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2017 Report on Gender Equality

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List of selected abbreviations:

CZSO - Czech Statistical Office
EU - European Union
OPDR - Office of the Public Defender of Rights
MT - Ministry of Transport
MF - Ministry of Finance
MHR - Minister for Human Rights, Equal Opportunities and Legislation
MC - Ministry of Culture
MRD - Ministry for Regional Development
MD - Ministry of Defence
MIT - Ministry of Industry and Trade
MLSA - Ministry of Labour and Social Affairs
MJ - Ministry of Justice
MEYS - Ministry of Education, Youth and Sports.
MOI - Ministry of the Interior
MH - Ministry of Health
MA - Ministry of Agriculture
MFA - Ministry of Foreign Affairs
NGO – Non-Government Organisation
OECD - Organisation for Economic Cooperation and Development
OP E – Operational Programme Employment
UN – United Nations
PČR - Parliament of the Czech Republic
PSP ČR - Chamber of Deputies of the Parliament of the Czech Republic
SC UN - United Nations Security Council
TA CR - Technology Agency of the Czech Republic
UWE - University Women of Europe
OG CR - Office of the Government of the Czech Republic
PDR - Public Defender of Rights

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1. Introduction

The **2017 Report on Gender Equality** is a periodic summary report providing information on developments in the field of gender equality (hereinafter referred to as the “Report on Gender Equality”). It builds on the **Governmental Strategy for Gender Equality in the Czech Republic for 2014-2020** (hereinafter referred to as the “Government Strategy”) adopted in November 2014. The Report on Gender Equality is divided into the following chapters, which correspond to the main areas of the Government Strategy:

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

The aim of the Report on Gender Equality is to provide **a comprehensive overview of developments in this field**, with statistical data on the status of women and men in Czech society. The Report on Gender Equality thus contributes to identifying persisting gender inequalities in different areas of social life.

The **Report on the implementation of the government strategy for 2017**, which contains an evaluation of the implementation of the Government Strategy and the follow-up Updated measures for priorities and procedures of the government of the Czech Republic in the promotion of gender equality by each ministry (hereinafter “Updated Measures”) forms an annex to this Report on Gender Equality. Unless otherwise stated, the Report on Gender Equality uses data correct on 31 December 2017.

In the past, the Report on the Implementation of the Government's Strategy formed a part of the Report on Gender Equality. This year, it is presented as an annex; the reason being **to increase the transparency of the information** on i) developments in the field of gender equality (by means of the Report on Gender Equality); and ii) to implement the tasks outlined in the Updated Measures and the Government Strategy (by means of the Government Strategy Report).

Monitoring the implementation of follow-up action plans forms a part of the mechanism for evaluating the implementation of the Government Strategy. These action plans are as follows **Action Plan for the prevention of domestic and gender-based violence** for 2015 - 2018, **Action Plan for equal representation of women and men in decision-making positions** for 2016 - 2018 and **the Czech Republic Action Plan for UN Security Council Resolution no. 1325** (2000), on women, peace, and security and related resolutions for 2017-2020 (which is under the authority of the MFA). Comprehensive reports on the implementation of these Action Plans and developments in the areas concerned are to be submitted separately to the Government of the Czech Republic by the end of June 2018.

From the point of view of meeting the goal of the Governmental Strategy to create **a comprehensive and functional institutional structure for the promotion of gender equality**, several important events can be identified in 2017. On 1 January 2017 the **Department for Gender Equality** was set up within the **Office of the Government of the Czech Republic**, from the existing Section for Gender Equality. For most of 2017, the gender equality agenda was in the remit of the **Minister for Human Rights, Equal Opportunities and Legislation**. However, at the end of the year, in the context of the change in government change, this post was not included in the newly established government. Effective from 13 December 2017, **Minister of Justice Robert Pelikán** was

tasked with the coordination of human rights and equal opportunities at the government level. At the end of 2017, a period of almost four years ended during which a specific position of Minister for Human Rights and Equal Opportunities had existed.

An important role in the promotion of gender equality at ministerial level is played by **departmental coordinators and gender equality coordinators**. Practice continues to show that they usually only devote part of their workload to the gender equality agenda and often encounter a limited level of competency. **Improving the status of these coordinators remains one of the main challenges** in the field of institutional safeguarding of equality between women and men. Effectively, gender mainstreaming is successful in those ministries that implement projects for the implementation of the Government Strategy from the Operational Programme Employment (hereinafter referred to as “OP Employment”).

In 2017 elections were held to the Chamber of Deputies of the Parliament of the Czech Republic. **The representation of women in the Chamber of Deputies increased from 19.5% to 22%**. As far as the representation of women within the legislature is concerned, the Czech Republic does not reach the long-term European average. Over the past 21 years, the representation of women in the Chamber of Deputies has increased by only 7%. European experience confirms that without introducing positive measures to increase the representation of women in politics, very little progress will be made. **The low representation of women in decision-making positions in 2017 persisted in the fields of government, business, justice and diplomacy.**

In the field of gender equality **on the employment market, we can continue to identify positive trends**. The female employment rate (which has already reached the target of 65% set by the Government Strategy) is rising; the female unemployment rate is decreasing, and the number of female entrepreneurs is growing. The reasons for these trends may be found in the positive development of the Czech economy, rather than in measures aimed at eliminating gender inequalities in the employment market.

However, the difference in **average salaries of women and men, which continues to be one of the highest in the EU**, remains a major challenge. The gender pay gap is also reflected, for example, in the differences in the average old-age pensions of men and women and in the persistent higher level of risk of poverty facing elderly women. The gender pay gap, despite some partial public administration activities aimed at the promotion of equal pay, is declining only very slowly; by 2020 it will certainly fail to achieve the goal set out in the Government Strategy (which is to achieve the average EU gender pay gap, currently at 16%).

In the field of **harmonisation of work and personal life** the year 2017 brought **positive changes**, which were implemented in particular by MLSA and which are in line with the main objectives of the Government Strategy. For example, **development of children’s groups (and micro creches)** continued by means of the OP Employment. The increased level of male participation in childcare was supported by the introduction in 2017 of **paternal postnatal care benefits** and the abolition of the monthly ceiling for drawing on the parental allowance. In the area of care for dependents, there has been an introduction of “**long-term care leave**”, which provides for the possibility to provide long-term care for up to 90 days unless the employer can demonstrate that it is not possible for serious operational reasons.

Despite the partial positive trends and the measures taken, it can be stated that **the availability of childcare services for children up to three years of age remains low and regionally disproportionate**. In the past year, over 33,000 applications for placement of children in nurseries were rejected. The low use of flexible forms of work and part-time work remains a challenge - only 10% of women and 2.3% of men are in part-time work.

The field of **education and research in terms of gender equality** can be said to be **stagnating** on the long-term. In spite of the efforts of several institutions specifically targeting this area, more marked progress is not being made. A reduction in **horizontal and vertical gender segregation** amongst teachers and students, or a fairer position of women and men in science, research and innovation, remains a challenge. Partial progress has been achieved by the approval of the **Human resource development Action Plan for research, development and innovation and gender equality in research, development and innovation in the Czech Republic for 2018 to 2020**, prepared by the Ministry of Education, Youth and Sports. Another benefit was the approval of the amendment to the State Social Support Act, under which new and existing university students and graduates can more easily draw parental allowance.

In connection with the prevention of gender-based violence in 2017, the **preparations for the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence** continued. The rate of occurrence of various forms of gender-based violence recorded in the past year by the Police of the Czech Republic did not deviate from the trend set in previous years. The year 2017 was important **in terms of awareness of domestic and sexual violence**. The **#MeToo worldwide campaign** also resonated around the Czech Republic, although it has often been misunderstood and underplayed by certain sections of the media or personalities. A documentary film about victims of domestic violence called “Z lásky nenávist” [From Love, Hate] was broadcast by Czech Television. The campaign by the Office of the Government focused on, amongst other things, the prevention of domestic violence, came to a head.

As regards the promotion of gender equality in external relations, it can be said that it has been possible to meet most of the relevant objectives of the Government Strategy. Paradoxically, the Czech Republic in many ways promotes gender equality more successfully at an international level than at a national level. The Czech Republic once again took an active part in the **meeting of the UN Commission on the Status of Women, at which it organised two seminars**. In January 2017 the government of the Czech Republic approved **The Czech Republic Action Plan for UN Security Council Resolution 1325** (2000) on Women, Peace and Security and related resolutions for 2017-2020 as an important instrument for implementing the gender equality agenda in foreign and security policy.

The promotion of gender equality was one of the **priorities of the Czech Presidency of the Committee of Ministers of the Council of Europe**. As part of this priority, a specialist conference on the collection of statistical data on gender equality was held in Prague in November 2017 with a follow-up meeting of the Council of Europe's Committee on Gender Equality. During this **meeting in Prague** the **Council of Europe's Strategy for Gender Equality for 2018-2023** was discussed in detail and **approved** at a working level.

2. Institutional security of gender equality in the Czech Republic

From the point of view of meeting the goal of the Governmental Strategy to create a comprehensive and functional institutional structure for the promotion of gender equality, several important events can be identified in 2017.

On 1 January 2017 the Department for Gender Equality (hereinafter the “Department”) was set up within the Office of the Government of the Czech Republic, from the existing Section for Gender Equality. The existence of a separate Department reinforced the performance of the agenda not only on a symbolic level (in terms of recognition of its importance and its cross-sectional character), but also practically, as it allowed for the more rapid and more efficient approval and implementation of the departmental tasks of

the Department. However, the gender equality agenda and the work of the Department are mainly funded by the European Social Fund and are dependent on projects.

For most of 2017, the gender equality agenda was in the remit of the Minister for Human Rights, Equal Opportunities and Legislation. This function was performed by Jan Chvojka. However, at the end of the year, in the context of the change in government, the position of the Minister for Human Rights, Equal Opportunities and Legislation was not included in the newly established government. Effective from 13 December 2017, Minister of Justice Robert Pelikán was tasked with the coordination of human rights and equal opportunities at the government level.¹ However, the Department continued to be included under the Human Rights Section of the Office of the Government of the Czech Republic. At the end of 2017, a period of almost four years ended during which a specific position of Minister for Human Rights and Equal Opportunities had existed.

The failure to establish the post of the Minister for Human Rights, Equal Opportunities and Legislation in the new government has provoked the disgust of some human rights organisations. These organisations, amongst others, pointed out that the Czech Republic is criticised by many international organisations in relation to human rights issues and that the Minister for Human Rights is a governmental actor who can improve this situation in the long term.²

An important role in the promotion of gender equality at ministerial level is played by departmental coordinators and gender equality coordinators. Practice continues to show that they usually only devote part of their workload to the gender equality agenda and often encounter a limited level of competency. Improving the status of these coordinators remains one of the main challenges in the field of institutional safeguarding of equality between women and men. Effectively, gender mainstreaming is successful in those ministries that implement projects for the implementation of the Government Strategy from the Operational Programme Employment (hereinafter referred to as “OP Employment”).

2.1. Department for Gender Equality of the Office of the Government of the Czech Republic

In addition to the performance and coordination of the gender equality agenda, the Department also serves as the secretariat of the Council and its four committees and three working groups. For most of 2017 the provision of staff for the Department was crucially dependent on the implementation of the *Implementation of the Governmental Strategy for Gender Equality in the Czech Republic for 2014-2020 and related activities* project (hereinafter referred to as the “Implementation Project”). The total number of systemised posts in 2017 was 12 persons (of which 1 was on 0.5 time and 1 on 0.75 time). Only the post of Head of the Secretariat of the Government Council for Gender Equality was funded from the state budget. The post of director of the Department was not occupied in 2017. The trend of the previous years was thereby repeated, as without the implementation of projects it was not possible to ensure the normal agenda of the Department, including the professional, organisational and administrative provision of the functioning of the Council, its committees and working groups.

In 2017, the Department carried out two projects:

- *Domestic violence and gender-based violence / Application of equal opportunities for women and men and promoting the harmonisation of working and private life* (hereinafter referred to as the “CZ13 Project”), funded by Norwegian funds;

¹ For more details see <https://apps.odok.cz/attachment/-/down/RCIAAU6BUW28>.

² For more details see <http://www.czlobby.cz/cs/zpravy/neziskovky-apeluji-na-babise-aby-ve-vlade-mel-ministra-pro-lidska-prava>.

- *Implementation of the Governmental Strategy for Gender Equality in the Czech Republic for 2014-2020 and related activities* (hereinafter referred to as the “Implementation Project”), financed by the OP Employment.

Implementation of the CZ13 Project financed from Norwegian funds took place from 1 July 2014 until 30 April 2017.³ Whilst the main part of the project was concentrated into previous years, intensive implementation of the remaining part of the project activities took place in the first third of 2017.

Between September 2016 and February 2017, seminars for regional authorities were held in regional cities to discuss examples of good practice in the promotion of work, private and family life harmonisation. The discussions formed a part of the preparation of a methodology for the practical and legal possibilities for extending the measures for harmonisation of work and private life that came out in 2017.⁴

The media education campaign, entitled *To je rovnost! [That's equality!]*, which was launched on 25 November 2016 on the occasion of the International Day for the Elimination of Violence Against Women, also continued. Four animated television spots were produced, which were broadcast on Czech TV and TV Nova in March and April 2017.⁵ Information materials and promotional items were continuously distributed and distributed throughout the year. For example, campaign posters were posted in public transport in all regional cities, in maternity and family centres, or in selected branches of the Employment Office and libraries. In order to sustain the campaign, it continued to have a presence on Facebook⁶ and Twitter⁷ and had its own website www.tojervnost.cz.

The key, and now only, project implemented by the Department is the Implementation Project. The aim of the project is to more effectively promote gender mainstreaming in the state administration and to improve the institutional securing of gender equality at the level of the Government of the Czech Republic - inter alia, by more efficient collection of statistical data and more rigorous evaluation of the impact of materials submitted to the Czech government. The project also develops cooperation with relevant actors in the international field (European Union, UN and other international organisations).

In 2017 the Department held two international conferences as part of the implementation of the Implementation Project. The first one was entitled *Co je rovnost ve městě? [What is equality in the city?]* focused on the gender dimension of the latest trends in the planning of sustainable and safe cities.⁸ On the occasion of the Czech Presidency of the Committee of Ministers of the Council of Europe, the Department organised an international conference entitled *Data collection and research on violence against women and domestic violence: a prerequisite for effective policy making*.⁹ Its aim was to promote the exchange of good practice and the sharing of foreign experience in the field of research and data collection on violence against women and domestic violence. The conference immediately followed an international workshop on victimisation statistics and administrative data on domestic violence.

On the occasion of the Czech Presidency of the Committee of Ministers of the Council of Europe, the Ministry also organised the (historically first) meeting of the Council of Europe Committee on Gender Equality, at which the Council of Europe Strategy for

³ For more details see <https://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/projekt_cz13/stranka-se-pripravuje-126352/>.

⁴ Available from <http://www.tojervnost.cz/images/analyzy/metodika_sladovani.pdf>.

⁵ For more details see <<http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/kampan-to-je-rovnost!---videospoty-154236/>>.

⁶ For more details see <<https://www.facebook.com/tojervnost/?fref=ts>>.

⁷ For more details see <<https://twitter.com/tojervnost>>.

⁸ For more details see <<http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/mezinarodni-konference-co-je-rovnost-ve-meste--nastolila-genderove-otazky-v-planovani-mest-157829/>>.

⁹ For more details see <<http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/urad-vlady-porada-mezinarodni-konferenci-ke-sberu-dat-a-vyzkumu-v-oblasti-domaciho-nasili-161213/>>.

Gender Equality for 2018-2023 was discussed and approved by the Committee.¹⁰

In 2017, three workshops with the departmental gender equality coordinators (hereinafter referred to as “departmental coordinators”) were also held as part of the implementation of the Implementation Project.

2.2. The Government Council for gender equality (hereinafter referred to as the “Council”)

The Council met on 27 March,¹¹ 28 June¹² and 16 October 2017.¹³ The fourth Council meeting in 2017 did not take place due to the change in government. The gender equality agenda was transferred to the Minister of Justice until the end of 2017, resulting in the fact that the first meeting with the new Council president did not take place until 2018.

At the March meeting of the Council, the members were presented with the project entitled *22% k rovnosti [22% to equality]*,¹⁴ the title referring to the difference in average wages of women and men, and tools to address the gender pay gap. The Council was also presented with methodological information of the MIT for the recognition of sexism in advertising.¹⁵ The members of the Council also dealt with the draft Act on advance maintenance and recommended that the government adopt it (despite some shortcomings) and submitted it promptly for debate to the Chamber of Deputies of the Parliament of the Czech Republic. The Council also adopted a resolution recommending that the Czech Government, in the framework of the negotiations on the accession of the EU to the Council of Europe Convention on Prevention of and Fight against Violence against Women and Domestic Violence, advocate accession in full thereto.

At the June session, the Council dealt with the gender aspects of digitisation and support for women working in the field of information technology. On the initiative of the Committee on the Prevention of Domestic Violence and Violence Against Women, the Council discussed a draft amendment to the Criminal Procedure Code, the Act on Offences and the Act on Victims of Criminal Activities, and adopted the related recommending resolutions for the MOI and MJ. On the initiative of the Obstetrics working group (based on evidence-based medicine and safe foreign practice) the Council additionally adopted a resolution recommending that the Ministry of Health carry out a revision of the legislation surrounding “birth centres houses” and to support the birth centre house pilot project, including an analysis of the possibilities for quality evaluation and safety of care.

A new edition of the *Gender Equality Index* was presented at the Council's October meeting.¹⁶ The index assesses the level of gender equality in all EU Member States, including progress made over the last 10 years. The Council also devoted itself to the position of women in foreign and security policy. At the meeting it adopted a resolution recommending that the new government retain the post of Minister for Human Rights, Equal Opportunities and Legislation. The resolution also included recommendations for the Department to remain as an integral part of the Human Rights Section of the Office of the Government of the Czech Republic.

¹⁰ For more details see <https://rm.coe.int/ge-strategy-2018-2023/1680791246>

¹¹ For more details see https://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/cinnost_rady/zaznam-ze-zasedani-rady-vlady-pro-rovnost-zen-a-muzu-ze-dne-27--brezna-2017-156481/.

¹² For more details see https://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/cinnost_rady/zaznam-ze-zasedani-rady-vlady-pro-rovnost-zen-a-muzu-ze-dne-28--cervna-2017-158935/.

¹³ For more details see https://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/cinnost_rady/zaznam-ze-zasedani-rady-vlady-pro-rovnost-zen-a-muzu-ze-dne-16--rijna-2017-161850/.

¹⁴ For more details see <http://www.rovnaodmena.cz/>.

¹⁵ For more details see <https://www.mpo.cz/assets/dokumenty/55757/63940/656321/priloha001.pdf>.

¹⁶ For more details see <http://eige.europa.eu/gender-equality-index>.

In 2017, individual Council committees and working parties also met. Detailed information on their activities will be published in the Annual Report of the Council for 2017 as well as on the website of the Office of the Government of the Czech Republic.

2.3. Subsidy program in the field of gender equality

The specific grant programme for the implementation of the Government Strategy is Promotion of the publicly effective activities of non-governmental non-profit organisations in the field of gender equality, which is administered by the Office of the Government of the Czech Republic.¹⁷ The allocation of the grant programme for 2017 was increased by CZK 2 million to CZK 7 million compared to previous years. In 2017 a total of 28 organisations applied for support; 15 of them were allocated grants.¹⁸ In July 2017, the grant award procedure was announced for 2018. The administration of the grant award proceedings for 2018, and the existence of the entire subsidy programme, was jeopardised by the amendment proposed by Jakub Janda to the draft Act on the state budget of the Czech Republic for 2018.¹⁹ The proposal to cancel the grant programme was dealt with, among others, by the Institutional Committee, which expressed a fundamental disagreement with Janda's proposal and recommended that the subsidy programme be maintained with the originally proposed allocation of CZK 7 million. The proposal of the deputy Janda was not adopted by the Chamber of Deputies.²⁰

2.4. Gender focal point(s)²¹

The main role of coordinators (*gender focal points*) is to oversee the application of gender mainstreaming within the ministry's activities. Practice continues to show that they usually only devote part of their workload to the gender equality agenda and often encounter a limited level of competency. The year 2017 was no exception in this regard. The position was either not set up on a full-time basis or, if the department had this position set up, it was usually closely interconnected or confused with the HR agenda (or focused on the field of non-discrimination in a broader sense). As a result, the person concerned could not fully devote him/herself to the effective promotion of gender equality. This deficiency was manifested mainly in the insufficient implementation of gender mainstreaming in the external policies of individual ministries.

Similar conclusions were reached in the research report produced as part of the *Tailor-made service* carried out by the Office of the Public Defender of Rights (hereinafter referred to as the "OPDR"), which, apart from reconciling family and personal life with the performance of the service, also focused on the activities of the ministerial coordinators. The findings of the OPDR show that the ministerial coordinators are not *"classified in the same way within the organisational structure of the ministry (in a section, sector or department) and do not usually devote a determined proportion of their working capacity to the topic of gender equality, which also includes the issue of harmonisation. They usually deal with another type of agenda, often to the detriment of the issue of gender equality."*²²

The *Standard position for sectional Gender focal point(s)*, which was submitted to the inter-ministerial commentary in November 2017, was designed to facilitate the existing practice of coordinators.²³ The material was not, however, submitted at any meeting of the Czech Government due to the receipt of a number of fundamental comments and

¹⁷ For more details see <<https://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dotace/dotacni-program-podpora-verejne-ucelnych-aktivit-nestatnich-neziskovych-organizaci-v-oblasti-rovnosti-zen-a-muzu-123043/>>.

¹⁸ For more details see <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dotace/Konecne-vysledky-v-dotacnim-programu-Podpora-verejne-ucelnych-aktivit-nestatnich-neziskovych-organizaci-v-oblasti-rovnosti-z_3.pdf>.

¹⁹ For more details see <<http://www.psp.cz/sqw/ppn.sqw?o=8&id=6459>>.

