

# The Office of the Government of the Czech Republic

Department of Human Rights and Minorities



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

The Office of the Government of CR, 2014



PODPORUJEME  
VAŠI BUDOUCNOST  
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**List of abbreviations:**

CEDAW – Convention on the Elimination of All Forms of Discrimination against Women  
CR – Czech Republic  
CSO – Czech Statistical Office  
VAT – Value added tax  
ESF – European Social Fund  
EU – European Union  
MT – Ministry of Transport  
MF – Ministry of Finance  
MHREOL – Ministry for Human Rights, Equal Opportunities and Legislation  
MC – Ministry of Culture  
MRD – Ministry of Regional Development  
MD – Ministry of Defense  
MID – Ministry of Industry and Trade  
MLSA – Ministry of Labor and Social Affairs  
MJ – Ministry of Justice  
KG – kindergarten  
MEYS – Ministry of Education, Youth and Sports  
MI – Ministry of Interior  
MH – Ministry of Health  
MA – Ministry of Agriculture  
MFA – Ministry of Foreign Affairs  
ME – Ministry of Environment  
NGO – Non-governmental non-profit organization  
OECD - Organization for Economic Co-operation and Development  
OP HRE – Operational Program Human Resources and Employment  
OPE – Operational Program Employment  
UN – United Nations  
PS – primary school

Even though we know that the terms equality of women and men and gender equality are not truly identical we use them in this document as synonyms.

## **A. Introduction and context of strategy**

Government strategy for equality of men and women in the Czech Republic for 2014 – 2020 (hereinafter as “Strategy”) is a strategic document which creates framework for application of policy of equality between women and men in the Czech Republic. The Strategy determines one of the priorities of the Government of the Czech Republic which is the equality of men and women. This document of the Government of the Czech Republic for the field of gender equality clearly defines policy of the Government of the Czech Republic. The Strategy reflects real needs of institutional security of equality of men and women and it define the question of equality between women and men as societal priority.

The introduction includes formulation of goal, vision and so-called mission of the Strategy, the introduction also defines general starting points, reasons for creation and legal and institutional context. The second major part which follows the introduction and description of context is definition of strategic areas with goals which must be achieved by 2020, by description of the most important problems and proposals of measures for solution. Strategic areas are also complemented by horizontal strategic priorities which are reflected in all strategic areas, they allow to interconnect them and to better achieve the set goals. The final part of the text focuses on implementation of the Strategy, it defines basic mechanisms, methods and tools, it states overview participants of the Strategy and their role and also states minimum standards for state administration which should be maintained in order for successfully implement the Strategy.

The Strategy is a framework government document in the area of gender equality. It thus constitutes basic frame for document called Priorities and Policies of the Government in Promoting of Gender Equality which is updated every year (hereinafter “Priorities”)<sup>1</sup>, in particular in the form of strategic goals and measures which must be achieved in the period of 2014 - 2020 through annual definition of specific goals in the Priorities.

### **1. General goal of strategy**

The basic role of the Strategy is to formulate framework for measures of public administration which would contribute to achieve gender equality in the Czech Republic.

### **2. Vision of Strategy**

Gender equality is a contribution and a value for entire society, therefore we strive to achieve this equality as a basic human right and to ensure that it is not only an ideal in the Czech Republic but also reality.

### **3. Mission of Strategy**

We strive for fair society – fair distribution of resources, equal position and balanced participation of women and men in all spheres and at all level of social life, we strive to achieve identical visibility, dignity and recognition of men and women in society.

### **4. Gender equality as basic principle of democratic society**

The basic principle of democratic society is respect for dignity of all people and respecting their human rights which arise from interstate regulations (in particular constitutional laws)<sup>2</sup>, as well as international obligations (in particular legally binding international treaties and other documents)<sup>3</sup>.

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<sup>1</sup> For current version of document see Government of CR, *Resolution of the Government of CR of 15 May 2013 No. 348*. 2013. [online] [quot. 2014-03-18] URL: <[http://www.MLSA.cz/files/clanky/15493/priority\\_2013.pdf](http://www.MLSA.cz/files/clanky/15493/priority_2013.pdf)>.

<sup>2</sup> In particular Act No. 1/1993 Coll., CR Constitution; also Act No. 2/1993 Coll., on declaration of the Charter of Fundamental Rights and Freedoms as part of constitution order of CR

<sup>3</sup> Gender equality is included in fundamental documents of UN and EU. These include in particular Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), Universal Declaration of Human Rights, the Treaty of Lisbon amending the Treaty on European Union and the Treaty establishing the European Community, the European Convention for the Protection of Human Rights and Fundamental Freedoms and the Beijing Declaration and Platform for Action.

Gender equality is such a human right<sup>4</sup> and it is a pillar of democratic society. It is also a principle ensuring freedom to men and women allowing them to decide in what way they will develop their abilities and in what way they will engage in public and private life. Gender equality is therefore an important factor for ensuring and maintaining consensus and stability through society at social as well as economic level.<sup>5</sup>

Support for gender equality contributes to:

- strengthening justice in society, i.e. equal share in decision-making, access to resources and care,<sup>6</sup>
- support for protection of human rights and respect to these rights,<sup>7</sup>
- strengthening principle of non-discrimination and equal opportunities for all,<sup>8</sup>
- more participative decisions involving entire society,<sup>9</sup>
- economic growth, better competitiveness and performance of economy as well as labor market,<sup>10</sup>
- demographic growth of population,<sup>11</sup>
- increase in total happiness with management of society in broad social context (so-called wellbeing),<sup>12</sup>
- ensuring compliance with the rule of law of the Czech Republic, in particular legal regulations focusing on equality and non-discrimination, eventually also possibility to promote improvement of legislation,<sup>13</sup>

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<sup>4</sup> Charter of Fundamental Rights and Freedoms states in Article 1 that "people are free and equal in dignity and in rights" and in Article 3 it specifies that fundamental rights and freedoms are guaranteed to all without distinction of sex, among others.

<sup>5</sup> Significance of gender equality for supporting social solidarity is highlighted for example by strategic document of the European Commission Europe 2020, strategy for intelligent and sustainable growth supporting inclusion, or central initiative of this document „Agenda for new skills and jobs“. For more detail see EUR-Lex, *Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions*. 2010. [online] [quot. 2014-03-20] URL: <<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52010DC0491:CS:NOT>>.

<sup>6</sup> Articles 9, 13, 15 a 16 of Beijing Declaration. For more info see Beijing Platform for Action 1995. [online] [quot. 2014-03-03] URL: <<http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf>>.

<sup>7</sup> Ibid.

<sup>8</sup> Ibid.

<sup>9</sup> Recommendation of the Committee of Ministers of the Council of Europe Rec (2003) – balanced representation of women and men in political and public decision-making 3 comments on this topic in more detail (<https://wcd.coe.int/ViewDoc.jsp?id=2229>).

<sup>10</sup> The topic of positive impacts of gender equality on economic growth, better competitiveness and performance of economy and labor market is, among others, commented on by the European Commission in the Gender Equality Strategy 2010 - 2015. For more detail see EUR-Lex, *Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions*. 2010. [online] [quot. 2014-03-20] URL: <<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52010DC0491:CS:NOT>>.

<sup>11</sup> For more detail on gender equality and natality see Křížková, A. 2007. „Nepřilíš harmonická realita. Rodičovské kombinace práce a péče v mezích genderové struktury současné české společnosti“. In *Gender, equal opportunities, research* 8 (2): 60-67. [online] [quot. 2014-03-18] URL:

<[http://www.genderonline.cz/uploads/b3379e3f92b88df3c88800e0f1bce18e7c6fd3df\\_neprilis-harmonicka-realits.pdf](http://www.genderonline.cz/uploads/b3379e3f92b88df3c88800e0f1bce18e7c6fd3df_neprilis-harmonicka-realits.pdf)> or Dudová, R. 2009, to the text „A. L. Ellingsæter, A. Leira (ed.), Politicising Parenthood in Scandinavia. Gender Relations in Welfare States“. In *Sociologický časopis* 45 (1). [online] [quot. 2013-03-18] URL: <[http://sreview.soc.cas.cz/uploads/d6473595b0823e20ea8e134091f06f4a2827a00f\\_515\\_ReviewDudovaSC2009-1.pdf](http://sreview.soc.cas.cz/uploads/d6473595b0823e20ea8e134091f06f4a2827a00f_515_ReviewDudovaSC2009-1.pdf)>.

<sup>12</sup> So-called wellbeing is understood by OECD as improvement of material conditions of society as well as qualitative aspects of life, in particular in free time, health, education, environment, social contacts and subjective happiness (more info: <http://www.oecdbetterlifeindex.org/>). Improvement in gender equality in society may also significantly contribute to improvement of these qualitative aspects of life. Correlation between gender equality and wellbeing is substantiated, among others, by results of worldwide surveys where Scandinavian countries and Nordic countries (Denmark, Finland, Netherlands, Iceland, Norway and Sweden) have placed in the top ten states for a long time.

<sup>13</sup> Overview of the condition of respecting human rights in relation to laws is provided for example by the Report on the Condition of Human Rights in CR in 2012 released by the Czech Helsinki Committee. For more detail see [http://helcom.cz/w/wp-content/uploads/2013/09/ZLP\\_2012.pdf](http://helcom.cz/w/wp-content/uploads/2013/09/ZLP_2012.pdf)

- strengthening credibility of the Czech Republic at international level.

Even though the Czech Republic implemented number of measures supporting gender equality into its rule of law from international commitments and commitments against European Union, fulfillment of this value does not only mean equality before law, so-called *de jure* equality declared by legal regulations but in particular *de facto* equality, therefore real and factual equality. In order to achieve such equality it is necessary to create institutional, legislative as well as social framework which would provide fulfillment of this value.

## **5. Context of promoting gender equality in the Czech Republic**

The basic prerequisite for strategic grasping of agenda of gender equality is existence of material at governmental level which clearly defines gender equality as societal priority and which will also create framework for promoting policy of gender equality in mid-term horizon. Contrary to the existing practice of Priorities updated every year, the Strategy should take on this policy in longer period of time. The Strategy should also create specific basis for systematic support for achieving gender equality. The Strategy is also basis for implementing so-called gender mainstreaming which is a vital part of promoting gender equality.

Systematic promotion of gender equality and gender mainstreaming is therefore an opportunity for (i) improving situation in the area of gender equality not only from formal perspective but also factual perspective, (ii) formulating vision based on generally valid and proven principles and wider consensus throughout society, (iii) thorough implementation of international context and explicit acknowledgment of international commitments, (iv) complex and systematic grasping of agenda and enframement thereof in longer time period, (v) ensuring continuity and sustainability of agenda without limitation by electoral term or annual plan, (vi) determination of priority areas, long-term and specific goals and creation of control mechanisms for monitoring of fulfillment thereof, (vii) connecting agenda between departments, state administration and authorities, (viii) definition of minimum standard in the policy of gender equality which is a generally valid framework on which it is possible to continue and which must always be provided, (ix) increasing awareness of gender equality agenda and obtaining wider social support for solving gender matters and (x) systematic development of cooperation between relevant participants in the area of gender equality. Furthermore, the Strategy also aims to set policy of gender equality independently on changes in the political orientation of government, therefore as an important value itself.

### **5.1. International context**

The Czech Republic committed to promote gender equality in many international documents. These documents are in particular the UN Convention on the Elimination of All Forms of Discrimination against Women which came into force for the Czechoslovak Socialistic Republic on 18 March 1983. The Czech Republic succeeded to all international obligations on the day it was created, i.e. on 1 January 1993, and therefore it is party<sup>14</sup> to this treaty since the moment of its creation. The Czech Republic also joined the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in Beijing in 1995<sup>15</sup> - this is an important international document that is not legally binding, but it has a strong international relevance.

The commitment to promote gender equality in the Czech Republic also arises from European Social Charter, the most important international treaty of the Council of Europe in the area of

<sup>14</sup> For more info see MLSA, CEDAW. [online] [quot. 2014-03-18] URL: <<http://www.MLSA.cz/cs/12165>>.

<sup>15</sup> For more detail see MEYS, *Report of the Fourth World Conference on Women (Beijing 4. – 15 September 1995)*. 1995. [online] [quot. 2014-03-18] URL: <[http://www.MLSA.cz/files/clanky/12427/Peking-1995\\_1.pdf](http://www.MLSA.cz/files/clanky/12427/Peking-1995_1.pdf)>.

social affairs, which the Czech Republic ratified on 3 November 1999. These commitments also arise from Council of Europe Gender Equality Strategy for 2014 - 2017<sup>16</sup> and also from a number of recommendations of the Council of Europe in the field of gender equality.<sup>17</sup> The Organization for Economic Cooperation and Development<sup>18</sup>, International Labor Organization<sup>19</sup>, Council of European Municipalities and Regions<sup>20</sup> and many other international bodies also call on their member states to promote gender equality.

European Union has also a significant position in the field of promoting gender equality. In its legislation<sup>21</sup> and other documents the European Union focuses on this matter and it defines the main framework for promoting gender equality in member states. Therefore, the strategy also proceeds from key documents of the European Union (current as well as past), in particular the following:

- Europe 2020 Strategy,<sup>22</sup>
- Strategy for Gender Equality for 2010 - 2015,<sup>23</sup>
- Roadmap for equality between women and men 2006 - 2010,<sup>24</sup>
- Community Framework Strategy on Gender Equality (2001 - 2005).<sup>25</sup>

<sup>16</sup> Basic goal of the strategy of the Council of Europe – effective implementation of gender equality – will be achieved through implementation of 5 strategic goals which are: fight against gender stereotypes and sexism, prevention and fight against violence against women, ensuring equal access of women to justice, achieving balanced representation of women and men in political and public decision-making and application of gender mainstreaming in all policies and measures (more detail - Council of Europe, *Gender Equality Commission (GEC) – Gender Equality Strategy 2014 – 2017*. 2013. [online] [quot. 2014-03-18] URL: <<https://wcd.coe.int/ViewDoc.jsp?id=2105977&Site=CM>>.)

<sup>17</sup> See in particular recommendation CM/Rec(2007)17, Rec(2003)3, Rec(2002)5, CM/Rec(2007)13, CM/Rec(2008)1).

<sup>18</sup> For more detail see OECD, *Gender Equality in Education, Employment and Entrepreneurship: Final Report to the MCM 2012*. 2012. [online] [quot. 2014-02-10] URL: <<http://www.oecd.org/els/family/50423364.pdf>>.

<sup>19</sup> For more detail see for example Resolution on gender equality – nature of decent work. 2009. [online] [quot. 2014-03-18] URL: <<http://www.MLSA.cz/files/clanky/12419/rezolute.pdf>>.

<sup>20</sup> In particular The European Charter for Gender Equality at the Level of Life in Towns and Villages. [online] [quot. 2014-01-25] URL: <[http://www.ccre.org/img/uploads/piecesjointe/filename/charte\\_egalite\\_cz.pdf](http://www.ccre.org/img/uploads/piecesjointe/filename/charte_egalite_cz.pdf)>.

<sup>21</sup> This legislation includes in particular: (i) Council Directive 2000/78 / EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, (ii) Council Directive 79/7 / EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security, (iii) Council Directive 96/97 / EC of 20 December 1996 amending Directive 86/378 / EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes, (iv) Council Directive 2004/113 / EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to goods and services and their provision, (v) Directive of the European Parliament and Council 2006/54/ EC of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

<sup>22</sup> The strategy Europe 2020 defines achieving of economic growth that is intelligent, sustainable and inclusive as the basic goal. Such economic growth is not possible without emphasis on gender equality. Specific measures related to gender equality in the strategy Europe 2020 are: support for new forms of balance between work and private life and policy of active ageing and increasing gender quality; design and implementation of programs for supporting social innovation focusing on the most threatened groups offering innovative education, professional education and work opportunities, fight against discrimination to disadvantaged communities; assessment of suitability and sustainability of social security and pension systems and definition of methods for achieving better access to healthcare systems. By Resolution of the Government of the Czech Republic of 7 June 2010 No. 434 the government of CR set specified quantified national goals. The following goals are particularly relevant for gender equality: increasing total employment of persons aged 20 – 64 years to 75 %, increasing the level of women employment (20 – 64 years) to 65 %; decrease the number of persons threatened by poverty, material deprivation or persons living in household without employed person until 2020 by 30,000 people in comparison with 2008.

<sup>23</sup> The EU Strategy for gender equality 2010 – 2015 focuses on these two areas: (i) identical economic independency of women and men, (ii) equal remuneration for identical job, (iii) equality in decision-making, (iv) dignity, integrity and end to gender violence, (v) promotion of gender equality outsider EU and to (vi) horizontal matters (gender roles, legal regulations and instruments for public administration). (For more detail see *Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions*. 2010. [online] [quot. 2014-03-08] URL: <<http://eur-lex.europa.eu/legal-content/CS/ALL/?uri=CELEX:52010DC0491>>.)

<sup>24</sup> For more detail see Commission of the European Communities, *Communication to the Council, the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions*. 2006. [online] [quot. 2014-02-03] URL: <<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2006:0092:FIN:CS:PDF>>.



## 5.2. National strategic documents

The main strategic document of the Government of the Czech Republic approved by the Government resolution of 8th April 1998 No. 236 is Priorities and Policies of the Government in Promoting of (Equal Opportunities) Gender Equality (the above defined Priorities). This concept document has been evaluated each year since 1998 and the measures contained therein<sup>26</sup> have also been updated. The Priorities have thus constituted the basic line through which the gender equality was provided and promoted by the Government of the Czech Republic.

As mentioned above, the Strategy provides a broader framework for the Priorities and it supplements other conceptual documents of the Government of the Czech Republic which are connected to gender agenda and in particular it sets national mechanism for promoting gender equality including gender mainstreaming of public policies. The Strategy, as basic midterm conceptual document at governmental level, should therefore be taken into consideration within implementation of other strategic documents, also in other fields. These other documents either already include the basis for reflection of gender matter into the given theme or gender theme is no explicitly mentioned in the given document and the Strategy should also provide a guide for such type of document.

These strategic documents are in particular:

- National Action Plan for the Prevention of Domestic Violence for the Years 2011 - 2014<sup>27</sup> (and forth coming follow-up action for the period after 2014),
- The National Reform Programme of the Czech Republic,<sup>28</sup>
- National Plan for Creating Equal Opportunities for People with Disabilities for 2010 - 2014,<sup>29</sup>
- National Action Plan promoting positive ageing for the period of 2013 - 2017,<sup>30</sup>
- Social Inclusion Strategy,<sup>31</sup>
- A procedure within realization of updated Concept of Immigrant Integration – living together in 2013,<sup>32</sup>
- National Strategy to Combat Trafficking in Human Beings in the Czech Republic for the Period 2012 - 2015,<sup>33</sup>
- The National Strategic Rural Development Plan of the CR for the period 2007 – 2013,<sup>34</sup>

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<sup>25</sup> For more detail see Council of the EU *Council Decision of 20 December 2000 establishing a program relating to the Community Strategy on Gender Equality (2001-2005)*. 2001. [online] [quot. 2014-03-07] URL: <<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32001D0051:CS:HTML>>.

