypic features associated with females and males within a given species.<sup>1</sup>

**Gender equality** signifies equal visibility, equal standing, and participation of women and men in all spheres of public and private life at all levels.

**Gender stereotypes** are simplifying and biased notions concerning the characteristics, opinions, and roles of women and men in society, employment, and family.

**Intersectionality** is an analytical tool for examining and understanding the ways in which the perspectives of sex and gender intersect with other attributes or identities, and how these intersections influence the specific experiences of an individual.<sup>2</sup>

<sup>1</sup> For more details see <https://genderaveda.cz/jedna-velikost-nestaci/>.

<sup>2</sup> For more details see <https://eige.europa.eu/thesaurus/terms/1263>.



# A brief history of gender equality in Czechia

The journey began in the territory of the present-day Czechia in the 19th century. It was closely intertwined with the national revival movement and later associated with the effort to build a democratic state. Below, we highlighted selected figures who played a crucial role in advancing gender equality in Czechia.



**Františka Plamínková**

A politician, feminist, lawyer, and the driving force behind the Czechoslovak women's movement. Among other things, she successfully championed women's suffrage and the end of celibacy for female teachers.

**Tomáš Garrigue Masaryk**

The first Czechoslovak president actively advocated for the equal status of women and men in Czechoslovak society. He openly supported women's suffrage and increased participation of women in public and political life.



**Milada Horáková**

One of the leading advocates for women's rights, Horáková was not just a victim of a notorious political murder by the communist government. She made substantial contributions to enhancing women's status by collaborating on new laws.

# Historical milestones

## First female doctors

B. Kecková and A. Bayerová graduated in Zurich as the first Czech female doctors. Prior to that time, women were not allowed to study at Czech medical faculties.

1880-1881

## Minerva

The first gymnasium for girls was established thanks to Eliška Krásnohorská.

1890

## University studies

Women were allowed to commence studies at the faculties of philosophy. Other faculties followed later.

1897

## First female MP

B. Viková-Kunětická won the elections for the Bohemian Diet as the first female representative.

1912

## Universal male suffrage

The reform abolished the so-called curial system and granted equal voting rights to all men in Cisleithania.

1907

1905

1918



Formation of Czechoslovakia

## Nobel Peace Prize

The Prague-born, Bertha von Suttner, became the first woman to receive the Nobel Peace Prize.

## The first voting rights of women

Czechoslovak women secured the right to vote and run for municipal councils. A. Matoušková became the first female mayor.

1919

1920

## Czechoslovak Constitution

The constitution enshrined women's voting rights. The first parliamentary elections took place where women exercised their right to vote and stand for election.

## The first female professor

M. Paulová earned the title of associate professor, she later also became the first female professor.

1925

1948

Communist Takeover

1949

## New Family Law

It established equality between husband and wife, along with joint ownership. It abolished the legal notion of the husband being the head of the family, and the obligation of obedience for the wife.

## Abortion legalisation

Abolition of criminal liability for abortion, though a permission of the abortion committee was required.

## Hormonal contraception

Hormonal contraception was introduced to the market.

1957

### Parental allowance

The entitlement to the allowance was granted to parents caring for at least one child up to the age of three.

1965

### Abolition of abortion committees

The request could be declined only for health reasons or an overly advanced stage of pregnancy.

1990

1989

1986

## Charter of Fundamental Rights and Freedoms

The charter expresses the principle of equality in dignity and rights. It guarantees basic human rights to all without distinction.



### Velvet revolution

### European Convention on Human Rights

Among other things, it addresses discrimination and allows for recourse to the European Court of Human Rights.

1991

1992

### Beijing Declaration

Countries around the world committed to equal opportunities, considering the impacts of policies on gender equality.



### Formation of the Czech Republic

1993

1995

### Parental leave

The amendment introduced the concept of "parental leave." Men were granted the same workplace protection as women when taking such leave.

2001



### Czech Republic's EU accession

2004

### Anti-Discrimination Act

The law mandates equal treatment and defines legal protection against discrimination.

2009

## Government Strategy for Gender Equality

The first framework document of the government for implementing gender equality policies, which is followed by the Gender Equality Strategy for 2021–2030.

2014

# Methodological notes

A hyphen (-) in the table replacing a number denotes the absence of the observed phenomenon. A full stop (.) in place of a number indicates that the data is either unavailable or unreliable.

If the total of numbers does not exactly reach 100%, it is due to rounding errors.

Age (or duration) is considered as completed (i.e., the age at the last birthday). For instance, if the text reads "-19," it is meant to convey "up to 19 completed years, inclusive," or "individuals who have not yet celebrated their twentieth birthday." Similarly, "65+" is understood as "individuals aged 65 and over," or "individuals who have already celebrated their sixty-fifth birthday." Additionally, the text "20–24" can be interpreted as "age group of those who have reached the age of 20 but have not yet reached the age of 25."

# 1. Demographic Characteristics

## Age structure diagram, 1945 and 2022.

Figures in 1,000s.

1945

Women  
4,150

Age

100  
90  
80  
70  
60  
50  
40  
30  
20  
10  
0

Men  
3,945

100 80 60 40 20  
thousands

20 40 60 80 100  
thousands

2022

Women  
5,519

Age

100  
90  
80  
70  
60  
50  
40  
30  
20  
10  
0

Men  
5,308

100 80 60 40 20  
thousands

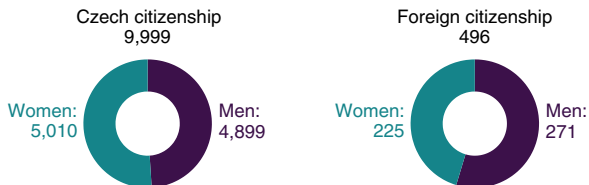
20 40 60 80 100  
thousands

Source: CZSO, 2022.

The Czech population has been gradually increasing over the past decades. Simultaneously, the population has been ageing, a trend observed in other European countries as well. People in Czechia generally live longer, whilst the number of newborns is declining.

### Population by citizenship, 2021.

Figures in 1,000s. The data does not include foreigners with valid asylum in the Czech Republic.

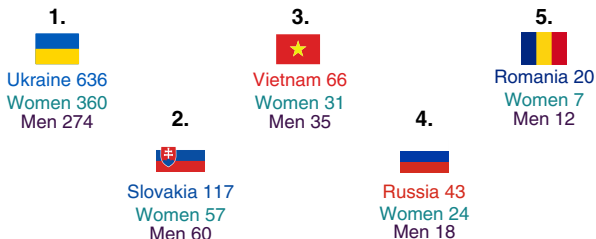


Source: CZSO (Population Census), 2021.

At the end of the year 2022, the total population of the Czech Republic was 10,827,529. Over the period from 1993 to 2022, the population of the Czech Republic increased by 4.8 percentage points.

### The five most frequently held foreign citizenships, 2022.

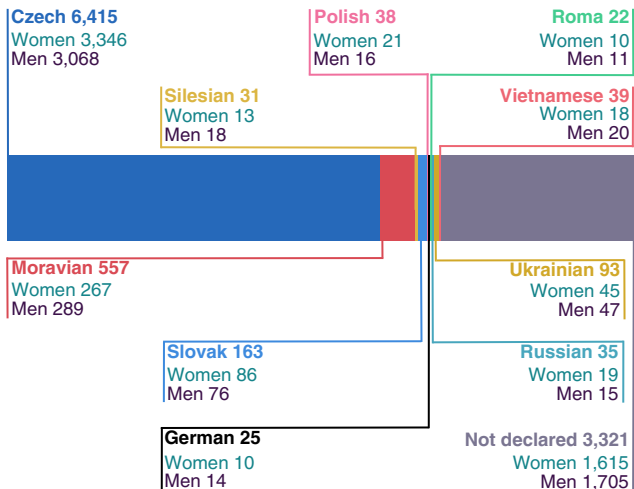
Figures in 1,000s.



Source: Directorate of Alien Police Service, 2023.

## Population by ethnicity, 2021.

Figures in 1,000s. The data includes all individuals who indicated a given ethnicity, either as the sole ethnicity or in combination with another. Individuals who reported two ethnicities are counted under both ethnicities.



Source: CZSO (Population Census), 2021.

## Population according to religious belief, 2021.

Distribution as a percentage.

	Women	Men	Total
believers - belonging to a church or religious society	14.3%	11.8%	13.1%
believers - not belonging to a church or religious society	10%	8.3%	9.1%
without religious belief	46.4%	49.1%	47.8%
not declared	29.3%	30.8%	30.1%
<b>total</b>	<b>100%</b> 5,337	<b>100%</b> 5,186	<b>100%</b> 10,524

Source: CZSO (Population Census), 2021.

## Population according to marital status, 2021.

Distribution as a percentage. Terminated registered partnerships are included in the categories of "divorced" and "widowed".

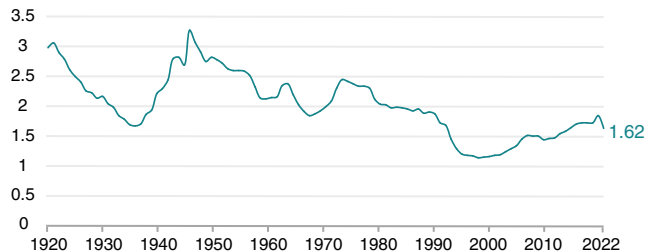
	Women	Men	Total
single	38%	48%	43%
married	37%	39%	38%
registered partnership	0.04%	0.06%	0.05%
divorced	13%	10%	12%
widowed	11%	2%	7%
not declared	0.4%	0.5%	0.5%
<b>total</b>	<b>100%</b> 5,337	<b>100%</b> 5,186	<b>100%</b> 10,524

Source: CZSO (Population Census), 2021.



### Total fertility rate of women, 1920–2022.

Number of live births. Data for the war years 1938–1944 are derived from information pertaining to the Czech population in the Protectorate of Bohemia and Moravia.

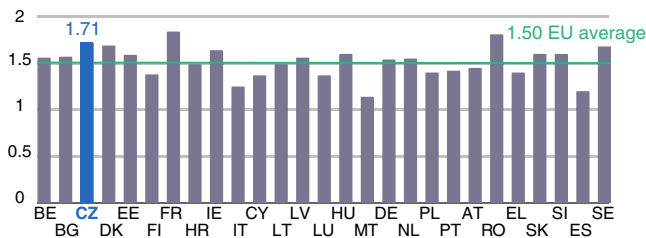


Source: CZSO, 2023.