²⁰ For more details see <<http://www.psp.cz/eknih/2017ps/stenprot/004schuz/s004077.htm#h59>>.

²¹ An updated list of departmental Gender focal point(s) is available from <<http://www.vlada.cz/cz/-138720>>.

²² Available from <https://www.ochrance.cz/fileadmin/user_upload/ESO/101-2017-DIS-JKV-vyzkumna_zprava.pdf>.

²³ Available from

<[https://albatros.odok.cz/odok/eklep3.nsf/\\$\\$OpenDominoDocument.xsp?action=openDocument&documentId=7E2C5E](https://albatros.odok.cz/odok/eklep3.nsf/$$OpenDominoDocument.xsp?action=openDocument&documentId=7E2C5E)>.

due to the change in government. It is expected that it will be re-examined in the first half of this year in the inter-ministerial commentary procedure. In 2017, the Department intensified its cooperation with district coordinators and also provided related methodological assistance. Through membership and hosting in the Council committees, the Ministerial coordinators were allowed to actively participate in the preparation of some of the above outputs of the Department and the implemented projects.

OP Employment projects focused on the implementation of the Government Strategy play a key role in the effective promotion of gender equality in the activities of individual ministries. Examples of successful projects in this field include, for example, the MEYS and MT projects.

2.5. The horizontal principle of gender equality in the implementation of ESIF funds

In the Partnership Agreement for the 2014-2020 programming period (hereinafter referred to as the “Partnership Agreement”),²⁴ which is the baseline document for the implementation of the European Structural and Investment Funds (hereinafter referred to as “ESIF”) in the Czech Republic, chapter 1.5.2 states the principle of promoting gender equality and the principle of non-discrimination. These so-called horizontal principles must be taken into account in the preparation of operational programmes as well as in their implementation. For this purpose, contact points (hereinafter referred to as “MA contact points”) were set up in each ministry managing one of the ESIF operational programmes. A working group was also set up which, in addition to the MA and MRD contact points, guarantors for the two above-mentioned horizontal principles were represented. As a guarantor of the horizontal principle of gender equality in 2017, the Department cooperated with both the MA and the MRD contact points. It participated in the meetings of the aforementioned working group and all the meetings of the ESIF Council at the working level that took place in the past year.

In 2017, annual reports on the implementation of individual operational programmes were produced, in which the Managing Authorities evaluated the activities supported under the programmes and in terms of the above-mentioned horizontal principles. A Progress report on the implementation of the Partnership Agreement to 31 December 2016 was also produced, which contained a brief reflection on the measures taken in the context of the application of horizontal principles. A third revision of the Partnership Agreement was also carried out and the material of the Platform for the European Structural and Investment Funds for the 2014-2020 programming period and the preparation of the programming period after 2020 was updated. All of these materials were commented on by the Department. In October 2017, the Department also participated in an annual meeting with representatives of the European Commission, where it referred to the application of the horizontal principle of gender equality.

2.6. Public Defender of Rights

In 2017, the Public Defender of Rights dealt extensively with two themes in the area of gender equality: harmonisation of work and personal life in the area of the civil service and non-equal pay.

In the *Tailor-made service*²⁵ project the OPDR carried out research that mapped the current situation in reconciling work, family and private life with the performance of services at ministries. The purpose of this research was, amongst other things, to describe examples of good practice and, in cooperation with the State Secretaries and the Secretary, to develop recommendations for further development in the field of harmonisation (and thus to increase the awareness of employees and employees of the

²⁴ For more details see <<http://www.dotaceeu.cz/cs/Fondy-EU/2014-2020/Dohoda-o-partnerstvi>>.

²⁵ For more details see <<https://www.ochrance.cz/kancelar-vop/projekty-spoluprace/sluzba-sita-na-miru/>>.

civil service about their rights in the field of harmonisation).²⁶ The issue of harmonising was also addressed by the OPDR at an international level. Thanks to its representation in the working group of the *Equinet* European Network of Equality Bodies, which focuses on gender equality, the OPDR participated in the discussion on the proposal for a new Directive of the European Parliament and of the Council on the work / life balance of working parents and workers 2010/18/EU,²⁷ the adoption of which the Public Defender supports.

Barriers at work to parenting, and the inability to harmonise work and family life, are mostly reported by women. However, according to the OPDR findings, men are encountering such barriers more frequently. Last year, the OPDR resolved the case of a man working in a service job who wanted to go on parental leave and lost his job.²⁸

The OPDR cooperates on the system project of the Ministry of Labour and Social Affairs *22% to equality* focused on (un)equal pay, as part of which in 2017 the Public Defender concentrated on the work of the State Employment Inspection Authority and the Regional Employment Inspectorates. Employment inspectorates have not yet been able to check whether an employee is indirectly discriminated against on grounds of gender. They cannot even determine exactly where the work is of the same value.²⁹ Inspections, however, according to the CPVO, are not a panacea, as they respond to a very limited part of the *gender pay gap* phenomenon. This should not, however, prevent the consistent and high-quality use of the powers conferred on the State Employment Inspectorate by the Act.

Last year the OPDR also participated in a round table with inspection and surveillance authorities on sexual harassment issues. In collaboration with the Pro Bono Alliance, she organised a seminar for lawyers and lawyers entitled *Harassment in the workplace* and prepared a flyer entitled *How to help victims of bullying in the workplace*.³⁰ The OPDR also participated in the development of a manual for the prevention and combating of sexual harassment at ministries, which is drawn up by the Department. In 2017, the OPDR also addressed a complaint about sexual harassment.³¹ The fact that complaints of sexual harassment occur very rarely, according to the OPDR, points to the fact that it is still a taboo topic.³²

2.7. Regions and municipalities

In 2017, the 11th “*Office of the Year Half to Half - Respect for Equal Opportunities*” took place, which is regularly arranged by the MOI.³³ A total of 32 public administration authorities participated in the competition at municipal, urban and regional levels (which was a significant decrease in comparison with the previous year). In 2017, the following offices were placed in the competition:

- Type I municipalities: Kamýk nad Vltavou, Nový Kostel, Heřmánkovice;
- Type II and III municipalities: Most, Prague 22, Prague 18;
- Regions: Vysočina Region, South Moravian Region, Olomouc Region.

²⁶ Available from <https://www.ochrance.cz/fileadmin/user_upload/ESO/101-2017-DIS-JKV-vyzkumna_zprava.pdf>.

²⁷ For more details see <<https://ec.europa.eu/info/law/better-regulation/initiative/24818/attachment/090166e5b20c4614>>.

²⁸ The Public Defender's report dated 23 March 2017, ref. 3849/2016/VOP, available from

<<http://eso.ochrance.cz/Nalezene/Edit/4906>>.

²⁹ For more details see

<https://www.ochrance.cz/fileadmin/user_upload/Publikace/sborniky_stanoviska/Sbornik_Kontrolni-organy.pdf>.

³⁰ For more details see <https://www.ochrance.cz/fileadmin/user_upload/Letaky/Sikana-na-pracovisti_rady.pdf>.

³¹ For more information see the Ombudsman's Report of 6 April 2017, sp. 2569/2016/VOP, available

from <<http://eso.ochrance.cz/Nalezene/Edit/4958>>.

³² The OPDR has described in detail the causes and consequences of underreporting of discrimination in a research report of 2015 available from

<https://www.ochrance.cz/fileadmin/user_upload/DISKRIMINACE/Vyzkum/diskriminace_CZ_fin.pdf>.

³³ For more details see <<http://www.mvcr.cz/clanek/soutez-urad-roku-pul-na-pul-respekt-k-rovnym-prilezitostem-v-roce-2017.aspx>>.

Since 2017, the MLSA has been implementing the project *Coordination of measures to promote the harmonisation of work and family life at regional level*, aimed at improving the coordination of national and regional policies in the field of family support.³⁴ The project plans to establish a network of regional counsellors and regional platforms. The project will encompass the development of a methodology for the creation of a family policy at regional and local levels, and a draft family policy plan and proposal for implementation of specific pro-family measures will be developed in each region.

2.8. Chamber of Deputies and Senate of the Czech Parliament

In 2017, the standing commission on Family, Equal Opportunities and National Minorities of the Chamber of Deputies of the Czech Parliament (hereinafter referred to as the “Permanent committee”), in its discussions on the gender equality agenda, addressed in particular the issue of discrimination against migrant women on the labour market and the problems of women employed in diplomatic services. Less than two months after the parliamentary elections, its membership changed. The standing commission, now chaired by Deputy Jana Pastuchová, did not convene in its new composition until 2018.³⁵

In the Senate, the issue of gender equality falls under the responsibility of the Subcommittee on Human Rights and Equal Opportunities of the Committee on Education, Science, Culture, Human Rights and Petitions,³⁶ chaired by Senator Jiří Čunek. However, over the past year this subcommittee did not meet.

3. Equal gender representation in decision-making positions

In 2017 elections were held to the Chamber of Deputies of the Parliament of the Czech Republic. The representation of women in the Chamber of Deputies increased from 19.5% to 22%. Also, in the context of establishment of a new government, the relative proportion of women in government increased (from 17.6% to 26.7%). In April 2017, there was also an increase in the representation of women in regional government from 21.4% to 28.6% (as a result of the change to the position of Governor of the South Bohemian Region).

As far as the representation of women within the legislature is concerned, the Czech Republic does not reach the long-term European average. The Czech Republic exceeded the European average only in relation to the representation of women in national government. Over the past 21 years, the representation of women in the Chamber of Deputies has increased by only 7%. (from 15% to the current 22%). European experience shows that, without introducing positive measures (e.g. legislative quotas), the increase in female representation in politics is very slow. In this context, it is interesting that, according to the Eurobarometer survey of 2017, legislative measures for a balanced representation of women and men in politics is supported by 69% of the Czech public. Nevertheless, the Czech Republic is one of the European countries in which no relevant positive measures have been taken.

The low representation of women in decision-making positions in 2017 persisted in the fields of government, business, justice and diplomacy. In terms of achieving the Government Strategy (40% representation of women in relevant decision-making positions), in 2017 there has been a slight shift in some areas. However, it is clear that the set target will most likely not be achieved in any of the relevant areas by the end of 2020. The low representation of women in decision-making positions remains one of the

³⁴For more details see <https://www.mpsv.cz/files/clanky/29589/Projekt_na_web.pdf>.

³⁵For more details see <<https://www.psp.cz/sqw/hp.sqw?k=6001>>.

³⁶For more details see <http://www.senat.cz/organy/index.php?ke_dni=23.03.2018&O=11&lng=cz&par_2=397>.

main reasons for the poor performance of the Czech Republic in the indexes comparing the level of gender equality at European and international levels.

On a symbolic level, it is symptomatic that positive trends (e.g. the appointment of the first female Czech general) are balanced by negative trends (e.g. the absence of female candidates in the presidential election or the absence of a woman among the deputy chairs of the new Chamber of Deputies).

3.1. Main events in the field of balanced gender representation in decision-making positions in 2017

The Committee on Equal Gender Opportunities in Politics and Decision-Making (hereinafter referred to as the “Political Committee”) set up by the Council continued to function as the main monitoring mechanism for the implementation by the Government of the Czech Republic of the strategic documents for balanced gender representation in decision-making positions. In 2017, the Political Committee participated in the preparation of the 2016 Summary Report on the Implementation of the Equal Opportunities Action Plan and the Recommendation of the Government Council on Gender Equality aimed at removing barriers and creating the conditions for a balanced representation of women and men in decision-making positions³⁷. In addition, it addressed the activities of the Council of Europe in order to promote a higher representation of women in politics, the topic of representation of women in corporate decision-making positions and discussed the drafting of candidates for the autumn elections to the Chamber of Deputies.

In February 2016 a hearing by the Czech delegation before the United Nations Committee on the Elimination of Discrimination against Women (“UN Committee”) was held in Geneva to review the 6th Periodic Report of the Czech Republic on the Implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women by the Czech Republic. The UN Committee asked the Czech Republic to inform the Czech Republic in writing, by March 2018, of the fulfilment of the recommendations on the amendment of the electoral laws in order to introduce the so-called zip system for candidate lists. The written information that was drawn up contains a summary of the steps taken in connection with the above recommendations.³⁸ In terms of promoting greater representation of women in politics, it concerns information about the adoption of the Action Plan for Equal representation and the positive trend in the increasing representation of women in politics. At the same time, the UN Committee was informed that the government of the Czech Republic did not proceed to adopt an amendment to the electoral laws introducing the so-called zip rule for the drafting of the lists of candidates in terms of the representation of women and men. Written information was approved by the Czech Government Resolution No. 148 of 8 March 2018 and subsequently submitted to the UN Committee via the MFA.

In September 2017 the Council of Europe issued a third report on analytical report on the implementation of Recommendation Rec(2003)3³⁹ (hereinafter referred to as “Analytical Report”). The analytical report follows the recommendations of the 2003 Committee of Ministers of the Council of Europe which set as one of the targets a minimum of 40% representation of women and men in any political or public decision-making body. According to the analytical report the average representation of women in the lower chambers of the European Parliaments is 25.6%, 23.9% in the upper chambers and

³⁷The online version of the Summary Report for 2016 is available from: <<http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/vlada-vzala-na-vedomi-zpravu-za-rok-2016-o-plneni-akcniho-planu-pro-vyrovnanе-zastoupeni-zen-a-muzu-v-rozhodovacich-pozicich-158559/>>.

³⁸the online version of the written information is available from:<<http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Pisemna-informace-o-krocich-ucinenych-pri-realizaci-doporuceni-Vyboru-OSN-pro-odstraneni-diskriminace-zen.pdf>>.

³⁹The online version of the analytical report (Balanced participation of women and men in political and public decision-making) is available from: <<https://rm.coe.int/analytical-report-data-2016-/1680751a3e>>.

25.6% in the regional chambers. The Czech Republic is therefore below the European average in all three respects. The analytical report also confirms that the European countries that have introduced legislative quotas for female representation on the candidate list (a total of 20 European countries) are achieving a more rapid increase in women's representation in the (legislative) councils. In terms of executive power, the representation of women among the members of the European governments is on average 25.6% (the Czech Republic is currently just above this average).

As part of the new Gender Equality Index⁴⁰, a field of power that measures gender equality in decision-making positions in the political, economic and social spheres, has been introduced by the European Institute for Gender Equality. In all of these spheres, the Czech Republic has fallen below the EU average. For example, in regional councils, the EU average is almost 10 percentage points higher (28%).

Furthermore, in November 2017, the Global Index of Gender Disparities for 2017 was published by the World Economic Forum.⁴¹ In comparison with 2016, the Czech Republic fell by 11 places and finished 88th out of 144 countries, mainly due to the low representation of women in politics. In the area related to participation in political decision-making, the Czech Republic was ranked as low as 91st. Despite the methodological limits, both indices provide useful information on the comparison of the Czech Republic's position in a European or global context and allow the monitoring of developments in this area.

In August 2016, a collective complaint was lodged with the Czech Republic by the *University Women of Europe*⁴² (hereinafter "UWE") for breach of the European Social Charter. The complaint also concerned the lack of representation of women in managerial and decision-making positions. Specifically, UWE argued that the national legislation of the Czech Republic does not contain any positive measures aimed at higher representation of women in the management of private companies. In response, the Czech Republic argued primarily with the adoption of the Equal Opportunity Action Plan, which contains several measures in the field of gender balance support in the management of private companies.⁴³

Interesting information on public opinion on the promotion of a greater representation of women in politics and decision-making positions Eurobarometer on gender equality 2017.⁴⁴ The survey showed, amongst other things, that 45% of the Czech population believe that there should be more women in politics (the EU average is 53%). By contrast, a similar proportion of the public (44%) believes that the current representation of women in Czech politics is sufficient. Strong gender gaps can be seen within these views, the view that there should be more women in politics is held by 59% of women (and only 31% of men). On the other hand, only 32% of women (and 57% of men) hold the view that the current representation of women in politics is sufficient. It is rather surprising to find that legislative measures for the balanced gender representation in politics are supported by 69% of the Czech public (the EU average is 70%). Only 16% of the public is strongly against.

Graph no. 1: Public opinions on positive measures to promote greater participation of women in politics in the Czech Republic and the EU

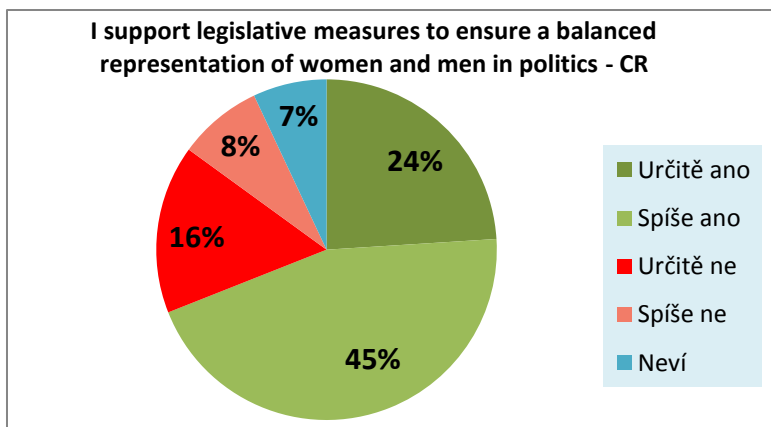
⁴⁰ For more details see <<http://eige.europa.eu/gender-equality-index>>.

⁴¹ For more details see <<http://reports.weforum.org/global-gender-gap-report-2017/dataexplorer/#economy=CZE>>.

⁴² The UWE complaint is available online from: <<https://rm.coe.int/16806bf0d1>>.

⁴³ The CR response is available online from: <<https://rm.coe.int/cc128-2016-submissions-by-the-government-on-the-merits-czech-republic/16807665eb>>.

⁴⁴ For more details see <http://data.europa.eu/euodp/en/data/dataset/S2154_87_4_465_ENG>.

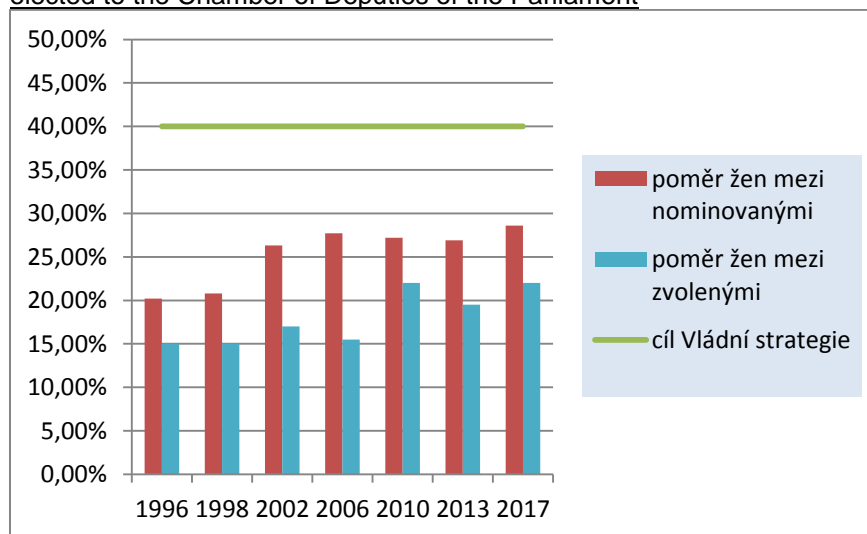


cs	en
Podporuji legislativní opatření k zajištění vyrovnaného zastoupení žen a mužů v politice - ČR	I support legislative measures to ensure equal representation of women and men in politics - Czech Republic
Určitě ano	Definitely yes.
Spíše ano	Probably yes
Určitě ne	Definitely not
Spíše ne	Probably not
Neví	Don't know

3.2. Equal representation of women and men in politics

In 2017 elections were held to the Chamber of Deputies of the Parliament of the Czech Republic. There were 28.6% female candidates, which is the highest proportion of women in history. The share of elected women is the same as the highest value in 2010, 22%. The following chart summarises the development of nominations and representation of women among the candidates and those elected to the Chamber of Deputies since 1996.

Graph no. 2: Development of the representation of women amongst those nominated to and elected to the Chamber of Deputies of the Parliament



cs	en
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Poměr žen mezi nominovanými	Proportion of women nominated
Poměr žen mezi zvolenými	Proportion of women elected
Cíl Vládní strategie	Goal of the Government Strategy

In the elections in the Chamber of Deputies differences in terms of representation on the lists of candidates as well as among the elected showed between the political parties. Although women, for example, accounted for 44.6% of the candidates on the ČSSD candidate list, their representation amongst those elected for this political party was only 13.3%. In addition to ČSSD, KDU-ČSL (10%) and the Piráti (13.6%) also had low rates of representation amongst their elected deputies.

Table 1 - Share of nominated and elected Deputies in 2017 for each political party

Political subject	No. of votes in elections (%)	Share of nominated women	Total number of seats	Number of women selected	Share of women elected
ANO 2011	29.6%	23.9%	78	20	25.6%
ODS	11.3%	22.7%	25	5	20.0%
Piráti	10.8%	21.3%	22	3	13.6%
SPD	10.6%	28.6%	22	6	27.3%
KSČM	7.8%	28.6%	15	3	20.0%
ČSSD	7.3%	44.6%	15	2	13.3%
KDU-ČSL	5.8%	24.5%	10	1	10.0%
TOP 09	5.3%	19.5%	7	2	28.6%
STAN	5.2%	22.9%	6	2	33.3%
Total		28.60%	200	44	22.00%

Although 22% of deputies are women, they are not adequately represented in the bodies of the Chamber of Deputies. Neither the position of the Chair nor any of the 5 Vice-Chairs of the newly established Chamber of Deputies is currently occupied by a woman. Of the 18 committees of the Chamber of Deputies, six of them are presided over by women. Of the 12 standing commissions of the Chamber of Deputies, only two women (the standing commission on Family, Equal Opportunities and National Minorities and the standing commission for the Constitution of the Czech Republic) are chaired by women.