<sup>26</sup> For more detail see Government of CR *Resolution of the Government of the Czech Republic of 15 May 2013 No. 348*. 2013. [online] [quot. 2014-01-03] URL: <[http://www.MLSA.cz/files/clanky/15493/priority\\_2013.pdf](http://www.MLSA.cz/files/clanky/15493/priority_2013.pdf)>.

<sup>27</sup> For more detail see MLSA, *National Action Plan for the Prevention of Domestic Violence for 2011-2014*. 2011. [online] [quot. 2014-01-03] URL: <[http://www.MLSA.cz/files/clanky/12193/5\\_material\\_NAP\\_15-04-2011.pdf](http://www.MLSA.cz/files/clanky/12193/5_material_NAP_15-04-2011.pdf)>.

<sup>28</sup> For more detail see Office of the Government of the Czech Republic, *The National Reform Programme 2013*. [online] [quot. 2013-01-03] URL: <[http://www.vlada.cz/assets/evropske-zalezitosti/documenty/NPR\\_2013\\_fin\\_1.pdf](http://www.vlada.cz/assets/evropske-zalezitosti/documenty/NPR_2013_fin_1.pdf)>.

<sup>29</sup> For more detail see *National Plan for Creating Equal Opportunities for People with Disabilities 2010 – 2014*. [online] [quot. 2014-01-03] URL: <<http://www.nrzp.cz/documenty/np-ozp.pdf>>.

<sup>30</sup> For more detail see MLSA, *National Action Plan to Support Positive Ageing for the Period from 2013 to 2017*. 2013. [online] [quot. 2013-01-03] URL: <[http://www.MLSA.cz/files/clanky/14540/NAP\\_2013-2017\\_070114.pdf](http://www.MLSA.cz/files/clanky/14540/NAP_2013-2017_070114.pdf)>.

<sup>31</sup> For more detail see MLSA, *Social Inclusion Strategy 2014-2020*. 2012. [online] [quot. 2013-01-03] URL: <[http://www.MLSA.cz/files/clanky/17082/strategie\\_soc\\_zaclenovani\\_2014-20.pdf](http://www.MLSA.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf)>.

<sup>32</sup> Current version *Integrating Foreigners in the Czech Republic Concept* is available at: <http://www.mvcr.cz/clanek/integrace.aspx>.

<sup>33</sup> For more detail see MV, *National Strategy for Combating Trafficking in Human Beings in the Czech Republic for the period 2012 – 2015*. 2012. [online] [quot. 2014-01-18] URL: <[https://www.google.cz/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&ved=0CC8QFjAB&url=http%3A%2F%2Fwww.mvcr.cz%2Fsource%2Fmaterial-obchod-s-lidmi-pdf.aspx&ei=H60MU\\_WqMovGtAaSw4DgBQ&usq=AFQjCNFF8wAW-m6Y\\_MVgSq4f1ioKtRnNaA&sig2=JzHOU6k38wIXzCovUG0BHA&bvm=bv.61725948,d.Yms](https://www.google.cz/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&ved=0CC8QFjAB&url=http%3A%2F%2Fwww.mvcr.cz%2Fsource%2Fmaterial-obchod-s-lidmi-pdf.aspx&ei=H60MU_WqMovGtAaSw4DgBQ&usq=AFQjCNFF8wAW-m6Y_MVgSq4f1ioKtRnNaA&sig2=JzHOU6k38wIXzCovUG0BHA&bvm=bv.61725948,d.Yms)>.



- Regional Development Strategy of the Czech Republic for 2007-2013,<sup>35</sup>
- Strategy for Combating Social Exclusion for the period 2011 - 2015,<sup>36</sup>
- National Policy of Research, Development and Innovation 2009 - 2015 with the view to 2020,
- National Innovation Strategy,
- and other documents.

Since gender equality is a cross-sectional theme, the strategy will also act as a basic framework in the future for other emerging conceptual documents at governmental (eventually other) level. It will also act as a basic framework for action plans developed in the future which will elaborate certain themes of the strategy in more detail.<sup>37</sup> Thanks to connection of specific themes with crosscutting strategy it will be possible to improve the real state of hitherto systematically unresolved complex agendas, such as for example multiple discrimination, eventually it will reinforce gender perspective in areas for which strategic documents already exist (for example social exclusion).

In formulating objectives and measures the Strategy also proceeds from other sources which are in particular outputs from interstate statistical surveys, published mainly by CSO<sup>38</sup> and also from previous Annual Reports on Implementation of Updated Measures of Priorities.<sup>39</sup>

### 5.3. Institutional context

The resolution of the Government of the Czech Republic of 10 October 2001 No. 1033 established the Government Council for Equal Opportunities for Women and Men (hereinafter as “Council”). This is a permanent advisory body to the Government of the Czech Republic for the matters of gender equality. The function of its secretariat is performed by the gender equality department of the Office of the Government of the Czech Republic. The Council is an important body that determines context of gender equality in the Czech Republic. The Council has 4 committees which elaborate individual topics which the Council pays attention to. These are:

1. The Committee for Institutional Safeguarding of Equal Opportunities for Women and Men,
2. Committee for Balanced Representation of Women and Men in Politics and Decision-making positions,
3. Committee for Reconciliation of Professional, Private and Family Life, and
4. Committee for Prevention of Domestic Violence
5. The Council also has a working group which is Working Group Men and Gender Equality.

Departmental coordinators of gender equality, so-called gender focal points<sup>40</sup> coordinate gender equality agenda at level of individual departments.

<sup>34</sup> For more detail see MA, *National Strategic CR Rural Development Plan for the Period 2007-2013*. 2006. [online] [quot. 2014-01-18] URL: <http://eagri.cz/public/web/mze/ministerstvo-zemdelstvi/koncepcie-a-strategie/narodni-strategicky-plan-rozvoje-venkova.html>.

<sup>35</sup> For more detail see MRD, *Regional Development Strategy of the Czech Republic for the Years 2007 - 2013*. [online] [quot. 2013-09-06] URL: <http://www.mmr.cz/cs/Podpora-regionu-a-cestovni-ruch/Regionalni-politika/Koncepcie-Strategie/Strategie-regionalniho-rozvoje-Ceske-republiky-na>.

<sup>36</sup> For more detail see Agency for Social Inclusion *Strategy for Combating Social Exclusion*. [online] [quot. 2014-01-18] URL: <http://www.socialni-zaclenovani.cz/documenty/strategie-boje-proti-socialnimu-vyloucen/>.

<sup>37</sup> In early 2014, preparations of the Action Plan for Equal Representation of Women and Men in Decision-making Positions were initiated, from 2015 new Action Plan for the Prevention of Domestic Violence and Violence against Women should come into force.

<sup>38</sup> CSO publishes list of statistical data related to gender equality divided by gender each year. For more detail see CSO, *Focus on Women and Men*. 2014. [online] [quot. 2014-04-03] URL: [http://www.czso.cz/csu/2013edicniplan.nsf/publ/1413-13-r\\_2013](http://www.czso.cz/csu/2013edicniplan.nsf/publ/1413-13-r_2013).

<sup>39</sup> For more detail see MLSA, *Summary Report on the Implementation of the Priorities and Procedures for the Promotion of Equality (equal opportunities) between Men and Women*. 2013. [online] [quot. 2014-01-03] URL: <http://www.MLSA.cz/cs/12352>.

Within the Parliament of the Czech Republic the gender equality agenda is handled in particular by the Permanent Commission for Family, Equal Opportunities and Minorities of the Chamber of Deputies. In the Senate the agenda is handled in particular by Subcommittee for Human Rights and Equal Opportunities of the Committee for Education, Science, Culture, Human Rights and petitions. The Ombudsman's Office also contributes significantly to promotion of rights to equal treatment of women and men.

At the level of local authorities (counties and municipalities), there is no fixed structure within which the policy of gender equality is solved. In some regional offices this matter is solved more, however, in some places this matter is not given sufficient emphasis. Similar situation also exists in individual municipalities.

Within promotion of gender equality there are also other participants affected by these matters. The Czech Statistical Office is one of the participants, Labor Agency and labor inspectorates, representatives of employees and employers etc. are also such participants.

All the aforementioned participants should contribute to achieving goals and measures specified in the Strategy.

## **B. Main strategic areas**

The main strategic areas that should be taken into consideration within determination of long-term goals within the Strategy should be in general elaborated in the document Basis of Strategy for Equality (Equal Opportunities) for Women and Men 2011 - 2015 (hereinafter "Strategy basis")<sup>41</sup> which was acknowledged by the Government Resolution of 19 October 2011 No. 770.

Even though the gender equality agenda is anchored in a number of documents and Priorities which are updated each year are formally fulfilled, the current real state of agenda shows that gender equality has not been achieved. In the annual report on equality of women and men of the World Economic Forum Global Gender Gap Index the Czech Republic dropped from 73<sup>th</sup> place in 2012 to 83<sup>th</sup> in 2013 from 136 observed states; between 2006 and 2013 Czech Republic dropped by 30 places.<sup>42</sup> Also in the context of European Union the Czech Republic only achieves below average values<sup>43</sup> in evaluation of equality of women and men. The significant problems of the Czech Republic in the area of gender equality are also highlighted by the report The Impact of the Economic Crisis on the Situation of Women and Men and on Gender Equality Policies, issued by the European Commission in 2012.<sup>44</sup> The current situation of the Czech Republic is also mapped by the National Report of Czech Coalition Social Watch for year 2012.<sup>45</sup>

The existence of corresponding institutional security and sufficient personnel and funds is vital for successful promotion and control of gender equality policy. The most significant institutional link in this area, the Council, does not have executive or supervisory powers. Other links of institutional mechanisms of gender equality policy exist only at governmental or departmental level, the agenda is not systematically institutionally covered at level of local authorities. At the

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<sup>40</sup> Assigned by the Resolution of the Government of the Czech Republic of 9 May 2001 No. 456.

<sup>41</sup> For more detail see MLSA, *Basis of Strategy for Equality (Equal opportunities) for Women and Men 2011-2015*. [online] [quot. 2014-01-06] URL: <[http://www.MLSA.cz/files/clanky/12201/vychodiska-strategie\\_priority\\_15-9-2011.pdf](http://www.MLSA.cz/files/clanky/12201/vychodiska-strategie_priority_15-9-2011.pdf)>.

<sup>42</sup> For more detail see World Economic Forum, *The Global Gender Gap Report 2013*. 2013. [online] [quot. 2014-01-06] URL: <[http://www3.weforum.org/docs/WEF\\_GenderGap\\_Report\\_2013.pdf](http://www3.weforum.org/docs/WEF_GenderGap_Report_2013.pdf)>.

<sup>43</sup> Within Gender Equality Index of the European Institute for Gender Equality CR achieves value of 44.4, EU averages 54. For more detail see EIGE, *Gender Equality Index Report*. 2013. [online] [quot. 2014-01-06] URL: <<http://eige.europa.eu/apps/gei/content/Gender-Equality-Index-Report.pdf>>.

<sup>44</sup> For more detail see European Commission, *The Impact of the Economic Crisis on the Situation of Women and Men and on Gender Equality Policies*. 2013. [online] [quot. 2014-01-06] URL: <[http://ec.europa.eu/justice/gender-equality/files/documents/130410\\_crisis\\_report\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/130410_crisis_report_en.pdf)>.

<sup>45</sup> For more detail see Social Watch ČR, *Česká republika: úpadek a rezignace*. 2012. [online] [quot. 2014-01-06] URL: <[http://www.socialwatch.cz/wp-content/uploads/2013/08/0065\\_EA\\_SW\\_zprava-CR-2013\\_A5\\_web.pdf](http://www.socialwatch.cz/wp-content/uploads/2013/08/0065_EA_SW_zprava-CR-2013_A5_web.pdf)>.

level of individual ministries the coordination of agenda of gender equality is performed by departmental coordinators, i.e. so-called gender focal points, whose organizational position within departments is not uniformly set, professional competence and real opportunity to cover this agenda within given resort and given work-load (should be at least 20 hours per week) varies. National agenda coordinator, department of gender equality does not have sufficient powers or personal resources to realistically promote gender equality policy, in particular in fundamental areas (formulation of policies, determination of goals and their control, coordination of participants).<sup>46</sup> Implementation of gender mainstreaming lacks organizational conditions and specific financial resources allocated from the state budget.

Also representation of women in decision-making positions in the Czech Republic is very low. Only 19.5% women, i.e. 39 women MPs can be found in the Chamber of Deputies in the Czech Republic. The sixteen-member Cabinet of the Government of the Czech Republic consists of three women in the current time. Boards of directors of the 60 biggest companies operating on the Czech market include only 4% of women. 51 out of these companies do not have a single woman in their board of Directors.<sup>47</sup>

In the area of gender equality on labor market and business the Czech Republic is deep below the EU average. The drop in the employment rate of women with children compared to employment of women without children is the highest in the European Union (41%, EU average is approximately 12%).<sup>48</sup> Average salaries of women in comparison with salaries of men are among the lowest in Europe (average difference in salaries of women and men in the Czech Republic in 2012 was 24.1%,<sup>49</sup> in women aged 35-44 it was even 32%).<sup>50</sup> Proportion of women among the poor people older than 65 years is the highest in Europe in a consequence of unequal remuneration (87%).<sup>51</sup>

In the area of reconciliation of working, private and family life the Czech Republic is one of the EU countries with lowest offer of part-time jobs (the share of women with part-time jobs in 2012 was 9.1%, EU average was 24.8%, share of men with part-time jobs was in the same observed period 2.6% while the EU average was 7%).<sup>52</sup> The capacity of childcare services is insufficient: in the current time almost 59,000 applications for admission of a child to preschool education have not been satisfied.

Educational system also shows high degree of gender inequality. The highest degree of gender segregation persists in preschool and elementary education (out of the total number of teachers in nursery schools women represented 99.7%, in primary schools the share of women is 84%). There are 70% of men among university students of technical fields, while women prevail among

<sup>46</sup> Only 2 people with agreement for indefinite period are employed at the department. For comparison, the municipal authority of the city of Vienna includes Women's Department that employs 37 people. For more detail see Municipal Department 57 – *City of Vienna Women's Department*. [online] [quot. 2014-04-28] URL: <http://www.wien.gv.at/english/social/women/department/>.

<sup>47</sup> For more detail see McKinsey&Company, *Využití plného potenciálu žen v české ekonomice*. 2012. [online] [quot. 2014-02-04] URL: [http://www.mckinsey.cz/images/women\\_matter\\_CJ.pdf](http://www.mckinsey.cz/images/women_matter_CJ.pdf).

<sup>48</sup> For more detail see Kališková, K., Münich, D. *Česky: Nevyužitý potenciál země*. 2012. CERGE-EI, Prague: Národohospodářský ústav AVČR, page 11. [online] [quot. 2014-02-04] URL: [http://idea.cerge-ei.cz/documents/kratka\\_studie\\_2012\\_03.pdf](http://idea.cerge-ei.cz/documents/kratka_studie_2012_03.pdf).

<sup>49</sup> For more detail see CSO, *Focus on Women and Men – employment and salaries. 4 - I– 41*. International comparison – average yearly salary of women and men (EUR). 2014. [online] [quot. 2014-02-04] URL: [http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r\\_2013-14](http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r_2013-14).

<sup>50</sup> This applies in particular to women returning to labor market after pause in care m due to maternity/parentel leave.

<sup>51</sup> For more detail see Office of the Government of CR (2011): *Report on gender equality in 2010 in the Czech Republic*, page 42. Prague.

<sup>52</sup> For more detail see CSO, *Focus on women and men – employment and salaries. 4 - 33*. International comparison - share of people with part-time jobs. [online] [quot. 2014-02-04] URL: [http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r\\_2013-14](http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r_2013-14).

students of humanities and social sciences (their share is 66%). Representation of women in science is one of the lowest in Europe (26%).

In the area of dignity and integrity of women, women are victims of domestic violence on 90% of cases and in 80% of these registered cases of domestic violence minor children are passive participants of this violence. Only 2 up to 10% of rapes are reported. One quarter of the Czech population has encountered sexual harassment at workplace. Since 1 January 2014 it is possible to pay care a midwife who assists at physiological childbirth in hospital as well as midwife care provided by midwife in prenatal period from health insurance. Risk of poverty is increased in families that consist of a single parent and dependent children (according to CSO data from 2011 it is 35.6 % of households). Senior women are threatened by poverty more than twice than senior men.

A more detailed description and list of major issues in the area of gender equality is further contained in annexes, in particular the Description of Current Situation and SWOT analysis. The development of gender equality is also described annually by issued Annual Reports on Fulfillment of Priorities.<sup>53</sup>

Each of the following chapters includes the main goal which takes on the relevant area and constitutes main indicator according to which it will be possible to discover how successfully objectives were met in the given area. Each chapter also includes so-called specific goals which elaborate the main goal. These specific goals do not have characteristic of specific goals, but they determine goal state which is to be fulfilled by 2020. For this reason they do not contain specification of responsible subject or date of performance. Specific elaboration of specific goals including responsible subject and date of performance will be given in the Priorities every year.

## **1. Institutional security of gender equality**

### Identified problems:

1. Low awareness and marginalization of agenda of gender equality from the part of public administration.
2. Insufficient application of the principle of gender mainstreaming in formulation of policies and measures of public administration.
3. Insufficient provision of gender agenda from the perspective of statistical base. Unsatisfactory indicators defined by the Beijing Platform for Action in the area of gender statistics.
4. Insufficient use of information transfer and sharing between public administration, social partners and academic workplaces and NGOs.
5. Low capacity provision of agenda of gender equality in state administration and local authorities.
6. Various position of gender focal points in organizational structure of ministries and resulting different real possibilities and professional competencies of individual gender focal points.
7. Insufficient authorities of the Council in monitoring and fulfilling the Priorities and departmental priorities.
8. Formal fulfillment of Priorities which does not correspond to real state of agenda.
9. Unsustainable financing of NGOs.

### **Main goal:**

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<sup>53</sup> For more detail see MLSA, Summary Report on the Implementation of the Priorities and Policies for the Promotion of Gender Equality (equal opportunities). [online] [quot. 2014-01-02] URL: <<http://www.MLSA.cz/cs/12352>>.