The total fertility rate of women represents the average number of live births that would be born to a woman under the assumption that fertility rates by age observed in the given calendar year remain constant throughout the assumed reproductive age of women (15–49 years).

### Total fertility rate, comparison of EU countries, 2020.

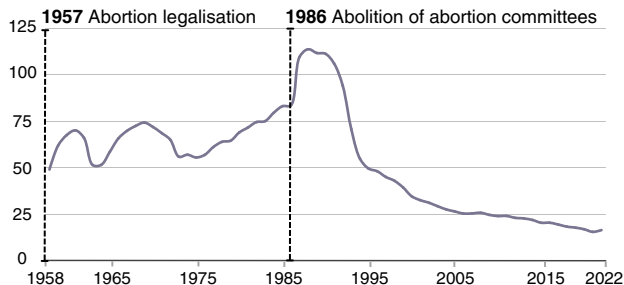
Number of live births.



Source: Eurostat, 2022.

## Abortions performed, 1958–2022.

Figures in 1,000s.



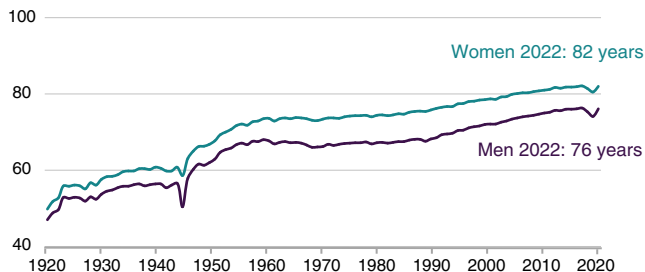
Source: CZSO, 2023.

In 1957, the criminal liability for abortion was abolished in Czechoslovakia. According to the new law, abortions could be performed for health and other serious reasons, but approval required the consent of an abortion committee. The gradual increase in the 1980s was caused by the unavailability of contraception and the minimization of negative health consequences of performed abortions.<sup>3</sup> After the abolition of the committees in 1986, the peak was reached in 1988. Since then, the number of abortions has sharply declined. Reasons for the decline include sex education in schools, widespread use of hormonal contraception, and increased consciousness across the population.

<sup>3</sup> For more details see – R. Dudová: *Interrupce v České republice: Zápas o ženská těla*. Praha: Sociologický ústav, 2012.

## Life expectancy, 1920–2022.

Figures in years.



Source: V. Srb, M. Kučera: Vývoj obyvatelstva českých zemí v XIX. století. *Statistika a demografie I.*, ČSAV, Praha 1959; CZSO, 2023.

Life expectancy is determined by the average age people born in a given year are expected to reach. Factors influencing this statistic include healthcare, the environment, the state of economy, and others. Examining the historical trends reveals a continuous increase in the life expectancy of the Czech population.

Significant declines were recorded in 1945 due to the aftermath of World War II, which brought about worsened living conditions and overall deprivation for the population. Additionally, in 2020–2021, there was a notable decrease in life expectancy as well, which was caused by the COVID-19 pandemic, leading to a high number of excess deaths.

## 2. Work and Care

The labour market situation is closely linked to the country's economic development. Regarding gender inequalities, the Czech labour market has been marked by differences in pay between women and men, low representation of women in leadership positions, and horizontal segregation in the labour market.

**Double burden**, or invisible labour, involves responsibilities (stereotypically associated with women) related to household and caregiving. These duties often remain unseen and, consequently, undervalued by society in contrast to paid labour.

Achieving a **work-life balance** to harmonise work responsibilities, personal pursuits, and family commitments.

**Desegregation in the labour market** aims to limit or eliminate vertical and horizontal workforce segregation. **Horizontal** segregation involves the concentration of women or men in specific sectors, while **vertical** segregation refers to concentration at different hierarchy levels. It is accompanied by disparate financial remuneration, prestige, and responsibilities, with lower pay observed in sectors predominantly occupied by women.

## Housekeeping households, 2021.

Figures in 1,000s.

	Total	without children	with children
married couple	1,748	1,056	692
cohabiting opposite-sex couple	510	234	275
registered partnership	2	2	0.3
cohabiting same-sex couple	6	5	0.5
single mother	432	169	262
single father	77	37	40
two-or-more-family households	70	.	.
one-person household	1,880	.	.
multiperson household	89	.	.
<b>total</b>	<b>4,813</b>		

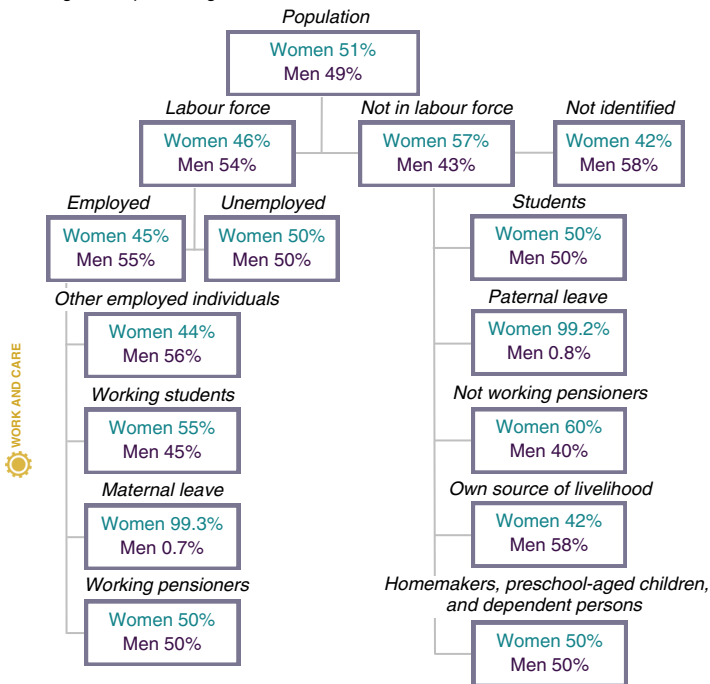
Source: CZSO (Population Census), 2021.

A household on common budget consists of individuals who jointly cover the main expenses of the household, such as food, housing costs, and others. Cohabiting couples are those who live long-term together without the formalisation of marriage or partnership.

Czech households range from individual persons to households composed of multiple families. Families can be comprised of same-sex couples, couples without children, or families with a single parent. This diversity illustrates how varied the understanding and shaping of family life are in contemporary Czech society.

## Labour force status, 2021.

Figures in percentages.

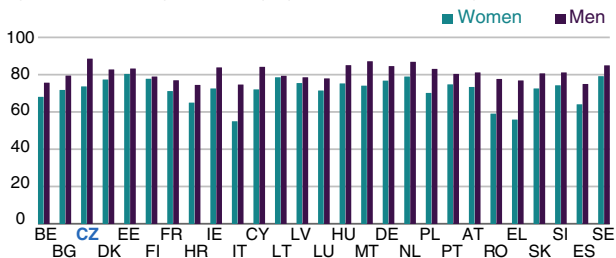


Source: CZSO (Population Census), 2021.

Other employed individuals are those who were employed and did not fall into any of the remaining categories. In total, there were 4,452k individuals (1,958k women and 2,494k men).

### Employment rate, comparison of EU countries, 2022.

Figures in percentages. Working aged individuals (20-64 years).

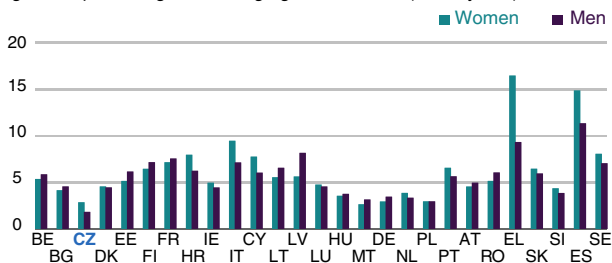


Source: Eurostat, 2023.

Employment in Czechia is above average compared to other EU states, and simultaneously, unemployment is among the lowest in the EU. Women's employment is 14.9 percentage points lower than that of men. Women, primarily as caregivers, often withdraw from the labour market, while only a small number of men interrupt their careers due to caregiving.

### Unemployment rate, comparison of EU countries, 2022.

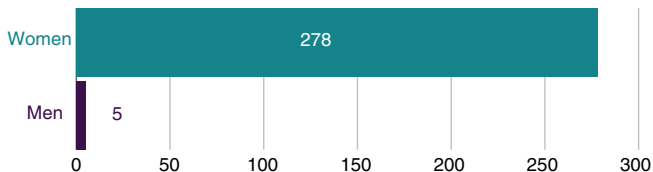
Figures in percentages. Working aged individuals (20-64 years).



Source: Eurostat, 2023.

## Recipients of parental leave allowance, 2022.

Figures in 1,000s.



Source: Ministry of Labour and Social Affairs, 2023.



In 2022, the average monthly number of recipients of parental leave allowance consisted of 98% women and 2% men. Women also predominantly constitute the primary caregivers for those who depend on the assistance of others. Women make up six out of ten individuals receiving care allowance.

## Recipients of care allowance, 2022.

Figures in percentages.

	Women	Men
1st degree (mild dependence)	62%	38%
2nd degree (moderate dependence)	60%	40%
3rd degree (severe dependence)	58%	42%
4th degree (complete dependence)	61%	39%
total	100%	100%
	220k	144k

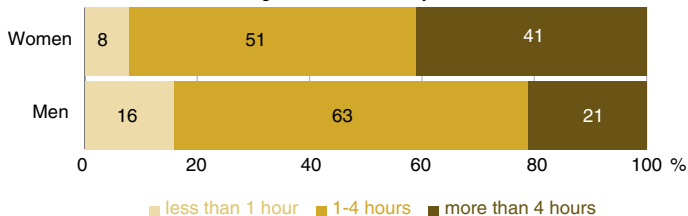
Source: Ministry of Labour and Social Affairs, 2023.



### Caring for children and grandchildren (aged 0-11) every day during the pandemic, 2021.

Figures in percentages. Participants were aged 20-64 (n=1500).

*How many hours per typical weekday are you involved in the childcare of children/grandchildren 0-11 years old?*

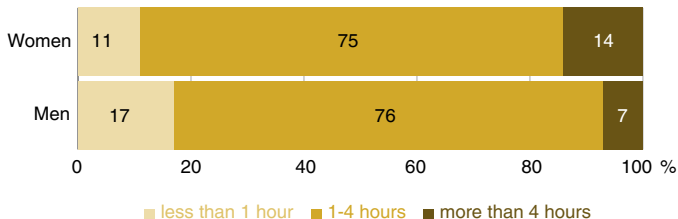


Source: EIGE, 2021.