At the beginning of 2018, there were also presidential elections, in which not one woman stood for election (there were 9 male candidates). Three women stood as candidates in the previous presidential election. Since the last elections in 2014 there have been 21 MEPs in the European Parliament, of which 5 are women (23.8%), one of the lowest proportions of elected MEPs in the EU Member States. The total representation of women in the European Parliament is 277 MEPs (i.e. 36.9%).⁴⁵ As at 31 December 2017, the Czech Republic had a total of 4 female regional governors [*hejtman*] (or 3 governors and one mayor of the City of Prague), and the representation of women amongst the regional governors was 28.6% (which is the highest proportion to date). The president of the Association of Regions of the Czech Republic is also a woman.

In connection with the activities of the non-profit sector, in this field the above-mentioned non-profit organisation Forum 50% is the most prominent in the Czech Republic. In 2017, in addition to its analytical activities, it also implemented several educational events. As part of the campaign named *Do you want to change something in politics?*, which was aimed at supporting women in the elections to the Chamber of Deputies, they created an animated spot, drew up analysis of candidate lists and arranged a public moderated debate with candidates for the Czech Republic Chamber of Deputies. Another campaign was the *Time for the first Czech woman president* campaign to

⁴⁵ For more details see

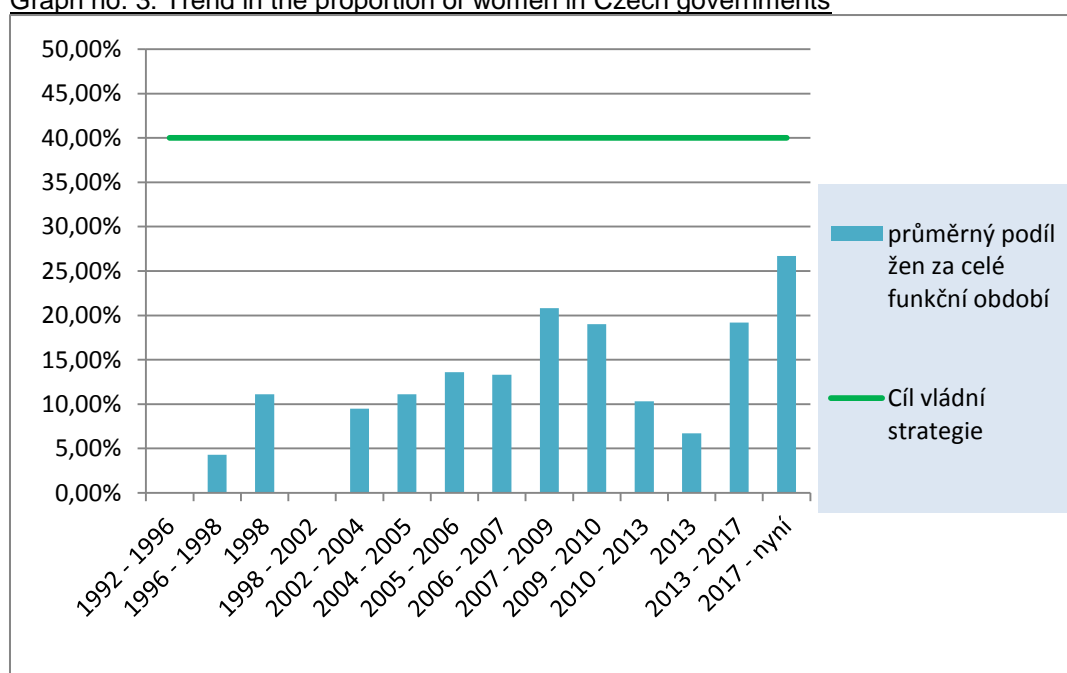
<http://aa.ecn.cz/img_upload/666f72756d35302d6669313030313139/analyza_vysledky_ep_2014.pdf>.

support women in the presidential election, which had only a limited impact on the absence of female candidates.

3.3. Equal representation of women and men in the public sphere and other public interest institutions

The state administration continues to be characterised by a high degree of vertical segregation by gender. As of 31 December 2017 there were only 4 women in the Government of the Czech Republic, heading the Ministry of Finance (Alena Schillerová), the Ministry of Labour and Social Affairs (Jaroslava Němcová), the Ministry of Defence (Karla Šlechtová) and the Ministry for Regional Development (Klára Dostálová). The representation of women in the government of the Czech Republic was 26.7% at the end of last year, an increase of 9 percentage points compared to 2016 (when there were three women in the 17-member government).

Graph no. 3: Trend in the proportion of women in Czech governments



cs	en
Průměrný podíl žen za celé funkční období	Average proportion of women for the full term of office
Cíl vládní strategie	Goal of the Government Strategy

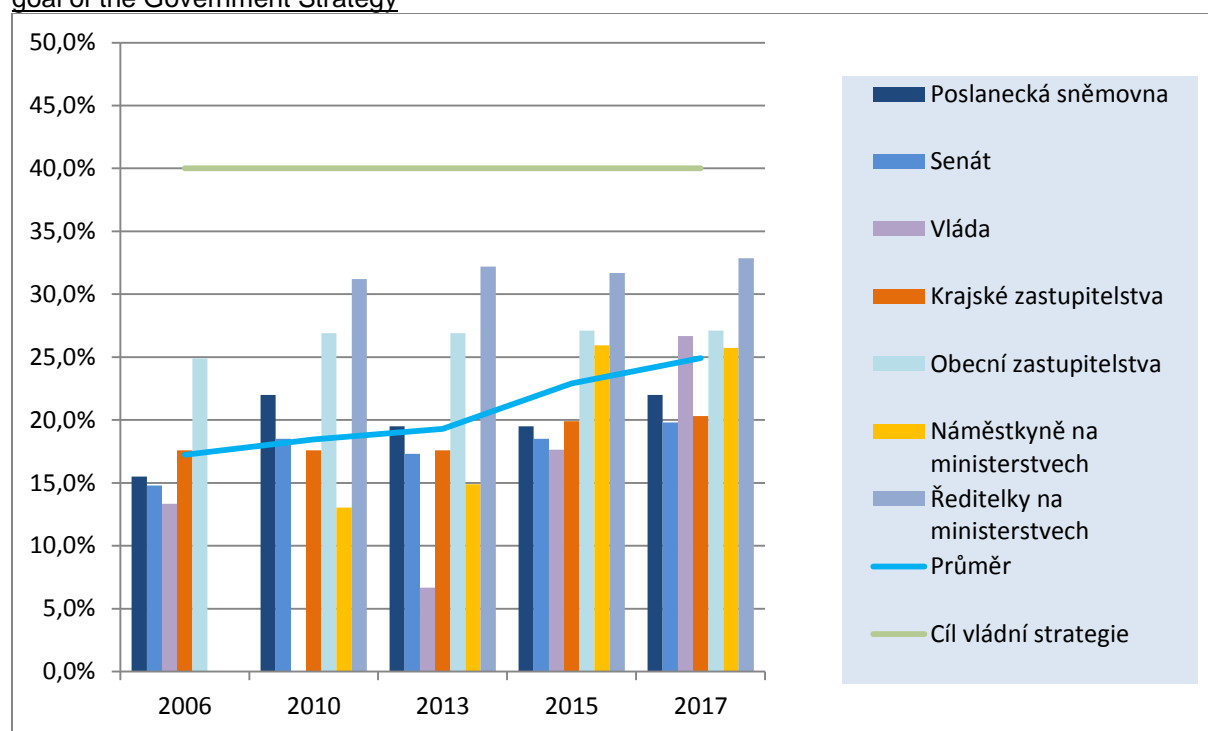
A relatively high level of vertical gender segregation persisted over the past year as well as within the wider leadership of ministries. As of 31 December 2017, out of the total of 101 deputy ministers, 26 were women. In 2017, only one woman (at the MRD) held the post of state secretary. The rule also applies that further down in the hierarchy of governmental decision-making positions, the relative representation of women is growing - female representation at the level of directors and union directors was 159 out of a total of 484, representing 32% of the total - the same share as in 2016. In terms of heads of departments, almost all ministries have reached the boundary of at least 30% women.

Women are also poorly represented in decision-making positions in the field of justice, despite the fact that the number of female judges has long been higher than the number of male judges. As of 1 January 2017 there were 1,828 female judges and 1,177 male

judges. The more prestigious the judicial institution, the lower the proportion of women amongst the judges. In the case of district courts, women occupy 66% of all posts, whilst 32% of judges at the Supreme Administrative Court of the Czech Republic are women, however at the Supreme Court of the Czech Republic only 19% of judges are women. Within the Constitutional Court, which consists of 15 judges, two are women. At the level of chairs of district courts, 41.7% are women, at the level of the regional courts, this proportion decreases to 25%. It is thus clear that, although women form the majority of judges, they are not adequately represented in court proceedings.

As regards foreign political positions, in 2017 the proportion of female ambassadors was 17% and this has remained unchanged long-term. Last year, the Association for International Affairs issued an analysis of the representation of women in security and foreign policy, which included the results of the survey of representation of women in executive positions, the Parliament of the Czech Republic and the European Parliament, inside political parties as well as in the research and education sector.⁴⁶ This analysis was presented at the Council meeting on 16 October 2017 and also contained information on the diplomatic service of the Czech Republic.

Graph no. 4: Representation of women in selected decision-making positions in relation to the goal of the Government Strategy



cs	en
Poslanecká sněmovna	Chamber of Deputies
Senát	Senate
Vláda	Government
Krajské zastupitelstva	Regional councils
Obecní zastupitelstva	Municipal councils

⁴⁶ For more details see <https://www.amo.cz/wp-content/uploads/2017/09/AMO_zeny-v-ceske-evropske-zahranicni-a-bezpecnostni-politice.pdf>.

Náměstkyně na ministerstvech	Deputy Ministers at the Ministries
Ředitelky na ministerstvech	Directors in Ministries
Průměr	Average
Cíl vládní strategie	Goal of the Government Strategy

3.4. Equal gender representation in trading companies

According to the fifth edition of the report *Women in the Boardroom*⁴⁷, which maps the situation in 64 countries of the world including the Czech Republic, the number of women in the boardrooms of commercial companies remains low. Their representation has grown globally by 3 percentage points to a total of 15%, whilst the leading functions are dominated by men (96%). The Czech Republic remains, with 9% female representation in the boardrooms, behind the global and European averages.

The topic of representation of women and men in the boardrooms of companies is addressed by the Otevřená společnost [Open Society] NGO, which also maps the Czech environment in the field of female participation in private sector decision-making roles using the so-called gender map. This gender map shows the situation of female representation in supervisory boards and boards of directors at state, regional and municipal companies.⁴⁸

In addition, in the Czech Republic the Byznys pro společnost [Business for Society] platform, which in 2017 organised the 14th year annual Top Responsible Company competition, which award Czech companies for applying tools for delivering diversity, also deals with this theme. At the same time it has compiled the third annual Czech Women's representation in leadership roles 2017, which monitored the 250 largest Czech companies by turnover. According to this index, the number of women in the boardrooms of private companies is constant. In the largest Czech companies, the representation of women in all statutory bodies is 12.5% (168 women out of a total of 1,349 persons). Compared to the previous year, however, this is only an increase of 0.5 percentage points.⁴⁹

The European Commission is also engaged in activities to promote higher representation of women in the boardrooms of the largest companies. In 2014 it presented the proposal for Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures (hereinafter referred to as the "proposal for a directive on gender balance"). It is still being negotiated and the Czech Government has supported its adoption since December 2015. The proposal for a directive on gender balance was also discussed within the EU Council in the first half of 2017. In particular, the Maltese Presidency has modified the target dates, reporting deadlines and timetable for implementation, taking into account the time elapsed since the last EU Council meeting. At the June EPSCO Council meeting, the Maltese Presidency presented a progress report summarising the need for further political negotiations to discuss the proposal for a directive. In the second half of 2017 the Estonian Presidency did not continue in the negotiation of the proposal for a directive on gender balance, nor is the current Bulgarian Presidency discussing the proposal.

⁴⁷ For more details see <<https://www2.deloitte.com/content/dam/Deloitte/cz/Documents/about-deloitte/cz-women-in-the-boardroom-5th-edition.pdf>>.

⁴⁸ For more details see <<http://www.genderovamapa.cz/>>.

⁴⁹ For more details see <<http://byznysprospolecnost.cz/index-zeny-ve-vedeni-2017/>>.

4. Gender equality in the employment market and in business

In the field of gender equality on the employment market, we can continue to identify positive trends. The female employment rate (which has already reached the target of 65% set by the Government Strategy) is rising; the female unemployment rate is decreasing and the number of female entrepreneurs is growing. The reasons for these trends may be found in the positive development of the Czech economy, rather than in measures aimed at eliminating gender inequalities in the employment market.

However, the difference in average salaries of women and men, which continues to be one of the highest in the EU, remains a major challenge. The *gender pay gap* is also reflected, for example, in the differences in the average old-age pensions of men and women and in the persistent higher level of risk of poverty facing elderly women. The *gender pay gap*, despite some partial public administration activities aimed at the promotion of equal pay, is declining only very slowly; by 2020 it will certainly fail to achieve the goal set out in the Government Strategy (which is to achieve the average EU *gender pay gap*, currently at 16%).

With regard to the threat of poverty, a positive trend of moderate poverty risk reduction has been observed in recent years, with almost the same rate in women as men. According to the latest Eurostat data, at the end of 2016 13.3% of the population was at risk of poverty (the lowest risk of poverty since 2008).

New challenges can be expected given the ongoing digitisation of the employment market. Existing studies confirm that digitisation will have different impacts on women and men. Forecasts include job losses in sectors dominated by men. An increase in demand for labour can be expected in services, trade, health, education and social services, which are fields in which women predominate.

4.1. Unemployment rate of women and men and economic participation

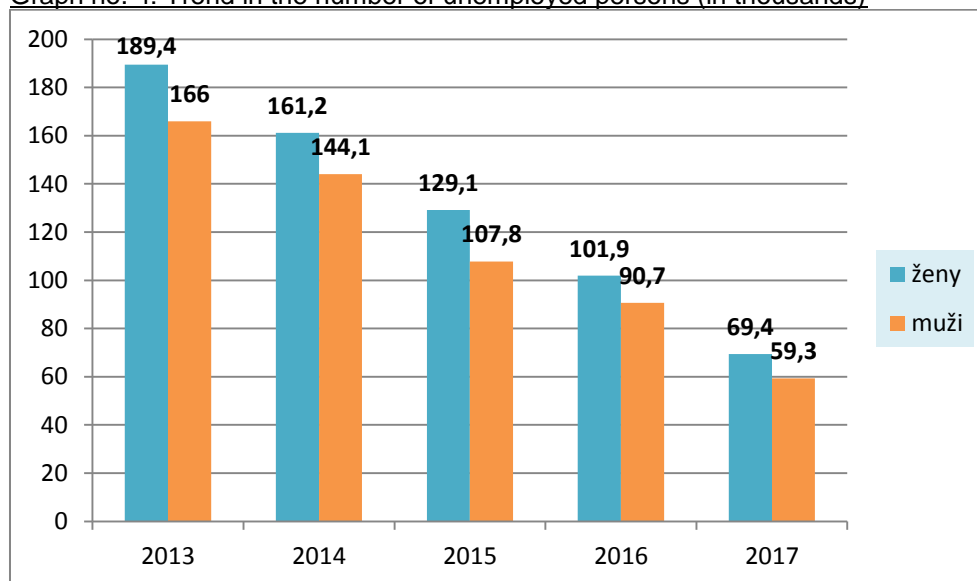
The Czech Republic has long been characterised by a very low level of unemployment. Within the EU, the unemployment level was 2.8% in the third quarter of 2017 which represents first place, and not for the first time (year-on-year decline in unemployment of 1.2 percentage points), both for women and men. Specifically, the unemployment rate for men was 2.2% (year-on-year decrease of 1.1 percentage points) and for women 3.5% (year-on-year decrease of 1.4 percentage points). The unemployment rate in the EU is 7.5%, with 7.2% for men and 7.8% for women.⁵⁰

According to the results of the Labour Force Survey (hereinafter “LFS”) for the fourth quarter of 2017, the number of unemployed persons decreased significantly year-on-year by 63.1 thousand, thus reaching a total level of 128.7 thousand unemployed persons. Whilst the number of unemployed women decreased by 32.2 thousand to 69.4 thousand, the number of unemployed men decreased by 30.9 thousand to 59.3 thousand.⁵¹

⁵⁰ For more details see <<https://www.czso.cz/documents/10180/46239599/czam013017analyza.pdf/21147a52-a231-4db4-b43d-8aa7d7ab814a?version=1.0>>.

⁵¹ For more details see <<https://www.czso.cz/csu/czso/cris/zamestnanost-a-nezamestnanost-podle-vysledku-vsps-4-ctvrtleti-2017>>.

Graph no. 4: Trend in the number of unemployed persons (in thousands)



cs	en
Ženy	Women
Muži	Men

At the same time, the number of people unemployed for one year and longer decreased year-on-year by a significant 34.2 thousand to 40.5 thousand persons.⁵² In the third quarter of 2017 the proportion of long-term unemployed in the total unemployment fell to 32.9% in the Czech Republic (the lowest since mid-2011, a year-on-year decline of 1.6 percentage points). The long-term unemployment rate in the Czech Republic fell by 5.8 percentage points year-on-year to 32.1% for men, and by 7 percentage points to 33.5% for women.⁵³ After 4 years, the year 2016, from which the latest available statistics are available, was when the 35-39 year age group did not have the highest female unemployment rate (often women taking care of young children), but the group of monitored persons between 25-29 years.⁵⁴

According to the currently available statistics, the goal defined in the Government Strategy, which is to reduce the female unemployment rate compared to the initial status, is being gradually met. However, the female unemployment rate is higher than in men.

Employment of 75% is one of the EU's long-term goals in the employment market. In the third quarter of 2017, employment of 20-64 year olds continued to increase and more than a third of EU countries, including the Czech Republic, thus exceeded this target (the EU average was 72.6% at the end of 2017). Compared to the EU countries, the Czech Republic is doing very well; it has the 4th highest employment rate for people aged 20-64 (according to data for the third quarter of 2017 the figure is as high as 79%, after Sweden, Germany and Estonia).⁵⁵

⁵² Ditto.

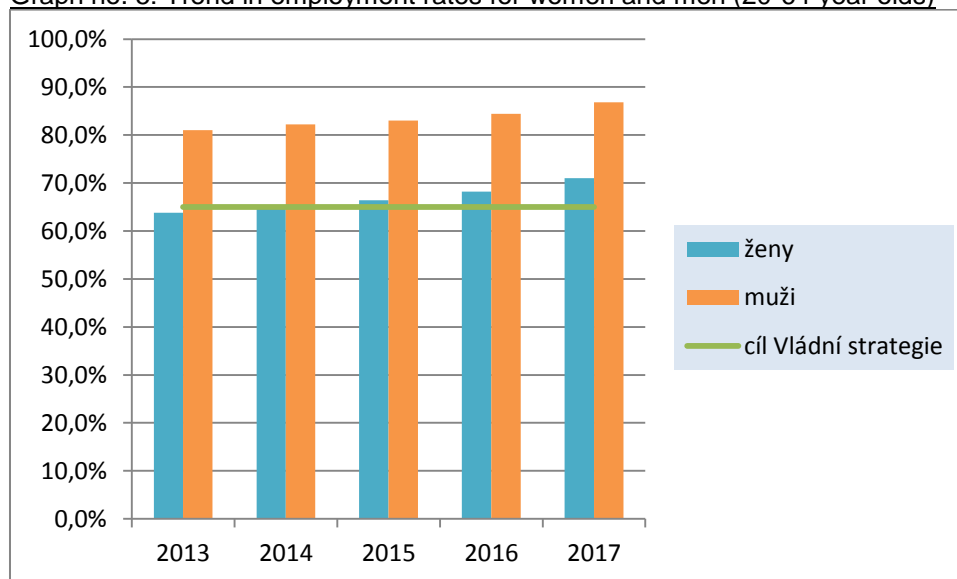
⁵³ For more details see <<https://www.czso.cz/documents/10180/46239599/czam013017analyza.pdf/21147a52-a231-4db4-b43d-8aa7d7ab814a?version=1.0>>.

⁵⁴ For more details see <<https://www.czso.cz/documents/10180/45709978/300002174429.pdf/6257c9c5-eb3d-415b-a514-f819d09b5ce7?version=1.1>>.

⁵⁵ For more details see <<https://www.czso.cz/documents/10180/46239599/czam013017analyza.pdf/21147a52-a231-4db4-b43d-8aa7d7ab814a?version=1.0>>.

The male employment rate increased by 1.4 percentage points to 86.8%. The ongoing good conditions on the employment market were reflected in faster growth of the employment rate for women - by 2.3 percentage points to a record 71%.⁵⁶ Over the monitored period, the Czech Republic succeeded in fulfilling the main goal set in the Government Strategy, namely to increase the employment of women to 65%. Currently, the proportion of women in total employment is now 44.2%, which is again the highest figure for the whole period since 1993.⁵⁷

Graph no. 5: Trend in employment rates for women and men (20-64 year olds)



cs	en
Ženy	Women
Muži	Men
Cíl Vládní strategie	Goal of the Government Strategy

A specific area under this subchapter is the area of business, which also shows favourable results, especially for women. According to the latest data released by the CZSO for 2016, there were 576.6 thousand male entrepreneurs (a year-on-year decrease of 8.7 thousand) and 278.1 thousand female entrepreneurs (a year-on-year increase of 9.5 thousand). Women thus account for 32.5% of the total number of entrepreneurs (a total of 854.7 thousand persons).⁵⁸ The problem of a relatively low female representation amongst the self-employed remains, however the number of

⁵⁶ For more details see <<https://www.czso.cz/documents/10180/46239599/czam013017analyza.pdf/21147a52-a231-4db4-b43d-8aa7d7ab814a?version=1.0>>.

⁵⁷ For more details see <<https://www.czso.cz/csu/czso/cr/zamestnanost-a-nezamestnanost-podle-vysledku-vspis-4-ctvrtleti-2017>>.