**Creation of integrated and functional institutional structure within public administration for promoting policy of gender equality at central, regional and local level, through which systematic promotion of gender equality and gender mainstreaming shall be provided.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Definition of gender agenda as a crosscutting priority for all bodies of state administration and local authorities.	Complex strategy for gender equality and gender agenda is processed and defined and realistically perceived as a priority of the bodies of state administration and local authorities.
2. Creation of organizational conditions for national coordination of agenda by anchoring (including legislative) agenda of gender equality into competence of the Minister for Human Rights, Equal Opportunities and Legislation.	The gender equality agenda is included into the competency of the Minister for Human Rights, Equal Opportunities and Legislation and it is anchored in legislation.
3. Creation of framework for applying gender mainstreaming and assessing impacts of gender equality in state administration.	Institutional framework for gender mainstreaming is created and is operative, systematic and thorough assessment of impacts on gender equality in state administration is performed.
4. Configuration of model of cooperation and sharing information between state administration, local authorities, social partners and academic workplaces and NGOs, in particular through sharing and using information, results of research or examples of good practice.	Model of cooperation and sharing information between state administration, local authorities, social partners and academic workplaces and NGOs is configured and is operational.
<b>Specific goals:</b>	<b>Indicator:</b>
5. Creation and improvement of institutional capacity system within state administration and local authorities.	Institutional system for implementation of gender equality policy is built and configured.
6. Configuration of sustainable capacity provision of gender equality agenda in particular through:  a. standardization of position of gender focal point, anchoring of the agenda in structure of ministries and extending the position to full-time job,  b. optimization of capacity at the level of national agenda coordination,	Institutional system for implementing gender equality policy is sufficiently provided from the perspective of capacity, position of gender focal point is standardized at all departments and other institutions and capacities for coordination of agenda, methodical support and education are provided.

c. methodological support and education in public administration.	
7. Strengthening the role of the Council in monitoring fulfillment of the Strategy and Priorities, in particular through recommendation to priority areas and monitoring of real state of strategy implementation.	The Statute and Rules of Procedure are revised in such manner that they acknowledge strengthening the role of the Council. The Council is interested in the process of preparation, recommendation and monitoring of gender equality policy implementation.
8. Improvement in the system for processing and assessing departmental priorities, in particular in creation of framework of agenda in competence of departments, compliance with minimum standard given by the Strategy and defining key areas and priorities.	The framework of agenda in competence of department is created and system of compliance with minimum standard is configured. Resort priorities and national priorities are defined and continuously updated.
9. Creation of conditions for financial sustainability of gender equality agenda by configuration of functional financing system in state administration and for NGOs in relation to state budget and structural funds.	Conditions of financial provision of gender equality agenda are secured, including possibility to observe financial arrangement of this agenda within state budget. Financial needs of NGOs are sufficiently covered.

## 2. Balanced representation of women and men in decision-making positions

### Identified problems:

1. Unequal representation of women and men in decision-making positions when the share of men further increases with increasing level of decision-making hierarchy.
2. Non-existence of institutional framework for achieving more balanced representation of women and men in decision-making positions.
3. Low standard of objective and transparent rules for staffing decision-making positions in public and private sphere.
4. Vertical segregation on labor market.

### **Main goal:**

**More balanced representation of women and men in decision-making positions in public and private sphere. Achieving degree of representation of women in decision-making positions in public and private sphere at least at the amount of 40%.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Adoption and application of positive measures for more balanced representation of women and men in decision-making positions in public and private sphere.	Positive measures ensuring balanced representation of women and men in decision-making positions in public and private spheres are adopted.

2. Elaboration and presentation of action plan for balanced representation of women and men in decision-making positions to the Government of the Czech Republic.	The Government of the Czech Republic is presented with the action plan for balanced representation of women and men in decision-making positions.
3. Determination and fulfillment of objective and transparent rules for staffing decision-making positions in public and private sphere.	Objective and transparent rules for staffing decision-making positions in public and private sphere are set.
4. Systematic increasing of competencies of women for decision-making positions.	Mechanisms and programs which systematically focus on increasing competencies of women for decision-making positions are set.

### 3. Equality of women and men on labor market and in business

#### Identified problems:

1. Low employment of women, in particular in certain specific age categories and groups, for example seniors and single mothers.
2. High unemployment of women, in particular in certain specific age categories and groups, for example seniors and single mothers.
3. One of the biggest differences in payment between women and men in EU.
4. High degree of women threatened by poverty, in particular in certain specific age categories.
5. High horizontal and vertical segregation on labor market.
6. Discrimination and disadvantaging of women on labor market as a result of childcare or taking care of a close person.
7. Low motivation and ignorance of employers in area of gender equality.
8. Low number of women-entrepreneurs, also risk of increasing number of women working as entrepreneurs involuntarily.
9. Harassment and sexual harassment at workplace.

#### **Main goal:**

**Strengthening the independence of women and men in economy, strengthening economic position of women. Reducing the gap between payment of women and men to the average of EU. Increasing employment of women to 65%.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Increasing employment of women, in particular in age groups where employment of women significantly differs from employment of men.	Employment of women is at 65%.
2. Reduction of unemployment of women, in particular in age categories where unemployment of women is significantly	Employment of women is decreased compared to a default state, in particular in specific age



higher than unemployment of men.	categories.
3. Ensuring compliance with legal regulations in the area of equal remuneration for identical work or for work of the same value by all means.	Thanks to compliance with legal regulations in the area of equal remuneration for identical work or for work of the same value the difference in remuneration of women and men is decreased to the average of EU.
4. Decrease in risk of becoming poor among women, in particular in the phase of taking care of a dependent person, preretirement age and old age.	Appropriate measures decreasing risk of becoming poor among women, in particular in specified groups are adopted.
5. Support to gender non-stereotype employment and expertise for men and women, in particular through retraining and through public awareness campaigns.	Non-stereotype jobs and expertise for men and women are visibly supported, retraining and public awareness campaigns are provided in this sense.

<b>Specific goals:</b>	<b>Indicator:</b>
6. Support and implementation of gender audits in public and private sphere and implementation of results thereof in the running of the organization.	Specific steps are supported and gender audits are implemented in public and private sphere, methodology of gender audits is processed and results of gender audits are implemented.
7. Systematic support for women in business, implementation of targeted programs for increasing the number of women-entrepreneurs.	Systematic support for women in business is set and targeted programs for increasing the number of women-entrepreneurs are implemented. Statistical data on the number of women-entrepreneurs are collected.
8. Monitoring of situation of involuntary entry into business and motivation to employers to provide standard employment contracts (combating practices of so-called Švarc System Employment).	Mechanisms of monitoring voluntary entry into business are set. Employers are motivated to support standard employment contracts, among others also by system of thorough inspections and penalties.
9. Monitoring and prevention of harassment and sexual harassment at workplace.	Mechanisms of monitoring and preventing harassment and sexual harassment are set. The number of detected cases and results of investigations are monitored.

#### 4. Reconciliation of working, private and family life

##### Identified problems:

1. Low capacity and quality, unclear competency in the matters of facilities providing services in the area of education and childcare and care of dependent persons.
2. Insufficient offer of flexible forms of work and related job insecurity.
3. Low support for parents with small children from state and employers.
4. Unclear interpretation and insufficient legal regulations in the area of reconciliation of working, private and family life.
5. Insufficient valuation of care and housework by companies.
6. Low participation of men in childcare, care of dependent persons and household.
7. Low amount and enforceability of paying child support.

##### **Main goal:**

**Creation of societal conditions for effective reconciliation of working, private and family life. Provision of capacities of preschool childcare facilities at the level of so-called Barcelona objectives. Increasing share of flexible forms of work (part-time jobs and work from home) to EU average in year 2012, i.e. to 20%. Achieving sufficient capacity and quality of services providing care of dependent persons and their improvement.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Provision of sufficient capacity and quality of services for education and taking care of children of preschool age. Inclusion of services in the area of education and childcare in the responsibility of one department.	Adequate capacity of services for educating and taking care of children of preschool age is provided and it fulfills the so-called Barcelona objectives. Services in the area of education and childcare are included in the responsibility of one department. Regular monitoring and planning availability and quality of these services is provided.
2. Provision of sufficient capacity of services providing care of dependent persons and their improvement in particular by extending current capacities, strengthening field and respite services and strengthening cooperation with NGOs.	Sufficient capacity providing care of dependent persons is provided and these services are improved. Sufficient financial funds for financing these services are reserved.
3. Support for flexible forms of work (in particular part-time jobs, work from home, flexible working hours etc.) while maintaining job security, in particular by observing the number of parents who return to their original employer after end of maternity/parental leave and sharing examples of good practice.	Flexible forms of work are supported including legislation support, in such manner that there is no decrease in job security and employee benefits. Statistical data on offer of flexible forms of work and their use are collected as well as number on parents who return to their original employer after end of maternity/parental leave. Examples of good

	practice are shared.
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<b>Specific goals:</b>	<b>Indicator:</b>
4. Increasing support for parents with small children, in particular by support from the state, by motivating employers or increasing their financial situation. Implementation of bonuses for parents who alternate on maternity/parental leave.	Support for parents with small children is sufficiently provided from the state, employers are supported by the state and bonus for parents who alternate on maternity/parental leave is implemented.
5. More detailed interpretation and provision of sufficient legislation framework in the area of reconciliation of working, private and family life, in particular with regard to the labor code (special operational reasons, maternity/parental leave, work from home and remote work), act on state social support (child benefit), education act etc.	Relevant legal norms are revised and legislative measures for providing sufficient legislation framework in the area of reconciliation of working, private and family life are adopted.
6. Opening the subject of care and work in household as unpaid work, implementation of tools for valuation of such work and highlighting this work, education in this area.	The topic of care and work in household as unpaid job is in public consciousness, educational activities in this area are performed and statistics are observed.
7. Opening the topic of participation of men in taking care of small children, dependent persons and household from the perspective of gender equality and justice.	The topic of participation of men in taking care of small children, dependent persons and household is in public consciousness.
8. Improvement in enforceability of paying child support and regulation of the amount of child support in such way it corresponds to costs of raising children and their nutrition.	Parents are systematically supported within enforcing their rights to child support, child support corresponds to factual costs of raising children and children nutrition, paying child support is strictly enforced.

## 5. Education, research and gender equality in knowledge society

### Identified problems:

1. Horizontal and vertical gender segregation in educational system.
2. Imbalanced representation of men teachers and women teachers in various levels of educational system.
3. Unfair conditions and treatment of girls and boys during the process of education.
4. Insufficient acknowledgment of gender problems in curriculum and lessons.
5. Low representation of women and low possibility of their professional assertion in research, science and innovations. Insufficient inclusion of gender perspective in the creation of scientific knowledge and innovations.
6. Sexual harassment in school facilities.

### **Main goal:**

**Strengthening gender equality in educational system. Decreasing horizontal and vertical gender segregation between teachers and students. Increasing sensibility of gender matters in educational system. Equalization of position of women and men in science, research and innovations.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Implementation of targeted programs for relativization and elimination of gender conditioned patterns of behavior and traditions which limit balanced representation of women and men in education and career choices.	Targeted programs for relativization and elimination of gender conditioned patterns of behavior and traditions which limit balanced representation of women and men in education and career choices are implemented.
2. Implementation of targeted programs for decreasing gender segregation in educational system, in particular through positive measures in favor of representation of the less represented gender.	Targeted programs for decreasing gender segregation in educational system, in particular through positive measures in favor of representation of the less represented gender are implemented.
3. Ensuring gender-sensitive approach to teachers, creation of equal conditions and equal treatment of girls and boys during education process.	Gender-sensitive approach to teachers is provided, in particular by targeted programs of work with teachers which support equal treatment of girls and boys in education process.
4. Systematic education in gender area and methodical support for teachers at all levels of education, revision of curriculum and teaching materials, replacement by gender-sensitive content of materials and thorough utilization of gender-sensitive study materials.	Systematic education and methodical support for teachers at all levels of education is provided. The content of study materials and teaching materials is revised and actions for replacing with gender-sensitive content of study materials are taken and gender-sensitive study materials are thoroughly used.

<b>Specific goals:</b>	<b>Indicator:</b>
5. Positive measures to promote higher representation of women in science and research and in bodies responsible for creation of national policies of science, research and innovations. Integration of the theme of gender equality in strategic documents related to science, research and innovations and inclusion of gender perspective in creation of scientific knowledge and innovations.	The topic of gender equality is comprehensibly grasped in creation of national policies of science, research and innovations, including adoption of positive measures for supporting higher representation of women in science and research and in bodies responsible for creating national policies of science, research and innovations. Platform for implementation of gender equality in science, research and innovations is created and gender perspective is included in the creation of scientific knowledge and innovations.
6. Preparation of preventive measures and elaboration of procedures and implementation thereof into internal regulations for solving cases of harassment and sexual harassment in educational facilities environment.	Preventive measures and procedures for solving cases of harassment and sexual harassment in educational facilities environment are configured and implemented and reflected in educational facilities environment.

## **6. Dignity and integrity of women and men**

### Identified problems:

1. High occurrence and latency of domestic violence. Low availability of services for victims of domestic violence. Low level of systematic security of primary prevention. Low awareness of the possibilities of social services for domestic violence victims.
2. High latency of sexual violence and trafficking in women. Low availability of services for victims of these forms of violence. Low awareness of possibilities of social services for victims of these forms of violence.
3. Limited free choice of place, method and circumstances of birth, respectively pregnancy, obstetric and postpartum care.
4. Social exclusion and gender based marginalization of persons discriminated multiple times (in particular senior citizens, members of minorities, foreigners).
5. Low awareness among women and men of reproductive rights, low enforceability of compensations in case of violation thereof.
6. High latency of other types of gender based violence in public spaces (in particular stalking or cyberbullying).
7. Gender specifics of homelessness increasing vulnerability of homeless women.

### **Main goal:**

**Decreasing occurrence of all forms of gender based violence and provision of dignified and equal use of all rights by women and men.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Decreasing latency and occurrence of domestic violence by strengthening cooperation of all interested participants, improving protection of victims, including children, strengthening programs of primary prevention, creation of system of work with perpetrators of violence and public education regarding this topic.	Latency and occurrence of domestic violence are decreased and there are mechanisms set for strengthening cooperation of interested participants, standards of work in the field of domestic violence are set and public audience is educated on this topic.
2. Decreasing latency and occurrence of rapes and trafficking in human being by strengthening cooperation of all interested participants, improving protection of children, creating systems of works with perpetrators and public education regarding this topic.	Latency and occurrence of rapes as well as trafficking in human beings are decreased and mechanisms are set for strengthening cooperation of interested participants, standards of work in the area of rape and trafficking in human beings are set and general public is educated on this topic.
3. Securing possibility of parents to choose method, circumstances and place of birth, respectively pregnancy, obstetric and postpartum care and improving the status of midwives so that they are capable to perform their job in full extent of their legal competencies, in particular by including them into the system of public health insurance.	Parents have full opportunity to select method, circumstances and place of birth, respectively pregnancy, obstetric and postpartum care. Midwives are integrated into the system of public health insurance and they are capable to perform their job in full extent of their legal competencies.

<b>Specific goals:</b>	<b>Indicator:</b>
4. Strengthening mechanisms to support elimination of gender based marginalization of persons discriminated multiple times.	Existing mechanisms are strengthened and new effective mechanisms are set in order to support eliminating gender based marginalization of persons discriminated multiple times.
5. Improving awareness of women and men of reproductive rights, creation of compensatory mechanisms and provision of free legal assistance to victims of violation of their rights (in particular in cases of sterilization performed in conflict with the law).	Women and men are systematically informed of their reproductive rights. A compensatory mechanism is set and free of charge legal assistance for victims of violation of their rights (in particular in cases of sterilizations performed in conflict with the law) is provided.
6. Decreasing latency and occurrence of other forms of violence in public space (in particular stalking and cyberbullying) by strengthening	Latency and occurrence of other forms of violence in public space (in particular stalking and cyberbullying) are decreased and

cooperation of all interested participants, improving protection of victims and raising awareness about this topic.	mechanisms for strengthening cooperation for interested participants are set, standards of work in the area of other forms of violence in public space are set (in particular stalking and cyberbullying) and awareness about this is raised topic.
7. Creation of gender specific supporting programs for men and women without home.	Specific supporting programs for men and women without home are created and implemented.

## 7. Equality of women and men in external relations

### Identified problems:

1. Absence of long-term, systematic and unified approach to EU policy on gender equality. Failure to ensure cooperation and political dialogue and exchange of experience with other member states in the gender agenda.
2. Absence of systematic and unified approach to projects of international development cooperation at government level.
3. Insufficient coverage of cooperation in the area of gender equality in international institutions (including contributions to international organizations).
4. Low gender mainstreaming perspective within humanitarian aid.
5. Low availability and quality of service for migrating persons.
6. Insufficient knowledge of the situation in the area of harmful traditional practices, especially female genital mutilation.

### **Main goal:**

### **Effective promotion of gender equality in external relations.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Determination of long-term, systematic and unified approach to EU policy in the area of gender equality and deepening cooperation, dialogue and exchange of experience with other member countries in the gender agenda.	Long-term, systematic and unified approach to EU policy on gender equality is set up, and cooperation, dialogue and exchange of experience with other member states in the gender agenda is deepened.
2. Determination of long-term, systematic and unified approach to supporting programs for international development cooperation for strengthening position of women.	Long-term, systematic and unified approach to supporting programs of international development cooperation for strengthening position of women is set.
3. Ensuring coverage of cooperation and support (including financial) to international institutions solving the matter of gender equality.	Sufficient capacity (including financial) is reserved for ensuring cooperation and support to international institutions solving the matter



	of gender equality.
4. Strengthening gender perspective within humanitarian aid in the form of targeted programs and plans.	Targeted programs and plans for strengthening gender perspective within humanitarian aid are created.
5. Improving availability and quality of service to migrating persons with regard to their sex (in particular health services, legal and social counseling and language training) in particular through strengthening cooperation of state administration with NGOs and reserving financial means in this area.	Mechanisms, including legislative, for improving availability and quality of services to migrating persons with regard to their sex (in particular health service, legal and social counseling and language training) are set and cooperation of state administration with NGOs is strengthened. Sufficient financial means are reserved for this area.
6. Detection of information and provision of awareness in the area of harmful traditional practices, in particular female genital mutilation.	Information on harmful traditional practices, in particular female genital mutilation is publicly available and spread mainly among persons concerned.

## 8. Everyday life and lifestyle

### Identified problems:

1. Low awareness of media of gender issues, reproduction of gender stereotypes in media and advertizing, insufficient pressure to respect principle of non-discrimination through institutions established for this purpose.
2. Failure to acknowledge specific experience and needs of women and men in the area of environment.
3. Low support to sport activities of women and girls.
4. Area for acknowledgment of specific needs of women and men in public transportation.
5. Persistent gender inequalities in the area of culture.
6. Lack of acknowledgment in the area of gender specifics of public and virtual space.

