

Gender Equality Strategy for 2021 - 2030

Office of the Government of the Czech Republic

February 2021

Contents

1. Introduction	10
1.1 Context of the creation of Strategy 2021+	10
1.2 Purpose of Strategy 2021+	12
1.3 Strategy 2021+ users	13
1.4 Basic terms used	13
1.5 Cross-sectional principles	14
1.6 Other relevant strategic documents	15
2. Definition and analysis of the issue	19
2.1 Definition of the issue	19
2.2 Environment and future expected developments	21
3. Intervention logic, hierarchy of strategic objectives	22
3.1 Vision	23
3.2 Strategic objectives of the strategy	23
4. Work and care	27
4.1 Analysis of the current situation	27
4.1.1 Gender employment rate	27
4.1.2 Part-time work and flexible forms of work	29
4.1.3 Care and the job market	29
4.1.4 Kindergartens, children's groups and micro-nursery schools	30
4.1.5 Gender segregation of the job market	32
4.1.6 Gender pay gap	32
4.1.7 Income poverty and social exclusion	33
4.1.8 Labour 4.0 and digitisation	34
4.2 Strategy	34
4.3 Charts and diagrams	36
5. Decision-making	39
5.1 Analysis of the current situation	39
5.1.1 Gender representation in politics	40
5.1.2 Gender representation in the public sphere and other institutions of public interest	42
5.1.3 Gender representation in company management	43
5.2 Strategy	44
5.3 Charts and diagrams	45

6.	Safety	48
6.1	Analysis of the current situation.....	48
6.1.1	Occurrence of domestic and gender-based violence	49
6.1.2	Public attitudes to domestic and gender-based violence.....	51
6.1.3	Economic impacts of domestic and gender-based violence.....	51
6.1.4	Availability of services for people at risk of domestic and gender-based violence.....	52
6.1.5	Current problems in the field of domestic and gender based violence	53
6.1.6	Impacts of the Covid-19 pandemic on the safety of victims of domestic and sexual violence	54
6.2	Strategy	55
6.3	Charts and diagrams	56
7.	Health	58
7.1	Analysis of the current situation.....	58
7.1.1	Inequality in the approach to health and access to health care.....	59
7.1.2	Inequality among health workers	62
7.1.3	Prenatal, perinatal and postpartum care.....	64
7.1.4	Current developments in relation to Covid-19	66
7.2	Strategy	66
7.3	Charts and diagrams	68
8.	Knowledge	70
8.1	Analysis of current situation	70
8.1.1	Horizontal segregation of students in primary, secondary and post-secondary schools	70
8.1.2	Gender equality in the teaching profession.....	72
8.1.3	Gender equality in scientific professions.....	73
8.1.4	Gender perspective in the content of education, science, research and innovation...	74
8.1.5	Effects of Covid-19 pandemic on education and science	74
8.2	Strategic section.....	75
8.3	Diagrams	76
9.	Society	78
9.1.1	Opinions of the public in relation to gender equality.....	78
9.1.2	Gender stereotypes, sexism and Czech society	80
9.1.3	Media and gender equality	82
9.1.4	Civic society.....	84

9.1.5	Daily life.....	85
9.2	Strategic section.....	86
9.3	Diagrams	88
10.	External relations.....	89
10.1	Analysis of current situation	89
10.1.1	International normative framework.....	89
10.1.2	Gender equality in global practice: gradual progress and new challenges	90
10.1.3	Gender equality in the Czech Republic’s external relations	92
10.1.4	Effect of the Covid-19 pandemic on gender equality in external relations	94
10.2	Strategic section.....	94
10.3	Diagrams	95
11.	Institutions.....	97
11.1	Analysis of current situation	97
11.1.1	Legislation of promotion of gender equality	97
11.1.2	The promotion of gender equality on the level of the state administration and local government.....	99
11.1.3	Financing the gender equality agenda.....	101
11.2	Strategic section.....	103
12.	Strategy implementation	105
12.1	Implementation structure and system for management of strategy implementation	105
12.2	Plan for implementation of activities	105
12.3	Timetable	105
12.4	Budget and sources of financing.....	105
12.5	System of monitoring and evaluation of the strategy implementation	106
13.	Procedure for creation of Strategy 2021+	107
14.	Bibliography and main sources	110

List of abbreviations

AMIF	Asylum, Migration and Integration Fund
APODAC	Association for Maternity Homes and Centres
AV ČR/CAS	Czech Academy of Sciences
BfHI	Baby-friendly Hospital Initiative – a joint initiative of WHO and UNICEF
BMVI	Border Management and Visa Instrument
OSH	Occupational safety and health
CPOR	Centre for Public Opinion Research
CEDAW	UN Committee on the Elimination of Discrimination against Women
CF	Cohesion Fund
CPA	Midwifery centre
CZ PRES	Presidency of the Czech Republic in the Council of the European Union
CAN	Czech Association of Nurses
CFTA	Czech Film and Television Academy
CGOS	Czech Gynaecological and Obstetrical Society of the Czech Medical Society of J.E. Purkyně
CCMW	Czech Chamber of Midwives
CLF	Czech Literary Fund Foundation
CNB	Czech National Bank
CNeoS	Czech Neonatological Society of the Czech Medical Society of J.E. Purkyně
CR	Czech Republic
CDA	Czech Development Agency
CSMW	Czech Society of Midwives
CSSA	Czech Social Security Administration
CZSO	Czech Statistical Office
CSI	Czech School Inspectorate
FETS	Further education of teaching staff
HFS	House of Foreign Services
EBC	Evidence-based care
EBM	Evidence-based medicine
EEC	European Economic Area
EHW	Education, health and welfare
EIGE	European Institute for Gender Equality
EC	European Commission
EMFF	European Maritime and Fisheries Fund
ERA	European Research Area
ERDF	European Regional Development Fund
ESF+	European Social Fund Plus
ESI funds / ESIF	European Structural and Investment Funds
ECtHR	European Court of Human Rights
EEAS	European External Action Service
EU	European Union
EU-SILC	EU-SILC (European Union - Statistics on Income and Living Conditions) sample survey

FITES	Czech Film and Television Association FITES
FRA	European Union Agency for Fundamental Rights
GACR	Grant Agency of the Czech Republic
GECCR	Gender Expert Chamber of the Czech Republic
GIA	Gender impact assessment
GR	Framework educational programme for grammar schools
HCD	Human centred design
ICT	Information and communication technologies
ICSP	Institute for Criminology and Social Prevention
IROP	Integrated Regional Operational Programme
ISCO	CZ-ISCO job classification
ISF	Internal Security Fund
IT	Information technology
JA	Academy of Justice
RO	Regional Office
OOBM	Office of the Ombudsman
LGBTI+	Lesbians, gays, bisexuals, transgender people, intersex people and people with other minority sexual or gender identities
MoT	Ministry of Transportation
ML/PL	Maternity leave / parental leave
MoF	Ministry of Finance
MoC	Ministry of Culture
MfRD	Ministry for Regional Development
MoD	Ministry of Defence
MoIT	Ministry of Industry and Trade
MoLSA	Ministry of Labour and Social Affairs
MoJ	Department of Justice
MoEYS	The Ministry of Education, Youth and Sports
Mol	Ministry of Interior
MoH	Ministry of Health
MoA	Department of Agriculture
MoFA	Ministry of Foreign Affairs
MoE	Ministry of the Environment
NATO	North Atlantic Treaty Organization
NAOHE	National Accreditation Office for Higher Education
NGO	Non-governmental non-profit organisations
NPI	National Pedagogical Institute of the Czech Republic
SC	Supreme Court
NSA	National Sports Agency
NQF	National Qualifications Framework
SAC	Supreme Administrative Court
OSCE	Organization for Security and Cooperation in Europe
OECD	Organization for Economic Co-operation and Development
OECD DAC	OECD Development Assistance Committee
OP	Operational programme

OP JAK	Operational Programme Jan Amos Komenský
OPE+	Operational Programme Employment Plus
OSF	Open Society Fund ČR, a.s.
UN	United Nations
PSGP	Professional Society of General Practitioners of the Czech Medical Society of J.E. Purkyně
CPA	Child protection authority
SEP	Self-employed person
MW	Midwife
BPA	Beijing Platform for Action
PCR	Parliament of the Czech Republic
PISA	Programme for International Student Assessment (international research conducted by the OECD every three years to determine the level of reading, mathematical and scientific literacy among pupils aged 15)
DMO	Directly managed organisations
PS	Chamber of Deputies
PE	Preschool education
UNSC	UN Security Council
EP	Equal pay
WGGE	Departmental working group for gender equality
RTVBC	Radio and Television Broadcasting Council
FEP	Framework educational program
RDIC	Research, Development and Innovation Council
SIGI	Social Institution and Gender Index
SVE	Secondary vocational education
SS	Secondary school
STEM	Designation of education in the fields of science, technology, engineering and mathematics
SLIO	State Labour Inspection Office
SPM	School prevention methodology
SEP	School education programme
TACR	Technology Agency of the Czech Republic
TBA	To be announced
TSR	Technical standard for railways
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations International Children's Emergency Fund
UMW	Union of Midwives
EO	Employment Office
CC	Constitutional Court
OGCR	Office of the Government of the Czech Republic
IHISCR	Institute of Health Information and Statistics of the Czech Republic
v. v. i.	Public research institution
SRI	Science, research and innovation
OMB	Ombudsman
HVS	Higher vocational school
EdC	Educational counselling

UNI	University (institute of higher education)
WEF	World Economic Forum
WHO	World Health Organisation
WPS	Women, Peace and Security
LC	Labour Code
FDC	Foreign development cooperation
PS	Primary school
Emb	Embassy
BE	Basic education
MeD	Medical devices

BASIC INFORMATION ABOUT THE STRATEGY	
Name of strategy	Gender Equality Strategy for 2021 – 2030
Strategy category	National, medium-term, with a societal impact
Strategy sponsor	Government of the Czech Republic
Strategy creation manager	Office of the Government of the Czech Republic, Department of Gender Equality
Strategy creation coordinator	Office of the Government of the Czech Republic, Department of Gender Equality
Year of strategy elaboration	2019-2020
Strategy approver	Government of the Czech Republic
Approval date	
Form of approval	Government discussion
Last update	
Related legislation	Constitutional Act No. 2/1993 Coll., Charter of Fundamental Rights and Freedoms Act No. 198/2009 Coll., on Equal Treatment and Legal Remedies for Protection against Discrimination and on the Amendment of Certain Acts (Anti-Discrimination Act), as amended UN Convention on the Elimination of All Forms of Discrimination against Women European Convention on Human Rights Charter of Fundamental Rights of the European Union European Social Charter
Strategy implementation period	2021–2030
Responsibility for implementation	Members of the Government of the Czech Republic, Chairpersons of the relevant central government authorities
Strategy origin context	The strategy seeks to eliminate persistent gender inequality and builds on existing policies in this area. In addition to the need to define a medium-term framework for the promotion of gender equality, the need to adopt Strategy 2021+ is also due to the circumstances related to the absorption of funds under the next period of the EU funds. According to the draft general regulation for ERDF, ESF +, CF, EMFF, AMIF, ISF and BMVI for the programming period of 2021-2027, the existence of a “national strategic framework for gender equality” is one of the basic conditions (so-called enabling conditions) for EU funds.
Brief description of the issue addressed and of the strategy content	Although gender equality is one of the basic values of the Czech Republic expressed, <i>inter alia</i> , in the Charter of Fundamental Rights and Freedoms, gender inequality in its various forms persists in Czech society. Various international and European comparisons show that the Czech Republic is one country that is below average in terms of gender equality (see below for more details). The main problems include inequality in the job market (including a high gender pay gap), economic inequality (higher at-risk-of-poverty rate), very low representation of women in decision-making positions, horizontal gender segregation in education, and stereotypical division of roles in home and family care. A specific problem related to gender inequality is sexual and domestic violence. Gender inequality has a negative impact on the position of women in Czech society. Men's lives are also negatively affected, however, mainly in connection with health and in connection with gender stereotyping of the roles of men. The strategy is already the second framework government document for the implementation of gender equality policy in the Czech Republic. The aim of the strategy is to formulate a framework for government administration measures that will contribute to achieving gender equality in the Czech Republic. The purpose of these measures is to develop the positive changes that have been achieved in some areas of gender equality and to refute negative trends where they persist or are growing.

1. Introduction

1.1 Context of the creation of Strategy 2021+

Gender equality is one of the basic values of the Czech Republic expressed, *inter alia*, in the Charter of Fundamental Rights and Freedoms. Nevertheless, gender inequality in its various forms persists in Czech society. Various international and European comparisons show that the Czech Republic is one of the countries that is below-average in terms of gender equality (see below for more details). The main problems include inequality in the job market (including a high gender pay gap), economic inequality (higher at-risk-of-poverty rate), very low representation of women in decision-making positions, horizontal gender segregation in education and stereotypical division of roles in home and family care. A specific problem related to gender inequality is sexual and domestic violence. **Gender inequality has a negative impact primarily on the position of women in Czech society. Men's lives are affected, too, however,** mainly in connection with health and in connection with gender stereotypes of the roles of men.

International organisations, the European Union, non-governmental non-profit organisations and academic institutions have long been alerting the Czech Republic to persisting gender inequality. The UN Committee on the Elimination of Discrimination against Women¹ and the UN Human Rights Council called on the Czech Republic to step up its efforts to address gender inequality, and the Universal Periodic Review recommended that the Czech Republic do more to effectively support gender equality. As regards the gender pay gap and the low representation of women in company management, the European Committee for Social Rights issued a decision in 2020 stating that the Czech Republic was in breach of the European Social Charter.²

At the level of the European Union, the Czech Republic is alerted in the regular Reports on the Czech Republic³ to persistent inequality (especially in relation to gender equality in the job market and in the availability of care services for children under the age of three). Within the European Semester, the Czech Republic repeatedly receives recommendations to make better use of the potential of women with young children in the job market, especially by ensuring the availability of high-quality and local childcare services.⁴

Promoting gender equality and addressing the inequality outlined above are among the long-term priorities of the Czech government. The first Czech government-level document used to coordinate gender equality promotion activities – entitled Priorities and Procedures of the Government in Promoting Equal Opportunities for Women and Men – was adopted in 1998. These priorities and procedures have subsequently been adopted by the Czech government every year and set the framework for the implementation of gender equality policy. Progress in achieving gender equality has been monitored since 1998 through **regular gender equality reports.**⁵

In 2001, the Government Council for Gender Equality (the “Council”) was established as an advisory body to the government for this area specifically. Since 2001, the Council has adopted a number of recommendations and suggestions addressed to the Czech government.

¹ For more details see

https://www.tojrovnost.cz/images/dokumenty/Broura_CEDAW.pdf?fbclid=IwAR1NDSyKv6V5t4GzEH5tom6v3D5hsCEXO4sYI1u3zYwdpHM6GyVY0iFo.

² For more details see

<https://hudoc.esc.coe.int/fre/#{%22sort%22:%22ESCPublicationDate%20Descending%22,%22ESCDclIdentifier%22:%22cc-128-2016-dmerits-en%22%22}>.

³ The 2020 Report on the Czech Republic is available at: <https://eur-lex.europa.eu/legal-content/CS/TXT/PDF/?uri=CELEX:52020SC0502&from=EN>.

⁴ For more details see, e.g., <https://eur-lex.europa.eu/legal-content/CS/TXT/PDF/?uri=CELEX:52020SC0502&from=EN>.

⁵ For more details see <http://www.vlada.cz/cz/-/123732/>.

The key moment for the effective promotion of gender equality was the adoption of the Government Strategy for Gender Equality in the Czech Republic for 2014-2020 in November 2014 (the “2014-2020 Strategy”).⁶ The 2014 – 2020 Strategy is the first medium-term framework document developed by the Czech Government to implement the gender equality policy. The 2014-2020 strategy defined eight main strategic areas:

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

In these strategic areas, the 2014-2020 Strategy defined the framework measures and specific objectives to be achieved by 2020. Evaluation of the implementation of the 2014-2020 Strategy took place annually through reports on gender equality and reports on the implementation of the 2014-2020 Strategy.⁷

The task of preparing the Report is laid down in Resolution of the Government of the Czech Republic No. 871 of 9 December 2019 on the Government's Non-Legislative Work Plan for 2020.

Strategy 2021+ builds on existing gender equality policies. In addition to the need to defining a medium-term framework for the promotion of gender equality, it is also necessary to adopt Strategy 2021+ due to the circumstances related to the utilisation of funds under the next period of EU funds. According to the draft general regulation for ERDF, ESF +, CF, EMFF, AMIF, ISF and BMVI for the 2021-2027 programming period, **the existence of a "national strategic framework for gender equality" is one of the basic conditions (so-called enabling conditions) for ESF +.**

According to the compromise proposal for a general regulation, the criteria of the basic condition are as follows – a national strategic policy framework for gender equality is in place, which includes:

- Identifying obstacles to gender equality, supported by evidence
- Measures to address gender gaps in employment, wages and pensions, to support the balance between work and private life, including the promotion of access to early childhood education and care, with the stated objectives, with regard to the role and autonomy of the social partners
- Measures to monitor, evaluate and review the strategic policy framework and data collection methods based on gender-disaggregated data
- Measures to ensure that its design, implementation, monitoring and review are carried out in close cooperation with relevant stakeholders, including equality bodies, social partners and civil society organisations.

Strategy 2021+ is designed to ensure that the above basic conditions, including the set criteria, are met.

The strategy also responds to Senate Resolution No. 369 of 4 April 2018, in which the Senate called on the Czech government to prepare a comprehensive long-term strategy for the gradual

⁶ For more details see <http://www.vlada.cz/cz/-126186/>.

⁷ For more details see <http://www.vlada.cz/cz/-123732/>.

reduction of income inequality between women and men in both productive and retirement age.

Preparation of Strategy 2021+ was significantly affected by the Covid-19 pandemic and the related economic crisis. Measures taken to prevent the spread of the disease have unprecedentedly affected the lives of every person in the Czech Republic. The pandemic has had and continues to have a major impact on health, the economy, social behaviour, education, the labour market and all other areas of life. The pandemic has also had an impact on gender equality. Men have borne a greater share of direct health consequences. Covid-19 affects women and men equally, but men have a higher rate of severe disease as well as a higher mortality rate. In relation to the socio-economic impact, it appears that in the first wave of the economic downturn, feminised fields were more affected, the closure of primary schools (and in some places kindergartens) affected mainly women, and women also made up the majority of first-line workers (health care personnel).⁸ According to some studies, the incidence of domestic violence has also increased during restrictions on free movement.⁹

The changes brought about by the Covid-19 pandemic will be far-reaching and likely to manifest themselves over the next decade. Some of the changes bring with them opportunities to promote gender equality in Czech society. For example, the pandemic has shown that (at least in the short term) numerous professions can be performed in the form of “home office”. Greater use of this form of work is considered to be one of the ways to promote the reconciliation of work and private life and for improving the position of women (mothers with young children) in the job market in particular. The pandemic has also shown the importance of a first-rate health care system. In this context, the current situation represents an opportunity for further wage and salary growth in health care in order to retain sufficient numbers of staff.

Opportunities for recovery (especially at the EU level) following the economic crisis are also an opportunity. With the consistent application of the gender perspective, they can contribute to the elimination of existing inequality (the prepared National Recovery Plan can be used, for example, to increase the accessibility of children's groups or to finance the development of transport infrastructure accessible to all groups).

Strategy 2021+ reflects the situation in relation to the Covid-19 pandemic along two lines:

- i) The analytical part of the text takes into account current developments marked by the pandemic and the economic crisis (this concerns in particular the *Work and care*, *Safety*, and *Health* chapters).
- ii) The task part has been supplemented with measures for responding to the challenges and opportunities posed by the pandemic.

1.2 Purpose of Strategy 2021+

Strategy 2021+ is already the second framework government document for the implementation of gender equality policy in the Czech Republic. **The aim of Strategy 2021+ is to formulate a framework for state administration measures that will contribute to achieving gender equality in the Czech Republic.** The purpose of these measures is to develop the positive changes that have been achieved in some areas of gender equality and to counter negative trends that have persisted or are growing in this area. Strategy 2021+ follows the Government Strategy for Gender Equality in the Czech Republic for 2014 - 2020.

⁸ For more details see <https://idea.cerge-ei.cz/zpravy/rozdilne-ekonomicke-dopady-krize-covid-19-na-muze-a-zeny-v-cesku>.

⁹ For more details see <https://www.soc.cas.cz/aktualita/domaci-nasili-za-covid-19-kdyz-z-pasti-neni-uniku-pomoc-funguje-jen-nekdy>.

An integral part of Strategy 2021+ is its connection to policies implemented or coordinated at the EU level (including the European Semester or the EU Strategy for Gender Equality). Strategy 2021+ is also closely linked to human rights obligations stemming from international conventions and the respective monitoring bodies. Furthermore, Strategy 2021+ follows up on some recommendations of international organisations (for more details, see Chapter 1.6 *Other relevant strategic documents*).

1.3 Strategy 2021+ users

The nature of Strategy 2021+ as a strategic document of the Czech government implies that it **is primarily intended for the relevant central governmental bodies**. It imposes individual tasks (or measures) in the 2021 – 2030 time frame, through which the defined specific objectives are to be achieved.

The secondary area of Strategy 2021+ includes the Ombudsman Offices and other public institutions (including local governments). This area also includes non-governmental non-profit organisations, academia and the general public, as it provides them with information on the framework for adoption of gender equality measures at the government level. Given the wide range of users, once the strategy has been approved, communication tools will be developed to bring the strategy closer to specific target groups, in particular the media, non-profit organisations and the general public.

1.4 Basic terms used

The definitions of the basic terms used correspond to their consistent use in relevant international and national documents. There is a philosophical difference between the terms "gender equality" and "equality between women and men". Nevertheless, for the sake of simplification, these terms are used interchangeably in Strategy 2021+.

Gender - This is a category referring to the socially and culturally conditioned and constructed differences and characteristics that society assigns to women and men, girls and boys on the basis of their sex. Gender roles are learned and vary widely across different human societies and change over time. They are therefore historically and locally conditioned. They are not a natural and unchanging characteristic of women and men, but reflect the current state of social relations between them. As such, gender complements the sex category in terms of biological differences between women and men. In relation to gender roles, societal expectations also depend on the socio-economic, political and cultural context. Disadvantage and discrimination also occur on the basis of other categories (factors), such as ethnicity, class, health status, gender identity and sexual orientation, and age. Such cases can be termed multiple discrimination or intersectional disadvantage.¹⁰

Gender mainstreaming – refers to the systematic integration of the gender perspective into all phases of the preparation, implementation, monitoring and evaluation of policies, regulatory measures and budget spending programmes, with the aim of promoting gender equality and preventing discrimination.¹¹

Gender stereotypes – these are simplistic and biased ideas about the characteristics, opinions and roles of women and men in society, employment and the family. The generalisation of male and female characteristics can lead to the disadvantage of those who deviate from the given stereotype by their behaviour (e.g., pressure on boys and men who are

¹⁰ For more details see, e.g., the Council of Europe definition (<https://www.coe.int/en/web/compass/gender>) or the WHO definition (https://www.who.int/health-topics/gender#tab=tab_1)

¹¹ For more details see, e.g., the World Health Organization definition (https://www.who.int/health-topics/gender#tab=tab_1) European Institute for Gender Equality definition (<https://eige.europa.eu/publications/what-gender-mainstreaming>).

interested in “women's activities”). They affect how we perceive and evaluate women and men, including their roles and performance.

Equality between woman and men/gender equality – this means equal visibility, equality and participation of women and men in all spheres of public and private life at all levels, including decision-making processes and leadership positions. Equality between women and men or gender equality is the opposite of gender inequality, not gender differences, and aims to promote the full participation and use of the potential of women and men in society.

1.5 Cross-sectional principles

The following cross-cutting principles will be applied during implementation of Strategy 2021+:

Intersectional approach

The first cross-cutting principle is the intersectional approach. EIGE defines "intersectionality" as an analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.¹²

EIGE further states that intersectionality starts from the premise that people live multiple, layered identities derived from social relations, history and the operation of structures of power. Intersectional analysis aims to reveal multiple identities, exposing the different types of intersectional and multiple discrimination and disadvantage that occur as a consequence of the combination of different identities and the intersection of sex and gender with other grounds.

Thus, the intersectional approach points out that in addition to the gender/sex category, there are other categories (ethnicity, nationality, health status, gender identity, sexual orientation, economic status, age, etc.) that can exacerbate unequal conditions or discrimination. For this reason, it should be kept mind that inequality arises not only on the basis of gender or sex, but also on the basis of other characteristics.

For example, the FRA *Challenges to Women Human Rights Study*¹³ points to the concurrence of gender inequality and health, ethnicity and religion, nationality and migration status. The study shows that, for example, women living with disabilities are at higher risk of gender-based violence than other women.¹⁴ Similarly, Romani women face multiple disadvantages and discrimination.¹⁵ It is also true that disadvantages change over the course of a lifetime, and age is one of the "disadvantaging" categories. In the Czech Republic, women over the age of 65 are one of the groups most vulnerable to falling into poverty, with the “gender pension gap” also playing a role in this.

The proposed measures in the Strategy take these facts into account and their implementation will consistently take into consideration the multiple disadvantages faced by certain groups of women and men.

The role of men

¹² For more details see <https://eige.europa.eu/thesaurus/terms/1263>.

¹³ For more details see https://fra.europa.eu/sites/default/files/fra_uploads/fra-2017-challenges-to-women-human-rights_en.pdf.

¹⁴ For more details see <https://www.eesc.europa.eu/en/our-work/opinions-information-reports/opinions/situation-women-disabilities-exploratory-opinion-requested-european-parliament> or https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CRPD/C/GC/3&Lang=en.

¹⁵ For more details see http://www.slovo21.cz/images/dokumenty/DEF_VZKUM_O_POSTAVEN_ROMSKCH_EN_V_R_pdf_publikace9_2014.pdf.

Another cross-cutting principle (already defined in the 2014 – 2020 Strategy) **is the role of men in promoting gender equality.** The traditional division of roles between women and men still persists in Czech society to a large extent. This phenomenon is reflected both in the private sphere – specifically in the low level of involvement of men in childcare and housework – and in the public sphere – for example, in the labour market, where sectoral segregation persists, or in the unbalanced representation of women and men in decision-making positions.

Research conducted by Liga otevřených mužů (League of Open Men)¹⁶ reports an increase in the involvement of fathers in day-to-day care, but the number of men taking parental leave will not exceed 2% in the long run. The study shows that 53% of men surveyed would like to stay on parental leave for some time, but they are prevented from doing so by stereotypes and higher earnings compared to women.¹⁷ The pressure on men be the breadwinners is one of the factors encouraging the continuation of horizontal segregation, i.e., the significant differentiation of sectors dominated by men or women. Thus, the level of representation of men working as teachers in early education and in care-related fields is low. In addition, pressure to perform can negatively impact their mental and physical health. Similarly, there are other areas where men are disadvantaged. The strategy reflects across all its chapters the negative effects of gender stereotypes on men.

Men, however, are also important actors in promoting gender equality. One of the ways in which they can be involved in strengthening equality is to use their position of power and commit themselves to promoting equal opportunities. They can thus become role models, i.e., they can positively influence public opinion and break stereotypes. Increasing the visibility of these men's attitudes has the potential to be one of the factors that will lead to the dilution of gender stereotypes and the levelling of unequal conditions in society. Examples of such a model include the United Nations' HeForShe¹⁸ and the Czech project Genderman,¹⁹ which was inspired by the former. The role of men and the context outlined above must be taken into account in the implementation of all measures set out in Strategy 2021+.

1.6 Other relevant strategic documents

Strategy 2021+ is linked to a number of strategic documents and recommendations at the international and European level. The implementation of Strategy 2021+ should thus contribute to the fulfilment of the documents listed below and will be taken into account in the implementation of Strategy 2021+.

National strategy papers

- Action plan for the implementation of the National Strategy for the Primary Prevention of Risk Behaviour in Children and Youth for 2019-2021
- Updated Concept of Integration of Foreigners
- Updated Concept for a Unified Presentation of the Czech Republic
- Czech Republic 2030
- Concept for the Promotion of Human Rights and Transformational Cooperation
- Concept for Preventing and Solving Homelessness in the Czech Republic by 2020
- Family Policy Concept
- Concept of the Czech Republic's Foreign Policy
- National Action Plan for Suicide Prevention 2020-2030
- National Action Plan for Mental Health 2020-2030

¹⁶ For more details see <https://ilom.cz/tatove-v-cesku-jsou-aktivnejsi-nez-pred-10-lety/>.

¹⁷ For more details see <https://www.rovnaodmena.cz/www/img/uploads/8053ad73.pdf>.

¹⁸ For more details see <https://www.heforshe.org/en>.

¹⁹ For more details see <https://www.otevrenaspolecnost.cz/genderman>.