### Undertaking housework tasks every day, 2021.

Figures in percentages. Participants were aged 20-64 (n=1500).

*How many hours per typical weekday are you involved in housework chores and tasks (shopping, cooking, cleaning, financial and planning tasks...)?*

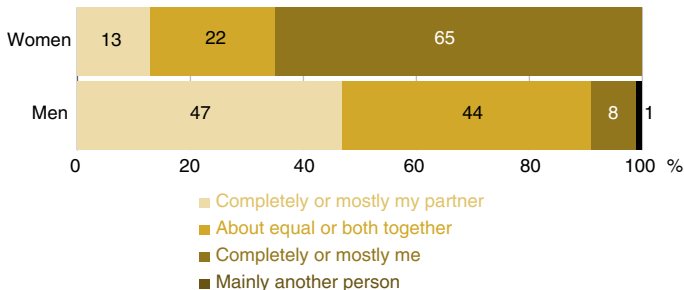


Source: EIGE, 2021.

### Distribution of housework chores within the household, 2021.

Figures in percentages. Participants were aged 20-64 (n=1500).

*Who in your household generally does housework chores?*



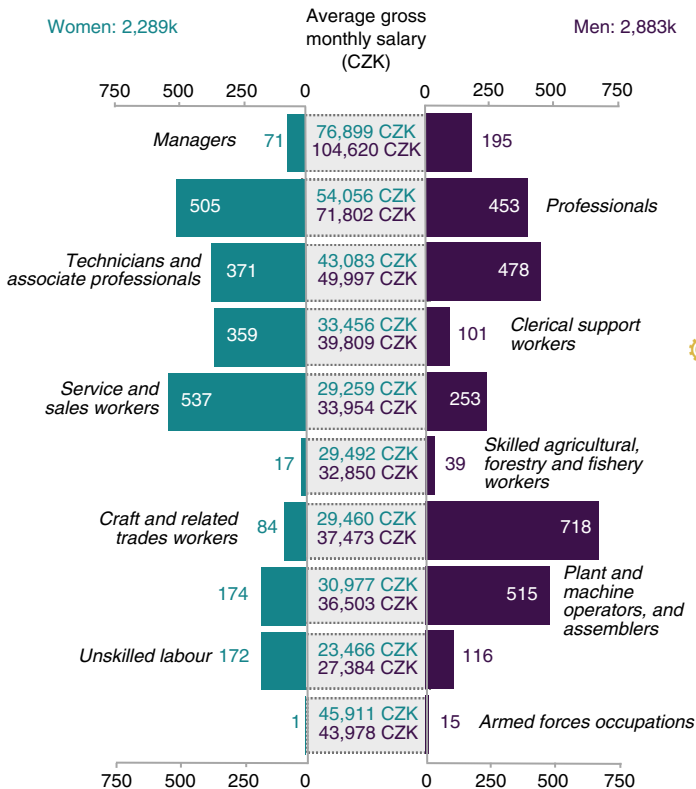
Source: EIGE, 2021.



The survey analysed the impacts of the COVID-19 pandemic. The data reveal persistent stereotypical division of roles between women and men in Czech households. Respondents' answers indicate that women are the primary caregivers in families, meaning they spend a longer amount of time daily caring for their loved ones and managing household responsibilities. Conversely, men, on average, provide care for a shorter duration, and domestic duties are more frequently shared with their partner.

## Employees by CZ-ISCO major groups and their average salaries, 2022.

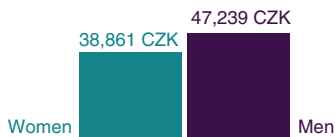
Figures in 1,000s for employees and in whole numbers for salaries.



Source: CZSO (Labour Force Sample Survey), 2023; CZSO (Structure of Earnings Survey), 2023.

## Average gross monthly salary, 2022.

Figures in whole numbers.



## Gender Pay Gap 2022 was 17.7%.

In other words, women worked symbolically for free from the 27th of October until the end of the year.

Source: CZSO (Structure of Earnings Survey), 2023.

The Czech Republic ranks among EU countries with high disparities in average monthly wages between women and men. Despite a decrease over the years, the change is very slow. In 2022, this difference averaged 8,378 Czech crowns per month.

Women are statistically more often employed on a part-time basis. CZSO (2023) states that 20% of women and 12% of men work part-time involuntarily.

## Forms of employment, 2022.

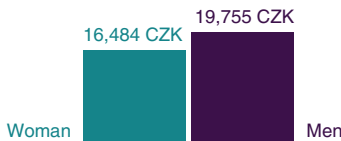
Figures in percentages.

	Women	Men
full-time employment	42%	58%
part-time employment	69%	31%

Source: OECD, 2023.

## Average monthly amount of old-age pension, 2022

Figures in whole numbers.



Gender Pension Gap 2022 was **14.8%**.

Source: Czech Social Security Administration, 2023.

In 2022, the number of pensioners amounted to 1,415k women and 951k men. On average, women receive old-age pensions for 29 years, while men receive them for 19 years.

Women over 65 are one of the most vulnerable groups in terms of the risk of falling into poverty. Lower pensions for senior women contribute to feminization of poverty, characterised by a prevalence of poverty among women compared to men. These are consequences of structural discrimination against women in the labour market, manifested in lower salaries, underpaid positions, fewer benefits, or career breaks due to childcare and caregiving responsibilities.

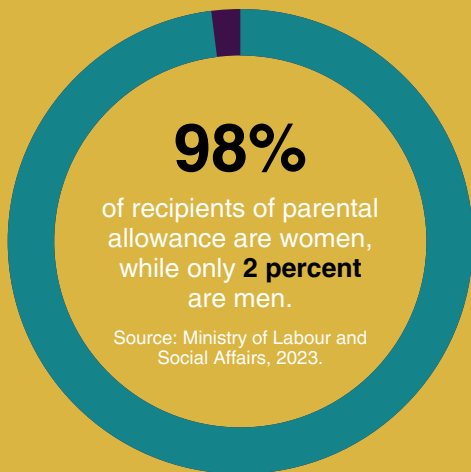
The average gross monthly salary for women in 2022

was **8,378 CZK**

lower than that of men.



Source: CZSO (Structure of Earnings Survey), 2023.





The average monthly old-age pension for women in 2022

was **3,271 CZK**

lower than that of men.

Source: Czech Social Security Administration, 2023.

In response to the question *Who typically manages the household in your residence?* the answer "**mostly myself**" was chosen by:

**65%**  
women



**8%**  
men

Source: EIGE, 2021.

## 3. Decision-making

Fair representation in decision-making positions constitutes a fundamental pillar of a functioning democracy. Women and men have specific experiences and needs in many respects. These must be taken into account in the decision-making process, thereby ensuring equitable representation.

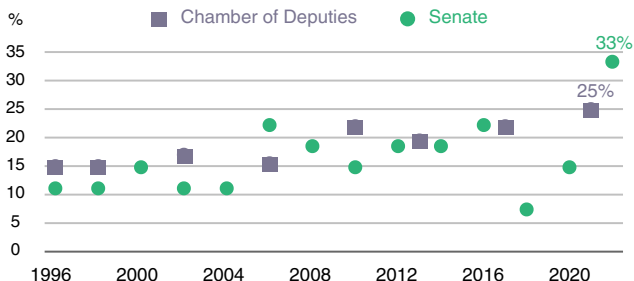
The term **glass ceiling** or **invisible barrier** refers to traditional attitudes, assumptions, and values that hinder the strengthening of women's positions in full participation in societal life. It causes women to rarely attain the highest political, economic, and professional positions.

**Gender quotas** are a tool designed to address existing inequalities, typically concerning decision-making positions or access to employment, which stipulates a specific allocation of positions for a defined group of individuals.



## The share of women elected in parliamentary elections, 1996–2022.

Figures in percentages.

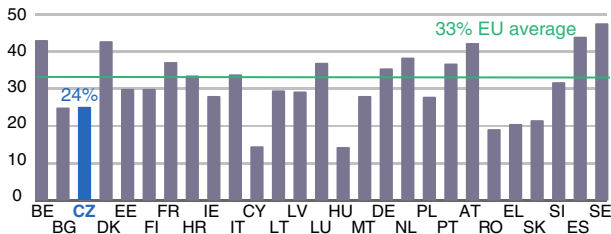


Source: CZSO, 2023.

In the context of Czech legislative power, the representation of women is low, falling below the EU average. Despite a continuous increase in the number of elected women, the growth is relatively slow.

## The share of women MPs in national parliaments, comparison of EU countries, 2023.

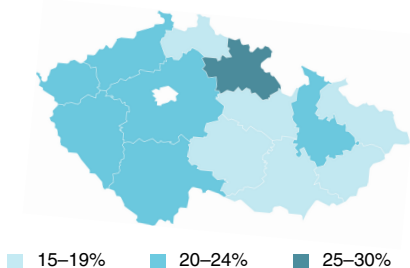
Figures in percentages. The graph uses data for both chambers of the Parliament of the Czech Republic.



Source: EIGE, 2023 (Q1).

## The share of women in regional councils, 2022.

Figures in percentages.

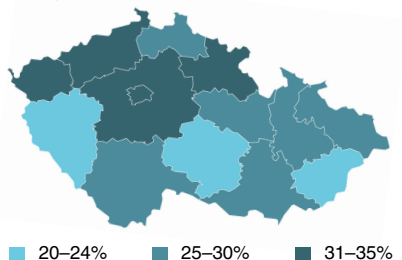


Source: [www.statnisprava.cz](http://www.statnisprava.cz), 2023.

Insufficient representation of women persists at regional and municipal levels. Despite a relatively higher presence in municipal leadership, the parity threshold for fair representation is still unmet. The parity threshold (40%) is the ideal state where the representation of women and men can be considered fair.

## The share of female mayors, shown on the map of Czech regions, 2023.

Figures in percentages.