### **Main goal:**

**Balanced participation in decision-making, balanced participation of women and men in decision-making and promoting gender mainstreaming in the area of media, environment, sports, public transportation, culture, public and virtual space.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Systematic monitoring of content of media including advertizing, strengthening cooperation between public and private media, in particular in the form of consulting and sharing examples of good practice, promotion of gender mainstreaming in media.	System of monitoring media content including advertizing, cooperation between public and private media is strengthened and media apply gender mainstreaming.
2. Acknowledging specific experience and	Specific needs of women and men in the area

needs of women and men in the area of environment, in particular by systematic awareness, strengthening cooperation and sharing examples of good practice between public administration, research facilities and NGOs.	of environment are acknowledged, awareness is raised and cooperation between relevant participants is set up.
3. Creation of policies for promoting sports activities for women and girls at all levels, sharing examples of good practice and media coverage thereof, strengthening cooperation between public administration and relevant participants in this area.	Support for sports activities of women and girls is anchored, promoted in media and cooperation is set between relevant participants.
4. Systematic analysis of specific needs of women and men and acknowledging these in creation of measures in the area of public transport, increasing awareness and sharing examples of good practice, in particular at local level. Measures acknowledging gender specifics of needs in the use of public space.	Specific needs of women and men in the area of public transport are systematically analyzed. Awareness related to this topic is raised.
5. Systematic analysis of cultural needs of women and men and acknowledgment of these needs in the area of arts and culture.	Cultural needs of women and men are systematically analyzed and based on this analysis they are acknowledged in the area of arts and culture.

## 9. Horizontal strategic priorities

The below given horizontal strategic priorities of gender agenda influence all the aforementioned strategic areas. Determination of goals and measures within these topics will lead to better connection between areas and to fulfillment of strategic goals.

### 9.1. Gender stereotypes and relations

#### Identified problem:

Persistent gender stereotypes and unconscious prejudices in all spheres and at all levels of society. Dysfunctional principle of the so-called gender mainstreaming.

#### **Main goal:**

**Systematic finding of ways to efficient elimination of gender stereotypes and unconscious prejudices in all spheres and at all levels of society. Systematic and continuous fulfillment of the principle of the so-called gender mainstreaming.**

### 9.2. Legislation in the area of gender equality

#### Identified problems:

1. Insufficient legislation and enforceability of rights in the area of gender equality.
2. Negative impacts of seemingly gender neutral legal regulations on gender equality.

3. Low awareness of legal regulations and enforceability thereof.

**Main goal:**

**Improving legislation and enforceability of law in the area of gender equality.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Identification of areas where it is necessary to amend or revise legislation, in cooperation with all relevant participants.	Areas where it is necessary to supplement or revise legislation are identified and amended.
2. Creation of framework for implementation of gender mainstreaming and assessing impacts on gender equality in state administration.	Institutional framework for gender mainstreaming is created and functional, systematic and thorough assessment of impacts on gender equality in public administration is carried out.
3. Strengthening awareness of rights and methods of enforcement thereof by education, cooperation of state sphere with NGOs and other relevant participants.	Awareness of rights and methods of enforcement thereof is strengthened. Systematic cooperation with NGOs and other relevant participants is established.

### **9.3. Collection of statistical data**

Identified problems:

1. Missing statistical data in strategic areas of gender equality and resulting insufficient monitoring of current situation.
2. Unsystematic utilization of data in analysis and proposals addressing gender agenda.

**Main goal:**

**Systematic retrieval and utilization of statistical data for analysis and proposal of policies and measures aimed at improving gender equality.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Optimization and extension of the statistical data collection system in the area of gender equality.	The system of collection of statistical data in the area of gender equality is optimized and extended.
2. Systematic utilization of statistical data segregated by sex as basis for assessing and deciding on revision of all public policies and for preparation of strategic documents.	Statistical data segregated by sex are systematically used as basis for assessing and deciding on revision of all public policies and for preparation of strategic documents.

#### 9.4. Men and gender equality

##### Identified problems:

1. Low identification of men with gender equality agenda.
2. Low share of men taking care of children and other close persons.
3. Low share of men in primary education.
4. Low attention paid to the way gender issues are connected with health and quality of life (for lower life expectancy, higher suicide rates, higher risk of addiction in men).

##### **Main goal:**

**Increased identification of men with agenda of gender equality, increasing proportion of men participating in care, opening discussion on so-called men topics, in particular fatherhood and men's health.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Increasing identification of men with gender equality agenda by education focused on specific themes such as fatherhood, men's health, men's violence in household and public space and etc.	Men identify to a larger degree with gender equality and also with specific themes such as fatherhood, men's health, men's violence in private and public space etc.
2. Creation of conditions for increasing the number of men taking care of children and close persons, in particular by educating, motivation, stating positive examples and financial support.	Men participate more in taking care of children and close persons. Awareness about this topic is raised.

<b>Specific goals:</b>	<b>Indicator:</b>
3. Creation of conditions for increasing the number of men in the position of teacher in kindergarten and at first grade of primary school by education, motivation, stating positive examples with contribution of faculties of education.	Higher number of men-teachers in kindergartens and at first grade of primary school is achieved. Awareness about this topic is raised.
4. Strengthening cooperation with NGOs in the area of media and awareness campaigns targeted at specific questions of gender implications connected with health and quality of life, systematic education and preventive programs.	Cooperation with NGOs in the area of media and awareness campaigns targeted at specific questions of gender implications connected with health and quality of life, systematic education and preventive programs are set and are functional.

## 9.5. Cooperation with partners

### Identified problems:

1. Low level of cooperation and its unsystematic grasping between public administration and partner subjects which are in particular NGOs, academic workplaces, trade unions and employers organizations.
2. Low support for research activities in gender equality area.

### **Main goal:**

**Improving gender equality through strengthening cooperation between public administration and partner entities.**

<b>Specific goals:</b>	<b>Indicator:</b>
1. Financial, institutional and procedural support for partnership between public administration and partner entities.	Partnership between public administration and partner entities is financially, institutionally and procedurally supported.
2. Implementation of system of support and utilization of gender researches at departmental level.	Utilization of gender researches at the level of individual departments is systematically supported.

### **C. Strategy implementation**

In order to successfully fulfill the Strategy it is necessary to set rules and mechanisms through which it will be possible to fulfill the Strategy and retrospectively monitor fulfillment of the Strategy. Only if it is possible to monitor, eventually measure, the set goals and clearly determine responsibility for fulfillment of the goals will it be possible to continuously observe whether steps which contribute to achieving goals which the Strategy set are taken.

Simultaneously it is necessary to include all relevant participants and set exact framework and place, in particular for institutions and persons at the level of state administration and local authorities, to successfully fulfill the Strategy. Simultaneously it is necessary to set the so-called minimum standard which will serve as a basis for measures of the Strategy, respectively Priorities, and which will not be subject of subsequent subtasks.

The Strategy will be primarily implemented through the Priorities and Policies of the Government in Promoting of Gender Equality. It is a government material updated since 1998 every year by the Government of the Czech Republic and it includes a set of measures for individual departments and other relevant participants usually for a given calendar year. Since this mechanism is already implemented and generally accepted as a formally functional, it is possible to use it as a basis for individual steps leading to fulfillment of goals and measures contained in the Strategy.

The department of gender equality of the Office of the Government of the Czech Republic which processes annual report on the state of gender equality for the past year and which provides the report to the Council for statement and discussion is methodical body for monitoring of agenda as a whole. Simultaneously, the Council is presented with proposal of department tasks for the following period. The council should fulfill the function of inspection in the area of fulfillment of goals and also function of expert for updating themes and defining goals for next periods. In the current time committees and working groups of the Council are not formally anchored in this process.

#### **Basic mechanisms, methods and tools for implementation of the strategy**

- strengthening institutional capacities and mechanisms,
- allocation of financial means within resort budgets specifically for the area of gender equality,
- establishing departmental action plans and departmental priorities to the goals defined in individual strategic areas,
- initiation of research investigations and collection of statistical data and their systematic utilization in public sphere for creation of measures and assessment thereof.
- legislative changes,
- educational activities in strategic areas,
- application of gender mainstreaming,
- strengthening cooperation between all relevant participants.

#### **2. Participants of the strategy**

In relation to implementation of the Strategy the following participants are relevant:

- |   |   |
|---|---|
| • ministries, other central bodies of state administration, | • representatives of employees,                               |
| • Czech statistical office,                                 | • media,  |
| • gender focal points,                                      | • NGOs,   |
| • Council and its committees and working groups,            | • representatives of employees and employers, private sphere, |

- secretariat of the council, its committees and workgroups,
- Council for Research, Development and Innovations,
- local authorities,
- experts, research workers, academic sector,
- political representation.

### **3. Minimum standards of gender equality in state administration**

Consistent application of gender equality expects systematic observation and assessment of the state of gender agenda and efficiency of measures taken to support it. The possibility to require assessment of Strategy measures from relevant participants of the Strategy as well as fulfillment of the Priorities or departmental priorities and action plans for given time period and presentation thereof to government member, whose competency includes gender equality, and to the chairman of the Council is basic condition for activity of national coordinator of this agenda which is the secretariat of the Council. Successful implementation of the Strategy is also connected with other tasks which are fulfilled continuously and which shall not be repeatedly assigned through the Priorities. Only with strict adherence to these tasks will it be possible to successfully implement the Strategy.



<b>Task:</b>	<b>Responsibility:</b>	<b>Indicator:</b>	<b>Date:</b>
1. Monitor and evaluate within competency the efficiency of measures for applying the principle of gender equality and gender mainstreaming and regularly present their results 1x per year through the Report on Fulfilling Updated Measures of Priorities and Policies of the Government within Promotion of Gender Equality to cabinet members who are competent in the area of Gender Equality and Chairman of the Council of the Government for Equal Opportunities of Women and Men.	Cabinet members	Present evaluation of fulfillment of measure for applying the principle of gender equality and gender mainstreaming	continuously  (inform until 31 January)
2. Define priorities for the next period within competency and in accordance with Strategy goals and relevant Priorities.	Cabinet members	Present department priorities and procedures.	continuously  (inform until 31 January)
3. Evaluate efficiency of departmental measures for applying the principle of gender equality, propose optimization, update thereof and regularly present evaluation to the Government within the competency of cabinet member with competency in the area of Gender Equality and Chairman of the Council of the Government for Equal Opportunities of Men and Women.	Minister for Human Rights, Equal Opportunities and Legislation	Evaluate efficiency of departmental measures for applying the principle of gender equality and gender mainstreaming, propose optimization, update thereof and regularly present evaluation to the Government of the Czech Republic	continuously  (inform until 31 January)
4. Evaluate structure and content of statistical observation of gender data and apply requirements on their subsequent changes and supplements within competency and in cooperation with the Czech Statistical Office and relevant departments.	Minister for Human Rights, Equal Opportunities and Legislation Chairwoman of CSO	Evaluate structure and content of statistical observation of gender data and apply requirements on their subsequent changes and supplements.	continuously  (inform until 31 January)

<b>Task:</b>	<b>Responsibility:</b>	<b>Indicator:</b>	<b>Date:</b>
5. Implement methodology of evaluating the impacts of materials presented to the Government of the Czech Republic on the area of Equal Opportunities of women and men, include gender perspective in relevant concept, decision-making and evaluation activity externally and internally within the department	Cabinet members	Present the number and listing of concept, decision-making and evaluation materials with elaboration of the gender equality perspective.	continuously  (inform until 31 January)
6. In connection to the Government Resolution of 20 June 2009 No. 964 continuously perform activity of working groups regarding gender equality and organize their meetings at least four times per year at individual departments	Cabinet members	Present the number of meetings of working group and description of the most important discussed issues, reports on meetings of working group.	continuously  (inform until 31 January)
7. Inform about topics of Gender Equality and measures contributing to ensuring gender equality through media policy of the department.	Cabinet members	Present annual report on realized specific actions in the area of media policy and evaluate development in this area (e.g. press releases)	continuously  (inform until 31 January)
8. Acknowledge in relevant subsidy or operational programs the topic of gender equality (e.g. as ex-ante conditionality, respectively horizontal priority), include gender equality in the Main Areas of State Subsidy Policy towards NGOs	Cabinet members	Present description and number of projects promoting gender equality and form and evaluation of challenges. Acknowledge gender equality in the Main Areas of State Subsidy Policy towards NGOs	continuously  (inform until 31 January)
9. Detect, monitor and solve cases of sexual harassment at workplace	Cabinet members	Present description and method of measures for detecting, searching and monitoring cases of sexual harassment at workplace, number of detected cases and results of investigations	continuously  (inform until 31 January)
10. Ensure establishing and developing cooperation with NGOs or social partners within gender equality	Cabinet members	Present description of method of establishing and developing cooperation with NGOs or social partners within gender equality and results of this cooperation	continuously  (inform until 31 January)
11. Ensure educational activities focused on the area of gender equality and methods designed for achieving this equality and ensure that all newly accepted concept employees with decision-making powers mandatorily participate in the given education	Cabinet members	Present description of educational activities focused on the area of gender equality and methods designed for achieving this equality and the number and position of employees participating in these activities.	continuously  (inform until 31 January)
12. Ensure regular education for gender focal points within gender equality and instruments for promoting it and gender	Minister for Human Rights, Equal	Evaluate educational activities for gender focal points within gender equality and instruments	continuously

mainstreaming principle	Opportunities and Legislation	for promoting it and gender mainstreaming principle.	(inform until 31 January)
13. Prepare list of available statistical and analytical materials containing data on participation women and men in decisive social activities and on the degree in which they participate in results of these activities and publish these data on COS website.	Chairwoman of CSO Cabinet members	Present list of types and numbers of statistics related to position of women and men in decisive social activities and degree of their participation in these activities.	continuously  (inform until 31 January)
14. Evaluate monitoring of indicators for implementation of Beijing Platform for Action.	Minister for Human Rights, Equal Opportunities and Legislation	Present evaluation of monitoring indicators for implementation of the Beijing Platform for Action.	continuously  (inform until 31 January)

#### 4. Strategy fulfillment schedule

Date	Activity	Responsibility
Each year as of 31 January	Presentation of summary report on fulfillment and evaluation of fulfillment of measures for applying gender equality and gender mainstreaming and presentation of departmental priorities and procedures for the next period to cabinet member whose competency includes gender equality.	Cabinet members  other central state administration bodies
Each year as of 15 March	Preparation of summary report and revision of departmental priorities, preparation of government priorities and presentation of the priorities to the Council committee and working group for obtaining statement.	Council secretariat
Each year as of 15 April	Consultation of summary report and government priorities in the Council. Preparation of the Council statement regarding fulfillment of priorities and Strategy fulfillment in connection to the statements of Council committees and working group.	Minister for Human Rights, Equal Opportunities and Legislation
Each year as of 30 April	Presentation of summary report and priorities for the next period together with statement of the Council to the Government of the Czech Republic.	Minister for Human Rights, Equal Opportunities and Legislation

## **Description of current situation of gender equality**

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## Introduction

Gender equality is one of the basic values which serves as a basis for democratic society. The equality of women and men is also a fundamental human right. Promotion of gender equality has not only human rights dimension but it is also a matter of justice but it also has a significant meaning for economic growth, prosperity and competitiveness.<sup>54</sup>

In the Czech environment the promotion and acknowledgment of gender equality is connected with acquisition of national independence in 1918 and support for gender equality in new legislation<sup>55</sup> and everyday life by the first president of the Czech Republic, T. G. Masaryk. After WW2 and in the period until 1989 the matter of gender equality was solved in particular at the level of proclamation (identical position in work, equality in remuneration for work etc.) and protection (in particular with regard to social function of motherhood and family). Realistically, it is not possible to speak about gender equality in this period. Widely available childcare (in particular since the 1960s) can be understood as a significant practical contribution to gender equality in this period.<sup>56</sup>

The beginning of government policy of gender equality in the independent Czech Republic date back to the 1990s when the Czech Republic subscribed the conclusions of the Forth UN World Conference on Women held in Beijing in 1995 (so-called Beijing Declaration and Platform for Action).<sup>57</sup> However, by this subscription the Government of the Czech also accepted commitment to deal with the matters of gender equality.

A significant strengthening of policy of equal opportunities and equal position of women and men occurred in 1998 by establishment of the department of gender equality at MLSA which performed conceptual and coordinating role. In the same year the government program Priorities and Policies of the Government in Promoting Gender Equality (hereinafter as “Priorities”) was also accepted. Since 1998 the matter of gender equality has also been investigated by the Council of the Government for Human Rights, specifically its department for equal opportunities of women and men. Another significant event occurred in 2001 when individual advisory body of the Government of the Czech Republic was established for the matters of equal position of women and men – Council of the Government for Equal Opportunities of Women and Men (hereinafter “Council”).

The situation in the Czech Republic in the area of opportunity of women and men has been observed since 1998 by the means of the Priorities.<sup>58</sup> Individual steps for fulfillment of set goals are annually proposed, realized and assessed through updated measures.

Since 1 January 2002 at least one employee with a part-time job works at each ministry and this employee focuses on problems of gender equality in the area of competency of the given department (so-called gender focal point).

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<sup>54</sup> For more detail see MLSA, *Report on Gender Equality in 2010 in the Czech Republic* 2011. [online] [quot. 2014-04-04] URL: <[http://www.MLSA.cz/files/clanky/12200/5\\_zprava-o-rovnosti\\_priority\\_15-9-2011.pdf](http://www.MLSA.cz/files/clanky/12200/5_zprava-o-rovnosti_priority_15-9-2011.pdf)>.

<sup>55</sup> The first Czechoslovak Constitution from 1920 guaranteed gender equality and entitled women to voting right.

<sup>56</sup> For more detail see Havelková, B. 2009. „Genderová rovnost v období socialismu“. In Bobek, M., Molek, P., Šimíček, V. (eds.). *Komunistické právo v Československu. Kapitoly z dějin bezpráví*. : Brno: International Institute of Political Science, Masaryk University, page 179 – 206. Available electronically at <<http://www.komunistickepravo.cz>>.

<sup>57</sup> Even today the Platform represents one of the most complex and progressive documents of UN in the area of women rights promotion. It is a document focusing on elimination of obstacles of participation of women in all areas of public and private life. It sets twelve main areas of interest and represents goals and recommended actions for improving access of women to the rights in these areas. The main mission of the Platform is the commitment of states to formulate national action plans for promoting equal opportunities for women and men, create national institutional mechanisms for implementation of strategic goals and acknowledge impacts of governmental policies and measures on women and men (so-called gender mainstreaming).

<sup>58</sup> For more detail see <[http://www.MLSA.cz/files/clanky/15493/priority\\_2013.pdf](http://www.MLSA.cz/files/clanky/15493/priority_2013.pdf)>.

During the mentioned development a number of changes positively influencing gender equality in the Czech society was implemented in particular in the area of legislation (for example anchoring of the principle of equal treatment and prohibition of discrimination due to sex in the Employment Act, Labor Code and other acts, legal regulation of harassing and sexual harassment, anchoring of principle of equal remuneration, legal regulation of parental leave and child benefit, anchoring of the fact of merits of criminal offence “abuse of person living in a shared flat or house” in criminal law, legal regulation of displacing violent person from common dwelling etc.). The Czech Republic also joined EU programs supporting gender equality, certain information campaigns were carried out and researches and analyses and publications and manuals on the subject of position of men and women in society have been issued.

De jure equality, therefore equality from law, is in the Czech Republic, in the given context of European Union more or less a reality. The below given description provides information on the mentioned de jure equality in practice.