- National Plan for the Promotion of Equal Opportunities for Persons with Disabilities for 2021-2025
- National Research, Development and Innovation Policy of the Czech Republic 2021+
- National Strategy for Combating Human Trafficking in the Czech Republic for 2020-2023
- National Strategy for Prevention and Reduction of Damage Associated with Addictive Behaviour (2019-2027)
- National Strategy for the Development of Social Services for 2016-2025
- Strategic Framework for the Development of Health Care in the Czech Republic until 2030
- Strategy to Combat Social Exclusion for 2016-2020
- Crime Prevention Strategy in the Czech Republic for 2016-2020
- Roma Integration Strategy 2021-2030
- Roma Integration Strategy until 2020
- Social Inclusion Strategy 2014-2020
- Education Policy Strategy until 2030
- Foreign Development Cooperation Strategy of the Czech Republic 2018-2030

EU documents

- EU Action Plan on Women, Peace and Security 2019-2024
- EU Action Plan on Gender Equality
- European Parliament Recommendation to the Council on the 73rd Session of the UN General Assembly (2018/2040 (INI))
- Council Recommendation on the National Reform Programme of the Czech Republic for 2019 and Council Opinion on the Convergence Programme of the Czech Republic, 2019
- EU Charter of Fundamental Rights
- Decision of the European Committee of Social Rights on the Merits of Collective Complaint No. 128/2016 against the Czech Republic
- Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions A Union of Equality: Gender Equality Strategy 2020-2025 (COM/2020/152)
- Council Common Position 2008/944/CFSP of 8 December 2008 defining common rules governing control of exports of military technology and equipment
- EU Council conclusions on combating violence against women and access to support services for people at risk of domestic violence
- EU Council conclusions on preventing and combating all forms of violence against women and girls, including female genital mutilation, of 5 and 6 June 2014
- Further EU Council conclusions on gender equality

International conventions and recommendations of international organisations

- 2013 Recommendation of the Council of the Organization for Economic Co-operation and Development on Gender Equality in Education, Employment and Entrepreneurship
- 2015 Recommendation of the Council of the Organization for Economic Co-operation and Development on Gender Equality in Public Life
- Agenda 2030 (Sustainable Development Goals)
- Recommendation No. R(79)10 of the Committee of Ministers of the Council of Europe concerning women migrants
- Recommendation No. R(85)2 of the Committee of Ministers of the Council of Europe on legal protection against sex discrimination

- Recommendation No. R(90)4 of the Committee of Ministers of the Council of Europe on the elimination of sexism from language
- Recommendation No. R(96)51 of the Committee of Ministers of the Council of Europe on reconciling work and family life
- Recommendation No. R(98)14 of the Committee of Ministers of the Council of Europe on gender mainstreaming
- Recommendation Rec(2002)5 of the Committee of Ministers of the Council of Europe on the protection of women against violence
- Recommendation Rec(2003)3 of the Committee of Ministers of the Council of Europe on the balanced participation of women and men in political and public decision making
- Recommendation Rec(2007)13 of the Committee of Ministers of the Council of Europe on gender mainstreaming in education
- Recommendation Rec(2007)17 of the Committee of Ministers of the Council of Europe on gender equality standards and mechanisms
- Recommendation Rec(2008)1 of the Committee of Ministers of the Council of Europe on the inclusion of gender in health policy
- Recommendation Rec(2010)10 of the Committee of Ministers of the Council of Europe on the role of women and men in conflict prevention and resolution and peace building
- Recommendation Rec(2012)6 of the Committee of Ministers of the Council of Europe on the protection and promotion of the rights of women and girls with disabilities
- Recommendation Rec(2013)1 of the Committee of Ministers of the Council of Europe on gender equality and media
- Recommendation Rec(2015)2 of the Committee of Ministers of the Council of Europe on gender mainstreaming in sport
- Recommendation Rec(2017)9 of the Committee of Ministers of the Council of Europe on Equality between Women and Men in the Audiovisual Sector
- Recommendation Rec (2019) 1 of the Committee of Ministers of the Council of Europe to prevent and combat sexism
- WHO/UNICEF International Code of Marketing of Breast-milk Substitutes
- Beijing Declaration and Platform for Action
- UN Security Council Resolutions 1325, 1820, 1888, 1889, 1960, 2106, 2122 and 2242 on women, peace and security
- UN General Assembly Resolution of 18 December 2007 on eliminating rape and other forms of sexual violence in all their manifestations, including in conflict and related situations (A/RES/62/134)
- UN General Assembly Resolution of 20 December 2004 on the elimination of all forms of violence against women (A/RES/59/167)
- UN General Assembly Resolution of 31 January 2001 on the elimination of all forms of violence against women (A/RES/55/68)
- Arms Trade Treaty
- Council of Europe Gender Equality Strategy 2018 - 2023
- International Labour Organization Violence and Harassment Convention
- Convention on Human Rights and Biomedicine
- Convention for the Protection of Human Rights and Fundamental Freedoms
- UN Convention on the Elimination of All Forms of Discrimination against Women
- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence
- Universal Periodic Review
- General recommendations of the UN Committee on the Elimination of Discrimination against Women

- Final recommendations of the UN Committee on the Elimination of Discrimination against Women addressed to the Czech Republic
- Conclusions of the UN Commission on the Status of Women of 15 March 2013 on the Elimination and Prevention of All Forms of Violence against Women and Girls

2. Definition and analysis of the issue

2.1 Definition of the issue

Strategy 2021+ addresses persistent gender inequality in Czech society. Different types of indicators of international organisations and agencies point to gender inequality in various areas of social life. At the national level, gender inequality between women and men at the statistical level is identified primarily in the CZSO statistical yearbook Focus on Women and Men. **Developments in gender equality are comprehensively evaluated in gender equality reports,** which are submitted by the Gender Equality Department of the Office of the Government of the Czech Republic to the Government each year.²⁰

A comprehensive comparison of the level of gender equality in EU countries is provided by the **Gender Equality Index of the European Institute for Gender Equality (EIGE).** This index evaluates gender equality using more than forty indicators in six areas of social life: health, work, money, knowledge, time and power.²¹ The level of gender equality is rated on a scale of 0-100 (highest value). **The Czech Republic has long been below average in the EIGE index. In the 2019 index, the Czech Republic scored 55.7. The EU average was 67.4 and the Czech Republic ranked 21st among EU member states** (for more details, see Figure 1).²² The Czech Republic achieved the worst results in terms of power (representation of women in decision-making positions), time (distribution of caring roles) and knowledge (equality in education). Compared to the 2017 index, the Czech Republic improved by 2.1 points in absolute terms (from 53.6 to 55.7), but the growth rate was slower than the EU average.

Another key indicator of gender equality is the **OECD's Social Institution and Gender Index (SIGI).** This index assesses the level of gender equality using thirty-three indicators in four areas: discrimination in the family, restrictions on physical integrity, limited access to resources and limited civil liberties.²³ [23] The SIGI is a global index, and its latest edition in 2019 rated 130 countries around the world. A scale of 0 to 100% is used for evaluation, with 0% expressing the ideal level of gender equality (i.e., the absence of any inequality). **Although the Czech Republic ranks among countries with very low inequality, with a value of 19.8%, it is the sixth worst EU country.**²⁴ In the case of the Czech Republic, the index identifies more fundamental inequality mainly due to the absence of women in politics and corporate governance and due to the insufficient legal framework for addressing violence against women.²⁵ Compared to the 2014 issue of the index, the rating of the Czech Republic improved by 8.5 pp (from 28.3% to 19.8%). This index also shows that gender inequality in the Czech Republic is gradually decreasing.

The **World Economic Forum** also measures gender inequality in its **Global Gender Gap Index.**²⁶ This index assesses gender equality in four areas: health, education, economic opportunities and political emancipation.²⁷ A scale of 0-1 is used for evaluation, where 1 expresses the highest level of equality. In 2020, the index included 153 countries. **In the last evaluation, the Czech Republic attained a value of 0.706, thus placing it in 78th position, i.e., in the lower half of the index.**²⁸ **Of the EU countries, only Greece, Malta, Cyprus and Hungary were behind the Czech Republic.** Although the Czech Republic has been gradually

²⁰ For more details see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/souhrne-zpravy-o-plneni-priorit-a-postupu-vlady-pri-prosazovani-rovných-prilezitosti-zen-a-muzu-za-roky-1998--2018-123732/>.

²¹ For more details see <https://eige.europa.eu/gender-equality-index/about>.

²² For more details see <https://eige.europa.eu/publications/gender-equality-index-2019-work-life-balance>.

²³ For more details see <https://www.genderindex.org/sigi/>.

²⁴ For more details see <https://www.genderindex.org/ranking/?region=europe>.

²⁵ For more details see <https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/CZ.pdf>.

²⁶ For more details see <https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality>.

²⁷ For more details see http://www3.weforum.org/docs/WEF_GGGR_2020.pdf.

²⁸ For more details see http://www3.weforum.org/docs/WEF_GGGR_2020.pdf.

improving the value of the level of gender equality in recent years, growth is very slow (by 0.035 points compared to 2006). The poor position of the Czech Republic in the Global Gender Gap index is mainly influenced by the insufficient representation of women in politics and decision-making positions and the wide gender pay gap.

In general, it can be summarised that in all relevant international indices assessing the level of gender equality, the Czech Republic is significantly below the EU average. This fact applies not only in relation to the above indices in general, but also in relation to individual indicators. For example, the difference in the average wages of women and men in the Czech Republic is the second highest in the EU. The Czech Republic has the third lowest rate of availability of care services for children under the age of three. Furthermore, women are significantly underrepresented in all relevant areas related to public decision-making (for more details, see the *Decision-making* chapter).

At the same time, the Czech Republic has been gradually improving its position (in relative and absolute values) in these indices in recent years. It can therefore be assumed that at least some forms of gender inequality in the Czech Republic are gradually being reduced. This fact can be illustrated, for example, by the development of the gender pay gap (see the *Gender pay gap* chapter). In 2014, women earned on average 21.9% less than men; in 2019, it was "only" 18.8%. The gender employment gap is also decreasing (see the *Gender and employment* chapter), and the representation of women in politics and decision-making positions is gradually (albeit very slowly) increasing (see the *Decision-making* chapter). The perception of the roles of women and men is also changing, and Czech society is abandoning some established stereotypes (for more details, see the *Gender stereotypes, sexism and Czech society* chapter).

The above kinds of inequality are not just abstract statistical indicators. On the contrary, on a practical level, they affect the lives of virtually every person in our society. Children encounter inequality already during socialisation in kindergarten where gender stereotypes affect their behaviour, choice of interest and subsequent learning preferences. In the job market, women face discrimination based on gender; for example, they have to answer questions related to planned parenthood significantly more often than men and, in some cases, face direct pay discrimination and have a lower chance of career advancement. The gender pay gap is also one of the reasons why women receive old-age pensions that are on average 17% lower than those of men (two thirds of the difference is due to a shorter insurance period resulting from the even lower retirement age of women). Women over 65 years of age are at greater risk of poverty than men (the at-risk-of-poverty rate is 22.1% for women 65+ and 9.4% for men of the same age). Fear of being in a public space in the evening and at night because of the threat of sexual or physical violence affects a large proportion of girls and women. Domestic violence and rape along with persistent problems with helping the victims of these forms of violence negatively affect the lives of tens of thousands of women in the same way.

It is not just women who face inequality, however. For example, due to gender stereotypes and the unequal distribution of roles in the family, men are at a disadvantage in divorce when seeking to place a child in their own or joint care. Men also suffer a higher death rate from preventable diseases due to more frequent neglect of prevention.

Strategy 2021+ addresses gender inequality comprehensively in the above chapters. **Its implementation should further reduce this inequality and bring us closer to a state where the potential of every person is fulfilled regardless of social expectations and conscious or subconscious discrimination.**

2.2 Environment and future expected developments

As mentioned above, gender inequality has been reduced in recent years to some degree. This is happening in part to the implementation of the current Government Strategy for Equality of Women and Men in the Czech Republic for 2014-2020 and the measures that have been taken in connection with the implementation of this strategy.

For continued development, the adoption of the follow-up 2021+ Strategy is therefore absolutely essential. **In the absence of a strategic framework or a clear direction for gender equality policy, a significant portion of existing forms of inequality would likely persist or be exacerbated.** Adoption of Strategy 2021+ should help or accelerate the current trend of reduction of gender inequality. The specific objectives (and their indicators) under Strategy 2021+ are described in the various chapters and their strategic objectives.

Schéma 1: Index rovnosti žen a mužů v letech 2005, 2015, 2017 a 2020

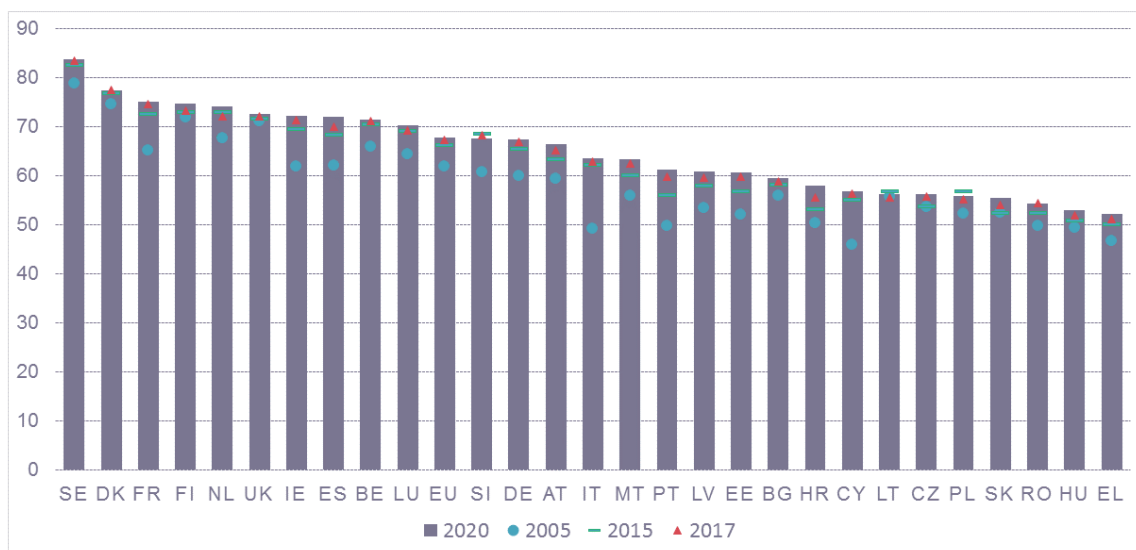
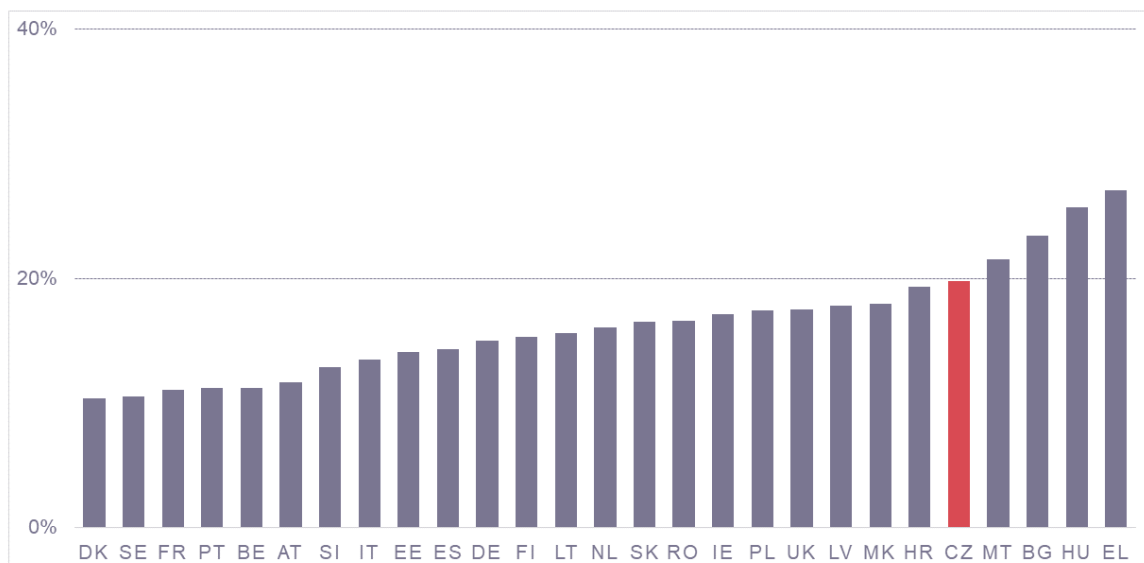


Schéma 2: Index SIGI (2019)



Intervention logic, hierarchy of strategic objectives

Strategy 2021+ is divided into the following **eight thematic chapters**, which cover inequality in the main societal areas:

- Work and care
- Decision making
- Safety
- Health
- Knowledge
- Society
- External relations
- Institutions

The *Work and care* chapter focuses mainly on eliminating gender inequality in the job market and in connection with the care of children or other care-dependent individuals. The *Decision-making* chapter addresses the low representation of women in politics and other decision-making positions in the public interest. The *Safety* chapter addresses issues related to domestic and sexual violence and safety in public spaces, including cyberspace. The *Health* chapter focuses on gender inequality in health care, including issues related to obstetrics and postnatal care. Inequality between women and men in education, science and research are covered in the *Knowledge* chapter. The *Society* chapter focuses on eliminating gender stereotypes, reducing gender inequality in media and culture, and supporting the civil sector. The *External relations* chapter focuses on the application of gender equality to foreign policy. The last chapter, *Institutions*, focuses on sufficient staffing in public administration to allow for the effective promotion of gender equality and the implementation of Strategy 2021+.

The individual chapters are divided into **three parts**: ***Analysis of the current situation***, ***Strategy*** and ***Charts and diagrams***. The first of these sections always summarises the main problems and persisting inequality analysed in the chapter. The second part briefly describes the intervention logic of the chapter concerned: its division into strategic and specific objectives, thus creating a framework for the task part (the logical frameworks listed in Annex 1). The third part contains graphs and diagrams that have been referred to in the previous sections.

The *Analysis of the current situation* section aggregates data available from national and international documents, reports and scientific research. Preference was given to resources that map, and stem from, the validity period of the current 2014-2020 Strategy. If current sources were unavailable or had little informational value or relevance, older sources were used in some cases. The purpose of each chapter is to collect and present materials in such a form and quality that the Government of the Czech Republic can use them to make an informed and responsible decision. The *Task* section contains specific and targeted measures that had been discussed with the respective managers (see logical frameworks). At the same time, the managership determines the responsibility for achieving the set objectives. Measures that are targeted at resolving specific, significant problems are based on the data and analyses contained in the *Analysis of the current situation* parts and on assessments of anticipated and actual benefits.

In addition to the thematic chapters, Strategy 2021+ also defines the principles that will be applied horizontally across the board when implementing individual measures (for more details, see the *Cross-cutting principles chapter*).

Figure 3: Hierarchy of Strategy 2021+ objectives



The strategy is conceived as open. Specific objectives may be followed by further sets of measures and action plans, both for sub-sectors and those with a regional dimension. Examples include the action plan for the prevention of domestic and gender-based violence or the action plan on women, peace and security.

An acute problem when drafting certain measures is setting appropriate indicators for measuring progress and setting quantitative targets. This situation is due to the lack of relevant data and studies as well as the complexity and interconnectedness of the identified gender inequality. Where possible, outcome and process indicators have been designed for each of the strategic and specific objectives. **At the same time, it is expected that other indicators for measuring progress when implementing Strategy 2021+ and the impact of individual measures will be continuously supplemented during the implementation of Strategy 2021+. Completion of a comprehensive set of indicators for strategic and specific objectives is expected by 30 June 2022.**

3.1 Vision

The vision of Strategy 2021+ is to **eliminate all gender-based inequality between women and men** and to achieve a state where **each person can develop their potential freely and without disadvantage due to their sex or gender and fully realise themselves in all spheres of social life**. Czech society is capable of making full use of the talent of women and men, not discriminating on the basis of gender, and giving women and men the opportunity to achieve – not only formally, but also practically – the same degree of visibility, dignity and recognition in society.

3.2 Strategic objectives of the strategy

Based on the identified problems and persistent gender inequality, strategic objectives have been set for each chapter as follows:

Work and care:

- SO1: Reducing gender inequality in connection with caregiving
- SO2: Reducing gender inequality in the job market
- SO3: Reducing the gender pay gap
- SO4: Reducing the at-risk-of-poverty rate, especially for women

Decision-making:

- SO1: Increasing the representation of women in decision-making positions
- SO2: Increasing the representation of women in politics

Safety:

- SO1: Supporting and streamlining efforts to prevent gender-based and domestic violence
- SO2: Improving access to assistance for victims of gender-based and domestic violence
- SO3: Identifying systemic solutions to gender-based and domestic violence

Health:

- SO1: Reducing gender inequality in access to health and health care
- SO2: Increasing the capacity to provide gender-sensitive health and social services
- SO3: Improving the working conditions of people working in health care
- SO4: Increasing the satisfaction of pregnant woman with prenatal, perinatal and postnatal care

Knowledge:

- SO1: To ensure the maximum development potential of girls and boys, and men and women
- SO2: Expanding the content of education, science and research by a gender perspective
- SO3: Applying the gender aspect in operation and in the management of education and science/research institutions

Society:

- SO1: Decreasing the degree of acceptability of gender stereotypes and sexism in society
- SO2: Increasing the degree of comprehension of the theme of gender equality and its benefits
- SO3: Strengthening gender culture contained in media
- SO4: Improving conditions for the development of civic society operating in the area of gender equality
- SO5: Strengthening the application of the aspect of gender equality in public policies affecting the daily life of society

External relations:

- SO1: The integration of gender equality values and the empowerment of women in Czech foreign policy

Institutions:

- SO1: Increasing the capacities and competencies of central bodies responsible for promoting gender equality
- SO2: Increasing the capacities and competencies of other state bodies and local government bodies to apply the cross-cutting aspect of gender equality
- SO3: Sufficient, effective and transparent financing of the agenda
- SO4: The creation of functional support structures in the area of promoting gender equality

Thus, the eight chapters of Strategy 2021+ contain a total of twenty-six strategic objectives. The *Institutions* chapter is cross-cutting in nature and sets out the strategic and specific objectives required to provide the conditions for the effective implementation of Strategy 2021+ (or the individual measures across the strategic objectives).

Figure 4 : The chapters and their strategic objectives



3. Work and care

3.1 Analysis of the current situation

Developments in the Czech job market are closely linked to economic developments. **Since 2015, the Czech job market had been registering very favourable developments, reduction of unemployment and creation of new jobs.**²⁹ **With the onset of the economic crisis due to the spread of Covid-19, this favourable development has come to an end and the unemployment rate is starting to rise.** At the same time, thanks to the timely adoption of employment preservation measures, unemployment is rising at one of the slowest rates in the EU.³⁰

In terms of gender inequality, the Czech job market has long been characterised by several facts. **The Czech Republic has one of the highest gender employment gaps in the EU.** In 2019, this gap was 15.8% to the detriment of women.³¹ The large difference in the employment rate is mainly due to the long absences of women from the job market due to their taking care of children or other dependents. **Another characteristic is the high gender pay gap.** Even in this indicator, the Czech Republic has long been one of the worst EU countries (in 2018, the gender pay gap was higher only in Estonia and Germany).³² **A related problem is the low representation of women in management positions and the horizontal segregation of the job market: women are concentrated in lower-wage fields.** This inequality then not only negatively affects women's lives during their productive age, but also results in women having lower old-age pensions than men by almost a fifth (this is also due to factors such as the lower retirement age of women and the related shorter periods of insurance). In the over 65 age group, one in five women is at risk of income poverty (compared to 9.4% of men).³³

There are many reasons for this inequality. In addition to direct discrimination based on gender and gender stereotypes, three other systemic (and long-term insufficiently addressed) problems play a key role: **insufficient capacity of childcare services for children under three years of age, lack of flexible forms of work, and unequal distribution of care responsibilities** (not only for children but also, e.g., for seniors). As part of the Council Recommendation on the National Reform Programme, the Czech Republic is repeatedly advised to ensure sufficient capacity of childcare services for children under three years of age as a measure to help increase the employment rate of women.³⁴ Other international organisations, including the OECD and the UN Committee on the Elimination of Discrimination against Women, also recommend ensuring conditions that allow mothers free choice with respect to their return to the job market. The same applies to the promotion of active fatherhood and a higher rate of participation of men in care.

3.1.1 Gender employment rate

In relation to the gender employment gap, it can be concluded that the **past decade has been characterised by a gradual increase in the employment rate of women.** Since 2011, with the exception of 2014, the number of employed women has grown faster than the number of employed men. The reason for the higher growth dynamics of the employment rate of women compared to that of men lies mainly in the long-term high employment rate of men in the Czech

²⁹ For more details see Strategic Framework for Employment Policy until 2030.

³⁰ For more details see https://idea.cerge-ei.cz/images/COVID/Nezamestnanost_v_dobe_covid-19_srpen.pdf.

³¹ Only six EU Member States reported a higher gender employment gap in 2019. For more details see https://ec.europa.eu/eurostat/databrowser/view/sdg_05_30/default/table?lang=en.

³² For more details see https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en.

³³ For more details see <https://www.czso.cz/documents/10180/91605937/300002190138.pdf/59a4890b-b376-4b2a-b126-16484cc0bcbd?v=1.1>.

³⁴ For more details see <https://eur-lex.europa.eu/legal-content/CS/TXT/HTML/?uri=CELEX:52019DC0503&from=EN>.

Republic, and thus the higher initial values of the employment rate of men compared to the employment rate of women.³⁵

Between the 2nd quarter of 2008 and the 1st quarter of 2019, the employment rate of women aged 20 to 64 increased from the initial 62.9% to 72.7%, i.e., by 9.8 pp, while in the same period, the employment rate of men of the same age increased from the initial 81.9% to 87.3%, i.e., by 5.4 pp

In addition to the growth of the employment rate of women, the educational structure of the population has also been changing in recent years. **There has been a significant increase in the number of employees with a university degree especially with respect to women, with their share increasing by 11.5 percentage points between 2008 and 2019, from a starting point of 15.8%, to 27.3%.** Throughout the reference period, this proportion is higher than that for men, in whose case it rose to 23% from the same starting point of 15.8%.³⁶

In general, women show a higher level of formal qualifications in the job market, as more women than men have graduated from secondary school. In 2018, 41.7% of employed women and 33.8% of employed men reached this level of education (for a change in the educational structure by gender, see Figure 3).

Despite the above-mentioned positive trends, however, the Czech Republic shows a high gender employment gap, with a very low employment rate for women of the age typical for parenthood. In terms of the gender employment gap for the 20-64 age category, the Czech Republic has long been one of the worst countries in the EU.³⁷ The low employment rate of women with young children is related to long-term job market absences due to parenthood. The proportion of women who are economically inactive because they are caregivers is one of the highest in the EU (84 % of economically inactive women aged 25-34 and 70% of women aged 35-44). The difference in the employment rate of women with a child under the age of 6 and women without any children in 2017 was 48.3 pp, the highest in the EU.

The main reasons for the low employment rate of women in the 25-34 age group therefore include long parental leave (which is rarely taken by men) and the lack of affordable and locally available childcare. The Czech Republic allows you to take parental leave for up to 208 weeks, which is the longest in the EU. The share of children under the age of three enrolled in formal care facilities (6.5% in 2017) is the second lowest in the EU (the EU average is 34.3%). Every year, approximately 30,000 to 40,000 applications for placement of a child in kindergarten are rejected (in the 2018/2019 school year, it was 32,804 applications, in the 2019/2020 school year it was 36,277 applications).³⁸ The largest number of rejected applications concerned the youngest age group, i.e. children under 3 years of age, which accounted for 35.5 % of the total number of rejected applications.³⁹ However, the number of rejected applications does not indicate the number of children, as parents can submit more than one application. The Ministry of Education does not have data on the number of rejected children.

Studies also show that women have a 1.4 times (i.e., 40%) higher chance of being unemployed than men. Parenthood (with small children) slightly increases a woman's chances of being unemployed, with unmarried woman, similarly to those who are divorced or widowed, have a 1.7 times or 1.6 times higher chance of being unemployed. However, parenthood affects

³⁵ Strategic Framework for Employment Policy until 2030

³⁶ Ibid

³⁷ Only six EU Member States reported a higher gender employment gap in 2019. For more details see https://ec.europa.eu/eurostat/databrowser/view/sdg_05_30/default/table?lang=en.

³⁸ For more details see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_o_rovnosti_2019.pdf.