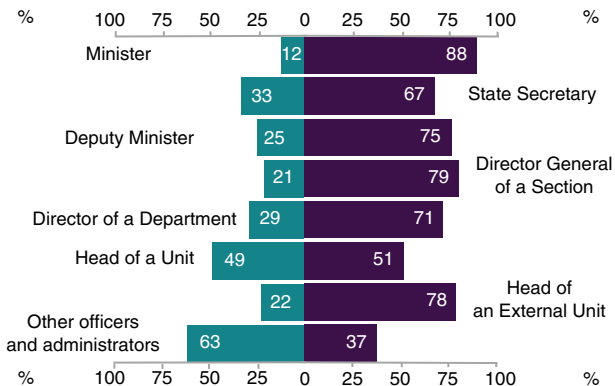
Source: Ministry of the Interior and the Office of the Government, 2023.

## The share of women in public administration, 2022.

Figures in percentages.

Women: 59%

Men: 41%

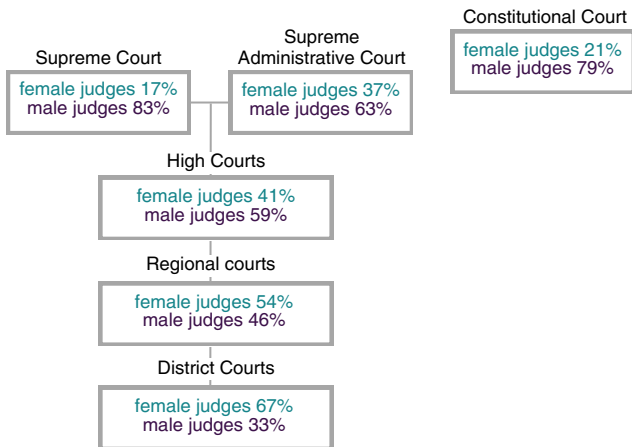


Source: the Office of the Government, 2023.

Although women constitute the majority (59% of the total number of employees in public administration), higher hierarchical positions are predominantly held by men. The most significant disparity is evident in the positions of ministers, where men make up 88%. Women form the majority only in the position of other officers and administrators, which concurrently represents the lowest hierarchy level.

## The share of women and men in the judicial system, 2022.

Figures in whole numbers and percentages.



Source: Ministry of Justice, 2023; Constitutional Court, 2023.

The vertical segregation is also reflected in the composition of Czech courts. Women constitute the majority in lower-instance courts, while men completely dominate the highest judicial levels and form the majority at Supreme Court, Supreme Administrative Court, and Constitutional Court.

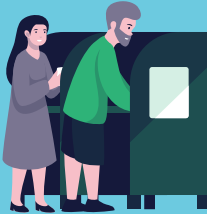
## Representation of the largest listed companies, 2023.

Figures in whole numbers.

	Women	Men
Board presidents	0%	100%
Board members	21%	79%
CEOs	0%	100%
Executives	13%	87%

Source: EIGE (Blue-chip index), 2023.

In the largest publicly listed companies on the Prague Stock Exchange, men overwhelmingly dominate in leadership positions. These are those companies that are listed on the stock exchange, whose shares are quoted and available for public trading. The blue-chip index is managed by the stock exchange and covers the largest companies by market capitalization and/or market trades.



The representation of women in the Czech Parliament is **below** the EU average.

Source: EIGE, 2023.

**76%** of the MPs are men, while women make  
constitute only **24%**.

Source: EIGE, 2023.



At the level of local government, the representation of women is generally higher. In municipal councils, women constitute **29%** of the representation.

Source: CZSO, 2023.

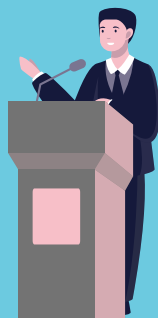


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women have been elected in the presidential elections since 1993.

Source: CZSO, 2023.

In the field of public administration, judiciary branch, and the private sector, data reveal **vertical segregation**, where men dominate in the highest positions of power.



# 4. Safety



Security and a life free from violence represent fundamental human needs enabling a peaceful and contented existence. In the context of gender equality, the significance of security is linked to how it manifests in various forms of violence. These can affect women and men differently, with domestic and sexual violence disproportionately impacting women.

**Gender-based violence** encompasses all acts of physical, sexual, psychological, economic, or other forms of violence targeted at women because they are women, or at men because they are men. It also includes acts of this type of violence that disproportionately affects women or men.

**Secondary victimisation** arises from an inadequate response from the people that surround them. The victim undergoes suffering due to inappropriate behaviour from the family, and community (e.g. police). This includes a lack of understanding of the suffering and prolongs trauma, thereby inducing a sense of alienation.



## Selected criminal offences registered by the Police of the Czech Republic, the relationship of the victim and the offender, 2021.

Figures in whole numbers. Stated in accordance with Act No. 40/2009 Coll.

	Maliciously inflicted bodily harm (§ 145)		Rape (§ 185)		Murders (§ 140)	
	Women	Men	Women	Men	Women	Men
wife/husband	95	22	36	-	3	3
cohabitation	250	62	69	-	11	5
relatives	51	103	88	15	6	10
other relationship	6	5	27	3	-	-
no relationship	598	2,695	501	36	22	52

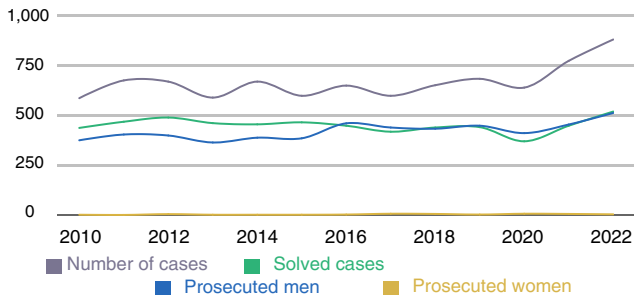
Source: Police Presidium, 2022.

Reported sexual assaults increased since 2021. This may not indicate a rise in occurrences but rather growing confidence in the police and courts' ability to address them.



## Criminal offences of rape (§ 185) registered by the Police of the Czech Republic, 2010–2022.

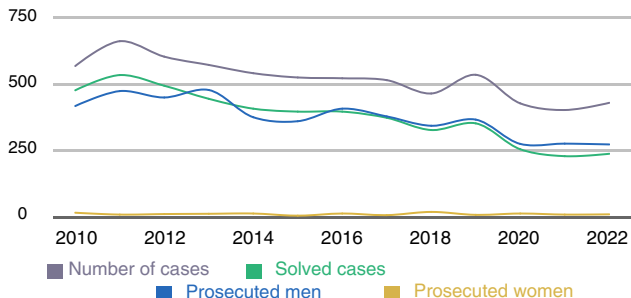
Figures in whole numbers. Stated in accordance with Act No. 40/2009 Coll.



Source: Police Presidium, 2022.

## Criminal offences of domestic abuse (§ 199) registered by the Police of the Czech Republic, 2010–2022.

Figures in whole numbers. Stated in accordance with Act No. 40/2009 Coll.

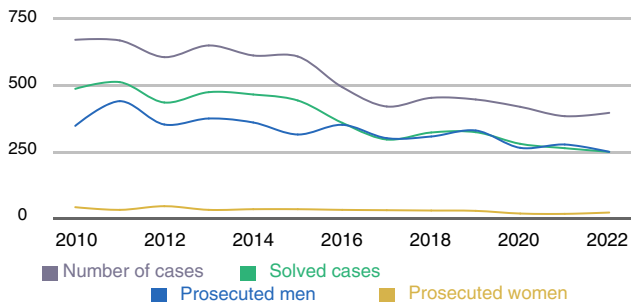


Source: Police Presidium, 2022.



## Criminal offences of stalking (§ 354) registered by the Police of the Czech Republic, 2010–2022.

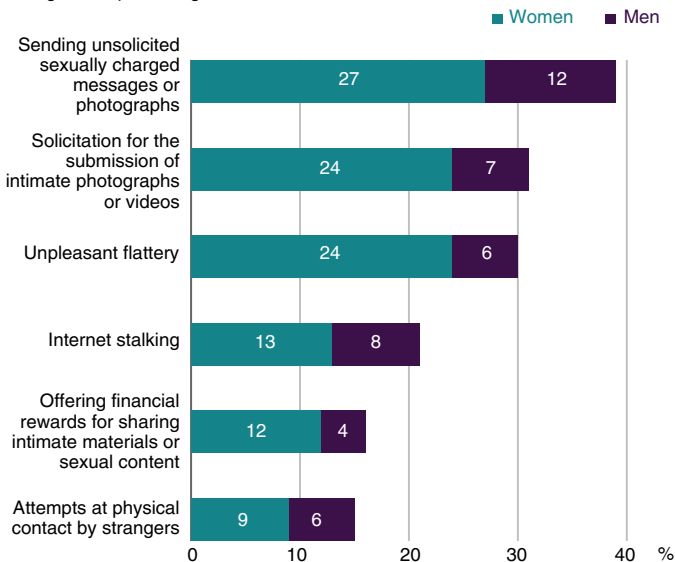
Figures in whole numbers. Stated in accordance with Act No. 40/2009 Coll.



Source: Police Presidium, 2022.

## Experience with various inappropriate behaviour on the Internet, 2023.

Figures in percentages. n=1000.



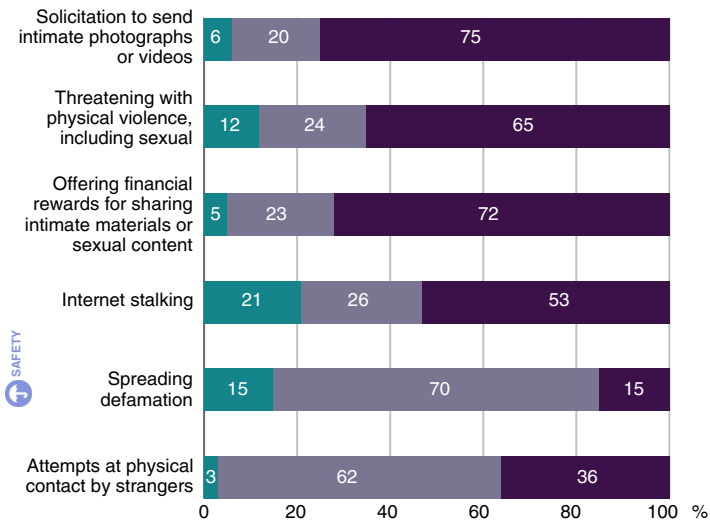
Source: the Office of the Government, 2023.