### 1. Equality of men and women in the Czech Republic in international context

The current state of gender equality shows downward trend in comparison with international context. In the annual report on gender equality, Global Gender Gap Index, of the World Economic Forum the Czech Republic decreased from 73<sup>rd</sup> place in 2012 to 83<sup>rd</sup> place in 2013 from 136 observed states; between 2000 and 2013 the Czech Republic dropped 30 places.<sup>59</sup>

The Gender Equality Index of the European Institute for Gender Equality (hereinafter “EIGE”)<sup>60</sup> also shows rather negative evaluation of the level of gender equality in the Czech Republic in context of European Union. Within this index the Czech Republic has value amounting to 44.4 which is sub average result within European Union (the average is 54.0%).<sup>61</sup>

Further comparison of the situation in the Czech Republic within EU is provided by the report Impacts of Economic Crisis on the Situation of Women and Men and Gender Equality Policy issued by the European Commission in 2012.<sup>62</sup> The report deals in particular with negative impacts of restrictions of public budgets, increased tax burden and changes in social and health conception which affect in particular women. According to the report significant problems in the Czech Republic are in particular:

- growth of unemployment, increased job insecurity and deterioration of work conditions,
- discrimination of mothers and persons taking care of other persons on the labor market in the Czech Republic which is designated as “institutionalized function” of labor market in the Czech Republic,
- failure to acknowledge gender equality in new government policies,
- changes in pension security (in particular more restrictive conditions for payment of survivor pensions),
- personnel cuts in public administration and in the area of public services (typically feminized fields),
- growth of VAT rates (which has the highest impact on the poorest sections of society),
- budget cuts in the area of institutional security of gender equality,

<sup>59</sup> For more detail see World Economic Forum, *The Global Gender Gap Forum*. 2013. [online] [quot. 2014-04-04] URL: <[http://www3.weforum.org/docs/WEF\\_GenderGap\\_Report\\_2013.pdf](http://www3.weforum.org/docs/WEF_GenderGap_Report_2013.pdf)>.

<sup>60</sup> For more detail see EIGE, *Gender Equality Index*. 2013. [online] [quot. 2014-04-04] URL: <<http://eige.europa.eu/apps/gei/content/Gender-Equality-Index-Report.pdf>>.

<sup>61</sup> In the both mentioned indexes CR is evaluated either positively from the perspective of gender equality within public health, on the contrary CR achieves very sub-average results in the area of economic equality and balanced representation of women and men in decision-making and power positions.

<sup>62</sup> For more detail see European Commission, *The Impact of the Economic Crisis on the Situation of Women and Men and on Gender Equality Policies*. 2012. [online] [quot. 2014-04-04] URL: <[http://ec.europa.eu/justice/gender-equality/files/documents/130410\\_crisis\\_report\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/130410_crisis_report_en.pdf)>.

- insufficient offer of preschool care facilities and transformation thereof outside public sector,
- reduction in social housing support.

## 2. Main strategic areas

### 2.1. Institutional security of gender equality.

Institutional security of the gender equality agenda includes in the current time in particular central level (government and ministries), the agenda is not systematically and institutionally covered at the level of local authorities, i.e. in regions, cities and municipalities. Individual aspects of the problems of gender equality are covered by a large number of other participants. There is a low awareness of gender equality in public administration, the issue is very frequently marginalized. The principle of gender mainstreaming is not applied consistently within policymaking.

One of the most important institutions focusing on gender equality, the Council, operates as advisory body of the Government of the Czech Republic.<sup>63</sup> The status of the Council currently shows that its chairman or chairwoman is member of the Government of the Czech Republic with competency including gender equality (equal opportunities). Within the Council individual defined topics are covered by its committees and working group. These committees and working groups are the Committee for institutional Security of Equal Opportunities of Women and Men, Committee for the Prevention of Domestic Violence, Committee for Reconciliation of Working, Private and Family Life, Committee for Balanced Representation of Women and Men in Politics and Decision-making positions, and Working Group Men and Gender Equality.

Functioning of the Council from technical, organizational and professional perspective is provided by its secretariat, function of which is fulfilled by the department of gender equality at the Office of the Government of the Czech Republic. This department is also a national coordination unit of the entire gender equality agenda. At the level of individual ministries, the coordination of gender equality agenda is in the competence of department coordinators, so-called gender focal points. At least part-time job should be reserved for activities of these coordinators at all ministries, however, this is not true in a number of cases. Their organizational classification is not uniformly set within resorts, professional competency and real possibility to cover this agenda within the given resort and given type of job varies, however, it is rather low.

The Ombudsman's Office (hereinafter OO) contributes to promoting the rights to equal treatment of women and men. This office also informs, educates and helps the victims of discrimination by providing methodical assistance. However, OO in the current time cannot file actions and cannot represent possible victims in court proceedings in the matters of discrimination.

Other central government bodies are also an important element of institutional mechanism for promoting gender equality.<sup>64</sup> The issue of discrimination on the basis of gender is usually neglected in these institutions.<sup>65</sup>

NGOs, academic society (in particular research department Gender and Sociology of the Institute of Sociology of the Academy of Sciences of the Czech Republic, v.v.i., National Contact Center – women and science, Department of Gender studies of FHSUK and Department of Sociology FSSMU) and social partners (in particular trade unions) are also important elements and

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<sup>63</sup> More detailed information on activity of the Council, its committees and working group can be found at <http://www.MLSA.cz/cs/12153>.

<sup>64</sup> Gender equality agenda is in particular in the competence of the Czech Statistical Office which gathers, publishes and interprets gender statistics and the Office of the Government of the Czech Republic which covers the entire agenda of human rights.

<sup>65</sup> Appeltová, M. 2008. „Právo a rovnost mužů a žen“. In Pavlík, P. (ed.). *Stínová zpráva v oblasti rovného zacházení a rovných příležitostí žen a mužů 2008*. Prague: Open Society Fund, page 29-30.



contributors within supporting gender equality. The activities of these participants significantly contribute to development of gender equality and addressing current issues and challenges which the Czech Republic faces within achieving gender equality. Cooperation with these participants is necessary for the public administration and it is necessary to maintain and deepen it even further.

Cooperation of state sector with NGOs is established through participation of NGO representatives in various advisory bodies, in particular in the Council and its committees and working group, comment procedures and other activities. The connection and cooperation of state and non-profit sector also occurs in both chambers in The Parliament of the Czech Republic, in particular through activities of the Permanent Commission for Family and Equal Opportunities of the Chamber of Deputies of the Czech Republic and Subcommittee for Human Rights and Equal Opportunities of the Committee for Education, Science, Culture, Human Rights and Petitions of the Senate of the Czech Republic.

## 2.2. Balanced representation of women and men in decision-making positions

Representation of women in decision-making positions in the Czech Republic is very low. It is truth that in all important sectors, from elective offices to positions within executive, state administration, judiciary, education, state owned and private companies, women perform professional, supportive and basic activities almost without exception. However, with increasing level of power hierarchy, the representation of women drops. The Recommendation of the Committee of Ministers of the Council of Europe Rec (2003)3<sup>66</sup> highlights the necessity to solve unbalanced representation of women and men in decision-making positions and advisory bodies, and this fact is also highlighted by the European Union Plan for Achieving Equal position of Women and Men 2010 - 2015<sup>67</sup> or Beijing Declaration and Platform for Action.<sup>68</sup>

In the Czech Republic women represent a significant part of membership of political parties<sup>69</sup> and the number of women standing as candidates in elections at all levels is gradually growing.<sup>70</sup> This fact is not fully reflected in the number of women elected to political positions, where the representation of women remains relatively low. This is caused in particular by the fact that women are placed in non-elected positions of candidate lists. For example, the Chamber of Deputies includes only 19.5% of women, i.e. 39 women MPs. The ratio of women MPs in the 2013 elections decreased in comparison with the previous election period by 22%.<sup>71</sup> Only 18.5% of women are represented in the Senate and the cabinet consisting of 16 members includes only 3 women. The ratio of women in regional councils is only 19.7%, in municipality councils this number is 26%. Only 14% of deputy minister positions are represented by women.<sup>72</sup>

The situation is similar in the judiciary where women represent 61% of all women district judges but within the Supreme Court only 23% of judges are women.<sup>73</sup>

<sup>66</sup> For more detail see Council of Europe: Recommendation Rec(2003)3 on balanced participation of women and men in political and public decision making. 2003. [online] [quot. 2014-04-04] URL: <<https://wcd.coe.int/ViewDoc.jsp?id=2229>>.

<sup>67</sup> For more detail see EUR-Lex, *Gender equality strategy for 2010-2015*. [online] [quot. 2014-03-01] URL: <<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52010DC0491>>.

<sup>68</sup> For more detail see UNITED NATIONS: *Beijing Platform for Action*. 1995. [online] [quot. 2014-04-04] URL: <<http://www.un.org/womenwatch/daw/beijing/platform/decision.htm>>.

<sup>69</sup> Rakušanová, P.: *Česká politika: Ženy v labyrintu mužů?* Fórum 50%. 2006 p. 5.

<sup>70</sup> For more detail see CSO. *Women and Men in Data 2011 – Chapter 7: Public Life and Decision-making*. 2011. [online] [quot. 2014-03-01]. <[http://www.czso.cz/csu/2011edicniplan.nsf/t/66002DE64E/\\$File/141711k7.pdf](http://www.czso.cz/csu/2011edicniplan.nsf/t/66002DE64E/$File/141711k7.pdf)> a CSO. (*Focus on Women and Men 2012 – Chapter 7: Public Life and Decision-making*. 2012. [online] [quot. 2014-03-01]. URL: <[http://www.czso.cz/csu/2012edicniplan.nsf/t/F00036918A/\\$File/141312m7\\_cz.pdf](http://www.czso.cz/csu/2012edicniplan.nsf/t/F00036918A/$File/141312m7_cz.pdf)>.

<sup>71</sup> For detailed analysis of results of elections to the Chamber of Deputies in the Czech Republic in 2013 see Fórum 50 %, *Analýza výsledků voleb do PS ČR 2013*. 2013. [online] [quot. 2014-04-04] URL: <<http://padesatprocent.cz/cz/zeny-v-politice/cz/zeny-v-politice/poslanecka-snemovna/analiza-snemovna-2013>>.

<sup>72</sup> MLSA data as of 31 December 2013

<sup>73</sup> For more detail see CSO, *Focus on Women and Men 2012 – Chapter 7: Public Life and Decision-making*. 2013. [online] [quot. 2014-04-04] URL: <[http://www.czso.cz/csu/2012edicniplan.nsf/kapitola/1413-12-r\\_2012-17](http://www.czso.cz/csu/2012edicniplan.nsf/kapitola/1413-12-r_2012-17)>.

Women are represented in the boards of directors of the 60 biggest companies operating on the Czech market only in 4%. 51 of these mentioned companies do not have a single woman in their boards of directors.<sup>74</sup>

### 2.3. Gender equality on the labor market and in business

According to the recent surveys of the Czech Statistical Office (hereinafter “CSO”) 50% of women were economically active in the population between 15 - 64 years (2,300,200) in comparison with 67.7% of men (2,956,700) in 2012.<sup>75</sup> The difference between economic non-activity of women and men due to family care is very significant. There are 125 times more women than men who are economically inactive due to this reason in the Czech Republic (349thous. compared to 2.8thous.).<sup>76</sup> The national economic Council of the Government states in regard to this fact that limited availability of preschool facilities together with unfavorable forms of parenthood support causes deepening absence of women with children on the labor market. This leads to failure to utilize one of the few growing economic sources of the Czech Republic. The European comparison shows that the Czech Republic is very deeply below the average of the European Union (12.5%) in the difference in the rate of employment of women (20 - 49 years) without children and with at least one child (0 - 6 years) when this difference in the Czech Republic amounts to over 40%.<sup>77</sup>

In connection to the Europe 2020 strategy, in accordance with the conclusions of the European Council from June 2010, the following national goals of the Czech Republic were set for the area of employment: (i) attempt to achieve 75% employment of women and men aged 20 -64, among others through higher participation of young people, older employees and employees with low qualification and better integration of legal migrants, and (ii) national partial goal to achieve women employment at the level of 65%.

Inequality of women and men in participation on labor market is also reflected by differences in remuneration. This applies in particular to women, whose average salaries in comparison to men salaries are among the lowest in Europe. Average difference in remuneration of women and men in 2012 in the Czech Republic was 22%, EU average in the same year was 16.4%.<sup>78</sup> In the age group 35-44 years the difference in the Czech Republic is even bigger (32%). This is probably related to women returning to labor market after career break due to motherhood.<sup>79</sup>

In connection to unequal remuneration and lower economic participation of women, old age pensions of women are lower than pensions of men on average (CZK 10,163 compared to CZK 12,351 as of 31 December 2012).<sup>80</sup> Women live longer in comparison to men and many women retire earlier, depending on the number of raised children. This is also the reason why in the Czech Republic the proportional representation of women among the poor older than 65 years is

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<sup>74</sup> McKinsey&Company. *Using Full Potential of Women in Czech Economy*. 2012. [online] [quot. 2014-04-02] URL: [http://www.mckinsey.cz/images/women\\_matter\\_CJ.pdf](http://www.mckinsey.cz/images/women_matter_CJ.pdf).

<sup>75</sup> For more detail see CSO, *Focus on Women and Men – Employment and Salaries. 4 - 1. Economic Activity Level and Economically Active Population (Labor Force Survey)*. 2013. [online] [quot. 2014-04-02] URL: [http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D6B3/\\$File/1413134401.pdf](http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D6B3/$File/1413134401.pdf).

<sup>76</sup> For more detail see CSO, *Focus on Women and Men - Employment and Dalaries. 4-3. Reasons for economic inactivity (Labor Force Survey)*. 2013. [online] [quot. 2014-04-02] URL: [http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D69B/\\$File/1413134403.pdf](http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D69B/$File/1413134403.pdf).

<sup>77</sup> For more detail see NERV. *Competitiveness Strategy Framework*. 2011. page 136.

<sup>78</sup> For more detail see European Commission, *The Situation in the EU*. 2012. [online] [quot. 2014-04-02] URL: [http://ec.europa.eu/justice/gender-equality/gender-pay-gap/situation-europe/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-pay-gap/situation-europe/index_en.htm).

<sup>79</sup> Kališková, K., Múnich, D., *Česky: Nevyužitý potenciál země*. 2012. CERGE-E., Prague. Economics Institute of the Academy of Sciences of the Czech Republic. p. 12.

<sup>80</sup> Report on Basic Tendencies of Income and Expenditure Situation in CR in 1st – 3rd quarter of 2013. MLSA. 2014.

the highest in Europe (87%).<sup>81</sup> The unequal remuneration all shows inequality in consumption and limitation of ownership, worse access of women to loans, credits, mortgages and home ownership

Other significant inequalities connected to the labor market are in particular:

- horizontal segregation of the labor market: women and men work in so called typical women or typical men fields. In the so called typical women fields work is less valued and remunerated on average;
- vertical segregation of the labor market: women are employed in positions which are less remunerated and they must face obstacles in work procedure;
- traditions and stereotypes: these influence for example selection of study field, assessment and classification of occupation and also participation in employment.

#### **2.4. Reconciliation of working, private and family life**

Data related to worked hours in a week are an important criterion in relation to reconciliation of working, private and family life.<sup>82</sup> Average weekly number of worked hours is 40.8. Men usually work 42.3 hours (out of which 43.0 hours within standard working hours and 21.2 hours within short working hours) in a week while women work 38.8 hours in a week (out of which 40.7 hours within standard working hours and 21.3 hours within short working hours).<sup>83</sup>

Time flexibility of work (and specifically part-time employment) is considered as one of possible ways for increasing employment in the Czech Republic and thus fighting the risk of lack of labor force arising from current demographic development in EU states. However, the Czech Republic is among the states with lowest number of part-time jobs in Europe: The share of women with part-time jobs was 9.1% in 2012 (EU average was 24.8%), the share of men with part-time jobs was 2.6 % in the same period (EU average was 7%).<sup>84</sup> However, it is necessary to strongly emphasize that part-time jobs are not the only form of flexible forms of work and spreading of part-time jobs on a larger scale also has negative impacts on women, for example increase in the difference in remuneration of women and men. The level of use of part-time jobs and other flexible forms of employment are influenced, except for scope of offer, in particular by the level of income and quality of these employments (in particular job security, possibility of career progress, work autonomy, social security and flexibility of working hours).<sup>85</sup>

Another important barrier in relation to reconciliation of working, private and family life in the Czech Republic is insufficient capacity of childcare services and close person care. In the past decade the number of unsuccessful applications for placement of a child in kindergarten has been steadily growing from 6,810 unsuccessful applications in the 2005/2006 school year to 58,939 unsuccessful applications in the 2012/2013 school year.

The possibility to reconcile working and private life is significantly affected any equality of women and men in all areas of public and private life. The possibility of women getting into

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<sup>81</sup> For more detail see Office of the Government of CR, *Report on Gender Equality in the Czech Republic in 2010*. 2011. [online] [quot. 2014-04-02] URL: <[http://www.MLSA.cz/files/clanky/12200/5\\_zprava-o-rovnosti\\_priority\\_15-9-2011.pdf](http://www.MLSA.cz/files/clanky/12200/5_zprava-o-rovnosti_priority_15-9-2011.pdf)>.

<sup>82</sup> For more detail see CSO. *Standard and Factually Worked Hours in Week by Regions*. 2012. [online] [quot. 2013-03-18] URL: <[http://www.czso.cz/csu/2012edicniplan.nsf/t/E20040DCCE/\\$File/310112q331.pdf](http://www.czso.cz/csu/2012edicniplan.nsf/t/E20040DCCE/$File/310112q331.pdf)>.

<sup>83</sup> It is possible to infer from this information that women are forced to perform other activities apart from their jobs which are related to taking care of other persons or household, therefore it is likely that within their working hours they cannot take so many overtime hours. A certain stereotype of man – provider who must financially secure family is manifested here. The data also reveal that women work slightly more hours per week within shorter working hours.

<sup>84</sup> For more detail see CSO, *Focus on Women and Men - Employment and Salaries. 4 - 33. International Comparison – Share of Employees with Part-time Jobs*, 2012. [online] [quot. 2014-05-10] URL: <[http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r\\_2013-14](http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r_2013-14)>.

<sup>85</sup> For more detail see Institute of Sociology of the Academy of Sciences of the Czech Republic, *Barriers and Possibilities of Using Flexible Form of Work from Comparative Perspective*. 2011. [online] [quot. 2014-10-05] URL: <[http://www.MLSA.cz/files/clanky/13789/flexi\\_prace.pdf](http://www.MLSA.cz/files/clanky/13789/flexi_prace.pdf)>.

decision-making positions is significantly affected when the probability of career growth is decreased in expectation of absence on the labor market.