³⁹ For more details see https://www.csicr.cz/Csicr/media/Prilohy/Obr%C3%A1zky%20ke%20C4%8D1%C3%A1nk%C5%AFm/2018/Vyrocnizprava-CSI-2017-2018_final-verze.pdf.

woman and men differently in terms of the risk of unemployment: a woman with a child is more than 3.7 times more likely to be unemployed than a man with a child; and a man without a child is more than 1.6 times more likely to be unemployed than if he did have a child.⁴⁰

3.1.2 Part-time work and flexible forms of work

Part-time work and flexible form of work are essential to the reconciliation of work and family life for parents with small children, especially for women, whose chances of employment are strongly influenced by motherhood.⁴¹ **The employment rate for women with a child in preschool does not exceed 50% over the long-term, and, in comparison with other EU countries, is one of the lowest.** The opposite is true for women with older children (children aged 12 or more). Here the unemployment rate is the highest among EU countries over the long-term (93% in 2019).⁴²

The Czech job market has long shown a smaller proportion of part-time work. In recent years, however, the proportion of part-time workers in total employment has been increasing, especially the case of women: from 8.5% in 2008 to 12.3% in 2018 for women; from 2.2% to 3.7 % for men; and 4.9% to 7.5% generally.⁴³ Part-time work is dominated by women. Their percentage among part-time workers has remained virtually constant throughout the reference period, oscillating between 74% in 2008 and 71% in 2010 and 2014. Currently, women comprise 72.2% of all part-time workers.

On the one hand, part-time work is one form of employment that is suitable to help a return to the job market after parental leave or after a period devoted to long-term care. A sufficient supply of part-time work is thus perceived as one of the measures to increase the employment of women (especially mothers of preschool children). **At the same time, however, part-time work or work on alternative employment contracts poses a number of risks.** The findings of professional studies point to the ambivalent nature of part-time work in the Czech Republic. On the one hand, part-time work is used, especially by women, to allow them to combine work and childcare. On the other hand, the results show that most of these jobs are done by people who belong to marginalized groups in the job market and are, therefore, generally associated with a lower level of job security and a higher risk of poverty.⁴⁴

A specific form of flexible employment is **working from home** (home office). **The Covid-19 epidemic has brought about a unique experience in relation to working from home,** where a large proportion of employees have ended up using this form of work for several months (according to professional studies, approximately 40% of all job positions can be performed in the form of home office).⁴⁵ A substantial number of employers have also declared their willingness to use home office even once the Covid-19 epidemic ends.

3.1.3 Care and the job market

In 2019, 279,900 (98.3%) women and 4,900 (1.7%) men on average drew parental allowance per month.⁴⁶ **The low participation of men in childcare is a long-term situation: since 2010, the share of men drawing parental allowance has hovered between 1.5% and 2%.**

⁴⁰ For more details see Hašková, Hana, Alena Křížková, Kristýna Pospíšilová. 2018. "Intersekcionalní přístup ke zkoumání nezaměstnanosti." 54 (2): 171-198. Available at: <https://doi.org/10.13060/00380288.2018.54.2.398>.

⁴¹ Family Policy Concept 2017

⁴² Eurostat. 2020. Employment rate of adults by sex, age groups, educational attainment level, number of children and age of youngest child (%). Available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfst_hheredch.

⁴³ For more details see Strategic Framework for Employment Policy until 2030.

⁴⁴ For more details see, e.g., Vohlřdalová, Marta, Formánková, Lenka. 2012. "Částečné úvazky v České republice: šance nebo riziko?" In Fórum sociální politiky 6 (5): 17-21.

⁴⁵ For more details see https://idea.cerge-ei.cz/images/COVID/IDEA_Home_office_covid-19_rijen_23.pdf.

⁴⁶ For more details see <https://www.czso.cz/documents/10180/90404487/19002919306.pdf/912122aa-6067-48e3-8157-eb4980c34781?version=1.3>.

This is mainly due to persistent gender stereotypes (the assumption that the mother should take care of the child) and differences in income between women and men.

From February 2018, it is also possible to draw the paternity postpartum care benefit (this is a sickness insurance benefit), which can be received for up to seven calendar days.⁴⁷ **Paternity leave is intended, among other things, to deepen the relationship with the new born and to provide assistance to the child's mother in the first few days following birth of the child. Only about 40% of fathers (or persons entitled to the paternity leave) draw this benefit, and the proportion of men who choose to receive the paternity benefit has not changed significantly since 2018.**

According to a survey conducted by the League of Open Men, **there has been a shift in opinion over the last ten years regarding the involvement of men in childcare.** According to the survey, more than half of the men polled (53%) would like to stay on parental leave for at least some time if they had a child today. **The research confirms that the reason for the low participation of men in parental leave (or drawing parental allowance) is both persistent gender stereotypes and financial issues:** two-thirds of the men surveyed said that they had higher incomes than their partner and their going on parental leave would mean a palpable loss of income for the family.⁴⁸

The shift in the perception of the role of men and women in the family is also documented by the CVVM survey. **More than 60% of respondents said that both partners should be involved in caring for sick relatives (64%), caring for children (65%) or supervising school children (66%).**⁴⁹ On the other hand, a public opinion poll, which was conducted as part of the 22% TO EQUALITY project (MoLSA), points out that although the majority (77%) of respondents believe that the father should be involved in care as much as possible, there is also opinion that the mother should always be on parental leave (70%). **Thus, it can be stated that although there is a shift in opinion regarding the involvement of men in care, social stereotypes persist as women are viewed as the primary caregivers.**⁵⁰

Since 1 June 2018, it has been possible to draw a long-term nursing benefit, which enables one to care for family members. The benefit can be drawn for a maximum of 90 days, and the amount is 60% of the reduced daily assessment base per calendar day. About 1,000 people – approximately 800 women and 200 men – are receiving monthly, long-term nursing benefits.⁵¹

The transposition of the Directive of the European Parliament and of the Council on the work-life balance of parents and carers and repealing Council Directive 2010/18/EU could bring about a change in the system.⁵² The directives aims, among other things, to increase the involvement of men in childcare.

3.1.4 Kindergartens, children's groups and micro-nursery schools

A long-term problem negatively affecting the employment rate of women and the gender pay gap is the **lack of place in kindergartens and childcare facilities for children under three years of age.** According to the EU-SILC survey, between 2011 and 2019, the percentage of children under the age of three in educational and care institutions was below 7% (the so-called Barcelona target of this indicator is 33%).⁵³ The situation is similar for the percentage of children over the age of 3 until they start school, which according to the same survey did not

⁴⁷ For more details see <https://www.cssz.cz/documents/20143/99971/opp.pdf/7a5c13d6-c075-b0df-e434-cfaaae3c0bf6>.

⁴⁸ For more details see <https://ilom.cz/tatove-v-cesku-istou-aktivnejsi-nez-pred-10-lety/>.

⁴⁹ For more details see <https://cvvm.soc.cas.cz/cz/tiskove-zpravy/ostatni/vztahy-a-zivotni-postoje/5185-nazory-verejnosti-na-rolu-muze-a-zeny-v-rodine>.

⁵⁰ For more details see <https://www.rovnaodmena.cz/www/img/uploads/8053ad73.pdf>.

⁵¹ For more details see <https://data.cssz.cz/web/otevrena-data/graf-pocet-vyplacenyh-davek-nemocenskeho-pojisteni-v-cr>.

⁵² For more details see <https://eur-lex.europa.eu/legal-content/CS/TXT/HTML/?uri=CELEX:52017PC0253&from=CS>.

⁵³ For more details see <https://ec.europa.eu/eurostat/databrowser/view/tps00185/default/table?lang=en>.

exceed 81% (the Barcelona target of this indicator is 90%).⁵⁴ There are several types of childcare and pre-school facilities in the Czech Republic. In addition to kindergartens, there are chiefly children's groups and micro-nursery schools. Childcare facilities operating on the basis of a trade license are another type. Beginning with the 2017/2018 school year, the amendment to the Education Act introduced a measure making it mandatory for children to attend the last year of pre-school before compulsory school attendance.

In the 2019/2020 school year, 364,909 children were registered in kindergartens.⁵⁵ **Every year, approximately 30,000 to 40,000 applications for placement of a child in kindergarten are rejected** (32,804 applications in the 2018/2019 school year and 36,277 applications in the 2019/2020 school year).⁵⁶ This value does not represent, however, the total number of children not admitted to kindergartens, as more than one application can be submitted per child. Since 2014, childcare has also been made possible through children's groups. **As of August 2020, the MoLSA registered a total of 1,109 children's groups with a capacity of 14,650 places.**⁵⁷

An analysis of the development of the number of places and the number of children in kindergartens registered in the register of schools and school facilities from 2020 predicts a shortage of 89,006 places in municipal kindergartens, or a shortage of 55,899 places if all kindergarten operators are included the calculation. The analysis draws attention to regional differences in accessibility, where some regions are unable to fill kindergarten capacity and other regions easily fill capacity and have a deficit (Prague - expected deficit of 20,000 places; Moravian-Silesian Region – expected deficit of 17,000 places; South Moravian region – expected deficit of 10,000 places).⁵⁸

The (non-)availability of childcare facilities (children's groups) and pre-school education (kindergartens) was addressed in the *Analysis of the availability of pre-school childcare facilities with a focus on kindergartens and children's groups*, which was drawn up by the Ministry of Labour and Social Affairs. **The analysis estimates that 71,000 children under the age of three would like to be placed in childcare/pre-school settings by their parents. Kindergartens are able to provide 64% of the required places and children's groups another 17%.**⁵⁹ This interest is confirmed by research conducted by the Research Institute for Labour and Social Affairs (Výzkumní ústav práce a sociálních věcí), according to which parents begin to considering a care facility or kindergarten when the child is between 1 and 2 years of age.⁶⁰ More than 20% of respondents said they would place a child in a facility occasionally or regularly for part of the day. As the age of the child increases, so does interest in placement in a facility. The majority of parents would place their child in a facility for at least a certain part of the day/week (44.7% would not be interested in using early childhood education and care services). As regards parents with children between 3-4 years of age, 45% of respondents would like to place their child in an early childhood education and care facility on a daily basis, with only 7% not being interested in using such a service.

In connection with children's groups and micro-nursery schools, changes can be expected in the near future in connection with the draft amendment of Act No. 247/2014 of the Act on the Provision of Childcare Services in a Children's Group and on the Amendment of Related Acts.⁶¹ The changes should affect the very name of facilities, with children's groups (dětské skupiny)

⁵⁴ For more details see <https://ec.europa.eu/transparency/regdoc/rep/1/2018/CS/COM-2018-273-F1-CS-MAIN-PART-1.PDF>.

⁵⁵ For more details see <http://toiler.uiv.cz/roценка/roценка.asp>.

⁵⁶ For more details see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_o_rovnosti_2019.pdf.

⁵⁷ For more details see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_o_rovnosti_2019.pdf.

⁵⁸ The *Analysis of the development of the number of capacities and the number of children in kindergartens registered in the register of schools and school facilities* was provided to the Department of Gender Equality on 31 January 2020 as part of information on the implementation of the Updated Measures of Priorities and Government Procedures in Promoting Gender Equality for 2018.

⁵⁹ For more details see MoLSA. Analysis of the availability of pre-school childcare facilities. With a focus on kindergartens and children's groups. 2020. 2020.

⁶⁰ For more details see http://praha.vupsv.cz/Fulltext/vz_443.pdf.

⁶¹ For more details see https://www.irozhlaz.cz/zpravy-domov/jesle-deti-skupiny-skolky-novela-zakon-zmeny-finance_2007200819_tzr.

being renamed crèches (jesle). The requirement for the qualifications of carers in these facilities should also change: a new requirement for medical training should be introduced. The most fundamental changes include the transition from funding the operation of children's groups from Operational Programme Employment to funding from the state budget and the introduction of the condition that it will be possible to provide care services in crèches only to children under 3 years of age. This change should contribute to freeing up space in crèches for children under 3 years of age and to the fulfilment of the so-called Barcelona objectives.

3.1.5 Gender segregation of the job market

In the Czech Republic, both vertical and horizontal, i.e. sectoral, segregation of the job market persist.⁶² This segregation is created already during education, when girls are usually motivated to study humanities and care, while boys are motivated to study technical fields. **A negative consequence of job market segregation is, for example, pay inequality.** Feminised sectors are generally less financially rewarded than those dominated by men. The low representation of women also means that the lived experience of women is not reflected in the given field, which can have negative effects on both the content and the form of work. According to the Gender Equality Index, the Czech Republic registers the largest difference in the representation of women (9%) and men (43%) in STEM fields.⁶³ In 2019, the Czech Republic joined the EU Declaration, which aims to help women with entry into IT.⁶⁴

3.1.6 Gender pay gap

In 2018, the Czech Republic showed a gender pay gap of 20.1%, the third worst result after Germany (20.9%) and Estonia (22.7%).⁶⁵ The pay gap is due to a combination of factors. At the societal level, these include persistent gender stereotypes and the related low involvement of men in care, as well as horizontal job market segregation and low priority for gender equality. At the level of employers, non-transparency and insufficient supply of flexible forms of work and part-time work can be identified as an obstacle to equal pay. At the individual level, there is, for example, lower self-confidence in negotiating wages and salaries or low information about pay discrimination and thus motivation to tackle it.⁶⁶ Other factors influencing women's pay are motherhood and parenthood and the associated career growth gaps. **The highest differences in remuneration can be found in 35-39 age group, where the gender pay gap reaches 32%.**⁶⁷

A lack of transparency in remuneration also has a negative effect on unequal pay for women and men.⁶⁸ The need to introduce measures promoting salary and wage transparency is mentioned in the *Commission Report to the European Parliament, the Council and the European Economic and Social Committee on the implementation of Commission Recommendation on strengthening the principle of equal pay between men and women through transparency*, which encourages Member States to enshrine the following in legislation: the right of individuals to request information from their employer about pay; the

⁶² For more details see <https://www.czso.cz/documents/10180/91605937/300002190407.pdf/88bed030-0ed9-454f-8d07-b07cf6769a55?version=1.1>.

⁶³ For more details see <https://eige.europa.eu/gender-equality-index/2019/domain/work/CZ>.

⁶⁴ For more details see <https://ec.europa.eu/digital-single-market/en/news/eu-countries-commit-boost-participation-women-digital>.

⁶⁵ For more details see https://ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics.

⁶⁶ These processes are analysed in more detail in the MoLSA publication *Analysis of the causes leading to differences in gender pay* available at: <https://www.rovnaodmena.cz/www/img/uploads/44239a5a8.pdf>.

⁶⁷ For more details see the CERGE EI study *Differences in the amount of earnings in relation to motherhood and child in the family*:

https://idea.cerge-ei.cz/files/IDEA_Studie_11_Rozdily_vydelku_ve_vztahu_k_materstvi/files/downloads/IDEA_Studie_11_Rozdily_vydelku_ve_vztahu_k_materstvi.pdf. The negative effects of motherhood and parenthood on women's wages and salaries are also estimated by the MoLSA study *Differences in remuneration of women and men in the Czech Republic: Workplaces, employment, equal work, breakdown of factors* available at: <https://www.rovnaodmena.cz/www/img/uploads/34c5639c.pdf>.

⁶⁸ For more details see, e.g., https://www.soc.cas.cz/sites/default/files/publikace/krizkova_markovavolejnicky_vohlidalova_genderove_nerovnosti_v_odmenovani-problem_nas_vsech.pdf.

obligation for companies to issue regular reports on pay; the requirement for companies to conduct audits; and the obligation of companies to take equal pay into consideration during collective bargaining.⁶⁹ Similar recommendations were published in the Annual Report of the Ombudsman for 2018, which, in addition to the Commission's recommendations, proposes e.g., nullifying contractual clauses where employees agree to confidentiality regarding their pay, making it obligatory to indicate pay in job advertisements, and imposing the obligation to provide information on the average pay of women and men performing the same work if this is requested by an employee or trade union.⁷⁰

In June 2020, the **European Committee of Social Rights** published a **decision** stating that due to a **lack of pay transparency in practice and comparison of jobs in the private sector**, **measurable progress** in promoting equal pay opportunities for women and men has not been achieved and a **balanced representation of women in the decision-making bodies of private companies** has not been ensured. **Thus, according to the Committee, the Czech Republic is not fulfilling its obligations arising from Article 4(3) of the European Social Charter and Article 1(a)(c) of the Additional Protocol of 1988.**⁷¹

In recent years, however, salary increases have been promoted in feminised sectors such as health care and education. The salaries and wages of general and practical nurses are constantly increasing. In 2018, the average gross salary a general nurse midwife was CZK 37,719 (CZK 30,280 in 2016).⁷²

3.1.7 Income poverty and social exclusion

The proportion of people at risk of poverty or social exclusion in the Czech Republic is the lowest in the EU. In 2019, material deprivation in the Czech Republic amounted to 5.7%, the proportion of persons living in households with very low labour intensity was at 4.5%, and the risk of income poverty was at 10.1%.⁷³ **The risk of poverty and material deprivation in the Czech Republic is generally low; some groups, however, such as single women or senior women, are significantly more at risk.**

According to data from the Living Conditions Survey (EU-SILC, 2019), the most vulnerable population group of about 54,000 people comprise those who are also at risk of income poverty, material deprivation and, at the same time, are living in households with low work intensity. These are mainly the long-term unemployed, people living in single-parent families and people living in families with three or more children.⁷⁴ The proportion of women at risk of poverty was 12.1%, while in men it was 8.1%.⁷⁵ In terms of education, the poverty rate of people with a low level of education is particularly high at 33.1%. The poverty rate of people with a secondary level of education (11.8%) or higher level of education (3.9%) is relatively low. An above-average poverty rate of 29.2% was recorded in households where people live lone (men 18%, women 37%).

Due to differences in average incomes in the productive age and absences from the job market due to caregiving, women in the 65+ age group face significantly higher rates of

⁶⁹ For more details see <https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2017:0671:FIN:CS:PDF>.

⁷⁰ For more details see https://www.ochrance.cz/fileadmin/user_upload/zpravy_pro_poslaneckou_snemovnu/Vyrocní_zprava_2018.pdf.

⁷¹ For more details see https://www.justice.cz/documents/12681/771376/UWE_CZ-rozh+ECSR_p%C5%99eklad.pdf/56d0dcfa-de78-4b0a-b23d-5a04a3de4868, or the press release available at: <https://www.justice.cz/web/msp/archiv-tiskovych-zprav?clanek=pomaly-pokrok-v-oblasti-rovnosti-zen-a-muzu-predstavuje-poruseni-evropske-socialni-charty>.

⁷² For more details see <https://www.uzis.cz/res/fi/008281/nzis-rep-2019-e04-personalni-kapacity-odmenovani-2018.pdf>.

⁷³ For more details see <https://www.czso.cz/documents/10180/125571069/1600212020.pdf/b88c7f3e-5671-4c46-b252-a8acafbf436c?version=1.0>

⁷⁴ For more details see

<https://www.mpsv.cz/documents/20142/225517/Strategie+soci%C3%A1ln%C3%ADho+za%C4%8Dle%C5%88ov%C3%A1n%C3%AD+2021-2030.pdf/df1647d-ebf7-efe3-e797-efcf865cb171>

⁷⁵ For more details see <https://www.czso.cz/documents/10180/125571069/1600212019.pdf/dc590e1c-a42f-495c-a7cd-59a7a42b076f?version=1.0>.

income poverty than men. While one in five women (20%) in this age group faces income poverty, for men it is only 7%.⁷⁶

Homelessness is a specific problem. The total estimate of the number of people without a home (people without a house or apartment) was almost 21,200 and 2,600 children. Of this total, 19% were women and 81% men. In terms of age, the majority of homeless people were 50-64 years old (37%), with people over 64 making up 9%. The highest number of homeless people was registered in the Moravian-Silesian Region (3,500) and in the capital, Prague (3,300).⁷⁷

3.1.8 Labour 4.0 and digitisation

In connection with the development of the Internet and digital technologies, new forms of work are emerging. Further development in this area can be expected in the next decade, as evidenced by the National Strategy for Artificial Intelligence in the Czech Republic, which outlines developments in this area over the next 15 years.⁷⁸ Specifically in its Chapter 5 - *Measures to address the impact of AI on the job market and the social system*, this strategy estimates the changes in the job market that will occur as a result of digitisation and automation of the workforce. **It can be expected that automation, i.e. the replacement of human labour with machines, will affect not only manual labour, but also those sectors and types of labour that are repetitive and routine in nature and can be replaced.** The International Labor Organization (ILO) points out that, due to widespread horizontal segregation, job losses may occur both in fields where women are predominantly represented and in fields where men are predominant. **It is expected that women may lose their jobs to a greater extent in the services and hospitality sectors due to automation.**⁷⁹

Another manifestation of job digitisation is “platforming”. This is work that is mediated by online digital platforms. Work in the area of passenger transport, food delivery and domestic work is currently mediated through platforms.⁸⁰ **Platform work is characterised by a certain degree of flexibility in terms of the time and place that workers can choose, but it is also work that generally lacks employee protection as well as work with low and unreliable earnings.**⁸¹ In the Czech Republic, the exact number of people who would be performing this type of work has not yet been mapped. In 2019, a report from a survey conducted in 13 countries, including the Czech Republic, was published.⁸² The survey suggests that while in general more men than women work on platforms in the Czech Republic, women represent a higher proportion of people for whom this type of work is the only source of income.⁸³ **The ILO report suggests that women choose this type of work precisely because of the flexibility it affords in terms of hours and location, thus allowing them to better balance work and personal, and therefore family, life.**⁸⁴

3.2 Strategy

In connection with the above-described persisting inequality and problems, the *Work and care* chapter is divided into four strategic objectives:

- SO1: **Reducing gender inequality in connection with caregiving**

⁷⁶ For more details see <https://www.czso.cz/documents/10180/91605937/300002190138.pdf/59a4890b-b376-4b2a-b126-16484cc0bcbd?version=1.1>.

⁷⁷ For more details see

http://praha.vuopsv.cz/fulltext/vz_458.pdf?fbclid=IwAR2oAvGBdikgaerijmcyTniVmYmXvH5gq0HRWHRVntK8_UZnxXHQC82SRBU.

⁷⁸ For more details see https://www.vlada.cz/assets/evropske-zalezitosti/umela-inteligence/NAIS_kveten_2019.pdf.

⁷⁹ For more details see https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_674831.pdf.

⁸⁰ For more details see <https://www.statistikaamy.cz/2019/09/30/lide-si-vydelavaji-on-line-praci-stale-castejj/>.

⁸¹ For more details see https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_645337.pdf.

⁸² For more details see <https://www.feps-europe.eu/attachments/publications/platformisation%20of%20work%20report%20-%20highlights.pdf>.

⁸³ For more details see http://www.fesprag.cz/fileadmin/public/pdf-publikace/2019_Sondy_09.pdf.

⁸⁴ For more details see https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_645337.pdf.

- SO2: **Reducing gender inequality in the job market**
- SO3: **Reducing the gender pay gap**
- SO4: **Reducing the at-risk-of-poverty rate, especially for women**

The first strategic objective focuses on reducing inequality that arises as a result of greater involvement of women in caring for children and other family members. The measures under this strategic objective are aimed at increasing the participation of men in caregiving, increasing the availability of childcare and kindergarten services, supporting informal carers and increasing the motivation of employers to create conditions for the speedier return of parents and carers to the job market.

The participation of men in caregiving should be increased through both formal and informal measures. In this respect, the thorough transposition of *Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU* is considered the most important. With regard to the set of measures aimed at childcare and pre-school facilities, it is desirable to ensure local and financial accessibility. Specifically, it is also necessary to increase the capacity of childcare facilities for children under the age of 3, the lack of which is reflected in section 4.1.4. *Kindergartens, children's groups and micro-nursery schools*. The strategic objective also imposes the obligation to arrange sufficient capacities and increase the quality of formal or institutional care facilities for aging or dependent relatives and introduce a policy aimed at providing support to informal carers. Due to the growing number of foreigners on the job market in the Czech Republic, measures in the form of efforts to increase awareness about rights and opportunities on the job market were also included, also in connection with work-life balance.

The second strategic objective is to reduce inequality in the job market. The measures under this objective are aimed primarily at increasing the use of part-time and flexible forms of work, supporting women in entrepreneurial activities, improving awareness of employment rights in relation to maternity and parental leave, and increasing the protection afforded to disadvantaged groups. This strategic objective also includes measures related to the gender impact of the digitisation of the job market and the role of the social partners, civil society and employers in eliminating inequality.

The strategic objective proposes making legislative changes to promote flexible forms of work and, at the same time, motivate employers to provide flexible work options. Measures aimed at supporting women entrepreneurs focus on motivating women to develop entrepreneurial activities, but also reflect the need to monitor involuntary entrepreneurship, otherwise known as false employment (*švarcsystém* in Czech). The strategic objective also takes into account inequality caused by multiple factors, i.e., multiple discrimination. This set of measures should support projects aimed at increasing employment of Roma women, women with disabilities and women with low qualifications. The key to reducing inequality in the job market is involving various institutions at the level of trade unions, employers and public administration, raising awareness of inequality in the job market and supporting efforts aimed at eliminating inequality.

The third strategic objective focuses on reducing the gender pay gap and addressing the negative effects thereof. The measures should contribute to addressing the root causes of the pay gap, in particular at reducing horizontal gender segregation in the job market, increasing pay transparency and providing more protections against wage discrimination.

The strategic objective proposes addressing the issue of horizontal segregation starting from school, e.g., by supporting projects aimed at motivating girls and boys to study fields not stereotyped by gender, but also by strengthening the competencies of career counsellors in the field of gender equality. The set of measures aimed at combating pay discrimination

focuses on employers as well as the professional and general public. Measures aimed at promoting pay transparency include, for example, regular information on the development of wages or salaries broken down by gender, the introduction of the obligation to publish information on the basic component of wages or salaries in advertisements or enshrinement in the Labour Code a ban on negotiating confidentiality clauses.

The fourth strategic objective addresses at-risk-of-poverty (especially of women) due to inequality in the job market. It focuses on reducing the risk of single parents falling into poverty, reducing the risk of their losing their home and reducing the risk of retired women falling into poverty. Measures aimed at supporting single parents are proposed in the form of methods supporting agreements between parents on providing care and maintenance to their dependent children (minors), evaluating the effectiveness of the law on substitute maintenance, and raising the awareness of parents about their statutory rights and obligations in connection with dependent children. Other measures focus on the issue of people facing multiple disadvantages who are particularly at risk of poverty, such as retired women, migrant women, and particularly vulnerable parent groups.