⁵⁸ For more details see <<https://www.czso.cz/documents/10180/45709978/300002174411.pdf/a1c568b8-b570-49a6-8d79-e5624548c9fa?version=1.1>> and <<https://www.czso.cz/documents/10180/45709986/30000417k4.pdf/1beccd20-9c55-42c2-bba1-cedb2c960f90?version=1.1>>.

female entrepreneurs is growing steadily. Female entrepreneurs make up 12.3% of working women, and one fifth of working men.⁵⁹

4.2. Gender pay gap

Thanks to the favourable economic development and the activities of trade unions⁶⁰ the growth in average and median wages continued in 2017. However, this growth was not reflected in the narrowing of the differences in average wages for men and women (*gender pay gap*) and wages grew on average as fast for men as for women.

There are different methods of calculating the GPG. The Czech Statistical Office (CZSO) calculates the GPG as the relative difference between the average or median monthly wages of men and women relative to the average or median of the monthly wage of men (expressed as a percentage). Whilst median wages are not influenced by extreme values - i.e. mainly isolated very high wages, more prevalent in men - these earnings are not projected into the average values. The calculation includes only persons who have worked on average at least 30 hours a week. According to the CZSO, the GPG for 2016 was 21% for average wages and 16% for median wages. Eurostat calculates the GPG on the basis of average hourly wages for men and women. For 2016, the GPG was 21.8% according to Eurostat.

In addition to direct discrimination, other factors such as vertical and horizontal segregation of the employment market and potentially different characteristics of men and women in the employment market (e.g. the structure of working men and women in terms of education or length of experience) are reflected in the GPG. Direct discrimination in women's and men's pay means that women receive lower wages for the same job or work carried out by men, and is the result of factors such as gender stereotypes related to the social role of women and men (female carer, male breadwinner). On the other hand, horizontal segregation of the employment market means that women and men are more often represented in certain sectors with different wage levels. For example, more women work in education or health care, where salaries and wages are generally lower than in sectors where men predominate, for example, in construction. Vertical segregation occurs because men are more likely to achieve management positions than women. The causes of horizontal and vertical segregation are also related to gender stereotypes and childcare and family care, which is mainly carried out by women, and therefore indirectly by discrimination.

Recently, efforts have been made to explain the GPG or "clean up" the factors that affect its value. These are methods based mostly on regression analysis that allow the determination of how much of the original GPG is explicable by each individual factor. The result is a new "cleaned" GPG that cannot be explained by the set factors. The value of this so-called unexplained portion of the GPG (also known as GPG) is now closer to the value of direct discrimination.

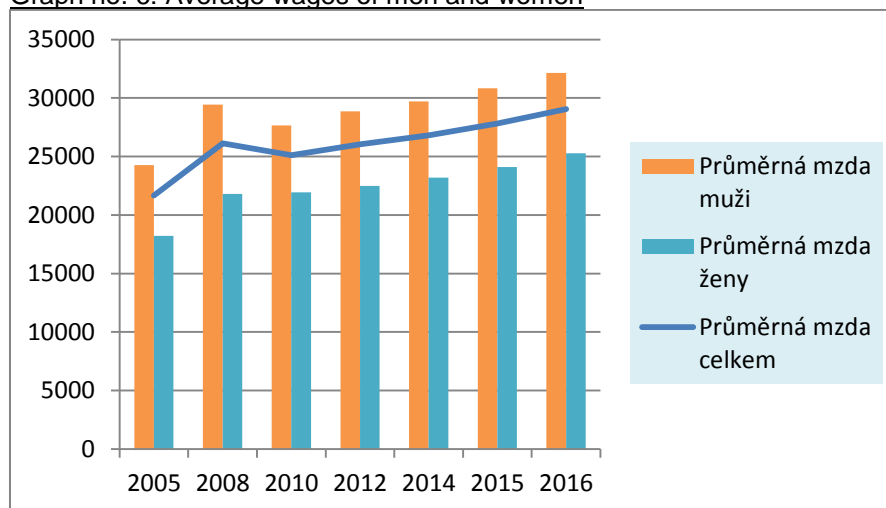
For example, Eurostat has developed its own methodology for calculating the adjusted GPG, which is already "cleaned" of the impact of a number of potentially significant factors - e.g., industry, size of business, full/part time, length of experience, age, education. Understandably this will change the value of the GPG: for example, the adjusted GPG for the Czech Republic for the year 2014 is 18.5%, and from the partial results we can see that the decrease in the GPG for the given year (22.5%) is due mainly to horizontal segregation of the employment market, i.e. the concentration of women in less well-paid sectors. However, it should be noted that in the case of the Czech Republic, an 18.5% adjusted GPG is still high, and the causes of this gender pay gap must be sought in other facts and potentially also in direct discrimination.

⁵⁹ For more details see <<https://www.czso.cz/documents/10180/45709986/30000417k4.pdf/1beccd20-9c55-42c2-bba1-ceedb2c960f90?version=1.1>>.

⁶⁰ In particular, the campaign by ČMKOS [Czech-Moravian confederation of unions] entitled 'End of cheap labour'. For more details see <<https://www.cmkos.cz/hledani/konec%20levn%C3%A9%20pr%C3%A1ce>>.

According to the CZSO most recent data broken down by gender, the average wage was CZK 29,061 in 2016. The average wage for men was CZK 32,134 (a year-on-year increase of CZK 1,292); for women it was CZK 25,283 (a year-on-year increase of CZK 1,189). On average, women earned 21.3% less than men. This means a year-on-year decrease in the *gender pay gap* by 0.6 percentage points⁶¹ The highest difference was recorded in the 40-44 year age group (30%) and in university educated people (29%), before starting a family the values are very low (10%).⁶²

Graph no. 6: Average wages of men and women



cs	En
Průměrná mzda ženy	Average wage - women
Průměrná mzda muži	Average wage - men
Průměrná mzda celkem	Average wage total

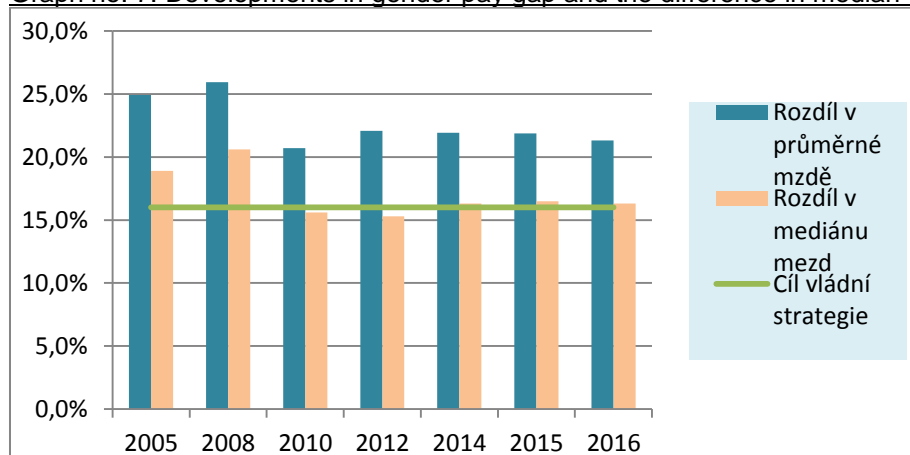
The gender pay gap is declining only very slowly; by 2020 it will certainly fail to achieve the goal set out in the Government Strategy (which is to achieve the average *EU gender pay gap*, currently at 16%).

In terms of assessment of the gender income (im)balance, the gender gap in median wages (rather than average) is a more appropriate indicator. The median wage is not so dependent on extreme values and better describes the situation of most women and men. In 2016 the median wage amounted to CZK 24,934; for men it was CZK 26,974 and for women CZK 22,572. The difference in the median wages was therefore 16.3% to the detriment of women.

⁶¹ For more details see <<https://www.czso.cz/documents/10180/45709978/300002174435.pdf/6c2491bb-ed0b-4c0e-a09b-522ac1bb32a4?version=1.1>>.

⁶² For more details see <<http://www.rovnaodmena.cz/wp-content/uploads/2017/12/Aktu%C3%A1ln%C3%AD-rozd%C3%ADly-v-odm%C4%9B%C5%88ov%C3%A1n%C3%AD-%C5%BEen-a-mu%C5%BE%C5%AF-v-%C4%8CR.pdf>>.

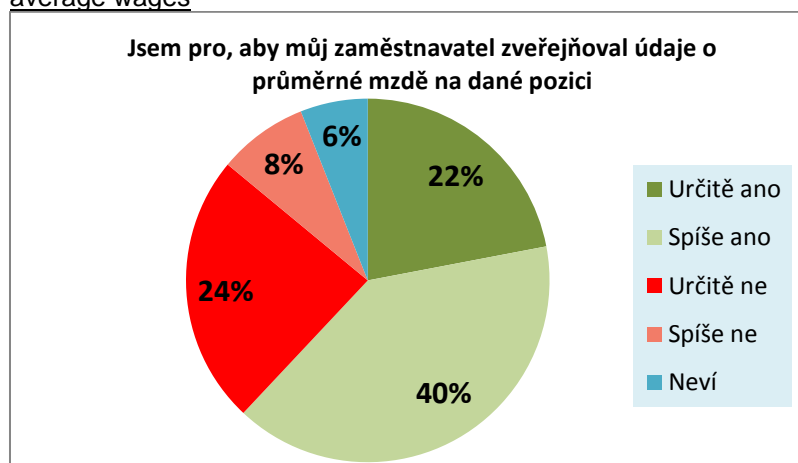
Graph no. 7: Developments in gender pay gap and the difference in median wages



cs	En
Rozdíl v průměrné mzdě	Difference in average wage
Rozdíl v mediánu mezd	Difference in median wage
Cíl vládní strategie	Goal of the Government Strategy

One reason for the gender pay gap is also insufficient wage transparency. It is worth mentioning that, according to the Eurobarometer survey of gender equality 2017 a total of 53% of the population in the Czech Republic has no idea of the salary/wages of their closest colleagues, of whom 59% are women and 48% are men (EU average is 35% total, 32% men and 38% women). It is not surprising that 62% of respondents (64% of women and 60% of men) would agree that the company in which they work should publish the average salaries for each type of work broken down by gender. Within the EU, 64% of respondents (66% of women and 62% of men) agreed with the publication of average wages⁶³.

Graph no. 8: The level of consent of the Czech population to employers publishing data on average wages



cs	En
Jsem pro, aby můj zaměstnavatel zveřejňoval údaje o průměrné mzdě na	I am in favour of my employer publishing the average wage data for a given position

⁶³ For more details see <https://data.europa.eu/euodp/data/dataset/S2154_87_4_465_ENG/resource/f9ab8ad8-2e9e-49f5-aaf1-552feaba09c> and <https://data.europa.eu/euodp/data/dataset/S2154_87_4_465_ENG/resource/b9924d56-d081-4d24-be07-47cbc39a3445>.

dané pozici	
Určitě ano	Definitely yes.
Spíše ano	Probably yes
Určitě ne	Definitely not
Spíše ne	Probably not
Neví	Don't know

Support for the reduction in the average pay gap between men and women has a positive impact on the reconciliation of work and family life. The MPV has long been supporting childcare services through children's groups and micro-creches in this field (see chapter 5 for details). In this context, it is also necessary to mention the amendment to the School Act, which stipulates that children from the age of three (from September 2020 children from two years old) will be accepted from 01 September 2018. Nursery owners must create sufficient capacities in this context and this amendment should have, amongst other things, a positive impact on the possibility for parents (especially mothers) to return to the employment market.

One of the tools used to reduce differences in average wages for women and men are awareness-raising activities. Amongst the most important of these are the regular International Equal Pay Days. In 2017, the eighth annual such event took place in the Czech Republic.⁶⁴

Last year, the implementation of the MLSA project financed by the OP Employment continued with the title *22% to equality*. A conference on unequal pay was held on 8 March 2017 as part of this programme.⁶⁵ The publication of the study *Current gender pay gap in the Czech Republic: an in-depth analysis of statistics and international comparisons* was a major output of the project in 2017. The study shows that the gender pay gap is the result of a number of interrelated factors such as horizontal and vertical segregation of the employment market, non-transparent remuneration systems, inadequate conditions for reconciliation of work and the family, and persistent stereotypical images of women and men and their roles in private and working life. In the long run, it is important to note that, since 2002, the gender pay gap has practically not declined. The greatest difference is in specialists and managers, and the least difference is in unqualified positions.⁶⁶

The rigorous monitoring of the right to equal pay plays an important role in reducing the gender pay gap. Controls on the observance of the right to equal pay are also carried out by the State Employment Inspectorate. According to the State Employment Inspectorate, this right is often violated by employers. During the course of 2017, regional inspectorates carried out a total of 236 inspections focused on equal treatment of employees in employment relations, of which 50 were specifically targeted at equal pay for men and women. Violations were found in 48 employers.⁶⁷

4.3. Feminisation of poverty

Gender differences have long-term also posed a risk of poverty, especially for those in retirement age. In December 2016, the average old-age pension for women was CZK 10,400 (a year-on-year increase of CZK 101), whilst for men CZK 12,661 (a year-on-

⁶⁴ For more details see <<http://www.equalpayday.cz/wp-content/uploads/2017/04/Zaverecna-zprava-EPD-2017-vyhodnoceni.pdf>>.

⁶⁵ For more details see <<http://www.rovnaodmena.cz/?p=531>>.

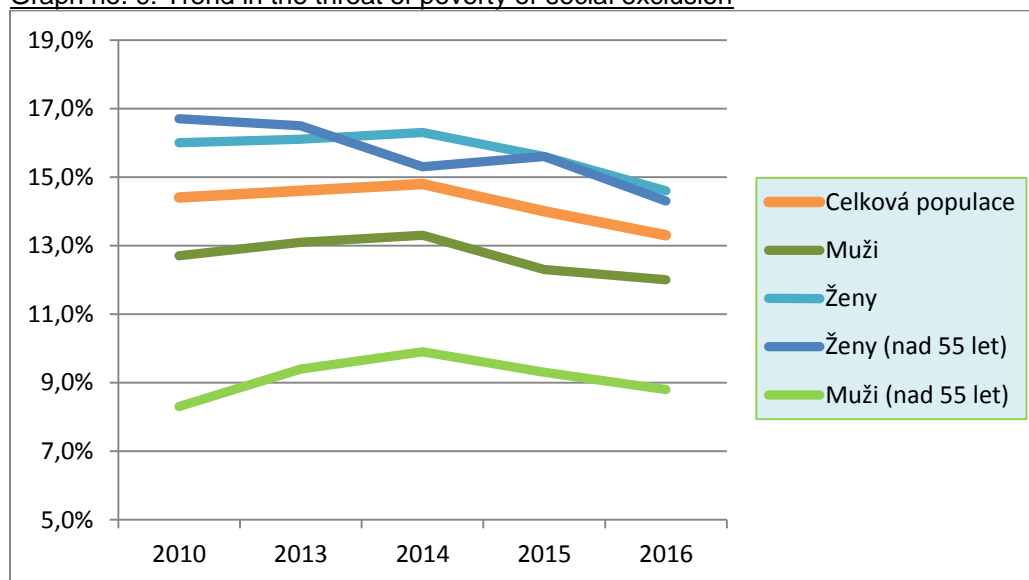
⁶⁶ For more details see <<http://www.rovnaodmena.cz/wp-content/uploads/2017/12/Aktu%C3%A1ln%C3%AD-rozd%C3%ADly-v-odm%C4%9B%C5%88ov%C3%A1n%C3%AD-%C5%BEen-a-mu%C5%BE%C5%AF-v-%C4%8CR.pdf>>.

⁶⁷ For more details see <<http://www.suip.cz/files/suip-8a3730532ffa1d8e5d5388c7274da57c/rocni-program-kontrolnich-akci-suip-na-rok-2018.pdf>>.

year increase of CZK 111).⁶⁸ According to CZSO data, the difference in average old-age pensions for men and women remains, as in previous years, approximately 18%.

Women in all age categories are more likely to be at risk of poverty or social exclusion in the longer term. In the over 65 age category, they are even at a two-fold higher risk of poverty or social exclusion than men. In terms of the risk to female senior citizens, there is also the risk of wage increases that are higher than that of retirement pensions, despite the introduction of higher valorisation. With regard to the threat of poverty or social exclusion, a positive trend of moderate poverty risk reduction has been observed in recent years, with almost the same rate in women as men. According to the latest Eurostat data, at the end of 2016 13.3% of the population was at risk of poverty or social exclusion (the lowest risk of poverty since 2008).⁶⁹ The Czech Republic thus continues to achieve one of the lowest values of risk of poverty or social exclusion within the EU.

Graph no. 9: Trend in the threat of poverty or social exclusion



cs	en
Celková populace	Total population
Muži	Men
Ženy	Women
Ženy (nad 55 let)	Women (over 55)
Muži (nad 55 let)	Men (over 55)

In spite of the decreasing general poverty rate, women face more poverty than men (due to significant income gaps). Some groups of women are especially vulnerable to poverty - especially single mothers, who represent the majority of so-called single-parent families.⁷⁰

⁶⁸ For more details see <<https://www.czso.cz/documents/10180/45709978/300002175501.pdf/7704afe0-8f77-46e2-b1ba-0fc626ace3cd?version=1.1>>.

⁶⁹ For more details see <http://ec.europa.eu/eurostat/product?code=ilc_peps01&language=en&mode=view>.

⁷⁰ For more details see <<http://www.socialwatch.cz/wp-content/uploads/Social-Watch-Zprava-gender-2017.pdf>>.

4.4. Horizontal and vertical segregation

The specific objective of the Government Strategy is to support gender-based non-stereotypical employment and expertise for both men and women, notably through retraining and awareness raising campaigns. There is still unequal gender representation in the hierarchy of organisations (vertical segregation) and individual working sectors (horizontal segregation) in the Czech employment market.⁷¹ Women are still represented more in those positions that have lower pay, i.e. in less senior or poorly-laid sectors. These include, for example, health and social care, education, accommodation, catering and hospitality. Men are most often represented in construction, mining, transport and storage, IT.⁷² The distribution of gender representation across sectors is to a large extent copied into the gender stereotype in society.

4.5. Gender audits

A gender audit is a type of social audit that can be used to promote gender equality, especially in the employment market. In 2017, the Ministry of Labour and Social Affairs announced two calls (No. 130 and 131) as part of the OP Employment aimed at implementing the gender audit recommendations for employers in the City of Prague and outside Prague. The calls are valid until 21 December 2018 and the total allocation of both calls is CZK 210 million. The calls build on previous support for the implementation of gender audits. Gender audits are also processed by certain central state administration bodies (e.g. MT or the Office of the Government of the Czech Republic).

4.6. Gender aspects of the digitisation of the employment market

In the last few years, we have begun to talk about a changing world of work, characterised by significant innovations and digitisation. This process has various implications that can positively and negatively affect the employment market in terms of gender equality. In some cases, innovations and structural changes in the employment market can help to reduce the gender pay gap, whilst on the other hand, they can support persistent gender stereotypes, employment market segregation, unequal working conditions and the burden on women in the form of unpaid family and household care.

According to the prediction resulting from the analysis conducted by the Office of the Government of the Czech Republic in 2015, digitisation will be responsible for about one third of the extinct and one eighth of the newly created jobs. The prediction also shows that more jobs in which men predominate will disappear, but also the amount of more typically male-dominated employment will grow as a consequence of digitisation. The professions most at risk of digitisation in both sexes are predominantly basic, manual and administrative in nature. Taking into account future employment market developments and gender segregation in the employment market, it can be assumed that male positions will be more affected by digitisation. It is also anticipated that women should benefit from the high demand for personal/social services, in which they dominate, as a result of demographic change.⁷³ This information is also confirmed by the OECD study, according to which automation is the most common in sectors such as agriculture and manufacturing dominated by men. In the future, however, automation is expected to spread to other sectors including those dominated by women (e.g. retail, services). An increase in demand for labour can be expected in services, trade, health, education and social services, which are also fields in which women predominate. According to this study, whether digitisation will reduce or increase the gender gap in the

⁷¹ For more details see <https://www.czso.cz/csu/gender/gender_pojmy>.

⁷² For more details see <https://www.czso.cz/documents/10180/45709978/300002174407.pdf/d9a7bbc6-705d-478f-9d36-e3ce94e7f7d2?version=1.1>>.

⁷³ For more details see <<https://www.vlada.cz/assets/evropske-zalezitosti/analyzy-EU/Dopady-digitalizace-na-trh-prace-CR-a-EU.pdf>>.

employment market will depend to a large extent on the creation of public policy on the employment market and digitisation.⁷⁴

The issue of digitisation also affects the reconciliation of work and family life. The time and space flexibility of work made possible by digitisation is especially used by women because of their increased need to reconcile work and family life. At the same time, there is no change in the notion of a capable and perspective employee or employee who is a person with a high workload and a high degree of flexibility for the benefit of the employer. Such a profile often corresponds to male employees. The digitisation of the employment market can thus contribute to a lower position of women in the employment market.

5. Reconciliation of work, private and family life

The year 2017 saw positive changes in the field of reconciliation of work and personal life, which are in line with the main goals of the Government Strategy and were implemented in particular by the MLSA. For example, development of children's groups (and micro creches) continued by means of the OP Employment. New calls were made for children's groups focussing on the support and building of children's groups in Prague and in the regions. The total amount allocated for the establishment of children's groups was CZK 1,502,356,906.

In the field of care for dependents, an amendment to Act No. 187/2006 on sickness insurance was passed. From 1 July 2018, the long-term carer's leave facility will allow for up to 90 days of leave, where the carer will be paid a benefit of 60% of the daily assessment base from the sickness insurance scheme. In particular, this measure will protect women in the generation aged 50+ who have chosen to care for their loved ones before structural unemployment.

A greater proportion of male participation in childcare was supported in 2017 by the introduction of paternity leave that allows fathers to receive a post-natal care benefit (70% of the daily assessment base) for up to 7 days after childbirth. Despite the partial positive trends and the measures taken, it can be stated that the availability of childcare services for children up to three years of age remains low and regionally disproportionate. In the past year, over 33,000 applications for placement of children in nurseries were rejected. However, as of September 2018, an amendment to the Schools Act and a guarantee of nursery places for three-year-olds should be in place. The low use of flexible forms of work and part-time work remains a challenge - only 10% of women and 2.3% of men are in part-time work.