Women are statistically more often the subject of sexual harassment on the internet than men, specifically receiving sexually explicit messages, soliciting intimate material, offering money for its sharing, and also online stalking, unwelcome compliments, or attempts to establish physical contact.

### Gender of those individuals engaging in inappropriate behaviour, 2023.

Figures in percentages. Figures show individuals who have encountered the specified behaviour towards themselves. n=1000.

■ Women ■ Women and men ■ Men



Source: the Office of the Government, 2023.

Women comprised around **9** out of **10** victims of the criminal offence of rape (§ 185) in 2021.



Men comprised around **3** out of **4** victims of the criminal offence of maliciously inflicted bodily harm (§ 145) in 2021.



Source: Police Presidium, 2022.

**27%** of women and **12%** of men have experienced receiving unsolicited sexually explicit messages or images on the internet.



Source: the Office of the Government, 2023.

# 5. Health



Health is a fundamental determinant of the quality of life for all of us. It is shaped by a range of factors, which are far from purely biological. Crucial are also the conditions of those working in healthcare. This sector is, to a large extent, segregated, which affects salary conditions and prestige.

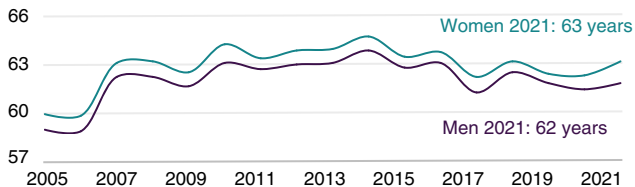
**Obstetric violence**, encompassing both physical and psychological aggression, infringes upon the autonomy of both the birthgiver and the child. This may involve manipulation, intimidation, and other forms of coercion, such as restricting autonomy in decisions regarding one's own body.

**Reproductive rights** reside in the ability to make decisions about reproduction without coercion, discrimination, or violence. Women and men mutually deserve respect in relationships and responsibility in sexual matters.

**Period poverty** denotes the fact that not all individuals have the financial means and access to adequate menstrual products. Additionally, long-term data on menstrual poverty in the Czech Republic is consistently lacking.

## Healthy life years, 2005–2021.

Number of years.



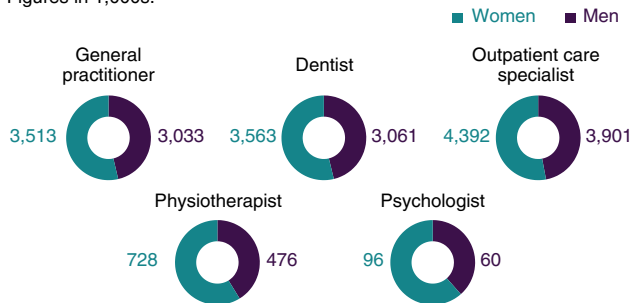
Source: Eurostat, 2023.

The healthy life expectancy is the average years a person is expected to live in good health, without significant limitations hindering daily activities. In contrast to life expectancy, women and men's figures here do not differ significantly, so women live longer in ill health than men.



## Patients in selected outpatient care establishments, 2022.

Figures in 1,000s.



Source: The Institute of Health Information and Statistics of the Czech Republic, 2023.

## Inpatient care in acute care hospitals by selected diagnosis, 2022.

Figures in whole numbers, showing the total of the hospitalised.

	Women	Men
Malignant neoplasm of breast	8,421	69
Angina pectoris	1,442	2,904
Acute myocardial infarction	4,402	9,195
Chronic ischaemic heart disease	5,427	13,085
Inguinal hernia	2,024	16,695
Cholelithiasis	15,892	9,402
Fracture of femur	11,098	5,742

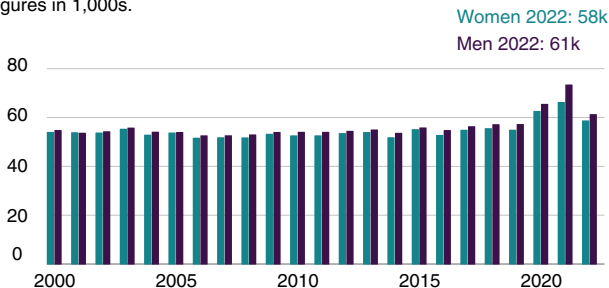
Source: The Institute of Health Information and Statistics of the Czech Republic, 2023.

Societal pressures on women and men influence their approach to health. The negative consequences of societal expectations may manifest in men through neglecting prevention, overlooking illness symptoms, and higher risk behaviour. Men statistically tend to be more frequently involved in automobile accidents.



## Number of deaths, 2000–2022.

Figures in 1,000s.



Source: CZSO, 2023.

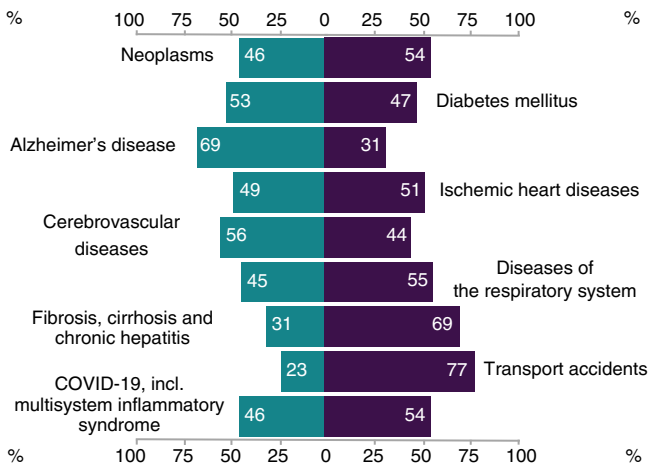


## Selected causes of death, 2022.

Figures in percentages.

Women: 58k (49%)

Men: 61k (51%)



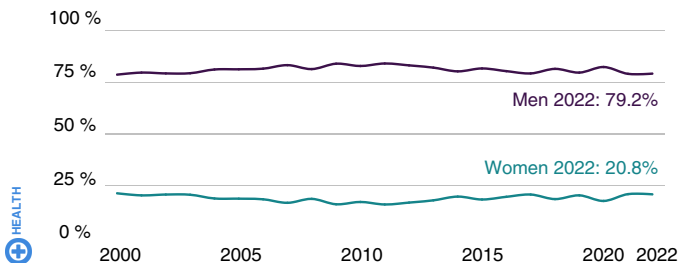
Source: CZSO, 2023.

Women are exposed to a higher risk of neglect, misdiagnosis, disregard for experiencing illness, overlooking their pains by male and female doctors alike, or inappropriate medication prescriptions. An example of this can be seen in ischemic heart diseases, where women constitute approximately 29% of those hospitalised but, at the same time, account for 49% of the deceased.

Eurostat (2023) states that in 2020, the number of preventable deaths in the Czech Republic through the focus of healthcare on social determinants of health aspects (such as lifestyle, socioeconomic status, and environment) amounted to 6,762 for women and 16,062 for men.

#### The proportion of individuals who died by suicide, 2000–2022.

Figures in percentages.



Source: CZSO, 2023.

In the Czech Republic, men consistently constitute the majority of individuals who died by suicide. This predominantly involves men aged 70 and older. In 2022, the numbers amounted to 1,031 men and 271 women.

## Selected addictions and risky use, 2021.

Figures in percentages for population 15+.

	Women	Men
Daily smoking of cigarettes	13%	22%
Daily consumption of alcohol	3%	9%
Risky digital media use*	4%	6%
Problematic use of psychopharmaceuticals	20%	10%

\*data for 2020.

Source: National Monitoring Centre for Drugs and Addiction (Souhrnná zpráva o závislostech v ČR 2022), 2023.

In 2022, on average, men smoked 15–24 classic cigarettes per day, while women smoked 5–9 per day. 7% of the Czech population consumes harmfully alcohol (11% of men and 4% of women), i.e., around 540,000–750,000 individuals. Harmful alcohol consumption is considered to be an average daily intake of more than 40g of ethanol (2–4 glasses) for women and 60g of ethanol (3–6 glasses) for men.



## Prevalence of illegal drug use in the past 12 months, 2022.

Figures in percentages. Men (n=873), women (n=911). Age group 15+.

	Women	Men	Total
Cannabis	7%	12.9%	9.9%
Methamphetamine	0.3%	0.5%	0.4%
Cocaine	0.7%	0.5%	0.6%
Kratom	2.4%	3.8%	3.1%
Hallucinogenic mushrooms	0.4%	1.4%	0.9%
Anabolic steroids	0.2%	1%	0.6%

Source: National Monitoring Centre for Drugs and Addiction (Souhrnná zpráva o závislostech v ČR 2022), 2023.

## Share of C-sections and vaginal deliveries, 2021.

Figures in percentages and whole numbers.

Total births in 2021: 108,303.



Source: The Institute of Health Information and Statistics of the Czech Republic, 2023.

Although the WHO recommends performing episiotomies only if necessary, this practice is relatively widespread. The rate of episiotomies in vaginal deliveries in 2021 was approx. 31%, which is roughly three times higher than the WHO recommendation (10%). Czechia also deviates in the number of C-section deliveries, with 25.6% of women giving birth in this manner (the WHO recommends 10%).

### Selected indicators of healthcare in maternity wards, 2021.

Distribution of the total of births. Figures in whole numbers and percentages.

	Total	Share
Forceps deliveries	450	0.4%
Vacuum-assisted vaginal deliveries	2,657	2.5%
Labour induction	21,325	19.7%
Deliveries involving episiotomy	24,797	22.9%
Deliveries with injuries to the cervix, uterine neck or perineum	20,514	18.9%
Deliveries involving episiotomy and injuries to the cervix, uterine neck, or perineum	1,772	1.6%
Deliveries with fetal pelvic alignment	5,251	4.8%
Vaginal breech deliveries	508	0.5%

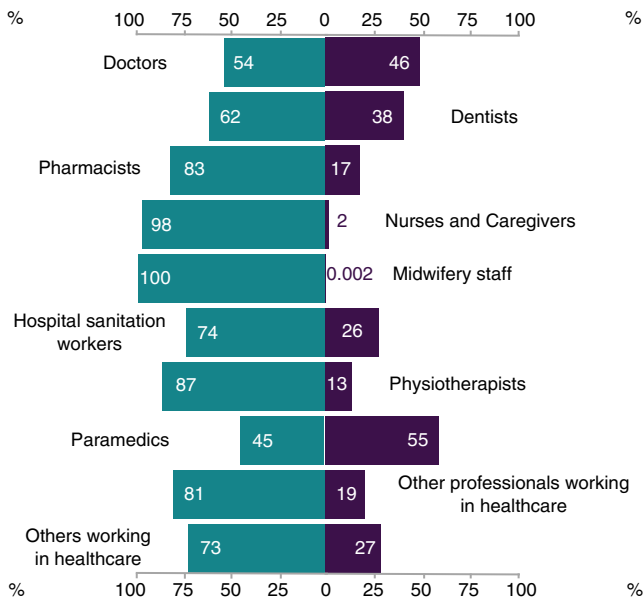
Source: The Institute of Health Information and Statistics of the Czech Republic, 2023.