3.3 Charts and diagrams

Schéma 5: Vzdělanostní struktura zaměstnaných

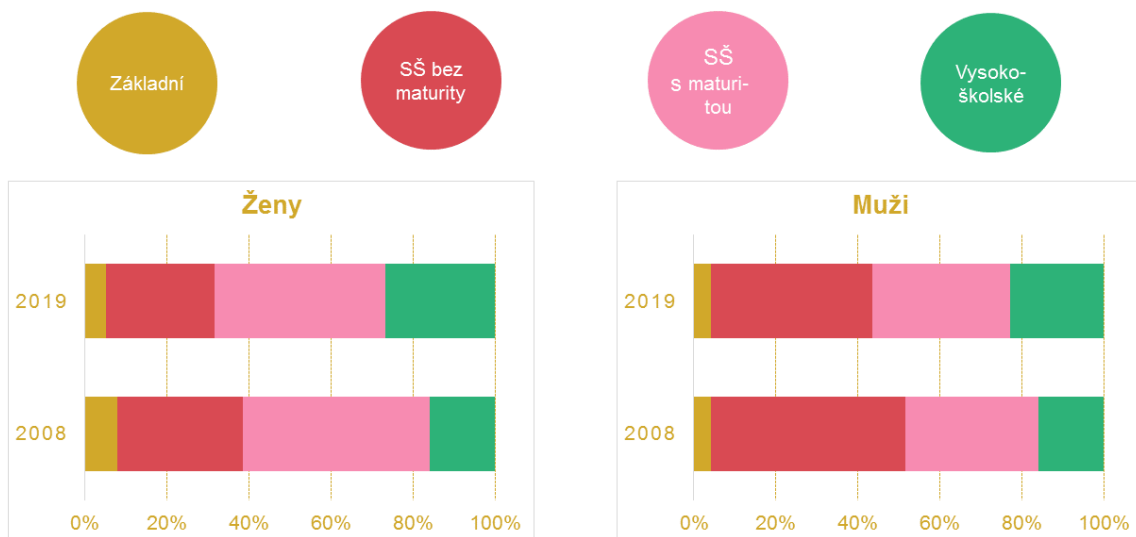


Schéma 6: Průměrné hrubé měsíční mzdy

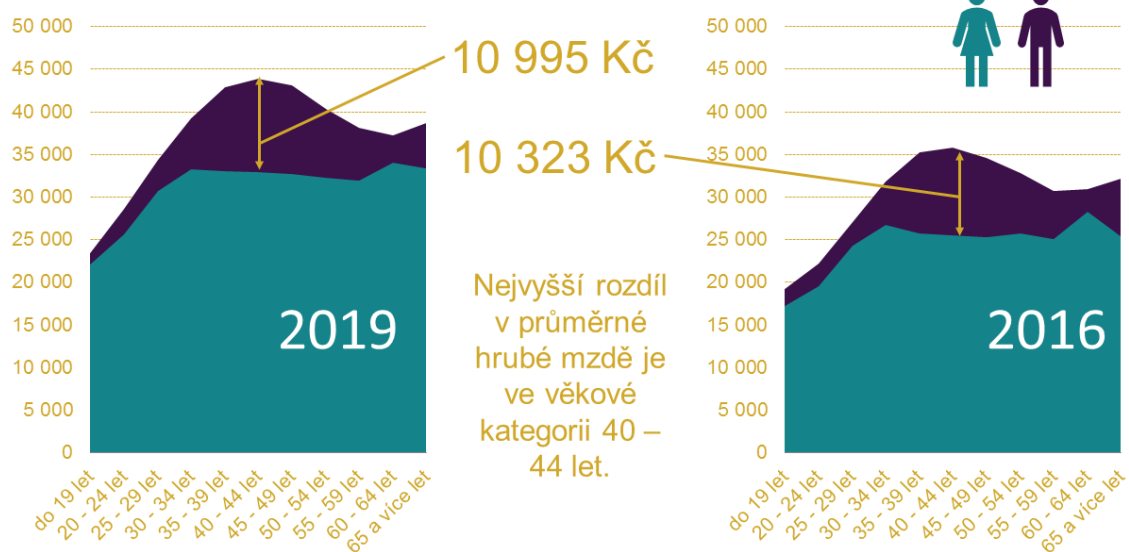


Schéma 7: Gender Pay Gap

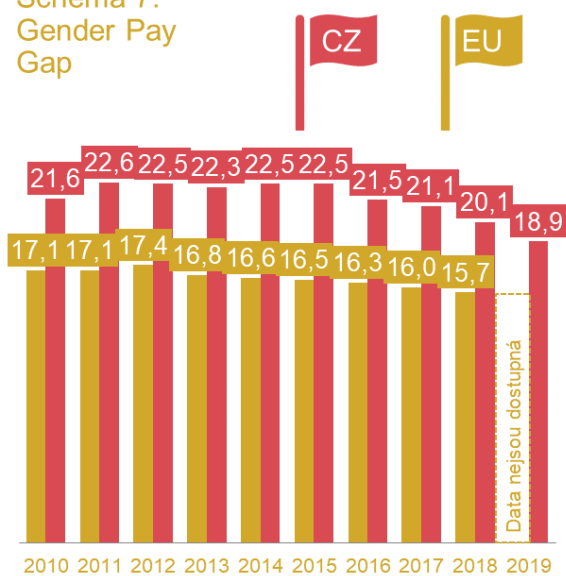


Schéma 8: Meziroční nárůst/pokles zaměstnaných (v tis.)

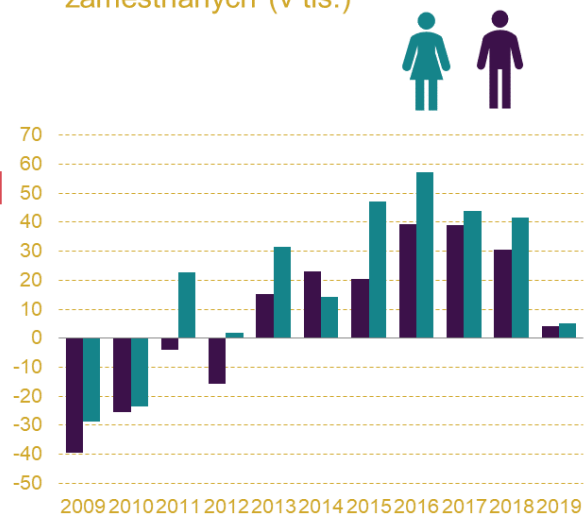


Schéma 9: Děti zapsané do MŠ v roce 2019/2020

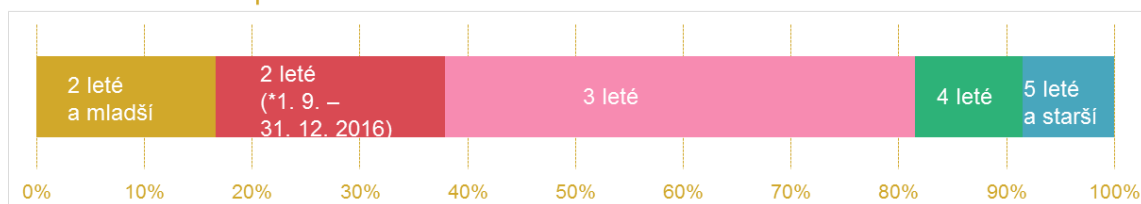


Schéma 10: Čerpání otcovské poporodní péče k počtu narozených dětí

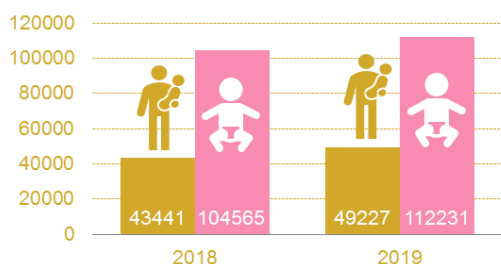
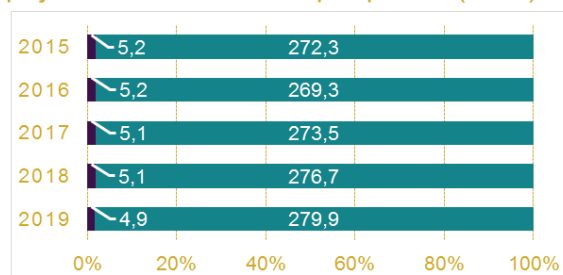


Schéma 11: Průměrný měsíční počet příjemců rodičovského příspěvku (v tis.)



Data sources:

Figure 5 : Educational structure of employees, MoLSA.

<https://www.mpsv.cz/documents/20142/1736728/Anal%C3%BDza+za+rok+2019.pdf/b5c912de-8d7f-cde8-618d-185080a6313f>. Strategic framework of employment policy until 2030, MoLSA (discussed by the Government on 24 August 2020).

Figure 6 : Average gross monthly wages, CZSO.

2018: <https://www.czso.cz/documents/10180/91606471/11002619a3.pdf/011028cc-3480-47bc-acb9-6600f7f10cd2?version=1.0>.

2019: <https://www.czso.cz/documents/10180/122733944/11002620a3.pdf/bca60888-6075-4863-b8b7-939af93a7912?version=1.1>.

Figure 7: Gender pay gap, Eurostat. Data for the entire EU are not yet available (as of 22 February 2021).

https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en.

Figure 8: Year-on-year increase / decrease of employees: Strategic Framework of Employment Policy until 2030, MoLSA (discussed by the Government on 24 August 2020).

Figure 9 : Children enrolled in kindergarten, MoEYS

<http://toiler.uiv.cz/rocenka/rocenka.asp>.

Figure 10 : Drawing of paternal postpartum care, CSSA. <https://data.cssz.cz/web/otvarena-data/graf-pocet-vyplacenyh-davek-nemocenskeho-pojisteni-v-cr> Number of children born, CZSO

https://www.czso.cz/csu/czso/oby_cr_m.

Figure 11: Average monthly number of recipients of parental allowance, CZSO.

<https://www.czso.cz/documents/10180/90404487/19002919306.pdf/912122aa-6067-48e3-8157-eb4980c34781?version=1.3&fbclid=IwAR2-pxBKqk6dEopAlsSSUyFvqw57PBEatBskCKE5smS-VrVGCp7jo1TMZS8>.

4. Decision-making

4.1 Analysis of the current situation

Fair participation of women and men in decision-making is a fundamental pillar of a functioning democracy. It is still true that women and men have specific experiences and needs in many respects. The ability to take these experiences and needs into account is related to the level of gender representation in decision-making positions. Expert studies, including mathematical models, confirm that **diverse teams work significantly more efficiently than homogeneous ones.**⁸⁵ Fair gender participation in public decision-making is thus not only a human rights issue, but also a prerequisite for effective public policy-making. If gender positions in decision-making are more fair, decisions on individual societal issues will also be more fair.⁸⁶ This applies to poverty and unequal pay, violence and harassment and caregiving, but also to security, education and the economic and environmental challenges of today.⁸⁷

In 2020, 100 years had passed since the adoption of the Czechoslovak Constitution, which enshrined the active and passive right of all citizens, including women, to vote. In this way, women have been formally able to participate in public life and decision-making to the same extent as men for a hundred years. **Despite the fact that women and men currently have the same opportunities to occupy decision-making positions, their representation in the Czech Republic in these positions is one of the lowest in the EU.** The absence of women in decision-making positions is one of the main reasons why the Czech Republic shows poor results in various international gender equality indices. For example, under the Gender Equality Index 2020⁸⁸, which evaluated, among others, gender equality in decision-making positions, the Czech Republic ranked third from the bottom with 27.7 points (out of 100 possible). As part of the Global Gender Gap Index 2020,⁸⁹ the Czech Republic finished 78th out of the 153 countries evaluated, mainly due to the low representation of women in politics.

At the same time, the international conventions by which the Czech Republic is bound implies the obligation to actively promote a balanced gender representation in politics and decision-making positions.⁹⁰ The promotion of balanced gender representation in politics and decision-making positions is further emphasised in the Final Recommendations of the UN Committee on the Elimination of Discrimination against Women⁹¹ and Recommendation Rec (2003)3 of the Committee of Ministers of the Council of Europe.⁹² In 2020, the European Committee of Social Rights issued a decision stating that the Czech

⁸⁵ For more details see, e.g., Groups of Diverse Problem Solvers Can Outperform Groups of High-Ability Problem Solvers Available at: https://www.researchgate.net/publication/8187135_Groups_of_Diverse_Problem_Solvers_Can_Outperform_Groups_of_High-Ability_Problem_Solvers.

⁸⁶ Only after reaching the level of the glass ceiling, i.e. at least 30% of men or women in a given body, is the under-represented group not only able to formulate its own, often neglected topics or different perspectives, but also to promote them more effectively. For more details see, e.g., Baxter, Janeen, E. O. Wright. 2000. "The Glass Ceiling Hypothesis. A Comparative Study of the United States, Sweden, and Australia". In *Gender & Society* 2: 275-294.

⁸⁷ For more details see, e.g., 25 years since the Beijing Platform for Action, Social Watch Monitoring Report on Gender Equality 2020, P. Šponďrová, 2020; Women in the Czech Republic in Decision-Making Positions 25 years later, http://www.socialwatch.cz/wp-content/uploads/sw_zprava_cr_2020.pdf.

⁸⁸ For more details see <https://eige.europa.eu/gender-equality-index/2020/CZ>.

⁸⁹ For more details see <http://reports.weforum.org/global-gender-gap-report-2020/the-global-gender-gap-index-2020/>.

⁹⁰ These include, for example, the UN Convention on the Elimination of All Forms of Discrimination against Women or the European Social Charter.

⁹¹ For more details see

https://www.tojrovnost.cz/images/dokumenty/Broura_CEDAW.pdf?fbclid=IwAR1NDSyKv6V5t4GzEH5tom6v3D5hsCEXO4sYl1u3zYwdpHM6GyVY0i_Fo.

⁹² For more details see <https://edoc.coe.int/en/gender-equality/7659-balanced-participation-of-women-and-men-in-decision-making-analytical-report-2016-data.html#>.

Republic is in violation of the European Social Charter due to its failure to ensure a **balanced gender representation in the decision-making bodies of private companies**.⁹³

In legislature, the representation of women has long been around 20%. The percent of women in the Chamber of Deputies is currently 22.5% and in the Senate 14.8%.⁹⁴ After the elections to regional assemblies in 2020, the percentage of women increased to 22.1% (from the previous 20.3%). The percentage of women in municipal assemblies is 28%. Women managed to attain the highest political representation in the European Parliament elections in 2019, where they managed to obtain 33.3% of the positions reserved for the Czech Republic.

The long-term trend in elections to representative bodies is a gradual increase in the number of elected women (see Figures 12-16) and in most elections also an increase in the number of women candidates (except for the last regional elections, for example). **Although this growth is continuous, it is also relatively slow.** For example, between 2000 and 2020, the representation of women in regional councils increased by 7.7 pp (from 14.4% to 22.1%). **If this rate of growth stayed the same, it would take another 46 years before women would make up 40% of regional councils in Czech Republic.** The representation of women in the Chamber of Deputies increased from 15% to 22% between 1996 and 2017, i.e. by 7 percentage points. **At this rate, women will not attain 40% representation until 2071.** A similar situation exists in other representative bodies (see Figure 17). The percentage of women who chair the boards of directors and supervisory boards of public companies – companies with an ownership share of the state, regions and municipalities – is 11%.⁹⁵ The percentage of women who are members of the supervisory boards or boards of directors of the largest Czech companies listed on the stock exchange is 13.4%, while men comprise 86.6%.⁹⁶ A similar situation exists in the judiciary, sport, the arts, the media and science and research.

4.1.1 Gender representation in politics

The nature of decision-making positions or the fact that such positions require involvement in other areas of public and private life often dissuade women from entering them.⁹⁷ The reasons for the under-representation of women in decision-making positions and in politics stems from gender stereotypes, a lack of transparent rules, an inadequate number of flexible forms of work and a shortage of preschool care options. In addition to the above barriers to women's entry into politics, there are specific obstacles,⁹⁸ e.g., in the electoral system, in the way candidate lists are drawn up or in internal party and nomination processes, which often lack transparency.⁹⁹ In the area of women's representation in political decision-making, the Czech Republic is below the EU average, and the elections that have taken place over the last decade have not precipitated any fundamental change.

⁹³ For more details see

<https://hudoc.esc.coe.int/fre/#?%22sort%22:%5B%22ESCPublicationDate%20Descending%22%5D,%22ESCDIdentifier%22:%5B%22cc-128-2016-dmerits-en%22%5D%7D>.

⁹⁴ As at 31 December 2020.

⁹⁵ Otevřená společnost, o. p. s., Gender Map (available at <http://www.genderovamapa.cz/>) and the publication *Bereme ženy na palubu. Analýza zastoupení žen a mužů ve vedení veřejných firem* (available at <http://www.otevrenaspolecnost.cz/download-publication/845>).

⁹⁶ For more details see <https://eige.europa.eu/gender-equality-index/2019/domain/power/CZ> deals in more detail with the causes of insufficient representation of women in decision-making positions and in politics.

⁹⁷ text part of the Action Plan for the Balanced Representation of Women and Men in Decision-Making Positions for 2016-2018, available from: <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/akcni-plan-pro-vyrovnanne-zastoupeni-zen-a-muzu-v-rozhodovacich-pozicich-na-leta-2016--2018-147260/>.

⁹⁸ On the topic of specific obstacles, causes of under-representation of women in politics and possible solutions in the context of the Czech Republic, see for example Vohlídalová, M., Maříková, H., Čermáková, M., Volejníčková, R. 2016. *Sólo pro soprán: O ženách v české politice*. Prague: Sociologický ústav AV ČR, v.v.i. Available at:

https://www.soc.cas.cz/sites/default/files/soubory/solo_pro_sopran_na_web_soc_cas_0.pdf; Rakušanová, P., Václavíková-Helšusová, L. 2006. *Ženy v mužské politice*. In Hašková, H., Křížková, A., Linková M. *Mnohohlasem. Vyjednávání ženských prostorů*. Prague: Sociologický ústav AV ČR, v.v.i. Available at: https://www.soc.cas.cz/sites/default/files/publikace/haskova_krizkova_linkova_-_mnohohlasem.pdf; Mottlová, M., Slačálek, O. 2020. *Poloviční politika*. In Šimáčková, K.; Havelková B.; Špondrová P. (eds). *Mužské právo: jsou právní pravidla neutrální?* Prague: Wolters Kluwer.

⁹⁹ The removal of specific barriers and the promotion of women within political parties is addressed, for example, in the *Manual for Political Parties - 15 Tips for Promoting Women within Political Parties*. For more details see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/Manual-pro-politicke-strany.pdf.

At the same time, the current soft measures aimed at increasing the participation of women in politics are proving ineffective.¹⁰⁰ Legislative measures setting the conditions for the representation of women and men on candidate lists have been introduced by several European countries.¹⁰¹ Despite the fact that there have been several attempts in the past at finding a legislative solution for more balanced gender representation in politics,¹⁰² no effective action has been taken in the Czech Republic.

Surveys show that **Czech society is in favour of greater gender representation in politics and in decision-making positions.** For example, the 2017 Eurobarometer e-survey¹⁰³ showed that 57% of the Czech public thinks that gender equality has not yet been achieved in Czech politics (the belief that gender equality in politics has been achieved is held by 41% of the public). The numbers also reveal strong differences between the genders: 65% of women and 48% of men hold the view that gender equality has not been achieved in politics. It is quite surprising to find that 69% of the Czech public supports legislative measures to achieve a balanced gender representation in politics (the EU average is 70%). Only 24% of the public is against it.¹⁰⁴

From 1996 to 2020, women's representation in the Chamber of Deputies fluctuated between 15% and 22%.¹⁰⁵ In the Chamber of Deputies, the highest proportion of women was attained in the 2010 and 2017 electoral terms. Between 1996 and 2017, the representation of women in the Lower Chamber of Parliament increased on average by 0.33 percentage points per year.

The Senate of the Parliament of the Czech Republic has long been characterised by the lowest proportion of women (also because of the majority electoral system). For example, in the 2018 elections, women comprised only 7.4% of elected senators, the lowest in the history of the Upper Chamber of the Czech Parliament. **From 1996 to 2020, women comprised only between 11% and 20% of the Senate.** Between 1996 to 2020, the proportion of women in the Senate grew on average only 0.15 percentage points per year.

In the European Parliament, the representation of women increased by 0.8 pp per year between 2004 and 2019. Growth here is thus faster than in other elected bodies. This growth was mainly caused by the elections in 2019, in which women made up a third of all the elected members. In 2019, the overall share of female MEPs for all EU Member States was 41%,¹⁰⁶ thus overcoming the so-called parity threshold.¹⁰⁷

¹⁰⁰ Since the adoption of the Action Plan for Balanced Representation of Women and Men in Decision-Making Positions, the representation of women in the Chamber of Deputies has increased by 3% and in municipal councils by 1%; in the Senate, the representation of women has decreased by 5%. Data as of 31 December 2020.

¹⁰¹ For example, Belgium, France, Croatia, Italy, Ireland, Poland, Portugal and Slovenia. For more details see <https://www.idea.int/data-tools/data/gender-quotas>.

¹⁰² Specifically, in 2015, the Ministry of the Interior drafted a bill amending Act No. 247/1995 Coll., on elections to the Parliament of the Czech Republic and on amendments to certain other acts, as amended, Act No. 130/2000 Coll., on elections to regional councils and on the amendment of certain acts, as amended, and Act No. 424/1991 Coll., on association in political parties and political movements, as amended. This amendment would have required that at least one candidate of the opposite sex appear among the first three candidates in the list of candidates for elections to the Chamber of Deputies and regional councils, and that the total representation of each sex on the list of candidates be at least 40%. The penalty for non-compliance with this requirement would have been a 30% reduction of the contribution for the mandate of a deputy or member of the regional council. The draft amendment was discussed by the Government of the Czech Republic on 1 July 2015, but was not approved by the Government of the Czech Republic.

¹⁰³ For more details see https://data.europa.eu/euodp/en/data/dataset/S2154_87_4_465_ENG.

¹⁰⁴ The attitude of Czech society to the topic of balanced representation of women and men in politics is further addressed, for example, by, R. 2016. Závěrečná zpráva, Focus groups - Postoje české veřejnosti k politice, politické angažovanosti a ženám v politice. Prague: Sociologický ústav AV ČR, v.v.i. Available at: https://www.soc.cas.cz/sites/default/files/soubory/zprava_fg_sou_final.pdf.

¹⁰⁵ For more details see <https://padesatprocent.cz/cz/statistiky/zastoupeni-zen-a-muzu-v-politice/poslanecka-snemovna>.

¹⁰⁶ For more details see <https://www.europarl.europa.eu/news/en/headlines/eu-affairs/20190705STO56305/facts-and-figures-the-european-parliament-s-new-term>.

¹⁰⁷ The 40% threshold, or the so-called "parity threshold", is an ideal situation where the representation of men and women is truly balanced and fair. In order to reach the parity threshold of 40%, which is generally recognised in the international environment as the threshold for a balanced representation of women and men in decision-making positions, legislative gender quotas for candidate lists are introduced as a systemic compensatory measure. The equal participation of women and men in decision-making in public affairs brings unmistakable positives and is important for the whole of society. In addition to the issue of justice and human rights, the promotion of gender balance in decision-making positions is also related to the social and economic development of society. It is a condition for achieving economic growth and social progress, a high level of employment and social cohesion.

Direct presidential elections were held in the Czech Republic for the first time in 2013. While three female candidates ran for the presidency in the first elections in 2013, not a single woman ran for office in 2018. The reason for the absence of female candidates is mainly the low-degree of accessibility of women to the highest level of Czech politics in part due to prevailing gender stereotypes.¹⁰⁸

The lowest level of political decision-making is characterised by two facts. **Municipal councils have long had the highest representation of women. At the same time, there is a continuous, albeit very slow, increase in the number of women nominated and the number elected.** The representation of women in municipal councils increased from 17.7% in 1994 to 28% in 2018. Between 1994 and 2018, the proportion of women in municipal councils grew on average by 0.42 percentage points per year. Here, too, there is an indirect proportion: the larger the municipalities, the fewer the women represented at all levels of political decision-making.¹⁰⁹

In connection with the activities of non-profit sector in the Czech Republic, the NGO Forum 50% has long focused on the issue of low representation of women in politics through, for example, analytical work, educational events and directly support for female politicians.¹¹⁰

4.1.2 Gender representation in the public sphere and other institutions of public interest

Women remain underrepresented on other public levels. The low representation of women is influenced not only by the above-mentioned gender stereotypes and a lack of work-life options, but also by the insufficient use of positive measures to promote a balanced gender representation. It is also true, however, that the proportion of women in lower positions has been gradually growing.

Monitoring the representation of women in the supreme body of executive power is more complicated from the long-term point of view, unlike, for example, the Parliament of the Czech Republic. This is mainly due to the fact that the composition of governments changes frequently during their term of office, which of course has an impact on women's representation. The ministerial positions¹¹¹ that women have occupied most since 1993, have been the Ministry of Justice (six women in total) and the Ministry of Education, Youth and Sports (six women in total). The Ministry of the Interior, the Ministry of Transport and the Ministry of Foreign Affairs have never been led by women.

The biggest change in the state administration in the last ten years can be traced to deputy ministers. For example, compared to 2011, when 8.9% of these positions were held by women, in 2019 the number was already at 32%. Conversely, there has been no significant increase in the number female directors over the last decade, with the proportion of women in this position ranging between 27% and 34% since 2008. The situation is similar when it comes to department heads, where there have been no major fluctuations; the representation of women in these positions has, however, remained high at more than 40% since 2012.

¹⁰⁸ The topic of gender stereotypes in election campaigns for the 2018 presidential election is addressed in the publication "Analýza genderových stereotypů a zobrazování žen a mužů v předvolebních kampaních". For more details see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/Analýza-genderovych-stereotypu-a-zobrazovani-zen-a-muzu-v-predvolebnich-kampanich.pdf.

¹⁰⁹ For more details see, e.g., gender representation among mayors by population, available

at: <https://www.czso.cz/documents/10180/91605937/300002190717.pdf/b1b80f11-5db2-4cda-baa1-b8490f8ded93?version=1.1>.

¹¹⁰ For more details see <https://padesatprocent.cz/>.

¹¹¹ With the exception of the ministries that ceased to exist between 1993 and 2020.

In the field of justice, the number of female judges has long been slightly greater than number of male judges in the Czech Republic. Over the last decade, the proportion of female judges has ranged between 60% and 65%.¹¹² [112] Nevertheless, women are disproportionately under-represented at higher levels of the court system and in decision-making positions in the judiciary.¹¹³ The situation is similar with regard foreign policy positions, where women have long been under-represented as ambassadors.¹¹⁴ A similar situation can be observed in the public media management.¹¹⁵

The situation associated with the COVID-19 pandemic has shown that women are not sufficiently include in crisis management, although the situation concerns them fundamentally and also requires that the perspective of society as a whole be taken into account.¹¹⁶ At the same time, however, it should be added that it is desirable to strive for a balanced gender representation in the staffing of all advisory and working bodies of the government, not only in times of crisis.

4.1.3 Gender representation in company management

Women have long been under-represented in company management, and there has been no significant change in this regard in recent years. As in politics and the public sector, the under-representation of women is caused by gender stereotypes, non-transparent rules of recruitment and promotion to decision-making positions and the absence of flexible forms of work. Women also face stereotypical thinking from some employers, a lack of female role models and a lack of women's networks.

The representation of women in the management of state-owned companies has also long been very low.¹¹⁷ The situation is the same in the biggest Czech private companies. Sector specifics can also be found in corporations.¹¹⁸ An inverse relationship can also be seen here: the bigger the company, the lower the percentage of the women in statutory bodies.

Gender representation in decision-making positions within state-owned companies is related to the entry into force of Act No. 353/2019 Coll., on the selection of persons to the management and supervisory bodies of legal entities with state ownership (Nomination Act). The Nomination Act legislatively enshrines the nomination process in the management and control bodies of companies with state ownership and state-owned enterprises. Unlike previous practice, companies are now obliged to hold tenders when filling positions in the company's governing bodies. The selection procedures are thus completely transparent, with emphasis being placed on meeting the legal and professional requirements for the position.

An important long-term strategic document of the government is the State Ownership Policy The strategy, which was approved by Government by Resolution No. 115 of 17 February 2020, aims is to ensure the effective functioning of the state as the owner of business entities, the transparent exercise of state ownership rights in companies and companies, the founding

¹¹² The yearbook Focus on Women and Men from the CZSO, available at https://www.czso.cz/csu/gender/2-gender_uvod deals with gender representation in the position of judges

¹¹³ According to CZSO data, the proportion of women in the positions of presidents of regional courts in 2018 was only 12.5%. For more details see <https://www.czso.cz/documents/10180/91605937/300002190710.pdf/dea30d77-c17a-4ef1-8908-10c7315e056e?version=1.1>.

¹¹⁴ In 2019, the Association for International Affairs published infographics on the representation of women in foreign and defence policy and in Czech European politics, available at: <http://www.amo.cz/zeny-v-ceske-zahranicni-evropske-a-bezpecnostni-politice/>.

¹¹⁵ According to CZSO data, the representation of women in the management of public media as of August 2019 was 10% in total, in the councils of public media the representation of women is 17%. For more details see <https://www.czso.cz/documents/10180/91605937/300002190720.pdf/2b2e79f5-f0ae-4d77-8973-69d336c3b77f?version=1.1>.

¹¹⁶ For more details see the initiative for the composition of the National Economic Council of the Government: <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/perspektiva-zen-je-v-rozhodovacich-pozicich-a-politice-klicova-181010/>.

¹¹⁷ In 2018, on the basis of data from individual ministries, the Department of Gender Equality prepared an analysis of the representation of women and men in the management of companies with state ownership. In 80 of these companies, 701 people are represented at the level of supervisory boards and boards of directors, of which 102 are women (15%).

¹¹⁸ More women are represented in fields such as insurance or entertainment and recreation. Conversely, the least women are represented in statutory bodies in the fields of mining or construction. For more details see <https://byznvsprospolecnost.cz/82-firem-z-top-250-neivetsich-dosahuje-zakladniho-indexu-zen-ve-vedeni-2016/>.

rights in state-owned enterprises and the establishment of the basic principles of the state's behaviour as an owner, with emphasis on problematic areas of corporate governance. One of the areas also affected is the nomination process, where one of the approved measures is to support the adoption and implementation of a diversity policy (in relation to gender, age, etc.). As part of the implementation of the State Ownership Policy Strategy, the issue of gender equality will be monitored with a focus on the application of the diversity policy as a whole, not just on the issue of gender equality.

Outside of Act No. 256/2004 Coll., on Doing Business in the Capital Market, which imposes on relevant issuers¹¹⁹ the obligation to describe in the annual reports how their diversity policy is applied, the promotion of a balanced gender representation in the private sector is not formalised.