In view of the increased involvement of men in childcare, the persisting challenge is also the very low take up of male parental allowance, even though fathers and mothers may be relatively flexible in drawing parental contributions. In this context, however, the situation may be changed by the amendment to the State Social Support Act, which came into force on 1 January 2018, where the parental allowance could be used instead of a maximum of CZK 11.5 thousand per month up to the amount of maternity assistance.

The solution to the situation of persons caring for a child after divorce, where the other partner or partner does not pay maintenance, is also a challenge. In spite of certain legislative initiatives, legislative measures have not yet been adopted to improve the situation of such persons (e.g. the advance maintenance bill).

⁷⁴ For more details see <<http://www.oecd.org/employment/Going-Digital-the-Future-of-Work-for-Women.pdf>>.

5.1. Carers in terms of gender equality

Questions that concern the area of reconciliation and care may be divided into two basic areas. One includes parents caring for children, and people who carry out so-called informal care, i.e. care for dependents, often from their immediate family - close family members and relatives fall into the other. For both of the above types of care, it is symptomatic that they are overwhelmingly performed by women.

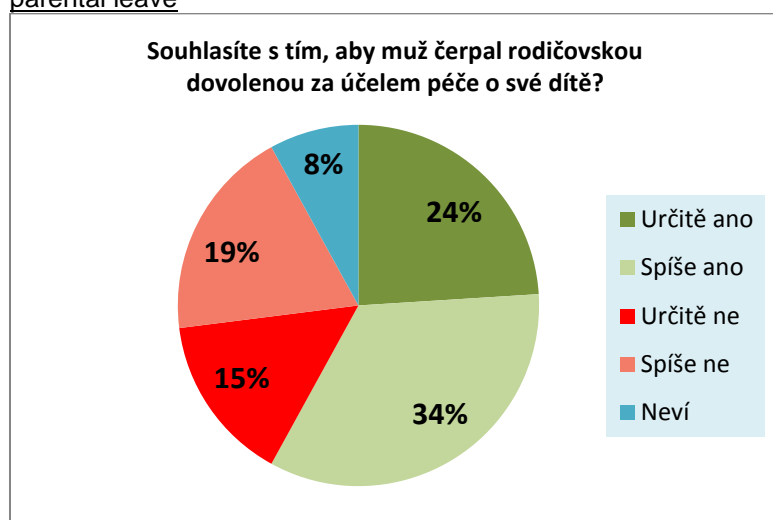
Precise statistics on carers in so-called informal care are currently not available. It is estimated that it 250,000-300,000 people are caring for their families, of which up to two-thirds are women.⁷⁵ The year 2017 brought a positive change in this field in the form of legislative measures that pay attention to those who care for family members. The amendment to Act No. 187/2006, on sickness insurance, is aimed at facilitating the reconciliation of the working, private and family lives of carers. The amendment, effective from 1 June 2018, introduces a facility for long-term care that allows for up to 90 days of leave to care for a sick relative. During this period, 60% of the daily assessment base shall be paid to the carer. The introduction of this benefit and its records will, among other things, provide more accurate information on those who perform non-formal care.

Another measure introduced by the amendment to Act No. 187/2006, on sickness insurance, is the introduction of a paternity leave benefit, (70% of the daily assessment base) for of up to 7 days after the child was born. The measure aims to involve more men in the care of young children and to allow them to spend at least some time with a newborn child. Although it is a short time span, it can still positively influence the decision of men to later choose longer parental leave. In the Czech Republic, the participation of men in parental leave (or parental allowance) is very low; in the long run it is below 2% and in the past 9 years there has been no noticeable upward trend.

Regarding the involvement of men in childcare, the findings of the Eurobarometer survey on gender equality from 2017 were interesting. According to this, 58% of the Czech public (54% of men) believes that men should take part in parental leave with their children (whilst the EU average for men is 81%). Although most men believe that it is right to use part of parental leave, only a fraction of them do so in practice. At the same time, a significantly smaller proportion of fathers in the Czech Republic is convinced that the decision to spend part of the parental leave with their children is correct than in the rest of the European Union.

⁷⁵ For more details see <<https://www.mpsv.cz/files/clanky/29624/NSRSS.pdf>>.

Graph no. 10: Proportion of the Czech population expressing agreement with the use of male parental leave



cs	en
Souhlasíte s tím, aby muž čerpal rodičovskou dovolenou za účelem péče o své dítě?	Do you agree that a man should take parental leave to care for his child?
Určitě ano	Definitely yes.
Spíše ano	Probably yes
Určitě ne	Definitely not
Spíše ne	Probably not
Neví	Don't know

Table 2: Proportion of men using parental allowance

Year	2009	2009	2010	2011	2012	2013	2014	2015	2016
Proportion of men using parental allowance	1.75 %	1.66 %	1.60 %	1.79 %	1.72 %	1.76 %	1.83 %	1.87 %	1.90
Absolute number of men using parental allowance	5,612	5,516	5,446	5,760	5,249	5,250	5,128	5,158	5,179

5.2. Reconciliation of work, private and family life and the Civil Service Act

In 2017, the issue of reconciliation in the context of Act No. 234/2014, on the civil service (hereinafter referred to as the "Civil Service Act"), was discussed in greater detail in the *Annual report on the creation of conditions for the reconciliation of family and personal life with the performance of public service by the civil service in 2016*, produced by the MOI.⁷⁶ From the data in the annual report we can see that 89% of the civil service offices allow for flexible working time, 95% of them allow shorter working hours, and 60% allow the work to be done from a different site. The annual report also shows that women use tools to reconcile work and private life significantly more often than men - of those using shorter working hours 87% are women, and of those working from another site 71% are women. In this context, it is not surprising that the most frequent reason for the abovementioned changed to the working relationship is care for a child or other dependent.

⁷⁶ For more details see <<http://www.mvcr.cz/sluzba/clanek/vyrocní-zpráva-ke-sládení-osobního-a-rodinného-zivota-s-vykonem-statní-sluzby-za-rok-2016.aspx>>.

Analysis of public service in the context of reconciliation of work and personal life is also made in the OPDR project. The project entitled *Tailor-made service* takes place in three phases. So far, gender auditing has been carried out by OPDR and research aimed at reconciling the personal, family and working life of employees and employees in the civil service and education of employees. The final phase of the project is aimed at disseminating results via workshops. From the questionnaire survey which was conducted with more than 3,000 people in the civil service, the preferences of civil servants can also be seen in addition to the overview of reconciliation mechanisms. The most commonly used tool is the use of flexible working time, which has already been implemented by most civil service offices. On the other hand, the greatest disproportion is seen in the question of working from a different site. According to the results of the analysis, this is a tool that is used only at a minimum, even though there is interest from civil servants (its current average use is 6%, but almost 50% of respondents expressed an interest in it). 2017 was thus significant in terms of reconciliation in the context of the Civil Service Act, as two analysis documents emerged covering the aspects of reconciliation from different perspectives. However, the emergence of these documents also shows the importance of the issue of reconciliation by the key authorities in the civil service.

5.3. Promotion of the reconciliation of work and private life at EU level

Promotion of reconciliation of work and private life remains one of the EU's priorities. On 26 April 2017 the European Commission presented a package of measures to reconcile work and private life, in which it presented a proposal for a *Directive of the European Parliament and of the Council on work-life balance for parents and carers and repealing Council Directive 2010/18/EU* (hereafter referred to as the "Proposal for a Directive on work-life balance"). Discussions are currently taking place at the level of the Working Party on Social Questions within the EU Employment, Social Policy, Health and Consumer Protection Council (EPSCO). The Proposal for a Directive on work-life balance includes, among other things, a paternity proposal which introduces the possibility for fathers to take 10 days' leave after the birth of a child, also called "paternity leave", which regulates the possibility of taking leave for the care of a child for five days. It also legislates for the use of the parental allowance, to which it introduces non-transferability. According to the proposal for a directive on work-life balance of March 2018, at least four months of parental allowance for each parent are set, 3 months of which are non-transferable. This is potentially significant legislation that can affect the form of parental leave and leave in EU Member States. The proposal for a directive is currently being debated and updated on the basis of Member States' comments.

The Government of the Czech Republic, according to its January 2018 position, supports the proposal for a directive on work-life balance. As part of the negotiations, it is proposing an adjustment to the required paternity leave length (the proposed length is longer than that determined under Czech law). It also draws attention to the inconsistency of national legislation with the definition of the term "relative" in the case of long-term care leave, where Czech legislation specifically requires the care of a relative with whom a household is shared. On the other hand, the proposal for a directive requires coverage of direct line relatives, regardless of the existence of a common household.⁷⁷ The problem is also the non-transferability of a part of parental leave in the case of single parents (for example, widow, unknown father, father or mother in prison, in a hospital, etc.) and drawing parental leave up to 8 years of age.

5.4. Nurseries

In 2017 certain provisions of the amendment to Act No. 561/2004, on pre-primary, basic, secondary, higher vocational and other education (hereinafter referred to as the

⁷⁷For more details see [http://www.europarl.europa.eu/RegData/etudes/BRIE/2018/614708/EPRS_BRI\(2018\)614708_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/BRIE/2018/614708/EPRS_BRI(2018)614708_EN.pdf).

“Education Act”) came into force. Since 1 September 2017, compulsory attendance has been introduced into pre-school facilities for children who have reached the age of five. This measure aims to balance the differences between children who go to compulsory schooling. In the past year, discussions continued on further measures for the amendment to the Education Act - the introduction of a right to place a child from two years in a nursery, which should occur from 2020. In 2017 the MEYS issued detailed information material for the education of children aged between 2 and 3 in nursery schools.⁷⁸

Last year there was an ongoing situation where the large number of requests for admission to nursery schools could not be accommodated. In 2017 33,237 applications for admission to nursery schools were refused (most of the refused applications were in the City of Prague, Central Bohemia and the South Moravian Region). In practice, every fifth application was rejected, out of a total of approximately 154,000 applications. Although the number of rejected applications is not as high as in 2012-2014, when the number of children entering nurseries was high, there is still a significant number of children who cannot place their parents in nursery schools. Children’s groups and micro-creches represent an important format for balancing the capacities of pre-school facilities; these are most widespread, especially in areas around housing estates where nursery capacity does not cover demand. Information on these facilities is detailed in the following chapter, focusing on ESF-supported projects.

Graph no. 11: Number of refused admissions applications to nursery



cs	en
Žádosti o přijetí do školky, jimž nebylo vyhověno	Applications for admission to nursery that were not accepted
Žádosti o přijetí do MŠ, jimž nebylo vyhověno	Applications for admission to reception class that were not accepted

In terms of the discussion about the non-availability of the guarantee of the possibility to place a child aged from 2 years into a nursery, the statistical data on the age structure of current pre-school children are interesting. Data show that in 2017 nurseries were attended by over 45,000 children under three years of age. Two-year-olds accounted for

⁷⁸For more details see <www.msmt.cz/vzdelavani/predskolni-vzdelavani/podrobny-informacni-material-ke-vzdelavani-deti-od-2-do-3>.

13% of all children attending nurseries and their total number was only half the number of three-year-olds.

Table 3: Age structure of nursery school children in the 2017/2018 school year

Age structure of nursery school children		
2 years old	45,471	13 %
3 years old	91,758	25 %
4 years old	99,914	28 %
older	125,613	35 %

5.5. Support by ESF for childcare facilities

In 2017, support for the establishment of children’s groups, micro-creches and children’s clubs continued through the OP Employment. In 2017 new calls, nos. 73 and 74, were announced to support the construction and operation of children’s groups in the regions and the city of Prague. The calls were allocated a total of CZK 1.5 billion, which already includes an increase on both calls, which was approved on 14 February 2018.

According to data of the Ministry of Labour and Social Affairs, there are currently 550 children’s groups in the Czech Republic, providing about 7,000 places. In addition, call nos. 77 and 78 were announced in 2017 focussed on supporting extracurricular childcare facilities in primary schools, for which a total of CZK 300 million was allocated. Call nos. 126 and 127 for Pilot Verification of Care for Smallest Children in Microbes were announced in 2016. Additionally, in 2017 the implementation of a total of 72 projects commenced, amounting to CZK 131 million, as informed by the Ministry of Labour and Social Affairs. Micro creches provide childcare for children from 6 months of age, in a group not exceeding 4 children. Micro creches and children’s groups provide an important alternative to pre-school education, or pre-school care, which helps reduce the burden on nursery schools and significantly contribute to the re/integration of women into the employment market.

5.6. Strategic and planning documents

In April 2017, the government approved the *National Reform Programme for the Czech Republic 2017*. The document contains a set of measures to ensure long-term economic growth and stable employment. The subchapter “*Women’s participation in the employment market*” sets out the government’s priorities in the area of gender equality. In the reconciliation of work and personal life, a planned gender analysis of the civil service is presented, including with regard to the possibilities of reconciliation and promotion of gender equality.

On 3 May 2017 the government approved an analysis of current maintenance issues prepared by the MJ. The document presents the issues that occur in determining and recovering maintenance. It deals with current legislation on the determination of maintenance, description of various aspects of court proceedings, interdisciplinary training of court staff, or possible introduction of some conciliatory decisions on maintenance in Czech case-law, etc. The draft bill on advance maintenance was submitted by the Czech government in 2017 to the Chamber of Deputies of the Czech Republic; however it has not yet been debated. At the time of this report, the draft was re-submitted for debate - two different parliamentary draft bills for the modification of the legislation for advance maintenance were submitted by KSČM and ČSSD.

In 2017, the Czech Government approved the Report on Families and the Family Policy Plan⁷⁹. These materials replaced previous planning materials that were almost 9 years old. The family policy plan focuses on:

- Available rental housing for young families and OAPs, interest-free loans for families with children. Development of public services for families - micro-creches (legislative anchorages), children's groups (sustainable funding), societies (area-based).
- Strengthening of parental competencies (anchoring of primary prevention, increasing the family grant).
- Promotion of flexible forms of work (rebates on employers' contributions, job sharing).
- Rewarding care provision and inclusion of men in care provision (alternating bonus). Reducing inequality in the gender pay gap and others.

Thanks to the family policy plan, some of the important measures have already been implemented. The number of children's groups set up in accordance with Act No. 247/2014 on the provision of child care in children's groups is gradually growing (especially thanks to the OP Employment). A total of 256 new children's groups were registered in 2017, and by the end of 2017, there were 510. Currently, a total of 72 micro creches are active throughout the Czech Republic as part of the pilot verification of this new childcare service from 6 months to 4 years.

The introduction of 'paternity benefit', which allows men to benefit from a 70% of the daily assessment base for one week after birth may prove significant in the issue of activating men to provide care. Subsidiary measures in the area of care provision are provided in the amendment to Act No. 187/2006 on sickness insurance and Act No. 252/2006, the employment code, which establishes the concept of long-term nursing care. It is now possible to receive benefits of 60% of the daily assessment base for a period of up to three months. This is the highest level of employment law protection, and is on a par with maternity leave. In 2017, the Ministry of Labour and Social Affairs implemented the "Work and family life reconciliation" project at regional and municipality level. Thanks to the Family Policy Plan, there has also been an acceleration in the use of parental benefits from the current maximum of CZK 11,500 a month for 1.5 years up to CZK 33,000 for 7 months. The parental allowance has now been increased in the case of several children (to CZK 330 thousand) and an amendment to Act No. 117/1995, on state social support, increased the birth grant to CZK 13,000 for the first child and CZK 10,000 for a second child where income is up to 2.7 times the family subsistence minimum.

In 2017, the Ministry of Labour and Social Affairs also initiated the preparation of the Preparation for Aging Strategy 2018-2022, in which it intends to pay attention also to informal care for the elderly and the reconciliation of care provision and employment at a general level.

5.7. Flexible forms of work and part-time work

Flexible forms of work are one of the basic tools for reconciling work, private and family life. Data that shows the extent to which various flexible forms of work are used is not currently collected. Information is provided at governmental level about the use of flexible forms of work in the *Annual report on the creation of conditions for the reconciliation of family and personal life with the performance of civil service by the public sector for 2016* and the civil service analysis carried out by the OPDR.

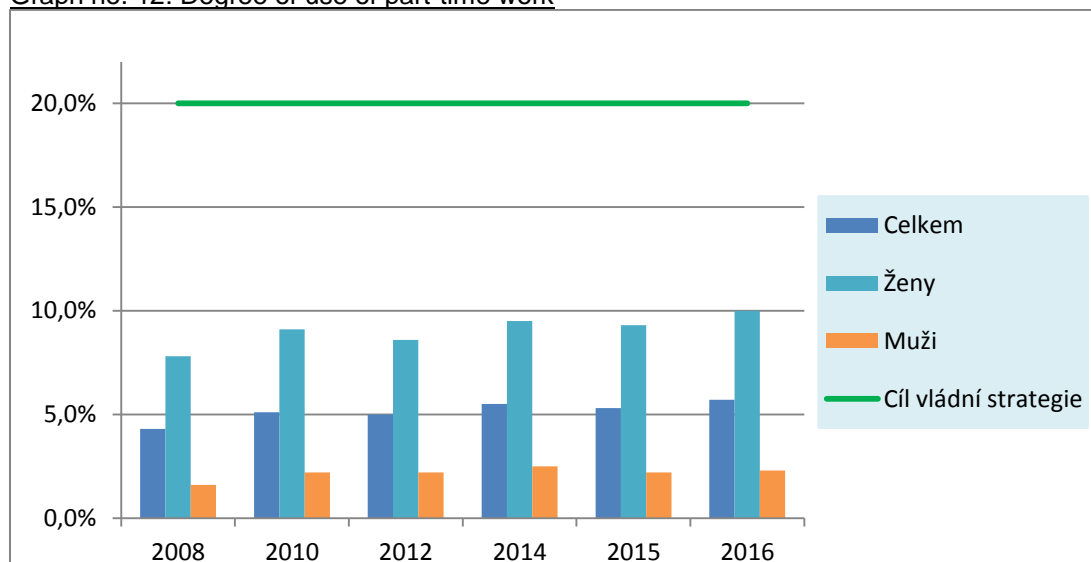
The field of employment and part-time employment are then mapped using Eurostat's employment statistics.⁸⁰ The Czech Republic shows a relatively low take-up rate, or

⁷⁹For more details see <https://www.mpsv.cz/files/clanky/28437/Koncepce_rodinne_politiky_5.1.pdf>.

⁸⁰For more details see <http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsa_eppga&lang=en>.

availability of part-time work. In 2016, a total of 5.7% of employed people used part-time working (10% of women and 2.3% of men) of the total number of employed persons in the 20-64 year age group. The Czech Republic copies, on a smaller scale, with the European trend in which women are more often employed part-time than men. By comparison, the EU average for women is 32% and for men 9%. Although there has been a slight increase in part-time employment rates in recent years, the goal set in the Government Strategy (20% rate of part-time employment) is far from being achieved.

Graph no. 12: Degree of use of part-time work



cs	en
Celkem	Total
Ženy	Women
Muži	Men
Cíl vládní strategie	Goal of the Government Strategy

6. Education, research and gender equality in the knowledge society

The field of education and research in terms of gender equality can be said to be stagnating in the long-term. In spite of the efforts of several institutions specifically targeting this area, more marked progress is not being made. A reduction in horizontal and vertical gender segregation amongst teachers and students, or a fairer position of women and men in science, research and innovation, remains a challenge. Partial progress has been achieved by the approval of the Human resource development Action Plan for research, development and innovation and gender equality in research, development and innovation in the Czech Republic for 2018 to 2020, prepared by the Ministry of Education, Youth and Sports. Another benefit was the approval of the amendment to the State Social Support Act, under which new and existing university students and graduates can draw parental allowance more easily.

The average Gender Equity Index⁸¹ in the area of knowledge in the EU is 63.4 points, the Czech Republic reaches a below average score of 57.3 points. There was even a drop of 0.4 points compared to 2012. If we focus on the individual sub-domains of this

⁸¹The gender equality index has values from 1 to 100, where 1 represents absolute inequality and 100 full equality, and is available from <<http://eige.europa.eu/gender-equality-index/2015/domain/knowledge/CZ>>.

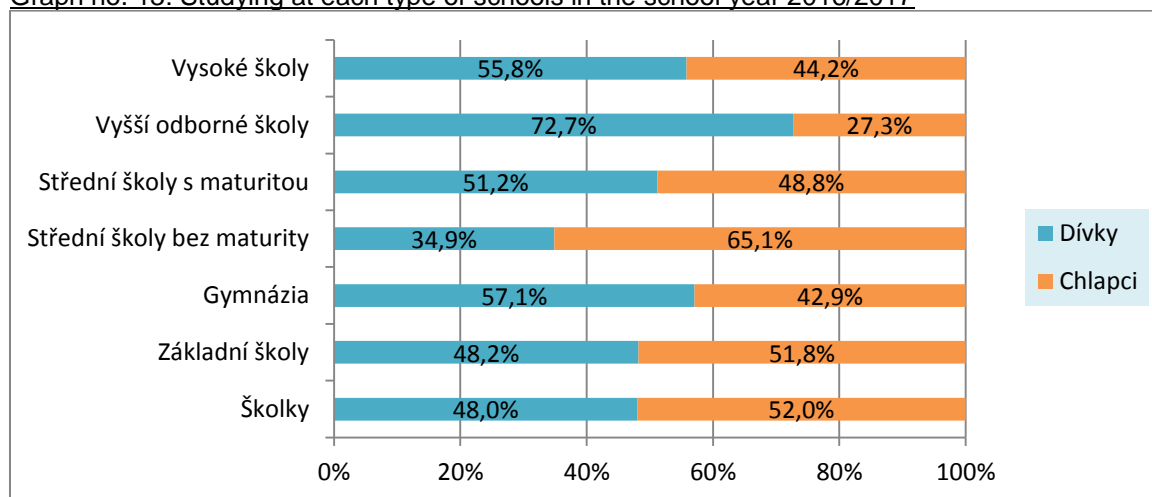
index in the area of knowledge we find that, in terms of education availability, the Czech Republic is rated 66.9. The score is higher than in previous years, indicating that improvements have been made in this field. By contrast, the situation deteriorates in the sub-domain of segregation, where the Czech Republic reaches a figure of only 49.2, which is due to horizontal segregation in the selection of university studies.