## Employees in healthcare, 2022.

Figures in percentages.

Women: 259k (79%)

Men: 70k (21%)



Source: The Institute of Health Information and Statistics of the Czech Republic, 2023.

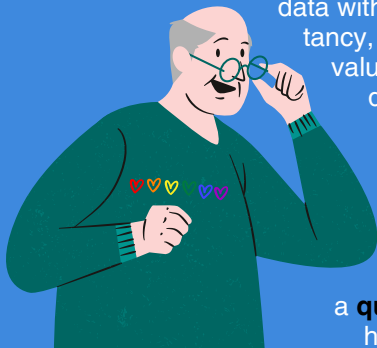
Concerning gender inequality, the healthcare sector, replicates negative phenomena present in the overall labour market. It features both horizontal and vertical segregation, challenges of balancing work and personal life, and unequal remuneration.

In 2021, approximately 108k births took place in the Czech Republic. Of those:



Source: The Institute of Health Information and Statistics of the Czech Republic, 2023.

In 2022, life expectancy reached **82 years** for women and **76 years** for men. When comparing this data with the healthy life expectancy, the difference between values for women and men decreases. In 2021, this figure was **63 years** for women and **62 years** for men. In other words, on average, women spend approximately a **quarter** of their lives in ill health, while men spend roughly **one-fifth**.



Source: CZSO, 2023; Eurostat, 2023.



The causes of death statistically vary significantly between women and men, for example, in **traffic accidents** (men constitute 77% of the deceased) or **Alzheimer's disease** (women constitute 69% of the deceased).

Source: CZSO, 2023.

On a daily basis, alcohol is consumed by

**10%** men and **3%** women.



Source: National Monitoring Centre for Drugs and Addiction (Souhrnná zpráva o závislostech v ČR 2022), 2023.

In the statistics of persons that died by suicide, men consistently prevail in numbers. In 2022, the number of men who died of suicide was approximately

**four times** higher than the number of women.

Source: CZSO, 2023.

# 6. Knowledge



In education and science, significant differences in the professional paths of women and men occur. Decisions regarding future professions are still shaped by stereotypical notions of the abilities of women and men, as well as the expectations of their life achievements based on these stereotypes.

Taking into account the **gender dimension** in the content of research deepens the understanding of the addressed topic and enhances the validity of the results because there may be distinct experiences, perspectives, and needs for women and men in the given field.<sup>4</sup>

**Gender Equality Plan** is a policy instrument that aims to bring about sustainable transformation in organizational processes, cultures, and structures within the realm of research and innovation (R&I), with the objective of addressing and diminishing gender imbalances and inequalities.<sup>5</sup>

<sup>4</sup> T. Crofony, J. Dvořáčková, P. Rypáčková and H. Víznerová. *Jak na změnu: Genderová rovnost ve výzkumné instituci*. Prague: Sociologický ústav, 2021.

<sup>5</sup> For more details see <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>

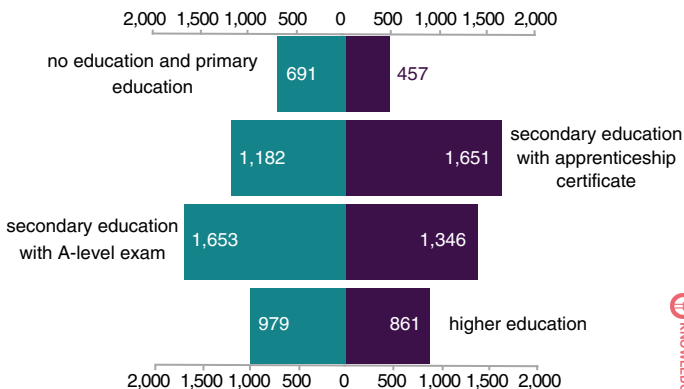


## The highest level of education attained, 2022.

Figures in 1,000s. Population aged 15+.

Women: 4,510

Men: 4,322



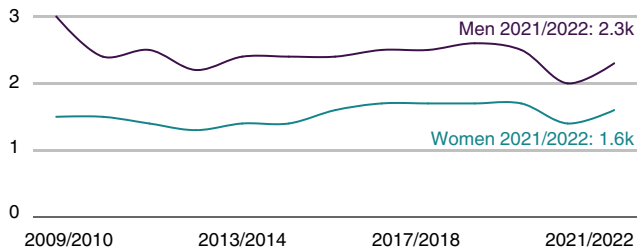
Source: CZSO (Výběrové šetření pracovních sil), 2023.



Women generally have a higher level of formal qualification than men. Women constitute 55% of individuals with secondary education with A-level exam, and 53% with higher education. The proportion of women with higher education has been steadily increasing. The motivation of men for further studies is lower than that for girls. Men also more frequently fail to complete compulsory school attendance.

## Drop out of mandatory school attendance, academic years 2009/2010–2021/2022.

Figures in 1,000s.

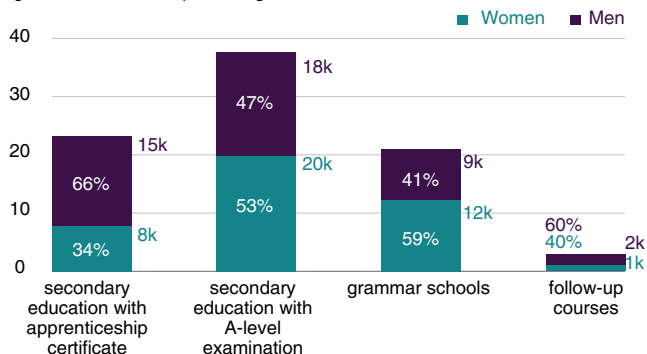


Source: Ministry of Education, Youth and Sports, 2023.

KNOWLEDGE

## Completion of secondary education according to the type of education, academic year 2021/2022.

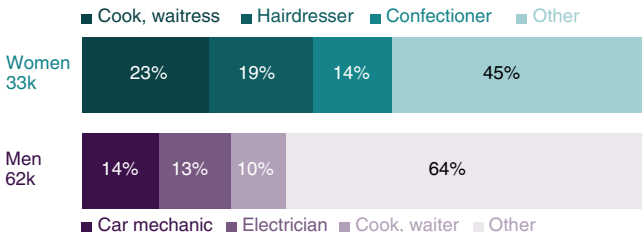
Figures in 1,000s and percentages.



Source: Ministry of Education, Youth and Sports, 2023.

### Leading fields of secondary education with apprenticeship certificate, academic year 2022/ 2023.

Figures in percentages and 1,000s.



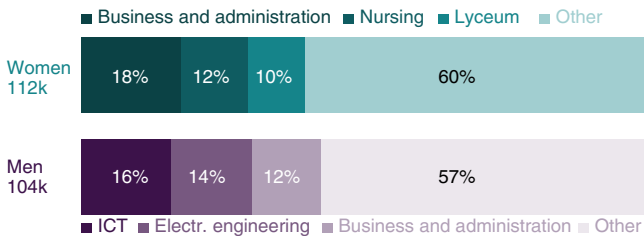
Source: Ministry of Education, Youth and Sports, 2023; CZSO, 2023.

Technical fields and sectors with a higher representation of males are often more lucratively remunerated. In feminised sectors such as education, health-care, or social services, lower financial compensation and prestige prevail, partly due to stereotypes associated with women's work.



### Leading fields of secondary education with A-level examination, academic year 2022/ 2023.

Figures in percentages and 1,000s.



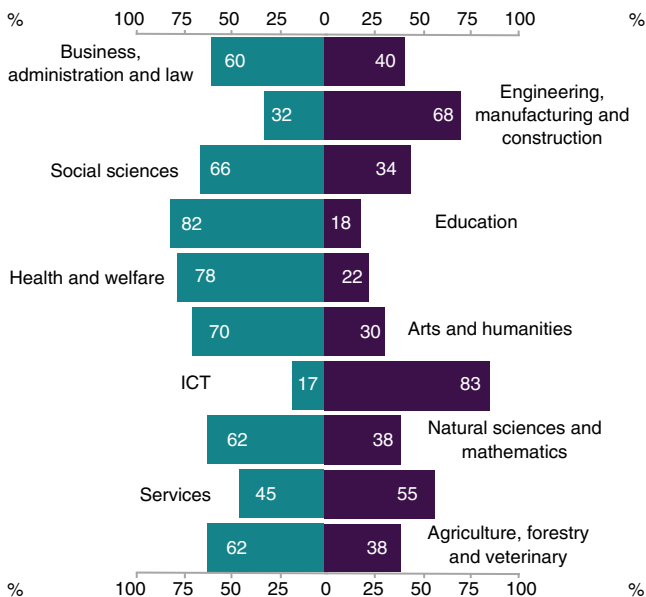
Source: Ministry of Education, Youth and Sports, 2023; CZSO, 2023.

## Graduates of higher institutions, selected fields of study, 2022.

Figures in percentages and 1,000s. Data for public and private universities.

Women: 35k (59%)

Men 24k (41%)

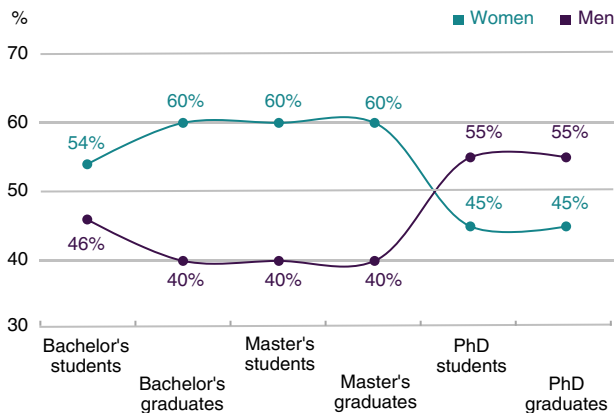


Source: Ministry of Education, Youth and Sports, 2023.