Several initiatives in the Czech Republic, such as Business for Society,¹²⁰ address the issue of the low representation of women in the management of companies. The current representation of women on the supervisory boards and boards of directors of publicly owned companies has long been subject of the “gender map” drawn up by the NGO Open Society.¹²¹

4.2 Strategy

In connection with the above-described persistent inequality and problems, the *Decision-making* chapter is divided into two strategic objectives:

- **SO1: Increasing the representation of women in decision-making positions**
- **SO2: Increasing the representation of women in politics**

These strategic objectives respond to the main persisting kinds of gender inequality in decision-making positions identified in the analytical part. The objectives seek to contribute to the process of balancing the representation of women and men in decision-making positions in our society through specific tasks assigned to state administration institutions. The strategic objectives and related measures are based on the assumption that the state (as an employer) should set an example for the private sector in promoting gender equality and balanced gender representation in decision-making positions. Therefore, this section also contains measures specifically aimed at the state as an employer.

The first strategic objective is to increase the representation of women in decision-making positions. This part therefore covers not only the public authorities, state administration and local governments, but also the company management, among others, and seeks mutual inspiration from the state and private sectors. Most of the tools used in the private sector (intra-company and inter-company/cross-sector mentoring, support programmes, existence of discussions and discussion platforms, etc.) are transferable to state administration.

The strategic objective aims to make women's expertise visible to the public through awareness-raising activities and to facilitate women's career development, for example by promoting support programmes aimed at reducing vertical job market segregation.

The section devoted managerial positions in public administration bodies emphasises providing support for mentoring in the state administration and finding solutions to the low representation of women in leading positions in the judiciary or in the Police of the Czech

¹¹⁹ Issuers that are not SMEs pursuant to Act No. 563/1991 Coll., on accounting.

¹²⁰ For more details see <https://byznysprospolecnost.cz/>.

¹²¹ For more details see <http://www.genderovamapa.cz/>.

Republic. The space is also devoted to the working and advisory bodies of the government, respectively taking into account the agenda of balanced gender representation in the memberships of these bodies. In the area of business, the strategic objective focuses on awareness-raising activities and initiatives, but also on specific measures to support a balanced gender representation, for example in the selection of persons to the management and supervisory bodies of companies.

The objective also discusses the Strategy +1 Implementation Initiative¹²² and efforts to ensure more consistent implementation of the tools contained in it through regular working meetings with department coordinators.

The second strategic objective focuses on increasing the representation of women in politics. It contains specific objectives aimed at raising the awareness of people in actual decision-making position about soft measures related to the methodological support and implementation of educational activities and seminars for the stakeholders concerned. At the same time, however, it also contains measures concerning a proposal for alternative solutions to legislative measures for promoting a balanced gender representation in politics.

4.3 Charts and diagrams

Schéma 12: Volby do Poslanecké sněmovny ČR

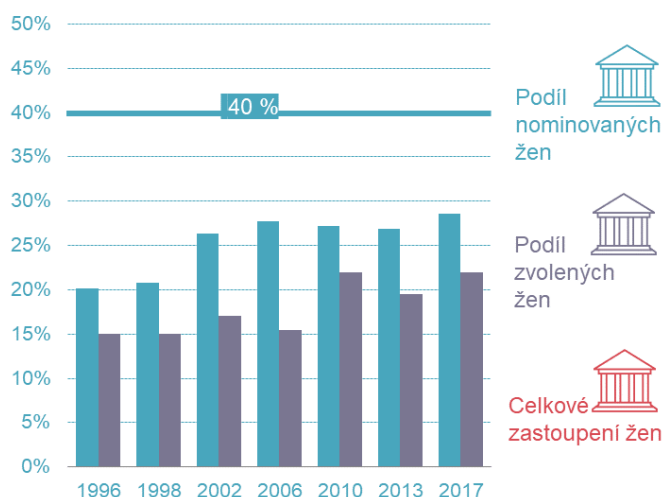
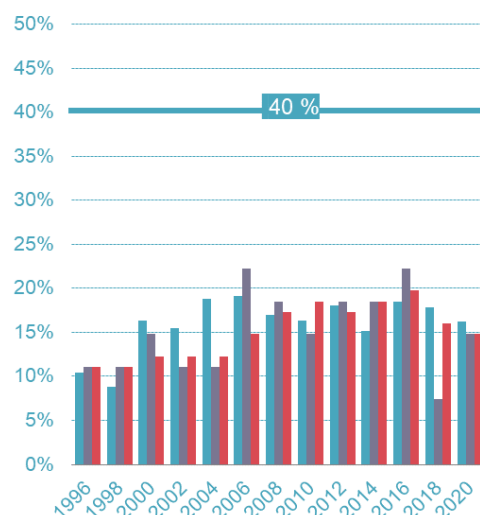


Schéma 13: Volby do Senátu PČR



¹²² For more details see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/podnet-k-uplatnovani-strategie-1-147699/>.

Schéma 14: Podíl žen zvolených do Evropského parlamentu

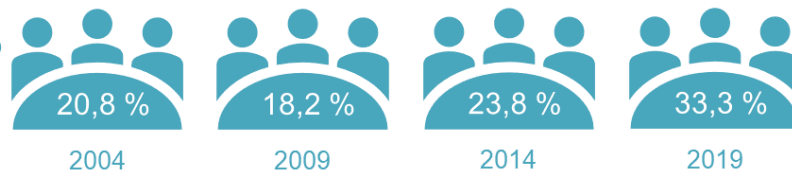


Schéma 15: Volby do zastupitelstev krajů ČR

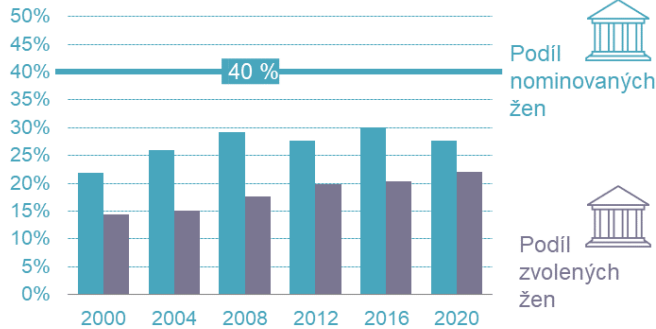


Schéma 16: Volby do zastupitelstev měst a obcí

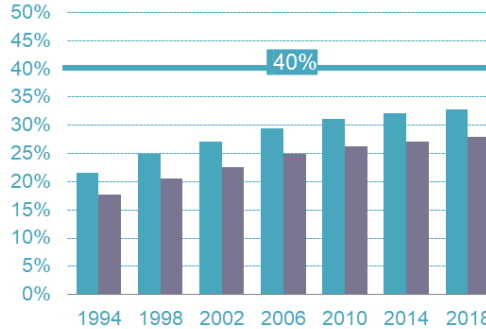


Schéma 17: Lineární trend procentuálního zastoupení žen ve veřejných funkcích

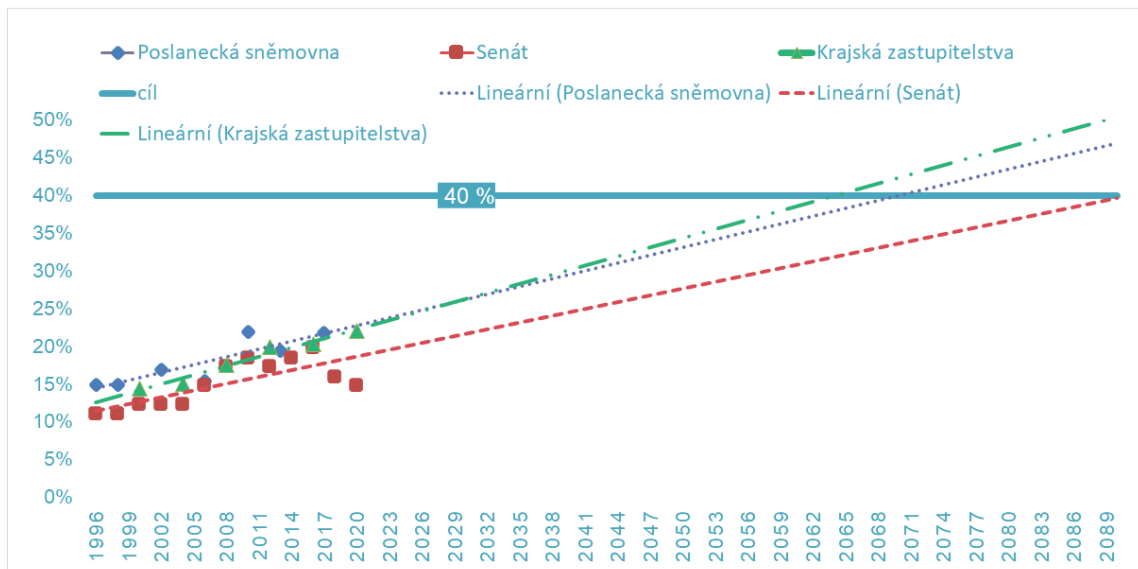




Schéma 19: Počet ministrů a ministryň ČR od 1. 1. 1993 do 31.12. 2020

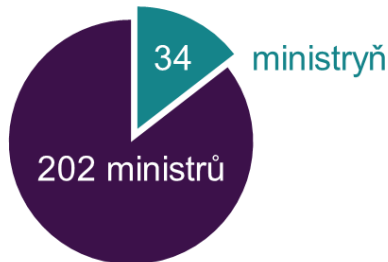


Schéma 20: Podíl žen na daných pozicích ve státní správě

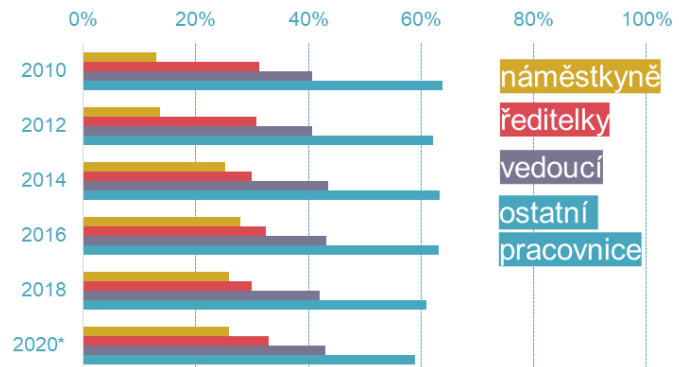


Schéma 21: Podíl žen v soudnictví

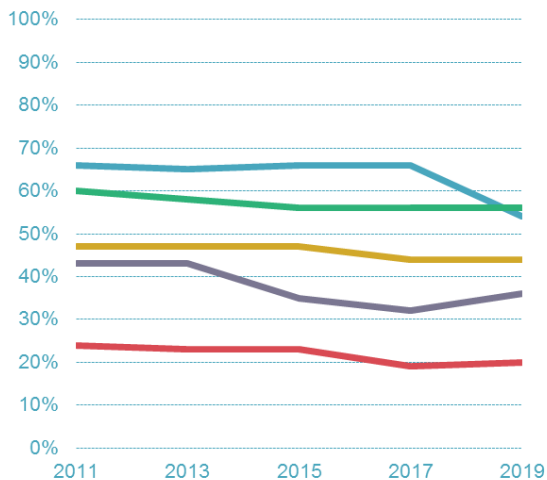


Schéma 22: Rozdíl v podílu žen v soudnictví mezi roky 2011 a 2019



Okresní soudy | Krajské soudy | Vrchní soudy | Nejvyšší soud | Nejvyšší správní soud

Data sources:

Figures 12, 13, 14, 15, 16 and 17 : Election data, CZSO. www.volby.cz

Figures 18 and 19: Female ministers of the Czech Republic, Office of the Government of the Czech Republic (own calculation).

Figure 20: Women in state administration, Office of the Government of the Czech Republic (based on data from individual ministries).

* Data for 2020 are currently available only for MoT, MoF, MoC, MfRD, MoD, MoEYS, MoI, MoA, MoH, MoE (as of 22 February 2021).

Figures 21 and 22: Female Judges, CZSO. <https://www.czso.cz/csu/czso/zaostreno-na-zeny-a-muze-ffhk87f13g>

5. Safety

5.1 Analysis of the current situation

Safety and a violence-free existence are basic human needs for a peaceful and contented life. **The Czech Republic is currently rated as one of the safest countries in the world.**¹²³ In recent years, we have seen a decrease in criminality in the Czech Republic (in 2018, the year-on-year decline was 5%).¹²⁴ **Although criminality in the Czech Republic is generally declining, the highest number of cases of rape in the last 10 years was recorded in 2019. There was also a significant increase in the number of recorded cases of domestic violence** (a year-on-year increase of 70 cases).¹²⁵ There is also an overall increase in cybercrime (an increase of 17% compared to 2017).¹²⁶

Issues associated with safety are closely related to gender equality (they have a “gender character”). Women feel more afraid, although they are generally less likely to be victims of crime than men.¹²⁷ Women express greater concern with regard to all crimes except car theft and organised crime. The most significant differences can be seen with regard to concerns about rape and other forms of sexual assault.¹²⁸ **For women, these concerns also have a more fundamental impact on behaviour:** 60% of women (compared to 20% of men) avoid certain places or people after dark due to safety concerns, for example.¹²⁹

Women make up the vast majority of victims of domestic violence, stalking or rape, i.e. crimes with a major impact on personal integrity and human dignity.¹³⁰ Given the nature of these crimes and their impact on the victims (e.g., the level of trauma and the risk of secondary victimisation), these types of crime require a specific approach. **Characteristic for them is a high degree of latency, i.e. only a very small proportion of victims of offences against personal integrity decide to report the incident to the police.** Only about one-fifth of particularly sensitive cases of sexual assault and domestic violence are reported to the police often due to a lack of confidence in the ability of the police to resolve the situation or because of the belief that reporting the incident is not worth the effort required to file a criminal complaint.¹³¹ Secondary victimisation, repeated interrogations, fears of suspicion on the part of friends, family and law enforcement agencies, the victim's often close relationship with the perpetrator, rational and warranted scepticism in the perpetrator actually receiving punishment all contribute to victims of particularly sensitive offenses against personal integrity being reluctant to press charges and, thus, to a high degree of latency.

The obligation of the state to actively prevent violence is clear not only from the Charter of Fundamental Rights and Freedoms of the Czech Republic, but also from a number of international commitments contained e.g., in the Conventions of the United Nations on the Elimination of All Forms of Discrimination against Women and the relevant recommendations

¹²³Institute for Economics and Peace. 2020. Global Peace Index 2020: Measuring Peace in a Complex World. Available at: <http://visionofhumanity.org/reports>.

¹²⁴ Institute for Criminology and Social Prevention. 2020. Safety, crime and prevention. Available at: <http://www.ok.cz/iksp/docs/459.pdf>.

¹²⁵ For more details see the 2019 Report on the Implementation of the Action Plan for the Prevention of Domestic and Gender-Based Violence in 2019 - 2022. Available at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava-za-rok-2019_akcni-plan-prevence-DN.pdf. Statistical reports of crime. Available at: <http://www.policie.cz/clanek/statisticke-prehledy-kriminality-za-rok-2019.aspx>.

¹²⁶ Institute for Criminology and Social Prevention. 2020. Safety, crime and prevention. Available at: <http://www.ok.cz/iksp/docs/459.pdf>.

¹²⁷ Institute for Criminology and Social Prevention. 2018. Victims of crime. Findings from the victimisation study. Available at: <http://www.ok.cz/iksp/docs/449.pdf>.

¹²⁸ Institute for Criminology and Social Prevention. 2007. Citizens on crime and prevention. Final report from the public survey. Available at: <http://www.ok.cz/iksp/docs/332.pdf>.

¹²⁹ Institute for Criminology and Social Prevention. 2018. Victims of crime. Findings from the victimisation study. Available at: <http://www.ok.cz/iksp/docs/449.pdf>.

¹³⁰ For more details see Institute for Criminology and Social Prevention. 2018. Victims of crime. Findings from the victimisation study. Available at: <http://www.ok.cz/iksp/docs/449.pdf>. Report for 2019 on the implementation of the Action Plan for the Prevention of Domestic and Gender-Based Violence in 2019 - 2022. Available at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava-za-rok-2019_akcni-plan-prevence-DN.pdf and statistical overviews of crime. Available at: <http://www.policie.cz/clanek/statisticke-prehledy-kriminality-za-rok-2019.aspx>.

¹³¹ Institute for Criminology and Social Prevention. 2017. . Analysis of crime trends in the Czech Republic in 2017. Available at: <http://www.ok.cz/iksp/docs/447.pdf>.

of the respective UN committee, the European Convention on Human Rights,¹³² the Beijing Declaration and Platform for Action, the Council conclusions “preventing and combating all for violence women” and the availability of support services for people affected by domestic violence, etc..¹³³ **A comprehensive framework for the prevention of domestic violence and violence against women and improvement of assistance to victims is set out in the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, signed by the Czech Republic in 2016 and still not ratified.**¹³⁴

The relationship between gender and violence is complex. **The results of several studies show that gender inequality increases the risk of male violence against women and reduces the ability of vulnerable people to seek protection and professional help.**¹³⁵ This chapter reflects the relationship between gender inequality and various forms of violence and focuses on their most common forms, collectively referred to as gender-based and domestic violence. These forms of violence cannot be seen as an isolated problem, but as a manifestation of inequality across society.¹³⁶ **In relation to domestic violence, it is true that professional studies recognise its gender conditionality** (although it is true that not all cases of domestic violence can be considered gender-based).¹³⁷

Within the Government's Strategic Materials for the Prevention of Violence against Women, gender-based violence is defined as “*all acts of physical, sexual, psychological or other forms of violence that target women because they are women or men because they are men, or acts of such violence which have a disproportionate impact on women or men*”.¹³⁸ This definition is based on instruments of international law such as the UN Convention on the Elimination of All Forms of Discrimination against Women. Based on this definition, in addition to domestic and intimate partner violence, sexual violence, rape, sexual harassment or stalking are also considered forms of gender-based violence. Although men also fall victim to these forms of violence, the vast majority of the victims are women.¹³⁹ Under Strategy 2021+, human trafficking for the purpose of sexual exploitation is also considered to be gender-based violence.

5.1.1 Occurrence of domestic and gender-based violence

Domestic violence and other forms of gender-based violence remain a serious problem in Czech society.¹⁴⁰ This form of violence is one of the most common forms and has a major negative impact on the lives of the victims and society as a whole. International and Czech studies of the incidence of domestic violence show that approximately one in three women and one in fourteen men experience various forms of domestic violence during their lifetime. Children are present in more than half of the cases of domestic and intimate partner violence. Approximately 5-10% of Czech women have been victims of rape, with the vast majority of

¹³² See the relevant case law of the European Court of Human Rights: judgment of the European Court of Human Rights of 9 September 2009, *Opuz v. Turkey*, complaint no. 33401/02, judgment of the European Court of Human Rights of 12 June 2008, *Bevaqua and S. v. Bulgaria*, Application no. 71127/01, judgment of the European Court of Human Rights on 31 May 2007 in *Kontrova v. Slovakia*, complaint no. 7510/04, ad.

¹³³ For more details see Chapter 1.6 Other relevant strategy papers.

¹³⁴ For more details see Chapter 9.1.1 Public opinions on gender equality.

¹³⁵ For more details see, e.g., Kearns, M. C., Schappell D'Inverno, A., Reidy D. E. 2020. The Association Between Gender Inequality and Sexual Violence in the U.S. *American Journal of Preventive Medicine*, vol. 58: 12-22. Available at: [https://www.ajpmonline.org/article/S0749-3797\(19\)30416-7/fulltext](https://www.ajpmonline.org/article/S0749-3797(19)30416-7/fulltext).

Hudson, Valerie M., Bonnie Ballif-Spanvill, Mary Caprioli, and Chad F. Emmett (2012) *Sex and World Peace*, New York: Columbia University Press.

Aizer, A. The Gender Wage Gap and Domestic Violence. *The American Economic Review*, vol. 100(4):1847-1859.

World Health Organization. 2009. Promoting gender equality to prevent violence against women. Available at: https://apps.who.int/iris/bitstream/handle/10665/44098/9789241597883_eng.pdf.

¹³⁶ For more details see: <https://www.unhcr.org/4794b3512.pdf>.

¹³⁷ For more details see: Čírtková, L. *Domáci násill: Nebezpečné rodinné vztahy ve 21. století*. Plzeň, 2020, pp. 52-55.

¹³⁸ Action Plan for the Prevention of Domestic and Gender-Based Violence for 2019 - 2022

¹³⁹ Ibid

¹⁴⁰ Current trends in domestic violence, see for example For more details see, e.g.,: Čírtková, L. *Domáci násill: Nebezpečné rodinné vztahy ve 21. století*. Plzeň, 2020.

them never seeking help or contacting the police. Latency also remains high for sexual harassment, stalking, or gender-based cyber violence.¹⁴¹

Approximately 600 cases of rape are reported to the police each year, and the police deal with an average of two cases of domestic violence per day.¹⁴² Each year, social and legal child protection authorities register approximately 2,500¹⁴³ cases of domestic violence in families where children are being raised.¹⁴⁴ Every year, more than 1,300 violent people are expelled from their homes due to domestic violence.¹⁴⁵

As follows from the above statistics, administrative data on the number of cases of individual forms of gender-based violence does not show a long-term declining or increasing trend. The only exception is the criminal offense of domestic abuse, the incidence of which continued to decline slightly from 2011 to 2019. **However, this data constitutes only a fraction of the actual incidence of these forms of violence, as most cases remain unreported.**¹⁴⁶ **According to the results of international surveys, 32% of women in the Czech Republic have experienced physical or sexual violence, 9% stalking, 12% sexually abuse and 5% rape.**¹⁴⁷ According to the results of a 2016 survey by the Association of Intervention Centre Workers, more than a fifth of women identified themselves as victims of domestic violence. For men, this share was significantly lower (7%). Children were present in more than half of the cases of domestic violence (56.4%) and intimate partner violence (57.9%).¹⁴⁸

In the field of research on domestic violence against men, the literature agrees that **men are also persons at risk of domestic violence being inflicted on them both by women and by other men.**¹⁴⁹ The recorded occurrence of domestic violence against men is, as mentioned, considerably less frequent than women. However, as with women, latency is thought to be significant. Unlike women, who often remain in an abusive relationship due to emotional and/or economic dependence, fear of escalation of violence, etc., latency in the case of men may be due to the effects of the violence being less visible externally, as it usually has less serious physical consequences, or, more frequently, the inability or impossibility of men to identify themselves as victims, both in relation to their environment and themselves, with gender stereotypes playing an important role in this inability.¹⁵⁰ As a result, men often do not confide in anyone about domestic violence or seek help.

One of the findings of research in the field of sexual violence is the fact that in the Czech Republic, one in 11 people (9%) has experienced rape, but only 5% of them report it. Two thirds of cases of rape take place at home (the perpetrator of the rape is usually the husband or partner). Another alarming finding is that 64% of those who were the victims of sexual violence in childhood have additional experience with it in adulthood. The group most at risk of sexual violence is women aged 18-34.¹⁵¹

¹⁴¹ Ibid, Chapter 1.1. Occurrence of domestic and gender-based violence

¹⁴² Statistical overviews of crime are available at: <http://www.policie.cz/clanek/statisticke-prehledy-kriminality-za-rok-2019.aspx>.

¹⁴³ The statistics of the Police of the Czech Republic and the CPA show that not every case of domestic violence registered by the CPA ends with notification and criminal prosecution. Some acts of violence in the common household can also be qualified as offences.

¹⁴⁴ For more details see the annual reports of the Ministry of Labour and Social Affairs on the performance of social and legal protection of children: <https://www.mpsv.cz/documents/20142/225508/V20-%C4%8Cesk%C3%A1+republika.xls/660962d5-c40b-7972-4565-5f8f21621fe4>.

¹⁴⁵ Statistical outputs of reporting are processed on the basis of data of intervention centres in the Czech Republic (§ 60 a), Act. No. 108/2006 Coll., on social services. Statistical data were provided by the Association of Intervention Centre Workers of the Czech Republic (Asociace pracovníků intervenčních center ČR, z.s.). For more details see http://www.domaci-nasili.cz/?page_id=255.

¹⁴⁶ E.g., Home Office Research Study: A Gap or A Chasm? Attrition in Reported Rape Cases. 2005. Available

at: <http://webarchive.nationalarchives.gov.uk/20110314171826/http://rds.homeoffice.gov.uk/rds/pdfs/05/hors293.pdf>.

¹⁴⁷ For more details see https://fra.europa.eu/sites/default/files/fra_uploads/fra-2014-yaw-survey-main-results-apr14_en.pdf.

¹⁴⁸ Topinka, D. 2016. Domáci násilí z perspektivy aplikovaného výzkumu. Základní fakta a výsledky. Available at:

http://www.domaci-nasili.cz/wp-content/uploads/Dom%C3%A1c%C3%AD-n%C3%A1sil%C3%AD-z-perspektivy-aplikovan%C3%A9ho-v%C3%BDzkumu_SocioFactor-2016..pdf.

Faculty of Social Studies: Men and Domestic Violence, conference proceedings. 2011. Available at:

http://www.otcovia.sk/docs/Domaci_nasili_na_muzich.pdf.

¹⁵⁰ Čírtková, L.: Muži jako oběti domácího násilí. In Právo a rodina, No. 7/2010 or Stockl H., Devrines K., Rotstein A., Abrahams N., Campbell J., Watts Ch., Moreno C.G. The global prevalence of intimate partner homicide: a systematic review. Lancet, 20 June 2013.

¹⁵¹ For more details see <http://www.persefona.cz/sexualni-nasili-nebo-obtezoвани-zazilo-39-cechu>.

Interesting findings on other forms of gender-based violence were provided by research on the incidence of sexual harassment at Czech universities. The research showed that almost 75% of students experienced behaviours that meet the definition of sexual harassment (e.g., unwelcome sexual advances, coerced dating), sexual jokes, mockery, comments on appearance). However, when asked directly whether they experienced sexual harassment, only 3% of students answered in the affirmative.¹⁵² **This fact indicates a low level of public awareness of what sexual harassment is.** A similar problem has been identified by a number of foreign studies.¹⁵³ The high incidence of annoying behaviour at universities was also pointed out by the Institute of Sociology of the Academy of Sciences of the Czech Republic in its research.¹⁵⁴ As regards the occurrence of sexual violence in the workplace in the Czech Republic, research has shown that 13% of women and 4% of men experience serious forms of sexual harassment at work.¹⁵⁵ International research shows that 51% of women in the Czech Republic experience sexual harassment during their lifetime.¹⁵⁶

5.1.2 Public attitudes to domestic and gender-based violence

There are a number of stereotypes about domestic and gender-based violence in Czech society. A representative public opinion poll on the issue of violence against women was repeated after three years in 2018.¹⁵⁷ The survey confirmed that stereotypes about rape persisted: **more than half of the adult population (58%) continues to believe that in certain cases or situations a woman at least partially shares responsibility for being raped** (she was being flirtatious, was dressed provocatively, was drunk, etc.). However, over 70% of respondents also think that violence against women in the Czech Republic is currently a problem. Of the respondents, 84% would like to see the Czech Republic focus more on preventing violence against women.

Research conducted in the Czech Republic confirms that dangerous stereotypes regarding domestic violence continue to prevail. A large portion of the Czech public (43%) is convinced that some women tend to choose aggressors as their partners and are therefore partially to blame for their own situation. **It is quite a common belief that victims are to blame for their situation if they simply let it happen (36%).** This widespread view that vulnerable people who remain in a pathological relationship are “weak” contributes to their stigmatisation, makes the victim feel guilty for the situation they are in, and makes it difficult for them to leave the violent person.¹⁵⁸

5.1.3 Economic impacts of domestic and gender-based violence

A study of the economic impacts of domestic violence in the Czech Republic has shown that the **cost of dealing with domestic violence costs the state more than CZK 1.3 billion each year.** Negative economic impacts were examined in the following areas: police, prosecutors, courts, offence procedures, social services, unemployment benefits, health care, disability pensions and health insurance.¹⁵⁹ Another analysis, which included the loss of gross domestic product due to work incapacity resulting from injuries caused by domestic violence, quantified

¹⁵² Pavlík, P., Smetáčková, I.: Sexuální obtěžování na vysokých školách: Teoretické vymezení, metodologický přístup, výzkumné výsledky. 2011. Available at: <https://sreview.soc.cas.cz/pdfs/csr/2011/02/06.pdf>.

¹⁵³ E.g., Kutálková, P., Kobová, L.: Sexuální násilí: Proč se nikdo neptá? 2014. Available at: <http://www.rozkosbezrizika.cz/ke-stazeni/soubory/publikace-sexualni-nasili-proc-se-nikdonepta/stahnout>.

¹⁵⁴ Vohlídalová, M.: Sexuální obtěžování na vysoké škole. V ČR neexistující problém?. Gender, rovné příležitosti, výzkum. 10 (2):20-28. Available at: <https://www.gendersonline.cz/pdfs/gav/2009/02/03.pdf>.

¹⁵⁵ Sociologický ústav Akademie věd: Obtěžování žen a mužů a sexuální obtěžování v českém systému pracovních vztahů. 2005 Available at: <https://www.soc.cas.cz/publikace/obtezovani-zen-muzu-sexualni-obtezovani-v-ceskem-systemu-pracovnich-vztahu-rozsah-formy>.