6.1. Horizontal and vertical gender segregation in education

As is the case with other OECD countries⁸², the Czech education system has long been characterised by a high degree of feminisation, which is reflected in both vertical and horizontal segregation. In the Czech environment, the higher the level of education, the higher the proportion of men and the lower the proportion of women amongst the teaching staff.

A high level of gender segregation is also evident among students from secondary school level upward. Girls predominate in grammar schools, both in four-year and multi-year schools, in specialist secondary schools, conservatoires, higher vocational schools and higher education institutions. Boys predominate only in upper secondary schools that do not have a *maturita* (school leaving) examination.⁸³

Graph no. 13: Studying at each type of schools in the school year 2016/2017



cs	en
Vysoké školy	Universities
Vyšší odborné školy	Higher professional schools
Střední školy s maturitou	Secondary with leaving certificate
Střední školy bez maturity	Secondary without leaving certificate
Gymnázia	Grammar schools
Základní školy	Primary schools
Školky	Nurseries
Dívky	Girls
Chlapci	Boys

Current studies point to another problematic aspect of the Czech educational system - different marks for girls and boys with the same results. The analysis of the results of

⁸² For more details see <https://www.keepeek.com/Digital-Asset-Management/oced/social-issues-migration-health/the-pursuit-of-gender-equality_9789264281318-en#.WqeKCa7iaUk#page18>.

⁸³ For more details see <<https://www.czso.cz/documents/10180/32853391/300002163301.pdf/2e80e6ab-ee99-41f3-99e6-15a1a8a6c16a?version=1.1>>.

pupils at years 5 and 9 of primary schools conducted by the Czech School Inspectorate shows that boys achieve higher average marks in mathematics and physics, whilst girls do better in Czech language, natural sciences and music and art.⁸⁴ Although boys predominate over girls in mathematics skills in comparative tests, according to the CERGE-EI study, in Czech schools girls are rated better than boys in mathematics (also in Czech language).⁸⁵ However, when the evaluations are anonymised, girls have better marks in Czech language only and boys similarly predominate in mathematics. Girls thus obtain better grades than corresponds to their knowledge by up to 0.6 degrees. Distortions resulting from such marking are likely to influence decision-making in the choice of further education, which can deepen gender segregation across school types.

Differences in skills among students in the Czech Republic are within the OECD average.⁸⁶ Similarly, as in other states, girls predominate over boys in reading skills and boys predominate over girls in mathematical skills. This disproportion in reading skills usually disappears up to the age of 27 years; in mathematical abilities the disproportion does not balance out and remains to the detriment of women. According to the OECD report, this is a result of the influence of gender stereotypes and perceptions of abilities rather than actual ability.⁸⁷ This phenomenon subsequently contributes to the different representation of students in scientific, technical, engineering and mathematical fields.

Horizontal segregation is particularly important in relation to the choice of postgraduate studies. Whilst in 2016 almost twice as many boys graduated from technical subjects as girls in 2016, the number of girls was double that of boys in economics and humanities. In 2016 there were 7,673 female teacher training graduates compared to 1,361 male graduates.⁸⁸

The number of teacher training graduates also reflects the proportion of women and men in teaching positions. We have very few male teachers in our nurseries. In the school year 2016/2017 they represent only 0.6% of the total; in primary schools it is 15.7%, and in secondary schools 39.9%. There has long been equal representation of women and men among teachers at conservatoires where the teachers are 50.8% women and 49.2% men. At universities the ratio is higher for men - 63.4%.⁸⁹ It should be noted that these numbers have not changed significantly in the long term.

Likewise, there has been no change in the proportion of women in management positions. Although Czech education is characterised by a high degree of feminisation, men hold more management positions than corresponds to their proportion at the same level of the school system. It is true that the proportion of women in decision-making positions decreases, the higher the level of education establishment.⁹⁰

6.2. Gender equality in science and higher education

The above-described proportions of women and men indicate a strong degree of segregation according to selected fields. The strongest gender segregation is evident in the fields of teaching (82.3% women), healthcare (71.4% women) and technical sciences (68.3% men). Overall, the proportion of university students dropped slightly year on year,

⁸⁴ For more details see

<http://www.csicr.cz/html/Vyberove_zjistovani_vysledku_zaku_2016_2017/html5/index.html?&locale=CSY&pn=1

⁸⁵ [https://idea.cerge-](https://idea.cerge-ei.cz/files/IDEA_Studie_1_2018_Co_skrývaji_znamky/files/downloads/IDEA_Studie_1_2018_Co_skrývaji_znamky.pdf)

[ei.cz/files/IDEA_Studie_1_2018_Co_skrývaji_znamky/files/downloads/IDEA_Studie_1_2018_Co_skrývaji_znamky.pdf](https://idea.cerge-ei.cz/files/IDEA_Studie_1_2018_Co_skrývaji_znamky/files/downloads/IDEA_Studie_1_2018_Co_skrývaji_znamky.pdf)>.

⁸⁶ For more details see <https://www.keepeek.com/Digital-Asset-Management/oecd/social-issues-migration-health/the-pursuit-of-gender-equality_9789264281318-en#.WqeKCa7iaUk#page18>.

⁸⁷ For more details see <https://www.keepeek.com/Digital-Asset-Management/oecd/social-issues-migration-health/the-pursuit-of-gender-equality_9789264281318-en#.WqeKCa7iaUk#page18>.

⁸⁸ For more details see <<https://www.czso.cz/documents/10180/45709978/300002173313.pdf/e89e572e-d119-4c41-9b44-ade4b6bd27dd?version=1.1>>.

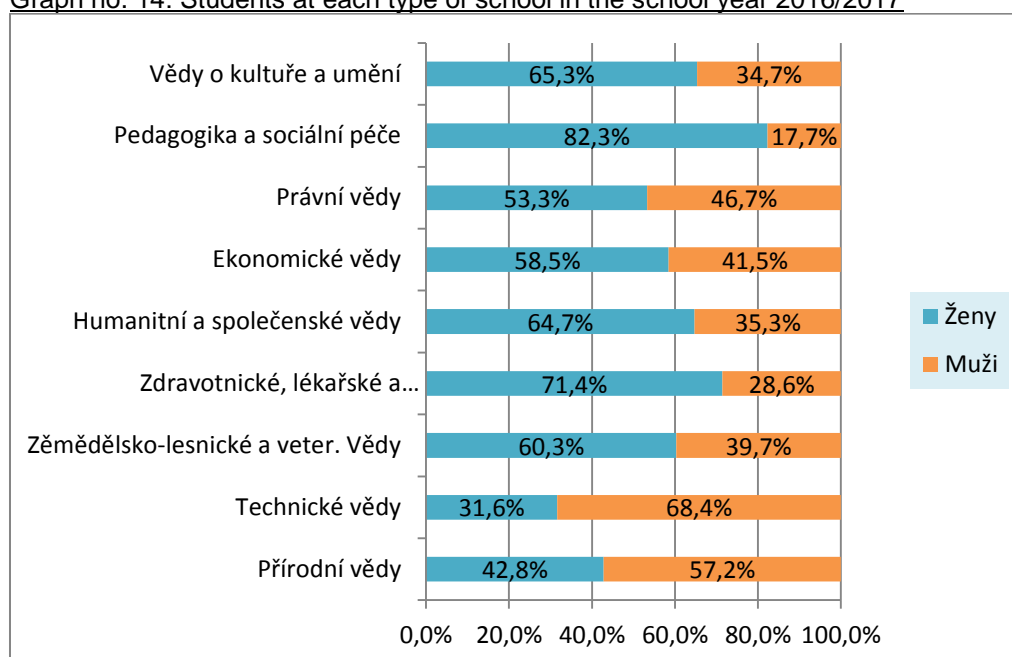
⁸⁹ Ditto. <<https://www.czso.cz/documents/10180/45709978/300002173302.pdf/331ed9a0-6510-48ef-9e99-e08c2c14b2fe?version=1.1>>.

⁹⁰ For more details see <<https://www.czso.cz/documents/10180/32853391/300002163305.pdf/c4286e31-0ab9-4278-b0b9-c0d6cf27118c?version=1.2>>.

but there is still a higher number of female students, which in the academic year 2016/2017 was 174,330 versus 137,037 male undergraduates.

Horizontal segregation maintains persistent inequalities in the employment market, which further impedes the efficient redistribution of labour, taking into account the changing demand for specific knowledge and skills. This is then combined with different salary ratings for each job and sector, and also to the level of prestige attached. In general, typically “female” occupations are associated with lower financial rewards and a lower degree of prestige. The 2017 EIGE study⁹¹ shows that improving gender equality and straightening the gender gap in science, engineering, engineering and mathematics education (STEM disciplines) can significantly improve productive capacity and improve the competitiveness of the European economy in the long term. The *Gender pay gap* is also lower in STEM fields than in the healthcare, education, and care-related fields.⁹²

Graph no. 14: Students at each type of school in the school year 2016/2017



cs	en
Vědy o kultuře a umění	Culture and the arts
Pedagogika a sociální péče	Teaching and social welfare
Právní vědy	Legal sciences
Ekonomické vědy	Economic sciences
Humanitní a společenské vědy	Humanities and social sciences
Zdravotnické, lékařské a (text není k dispozici) vědy	Medical, healthcare and (text is not available) science
Zemědělsko-lesnické a veter. Vědy	Agriculture and forestry science
Technické vědy	Technical sciences
Přírodní vědy	Natural sciences
Ženy	Women
Muži	Men

⁹¹ For more details see

<http://eige.europa.eu/sites/default/files/documents/ti_pubpdf_mh0116183enn_pdfweb_20170518162039.pdf>.

⁹² For more details see <<http://data.consilium.europa.eu/doc/document/ST-14624-2017-ADD-2/en/pdf>>.

The long-term trend, in which the proportion of women among university students is noticeably higher than that of men, remains valid (in 2016 14,750 more women graduated from university than men⁹³), but this phenomenon is not reflected in the representation of women and men in science. In 2016 only 24.9% of associate professors and 15.4% of professors were women; in the last 6 years this has shown a progression of less than 2 percentage points. Men have long-term dominated educational staff at universities and academic positions. In 2016 the proportion of women in this environment had grown by only 1.3 percentage points over the last 7 years to 36.6%.⁹⁴

Studies on the low participation of women in science and research show that the main reason is the specific need to reconcile work/study and family life.⁹⁵ One of the problems appears to be the establishment of the parental allowance for university students and graduates, as well as the dependence of scientific institutions and research on the earmarked funds, especially through grants for a limited period of time, the payment of which then collides with the potential maternal or parental leave of their female researchers. The problem is also the low availability of childcare services for children under the age of two.

This major problem was partially addressed last year. On 12 July 2017, an amendment to Act No. 117/1995, on state social support was enacted (with effect as of 1 January 2018). This allowed for more flexible decision-making by parents, including those from the aforementioned risk group, on the amount and for how long to receive parental allowance.

A further partial solution to the problems outlined was found on 3 January 2018, when the Czech government approved the *Action Plan for the Development of Human Resources for Research, Development and Innovation and Gender Equality in Research, Development and Innovation in the Czech Republic for 2018 to 2020* (prepared by MEYS).⁹⁶ This action plan addresses issues of gender segregation in educational and professional careers, gender mainstreaming, development of an institutional environment of research institutions, and the specific status of PhD students as junior researchers. Other themes include the popularisation of research, science and innovation and the promotion of cross-sectoral and international mobility.

6.3. Activities of the Department of Gender and Sociology at the Institute of Sociology of the Academy of Sciences of the Czech Republic and the National Contact Centre - Gender and Science

In 2017, the Department of Gender and Sociology addressed projects on gender inequality, the rise of employment with poor job security, or the combination of working life and care provision. The project entitled *Intersectionality in sociological research on social inequalities and consequences of the economic crisis on employment*⁹⁷ was completed. The aim of the project was to develop an intersectional approach in Czech sociology. A second project, completed after two years, entitled *Configuring care for the elderly in the Czech Republic: love, work, money*⁹⁸, addressed changes in the understanding of care responsibilities and the implications that this understanding has on the organisation of care for the elderly in the Czech Republic.

⁹³ Ditto. <<https://www.czso.cz/documents/10180/45709978/300002173313.pdf/e89e572e-d119-4c41-9b44-ade4b6bd27dd?version=1.1>>.

⁹⁴ Ditto. <<https://www.czso.cz/documents/10180/45709978/300002173304.pdf/0b1d7440-c2ca-4f07-8660-b9e307fcb0e2?version=1.1>>.

⁹⁵ Linková, M. 2013. Nejisté vyhlídky: proměny vědecké profese z genderové perspektivy. [Uncertain prospects: changes in the scientific profession from a gender perspective]. Prague: Sociologické nakladatelství (SLON).

⁹⁶ For more details see <<http://www.msmt.cz/vyzkum-a-vyvoj-2/akcni-plan-rozvoje-lidskych-zdroju-pro-vyzkum-vyvoj-a-1>>.

⁹⁷ Křížková, A., 2015-2017. Intersekcionalita v sociologickém výzkumu nerovností a dopadů ekonomické krize na zaměstnanost. [Intersectionality in sociological research on inequalities and the impact of the economic crisis on employment] GA ČR (reg no. 15-13766S).

⁹⁸ Dudová, R. 2015-2017. Konfigurace péče o starší v ČR: láska, práce, peníze. [Configuring care for the elderly in the Czech Republic: love, work, money] GA ČR (reg no. 15-07898S).

In 2017, four new projects commenced in the Department of Gender and Sociology. The first of them *Models of care and work-life reconciliation strategies for migrants in the Czech Republic*⁹⁹ is devoted to the development of the concept of transnational families in Czech sociology and, with its help, maps the strategies for work-life reconciliation in the two largest migrant groups in the Czech Republic. Additionally this department dealt with the involuntary increase in the number of women entrepreneurs and their lack of job security, within the *Self-employment as work with poor job security, or let's prevent further disadvantage for women in the employment market* project.¹⁰⁰ The employment market was also the subject of the project *How to achieve equal pay ... or Be aware of unintended consequences!*¹⁰¹ The last new project *Childlessness and single-child families: an explanation of the low fertility rate in the Czech Republic*¹⁰² aims to explain the causes, experiences and mechanisms that are behind the low level of fertility below the level of simple reproduction in the specific context of the Czech Republic as a post-socialist country.

NKC members - gender and science in 2017 began to address two new projects. The first is the European project GENDERACTION¹⁰³, the aim of which is to create a European network for sharing good practice in the field of gender equality policies in science and higher education. The second project focuses on the analysis of the current situation in the field of gender equality in science and higher education in the Czech Republic, which aims to make recommendations for state and public institutions.¹⁰⁴

In addition the popularisation activities of NKC - gender and science as part of various events (Night of Scientists, Academia Film Olomouc, etc.), and the International Day for women and girls in science (February 2017) launched the #mojeoblibenavedkyne campaign involving a number of prominent personalities from the world of science.

6.4. Activities of the Technology Agency of the Czech Republic (TA ČR)

In 2017 the TA ČR built on its activities from the previous year and continued to implement the TA ČR gender policy¹⁰⁵ both in public-oriented activities (preparation and implementation of applied research, development and innovation programs) and within the agency. Since 2015 TA ČR has organised the Platform for women in research and entrepreneurship¹⁰⁶, which meets annually and in 2017 had the subtitle *Gender in the context of responsible research and innovation, including gender issues from a male perspective*.

In 2017 the TA ČR launched the first public competition for the ZÉTA programme¹⁰⁷, the main objective of which is to support young researchers, with the further aim of balancing gender opportunities in the field of research and innovation. Under this programme, priority is given to projects in which each gender is represented by at least 35% and/or the leading position is occupied by a woman. This measure has had a positive impact on the proportion of women among the main and other investigators and project researchers. The average proportion of female researchers in the TA ČR programme was 19.1%, whilst in the ZÉTA programme it was 35.9%. Regarding the

⁹⁹ Formánková, L. 2017-2019. Modely péče a strategie sladování práce a rodiny u migrantů v České republice. [Models of care and work-life reconciliation strategies for migrants in the Czech Republic]. GA ČR (reg no. 17-21259S).

¹⁰⁰ Švarcová, M. 2017 - 2020. OSVČ jako překerní práce, aneb zabraňme dalšímu znevýhodňování žen na pracovním trhu. [Self-employment as work with poor job security, or let's prevent further disadvantage for women in the employment market]. MLSA.

¹⁰¹ Křížková, A. 2017 – 2018. Jak na rovnost v odměňování... aneb Pozor na nezamýšlené důsledky! [How to achieve equal pay ... or Be aware of unintended consequences!], European Social Fund, Priority Axis: 03.1 Supporting Employment and Adaptability of the Workforce. Nesehnutí, z.s. (ref. no. CZ.03.1.51/0.0/0.0/16_061/0003501).

¹⁰² Hašková, H. 2017 - 2019. Childlessness and single-child families: an explanation of the low fertility rate in the Czech Republic [Childlessness and Childhood Families: Contribution to Explaining Low Fertility in the Czech Republic]. GA ČR (reg no. 17-04465S).

¹⁰³ For more details see <<http://genderaction.eu/objectives/>>.

¹⁰⁴ For more details see <<http://genderaveda.cz/bariery-predbezne-vysledky-vyzkumu/>>.

¹⁰⁵ For more details see <https://www.tacr.cz/dokums_raw/urednideska/genderova_politika.pdf>.

¹⁰⁶ For more details see <<https://www.tacr.cz/index.php/cz/test-programy/935-setkani-platformy.html>>.

¹⁰⁷ For more details see <<https://www.tacr.cz/index.php/cz/programy/program-zeta.html>>.

average proportion of female researchers in the projects, in the ZÉTA the figure was 70%, however in all the programmes it was only 9.1%.

Additionally, one of the important goals of European and Czech science policies is the integration of the gender dimension into the content of knowledge, technology and services. This is the main objective of the Horizon 2020 project *GENDER-NET Plus (ERA-NET Cofund)*¹⁰⁸ which the TA ČR joined in 2017. Within this project, a joint international call was launched in December 2017 to support gender-sensitive projects in research and innovation.

Another TA ČR Horizon 2020 project is *GEECCO: Gender Equality in Engineering through Communication and Commitment*.¹⁰⁹ The specific objectives of the project are structural changes in research organisations - gender planning and gender equality implementation, focussing on, for example, increasing female participation, career development and minimising the impact of maternity on their career paths. Other objectives of the project are to increase the gender relevance of scientific knowledge and research, development and innovation products by incorporating the gender dimension into their content and teaching content.

7. Dignity and integrity of women and men

The main objective of the Government Strategy for the Dignity and Integrity of Women and Men is to reduce the incidence of all forms of gender-based violence and to ensure the dignified and equal enjoyment of all rights by women and men. As can be seen from the statistics presented in the following chapter, administrative data on the number of cases of individual forms of gender-based violence do not show a long-term decreasing or increasing trend. In recent years the number of people living in a common dwelling and the number of detected relevant offences have remained roughly the same.

Last year, preparations for ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence continued. However, in the light of the original timetable, progress with the preparations appear to be slow and the Czech Republic is becoming more and more often the subject of criticism in this respect. In June 2017, the European Union acceded to the Convention.

The year 2017 was important in terms of awareness of domestic and sexual violence. The #MeToo worldwide campaign also resonated around the Czech Republic, although it has often been misunderstood and underplayed by certain sections of the media or personalities. A documentary film about victims of domestic violence called “Z lásky nenávist” [From Love, Hate] was broadcast by Czech Television. The campaign by the Office of the Government focused on, amongst other things, the prevention of domestic violence, came to a head.

In the past year, some studies have also been developed to help understand the real extent and effects of gender-based violence and to contribute to better policy formulation in this area.

7.1. Statistics and research on domestic violence and gender-based violence

In 2017, the new Gender Equality Index (European Institute for Gender Equality) was published, which for the first time included domestic and gender-based violence as one of its main indicators. The higher the score for this indicator, the more serious the state of violence against women in that country. The Czech Republic obtained the following scores in individual sub-areas: prevalence of violence 20.7 (EU average: 21.2), severity of violence 45.8 (EU average: 46.9) and reporting rate 17.6 (EU average: 14.3). As

¹⁰⁸ For more details see <<http://gender-net-plus.eu/>>.

¹⁰⁹ For more details see <<http://www.geecco-project.eu/home/>>.

regards the prevalence and severity of forms of domestic and gender-based violence, the Czech Republic achieves values that are slightly below the EU average. In these areas, the Czech Republic is slightly better than the EU average. The area where the Czech Republic lags the most compared to other EU countries is the reporting rate of these cases (8th worst within the EU). In the composite indicator overall score in terms of domestic and gender-based violence, the Czech Republic ranks 12th with the indicator value of 28.0 and is slightly behind the EU average (27.5).¹¹⁰

In order to make public policies more effective in preventing and combating domestic and gender-based violence, the Department conducted expert analyses as part of the CZ13 Project. In 2017, expert processing teams completed the following analyses related to domestic issues and gender-based violence:¹¹¹

- analysis of the incidence and latency of domestic violence in partnerships,
- analysis of the economic impacts of domestic violence,
- analysis of the quality and availability of specialised residential social services for adult victims of domestic violence,
- analysis of the gender perspective and the issue of gender-based violence in the implementation of Czech asylum policy.

The outcomes of these analyses will also be reflected in a follow-up strategy paper entitled *Action Plan on the Prevention of Domestic Violence for 2015-2018* (hereinafter referred to as “Action Plan for the Prevention of Domestic Violence”).

In 2017, the research activities of non-governmental organisations continued. An important role in this regard continued to be played by the support from Norwegian and EEA funds, especially the *Dejme (že)nám šanci [Give us (women) a chance]* project. As part of this programme, for example, in 2017 an analysis of court decisions in rape cases¹¹², an analysis of sexual violence from the point of view of the public, victims and experts¹¹³, and an analysis of inter-disciplinary cooperation in the field of human trafficking¹¹⁴ were published.