## **2.5. Education, research and gender equality in knowledge society**

Education and upbringing play an important role in the society as well as in gender equality. In the process of upbringing and education, stereotypes are frequently repeated and rooted, among others stereotypes related to division of roles of men and women in the society. Mandatory school education is the key socialization institution<sup>86</sup> and it must be assessed from gender perspective.

Individual levels of the Czech education system show a high degree of vertical and horizontal gender segregation. The most profound gender segregation is manifested within pre-school education when absolute majority of teachers (99.7%) in kindergartens is represented by women (in the 2011/2012 school year women represented 99.65% of all teachers in kindergartens). The number of men teachers in kindergartens in the 2011/2012 school year per full-time jobs was only 92 and the number of women teachers in kindergartens was 26,780 in the same school year.). Similarly, women represent 84% of all teachers in elementary schools. Apart from low financial valuation or low social prestige, gender stereotypes are also manifested here, among others, regarding suitability of teacher profession for men.

The high degree of horizontal gender segregation persists also in the area of high and university education. For example in the 2012/2013 school year total 9,504 girls and 52,775 boys studied in high schools in fields with school-leaving examination focused on technical fields. High schools with study fields with school-leaving examination focusing on social sciences were studied in the 2012/2013 school year in total by 87,521 girls, therefore 68.3% of all students of these fields. Men significantly dominate among university students studying technical sciences (70%) while women represent majority of students of humanity and social sciences (66% of women) and economic sciences (61%). The highest degree of gender segregation is visible in pedagogical fields where the representation of women students reaches 80 %.<sup>87</sup>

The Czech Republic permanently witnesses increasing representation of women at all levels of university studies. In 2011 women represented 60.2% of the total number of students of master's study programs and 40.6 % of the total number of students of doctoral study program. However, the high and permanently increasing number of educated women has not been reflected in the representation of women in research in the past decade. The development in technical sciences, an area which receives the highest funding for research and development and area where the largest number of researches work in the Czech Republic, is especially alarming. While the share of women students of masters study program in technical sciences grew from 2001 until 2011 by 10.7 % (to 31.8%) and the share of women in doctoral study programs grew by 4.1 % (to 25.7%), the representation of women among researchers in this area has decreased since 2001 by 3.7 % (to 13.1 %) which is the lowest value of all research areas. Apart from increase in share of women in medical sciences where the representation of women among researchers is the highest and reaches 50.2%, the development of women representation in other fields is either stagnating or decreasing. The lowest representation of women researchers is in business sector (15.2%), 38.1% of women researchers operate in the government sector and 34.7 % women researchers work in university sector. The share of women in professor and docent positions has been slowly growing. In 2011 14.2% women worked in professor position (i.e. increase of 5.5 % from 2001) and 24.2 % women worked in docent position (increase of 3 %). Another example can be found in the significant lack

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<sup>86</sup> For more detail see MEYS, *Status of Gender Equality and Proposal of Mid-term Strategic Plan in the Area of Gender Equality at MEYS*. 2013. URL: <<http://www.msmt.cz/file/31791?highlightWords=m%C5%A1mt>>.

<sup>87</sup> For more detail see CSO, *Focus on Women and Men 2013- 2014*. [online] [quot. 2014-01-31] URL: <[http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r\\_2013-13](http://www.czso.cz/csu/2013edicniplan.nsf/kapitola/1413-13-r_2013-13)>.



of representation of women in charge of state and public universities – only 4.2 % women work in the position of rectors, 14.2 % women worked in position of scientific committee members and 26.3 % women worked at the level of academic senates.

It is necessary to include gender equality in science and research into this area as well. The Czech Republic is one of the countries with the lowest representation of women in science in Europe: Women represent mere 26% of scientific workers. In the Czech Republic the integration of gender perspective in design, evaluation and implementation of research is still very limited which affects the quality and social relevance of research.<sup>88</sup> Representation of women in decision-making positions and advisory bodies in the area of research, development and innovations is also low.<sup>89</sup>

## 2.6. Dignity and integrity of women

The first international document that is specifically focused on the prevention and fighting gender based violation is the Council of Europe Convention on *Preventing and Combating Violence against Women and Domestic Violence*. The Czech Republic has not yet signed this Convention but in accordance with Resolution of the Government of the Czech Republic of 15 May 2013 No. 34 the Ministry of Justice is obliged to prepare materials for signing and ratifying the Convention until 30 June 2014.

One of the forms of gender based violence is domestic violence. Domestic violence occurs in various society segments and 90 % of domestic violence victims are women and minor children are passive participants of domestic violence in 80 % of registered cases. The study Economic Impacts of Domestic Violence<sup>90</sup> issued by the advisory center for women projects proFEM<sup>91</sup> shows that in the Czech Republic 40 % of women from 18<sup>th</sup> year of age until current age have faced some form of domestic violence and 400,000 women are victims of domestic violence every year (11% of respondents in the course of the last year).<sup>92</sup> The number of persons threatened by domestic violence in the records of the Police of the Czech Republic is a proof of high latency of this phenomenon in comparison with the aforementioned data. In 2013 the Police of the Czech Republic marked 1988 persons as threatened by domestic violence, out of which 172 were men, 1401 women and 415 children. In 2012 1407 persons were exiled from common dwelling in 2012.<sup>93</sup> According to the information of Association of Intervention Center Employees the Police of the Czech Republic marked 2051 persons as threatened in 2012 within the total number of exiles, out of which 164 were men, 1467 women and 420 children. Economic impacts of domestic violence are also socially significant. The aforementioned study of advisory center for women

<sup>88</sup> If gender segregation dimension of research is not provided the research may have significant negative impacts in the form of partial understanding of researched reality which may reflect in deterioration of health and quality of life of excluded groups, in insufficient research of diseases, poor diagnostics and treatment. Medicine is not the only involved area, however, it is area where consequences can be fatal. Other areas include architecture, urban planning where it is necessary to solve security from gender perspective (women and men face different types of violence), environment, food safety and other areas of research and of course social and humanity sciences where the subject of research is human society.

<sup>89</sup> As stated in the *Report on Gender Equality in 2012 in the Czech Republic*, ([http://www.MLSA.cz/files/clanky/15492/zprav\\_rovnost\\_2012.pdf](http://www.MLSA.cz/files/clanky/15492/zprav_rovnost_2012.pdf), page. 34), total representation of women in managerial positions of research institutions and state/governmental bodies (i.e. directors and chairwomen) is 11.1 %. In broader management of these institutions (councils, assemblies, chambers and commission) the representation is 17.9 % and 23.3 % in advisory and working bodies. Grant Agency of the Czech Republic has no women in management and only one woman was among rectors of public and state universities as of 31 January 2012. The lowest representation of women is in the Council for Research, Development and Innovations (9.1 %) and Grant Agency of the Czech Republic (9.6 %). The highest representation of women can be found in the Council of Universities (30.1 %), Technological Agency of CR (24.7 %) and in management of public and state universities (19.4 %).

<sup>90</sup> For more detail see [Kunc, K. a kol., Ekonomické dopady domácího násilí. 2012.](#) [online] [quot. 2014-01-31] URL: [http://www.profem.cz/shared/clanky/103/profem-studie2b-web\\_1.pdf](http://www.profem.cz/shared/clanky/103/profem-studie2b-web_1.pdf).

<sup>91</sup> For more detail see <http://www.profem.cz/>.

<sup>92</sup> The first representative survey on the sample of 3000 women in CR aged 18 – 65 was carried out for the study in February 2012.

<sup>93</sup> For more detail see *Overview of Reporting in CR – Full Year*. [online] [quot. 2014-01-10] URL: <http://www.domacinasili.cz/statistiky/>.

projects proFem warns of such impacts. The total amount of economic effects of domestic violence in the Czech Republic was estimated in this study at CZK 1,328.2 million for 2010 (the analysis includes costs of police, prosecution, courts, infringement proceedings, subsidies for social services provision, public health, costs of paid unemployment benefits and sick benefits).<sup>94</sup> Domestic violence, victims of which are men, children, seniors or disabled people has not been sufficiently assessed. We lack studies that would uncover this phenomenon in more detail but we also have not clarified possible methods of researching this type of domestic violence.

Rape is still one of the most devastating forms of gender based violence, however, it is frequently perceived as a taboo and it is overlooked in silence. European surveys show that only 2 – 10 % of all rapes are reported. The vast majority of all sexual offenses against women are not published and sexual violence thus remains underestimated. In the Czech Republic, 1 – 2 rapes are officially registered every day - (it is expected that rape is reported only in 8 % of cases and rape that occurs within the family or partnership is reported in only 3 % of cases). Significant barriers in fight against this phenomenon are in particular insufficient support for victims and persisting myths and stereotypes which very often prevent women from reporting rapes and demanding justice. In 2012 the Police of the Czech Republic detected total 669 cases of rape which represents approximately 12 % growth in comparison with 2010.<sup>95</sup> The problem with frequent granting of probation for committing this criminal offense is also prevailing.

Survey performed within the aforementioned study Economic Impacts of Domestic Violence<sup>96</sup> also identified a large room for improvement of availability of care for victims of domestic violence and prevention of this phenomenon.<sup>97</sup> The Council of Europe recommends as minimum standard 1 accommodation space per 10,000 people, the capacity of the Czech Republic does not reach even one third of the number of recommended spaces.<sup>98</sup>

Trafficking in human beings as a worldwide problem provides possibility to show gender inequalities from global perspective. According to “Trafficking in Persons Report” for 2013,<sup>99</sup> which is published every year by the US Government and which is a significant diplomatic instrument for engaging other governments in the fight against trafficking in person, the Czech Republic remains the source, transition and target country for trafficking in persons for the purpose of forced prostitution (in particular women) and labor exploitation (women and men). This problem is also related to Roma women in the Czech Republic. Employment agencies continue to be the main source of trafficking in persons in the Czech Republic. According to surveys more than 80 % of all trafficked persons are women (or children). Women are trafficked in particular for sexual abuse. Women are more vulnerable to trafficking also because feminization of poverty, migration and inequality on the labor market. In 2012 24 criminal offenses of human trafficking were detected in the Czech Republic and 18 of these cases were solved and 4 were solved additionally and 22 people were prosecuted and 31 were charged; these

<sup>94</sup> For more detail see [Kunc, K. a kol., Ekonomické dopady domácího násilí. 2012.](#) [online] [quot. 2014-01-31] URL: [http://www.profem.cz/shared/clanky/103/profem-studie2b-web\\_1.pdf](http://www.profem.cz/shared/clanky/103/profem-studie2b-web_1.pdf).

<sup>95</sup> For more detail see MV. 2013. Zpráva o situaci v oblasti vnitřní bezpečnosti a veřejného pořádku na území České republiky v roce 2012, page. 12. Available online at: <http://www.mvcr.cz/clanek/zprava-o-situaci-v-oblasti-vnitri-bezpecnosti-a-verejneho-poradku-na-uzemi-cr-v-roce-2012.aspx>.

<sup>96</sup> For more detail see [Kunc, K. a kol., Ekonomické dopady domácího násilí. 2012.](#) [online] [quot. 2014-01-31] URL: [http://www.profem.cz/shared/clanky/103/profem-studie2b-web\\_1.pdf](http://www.profem.cz/shared/clanky/103/profem-studie2b-web_1.pdf).

<sup>97</sup> Availability of care is considered adequate only by 34 % of women in population, 22 % of women consider the area of prevention as satisfactory.

<sup>98</sup> For more detail see EIGE, *Review of the Implementation of the Beijing Platform for Action in the EU Member States: Violence against Women – Victim Support.* 2012. [online] [quot. 2014-01-31] URL: <http://eige.europa.eu/sites/default/files/Violence-against-Women-Victim-Support-Report.pdf>.

<sup>99</sup> This report recommends, among others, to additionally secure the rights of victims and to monitor activity of employment agencies and also recommends CR to adopt eventual necessary legislative changes. For more detail see US Department of State, Office to Monitor and Combat Trafficking in Persons. 2013. [online] [quot. 2014-01-31] URL: <http://www.state.gov/j/tip/rls/tiprpt/countries/2013/215450.htm>.

indicators show an increase in comparison with 2011.<sup>100</sup> As regards to the forms of exploitation within the criminal offense of human trafficking, the trend of increasing representation of sexual purpose of exploitation over labor exploitation has continued.<sup>101</sup>

Demonstration of power supremacy which women are forced to face more often includes also sexual harassment. Woman who stands against sexual harassment and reports a perpetrator must, in most cases, face belittling from her environment, doubts over the seriousness of sexual harassment in media, embarrassing questions about her existing sexual life and also loss of job connected with lower prospect of finding a new one etc. Sexual harassment is discussed most often in connection with labor market. According to surveys, one quarter of the Czech population has experienced sexual harassment within job environment. Women have experienced sexual harassment more often, specifically almost 28 % in comparison with 22 % of men.<sup>102</sup> High frequency of this phenomenon is also showed by survey of universities (80 % of students have experienced sexual harassment, 3 % have personal experience).<sup>103</sup>

In the area of reproductive health sterilizations performed in violation of the law are a significant topic. The Ombudsman's Office,<sup>104</sup> Council of the Government of the Czech Republic for Human Rights<sup>105</sup> and CEDAW Committee<sup>106</sup> think it is necessary to carry out a thorough and independent investigation regarding performance of sterilizations in violation of the law in order to implement an effective compensation mechanism for sterilized women. Within the Priorities for 2012 the Government of the Czech Republic ordered the Commissioner for Human Rights to assess possibilities of compensation, including three year statute of limitations for filing claim in cases of illegal sterilizations. In the same document the Government of the Czech Republic also ordered the Minister of Interior to monitor decision-making procedures of Czech courts regarding discrimination based on sex and violence on women and disclose relevant judgment on the internet (see Attachment Resolution of the Government of the Czech Republic of 19 October 2011 No. 77, task No. 8).

In the area of care related to pregnancy, childbirth and post-partum care which represents another part of the rights of women related to reproduction health, the problem lies in insufficient acknowledgment of individual needs of parents and children leading to routine preference of intervention medical treatments. Freedom of choice of place, method and circumstances of childbirth is also continuously suppressed, in particular in relation to personal aspect of giving birth. Discrimination of midwives is a special category. According to the surveys of the National Health Organization<sup>107</sup> midwife care is the safest way to childbirth for both the mother and child. Activity of midwives in full scope is not legally and factually anchored in the Czech Republic and it is systematically limited from the part of authorities. Legislative regulations from 2011-2013 virtually compromised practice of midwives.<sup>108</sup> Mothers do not have option to freely select the

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<sup>100</sup> For more detail see MI, *Report on Status of Trafficking in Human Beings in CR in 2012*. 2013, page 17.

<sup>101</sup> For more detail see MI, *Report on Status of Trafficking in Human Beings in CR in 2012*. 2013, page 18.

<sup>102</sup> For more detail see Křížková, A. (ed.), *Obtěžování žen a mužů a sexuální obtěžování v českém systému pracovních vztahů*. 2005. [online] [quot. 2014-01-31] URL: <<http://www.MLSA.cz/files/clanky/1699/obtezovani.pdf>>.

<sup>103</sup> For more detail see Vohlídalová, M. (ed.), *Sexuální obtěžování ve vysokoškolském prostředí*. 2009. [online] [quot. 2014-01-31] URL: <<http://www.cec-wys.org/prilohy/a0baecad/sexualni%20obtezovani.pdf>>.

<sup>104</sup> For more detail see Motejl, O., *Závěrečné stanovisko ve věci sterilizací prováděných v rozporu s právem a návrhy opatření k nápravě*. Ombudsman. 2005.

<sup>105</sup> For more detail see Council of the Government of the Czech Republic for human rights, *Podnět Rady vlády ČR pro lidská práva ke sterilizacím žen v ČR prováděným v rozporu s právem*. 2012.

<sup>106</sup> For more detail see UN, *Concluding observations of the Committee on the Elimination of Discrimination against Women*. CEDAW/C/CZE/CO/5, 47th session, 4-22 October 2010, par. 34.

<sup>107</sup> Ibid.

<sup>108</sup> In Particular Act No. 372/2011 Coll., on medical services and conditions for provision thereof and implementing Decree No. 92/2012 Coll., on requirements on technical and material equipment of medical facilities and contact workplaces for

place, method and circumstances of childbirth. Violation of this right is also investigated by the European Court of Human Rights, we are still awaiting the decision.<sup>109</sup> In this regard the CEDAW Committee recommended adoption of law on rights of patients and exclusion of redundant medical procedures, as well as relevant actions to ensure that birth of a child outside of hospital with assistance of midwife is a safe and affordable option for women.<sup>110</sup> Based on inputs from civic public the Ministry of Health established a working group in 2012 which should have attempted to extend the possibility of obstetric care, settlement of the status of midwives and realization of free choice of women regarding the conditions of childbirth. Activity of this working group including the representatives of midwives, women organizations and doctor professions was in the course of 2013 terminated due to disagreement regarding competencies of midwives. After the activity was renewed, however without presence of midwives and women organizations, an alternative solution to classic childbirth was found: since January 2014 it is possible in the Czech maternities to give birth without presence of a doctor, solely with assistance of a midwife, early departures of mothers with babies after childbirth solve the so-called ambulatory childbirth.<sup>111</sup> However, it is necessary to state that it is only a minor and very partial change and the situation of the Czech obstetrics must be further monitored and we must try to change it.

## 2.7. Gender equality in external relations

Protection and promotion of human rights and basic freedoms and support for democracy is one of the eight explicitly articulated priorities in the Concept of Czech Foreign Policy adopted in 2011.<sup>112</sup> The concept of foreign development cooperation for 2010 – 2017 valid for bilateral foreign development cooperation defines gender equality as one of sectional principles. Main international commitments, which the Czech Republic subscribed to for achieving gender equality (in particular the UN Convention on the Elimination of All Forms of Discrimination against Women), are binding also for activities in external relations. Certain accepted international commitments are even primarily valid for external policy (e.g. The Millennium Development Goals<sup>113</sup>, the European Consensus on Development 2005<sup>114</sup>, UN Security Council Resolution no. 1325,<sup>115</sup> 1820,<sup>116</sup> 1888,<sup>117</sup> 1889<sup>118</sup>).

Within foreign development cooperation only NGO projects have been realized. At multilateral level of foreign development cooperation, only one organization focusing on gender equality has been supported: UNIFEM and its successor organization UN Women.<sup>119</sup> This organization was

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home care and implementing Decree No. 99/2012 Coll., on requirements on minimum staffing of medical services or Act No. 48/1997 Coll., on public health insurance.

<sup>109</sup> The meeting took place on 10 September 2013, it involved complaint of two women against the Czech Republic. In similar case (case Ternovská vs. Hungary, complaint No. 67545/09) the court decided in favor of the petitioner.

<sup>110</sup> For more detail see UN, *Concluding observations of the Committee on the Elimination of Discrimination against Women*. CEDAW/C/CZE/CO/5, 47th session, 4-22 October 2010, par. 37.