¹⁵⁶ For more details see <https://fra.europa.eu/en/publications-and-resources/data-and-maps/survey-data-explorer-violence-against-women-survey>.

¹⁵⁷ Amnesty International. 2018. The issue of violence against women from the perspective of the Czech population. Available at: https://www.amnesty.cz/data/file/4254-vvm_problematika-nasili-na-zenach-optikou-ceske-populace.pptx?version=1541109702.

¹⁵⁸ Topinka, D. 2016. Domácí násilí z perspektivy aplikovaného výzkumu. Základní fakta a výsledky. Available at:

http://www.domaci-nasili.cz/wp-content/uploads/Dom%C3%A1c%C3%AD-n%C3%A1sil%C3%AD-z-perspektivy-aplikovan%C3%A9ho-v%C3%BDzkumu-SocioFactor-2016_.pdf.

¹⁵⁹ K. Kunc, et al.: Ekonomické dopady domácího násilí v ČR. 2012. Available at: http://www.profem.cz/shared/clanky/103/profem-studie2b-web_1.pdf.

the **annual economic impact of this form of violence for the Czech Republic at CZK 14.5 billion** (of which CZK 8 billion constituted lost GDP due to work incapacity).

Healthcare costs resulting from domestic violence rank second. It is estimated that almost CZK 5 billion a year is spent treating injuries caused by domestic violence and another CZK 250 million treating the psychological consequences of domestic violence. The costs of police investigations and court proceedings related to domestic violence then amount to CZK 86 million a year. The costs of providing crisis assistance, professional social counselling, sheltered housing, intervention centres and other social services are estimated at CZK 487 million per year. The total costs do not include the costs that victims of domestic violence must expend themselves and the costs of their psychological damage. The economic impacts of domestic violence are therefore underestimated.¹⁶⁰

5.1.4 Availability of services for people at risk of domestic and gender-based violence

The results of the Analysis of the Availability of Specialised Residential Social Services for Adult Victims of Domestic Violence showed that in the Czech Republic **only five of all registered residential social services currently provide their services exclusively to victims of domestic violence. These five services are operated by three organisations in two cities in the Czech Republic.** The capacity of these services is about 90 beds or about 30 family spots.¹⁶¹ These capacities are completely insufficient. The Council of Europe recommends a minimum of one family spot per 10,000 inhabitants, i.e., there should be 1,000 such spots in the Czech Republic. The compliance of the Czech Republic with this recommendation is thus only 3%. The EIGE study on the implementation of the Beijing Platform for Action shows that if assistance to victims of gender-motivated and domestic violence is to be effective, specialised services, especially safe shelters, need to be available.¹⁶²

The recent collection of data on the availability of services for victims in the EU and compliance with the standards set by the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (the "Istanbul Convention") has also shown that **only three NGO-run secret shelters with a total capacity of 86 beds, with an additional 10 beds in another form of secret housing,** are available in the Czech Republic exclusively to victims of domestic and gender-based violence. Furthermore, there is no specialised centre for victims of sexual violence in the Czech Republic. The Czech Republic is one of the just nine EU member states that lack 100% of this recommended standard. The results of the study also show that the Czech Republic has **only two counselling centres for victims of sexual violence that provide professional and legal counselling.** In this case, 96% of the services recommended by the standard are missing. The Czech Republic also has no help lines specifically for victims of sexual violence. According to the report, the Czech Republic's efforts to collect data on specialised support services for women/victims of violence are also insufficient.¹⁶³

The situation concerning the availability of programmes for violent people is similar. The analysis of the attitudes of perpetrators of domestic violence (men and women) and work with them showed that there are only nine organisations in the Czech Republic, mainly in Prague and Brno, currently providing interventions to these individuals.¹⁶⁴ The availability of these services is therefore also very limited.

¹⁶⁰ For more details see <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analiza-ekonomickych-dopadu-DN.pdf>.

¹⁶¹ For more details see https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analiza-dostupnosti-a-kvality_final_s-opravami_revize-leden.pdf.

¹⁶² For more details see <https://eige.europa.eu/publications/violence-against-women-victim-support-report>.

¹⁶³ For more details see https://www.wave-network.org/wp-content/uploads/WAVE_CR_200123_web.pdf.

¹⁶⁴ For more details see https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/postoje_puvodcu_FINAL_rev.pdf.

The availability of specialised services focused on helping children who are victims is also low. In those cases where there are no specialised services in an area for children experiencing violence, it can take years for children to gain access to professional help. Furthermore, according to MoLSA reports,¹⁶⁵ the analyses show that these services are provided only in 10 - 15% of registered cases of domestic violence.

5.1.5 Current problems in the field of domestic and gender based violence

The results of the analysis of court decisions in rape cases show that the ratio of unconditional sentences to conditional sentences is almost 50:50 in final convictions.¹⁶⁶ This ratio is also confirmed by statistics from the Ministry of Justice: out of 205 convictions in 2017, 97 people were given unconditional sentences for this crime, while 106 were given conditional sentences. Protective measures were imposed on those conditionally sentenced in only 46 cases and proportionate restrictions or obligations in only 18 cases. An overview of the appropriate decision-making practice of the courts in rape cases also points to an inconsistent approach in comparable cases and in the imposition of other protective measures.¹⁶⁷

One of the current serious problems in this area is also the **increase in intimate partner violence among young people and adolescents**.¹⁶⁸ Intimate partner violence among young people (13-26 years of age) usually shows different characteristics and dynamics than domestic violence, which is why two different terms are used. Cyber violence plays a much more important role here, such as message flooding, checking a partner's phone without their consent, forcing the partner to send erotic photos or "revenge porn" after a relationship (threatening to place erotic photos or videos of a partner on social networks, or actual posting). The consequences of partner violence among young people can be very serious. **Research has shown that 43% of young people who have experienced or are experiencing violence in a relationship suffer from a long-term inability to concentrate at school or study.** Other numbers are even more serious: one in four girls (or boys) experiencing violence in a relationship suffers from anorexia or severe weight loss; 18% of young people experiencing partner violence are worried about their own safety; and as many as 16% of victims are suicidal.

The increasing incidence of violence and dangerous behaviour in cyberspace is confirmed both by the findings of the Police of the Czech Republic and by the experience of social workers. **For example, recent research found that 40% of children would have no issues meeting someone they knew only from the internet, and 63% would easily share their sensitive personal information online.** These indicators increase over time.¹⁶⁹

In connection with the occurrence of various forms of domestic and gender-based violence, the extent to which women in the Czech Republic feel unsafe in public is also alarming. International comparative research has shown that **in the Czech Republic, 66% of women have avoided a place or a situation due to fear of physical or sexual assault, which is one of the highest figures in the EU** (the EU average is 53%).¹⁷⁰ The low degree to which women in the Czech Republic feel safe in public was also confirmed by a public opinion poll conducted by the Office of the Government of the Czech Republic in 2016. According to this survey, 49% of women (and only 24% of men) answered positively to the question of whether

¹⁶⁵ For more details see <https://www.unicef.cz/aktualne/146814-ceske-deti-jak-jisme-na-tom>.

¹⁶⁶ ProFem. 2017. Jen ano je ano. Trestný čin znásilnění ve světle Istanbulské úmluvy. Available at: http://www.profem.cz/shared/clanky/550/A5-JenAnoJeAno_WEB.pdf.

¹⁶⁷ Office of the Government of the Czech Republic. 2018. Přehled vhodné rozhodovací praxe soudů v případech znásilnění. Available at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/prehled_vhodne_rozhodovaci_praxe_soudu_znasilneni.pdf.

¹⁶⁸ For more details see <http://new.profem.cz/shared/clanky/670/V%C3%BDstupy%20z%20v%C3%BDzkumu.pdf>.

¹⁶⁹ For more details see <https://www.e-bezpeci.cz/index.php/veda-a-vyzkum/rizikove-chovani-ceskych-deti-2014>.

¹⁷⁰ For more details see https://fra.europa.eu/sites/default/files/fra_uploads/fra-2014-vaw-survey-main-results-apr14_en.pdf.

they avoided a place due to fear.¹⁷¹ Research by the ICPS has confirmed that there was a significant difference in level of fear among seniors compared to other age groups: **52% of women and 30% of men in the 65+ age group avoid public places at night due to safety concerns.**¹⁷²

5.1.6 Impacts of the Covid-19 pandemic on the safety of victims of domestic and sexual violence

In March 2020, the Covid-19 pandemic hit Europe. The Czech Republic has taken several measures to prevent the spread of coronavirus, including quarantine and the obligation to stay at home with the exception of travelling to and from work, shopping for basic necessities and short health walks. Many employees have been working from home. **Imposing such fundamental restrictions to movement and locking victims in with perpetrators of violence in shared households have significantly increased the risk of violence in intimate relationships.** In France, for example, the incidence of domestic violence during quarantine measures increased by almost a third.¹⁷³ The Ministry of the Interior of the Czech Republic did not record any significant increase in the rate of forced evictions of partners from shared households during the pandemic or similar measures.¹⁷⁴ The Police of the Czech Republic issued an instruction recommending that police officers evict perpetrators of domestic violence (and placing them in quarantine) should they pose an imminent threat to the victim's health and life.¹⁷⁵

A system for combating domestic and gender-based violence was also in place during the restrictive measures to help victims: a 24/7 helpline for victims of crime and domestic violence, 26 centres for victims of domestic violence and 3 specialised (secret) shelters for female victims of domestic violence. Many counselling centres for victims of domestic violence began using online counselling during the pandemic to provide assistance to vulnerable people who cannot come to the counselling centre or call during quarantine. For example, Rosa, which provides counselling to victims of domestic and gender-based violence, saw a two-fold increase in calls and an almost threefold increase in the absolute length of calls during the pandemic. Experts on domestic and gender-based violence assume that the **number of reported cases of domestic violence and victims' efforts to seek professional help will increase the most once the government restrictions end.**¹⁷⁶ Experience with previous emergencies (e.g., in connection with floods) shows that victims of serious domestic violence did not respond because they did not want to bother anyone with their problems at a time when society was dealing with a crisis.¹⁷⁷

In April, the Office of the Government of the Czech Republic launched a campaign to raise awareness of those at risk of violence about available assistance during the crisis.¹⁷⁸ The campaign also disseminated information about the Bright Sky app for victims of domestic violence.¹⁷⁹ The Committee for the Prevention of Domestic Violence and Violence against Women (the "Committee") approved a set of recommendations to the Ministry of the Interior, the Ministry of Labour and Social Affairs, the Ministry of Health, the Office of the Government and the Supreme Public Prosecutor's Office to increase protection efforts for vulnerable

¹⁷¹ Office of the Government of the Czech Republic. 2016. Trendy sociálně politických mechanismů ovlivňující genderové vztahy. Available at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Trendy_PPM_FINAL.pdf.

¹⁷² For more details see <http://www.ok.cz/iksp/docs/457.pdf>.

¹⁷³ For more details see <https://www.euronews.com/2020/03/28/domestic-violence-cases-jump-30-during-lockdown-in-france>.

¹⁷⁴ For more details see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/ochrana-obeti-domaciho-nasili-v-dobe-nouzoveho-stavu-182142/>.

¹⁷⁵ Procedures to be taken by police officers when expelling a person who has been ordered quarantine (domestic isolation) in connection with COVID 19 - directing activities, Police Presidium, March 23, 2020.

¹⁷⁶ For more details see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/ochrana-obeti-domaciho-nasili-v-dobe-nouzoveho-stavu-182142/>.

¹⁷⁷ For more details see: Čírtková, L. *Domáci násilí: Nebezpečné rodinné vztahy ve 21. století*. Plzeň, 2020.

¹⁷⁸ For more details see <https://www.tojrovnost.cz/cs/kampan-pro-obeti-domaciho-nasili-kde-hledat-pomoc-v-dobe-karanteny>.

¹⁷⁹ For more details see <https://www.nadacevodafone.cz/programy/technologie-pro-spolecnost/aktualni-projekty/aplikace-bright-sky-cz.html>.

persons during the pandemic.¹⁸⁰ Assistance to victims of domestic and gender-based violence was also provided by Česká pošta (the national postal service provider), as its staff belong to the limited group of people who may be in contact with victims even during the emergency.

Experience with the first wave of the pandemic has shown that people at risk of domestic violence often face further disadvantages. The imposed restrictive measures may lead to an escalation of conflicts in households and hamper the ability of people at risk of violence to seek help. **It is therefore necessary to take strict account of the specific needs of persons at risk of domestic violence when adopting and implementing measures aimed at preventing the spread of Covid-19.**

5.2 Strategy

In connection with the above-described persistent inequality and problems, the *Safety* chapter is divided into three strategic objectives:

- **SO1: Supporting and streamlining efforts to prevent of gender-based and domestic violence**
- **SO2: Improving access to assistance for victims of gender-based and domestic violence**
- **SO3: Identifying a systemic solution to gender-based and domestic violence**

In the area of prevention, the proposed measures focus on reducing the degree to which gender-based and domestic violence is tolerated. Reducing the incidence of those harmful stereotypes and myths that support the occurrence of these forms of violence and raising awareness of the various forms of violence and their consequences should contribute to this objective. Education is an integral part of prevention; therefore, some of the measures in this area are aimed at integrating the topic of gender-based and domestic violence into the education system and teacher training.

Preventive measures also include activities aimed at increasing women's sense of security in public space or increasing the powers of the Czech Police to intervene in cases of cyber violence and hateful content on the Internet and, at the same time, increasing the ability of children and youth to recognise dangerous content and conduct in cyberspace.

The second strategic objective focuses on improving the access of victims of gender-based and domestic violence to the system of help. Victims of domestic and sexual violence and their children have access to few specialised services, although these services play a key role in ensuring their safety. Measures under this strategic objective therefore focus primarily on supporting the availability of all services for victims of domestic and gender-based violence (shelters, crisis beds, counselling centres, etc.). Given the very low percentage of victims who turn to the relevant institutions, measures under this strategic objective also targets victims of domestic violence to raise their awareness of how to deal with their situation and the forms of assistance available.

Assistance measures also include efforts aimed at raising victims' awareness of the options and forms of assistance available to them to help them resolve their situation, increasing their safety and ensuring their protection while emergency measures aimed at restricting movement are in place.

¹⁸⁰ For more details see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/vybor-pro-prevenci-domaciho-a-nasili-a-nasili-na-zenach-schvalil-podnet-k-ochrane-obeti-domaciho-a-sexualniho-nasili-s-ohledem-na-pandemii-covid-19-180928/>.

The third strategic objective focuses on finding a systemic solution to the issue of gender-based and domestic violence. It responds, among other things, to the need to increase the skills of those professions that most often come into contact with victims of gender-based and domestic violence through systematic training, mediation of methodological support and improvement of multidisciplinary cooperation.

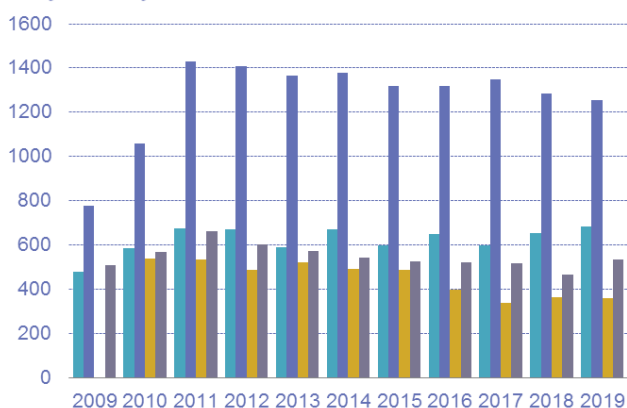
The strategic objective also responds to the identified need to strengthen the system of coordination of the issue of gender-based violence, in particular by supporting the activities of the Committee for the Prevention of Domestic Violence and Violence against Women, meetings of the Government Council for Gender Equality on this issue and the appointment of coordination staff focusing on this issue at the various ministries and regional authorities.

Measures in this area also include, for example, creating a unified data collection system, ensuring regular and systematic data collection in health and social services, promoting the availability of programmes for violent people with an emphasis on victim safety and developing the concept for these programmes.

The cross-cutting priority of all of the proposed measures is to take into account the specific needs of vulnerable groups of victims of gender-based and domestic violence, such needs arising from a medical or physical disability, language barrier, special residence status, sexual orientation, age, ethnicity and so on. These vulnerable groups face multiple disadvantages and are therefore among those most at risk.

5.3 Charts and diagrams

Schéma 23: Počty zjištěných trestných činů znásilnění, týrání osoby žijící ve společném obydlí, nebezpečného pronásledování a vykázání osob



Znásilnění Týrání Nebezpečné pronásledování Vykázání

Schéma 24: Počet stíhaných osob za trestný čin týrání osoby žijící ve společném obydlí

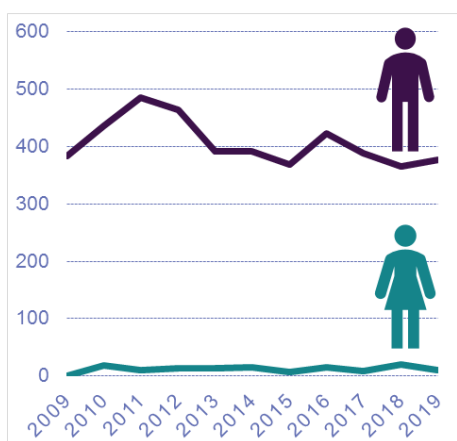
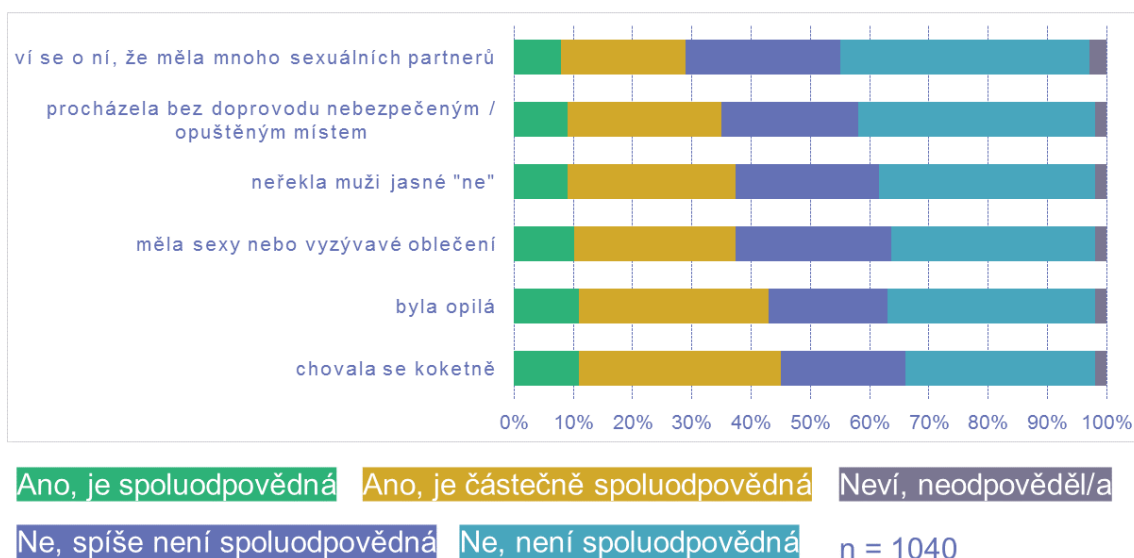


Schéma 25: Hodnocení spoluodpovědnosti žen za znásilnění v různých situacích



Data sources:

Figures 23 and 24 : Statistical overview of crime in 2019, Police of the Czech Republic.

<http://www.policie.cz/clanek/statisticke-prehledy-kriminality-za-rok-2019.aspx> .

Number of reports, Association of Intervention Centre Workers. http://www.domaci-nasili.cz/?page_id=255 .

Figure 25: The issue of violence against women from the perspective of the Czech population, Focus Agency for Amnesty International, 2015.

<https://www.focus-agency.cz/files/contentFiles/amnesty-international-fin.pdf> .

6. Health

6.1 Analysis of the current situation

Health is a crucial determinant of every person's quality of life. It is shaped by a number of factors that are far from being just biological. It is influenced by “*personal, social, economic and environmental factors, which are interacting variables and at the same time significantly influence and determine the health status of an individual, group of people or society. They include the social, economic and physical environment of the individual, as well as his individual characteristics and behaviour (gender, heredity, lifestyle, etc.)*.”¹⁸¹ **The approach to health and disease as phenomena that are not only biologically conditioned, but also socially and culturally shaped, is the initial premise of this chapter.**

The right to protection of health and access to health care is enshrined in Article 31 of the Charter of Fundamental Rights and Freedoms. Many other laws and international agreements regulate the issue of protection of health and health care.¹⁸² The Czech constitutional order also includes the *Convention on Human Rights and Biomedicine*, which contains the basic principles of the protection of human beings in the field of biology and medicine. Article 3 of the Convention obliges countries to make every effort to ensure equal access to health care of appropriate quality and to avoid unjustified discrimination. Equal access to protection of health is also regulated in Article 11 (the right to protection of health) and Article 13 (the right to social and medical assistance) of the European Social Charter.

Reducing the causes of health inequality is one of the five specific objectives of the *Strategic Framework for the Development of Health Care in the Czech Republic until 2030* (“Health 2030”). Reducing the risk of unequal treatment of men and women, or the marginalisation of multiple disadvantaged people, is one of the objectives of this chapter. This chapter complements the objectives of Health 2030 in other areas as well, such as reforming primary care with an emphasis on prevention, improving health literacy, retaining health care employees and linking health and social care, in all cases always keeping in mind their gender dimension and the specific needs of women and men.

Thinking about the social, cultural and gender aspects of health and disease can be a challenge, as health is usually viewed biologically and appears self-evident and given. However, disregarding the societal perspective and its link to biological factors can have particularly serious health consequences. Directly related to this is the need for reflection on the possible physical differences or possible differences in experience, perspectives and needs of women and men. Failure to include this aspect can have adverse and even fatal health consequences, both in terms of diagnosis and medication, and in terms of one's own thinking about health and health literacy. This prism can be used, for example, to examine the different response of women and men to certain medication, the higher incidence of some diseases in men and the degree of social influence on this incidence or, conversely, the underdiagnosis of some diseases in women.

The *Health* chapter tries to take these facts thoroughly into consideration. It thus responds to the findings and recommendations of international organisations¹⁸³ as well as input analyses

¹⁸¹ Strategic Framework for the Development of Health Care in the Czech Republic until 2030

¹⁸² For more details see Chapter 1.6 Other relevant strategic documents

¹⁸³ For more details see, e.g., the recommendations of the Report on the Implementation of the Beijing Platform for Action by EU Member States available at: <https://eige.europa.eu/publications/beijing-25-policy-brief-area-c-health-women> or the European Commission's recommendations in the Covid-19 pandemic case study available at https://ec.europa.eu/info/publications/impact-sex-and-gender-covid-19-pandemic_en.

for the Czech context.¹⁸⁴ It takes into account the new concept of quality of health care, the core of which is the concept of patient-centred health care.¹⁸⁵

It also does not fail to consider the conditions of health workers: it points out, for example, the problems associated with sectoral segregation of women and men in certain health professions, related pay inequality or discriminatory practices and other gender-specific barriers that doctors and other health workers have to face.¹⁸⁶ A separate part of the chapter addresses the area of care in connection with childbirth.

Although there are gender differences in health indicators, and foreign research demonstrates sex and gender need to be taken into account in research, diagnosis and treatment,¹⁸⁷ the topic is currently not institutionally enshrined, nor is it systematically addressed by any advisory body of the government, and key ministries do not have sufficient capacity and expertise in this area.

With a few exceptions¹⁸⁸ it is primarily **the academic and civil sector that focuses on the topic of gender and health in the Czech Republic.**¹⁸⁹ The Government Council for Gender Equality therefore initiated the creation of the *Input Analysis to Identify Problems with Access to Health Care and with the Provision of Health Care Arising from the Specific Needs of Women and Men* (the "Input Analysis").¹⁹⁰ The Input Analysis calls attention to the absence of a coordinated interdepartmental approach, a lack of expert analyses and gaps in the collection and publication of health data. It states that in order to eliminate inequality, it is "crucial to pay systematic attention to all actors, all parties to the care provided - providers, recipients, payers, policy makers and reformers."¹⁹¹ It emphasises that in order for the state's efforts in this area not to remain nothing more than declarations, it is necessary to ensure sufficient professional capacities and staffing in the state administration to address the issue in question.

6.1.1 Inequality in the approach to health and access to health care

Accessibility to care may be influenced by the recipients' socio-economic status, affiliation to a particular gender, ethnicity, race, etc. To ensure equal access to care, it is necessary to take these factors into account. Persistent societal stereotypes can make access to treatment more difficult, affect the way women and men think about their health, and affect the way they are treated by health professionals.

An example of how women and men approach their physicality, health and illness differently as a result of socialisation is the preventability of death in men, where the numbers are disproportionately skewed to the detriment of men. **According to Eurostat, the number of preventable deaths in the Czech Republic was 14,000 for men and 5,700 for women.**¹⁹²

¹⁸⁴ Šmídová, I. A. L. Vondráčková. 2019. *Vstupní analýza k identifikaci problémů v oblasti přístupu ke zdravotní péči a v poskytování zdravotní péče plynoucí ze specifických potřeb žen a mužů*. Available at: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/cinnost_rady/2b_Analyza-zdravi_final.pdf.

¹⁸⁵ NOVÁKOVÁ K., KONEČNÁ H., ŠÍDLO L., *Principy zdravotní péče zaměřené na člověka – person-centred health care*. 2016. In Praktický lékař. Česká lékařská společnost J. E. Purkyně. Prague, 2016.

¹⁸⁶ For more details see, e.g., <https://www.mladilekari.cz/2020/proc-lekarky-odchazeji/>.

¹⁸⁷ For more details see, e.g., Institute of Gender and Health (Canadian Institutes of Health Research <https://cihr-irsc.gc.ca/e/8673.html>), Health & Medicine Case Studies Demonstrate Gender Methods*In Basic*And Applied Research Available at <https://genderedinnovations.stanford.edu/case-studies-medicine.html>, Criado Perez, C. (2019). *Invisible Women*. London: Random House. Or Saini, Angela, and Kateřina Šebková. *Od Přírody Podřadné: Jak Se Věda Mýlila v Ženách*. Academia, 2018. Or Equal but Different A framework for integrating gender equality in Health Service Executive Policy, Planning and Service Delivery available at: https://www.nwci.ie/download/pdf/equal_but_different_final_report.pdf.

¹⁸⁸ The head of the selected activities of the Government Council for Gender Equality, its committees and working groups (some aspects of the topic of gender and health devoted e.g., A working group of men and gender equality, the issue of reproductive rights, respectively. Obstetrics dedicated by its Working Group on Obstetrics). Furthermore, for example, the TA CR introduced in the 4th public tender of the ZÉTA Programme an evaluation of the gender dimension in the content of research and innovation. The aim of introducing this criterion was to ensure that the results of research, including those of a medical nature, were as beneficial, functional and safe as possible for all groups in society. For more details see <https://www.tacr.cz/program-zeta-zohlednovani-genderove-dimenze-v-obsahu-vyzkumu-a-inovaci/>.

¹⁸⁹ For more details see, e.g., the NKC series Gender and Science: "One size does not fit all" available from <https://genderaveda.cz/jedna-veikost-nesedi-vsem-dil-4/> or the thematic issue of the newsletter of the non-profit company Gender Studies subtitled "Gender in healthcare" available at: <https://zpravodaj.genderstudies.cz/cz/cisla-casopisu/01-2019>.

¹⁹⁰ For more details see https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/cinnost_rady/2b_Analyza-zdravi_final.pdf.

¹⁹¹ Ibid, pp. 21

¹⁹² For more details see https://eige.europa.eu/gender-statistics/dqs/indicator/ta_hlthmort_mort_prevedeath_hlth_cd_apr/bar/year:2016/geo:EU28,BE,BG,CZ,DK,DE,EE,IE,EL,ES,FR,HR,IT,CY,LV,LT,L,U,HU,MT,NL,AT,PL,PT,RO,SI,SK,FI,SE,UK,IS,LI,NO,CH,RS,TR/unit:NR/sex:M,W/indic_he:PREVENT.