The highest number of women (7k) graduated in Business, administration and law, while the largest number of men (6k) completed programs in Engineering, manufacturing, and construction. The smallest number of women pursued degrees in ICT (1k), and men in Agriculture, forestry and veterinary (1k).

## Share of women and men at university degree levels, 2022.

Figures in percentages.



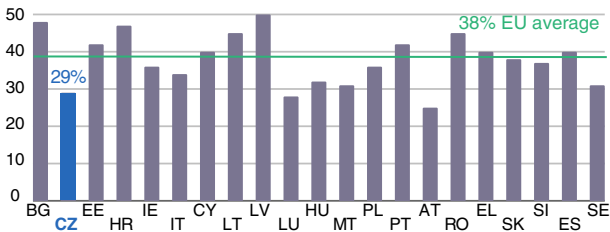
Source: Ministry of Education, Youth and Sports, 2023; National Contact Centre for Gender & Science, 2022.

Women, although extensively engaged in higher education, are underrepresented in decision-making positions within research institutions and are found in financially undervalued research domains. The production of knowledge lacks the perspective of half of the population.

Another issue lies in the underutilisation of the capital invested in women's education. This results in a reduction of the innovative potential of the Czech Republic, concurrently leading to economic losses.

## Share of women among those employed in research and development, comparison of EU countries, 2021.

Figures in percentages. BE, DK, FI, FR, DE and NL not available.



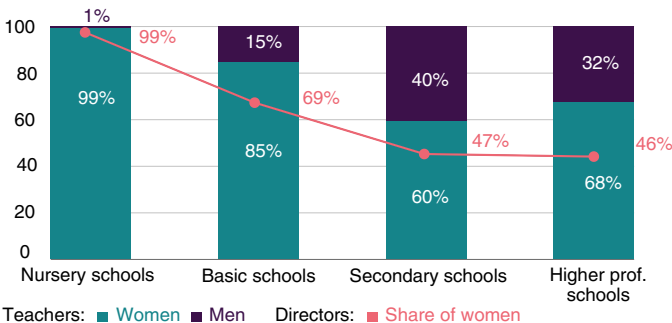
Source: Eurostat, 2022.

While there are no formal obstacles for women or men entering specific educational and professional domains, notable disparities persist in the career paths in research and development.

KNOWLEDGE

## Share of women and men among teachers and directors of nursery/basic/secondary/higher professional schools, 2022.

Figures in percentages.



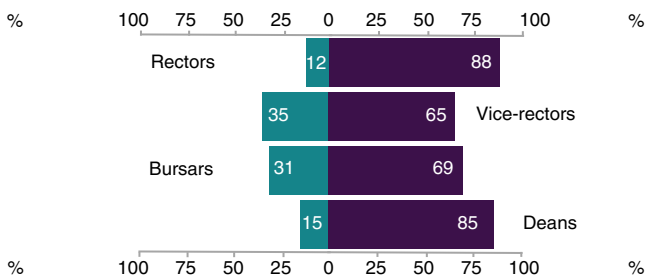
Source: Ministry of Education, Youth and Sports, 2023.

## Leadership of public universities, 2022.

Figures in percentages.

Women: 22%

Men: 78%



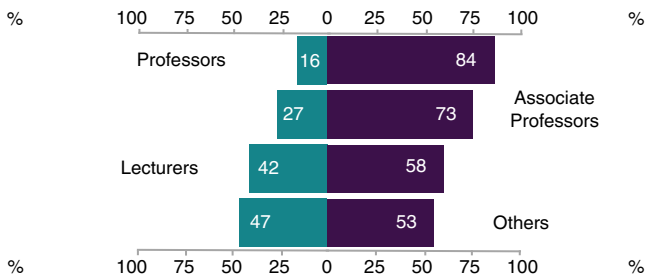
Source: the Office of the Government, 2023; university websites, 2023.

## Academics at public and private universities, 2022.

Figures in percentages.

Women: 7k (37%)

Men: 12k (63%)



Source: Ministry of Education, Youth and Sports, 2023.

Men have persistently been prevalent in the drop-out rates from mandatory school attendance.



Source: Ministry of Education, Youth and Sports, 2023.

Although women constitute **60%** of Master's degree graduates,

their representation among those employed in research and development is only **29%**.



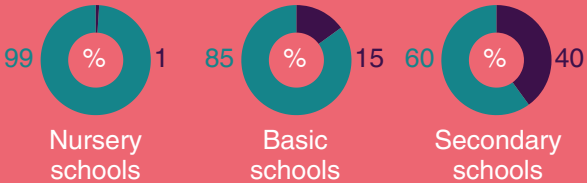
Source: Ministry of Education, Youth and Sports, 2023; Eurostat, 2022.



Education is a highly **feminised** sector of the labour market. Simultaneously, it exhibits significant **vertical** and **horizontal** segregation.

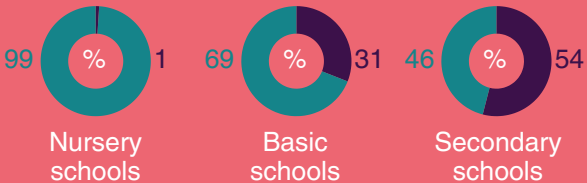
■ Women ■ Men

Teachers of nursery/basic/secondary/higher professional schools:



Source: Ministry of Education, Youth and Sports, 2023.

Leadership of nursery/basic/secondary/higher professional schools:



Source: Ministry of Education, Youth and Sports, 2023.

# 7. Society



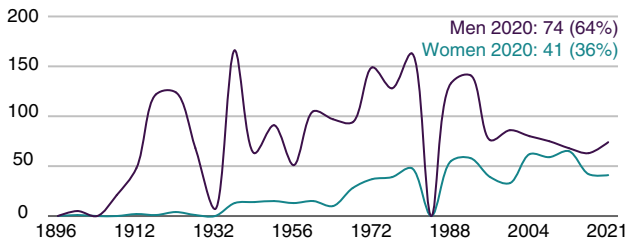
Gender stereotypes are considered one of the key causes of inequalities between women and men. Although gender stereotypes mostly have a negative impact on women, many of them adversely affect the realisation of rights or the position of men.

**Sexism in sports** points to biases and unjust treatment towards both female and male athletes. This bias shows up in various forms, such as unequal pay, media coverage that often sidelines women's sports achievements, the objectification of women's bodies, and double standards for success, appearance, or performance. It also extends to issues like financing and sponsorship.

**Gender roles** are acquired behaviors that differ across societies and change over time. They are historically and locally conditioned, not inherent and immutable characteristics, but rather reflect the current state of social expectations of women and men.

### Number of women and men in Czech and Czechoslovak representation at the Summer Olympics, 1896–2021.

Figures in whole numbers.



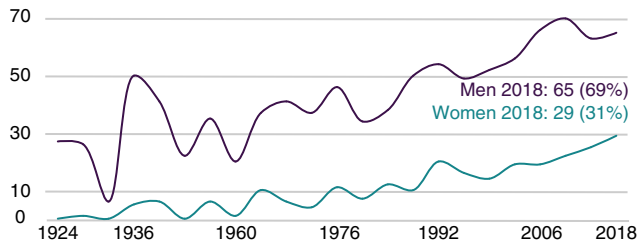
Source: Czech Olympic Committee, 2022.

Czech representation was first present at the 1900 Olympics. These were also the first games in which women took part. Czech representation brought home a silver medal (František Janda-Suk – discus throw) and two bronze medals (Hedwig Rosenbaum – doubles and mixed doubles in tennis).



### Number of women and men in Czech and Czechoslovak representation at the Winter Olympics, 1924–2018.

Figures in whole numbers.



Source: Czech Olympic Committee, 2022.

## Management and boards of public-service media, 2023.

Figures in whole numbers.

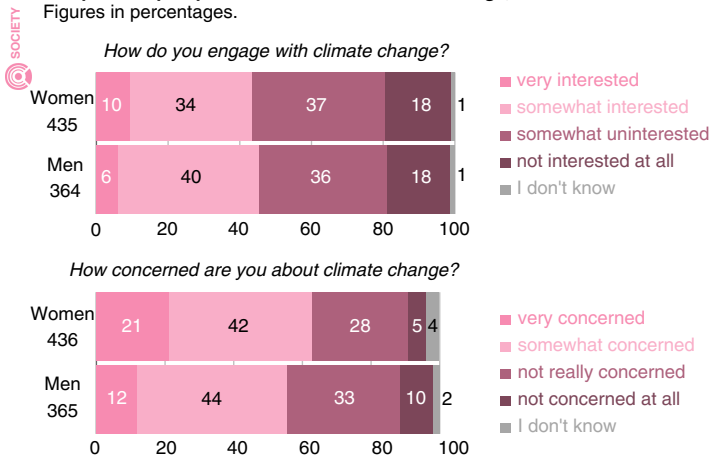


Source: websites of ČRo, ČT, ČTK, 2023.

The underrepresentation of women in decision-making positions in the media is a longstanding issue. Media wield influence over public opinion and play a key role in the perpetuation of gender stereotypes.

## The public's perspectives on Earth's climate change, 2022.

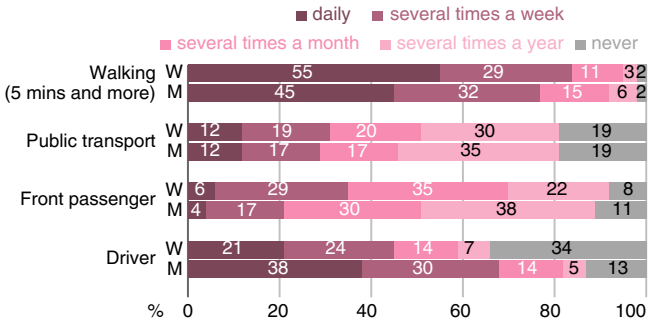
Figures in percentages.



Source: Public Opinion Research Centre, 2022.

## Frequency of use of individual modes of transport, 2020.

Figures in percentages. Men (n=4,336), women (n=4,584).



Source: Ministry of Transport (Dopravní chování žen v datech), 2020.