<sup>111</sup> For more detail see MH, *Changes in obstetrics in 2014: childbirth only with assistance from midwife and so-called ambulatory childbirth*. 2013. [online] [quot. 2014-01-31] URL: <[http://www.mzcr.cz/documenty/zmeny-v-porodnictvi-v-roce-2014porod-pouze-za-pomoci-porodni-asistentky-a-tzv-8532\\_2778\\_1.html](http://www.mzcr.cz/documenty/zmeny-v-porodnictvi-v-roce-2014porod-pouze-za-pomoci-porodni-asistentky-a-tzv-8532_2778_1.html)>.

<sup>112</sup> For more detail see MFA, *Czech Republic Foreign Policy Concept*. 2011. [online] [quot. 2014-01-31] URL: <[https://www.mzv.cz/file/675937/koncepce\\_zahranicni\\_politiky\\_2011\\_cz.pdf](https://www.mzv.cz/file/675937/koncepce_zahranicni_politiky_2011_cz.pdf)>.

<sup>113</sup> UNGA (2000): *United Nations Millennium Declaration*. New York, 18.9.2000.

<sup>114</sup> EK – EP – ER (2005): *European Consensus on Development*. 20.12.2005.

<sup>115</sup> UNSC (2000): *Resolution 1325*. New York, 31.10.2000.

<sup>116</sup> UNSC (2008): *Resolution 1820*. New York, 19.6.2008.

<sup>117</sup> UNSC (2009): *Resolution 1888*. New York, 30.9.2009.

<sup>118</sup> UNSC (2009): *Resolution 1889*. New York, 5.10.2009.

<sup>119</sup> O'Sullivan, M., Šimůnková, B. 2010, „Mezinárodní dimenze naplňování Pekingské akční platformy“. In Kubálová, P., Wennerholm Čáslavská, T. (eds.). *Ženy a česká společnost: Hodnocení implementace Pekingské akční platformy na národní a mezinárodní úrovni*. Prague: Otevřená společnost o.p.s., page 128.



supported by a form of financial contributions until 2011. Since 2012 the activity of international organizations solving problems of women has not been supported in any way.

Foreign women in the Czech Republic are a group that is discriminated multiple times. According to the data of CSO from 2011 there are 186,000 legally resident foreign women in the Czech Republic, out of which approximately 80,000 foreign women are active on the labor market, out of which 60,000 women are citizens of EU states. This group of people is subject to a number of disadvantages in comparison with Czech employees, in particular on the labor market. The most frequent reasons are: worse language skills, lack of experience, knowledge of environment and limited social connections. Apart from this, these people are frequently discriminated due to race/ethnic origin, nationality or religion and further disadvantaged by legal regulations (acknowledgement of qualification in the Czech Republic and related issue of work permits, inability to be included in public health insurance). Economic pressure and lack of support within childcare limits their options of education (requalification) and professional growth. Women migrants frequently remain in marginalized position because they are provably threatened by unemployment. In a consequence thereof they are willing to accept any work without regard to the level of their education, original job as well as their employee rights. They are in the position of cheap labor force when under the pressure of circumstances they perform better and they are willing to work under conditions which are evidently unequal in comparison with Czech women workers. In this regard we can also clearly see dependence on employer arising in particular from connection with work permit and residence permit. Additionally, with regard to deeply rooted inequality between genders, migrating women find employment predominantly in the area of informal and non-regulated provision of services such as work in hostelry and hotel business, housework, care for elderly and disabled persons but also in sexual industry.

## **2.8. Everyday life and lifestyle**

The Beijing Platform for Action also focuses on the matters of environment in relation to gender equality and the platform states gender inequalities in the area of natural resources management and environment protection as one of critical points of interest. Women frequently do not have sufficient share in administration and management of institutions whose decisions most significantly influence the quality of environment and they are frequently insufficiently represented in institutions creating local policies in this field. Also, women bear the consequences of negative decisions in local communities. EIGE focused on the matter of gender and environment in its report *Gender and Climatic Changes, Review of the Implementation in the Area of the Beijing Platform for Action*.<sup>120</sup> For example, the report shows that women are less and less represented in decision-making processes related to environment at national, European and international level (from 15 % in certain EU members states up to total 39 % representation of women in delegations of individual states to the UN Framework Convention on Climatic Changes). The representation of women for the Czech Republic is, according to this report, 4 % below the average of EU within decision-making positions of ministries which focus on the issues of climatic changes in the area of environment, transport and energy and representation of women is 4,5 % lower in international institutions focusing on climatic changes. The report further mentions that in a consequence of various consumer patterns of women and men, women contribute to production of greenhouse gases less than men. In the evaluation of impacts of climatic changes on women and men, the report further mentions that ability of women to deal with these impacts is lowered in comparison with men, especially because of lower income which does not allow women to take costly measures for compensating the negative consequences of climatic changes.

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<sup>120</sup> For more detail see EIGE, *Review of the Implementation in the EU of area K of the Beijing Platform for Action: Women and the Environment. Gender Equality and Climate Change*. 2012. [online] [quot. 2014-01-31] URL: <http://eige.europa.eu/sites/default/files/Gender-Equality-and-Climate-Change-Report.pdf>.

Public transport and infrastructure is another area where the experience, needs and preferences of women, eventually other disadvantaged people, are not acknowledged, despite the fact they are the prevailing users of public transport. In the case of women these are in particular duties connected to everyday duties ensuring proper family function, childcare and care of other family members (movement with a stroller, availability of stops, intervals and continuity of transport links). For disabled persons, public transport frequently represents the only possibility to transport to the place where they make money, to their doctor or to provide other important needs for themselves and their close persons. According to the statistical investigation of CSO from 2011, there are 50 % less women drivers using car for everyday transport to school or employment in than men, women also use city public transport more than men and they also go on foot more than men. Specific needs of women in transport (for example women with strollers or women with limited mobility) are not explicitly named in strategic documents of MT despite the fact that webpage of MT contains information on gender aspects of transport policy, including necessity of using gender sensitive statistical data.<sup>121</sup> According to the data of the Ministry of Transport, men represent approximately 56.6 % of all registered drivers, women drivers constitute approximately 43.4 % of the total number of drivers. However, the ratio of men and women who received so-called points for committing offence in road transportation significantly differs from the ratio of all drivers. 83.1 % of men and 16.9 % of women represent the entire number of drivers with road transportation offence.<sup>122</sup> **In general, men have approximately 2 times higher accident rate (per one thousand drivers) and they experience their first car accident in younger age than women. The cause is in particular higher speed and less respect for the rules of the road.** The fact that women are more responsible within road transport is also supported by the results of survey on using safety belts which shows that if a driver has issue with using safety belts, there is 91 % probability the driver is a man and only 9% probability the driver is a woman.<sup>123</sup>

Sport is an area of human activity which generally enjoys large interest from people and it also has enormous potential to unite and address people, without regard to age or social background. Therefore, it significantly strengthens economic and social unity, it helps to create integrated society, including achieving equal positions of men and women. Public funds supporting sport are allocated differentially to individual types of sport in the case of state, regional and local level. Gender mainstreaming is not applied at all in the principles of distributing state subsidies. The state of gender inequality in sport was mapped by the study ordered by MEYS in 2004. This study confirmed that besides specificity of state financial support there is also a significant imbalance in sport environment regarding representation of men and women in professional and management positions. The study highlighted significant issue of violence and sexual harassment in sport.

In a number of societies (Czech Republic is one of them) boys are more often encouraged to do sport, whether in the form of games with friends or hobby groups. On the contrary, girls are more often lead to stay at home or engage in hobby groups associated with “women” works which has significant economic impact on lives of men and women. Specifically for a number of men, sport is a possibility to progress in social ladder and even to a well paid job which is definitely not the case for women in such scope. The efforts to increase participation of women in sport or at least to increase the number of women participants in sport matches, include also different (i.e. lower or none at all) entrance fee. This approach was contested as discriminatory, however, the Ombudsman stated in this regard that the goal (supporting participation of women within audience usually attending similar events) which should be achieved by different entrance fee for

<sup>121</sup> For more detail see MT website . URL: < [http://www.mdcz.cz/cs/Legislative/Programy+a+projekty/Rovne-prilezitosti/metoda\\_gender+mainstreaming.htm](http://www.mdcz.cz/cs/Legislative/Programy+a+projekty/Rovne-prilezitosti/metoda_gender+mainstreaming.htm) >.

<sup>122</sup> For more detail see BESIP, *Jak řídí ženy a muži?* 2014. [online] [quot. 2014-01-31] URL: <<http://www.ibesip.cz/cz/pro-media/129-jak-ridi-zeny-a-muzi>>.

<sup>123</sup> For more detail see BESIP, *Bezpečnostní pásy*. [online] [quot. 2014-01-31] URL: <<http://www.ibesip.cz/cz/ridic/zasady-bezpecne-jizdy/bezpecnostni-pasy>>.

women and men is legitimate and therefore it is not a case of discrimination in accordance with Antidiscrimination Act.<sup>124</sup>

Media play an important role in creating life views, they reflect values and cultural standards of the society. They also help within creating and formulating culture. In the current time media and their communications, including advertising, are perceived as co-creators of public opinions, social trends and social roles. They serve for creating personal stances of citizens but they are also a tool for socialization and communication channel.

The state can influence the situation in media in particular through the Council for Radio and Television Broadcasting, also by pressure on compliance with ethical standards in particular in public media. It is undeniable that media, as one of the most important information channels, are involved in creating stances and mechanisms of behavior which in many cases disadvantage women. In 2010 the results of the Global Media Monitoring Project (hereinafter “GMMP”) were presented, this project maps the method and intensity of depicting women and men in media throughout the world. GMMP is the largest and the longest running project of its kind and it maps the situation of gender equality in media in 108 countries in the world.<sup>125</sup> The research showed, among others, that in the Czech Republic women were depicted as central actors only in 23 % of all reports, while men in 77 % of cases. Therefore, within reporting, men are significantly more visible than women. The research further showed that women reporters report to a large degree on social and legal topics (64 % of these reports were provided by women), men dominate in topics related to crime and violence (67 % of these reports were created by men). Analysis of Report of Czech TV Stations from 2013 also notifies of imbalance in television reporting<sup>126</sup> when it shows women within media reality as a minority (!) and it further points out persistent low share of presented women in reporting of commented broadcast of public service TV stations.

Magazines designated designed specifically for men and women and, of course, advertising which together with products and services offers specific images of lifestyle, beauty, attractiveness, success and sexuality, which are often normative and include gender stereotypes, have vast potential for affecting social attitudes. Within stereotypes we can see that constructs that are connected to the ideal of manhood such as physical strength, courage, friendship or sexual appetite, in women these are health, youth, physical beauty, family care, are deepened here. Stereotyped depiction of human body in advertising is a subject of the competition Sexistické prasátečko (Sexist Pig), held by NHO Nesehnutí since 2009. The goal of this competition is to notify advertisers and advertising creators that these advertisements may agitate and offend.<sup>127</sup> Situation in advertising may be affected by the state in particular through the Council for Radio and Television Broadcasting and also mediately, through public media engaged in professional association Council for Advertising.

### **3. Horizontal strategic priorities**

The below given horizontal priorities of gender agenda are involved in all of the aforementioned strategic areas. Determining goals and measures within these priorities will lead to better link between areas and in particular to fulfillment of strategic goals.

#### **3.1. Gender stereotypes and relations**

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<sup>124</sup> For more detail see Ombudsman, *Volný vstup pro ženy na fotbalové utkání – file 139/2010/DIS/JKV*. 2010. [online] [quot. 2014-01-31] URL: <[http://www.ochrance.cz/fileadmin/user\\_upload/DISKRIMINACE/Kauzy/sluzby/139-2010-DIS-JKV.pdf](http://www.ochrance.cz/fileadmin/user_upload/DISKRIMINACE/Kauzy/sluzby/139-2010-DIS-JKV.pdf)>.

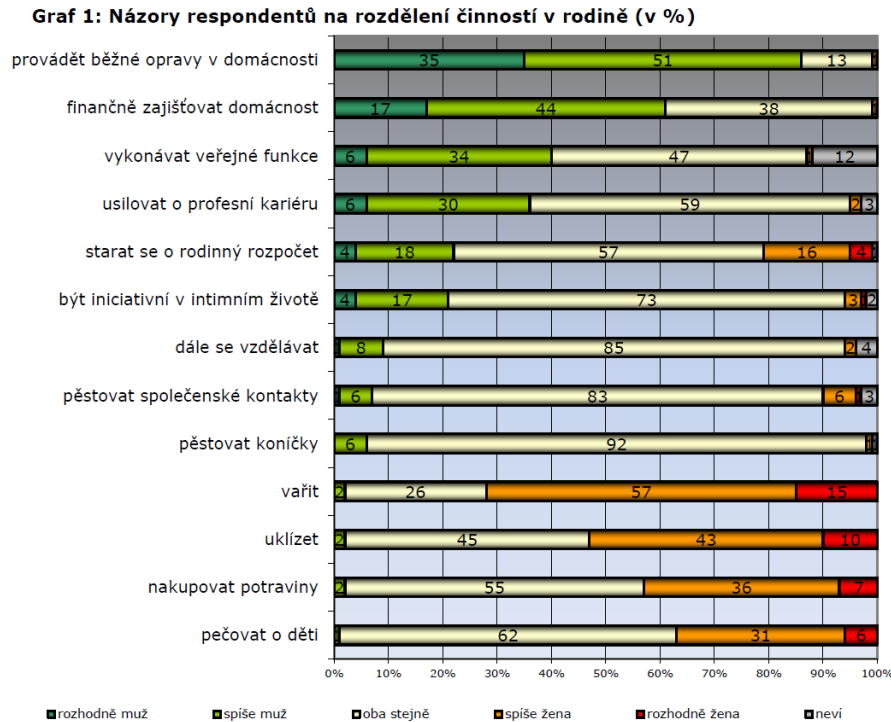
<sup>125</sup> Project GMMP is implemented by World Association for Christian Communication. For more detail see *Who makes the news?* <<http://www.whomakesthenews.org/>>.

<sup>126</sup> For more detail see Česká televize, *Analýza zpravodajství českých televizí*. 2013. [online] [quot. 2014-04-17] URL: <<http://img.ceskatelevize.cz/press/2490.pdf>>, page 23.

<sup>127</sup> For more detail see NESEHNUTÍ, *Sexistické prasátečko*. [online] [quot. 2014-01-31] URL: <<http://zenskaprava.cz/sexisticke-prasatecko/>>.

The concept of gender equality is related to women as well as men and for both parties it represents fundamental benefits. If the goal of the society is to allow men and women to freely decide on their lives, it is desirable to overcome gender stereotypes. Gender stereotypes are created already during childhood, in particular in family and school. For more detail, see below, in particular chap. 3.5 and 3.8.

Persisting stereotypes are portrayed convincingly by the survey Public Opinions on the Role of Man and Woman in Family from December 2013 carried out by the Public Opinion Research Center of the Institute of Sociology of the Academy of Sciences of the Czech Republic, v.v.i.<sup>128</sup>



**Chart 1: Opinions of respondents on division of activities in family (in %)**

carry out standard repairs within household

provide for household financially

perform public functions

seek professional career

manage family budget

be initiative in intimate life

educate oneself further

develop social contacts

develop hobbies

cook

clean

<sup>128</sup> For more detail see Institute of Sociology of the Academy of Sciences of the Czech Republic, *Press Release*. 2013 [online] [quot. 2014-04-04] URL: <[http://cvvm.soc.cas.cz/media/com\\_form2content/documents/c1/a7166/f3/ov140122.pdf](http://cvvm.soc.cas.cz/media/com_form2content/documents/c1/a7166/f3/ov140122.pdf)>.

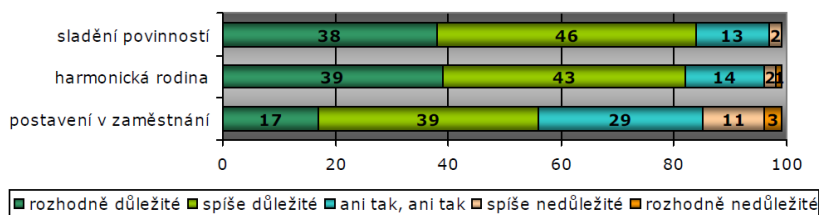
buy food

childcare

definitely man    probably man    both equally    probably woman    definitely woman    does not  
know

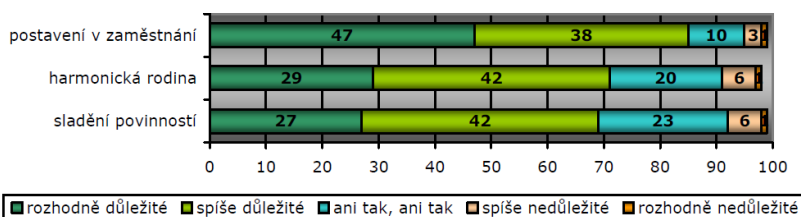
Below are the results of the survey Role of Men and Women of the Public Opinion Research Center of the Institute of Sociology of the Academy of Sciences of the Czech Republic, v.v. from 2011 which researched success factors of men and women:<sup>129</sup>

**Graf 2: Co je důležitým ukazatelem úspěšnosti ženy (v %)**



Pozn.: Dopočet do 100 % u jednotlivých položek tvoří odpovědi „nevím“.

**Graf 3: Co je důležitým ukazatelem úspěšnosti muže (v %)**



Pozn.: Dopočet do 100 % u jednotlivých položek tvoří odpovědi „nevím“.

## Chart 2: What is important indicator of success of a woman (in %)

reconciliation of duties  
 harmonic family  
 position in employment

definitely important, rather important, neutral, rather unimportant, definitely unimportant

Note: 100% completed by answer "I do not know" in individual categories

## Chart 3: What is important indicator of success of a man (in %)

reconciliation of duties  
 harmonic family  
 position in employment

definitely important, rather important, neutral, rather unimportant, definitely unimportant

Note: 100% completed by answer "I do not know" in individual categories

## 3.2. Legislation within gender equality

Basic legal framework of protection against discrimination is provided in the Czech Republic at the highest level by the Charter of Fundamental Rights and Freedoms together with international treaties related to human rights and legal regulations of the European Union.<sup>130</sup>

<sup>129</sup> For more detail see Institute of Sociology of the Academy of Sciences of the Czech Republic, *Tisková zpráva*. 2011. [online] [quot. 2014-04-04] URL:

<sup>130</sup> This legislation includes in particular the following regulations: (i) Directive of the European Parliament and Council Directive 2002/73 / EC of 23 September 2002 amending Council Directive 76/207 / EEC on the implementation of the principle of equal treatment for men and women as regards to access to employment, vocational training and promotion and working conditions, (ii) Council Directive 2000/78 / EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, (iii) Council Directive 79/7 / EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security, (iv) Council Directive



Possibilities given in these documents are further specified by laws, primarily by the Antidiscrimination Act which is a general legal regulation regulating equal treatment and legal instruments of protection against discrimination.<sup>131</sup> Other laws affect specific relations and in connection to the Antidiscrimination Act they represent special legal regulations.<sup>132</sup> Other acts regulate rights to equal treatment only generally, or they refer to the Antidiscrimination Act in the matters of equal treatment and prohibition for discrimination.