Men also die earlier on average.¹⁹³ In the case of the Czech Republic, life expectancy at birth is 82.1 years for women and 76.1 for men.¹⁹⁴ In general, it can be stated that the Czech Republic is copying the European trend of men dying earlier of chronic diseases and women living longer with such diseases.¹⁹⁵

The internalisation of stereotypes that are related to pressure to perform and to mental and physical endurance can have a negative impact on how men perceive health and underestimate disease. **Social expectations can also negatively affect men by inducing them to take higher risks:** men are more often victims of car and other accidents, have a greater tendency to become addicted to various psychoactive substances,¹⁹⁶ and pay less attention to prevention and healthy living.¹⁹⁷ **Health literacy is also an issue related to this.** A recent international research study on the health and lifestyle of children and schoolchildren found that health literacy is slightly lower in boys than in girls. Specifically, 20% of boys and 16% of girls had low health literacy.¹⁹⁸

In the area of mental health, men also dominate in terms of the number of successful suicides. Over the long term, approximately 1,100 men commit suicide each year, which is four times higher than for women.¹⁹⁹ **Statistics also show that the number of men who commit suicide increases with age.**²⁰⁰ Conversely, women and girls under the age of 20 predominate in the number of cases and suicides and self-harm resulting in hospitalisation. Women make up 91% of people being treated for an eating disorder.²⁰¹ **The gender dimension is clear from this data and has to be taken into account when formulating and implementing related concepts²⁰² and when developing awareness-raising activities.**

The societal debate already partially reflects the specifics associated with the health of men and women, albeit usually with a certain degree of stereotyping. Examples of this are awareness campaigns such as *Movember*, which, in addition to highlighting the importance of prostate and testicular cancer prevention, draws attention to men's mental health problems and focuses on suicide prevention,²⁰³ and *Dry February*,²⁰⁴ which campaigns against excessive alcohol consumption in the Czech Republic. Prevention campaigns aimed primarily at women include the Avon March, which draws attention to the risk of breast cancer²⁰⁵ or the activities of the Anabell Institute,²⁰⁶ which focuses on eating disorders. The Loono project²⁰⁷ focuses on education in the field of reproductive health of women and men as well as on the prevention of cancer and vascular disease. During the corona crisis, for example, Loono prepared the brochure entitled *Coronavirus during pregnancy and after childbirth*.²⁰⁸

¹⁹³ The question of the degree of influence of biological and social factors is the subject of expert discussion.

¹⁹⁴ For more details see <https://www.czso.cz/documents/10180/91605937/300002190209.pdf/41b02c6a-325c-4e48-b090-4fec9076a3a6?version=1.1>.

¹⁹⁵ For more details see <https://eige.europa.eu/gender-mainstreaming/policy-areas/health>.

¹⁹⁶ For more details see <https://zpravodaj.genderstudies.cz/cz/clanek/nekolik-uvah-k-otazce-vztahu-genderu-a-dusevniho-zdravi>.

¹⁹⁷ For more details see, e.g., https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/cinnost_rady/2b_Analyza-zdravi_final.pdf or Boček, J. 2019. Proč mají ženy o šest let delší život než muži? Sto let dat úmrtnosti ukazuje, jak vydělaly na poválečném zdravotnictví a jak jsme zaostali za Husáka. Available at https://www.irozhlas.cz/zpravy-domov/umrtnost-data-muzi-zeny-zelezna-opona-cesko-rakousko-nemecko-ockovani_1901210600_jab.

¹⁹⁸ For more details see <https://zdravagenerace.cz/reporty/zdravotni-gramotnost/>.

¹⁹⁹ For more details see <https://www.czso.cz/documents/10180/91605937/300002190227.pdf/d74eebe0-26d3-4479-9455-b9abf6ada17b?version=1.3>.

²⁰⁰ For more details see <https://www.mzcr.cz/wp-content/uploads/2020/08/Národní-akční-plán-prevence-sebevražd-2020-2030.pdf>.

²⁰¹ For more details see <https://www.uzis.cz/res/f/008308/psych2018.pdf>.

²⁰² For more details see https://www.uzis.cz/sites/default/files/knihovna/ai_2018_08_poruchy_prijmu_potravy_2011az2017.pdf. The professional literature cited in the Input Analysis sees one of the main causes in the cultural expectations is that women's beauty is bound to their slenderness and youth.

²⁰³ The National Action Plan for Suicide Prevention 2019 - 2030 or the National Action Plan for Mental Health 2020 - 2030, which, thanks to comments from the interdepartmental comment procedure, reflects the gender dimension of mental health within the specific objective 3.3 *Take into account equal opportunities for men and women in mental health*.

²⁰⁴ For more details see <https://cz.movember.com/>.

²⁰⁵ For more details see <https://suchejunor.cz/>.

²⁰⁶ For more details see <https://www.zdravaprsa.cz/>.

²⁰⁷ For more details see <http://www.anabell.cz/>.

²⁰⁸ For more details see <https://www.loono.cz/>.

²⁰⁹ For more details see <https://www.loono.cz/files/koronavirus-v-tehotenstvi-a-po-porodu.pdf>.

Whereas, in the context of health, gender stereotypes are mostly harmful to men because of men's tendency to internalise them, which results in men neglecting prevention and disregarding disease symptoms, gender stereotypes are most harmful to women in connection with diagnosis and treatment. Research shows that doctors tend to neglect the symptoms of disease²⁰⁹ and disregard pain in women.²¹⁰ There are documented cases where disease symptoms in women were mistaken for the supposedly higher mental instability of women or their alleged hypersensitivity. Women are thus at higher risk of their illness being neglected, misdiagnosed or being treated inappropriately with antidepressants or other drugs.²¹¹

Particularly serious is the fact that women have long been systematically neglected in connection with medical research and drug development.²¹² Drugs have been and continue to be tested overwhelmingly on men or on male populations and tissues. Dosage is thus determined based on the male body. In those instances where women are included in clinical trials, it is at the beginning of their menstrual cycle, although it is known that drug efficacy can vary depending on the different phases of the menstrual cycle.

Equally serious is the fact that the symptoms of some diseases are often appear different in women and men. Heart attacks are an example of this. The typical symptom of a heart attack is intense pain that shoots up from the heart into the left shoulder and left arm. *"In 20 percent of women, however, the symptoms of a heart attack are completely different: shortness of breath and sharp pain does not shoot into the left shoulder, but into the jaw and neck. Women report chest pain less often than nausea. If women have a heart attack and do not show typical symptoms, they tend to be admitted to the emergency room much later, and their risk of being sent home without a confirmed diagnosis is four times higher than for men with classic symptoms."*²¹³ Different manifestations of diseases in women and men can be (co-)determined by social influences. An example is autism or ADHD, which may have a different course and symptoms in women than in men, a fact in the past led to a major underdiagnosis of these diseases in girls and women.²¹⁴

The awareness of the state administration and care providers about this inequality is insufficient in the Czech Republic, however. There is a lack of research and analysis that would examine aspects of health and disease through a gender perspective.²¹⁵ There are no trainings and methodological materials focused on gender sensitive communication,²¹⁶ diagnosis and treatment.

Gender inequality can be exacerbated by the (co-)effect of other factors, such as economic status, nationality, citizenship, disability, age, sexual orientation and gender identity. **These factors are also reflected in the way people evaluate their health and the way their health is evaluated by health care providers.** This does not necessarily have to be a deliberate behaviour, but an evaluation influenced by stereotypes that, given their nature, may seem obvious.

²⁰⁹ Dusenbery, Maya. *Doing Harm: the Truth about How Bad Medicine and Lazy Science Leave Women Dismissed, Misdiagnosed, and Sick*. HarperOne, an Imprint of HarperCollins Publishers, 2019.

²¹⁰ E.g., Jackson, Gabrielle, and Ngaio Parr. *Pain and Prejudice: a Call to Arms for Women and Their Bodies*. Allen & Unwin, 2019. Či Hoffmann, Diane E., and Anita J. Tarzian. „*The Girl Who Cried Pain: A Bias Against Women in the Treatment of Pain.*” SSRN Electronic Journal, 2003, doi:10.2139/ssrn.383803.

²¹¹ For more details see https://www.technologynetworks.com/neuroscience/articles/psychiatric-research-suffering-from-legacy-of-ignoring-sex-differences-say-neuroscientists-337274?fbclid=IwAR13RUDJ-kVQpavbnrbR5St4T-pLFkww1EfqhPqvqHMC_I6BOF_FYjTw.

²¹² E.g., Saini, Angela, and Kateřina Šebková. *Od Přírody Podřadné: Jak Se Věda Mýlíla v Ženách*. Academia, 2018. Or A guide to creating gender-sensitive health services. Available at <https://www.lenus.ie/handle/10147/298907>.

²¹³ Virtual exhibition *Integrating the gender dimension into the content of research and innovation*. TA ČR. Available at: https://www.tacr.cz/wp-content/uploads/documents/2020/03/19/1584642651_Geeco%20v%C3%BDstava.pdf.

²¹⁴ For more details see <https://www.feminismus.cz/cz/clanky/chybna-diagnoza-divek-s-adhd-ma-na-svedomi-ztracenou-generaci-zen>.

²¹⁵ Existing research focuses mainly on the issue of reproductive rights and obstetrics, which, however, form only a specific section of gender and health issues

²¹⁶ An example of the type of materials that are absent in the Czech context is the methodological manual of the European Commission aimed at raising the awareness of physicians about LGBT + persons and ensuring an inclusive approach. The handbook addresses the difficult access of LGBT + people to health care due to persistent societal prejudices and perceptions of femininity and masculinity. Available at: https://ec.europa.eu/health/sites/health/files/social_determinants/docs/2018_lgbti_trainersmanual_en.pdf.

The latest report on the implementation of the Beijing Platform for Action by EU Member States²¹⁷ emphasises the need to examine the needs of different groups - women and men - as well as vulnerable groups in particular, such as people at risk of poverty, ethnic minorities, the elderly, people with disabilities and LGBT+ people. The recommendations formulated in the report also include the implementation of gender sensitivity training for health care workers and the consideration of multiple disadvantages.

Some multi-disadvantaged groups may also face legal barriers that make it difficult or impossible for them to access healthcare. This is, for example, the unavailability of public health insurance for certain groups of foreigners residing legally in the Czech Republic, which puts migrant women at a greater disadvantage than migrant men, especially in connection with gynaecological and obstetric care.²¹⁸ Another example of legal obstacles is the impossibility of artificial insemination in women without a male partner or making official gender reassignment conditional on mandatory sterilisation or making reproduction impossible through surgery.²¹⁹ Although public debate focuses on legislative barriers in the field of reproductive rights, other areas, such as mental health, are also barriers to health care.²²⁰

6.1.2 Inequality among health workers

In terms of gender inequality, the health care sector replicates the negative phenomena in job market: horizontal and vertical segregation, barriers to work-life balance and gender pay gap. However, due to its nature, the health sector has specific features that require separate attention.

Women predominate in Czech healthcare and social services. There are approximately 220,000 women and 62,000 men in health care. Of these, approximately 32,000 are female physicians and 26,000 male physicians, and 186,000 women and 47,000 men are other persons qualified to practice medicine.²²¹ The largest disparity between women and men working in health care is in the nursing sector, where 87,000 women and 2,000 men are general nurses/midwives.

Although when compared internationally, the proportion of physicians does not show significant differences at first glance (54.5% women and 45.5% men), **there is sectoral segregation in the medical fields.** One of the most prominent examples of this phenomenon is the field of surgery.²²² **Studies confirm that in the Czech environment, medical careers are influenced by social stereotypes. Due to caring responsibilities and social expectations, women choose less prestigious fields that will allow them to better combine work and personal (family) life.** Another problem is the fact that even in feminised fields, such as medicine, women do not hold decision-making positions. It is men who hold prestigious (decision-making) positions here precisely because, due to gender stereotypes,

²¹⁷ For more details see <https://eige.europa.eu/publications/beijing-25-policy-brief-area-c-health-women>; <https://www.mzcr.cz/wp-content/uploads/2020/01/Národní-akční-plán-pro-duševní-zdraví-2020-2030.pdf>.

²¹⁸ For more details see https://www.tojrovnost.cz/images/dokumenty/Broura_CEDAW.pdf. For this and other problematic aspects of exclusion of migrants and migrants from public health insurance (incl. The pitfalls of commercial insurance, which is expensive and does not cover all medical expenses), see also https://osf.cz/wp-content/uploads/2015/08/Analýza_Konzorcium_final.pdf.

http://www.cls.cz/dokumenty/Hnilicova_Zahmuti_migrantu.pdf a Čásková, K. 2020. *Mohou si cizinky v České republice dovolit mít děti*. In Šimáčková, K.; Havelková B.; Špondrová P. (eds). *Mužské právo: jsou právní pravidla neutrální?* Prague: Wolters Kluwer.

²¹⁹ In 2018, the European Committee of Social Rights stated that legislation in the Czech Republic violates the right to health enshrined in Article 11 (1) of the European Social Charter. The complaint against the condition of surgical insemination as a condition of official gender reassignment was filed by Transgender Europe and ILGA-Europe against the Czech Republic. For more details see Dušková, Š. 2020. *Pohlavní jako věc veřejná. Právo na uznání pohlavní identity trans lidí*. In Šimáčková, K.; Havelková B.; Špondrová P. (eds). *Mužské právo: jsou právní pravidla neutrální?* Prague: Wolters Kluwer.

²²⁰ For more details see https://www.migrace.com/docs/190311_vstupni-analyza_dostupnost-pecce-o-duševni-zdraví-u-migrantu-v-cr.pdf.

²²¹ According to data from 2016, for more details see the yearbook Focus on Women and Men available at <https://www.czso.cz/documents/10180/60622084/30000218.pdf/ca944559-950a-45c0-bd6b-fbe949cd0373?version=1.5>.

²²² For more details see <https://zpravodaj.genderstudies.cz/cz/clanek/zena-chirurg-o-vyvoji-druhu>.

they do not have to face as many obstacles associated with the need to reconcile work and family life.²²³

Given that the proportion of female physicians and medical faculty graduate is growing year-on-year (in 2018, 71% women compared to 29% men),²²⁴ **the impossibility of reconciliation of work and private (family) life threatens to augment the staffing crisis in health care, thus jeopardising the availability of care.** The survey shows that female physicians would like preschool facilities to be situated in the hospital where they work, ideally with an overnight service to correspond with their shifts. Furthermore, it is necessary to address the issue of attestations and identification of obstacles, e.g., in the form of career downtime due to parenthood.²²⁵

The impossibility to optimally combine professional and personal life and segregation into jobs and workplaces are also some of the causes of the gender pay gap in health care.²²⁶ Among specialist doctors, 51% are women, but they only attain 78% of the average male wage. The situation is similar for female general practitioners, who comprise 69% of the workforce but attain only 75% of the average wage of men. The gender pay gap also appears in the profession of general nurse, where female nurses attain only 85% of the average wage of their male counterpart.²²⁷

Discrimination, bullying and harassment can also have a significant impact on the decision whether or not to stay at a particular healthcare facility. **A recent survey conducted by the Young Doctors Association²²⁸ revealed that future female physicians face the above phenomena and disadvantages during their studies.** Despite the high representation of women in medicine, medical students come across comments from teachers who, in the course of teaching, express their opinion against the employment of women in medicine or in other fields. The situation is similar when they graduate and seek employment: young women are discriminated against due the presumption that they will soon want a family and leave to care for their children. The idea of a gender-stereotyped division of roles is also augmented by some public statements by male physicians, which also results in the erection of obstacles to the employment of women in some medical fields.²²⁹

General and practical nurses and other non-medical staff face similar difficulties as physicians do. As it is a highly feminised field, low financial remuneration is linked to it. This is in stark contrast to how much society needs general and practical nurses,²³⁰ how prestigious these professions are and how risky the work. According to statistics from May 2020, general and practical nurses represented the occupation with the second highest Covid-19 infection rate at 407 cases.²³¹ The disproportionately higher degree of exposure of general and practical nurses to this infectious disease has highlighted the need for protective equipment to be

²²³ Simerská, L., Smetáčková, I. 2000. *Pracovní a rodinná praxe mladých lékařek*. Qualitative probe for the research project "Pozice žen s vysokoškolským vzděláním v české společnosti 90.let. Sociologický ústav AV ČR. Dále Šmidová I. 2016. Žádný prostor pro rovnost: matky a profesori v českých porodnicích. Available at: <https://www.muni.cz/vyzkum/publikace/1355823>.

²²⁴ For more details see <https://www.czso.cz/documents/10180/91605937/300002190311.pdf/8668ef2e-5925-4e88-9006-be72b11879b2?version=1.1>, and the presentation of the President of the Czech Medical Chamber M. Kubek entitled "Zdravotnictví – demografická katastrofa" available at https://www.lkcr.cz/aktuality-322.html?downloadData=1&itemKey=cz_99785.

²²⁵ For more details see <http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/sladieni-pracovniho-a-soukromeho-zivota/Zapisi-sladieni-17-prosinec-2019-final27-1-2020.pdf>.

²²⁶ For more information on the issue of (un) equal remuneration and the causes and processes leading to differences in remuneration, see <https://www.rovnaodmena.cz/www/img/uploads/44239a5a8.pdf> a <https://www.rovnaodmena.cz/www/img/uploads/34c5639c.pdf> a Křížková, A., Marková Volejníčková, R., Vohlídalová, M. 2018. *Genderové nerovnosti v odměňování: Problém nás všech*. Prague: Sociologický ústav AV ČR (available at: https://www.soc.cas.cz/sites/default/files/publikace/krizkova_markovavolejnickova_vohlidalova-genderove_nerovnosti_v_odmenovani-problem_nas_vsech.pdf.)

²²⁷ For more details see <https://www.soc.cas.cz/aktualita/dopady-opatreni-proti-pandemii-na-zeny-muze-na-trhu-prace>.

²²⁸ For more details see <https://www.mladilekari.cz/2020/proc-lekarky-odchazeji/>.

²²⁹ For more details see, e.g., https://www.idnes.cz/zpravy/domaci/chirurgie-neni-pro-zeny-nejsou-rozhodne-jako-muzi-tvrdi-lekari.A090302_085633_domaci_lpo, https://www.idnes.cz/zpravy/domaci/pafko-zrucnost-a-znalosti-stavi-na-spicku-muze-zeny-lepe-komunikuji.A090309_121528_domaci_ban, <https://vikend.ihned.cz/c1-66620630-odradite-li-zeny-od-chirurgie-ztratite-polovinu-talentu-tvrdi-operaterka-bojujici-proti-presile-muzu-v-jejim-oboru> and <https://zpravodaj.genderstudies.cz/cz/clanek/zena-chirurg-o-vyvoji-druhu> or https://www.idnes.cz/zpravy/domaci/sef-lekaru-doktorky-jsou-problem-venuji-se-rodine-a-pracuji-hur-nez-muzi.A090301_211216_domaci_abr.

²³⁰ For more details see https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a4986/f9/eu190724.pdf.

²³¹ For more details see <https://www.uzis.cz/res/file/covid/20200522-dusek-cz.pdf>.

anatomically adapted to the shape of the female body (not produced according to supposedly universal parameters of the average male body) in order to be as effective as possible.²³²

6.1.3 Prenatal, perinatal and postpartum care

A specific area of health is care during pregnancy, childbirth and the puerperium, and area that is fundamentally effected by gender equality. **Czech obstetrics has excellent results in the care of high-risk, pathologically pregnant and parturient women.** However, in the segment of care for physiological pregnant and parturient women, most of whom can be categorised as such, there has long been a strong **social demand for a respectful approach and humanisation of obstetrics.** As the Ministry of Health is aware of this, it has begun to respond to this demand by working on the **concept for supporting the establishment of midwifery centres within maternity hospitals.** At the beginning of 2019, a model workplace was opened in Na Bulovce Hospital,²³³ which is an important first step towards ensuring the diversity of maternity care in the Czech Republic.

In terms of existing capacities, regional and financial accessibility (special fee for above-standard services), midwifery centres are currently only accessible to a small fraction of women. Obstacles to their further development include persistent legislative and other restrictions that midwives have long faced in the Czech Republic. The restriction of midwives to perform their profession independently and the limited possibility of their care being reimbursed from public health insurance also have a negative impact on women and their families in terms of choice of place, method and circumstances of childbirth. The situation is further complicated by the absence of national standards of care²³⁴ and the links between the various professions that come into contact with a woman during her pregnancy and after childbirth. Due to this unsatisfactory state, the Czech Republic has been repeatedly criticised even by international institutions.²³⁵

Status of midwives

The profession of midwife in the Czech Republic is regulated by the Act on Non-Medical Health Professions. The law allows midwives to be the primary carer of a woman and her child in a case of healthy pregnancy, during and after childbirth. Continuous models of care led by a midwife, where the midwife or a smaller group of known midwives provides the woman with support and care during pregnancy, childbirth and postpartum period, are included in the WHO recommendations for a positive experience with pregnancy and during childbirth.²³⁶

The consistent application of this model of care is, however, prevented by other legal regulations **limiting the midwife profession and its possibility to perform autonomously,** particularly the Act on Public Health Insurance, which makes reimbursement of midwife services from public health insurance dependent on the physician's prior approval of the services.²³⁷ Moreover, even in cases where the care provided by midwife is medically

²³² For more details see https://ec.europa.eu/info/publications/impact-sex-and-gender-covid-19-pandemic_en. A similar problem is pointed out by the NKC Gender and Science in the series One Size Does Not Fit Everyone, Part 1, which is focused on personal protective equipment <https://genderaveda.cz/jedna-velikost-nesedi-vsem-dil-1/>.

²³³ For more details see the chapters related to care in connection with birth in the 2018 Report on Equality between Women and Men (Available at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Material--Zprava-za-rok-2018-o-rovnosti_FINAL.pdf) and in the Gender Equality Report for 2019 (Available at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_o_rovnosti_2019.pdf).

²³⁴ Such as the British Standards issued and updated on the basis of the latest findings of the National Institute for Health and Care Excellence <https://www.nice.org.uk/guidance/cg190>.

²³⁵ For more details, see, for example, the Final Recommendations of the UN Committee on the Elimination of Discrimination against Women on the 6th Periodic Report of the Czech Republic (available at https://www.tojrovnost.cz/images/dokumenty/Broura_CEDAW.pdf) and the recommendations of the ECtHR from the reasoning of the judgment in Dubská and Krejzová v. the Czech Republic, in which the ECtHR calls for a change in practice in the Czech Republic and for the Czech authorities to constantly review the relevant provisions of legislation in the light of developments in medicine, science and law (Available at: http://eslp.justice.cz/justice/judikatura_eslp.nsf/WebSearch/6AA24AD6E570D2D0C12580FA004AE545?openDocument&Highlight=0).

²³⁶ For more details see https://www.who.int/reproductivehealth/publications/maternal_perinatal_health/anc-positive-pregnancy-experience/en/, <https://www.who.int/reproductivehealth/publications/intrapartum-care-guidelines/en/>. A partial Czech translation is available on the website of the Ministry of Health at: <https://www.mzcr.cz/dokumenty-svetove-zdravotnicke-organizace-k-sexualnimu-a-reprodukcnimu-zdravi/>.

²³⁷ Section 18 of Act No. 48/1997 Coll. on public health insurance and on amendments to certain related acts

indicated, women are often unable to use this service because insurance companies in some regions do not conclude contracts with midwives.²³⁸ The “Reimbursement Decree” does not reflect the WHO recommendation either.

Midwives are also limited by prescription restrictions²³⁹ and implementing regulations concerning staffing and equipment.²⁴⁰ The decrees also contain two fundamental conditions that make the establishment of birthing centres practically impossible.²⁴¹

Absence of a coherent maternity care concept

The implementation of an optimal continuous care model in the Czech Republic is prevented also by non-legislative obstacles. **One such obstacle is the absence of a coherent maternity policy in the Czech Republic** that would be in line with modern medical knowledge and evidence-based care and that would allow both greater variability and continuity of services provided by the various professions. The lack of a unified concept leads to care being segmented (one caregiver during pregnancy, another during childbirth) and double-tracked (the mother is cared for by the gynaecological department, the child by the neonatal department).

The issue of midwife training is also problematic. There is no clear concept or rules for the midwifery study field and its link to other fields involved in caring for the mother and children. The postgraduate study of this profession is not systematically addressed.

(Im)possibility to choose

Another problem is the frequent practice of treating informed consent formalistically and the inconsistent respect for a woman's right to free and informed choice. In the most extreme cases, this leads to ill-treatment and violence against women during care (obstetric violence).²⁴²

A condition for informed choice is also access to a complete overview of basic indicators of care in individual regions and health care facilities. There is a demand for information from the recipients of care that is not fully provided by the state. Any data has long been published a long delay and shows obvious shortcomings.²⁴³ In addition, there are several parallel, unofficial data databases (e.g., the Aperiio Maternity Hospitals Guide).²⁴⁴

Postpartum care and breastfeeding

There is no satisfactory mechanism in place to ensure continuity of care during the puerperium. Postpartum care for mother and child in Czech maternity hospitals is limited to a period of 72 hours after birth and is not adequately provided for the rest of the puerperium.²⁴⁵

In the Czech Republic, the proportion of fully breastfed children following departure from maternity hospitals has been declining since 2003 (90% in 2003 and 81.4% in 2015). Almost one in five women who left a maternity hospital in 2015 did not continue breastfeeding

²³⁸ For more details see <https://www.ochrance.cz/aktualne/tiskove-zpravy-2018/zeny-maji-pravo-na-hrazenou-peci-porodnich-asistentek/>.

²³⁹ Resulting from Act No. 378/2007 Coll., on medicinal products

²⁴⁰ Decree No. 92/2012 Coll., on requirements for minimum technical and material equipment of medical facilities and contact workplaces of home care, Decree No. 99/2012 Coll., on requirements for minimum staffing of health services

²⁴¹ The review of the relevant legislation was recommended by the Government Council for Gender Equality. For more details see http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/cinnost_rady/zaznam-ze-zasedani-rady-vlady-pro-rovnost-zen-a-muzu-ze-dne-28-cervna-2017-158935/.

²⁴² WHO statement: Prevention and Elimination of Harm and Lack of Respect for Childbirth in Healthcare Facilities. Available at: Report of the UN Special Rapporteur on a human rights approach to ill-treatment and violence against women in reproductive health, focusing on childbirth and obstetric violence Available at:

https://digitallibrary.un.org/record/3823698?ln=en&fbclid=IwAR3KnLDCbckEvmQSwHM7_bb8IDf0uuJpn3CaYXIOEmv79vjYx2Q2km00Ko.

²⁴³ For more details see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Pracovni_skupina_k_porodnictvi/Podnet_k_publikovani_statistickyh_dat_26-04_2019.pdf.

²⁴⁴ For more details see <https://pruvodce-porodnicemi.aperio.cz/>.

²⁴⁵ In addition, for women who choose to leave earlier (so-called outpatient childbirth) or have given birth outside a medical facility, there are cases where a general practitioner for children and adolescents refuses to take the child into the care of early leaving the maternity hospital, despite the law. the possibility does not allow.

for the entire puerperium. One third of women who left a maternity hospital in 2015 as breastfeeding mothers did not breastfeed for even 3 months.²⁴⁶

The Czech Republic has not yet implemented a revised version of the ten steps to successful breastfeeding issued by the WHO and UNICEF Babyfriendly Hospital Initiative. The Czech translation of the implementation instructions for the programme²⁴⁷ is not yet available, and the National Breastfeeding Commission²⁴⁸ does not fully comply with these guidelines in terms of its contents and competences. Adherence to the original ten steps to successful breastfeeding is debatable.²⁴⁹

The fact that the Czech legal system still lacks some measures to regulate the marketing of breastmilk substitutes and the fact that International Code for Marketing of Breastmilk Substitutes and subsequent resolutions of the World Health Assembly are not being adhered to do not contribute to efforts to promote breastfeeding.²⁵⁰ Information disseminated to the public, but also among health professionals, is thus influenced by commercial interests.

6.1.4 Current developments in relation to Covid-19

Current global developments in connection with the Covid-19 pandemic confirm the need to take into account the gender aspects of health and gender equality both in the provision of care and among workers in health care and social services. While women are more exposed to the virus due to social factors and increased representation in nursing (and therefore caregiving) roles, men have been shown to have a higher mortality rate. A case study of the European Commission addresses the different effects of the spread of Covid-19 on women and men.²⁵¹ The set of recommendations it formulates focuses both on biological factors (recommendations for the implementation of research that will focus on different manifestations of the disease in women and men) and on political and socio-cultural aspects (ongoing evaluation of proposed prevention measures in terms of gender equality, protection of carers, provision of verified information, gender-sensitive prevention campaigns).

The spread of Covid-19 has also significantly influenced care in connection with childbirth. Violations of birthing mothers' human rights have been reported worldwide.²⁵² The increase in the violations of mothers' rights by maternity hospitals has also been reported by care recipients in the Czech Republic.²⁵³ The Government Commissioner for Human Rights also addressed the blanket ban on the presence of a partner or other close person at birth as a potentially disproportionate interference with the fundamental rights guaranteed by the Charter of Fundamental Rights and Freedoms.²⁵⁴

6.2 Strategy

²⁴⁶ For more details see <http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/3-2-Podnet-Pracovni-skupiny-k-porodnictvi-k-podpore-kojeni.pdf>.

²⁴⁷ For more details see <https://www.who.int/nutrition/publications/infantfeeding/bfhi-implementation/en/>.