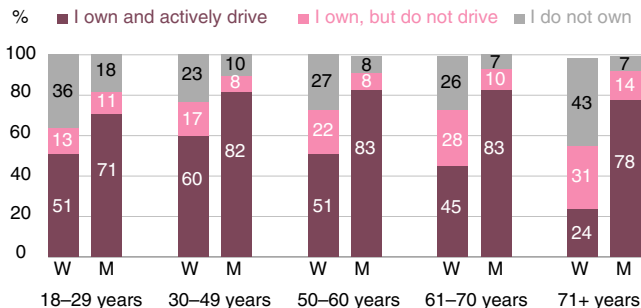


Women and men differ in their use of transportation, with women often walking and men predominantly driving. Public transport exhibits no apparent gender disparities, a factor influenced by the survey's timing during the COVID-19 pandemic. Nevertheless, women generally use public transport more frequently.

Men more commonly own driving licenses, with a higher proportion of active drivers among them. Traditional gender roles impact journey efficiency, with women primarily travelling for caregiving, resulting in shorter and more frequent trips. In contrast, men mostly commute and travel for work.

## Driving licenses, 2020.

Figures in percentages. Men (n=4,306), women (n=4,532).



Source: Ministry of Transport (Dopravní chování žen v datech), 2020.



## Selected misdemeanours of drivers with penalty points, 2021.

Figures in whole numbers.

	Women	Men	Total
Driving under the influence of alcohol	713	6,676	7,389
Driving under the influence of another addictive substance	300	3,007	3,307
Failure to give way/yield	4,070	9,541	13,611
Using a mobile phone whilst driving	12,166	47,993	60,159
Failure to wear the seat belt, failure to wear a crash helmet	6,375	37,626	44,001
Speeding in an urban area	7,132	28,477	35,609
Speeding in a rural area	1,344	7,521	8,865

Source: Ministry of Transport, 2022.

In sports, the Czech Republic is primarily represented by men in both the Olympics and Paralympics.

Winter Olympics Pyeongchang 2018

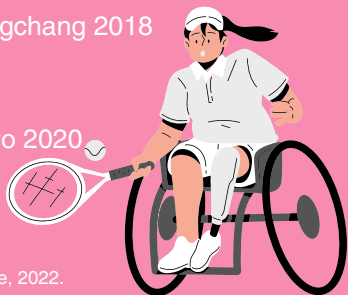
**69%**  
Men

**31%**  
Women

Summer Olympics Tokyo 2020

**64%**  
Men

**36%**  
Women



Source: Czech Olympic Committee, 2022.



The representation of women in the public-service media leadership has been persistently **low**. The highest is in Czech News Agency – 26%.

Source: ČTK, 2023.

Men are more likely to **own a driving license**, and concurrently, there is a higher proportion of active drivers among them. Significant differences are also in **walking**, which is more utilised by women as a means of transportation.



Source: Ministry of Transport (Dopravní chování žen v datech), 2020.

## 8. External relations

Czechia contributes to the global effort to promote gender equality not only through its domestic policies but also through its foreign policy and international engagements.

**Women, peace, and security** is an agenda of the United Nations, urging all states to ensure the participation and involvement of women in their security policies and in peace-building, including the incorporation of a gender perspective into all efforts towards recovery and international development.

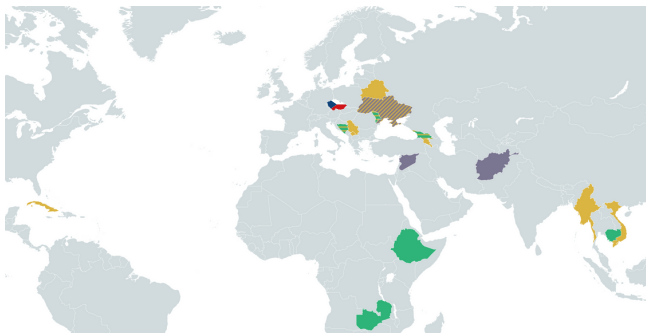
**Feminist foreign policy**<sup>5</sup> is an approach to foreign policy and diplomacy that is grounded in five key principles: intersectionality, empathic reflexivity, substantive representation and participation, responsibility, and an active commitment to peace. It focuses on integrating gender aspects into all aspects of foreign policy, including conflict, development cooperation, human rights, trade, and migration.

**The Convention on the Elimination of All Forms of Discrimination Against Women** was adopted in 1979. UN states committed to ensuring equality between men and women in the exercise of all economic, social, cultural, civil, and political rights.

<sup>5</sup>J. Cheung et al., *Feministická zahraniční politika v každodenní praxi*. Prague: Heinrich-Böll-Stiftung, 2021.



## Map of priority countries for foreign development and transformation cooperation of the Czech Republic, 2022.



### ■ Priority countries of foreign development cooperation

Bosnia and Herzegovina, Ethiopia, Georgia, Cambodia, Moldova and Zambia

### ■ Specific countries of foreign development cooperation

Afghanistan, Syria and Ukraine

### ■ Priority countries of the Transition Promotion Programme

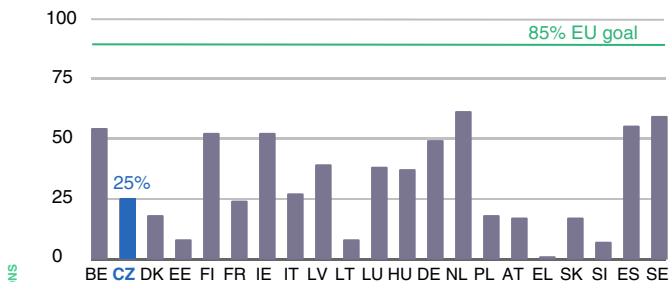
Armenia, Belarus, Bosnia and Herzegovina, Georgia, Kosovo, Cuba, Moldova, Myanmar, Serbia, Ukraine and Vietnam

Source: Ministry of Foreign Affairs, 2023.

The Czech Republic actively participates in foreign development cooperation, both in the context of bilateral (see the map above) and multilateral cooperation (in coordination with the EU, UN, and OECD). In partner countries and international organizations, the Czech Republic emphasizes, among other things, the development of democracy and respect for human rights, including gender equality and the empowerment of women.

## Share of new projects that included a gender perspective, comparison of EU countries, 2021.

Figures in percentages. The graphs shows EU members that are also part of OECD (PT not shown).

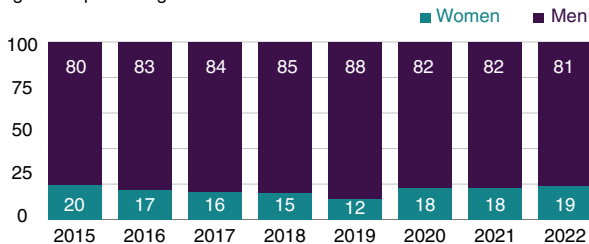


Source: OECD, 2022.

The European Union has outlined a target wherein 85% of all new projects within external relations are intended to contribute to gender equality and enhance the position of women by the year 2025.

## Ambassadors of the Czech Republic, 2015–2022.

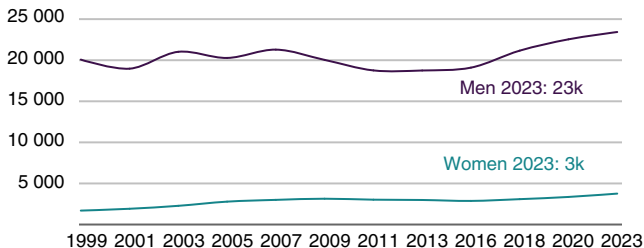
Figures in percentages.



Source: Association for International Affairs, 2022.

## Active duty military personnel of the Czech Army, selected years.

Figures in 1,000s.

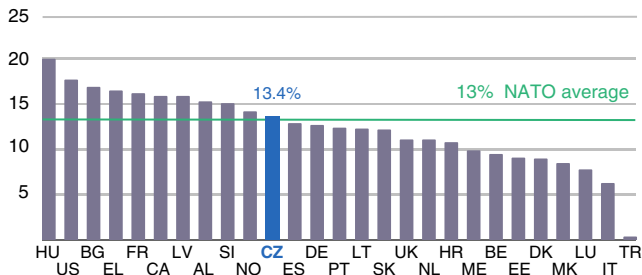


Source: Ministry of Defense, 2023.

While the Czech Army has seven times more male soldiers than females, the proportion of female soldiers in the Czech Army is slightly above the NATO average.

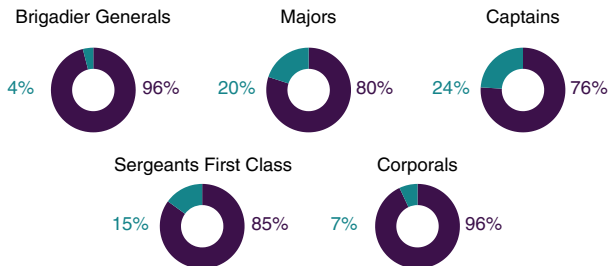
## Share of women in active duty military personnel, comparison of NATO countries, 2020.

Figures in percentages.



Source: NATO, 2020.

**Share of women and men at selected ranks within the Czech Army, 2023.**  
 Figures in percentages.



Source: Ministry of Defense, 2023.

The first female Brigadier General of the Czech Army was Lenka Šmerdová, appointed in 2017. In 2021, Zuzana Kročová also attained this rank.

The participation of female soldiers of the Czech Army in international operations and UN observer missions is relatively low. In 2021, a total of 51 female soldiers (5%) and 1,035 male soldiers (95%) took part in these international operations and missions.

**Reserve force personnel in the Czech Army, 2023.**

Figures in whole numbers and percentages.



Source: Ministry of Defense, 2023.

**81%** of ambassadors of the Czech Republic are men, while women constitute **19%** of them.



Source: Association for International Affairs, 2022.

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As of 2023, the share of female soldiers in the Czech Army amounted to **13%**.

Source: Ministry of Defense, 2023.

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In comparison to NATO member states, the representation of women in the Czech Army is **slightly above average** compared to other NATO armies.

Source: NATO, 2022.

## Women and men in Czechia 2023

Despite gender equality being a fundamental value of the Czech Republic, numerous gender disparities persist in Czech society. Gender statistics play a crucial role in identifying and addressing these inequalities. They provide a detailed overview essential for political decision-making, raise awareness, and support transformative changes. Therefore, gender statistics are indispensable for developing effective measures to achieve a just society for all of us.

The thematic areas closely align with the government's Gender Equality Strategy for 2021-2030. The strategy aims to promote positive changes in the field of gender equality and counteract negative trends where they persist or deepen.

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