However, the very existence of legal regulation related to equal position is not sufficient condition for real application of the basic human right, which equality of men and women definitely is. It is necessary to ensure enforceability of law and transparency,<sup>132</sup> as well as continuous specification of interpretation of legal regulations and revision thereof or identification of areas where it is necessary to create a legal framework. The need to revise legal regulations is currently related to all strategic areas of gender equality, in particular legislative anchoring of agenda, facilities providing preschool childcare, reconciliation of working, private and family life, in particular with regard to Labor Code (special operational reasons, maternity/parental leave, work from home and remote work), Act on Social Support (child benefit) and Education Act, obstetric and postpartum care, position of migrating persons etc.

### 3.3. Collection of statistical data

In the Czech Republic, CSO can be considered as central body responsible for collecting statistical data with gender aspect. CSO fulfills the role of national coordinator from the perspective of methodological and technical anchoring and provision of continuity, reliability and validity of collected statistical data and security of sections of national departmental statistics related to gender equality. For this purpose CSO regularly issues gender-statistic publications *Focus on Women and Men*<sup>133</sup> and *Women and Men in Data*<sup>134</sup>. In cooperation with this professional facility the Czech Republic has subscribed to all hitherto accepted documents related to the position of men and women and elimination of discrimination against women and men and thus the Czech Republic took on significant commitments also in relation to statistical observation of these issues. Continuity of detected and subsequently issued data as well as subsequent possibility to monitor their development in time is thus ensured. Time-Use-Survey (how women and men spend their time) is one of the most significant areas of gender statistics. However, surveys which are standard abroad are unavailable in the Czech Republic in the current time. Restoration of this collection of data would provide very valuable information not only on division of labor in families, care of dependent family members but it would also provide complex data necessary for correct configuration of state social policy.

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96/97 / EC of 20 December 1996 amending Directive 86/378 / EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes (v) Council Directive 86/613 / EEC of 11 December 1986 on the application of the principle of equal treatment for self-employed men and women, including agriculture, and on the protection of motherhood (vi) Council Directive 2004/113 / EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to goods and services and their provision. (vii) Directive of the European Parliament and Council Directive 2006/54 / EC of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

<sup>131</sup> This includes in particular: Act No. 89/2012 Coll., Civil Code, Act No. 262/2006 Coll., Labor code as amended, Act No. 435/2004 Coll., on employment, as amended, Act No. 561/2004 Coll., on preschool, primary, secondary, professional and other education (Education Act), Act no. 99/1963 Coll., civil procedure code, as amended, Act No. 40/2009 Coll., penal code, as amended.

<sup>132</sup> For more detail see European Union, *Commission Recommendation of 7 March 2014 on the Strengthening of the Principle of Equal Pay for Men and Women through Transparency*. 2014. [online] [quot. 2014-04-04] URL: <<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2014:069:0112:0116:CS:PDF>>.

<sup>133</sup> Last released vision of publication *Focus on Women and Men* is available at: [http://www.czso.cz/csu/2013edicniplan.nsf/publ/1413-13-r\\_2013](http://www.czso.cz/csu/2013edicniplan.nsf/publ/1413-13-r_2013).

<sup>134</sup> Last released vision of publication *Women and Men in Data* is available at: [http://www.czso.cz/csu/2011edicniplan.nsf/publ/1417-11-n\\_2011](http://www.czso.cz/csu/2011edicniplan.nsf/publ/1417-11-n_2011).

In the current time we do not have data on summary indexes of land owners and company owners by sex, economic activity connected with information on age of minor children, access to loans by sex and share of women in managerial positions. The Czech Republic has also problematic areas of data collection related to ethnical minorities by sex and age, in particular due to unclear definition of the term. Czech Republic also lacks complete statistics for all teachers by age and from judiciary and criminality point of view it is difficult to underpin in particular illegal migration due to its latent character.

Certain indicators are not monitored each year, they are dependent on ad-hoc sample surveys which are carried out once per long time interval or irregularly. The areas are in particular:

- area of public life and decision-making (functionaries of fields by gender, leading members in national non-governmental organizations by gender and type of organization, directors and chief editors and editors in press by gender);
- area of population and family and households (decision-making positions within family by gender, childcare by gender of the caring person, childcare by the time spend on care and by gender, care of other dependent persons by gender of the caring persons and care of other dependent persons by the time spend on care and by gender);
- area of health (evaluation of subjective medical condition by gender, alcohol consumption by regularity and quantity and gender, frequency of exercise and recreational sports by gender);
- area of work and salary (time spent on unpaid work by gender, free time by gender and time spent on personal care by gender).

### 3.4. Men and gender equality

Gender equality is frequently understood as a concept affecting primarily women. This approach was and still is logical and legitimate given the context of historically perceived unequal position of women logical and legitimate. However, in the current time, gender equality concept, which takes matters related to women and men as well into consideration and offers significant benefits to both parties, appears to be decisive. The goal is not similarity and refusal of all differences between the sexes but equality.<sup>135</sup> Firmly set gender based roles limit not only women but also men. Just remember discrimination of fathers after divorce.

According to the results of the survey Forms of Fatherhood in the Czech Republic ordered by MEYS, men are rather happy with traditional, stereotype division of roles in family (provider and baby-sitter).<sup>136</sup> The results of this survey show that vast majority of all activities connected to everyday childcare and running household are performed by women. On average, women do 75% of housework, 73 % of everyday childcare and 68 % of shopping. In 75 % of cases women take the role of primary providers of care for seniors in family, the role of men is mostly secondary and it is limited to occasional assistance.

The situation in the area of providing childcare is convincingly portrayed by gender based data of MEYS on recipients of child benefits: in 2012 women were recipients in 306,412 cases, men were recipients in 5,249 cases (i.e. 1.7 % from the total number of recipients).<sup>137</sup> In the current time there are virtually no programs targeted at support for active fatherhood, not even from the part of public administration or employers.

<sup>135</sup> For more detail see Office of the Government of CR, *Summary Report on Fulfillment of Priorities and Policies of the Government in Promoting of Gender Equality (equal opportunities) in 2009*. 2010. [online] [quot. 2013-12-12] URL: <<http://www.MLSA.cz/files/clanky/12391/Zprava-za-rok-2009.pdf>>, page 42.

<sup>136</sup> For more detail see Mediaresearch, *Presentation – Forms of Fatherhood in CR – Sociological Survey*. 2010. [online] [quot. 2014-02-12] URL: <<http://www.tatanaplnyuvazek.cz/wp-content/uploads/2013/05/podoby-otcovstvi.pdf.tatanaplnyuvazek.cz/wp-content/uploads/2013/05/podoby-otcovstvi.pdf>>.

<sup>137</sup> For more detail see CSO, *Social Security. 5 - 7. Recipient of Child Benefit by Sex*. [online] [quot. 2014-01-10] URL: <[http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D6DD/\\$File/1413135507.pdf](http://www.czso.cz/csu/2013edicniplan.nsf/t/6D0027D6DD/$File/1413135507.pdf)>.



Gender segregation in education, in particular in the area of primary education is described in more detail above, in chapter 3.5. Low attention is also paid to gender connections to health, quality and life and life expectancy. The highest addiction rate also occurs in men (ratio of men and women addicted to alcohol and using other addictive substances is 2:1 according to IHISC) and higher percent men commit suicide (according to COS data the ratio of suicide of men and women is 4,8:1).<sup>138</sup>

### 3.5. Cooperation with partners

Cooperation and mutual communication of information among all participating entities – i.e. both institutions and state administration bodies and representatives of non-profit, profit and academic sector is fundamental for gender equality agenda. Representatives of various sectors are represented in the Council, Council committees and working groups, they are becoming a part of expert groups working on strategic documents etc.

Diversity of organizations, their flexibility and various portfolio of actions make non-governmental entities important actors within promotion of gender equality policy, however, never should these entities replace or assume the role of the state.<sup>139</sup>

From the activities of NGOs the most important forms of cooperation with public administration are in particular: awareness and education activities, advocacy activity, activities focused on prevention of various undesirable social phenomena, counseling, emergency assistance, provision of expertise to various state bodies etc. In a number of given areas NGO activity is irreplaceable, however, we still do not have a sustainable system of financing NGOs and the role of NGOs is not anchored in the system of institutions focusing on gender equality, the system of cooperation between the public administration and NGOs is set only in certain areas, predominantly in those which are not solved by the public administration (e.g. project of international cooperation or emergency assistance to domestic violence victims).

In accordance with the Statute of the Council, the representatives of academia are the members of the Council. The basic goal of engagement of academia in the Council is transfer of necessary theoretical information and research discoveries to Council, it is an activity which contributes to better analysis of various specific questions related to gender issues. The following academic workplaces are represented: Institute of Sociology of the Academy of Sciences, Faculty of Social Sciences of the Charles University and the Faculty of Social Studies of the Masaryk University. As in the case of cooperation with NGOs, the framework of cooperation is not systematically anchored here, research themes are not provided by the state which means that large portion of cooperation potential is not used.

Other important partners of public administrations are trade unions and associations and other informal associations of employers, in particular Czech Confederation of Trade Unions and **Association of Industry and Transport of the Czech Republic.**

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<sup>138</sup> For more detail see CSO. Suicides. [online] [quot. 2014-01-12] URL: [http://www.czso.cz/csu/redakce.nsf/i/sebevrazdy\\_zaj](http://www.czso.cz/csu/redakce.nsf/i/sebevrazdy_zaj).

<sup>139</sup> For example unsystematic transfer of responsibility for domestic violence issues to MI and subsequently to NGOs and informal organizations.

### **SWOT analysis**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>- membership of CR in EU where gender equality is one of the priorities</li> <li>- good legislative anchoring of gender agenda (in particular effects of EU legislation)</li> <li>- existing basis of institutional provision of gender equality policy (in particular Government Council for Equal Opportunities of Women and Men and its secretariat)</li> <li>- long-term anchoring of gender agenda at governmental level (in particular Priorities and Procedures of the Government in Promoting Equal opportunities for Women and Men)</li> <li>- existing strategic documents for selected areas (e.g. domestic violence, human trafficking, social inclusion)</li> <li>- existing research and statistical institutions focusing on gender issues</li> <li>- establishing cooperation with international organizations</li> <li>- network of NGOs focusing on gender issues</li> <li>- networks and activities of business companies in the area of gender equality</li> <li>- functioning cooperation of NGOs, research and statistical institutions, business companies and certain entities of public administration</li> <li>- existence of methodical tools for promoting gender equality in public and private sphere (for example gender audits)</li> <li>- high level of education of women</li> </ul>	<ul style="list-style-type: none"> <li>- non-existent strategic goals and complex national gender equality policy</li> <li>- insufficient fulfillment of international treaties and commitments</li> <li>- non-existent systematic and unified approach to projects of development cooperation at governmental level</li> <li>- low law enforceability and legal awareness</li> <li>- minimum gender mainstreaming in all areas of public administration</li> <li>- insufficiently developed structure of institutional provision of gender equality agenda (failure to recognize its sectional character and gender mainstreaming, low powers, insufficient finances and personnel within gender agenda)</li> <li>- disunited standard of gender agenda provision at individual departments and low gender awareness of persons in state administration</li> <li>- non-fulfillment or formal approach to fulfillment of intrastate documents accepted in the area of gender equality</li> <li>- insufficient and non-systematic provision of gender agenda within local authorities</li> <li>- low level of cooperation between public administration and other participants focusing on gender equality</li> <li>- insufficient provision and utilization of research and statistical surveys, insufficient inclusion of gender equality in research, development and innovations</li> <li>- insufficient provisions of financing for NGOs focusing on gender equality</li> <li>- gender segregation of labor market</li> <li>- discrimination of women on labor market in consequence of taking care of children and close persons</li> <li>- field segregation of education system and unequal conditions and treatment of boys and girls during education</li> <li>- low representation of women in decision-making positions</li> <li>- failure to acknowledge unpaid work and low share of men in care</li> <li>- insufficient capacity and quality of institutions acknowledging childcare and care of close persons and transfer thereof outside of public sector</li> <li>- negative impacts of economic crisis on women</li> <li>- insufficient offer of flexible forms of work</li> </ul>

	<ul style="list-style-type: none"> <li>- large difference between remuneration of women and men</li> <li>- multiple discrimination against women</li> <li>- sexual violence and trafficking in women</li> <li>- social exclusion of victims of violence</li> <li>- gender-based violence in virtual space</li> <li>- inability to freely choose place, method and circumstance of childbirth</li> </ul>
<p><b>Opportunities / Challenges</b></p> <ul style="list-style-type: none"> <li>- formulating vision based on generally valid and proven principles and in broader consensus among society</li> <li>- complex and systematic provision of continuity and sustainability of gender agenda in longer time horizon without limitation by election period</li> <li>- making gender equality policy more important and real fulfillment of the policy</li> <li>- determination of priority areas, goals and measures, tasks and competencies for relevant participants, creation of tools for solving gender agenda and determining control mechanisms</li> <li>- provision of framework for defining the position of Czech Republic in relation to EU and strict fulfillment of international treaties and commitments</li> <li>- strengthening cooperation with international organizations</li> <li>- identification of missing legislation and improvement of current legislation</li> <li>- decreasing gender inequalities, increasing sensitivity and awareness of gender inequalities in society</li> <li>- systematic connection of agenda between departments (including possibility to create follow up department strategies), state administration, local authorities and other participants</li> <li>- implementation of optimal standard for promoting gender equality at institutional level</li> <li>- strengthening social justice, cohesion and solidarity in society</li> <li>- economic usefulness and utilization of potential of each person for individual fulfillment and in favor of entire society</li> <li>- systematic creation and utilization of research and statistical surveys</li> <li>- increased engagement of men in gender equality agenda</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>- solving gender equality without relevance to global issues</li> <li>- low political will to deal with gender equality issues</li> <li>- persisting low awareness of persons in decision-making positions of gender inequalities in society</li> <li>- failure to acknowledge the importance of gender agenda by public, media, business companies etc., regional differences in awareness and acceptance of gender equality</li> <li>- deterioration of legislation within gender equality</li> <li>- decrease in the current standard of institutional security of gender equality</li> <li>- insufficient formal powers and unsustainable staffing of national coordinator agenda</li> <li>- low intersectionality of gender agenda (in particular issues of Roma population, migration, housework etc.)</li> <li>- deterioration of quality of lives of men and women</li> </ul>

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### **Overview of basic terms for area of gender equality**

**Domestic violence:** Any form of physical, sexual or psychological violence and/or use of physical or emotional power and/or threats of physical violence including sexual violence within family or household. Includes abuse of children, incest, violence against female (male) partner and sexual or other type of abuse of household members.

**Feminization of poverty:** Increasing share and dominance of poverty among women in comparison with men (e.g. worldwide, men own 99.1% of lands, women only 0.9 %).

**Gender:** Term referring to social differences between women and men which are culturally and socially conditioned, construed – i.e. historically and locally variable. They are not natural and unchanging characteristic of men and women but they reflect current state of social relations between them. Gender contrasts with biological differences between women and men.

**Gender segregation:** This segregation occurs if women and men find themselves and realize their potential in separated and different areas (labor market, education, private spheres ...). It is closely connected to gender stereotypes and schemes and also significantly with social power aspect.

**Horizontal gender segregation:** On the example of labor market this involves its division to sectors/types of employment where concentration of women or men occurs. This segregation is often accompanied by different financial valuation to the disadvantage of women. Horizontal segregation of labor market changes in time in connection to dynamics of development in fields and their social prestige. Horizontal segregation is also very much manifested in education (study fields "suitable" for girls or boys are a good example) or in the very division to public and private sphere with tendency to connect women with the area of care.

**Vertical gender segregation:** On the labor market (including education area) it is manifested by concentration of women and men at different levels of employment in the sense of level of responsibility and position. It includes unequal approach of women to functional procedure, decision-making positions, in employment as well as in public life.

**Gender-based violence:** It is mostly understood as violence against women, therefore as a form of violence affecting women to a disproportionally higher degree than man – because they are women. It may include physical, psychological, sexual, economic or other violence, it is usually a combination of these.

**Gender budgeting:** Gender budgeting is application of gender mainstreaming in budgeting process. It is understood as evaluation of budgets from the perspective of their impacts on lives of men and women and all levels of budgeting process consider whether they will improve equal position of men and women.

**Gender stereotypes:** Simplistic and biased ideas related to characteristics, opinions and roles of women and men in society, employment and family. Generalization of men and women

characteristics may often lead to disadvantaging of those who differ from given stereotype (e.g. pressure on boys and men who are interested in women activities). For example according to Valian men and women have internalized assumptions about the difference between sexes. These images are called **gender schema**. They affect how we perceive and evaluate women and men, including their roles and work performances, however women are undervalued.

**Gender mainstreaming:** It is one of the main instruments used within concept processes and policymaking, goal of which is to create equal conditions for life of men and women. Sometimes it is stated as one of the three main instruments for achieving gender equality, together with antidiscrimination legislation and positive measures for women. Gender Mainstreaming is used in this document in the sense of necessity of inclusion of all participating entities (men and women) and their eventual needs in the process of decision-making and planning. It can be used at the level of state administration, local authorities, during creation of corporate strategies etc.

**Intersectionality:** Or multiple discrimination or crossing of inequalities. It represents penetration of various axes of disadvantage and discrimination. Combined or multiple inequalities affect different types of people in a different way, however, multiple oppression is mostly experienced by women.

**Quotas:** Are one of the forms of positive measures with the objective to remedy prior inequality usually in relation to decision-making positions or approach to education or employment which define a certain share of places for a certain group.

**Positive measures:** Are measures, goal of which is to prevent or settle disadvantages arising from membership of certain person in a group of disadvantaged people and to ensure equal treatment and equal opportunities to this group. Positive measures usually lead to elimination of reasons for previous discrimination practices.

**Equality of men and women/Gender equality:** Equality of men and women or gender equality means identical visibility, position and participation of both sexes in all spheres of public and private life at all levels, including decision-making processes and leading positions. Equality of men and women is opposite to gender inequality, not gender differences, and it aims to support full participation of women and men in society.

**Reconciliation of working, family and private life:** Development of structure and organization of work environment in such manner it allows combination of work and family/home duties for women and men. It describes possibilities how to reconcile childcare with assertion in employment. It is related to approach of employees to work and personal life and strategies and policies of employers towards their employees. State policy and setting-up of legislation environment also play a key role.

**Equal remuneration for identical work and work of identical value** (Section 13 of the Labor Code): Employer is obliged to adhere to the principle of providing equal salary or wages or other monetary fulfillments and fulfillments of monetary value, or remuneration for identical work and work of identical value.

**Principle of equal treatment of men and women:** Non-existing direct or indirect discrimination based on sex.

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