Below we provide some statistical data that are being monitored by government authorities in the field of domestic and gender-based violence. This data needs to be interpreted in the context of academic studies and statistical data collected directly on the ground by NGOs and social service providers.

¹¹⁰ EIGE. 2017. Gender Equality Index 2017: Violence against women - the most brutal manifestation of gender inequality. Available from: http://eige.europa.eu/sites/default/files/documents/20175822_mh0417775enn_pdf.pdf.

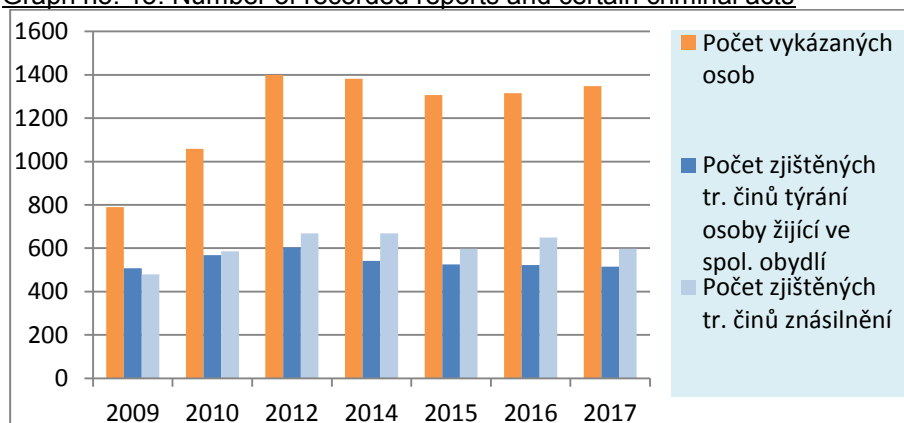
¹¹¹ Completed analyses made as part of the project using Norwegian funds project are available under the following link: <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/analyzy-v-ramci-projektu-z-norskych-fondu-151314/>.

¹¹² ProFem. 2017. Only yes means yes. The criminal act of rape in the light of the Istanbul Convention. Available from: http://www.profem.cz/shared/clanky/550/A5-JenAnoJeAno_WEB.pdf.

¹¹³ Persefona. 2017. Sexual violence - view of the public, victims and experts. Available from: <http://www.dejmezenamsanci.cz/wp-content/uploads/2017/06/Z-labyrintu-n%C3%A1sil%C3%AD.pdf>.

¹¹⁴ La Strada. 2017. Analysis of an interdisciplinary approach to the prevention of human trafficking. Available from: http://www.strada.cz/images/Publikace/Analyza/Analyza_mezioborove_spoluprace.pdf.

Graph no. 15: Number of recorded reports and certain criminal acts



cs	en
Počet vykázaných osob	Number of people reported
Počet zjištěných tr. činů týrání osoby žijící ve spol. obydlí	Number of detected cases of criminal abuse of a person living in a joint household
Počet zjištěných tr. činů znásilnění	Number of detected acts of rape

In 2017, the total number of reports amounted to 1,348, an increase of 32 reported cases compared to the previous year. The number of reports has thus increased by more than half in the past 10 years. In 2017, the trend in the slight decrease in the number of crimes of abuse of a person living in a common dwelling continued. In the past year, a total of 515 cases of this crime were detected, a decrease of 7 cases compared to the previous year.

The number of rape cases reported last year dropped from 649 to 598, a decrease of 51 reported cases. At the same time, the number of cases of rape brought to trial was reduced to 418. The clear-up rate of this crime therefore increased by 5% year on year.

7.2. Preparations by the Czech Republic for accession to The Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence

The Council of Europe Convention on preventing and combating violence against women and domestic violence (hereinafter referred to as the “Istanbul Convention”) is an international document setting out the comprehensive standards for the prevention and combating of domestic and gender-based violence. As of 14 March 2018 it has been ratified by 28 states, and signed by a further 17 states. One of these states is the Czech Republic, which signed the Istanbul Convention on 2 May 2016 (the European Union as a whole signed the treaty on 13 June 2017).

Under Government resolution No. 114 of 8 February 2016, the Minister of Justice was required to submit to the Government draft legislative measures to ensure the implementation of the Istanbul Convention by 30 June 2017. The draft for these legislative changes was incorporated by the Ministry of Justice in the draft amendment to Act No. 40/2009, the Criminal Code, as amended, and some other Acts which were passed by Government Resolution dated 31 January 2018 No 66. Given that this amendment does not bring about any major legislative changes, nothing at this moment prevents the taking of further steps leading to the ratification of the Istanbul Convention, the completion of which can be expected in the course of 2019.

7.3. Work done by ministries in the field of prevention and combating domestic and gender-based violence

Of the activities carried out by the MJ in 2017, one should mention the preparation of an amendment to Act No. 40/2009, the Criminal Code, as amended, and some other Acts in connection with the preparation of the ratification of the Istanbul Convention in the field of assistance to victims of domestic and gender-based violence. Previously the MJ had also worked out and submitted a draft Act on Experts, Expert Offices and Expert Bodies, which was passed by Government Resolution of 17 January 2018 No. 39. The material is currently pending for debate by the Chamber of Deputies of the Czech Parliament. The draft act should primarily contribute to stabilising and improving the performance of expert activities.

Last year the Ministry of Labour and Social Affairs drew up a draft amendment to the Act on Social Services, which includes a new specialised social service focused on domestic and gender-based violence. However, the draft act amendment could not be debated and passed in the previous government term. In the legislative work plan for 2018 the Ministry of Labour and Social Affairs is expected to re-submit an amendment by the end of this year. Following on from this amendment there is due to be a further amendment to the Decree, which should include the quality standards for all social services, including services focussing on the issue of domestic and gender-based violence.

As for subsidy policy, in 2017 the Ministry of Labour and Social Affairs continued to implement the subsidy programme entitled “*Family and child rights protection*” (from 2017 simply “*Family*”). In the grant areas of the Preventive activities in support for the family and support for work with children and families in the social and legal child protection plan, the topics of prevention of violence against women and children, including domestic and sexual violence, are supported. Services should strengthen parental competencies, improve the quality of family relationships, support families in childcare, education, and work and family harmonisation. The aim is to provide comprehensive assistance to the family as a whole (i.e. the wider family, including children and grandparents). In 2017, support was provided for 268 projects, with a total allocation of CZK 96.5 million. Compared to the previous year, financial support decreased by approximately CZK 3.5 million.

Table 4: Allocation of the Ministry of Labour and Social Affairs Family (and protection of children’s rights) grant programme

	2014	2015	2016	2017
Allocation of the Family (and protection of children’s rights) grant programme	CZK 90.4 million	CZK 93.8 million	CZK 100.0 million	CZK 96.5 million

On 18 September 2017, the government also passed the *Family policy plan*. Victims of domestic violence and other crimes are identified as being at risk of social exclusion (a group of people with an immediate risk to health or life) within this plan. The family policy plan consists of, inter alia, measures aimed at providing primary prevention services. It should be primarily a binding provision laying down the rules for the provision of primary prevention services, mechanisms for monitoring the activity of providers and the content of their activities. To this end, a proposal has been made to develop legislation for primary prevention services and to increase the Family grant programme of the Ministry of Labour and Social Affairs.

In 2017 the Ministry of the Interior continued to implement the grant programme “*Prevention of socially pathological phenomena*”. Compared to the previous year, instead of preventing domestic violence and crimes committed against the elderly, it focused on the prevention and elimination of domestic violence through work with violent persons and persons with aggression issues in relationships. Grants amounting to CZK

2 million were earmarked for the grant programme. Compared to the previous year, financial support increased by approximately CZK 400,000.

Table 5: Allocation of the Ministry of the Interior “Prevention of socially pathological phenomena” grant programme.

	2014	2015	2016	2017
Allocation of the “Prevention of socially pathological phenomena” grant programme.	CZK 1.53 million	CZK 1.61 million	CZK 1.61 million	CZK 2.0 million

The MJ manages a grant programme for services to victims of crime. This grant was created by the MJ in 2013 based on Act No. 45/2013, on victims of crime. The grant is intended for accredited restorative justice programmes and programmes to provide legal information to victims of crime. Some of the organisations supported by the MJ specialise in victims of domestic violence, gender-based violence, or victims of moral crimes. The victims of such crime are mostly women, however, the projects are not specific in this respect, gender definition does not even include the Act on the victims of crime to which this grant is linked. In the year 2017, a grant totalling CZK 10,415,829 was provided under the grant focussed on aid for victims of crime. Compared to the previous year, financial support increased by approximately CZK 2.6 million. The MJ last year also managed the “*Probation and resocialisation programmes for adult offenders*” grant focused on working with violent persons. Last year a total of 5 projects were supported in a total amount of CZK 1,621,474.

Table 6: Allocation of the grant programme for services to victims of crime.

	2014	2015	2016	2017
Allocation of the “Prevention of socially pathological phenomena” grant programme.	CZK 6.61 million	CZK 6.61 million	CZK 7.79 million	CZK 10.42 million

By April 2017, the CZ13 Project financed by Norwegian funds continued to be implemented by the Department. The aim of the project was to help reduce the incidence and latency of domestic and gender-based violence. The activities of the project included, inter alia, expert studies, media campaigns and other awareness-raising activities. Currently, the Department is implementing the Implementation Project, including an activity focussed on the implementation of the *Action Plan for the prevention of domestic violence* and the preparation of a follow-up strategy document.

7.4. Activities of non-governmental non-profit organisations in the field of prevention and combating domestic violence

In 2017, the programme entitled “*Dejme (že)nám šanci [Give us (women) a chance]*” (hereinafter referred to as the “CZ12 Programme”) funded by Norwegian funds was completed. The total allocation of the CZ12 Programme was CZK 164.3 million, with the aim of contributing to, inter alia, the prevention of and reducing the incidence of domestic and gender-based violence and increasing the development of services for those at risk of such violence. Throughout the project period, a total of 55 projects focussed specifically on domestic and gender-based violence were supported.¹¹⁵

One of the supported projects was, for example, the project entitled “*Improvement of practice in the prevention, identification and elimination of domestic violence through professional specialisation*”, which was based on the activities of the Association of staff

¹¹⁵ For a list of supported projects, see <<http://www.eeagrants.cz/cs/programy/norske-fondy-2009-2014/cz12-dejme-zenam-sanci/cz12-schvalene-projekty>>.

at intervention centres in the Czech Republic in the field of support for the specialisation of competent authorities in cases of domestic violence. The project helped, inter alia, to create conditions for the nationwide specialisation of staff in institutions that are key to the prevention and elimination of domestic violence.¹¹⁶

Other supported projects under the CZ12 Programme included, for example, the “*Three pillars of safety*” aimed at the construction of an innovative system for working with an entire family system at risk of domestic violence,¹¹⁷ the project “*AdvoCats for Women - rightly against violence against women*” focussed on the provision of legal aid to women at risk of domestic violence¹¹⁸, the project “*First aid for persons at risk of being threatened by/affected by domestic violence*” focussed on establishing a nationwide freephone line for people at risk of domestic violence¹¹⁹, the project “*Men against violence against women and children*” focussed on therapy for violent persons¹²⁰, or the project “*Stopnasili.cz*” focussed on raising awareness of domestic and gender-based violence.

On 7 and 8 November 2017, the Open Society Fund organised an international conference entitled “*Give women a chance and an opportunity to men*” to evaluate the CZ12 Programme.¹²¹ About 60 analyses and publications, 36 campaigns, and 21 methodologies specifically focused on domestic and gender-based violence were developed within this programme. Within this programme, 9 projects aimed at managing aggression and rage were supported, a total of 25,000 people were asked to help with freephone lines and counselling, the issue of particularly vulnerable groups (LGBT, Roma women, disabled, etc.) was opened up, the issue of domestic and gender-based violence in the media and much more was highlighted.¹²² During the final conference, the book entitled “*Violence can be stopped*” by B. Jakobsen and M. Råmila from the Norwegian organisation Alternativ til vold (“*Alternative to Violence*”, hereinafter referred to as “ATV”) was introduced.¹²³ The publication focuses primarily on ATV experiences from working with violent persons.

As part of NGO activities in the field of domestic and gender-based violence, we should mention the work of the Konsent group, which focuses on the prevention of rape. Thanks to the successful campaign on hithit, Konsent prepares workshops for the last years of primary and the early years of secondary schools. The goal is to educate up to 3,000 children on issues related to sexual violence and rape.¹²⁴

In October 2017, the spontaneous #MeToo campaign resonated worldwide. A worldwide movement fighting for victims of sexual violence was born in 2017 out of twitter and facebook initiatives to sexual harassment in showbiz (originally related to the experiences of sexual harassment of actresses such as Alyssa Milano, Gwyneth Paltrow, Jennifer Lawrence and Uma Thurman). This campaign has contributed to opening a serious social debate about the extent of sexual harassment and helping its victims in a number of countries. Like most prominent initiatives, this campaign (not only in the Czech Republic) has prompted negative reactions, misunderstanding and¹²⁵

¹¹⁶For more information on the project, see <<http://www.eeagrants.cz/cs/programy/norske-fondy-2009-2014/cz12-dejme-zenam-sanci/cz12-schvalene-projekty/zlepseni-praxe-pri-prevenci-identifikaci-1675>>.

¹¹⁷For more information on the project, see <<http://www.eeagrants.cz/cs/programy/norske-fondy-2009-2014/cz12-dejme-zenam-sanci/cz12-schvalene-projekty/tri-pilire-bezpeci-1646>>.

¹¹⁸For more information on the project, see <<http://www.eeagrants.cz/cs/programy/norske-fondy-2009-2014/cz12-dejme-zenam-sanci/cz12-schvalene-projekty/advocats-for-women-pravem-proti-nasili-n-1641>>.

¹¹⁹For more information on the project, see <<http://www.eeagrants.cz/cs/programy/norske-fondy-2009-2014/cz12-dejme-zenam-sanci/cz12-schvalene-projekty/prvni-pomoc-osobam-ohrozenym-postizenym-1570>>.

¹²⁰For more information on the project, see <<http://www.eeagrants.cz/cs/programy/norske-fondy-2009-2014/cz12-dejme-zenam-sanci/cz12-schvalene-projekty/muzi-proti-nasili-na-zenach-a-detech-1564>>.

¹²¹For more details see <<http://www.dejmezenamsanci.cz/konference/zaverecna-konference/>>.

¹²²For more details see <<http://www.dejmezenamsanci.cz/ceho-j sme-dosahli/>>.

¹²³The publication is available online from: <<http://osf.cz/cs/publikace/nasili-je-mozne-zastavit-terapie-pro-osoby-kt ere-se-dopousteji-nasili-v-blizkych-vztazich/>>.

¹²⁴For more details see <<https://www.konsent.cz/>>.

¹²⁵See, for example, the following articles in the Reflex magazine <<http://www.reflex.cz/clanek/komentare/83403/metoo-ponizuje-zeny-aktivistky-by-si-mely-misto-zbytecných-kampani-najit-chlapce.html>>.

belittlement¹²⁶. Defining the campaign has become popular, especially in some media or political circles. One absurd expression of this campaign is the fear on the part of some journalists or politicians (including some presidential candidates) that they will face charges of sexual harassment for opening a door to a woman.¹²⁷ Nevertheless, over the past year male and female journalists and well-known personalities have been able to seriously discuss the #MeToo campaign. It is worth noting, for example, the reaction of Pavel Houdek, a self-defence instructor, who received the *Genderman of the Year prize for his motivation video in support of women by men*.¹²⁸ This award has been newly announced by the Open Society.¹²⁹ Of the media representatives one could mention, for example, Petr Honzeik's article "*MeToo for men over forty*".¹³⁰

7.5. Preventing and combating domestic and gender-based violence at EU level

On 11 May 2017, the EU Council adopted a decision on the signing of the Istanbul Convention.¹³¹ The European Union, by deciding to join the Istanbul Convention, has confirmed its commitment to combat violence against women on its territory and globally, to strengthen its existing legal framework and its capacity to act. The Istanbul Convention has already been signed by all EU Member States. The fact that the European Union will join the Convention will also ensure complementarity between the national level and the EU level. At the same time, it is an important symbolic act emphasising the seriousness of the issue of domestic and gender-based violence at a pan-European level and a commitment to combating these negative phenomena.

In 2017, the European Commission was declared a year of activities aimed at ending violence against women.¹³² The official announcement formally took place on 25 November 2016 on the International Day for the Elimination of Violence against Women by European Commissioner Věra Jourová. As part of this event, the "*Say no! Stop violence against women*"¹³³ campaign was launched, a special edition of the Eurobarometer on gender-based violence was published¹³⁴, two open calls for NGO projects aimed at combating violence against women and helping its victims were announced, a study on gender-based violence in sport was published, and others. In connection with increasing emphasis on this topic, international conferences were held in February 2017 as part of the Maltese Presidency of the EU.¹³⁵ One of the additional important activities of the European Commission in this area is the preparation of a new international survey on gender-based violence in cooperation with Eurostat.¹³⁶

7.6. Human trafficking

According to the "*Report on human trafficking in 2017*" the Czech Republic remains a source, transit and target country for human trafficking for sexual and labour exploitation.

¹²⁶ See for example <<http://www.reflex.cz/clanek/video/83968/jiri-strach-v-metoo-jde-o-verejne-medialni-popravy-hrusinsky-take-sahal-divkam-na-zadky.html>>.

¹²⁷ See for example <https://volby.idnes.cz/debata-sedmi-prezidentskych-kandidatu-dox-fi8-/prezidentske-volby-2018.aspx?c=A171220_143452_prezidentske-volby-2018_kop>.

¹²⁸ Video is available from <<https://www.facebook.com/instruktorpavelhoudek/videos/2036833249872209/>>.

¹²⁹ More detailed information about the Genderman competition is available from:

<<http://www.otevrenaspolecnost.cz/genderman/>>.

¹³⁰ Article is available at: <<https://archiv.ihned.cz/c1-65962020-metoo-pro-chlapy-nad-ctyricet>>.

¹³¹ For more details see <<http://www.consilium.europa.eu/en/press/press-releases/2017/05/11/violence-against-women/>>.

¹³² For more details see <http://ec.europa.eu/newsroom/just/document.cfm?doc_id=48534>.

¹³³ For more details see <<http://ec.europa.eu/justice/saynostopvaw/index.html>>.

¹³⁴ European Commission. Special Eurobarometer 449. Report. Gender-based violence. Available from:

<<https://ec.europa.eu/commfrontoffice/publicopinion/index.cfm/ResultDoc/download/DocumentKy/75837>>.

¹³⁵ For more details see <<https://www.eu2017.mt/en/Events/Pages/European-Event-on-Violence-against-women.aspx>>, conference programme available from

<<https://www.unibs.it/sites/default/files/ricerca/allegati/European%20Responses%20Agenda%202-3%20Feb.pdf>>.

¹³⁶ For more details see <<http://fra.europa.eu/en/event/2017/eurostat-starts-developing-gender-based-violence-survey>>.

In the Czech Republic, mainly women from the Czech Republic, Eastern Europe, Nigeria, the Philippines and Vietnam continue to be victims of sexual exploitation.¹³⁷

In 2017, the Inter-ministerial Coordination Group for the fight against human trafficking, which is the coordinating body of the Government of the Czech Republic in the field of combating human trafficking, continued its work.¹³⁸ Its main focus was on implementing the measure entitled *National anti-human trafficking strategy for the years 2016 - 2019* (hereinafter referred to as the “National Strategy”)¹³⁹. The National Strategy includes measures to combat human trafficking, focusing in particular on combating human trafficking for the purpose of labour exploitation and the fight against trafficking in children, with a special priority also being given to the protection of particularly vulnerable groups.

On 31 January 2017 the President of the Republic signed the ratification instrument for the *Council of Europe Convention on Action against Trafficking in Human Beings* (hereinafter referred to as the “Convention Against Trafficking in Human Beings”), which entered into force for the Czech Republic on 1 July 2017. In order to monitor the implementation of the Convention against Trafficking in Human Beings, the Council of Europe established a *team of experts to combat human trafficking* (hereinafter referred to as “GRETA”)¹⁴⁰. The review of the implementation of the Convention against Trafficking in Human Beings by the Czech Republic before GRETA should take place in the years to come.

In the past year, a total of 16 cases of human trafficking were detected, a decrease of 6 cases compared to the previous year. In 2017, the Ministry of the Interior continued to implement the project entitled “Programme for the support and protection of victims of human trafficking” (hereinafter referred to as the “Victim protection programme”). Implementation of the Victim protection programme is one of the goals of the *Crime Prevention Strategy for the Czech Republic for 2016 - 2020* and is also included among the tasks of its action plan. The programme is designed for victims of human trafficking, offering accommodation, psychosocial and medical assistance, interpreting services, legal assistance, legal services, assistance with job seeking, legalisation of residence and a dignified return to the country of origin. In the year 2017, a total of 24 victims of trafficking were included in the Victim protection programme (10 more victims than in the previous year). Seventeen cases involved exploitation of labour and seven cases of trafficking for the purpose of sexual exploitation. Another important part of its work is the support of preventive activities carried out in cooperation with non-governmental, non-profit organisations.

7.7. Care in connection with childbirth

There is no significant progress in 2017 as regards parents’ freedom of choice of the place, manner and circumstances of childbirth, and prenatal, obstetrics and postnatal care in general, and the situation remains basically the same.

A very important issue that resonated in 2017 in this field area was the issue of setting up separate nursing homes as an alternative to births at health care facilities. “Birth centre” may be established and function under the existing legislation, however we cannot find a single birth centre in the whole of the Czech Republic in which children come into the world.¹⁴¹

¹³⁷ U.S. Department of State Publication. 2017. “Trafficking in Persons Report.” [online] [cit. 2018-09-03] URL: <<https://www.state.gov/documents/organization/271341.pdf/>>.

¹³⁸ For information on the activities of the Interdepartmental coordination group, see <<http://www.mvcr.cz/clanek/mezirezortni-koordinacni-skupina-pro-oblast-boje-proti-obchodovani-s-lidmi-mks.aspx>>.

¹³⁹ MOI. 2016. National strategy on human trafficking for 2016-2020. For more details see <<http://www.mvcr.cz/soubor/narodni-strategie-boje-proti-obchodovani-s-lidmi-v-cr-2016-2019>>.

¹⁴⁰ For more details on GRETA, see <<https://www.coe.int/en/web/anti-human-trafficking/greta>>.

¹⁴¹ In the past, the Working Group on Obstetrics was also involved in this issue and prepared an initiative and later material for the inter-ministerial commentary procedure. However, it came across a number of important comments

It is worth mentioning the lecture “*Birth centre step by step*” which was hosted on 8 December 2017 by UNIPA. At the seminar, topics such as the legislative provisions for birth centres, related results and statistics, the birth centre team and its expertise, cooperation between the birth centre and other care providers (hospital, rescue service) or the range of services offered at the birth centres were discussed.¹⁴²

In the past, the occupational working group on obstetrics and gynaecology at the Council had drawn up an initiative that the Council had approved. The initiative calls for a revision and adaptation as necessary of the current legislation surrounding the birth house so that the birth centres may be actually established and function.

The inclusion of care by independent midwives in the public health insurance system and the widening of options for choosing the place, manner and circumstances of childbirth remains a challenge.

At present, the Ministry of Health is working on a guide for prenatal and midwifery care for parents and a list of recommendations for public and private health care facilities in terms of respecting the rights and wishes of the parents. Both of these documents have the potential to help parents exercise their right to free choice of place, manner and circumstances of birth.

8. Gender equality in external relations

As regards the promotion of gender equality in external relations, it can be said that it has been possible to meet most of the relevant objectives of the Government Strategy. Paradoxically, the Czech Republic in many ways promotes gender equality more successfully at an international level than at a national level.

The Czech Republic once again took an active part in the meeting of the UN Commission on the Status of Women, at which it organised two seminars. In January 2017 the government of the Czech Republic approved The Czech Republic Action Plan for UN Security Council Resolution 1325 (2000) on Women, Peace and Security and related resolutions for 2017-2020 as an important instrument for implementing the gender equality agenda in foreign and security policy.

The promotion of gender equality was one of the priorities of the Czech Presidency of the Committee of Ministers of the Council of Europe. As part of this priority, a specialist conference on the collection of statistical data on gender equality was held in Prague in November 2017 with a follow-up meeting of the Council of Europe’s Committee on Gender Equality. During this meeting in Prague the Council of Europe’s Strategy for Gender Equality for 2018-2023 was discussed in detail and approved at a working level.

The Czech Republic has also actively participated in the promotion of gender equality at EU level. It supported the adoption of the EU Council conclusions on gender equality under the Maltese and Estonian presidencies and, in general, also supports the adoption of the Proposal for a Directive on work-life balance for parents and carers.

Activities aimed at strengthening the gender perspective in Czech foreign development cooperation continued.

8.1. United Nations

The *UN Committee on the Elimination of Discrimination against Women* (hereinafter referred to as the “UN Committee”) issued General Recommendation 35 on the General Recommendation on Gender-Related Dimensions of Disaster Risk Reduction in a Changing Climate in 2017.¹⁴³ The aim of the recommendation is to provide an

(especially those from the Ministry of the Interior which, by the time that the Report had been written up, had failed to deal with it).

¹⁴² For more details see <<https://www.unipa.cz/udalost/porodni-dum-krok-za-krokem/>>.

¹⁴³ For more details see

<http://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/CEDAW_C_GC_37_8642_E.pdf>.

interpretation of articles of the *Convention on the Elimination of All Forms of Discrimination Against Women* (hereinafter referred to as the “Convention”) relating to the protection of women against climate change and their negative impacts.

The 61st session of the *United Nations Commission on the Status of Women* (hereinafter referred to as “CSW”) was held on 13 - 24 March 2017. The priority theme of this session was the position of women in the changing world of employment. Participation of the Czech delegation at the meeting of the CSW was coordinated by the Council Secretariat in cooperation with the MFA. The Delegation of the Czech Republic was led by the Minister for Human Rights, Equal Opportunities and Legislation Jan Chvojka. The Delegation also included the Deputy Minister for Human Rights, Martina Štěpánková, Deputy Secretary and Deputy Secretary of the Council Secretariat, Ministry of Foreign Affairs, Ministry of Labour and Social Affairs and non-state non-profit organisations. The Czech Republic held two specialist side-events as part of the CSW session - (i) *Gender Equality Awareness and the Art of Grabbing the Political Will* and (ii) *Digitalisation, Care and Reconciliation: Shaping the Future of Gender Equality*.

In 2017, the Czech Republic cooperated with the United Nations Agency for Equality and Women's Rights - UN Women (cooperation in the organisation of two events at the CSW session), and financially supported its activities (a contribution of CZK 400,000). The participation of women in public life has also become one of the priorities of the Czech presidency of the UN Economic and Social Council (ECOSOC).

8.2. World Economic Forum

In 2017 another annual World Economic Forum report entitled *Global Gender Differences* was published, which compiles countries' rankings according to the level of gender equality - the Global Index of Gender Differences.¹⁴⁴ As in previous years Iceland, Finland, Norway and Sweden were ranked at the top of the index. The Czech Republic were ranked 88th (in 2016 it was 77th) from a total of 144 countries surveyed. From the point of view of economic gender equality and balanced gender representation in political decision-making, the Czech Republic continues to rank as one of the below-average countries.

8.3. Council of Europe

The Czech Presidency of the Committee of Ministers of the Council of Europe took place between May and November 2017. One of the priorities of the Czech presidency was the protection of the human rights of people in vulnerable or disadvantaged groups and the promotion of gender equality. As part of this priority, a specialist conference on the collection of statistical data on gender equality was held in Prague in November 2017 with a follow-up meeting of the Council of Europe's Committee on Gender Equality. This was the first ever external meeting of this body of the Council of Europe. During this meeting in Prague the *Council of Europe's Strategy for Gender Equality for 2018-2023* was discussed in detail and approved at a working level (hereinafter “Council of Europe Strategy”)¹⁴⁵. The Council of Europe strategy was subsequently approved by the Committee of Ministers of the Council of Europe in March 2018. It consists of a total of 6 strategic areas: prevention of gender stereotypes and sexism, prevention of violence against women and domestic violence, ensuring equal access to justice, balanced gender representation in decision-making positions, protection of the rights of migrant women and girls and promotion of gender mainstreaming.

8.4. European Union

The Maltese Presidency of the EU Council (hereinafter referred to as “MT PRES”) prepared draft Council conclusions entitled *Enhancing the Skills of Women and Men in*

¹⁴⁴ For more details see <<http://reports.weforum.org/global-gender-gap-report-2017/dataexplorer/>>.

¹⁴⁵ For more details see <<https://rm.coe.int/ge-strategy-2018-2023/1680791246>>.

the EU Labour Market. The draft conclusions underline the competences of the EU Member States in education, including the content of education and the design of education systems, and calls for the Member States to fulfil the spectrum of measures for the purpose of gender equality in the labour market, also with regard to the participation of social partners. The Czech Republic endorsed the draft conclusions. The draft conclusions were approved at the EPSCO Council on 3 March 2017.

MT PRES has also submitted an updated proposal for a directive on gender balance. In particular, MT PRES has specified the target dates, reporting deadlines and timetable for the implementation of the proposal for a directive on gender balance, taking into account the time elapsed since the last EPSCO Council meeting. The Czech Republic generally supports the proposed Directive. At the June EPSCO Council meeting, the Maltese Presidency presented a progress report summarising the need for further political negotiations to discuss the proposal for a directive. The Estonian Presidency (hereinafter referred to as "EE PRES") did not continue in the negotiation of the proposal for a directive on gender balance.

On 20 November 2017 the European Commission adopted the *EU Action Plan for the 2017-2019 period: Tackling the gender pay gap*, which aims to continuously eliminate unequal pay for women and men. The Action Plan responds to persisting high disparities in average wages of women and men (EU 16%, 22% in the Czech Republic) to the detriment of women and a very gradual reduction of this difference. The Action Plan contains a total of 24 measures addressed to the EC. The Czech government has supported the adoption of the Action Plan.

The proposal for a *Directive on work-life balance for parents and carers persons* was presented in April 2017 as one of the first of the EC initiatives put forward in the context of the European Pillar of Social Rights. The new proposal focusses on measures to promote the participation of women in the employment market and strengthening the role of the man/father in the care of children and other dependent members of the household. The substantive scope of the proposal, which does not affect maternity leave, has also been extended, but applies to other types of leave for reasons of care for family members (paternity leave, parental leave, nursing leave, flexible working conditions, etc.). Both the government and the Czech Parliament have taken a positive attitude towards this proposal with partial reservations.

In addition, the draft Council conclusions on reinforced measures to reduce horizontal gender segregation in education and employment was discussed during the EE PRES in the area of gender equality. The proposal formulated recommendations relating, inter alia, to reducing the gender pay gap, differences in retirement pensions for women and men, or to the motivation of girls and boys to study fields deemed to be gender atypical. The Czech Republic supported the draft conclusions and the conclusions were adopted at the EPSCO Council meeting on 7 December 2017.

The EC proclaimed 2017 as a year of activities aimed at ending violence against women. The official announcement formally took place on 25 November 2016 on the International Day for the Elimination of Violence against Women by European Commissioner Věra Jourová. As part of this event, the "*Say no! Stop violence against women*" campaign was launched, and two open calls for NGO projects aimed at combating violence against women and helping its victims were announced. On 13 June 2017, the EU signed the Istanbul Convention.

8.5. Fulfilling the Czech Republic Action Plan on the Implementation of UN Security Council resolution 1325 (2000) and related resolutions on women and peace and security 2017-2020

In January 2017 the government of the Czech Republic passed the *Czech Republic Action Plan on UN Security Council resolution 1325 (2000) and related resolutions on*

women and peace and security for the years 2017 – 2020 (hereinafter referred to as the “Action Plan for Resolution 1325”). The aim is to establish specific measures leading to the implementation of the relevant UN Security Council resolutions by the Czech Republic. To evaluate the implementation of the Action Plan for Resolution 1325, an interdepartmental working group (composed of representatives and representatives of NGOs) was set up, which met three times in the past year.

The Czech Republic was also represented at the 1st Focal Points meeting for the implementation of UNSCR 1325, which took place in Spain in April 2017. At EU level, the Czech Republic actively participated in three meetings of the EU Taskforce on women, peace and security in 2017.

8.6. Gender equality in the Czech Republic's foreign policy and development cooperation

As part of the implementation of evaluations of foreign development cooperation programmes and projects according to the Methodology of the project cycle, the application of cross-sectional principles according to the *Foreign and Development Cooperation Strategy for 2018 - 2030*:

- proper (democratic) governance;
- environmental and climate friendliness;
- respect for the human rights of the beneficiaries, including gender equality.

The fulfilment of cross-sectional principles of foreign development cooperation has undergone pilot assessment since 2016 according to the methodology of the evaluation of cross-sectional principles, which was developed by the research organisation Institute of Evaluation and Social Analysis - INESAN, s.r.o., as part of the Omega Technology Agency programme. The aim of the methodology (which was fully certified in January 2018 with the approval of the MFA) was to unify the current approaches and establish appropriate evaluation procedures to obtain relevant and objective indicators so that the application of cross-sectional principles in development projects and programmes was evaluated uniformly and comprehensively. Certified Methodology, including a set of indicators for individual cross-sectional principles, including the principle of gender equality, will be used by the MFA and CDA from 2018 also for identification in the further implementation of the ZRS ČR, especially within the project cycle in the identification and evaluation stages of the development activities.

9. Everyday life and lifestyle

Although there have been some beneficial initiatives over the past year, women are still far from achieving a balanced share in decision-making in the media, culture, transport or the environment. The Czech Republic is travelling very slowly towards the achievement of the main goal of the Government Strategy in this area.

At the international level, gender equality in the media in 2017 continued to be addressed by UNESCO, which, among other things, launched the *Women make the news* initiative. This topic was also addressed in 2017 by the European Parliament, for which the Report on Gender Equality in the EU Media Sector was drafted.

The #MeToo campaign because the main event related to gender equality in culture (specifically the film and music industry). Although the campaign was predominantly centred on the US, it resonated through many other countries, including the Czech Republic, via social networks. The women who broke their silence and talked about sexual harassment were designated by Time Magazine as people of the year 2017.

The topic of gender equality in transport is becoming more and more important, both at national and EU level. Current activities are primarily aimed at ensuring equal access to

transport, increasing the representation of women in decision-making positions in transport and the prevention of sexual harassment.

9.1. Culture and media

Important events in the field of gender equality in the media and culture occurred last year, especially at the international level. Many of these events, however, overlapped into Czech society. According to the UN Women agency, in January 2017 the January march for gender equality (*The Women's March on DC*), in which up to 5.5 million people from 58 countries around the world took part, was a defining moment in the equality agenda.¹⁴⁶ International women's day was the most discussed event on the Facebook social network.¹⁴⁷

The #MeToo campaign because the main event related to gender equality in culture (specifically the film and music industry) (for more information see section 7.4). Although the campaign was predominantly centred on the US, it resonated through many other countries, including the Czech Republic, via social networks. The women who broke their silence (*Silence breakers*) and talked about sexual harassment were designated by Time Magazine as people of the year 2017. Feminism, probably also thanks to the #MeToo campaign, has become the most searched-for word on the Internet in the past year.¹⁴⁸

At the international level, gender equality in the media in 2017 continued to be addressed by UNESCO, which, among other things, launched the *Women Make the News* initiative.¹⁴⁹ It also produced guidelines for gender awareness entitled *Gender Equality Check-up*, which focuses on gender stereotypes in the media and the representation of women in its management.¹⁵⁰

In relation to the representation of women in management positions in the Czech public service media (Czech Television, Czech Radio, ČTK [Czech Press Agency]), the situation remains poor on a long-term basis. None of the positions of executive director/director in the aforementioned media outlets is occupied by a woman. In the wider management of these media, women are still significantly under-represented - women's representation in Czech Television it is 6.3%, in Czech Radio 11.0% and ČTK 14.3%. The situation in the statutory bodies of these media outlets is the same.

¹⁴⁶ For more details see <<http://interactive.unwomen.org/multimedia/timeline/yearinreview/2017/en/index.html>>.

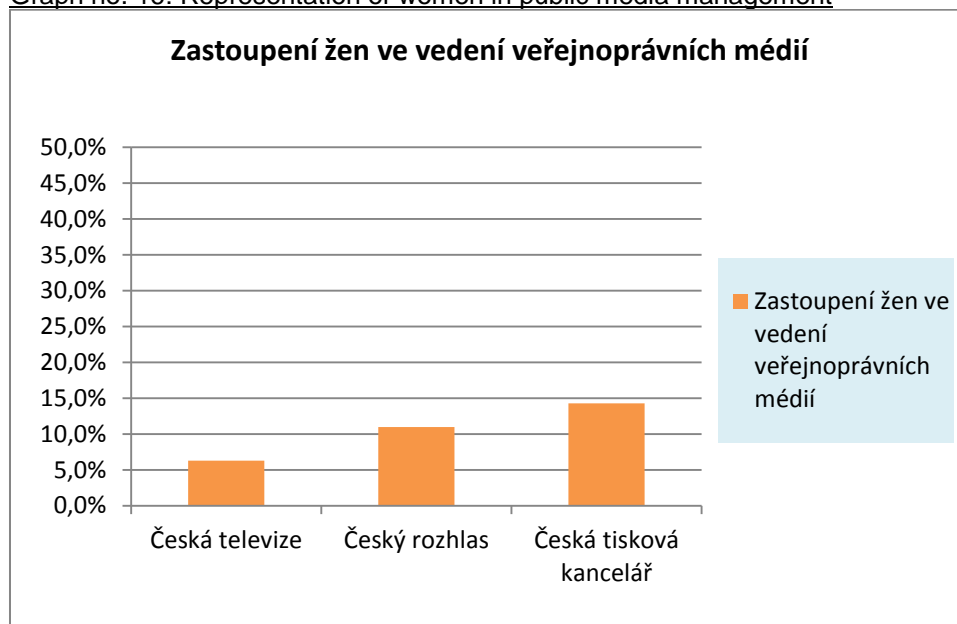
¹⁴⁷ For more details see <<https://newsroom.fb.com/news/2017/12/facebooks-2017-year-in-review/>>.

¹⁴⁸ For more details see <<https://www.merriam-webster.com/words-at-play/word-of-the-year-2017-feminism>>.

¹⁴⁹ For more details see <<https://en.unesco.org/women-make-the-news-2017/>>.

¹⁵⁰ For more details see <<https://en.unesco.org/women-make-the-news-2017/>>.

Graph no. 16: Representation of women in public media management



cs	en
Zastoupení žen ve vedení veřejnoprávních médií	Representation of women in public media management
Česká televize	Czech Television
Český rozhlas	Czech Radio
Česká tisková kancelář	Czech Press Agency

In the private news media, the situation is very similar - the positions of directors and chief editors are mostly held by men. Horizontal segregation also occurs in the Czech media, where women in higher positions hold positions stereotypically considered to be typically female (marketing director, etc.). In addition, women in more senior positions can be identified in the media focusing on stereotypically female interests and themes (cooking, childcare and home care, fashion).¹⁵¹ According to the Report on gender equality in the media sector in the EU ("Media Report"), whose rapporteur is Czech MEP Michaela Šojdrová, women are quoted as experts in just 17% of reports in the media, and 18% of commentators on political events. According to the Media Report, the gender equality challenges include stereotyping of women in the media and sexist advertising. The media report highlights the Czech *Sexist piggy*¹⁵² anti-award, which "awards" sexist ads, as an example of good practice.

Another beneficial activity in the field of gender equality in the Czech Republic is the activity of the Congress of Women, which in June 2017 declared the Women in the Media Month with the aim of initiating a public debate on the position of women in the Czech media. The highlight peak of the Women in the Media Month was the Women's Congress, a conference focused on women and the public space.¹⁵³ It is also worth mentioning the initiative of the Open Society organisation, which in 2017 announced the

¹⁵¹ For more details see <<http://www.pracezeny.cz/zeny-v-ceskych-mediich-zakladni-fakta-2>>.

¹⁵² The anti-awards are held annually by Nesehnutí, z.s., for more information see <https://prasatecko.cz/>.

¹⁵³ For more details see <<http://kongreszen.cz/kongres-zen-2017/>>.

first *Genderman of the Year* competition intended for men who publicly promote gender equality¹⁵⁴

9.2. Transport

In 2017, Eurobarometer conducted an inquiry into the use of bus transport.¹⁵⁵ The survey also confirmed that women use this type of public transport more often than men. 34% of women and 25% of men use bus services several times a year. From a safety perspective, 11% of the Czech population said they did not feel safe whilst waiting at the bus stop (the level of sense of danger is the same for men and women). From the perspective of ensuring a sense of security, the Czech Republic achieves the worst results in the EU.

As can be seen from the Analysis of Commuting Data in the example of the capital of the Czech Republic, men and women both choose different transport modes and the choice of place of work, which also affects the commuting time. The study emphasises that these strategies do not reflect free choices, but *“Many of them are based on the unequal position of men and women in our society and hence in individual households.”*¹⁵⁶ Inequality in households, in line with the persistent stereotypical division of domestic duties together with increasing women’s efforts to improve their employability, leads to the need to choose strategies that enable women to reconcile family and work life. According to the authors of the analysis, these choices may negatively affect other aspects of women’s everyday lives.

A conference was held in Brussels in November 2017 on the theme of gender equality in transport, setting up a new platform *“Women in Transport - EU Platform for Change”* (hereinafter referred to as the *“Platform for Change”*) and the *“Declaration on Equal Opportunities for Women and Men in the Transport Sector”* was signed.¹⁵⁷ This is the initiative of the EU Commissioner for Transport, Violeta Bulc. The main objective of the Platform for Change is to increase women’s employment and ensure gender equality in the transport sector. The topics addressed include, for example, increasing the employment of women in transport, increasing their representation in decision-making positions and preventing sexual harassment. Czech Railways joined the Platform for Change.¹⁵⁸

Some projects aimed at promoting gender equality in transport are also implemented by the MT. In 2017, for example, the Safe Women¹⁵⁹ and Women’s Motorcycle Day¹⁶⁰ campaigns were held. The MT also continues to support the Eurokey project, which aims to ensure the availability of public social and technical facilities (e.g. lifts, vertical and stairway platforms, etc.) to pre-identified groups of people including mothers/parents of children under three years of age.¹⁶¹

No major events or initiatives aimed at promoting gender equality were identified in the past year in the field of sport and the environment.

¹⁵⁴ For more details see <http://www.otevrenaspolecnost.cz/dokumenty/tiskove-zpravy/tz_ceny-genderman-roku-2017-predany-13122017.pdf>.

¹⁵⁵ For more details see <https://data.europa.eu/euodp/data/dataset/S2144_87_1_457_ENG>.

¹⁵⁶ For more details see <<http://urlab.cz/sites/default/files/spackova-p-pospisilova-l-netrdova-p-2017-kazdodenni-mobilita-v-praze-jak-muzi-a-zeny-dojizdeji-do-zamestnani-geograficke-rozhledy-27-2-4-7.pdf>>.

¹⁵⁷ For more details see <https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change_en>

¹⁵⁸ For more details see <<https://zeleznicar.cd.cz/zeleznicar/hlavni-zpravy/ceske-drahy-udavaji-smer-genderove-politiky-nejen-na-zeleznici/-17482/>>.

¹⁵⁹ For more details see <<http://srdce.evropy.cz/portfolio/brozura-besip/>>.

¹⁶⁰ For more details see <<http://motohouse.cz/video-motocyklovy-den-zen-2017/>>.

¹⁶¹ For more details see <<http://svaztp.cz/sluzby/euroklice/>>.