²⁴⁸ For more details see <https://ppo.mzcr.cz/workGroup/140>.

²⁴⁹ It stems from the finds of citizens' initiative Šestinedělky that no maternity hospitals, including those certified as Baby-friendly Hospital complies with all 10 steps. For more details see MAJERČIKOVÁ, A.: Celorepublikové výsledky průzkumu o podpoře kojení v porodnicích v letech 2014-2017. Available at: <http://sestinedelky.cz/wp-content/uploads/2017/03/Celorepublikov%C3%A9-v%C3%BDsledky-pr%C5%AFzkumu-VF.pdf>.

²⁵⁰ For more details see the findings of the World Health Organization (WHO), UNICEF and IBFAN Reports on the implementation of the Code and related WHO resolutions in national legal systems. Available at: <https://www.who.int/publications/i/item/9789240006010>.

²⁵¹ For more details see https://ec.europa.eu/info/publications/impact-sex-and-gender-covid-19-pandemic_en.

²⁵² E.g., Daniela Drandić & Fleur van Leeuwen. 2020. COVID-19: a watershed moment for women's rights in childbirth. Available at: <http://medanthroquarterly.org/2020/08/11/covid-19-a-watershed-moment-for-womens-rights-in-childbirth/?fbclid=IwAR0ImqXkxndnZc8PtiehXcD8NrPHb-vzbmmnXPI7370XwBPA1GcxFYTRX7U>.

²⁵³ For more details see https://www.idnes.cz/zpravy/domaci/advokatkata-adela-horejsi-zakaz-otcu-u-porodu-porodnicke-nasili-odebirani-ditete_A200409_211958_domaci_kuce.

²⁵⁴ For more details see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/mimoradne-jednani-pracovni-skupiny-k-porodnictvi-o-zruseni-zakazu-pritomnosti-otce-u-porodu-180639/> and <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/zruseni-plosneho-zakazu-pritomnosti-otcu-u-porodu-181087/>.

In connection with the above-described persistent inequality and problems, the *Health* chapter is divided into four strategic objectives.²⁵⁵

- SO1: **Reducing gender inequality in access to health and health care**
- SO2: **Increasing the capacity to provide gender-sensitive health and social services**
- SO3: **Improving the working conditions of people working in health care**
- SO4: **Increasing the satisfaction of pregnant women with prenatal, perinatal and postnatal care**

The individual strategic objectives are divided according to which target groups they focus on. The first is primarily focused on care recipients, their perceptions of their own health and the removal of barriers to accessing health care. The second strategic objective is focused on strengthening gender sensitivity and expertise on the part of institutions and the related competencies of care providers. The third strategic objective addresses the conditions of health workers and the possibilities for reconciling their professional and private (family) life, which take into account the specifics of the health sector. The last strategic objective focuses on satisfaction with care during pregnancy, childbirth and the puerperium.

The first specific objective is focused on strengthening health literacy, prevention, increasing competencies in assessing one's own health and eliminating inequality in access to the healthcare system. It is divided into four specific objectives. Most of the proposed measures are based on the Health 2030 strategy, which in the next 10 years envisages reform of primary care, strengthening the role of general practitioners and increasing the accountability and citizens and citizens for their own health. The measures strive to ensure that the specifics of the mental and physical health of women and men are taken into account in this process and that there is corresponding public awareness and training for care providers in the field of sensitive communication, diagnosis and treatment. Some of the measures are also complemented by the *National Strategy for the Prevention and Reduction of Harm Associated with Addictive Behaviour (2019-2027)*, which requires greater implementation of effective primary prevention programmes, including gender-sensitive programmes and programmes targeted at specific population groups. The specific objective also includes measures aimed at ensuring that those areas where gender inequality interacts with different types of handicaps and thus increases (e.g., in the case of Romany women, LGBT + people or migrant women legally residing in the Czech Republic). The measure aimed at improving sensitive communication by medical staff has therefore been formulated with regard to multiple disadvantages. The specific objective also includes measures aimed at removing legislative barriers to health care access and gender inequality related to public health insurance reimbursements.

The second strategic objective focuses on raising the awareness of institutions and care providers about the risk of potential gender burden on health and social services and building sufficient capacities at the state administration to address this issue. The common denominator of the proposed measures is the effort to reduce the risk of women and men being treated differently in connection with diagnosis, treatment and provision of related services. The measures covered by this strategic objective include the requirement for continuous collection and publication of data broken down by sex and the implementation of qualitative research, something that is missing in the Czech Republic. In order to sensitise medical staff, the creation of methodological and training materials is proposed along with follow-up training of medical staff. Such materials and training will respond to foreign recommendations and recommendations arising from Czech-specific research. Based on the recommendations in the Input Analysis, a measure requiring the establishment of an inter-departmental body that will systematically deal with gender and health issues and support the

²⁵⁵ Where there is a lack of research for the Czech context, the proposed measures first address the assessment of the situation in the area and, based on the findings, require the formulation of specific recommendations and evaluation of their implementation.

building of professional capacities of the state administration in this area. The last set of measures are aimed at supporting the activities of external entities engaged in gender sensitisation and raising awareness about access to care, as well as at supporting the application of gender equality aspects in the work of the Patient Council.

The third strategic objective is devoted to the status of health workers. First, because of the need to improve their working conditions and ensure their work is fairly remunerated and, second, because inequality at health centres may filter through to the care provided and adversely affect the quality of such care. The measures proposed under this strategic objective are divided into three specific objectives: fair remuneration of health workers, decent working conditions and equal career development opportunities regardless of gender.

The last strategic objective focuses on childbirth-related care. It is divided into six specific objectives. The first focuses on guaranteeing a woman's right to choose the method, place and circumstances of childbirth, and thus the development of a CPA in line with European standards. The second specific objective focuses on improving the position of midwives and removing barriers to that prevent them from carrying out their profession independently. From the point of view of observance of the human rights of women, the consistent application of free and informed consent to the provision of health services in the field of maternity care, which is addressed in the third specific objective, is essential. It includes measures requiring methodological guidance and evaluation of whether informed consent in the provision of health services is provided in accordance with human rights standards and the letter of the law. Furthermore, this measure requires the regular and state-guaranteed collection and publication of data on pregnancy, obstetrics and postnatal care. The fourth specific objective focuses on improving prevention of ill-treatment and violence against women during childbirth. The fifth specific objective is dedicated to improving pre-natal and post-natal care, thus ensuring timely follow up care after discharge from hospital, including community midwives and their reimbursement from public insurance. The sixth, and final, specific objective aims to promote breastfeeding and the implementation of the International Code of Marketing of Breast-milk Substitutes of the World Health Organization and UNICEF and related resolutions of World Health Assembly

6.3 Charts and diagrams

Schéma 26: Vývoj počtu dobrovolných ukončení života

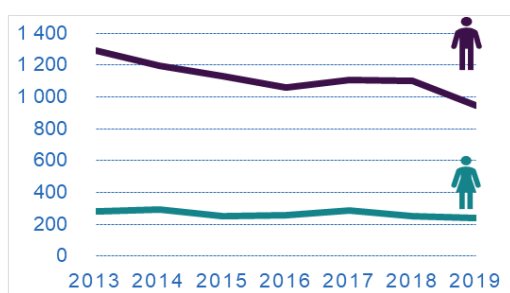


Schéma 27: Dobrovolná ukončení života v letech 1993 a 2019 dle pohlaví a věku

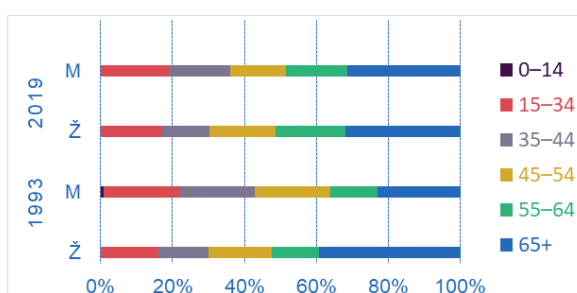


Schéma 28: Dobrovolná ukončení života v absolutních číslech za rok 2019

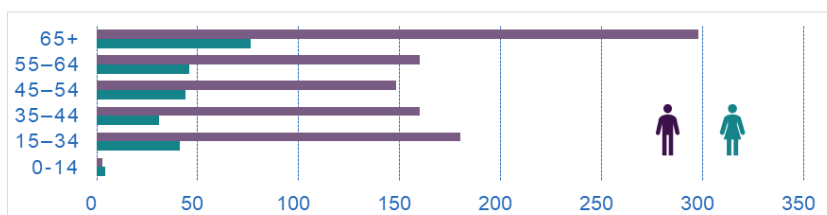


Schéma 29: Preventabilita úmrtí v ČR

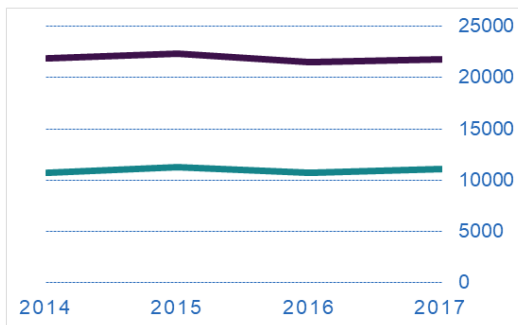
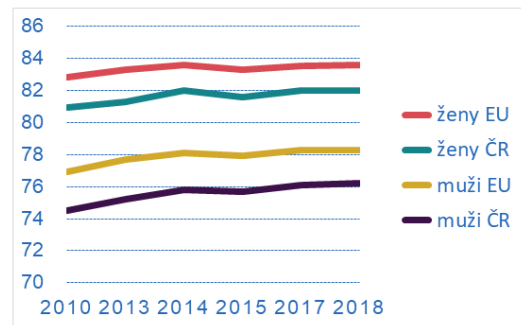


Schéma 30: Naděje na dožití



Pracující ve zdravotnictví celkem

Schéma 31: Pracovníci a pracovnice ve zdravotnictví (2019)



Lékaři a zubní lékaři



Všeobecné sestry a porodní asistentky



Schéma 32: Výživa novorozenců při propouštění z porodnice

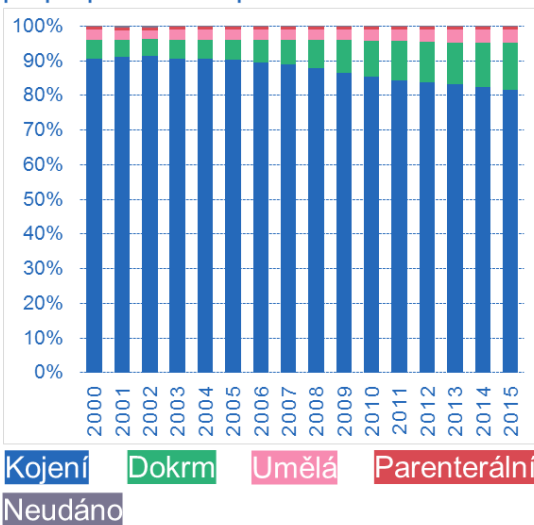
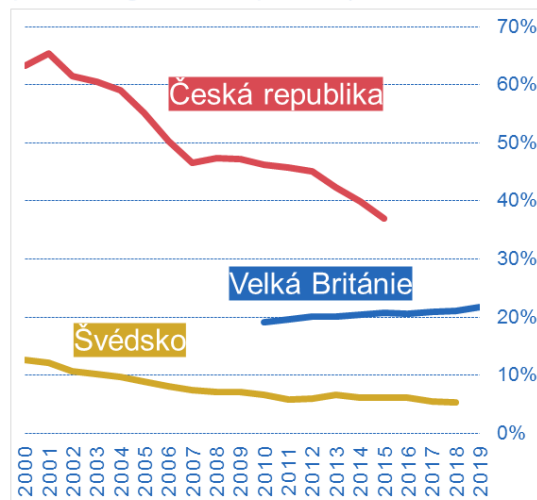


Schéma 33: Míra nástřihu hráze u vaginálních porodů (% z celkového počtu vaginálních porodů)



Data sources:

Figure 26, 27 and 28 : Suicides, CZSO.

<https://www.czso.cz/documents/10180/91605937/300002190227.pdf/d74eebe0-26d3-4479-9455-b9abf6ada17b?version=1.3>
<https://www.czso.cz/documents/10180/91605937/300002190228.pdf/89289b95-4966-4ed0-a4e7-9953aaadda56?version=1.1>

Figure 29: Death Preventability, EIGE.

https://eige.europa.eu/gender-statistics/dgs/indicator/ta_hlthmort_mort_prevdeath_hlth_cd_apr

Figure 30 : Life expectancy, Eurostat. https://ec.europa.eu/eurostat/databrowser/view/sdq_03_10/default/table?lang=en

Figure 31: Healthcare workers, CZSO.

<https://www.czso.cz/documents/10180/91605937/300002190201.pdf/1ef87fc1-0b33-4cd4-9f2b-f96ef1664e73?version=1.1>

Figure 32: Newborn nutrition, IHIS.

https://www.uzis.cz/res/file/poskytnute-informace/16-08-inf106-1999-odpoved.pdf?fbclid=IwAR0pZt0abYcPWmPNIG7aVJVhg_XJgy8KJLCV_IkiEGSevrsWpYIFLxIT1o

Figure 33 : Episiotomies.

Sweden: <https://www.socialstyrelsen.se/en/statistics-and-data/statistics/>

United Kingdom: <https://digital.nhs.uk/data-and-information/publications/statistical/nhs-maternity-statistics>

CR: <https://www.uzis.cz/index.php?pg=vystupy--knihovna&id=249>

7. Knowledge

7.1 Analysis of current situation

Even though there are no longer any formal obstacles for the entry of women or men into certain areas of education or employment, there are considerable differences in career paths and in the extent of the achieved professional advancement between women and men in education and in research and development. This is documented, inter alia, by the position of the Czech Republic in the Gender Equality Index (2020) for the area of knowledge,²⁵⁶ where the Czech Republic achieved a below-average score of 58.4²⁵⁷ (the EU average amounted to 63.6), which ranked it 15th among EU countries.

The low placing of the Czech Republic is primarily given by the lasting high degree of horizontal segregation, a high degree of the concentration of men or women in certain fields.²⁵⁸ Nevertheless, the Czech Republic has improved by 5 places since 2005. This is caused by the converging number of university-educated women and men. Currently, 56%²⁵⁹ of those studying in universities are women and, as experience from western countries indicates, it is probable that this figure will increase to the disadvantage of men. **Even though more women graduate from universities, in science we encounter the number of women is decreasing, e.g., as a result of unsuitable financing and policies.** The current situation reflects the challenges of the Council of the European Union with regard to decreasing gender segregation.²⁶⁰ Similarly, the recommendations of the UN's Committee on the Elimination of Discrimination against Women²⁶¹ call for the greater support of girls in technical fields and women in science. This subsequently also influences the degree of excellence and innovative potential of the Czech Republic. **A positive relation has been shown to exist among the European Innovation Scoreboard (the Czech Republic is in 16th place in the EU),²⁶² the Excellence Index²⁶³ and the Gender Equality Index.²⁶⁴**

7.1.1 Horizontal segregation of students in primary, secondary and post-secondary schools

In recent years, Czech society has taken important steps to achieve gender balance in the area of education. **Nevertheless, decisions on future professions are still formed by stereotypical ideas about the abilities of women and men and the social expectations of the optimal life path based on them.** The degree of awareness of gender stereotypes in Czech society is relatively low.²⁶⁵

These stereotypes are subsequently reflected in the life, career and educational paths of girls and boys. **According to OECD's PISA 2018,²⁶⁶ significantly more male students of the ninth grade of primary school expect that in thirty years they will be employed in technical or scientific fields, engineering and ICT. Significantly more female students, on the other hand, expect to be working in healthcare.** Girls predominate in all types of schools, except for schools²⁶⁷ that are not completed with a school-leaving exam. However,

²⁵⁶ For more information, see <https://eige.europa.eu/gender-equality-index/2020/domain/knowledge/CZ>.

²⁵⁷ The Gender Equality Index is expressed on a scaled of from 1 to 100, where 1 is absolute inequality and 100 absolute equality.

²⁵⁸ The Gender Equality Index evaluates horizontal segregation in tertiary education (ISCED 5-8)

²⁵⁹ For more information, see <https://www.czso.cz/documents/10180/120583268/300002200311.pdf/8e8946d9-9ee7-4129-9cce-134959311ec9?version=1.3>.

²⁶⁰ For more information, see <https://data.consilium.europa.eu/doc/document/ST-14254-2019-INIT/cs/pdf>.

²⁶¹ For more information, see https://www.tojrovnost.cz/images/dokumenty/Broura_CEDAW.pdf.

²⁶² For more information, see https://ec.europa.eu/commission/presscorner/detail/en/qanda_20_1150.

²⁶³ For more information, see <https://op.europa.eu/en/publication-detail/-/publication/4d0c6a58-072e-11e9-81b4-01aa75ed71a1>.

²⁶⁴ For more information, see https://genderaction.eu/wp-content/uploads/2020/06/D3.2_MonitoringERApriority4implementation.pdf.

²⁶⁵ For more information, see https://czlobby.cz/sites/default/files/news_download/stinova_zprava_2015.pdf.

²⁶⁶ For more information, see <https://www.oecd.org/pisa/PISA%202018%20Insights%20and%20Interpretations%20FINAL%20PDF.pdf>.

²⁶⁷ primary schools, secondary schools with school-leaving exam, grammar schools, conservatories, higher vocational schools, post-secondary schools

even among the fields without school-leaving exams, we see very different directions taken by girls and boys, which copy the aforementioned findings. In general, girls choose “traditional” female professions more often and boys choose “traditional” male professions.

According to research focussed on the choice of education of fifteen-year-olds,²⁶⁸ the families of boys choose the future career according how financially lucrative it is and with regard to the stereotypically-perceived role of men as the family breadwinners. **In the families of girls, when choosing a career, the possibility of reconciling the profession with motherhood or other care is taken into account.** Technical fields and fields where there is a greater representation of men are often better paid, as the level of the gender pay gap shows. Specifically, 40% of women and 18% of men in the Czech Republic decide to study pedagogy, healthcare, social services or humanitarian and artistic fields, which are insufficiently valued financially.²⁶⁹ Due to the stereotypes that are connected with the work of women, the prestige in feminised fields is also lower.²⁷⁰

Decreasing gender segregation influences economic growth, increasing household living conditions, harmonisation options, company performance and intergenerational social mobility.²⁷¹ While maintaining the status quo, the exclusively women’s or men’s fields are thus deprived not only of valuable experience, but also of the economic potential of the missing sex.

It follows from PISA 2018,²⁷² that only 1% of fifteen-year-old girls expresses interest for information and communication fields, compared to 8 to 18% of boys. The disproportion in expectations is not only encouraged by the schools, but the parents of the boys and girls also play an essential role. **The differences in the interests and the impressions of girls and boys on their future fulfilment does not mirror the achieved results and abilities in mathematics.** In the area of mathematical literacy, the difference between male and female students was insignificant in 2018.²⁷³ At the end of the year, girls receive better marks than boys.²⁷⁴ However, in verification tests in maths, they have worse results than boys, conversely, which the Czech School Inspectorate attributes to the lower self-confidence of girls in their knowledge and skills in mathematics,²⁷⁵ which is, inter alia, the result of the influence of gender stereotypes.²⁷⁶

A significant difference between fifteen-year-old female and male students appears in reading literacy, where girls significantly surpass boys in verification tests, specifically by 26 percentage points. A positive factor that follows from the assessment is that at a later age the differences in the reading literacy decrease and equal out.²⁷⁷ From Czech School Inspectorate analyses based on the PISA 2015²⁷⁸ data, it follows that the teaching methods and forms influence the education results. The most visible difference is among girls and their results in sciences, where it has been shown that if the school uses innovative, practical and research-oriented teaching methods, girls do not differ in the results from boys. On the contrary, if the school uses traditional methods, girls lag behind boys and behind their peers who were taught in a research-oriented form by as much as 40 points.

²⁶⁸ For more information, see Jarkovská, L., Lišková, K., & Šmídová, I. 2010. S genderem na trh: rozhodování o dalším vzdělání patnáctiletých. Prague: Sociologické nakladatelství (SLON).

²⁶⁹ For more information, see <https://eige.europa.eu/gender-equality-index/2019>.

²⁷⁰ For more information, see <https://www.rovnaodmena.cz/www/img/uploads/336b8482.pdf>.

²⁷¹ For more information, see <http://documents1.worldbank.org/curated/en/483621554129720460/pdf/Gender-Based-Employment-Segregation-Understanding-Causes-and-Policy-Interventions.pdf>.

²⁷² For more information, see <https://www.oecd.org/pisa/PISA%202018%20Insights%20and%20Interpretations%20FINAL%20PDF.pdf>, p 31.

²⁷³ Ibid

²⁷⁴ For more information, see https://www.csicr.cz/Csicr/media/Prilohy/PDF_el_publicace/Tematicke%20zpravy%20A1vy/TZ-matematika-gramotnost-2017-2018.pdf.

²⁷⁵ Ibid

²⁷⁶ For more information, see <https://www.oecd-ilibrary.org/docserver/9789264229945-6-en.pdf?expires=1605952737&id=id&accname=quest&checksum=C6D6CEBF2E18D2459F9C4960CF05B77D>.

²⁷⁷ For more information, see <https://www.oecd.org/pisa/PISA%202018%20Insights%20and%20Interpretations%20FINAL%20PDF.pdf>, p 31.

²⁷⁸ For more information, see https://www.csicr.cz/getattachment/cz/Dokumenty/Tematicke-zpravy/Sekundarni-analyza-Vliv-slozeni-tridy.-metod-uplat/PISA_2015.pdf.

Girls and women comprise almost 60% of the overall number of students at multi-grade grammar schools and graduates of post-secondary schools. Similarly, girls and women predominate in all types of secondary and tertiary education, apart from high schools that are not completed by the school-leaving exam.²⁷⁹ **In spite of the acquired education, during their professional careers, women are lacking in the highest positions and run up against a “glass ceiling”.**²⁸⁰

7.1.2 Gender equality in the teaching profession

The education system is the gateway to an active professional life. The environment of educational institutions is marked by vertical and horizontal divisions. **In other words, the representation of men and women in positions of pedagogical staff differs with regard to the degree of education and the division of fields. Generally speaking, the greater the specialisation or decision-making function and the higher the degree of education, the more men and fewer women appear in the given positions.**

The equitable representation and equal treatment of men and women fulfil the democratic character of society and contribute to effective education, which prevents the passing of prejudices and stereotypical ideas about men and women. In a homogeneous collective of pedagogical workers, there is a lack of the life experience and perspective of part of the population. It is still valid that 23% of the male and female teachers lack support when introducing new elements into their teaching. That is important both for the satisfaction of the teachers and the related turnover in this profession, as well as for increasing the diversity of the teaching methods and procedures, which respect the individual groups of male and female students. The transfer of experience with the introduction of new procedures in teaching also influence the management of human resources on the part of directors and school principals. For example, less than 60% of principals and directors have taken a course in managing teachers, which is considerably below the European average, which is around 90%.²⁸¹

A statistical survey shows the disproportion in the representation of men and women at the lowest education level. In nursery schools, women comprise 99% of the pedagogical staff. We can see a significant excess in elementary schools (86% women), high schools (59% women) and higher vocational education levels (68% women).²⁸² Male pedagogical staff are concentrated in the technical fields. Even though women comprise the majority of the teaching staff, their representation in managing positions does not correspond to this state. **There are disproportionately more men in management positions than correspond to their overall representation in education.** In high schools and higher vocational schools, less than 40% of the regular employees are men²⁸³, and nevertheless around 55% of the directors of schools are men.²⁸⁴ This is connected to the phenomenon known as the “glass elevator”, which structurally favours men and enables them faster career development and reflects the ideas about men and women in leading positions.²⁸⁵

²⁷⁹ For more information, see <https://www.czso.cz/documents/10180/91605937/300002190301.pdf/4a5beca1-de1b-4c69-9a33-9f89e63dcfdc?version=1.1>.

²⁸⁰ For more information, see, for example https://www.czso.cz/csu/gender/gender_pojmy.

²⁸¹ Studies for directors of schools and school facilities are regulated by Section 5 (2) of Act No. 563/2004 Coll. and Section 5 of Decree No. 317/2005 Coll. The studies are comprised of four modules: basics of law, labour law, financing and organisation of schools, and the pedagogical process. It is oriented to a great extent on the administrative-legislative area and insufficiently educates in the area of human resources and pedagogical leadership. For more information, see https://idea.cerge-ei.cz/files/IDEA_Studie_12_2019_Kvalita_reditelu_skol/files/extfile/IDEA_Studie_12_2019_Kvalita_reditelu_skol.pdf, p. 10 and https://idea.cerge-ei.cz/images/COVID/IDEA_Nerovnosti_ve_vzdelavani_COVID-19_kveten2020_18.pdf, p. 14.

²⁸² The data are for the year 2019, without management personnel. For more information, see <https://www.msmt.cz/file/53497/download/>.

²⁸³ For more information, see <https://www.czso.cz/documents/10180/91605937/300002190302.pdf/2c650f86-6f2f-42fe-975e-c6dc60e3734f?version=1.1>.

²⁸⁴ For more information, see <https://www.czso.cz/documents/10180/91605937/300002190304.pdf/aa05bddd-e84c-4c2c-9397-e3522db4d0d4?version=1.1>.

²⁸⁵ For more information, see <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/pracovni-skupina-muzi-a-rovnosti-zen-a-muzu/Policy-paper-muzi-v-systemu-vzdelavani.pdf>.

7.1.3 Gender equality in scientific professions

Scientific professions are considered to be crucial in the economic, cultural, social and technical development of our entire society.²⁸⁶ The reproduction of gender stereotypes does, however, occur in them, both in the area of personnel (selection of people, forming of teams, communications with others), and on a material level (the content of education and research orientation). **Even though there is an abundance of women in master's and doctoral studies in universities, they are lacking in decision-making positions in research institutions and appear in the financially undervalued areas of research.** Thus, the perspective of one half of the population is subsequently lacking in the production of knowledge from which society as a whole draws. **Another problem is unused capital that was invested in the education of women.**²⁸⁷ This leads to a decrease in the innovation potential of the Czech Republic (see above), which is subsequently connected with economic losses.²⁸⁸

The success rate of the realisation of R&D policies from the perspective of gender equality is currently evaluated as being insufficient and non-systematic. The situation in R&D remains relatively stable (e.g., women leaving/not entering sciences or an insufficient representation of women). Thus, men predominate over women in all research professions in the Czech Republic. There are 27% women among researchers and their representation is dropping over the long run, though they comprise roughly 60% of the people completing master's programmes and 44% of the people completing doctorate studies.²⁸⁹ The causes include the generally insufficient possibilities of arranging care for small children, the possibility of reconciling a scientific profession with such care and the insufficient flexibility of the scientific environment (the established conditions for acquiring support for research, etc.).²⁹⁰ **The above-mentioned problems are reflected in "vertical" segregation, which is most evident in the representation of women and men in decision-making positions. Women represent 14% of the heads of research institutions, 23% in decision-making, strategic and control bodies and 30% in supervisory and expert bodies.** Then there is the distribution of men and women among academic personnel. A total of 55% of lecturer positions are held by women, while we find only 15% of women among professors.²⁹¹

In comparison with foreign countries, the area of the management of human resources in universities and research institutions has long been underestimated in the Czech Republic. For example, the Centre for Gender & Science's research Analysis of Barriers to and Support Strategies for Equal Opportunities in Science (2017–2018)²⁹² shows an ignorance of the obligations, rights and processes in the area of human resources on the part of academic employees. At the same time, it shows that a significant amount of the rules are unwritten or unpublished, thus are unenforceable and non-transparent, and potentially enable unequal treatment and academic inbreeding.²⁹³

Gender equality and gender mainstreaming are also priorities of the European Research Area (ERA).²⁹⁴ The ERA is striving to transform scientific institutions, which continue to represent a rigid system that does not react to the needs of female scientists and other female employees in science and research. The goal is to work with prejudices and barriers that are in the systemic and social settings, and to increase the quality of the emerging knowledge through the Horizon 2020 programme and the activities of other national grant agencies, which ensure

²⁸⁶ For more information, see https://czlobby.cz/sites/default/files/news_download/stinova_zprava_2015.pdf, p 103.

²⁸⁷ Ibid

²⁸⁸ For more information, see <https://www.soc.cas.cz/aktualita/linkova-nedostatek-zen-v-ceske-vede-ma-dopad-na-nas-inovacni-potencial>.

²⁸⁹ For more information, see <https://genderaveda.cz/wp-content/uploads/2019/06/Postaveni-zen-v-ceske-vede-2017.pdf>.

²⁹⁰ For more information, see https://genderaveda.cz/wp-content/uploads/2019/01/AA2018_navrhy_opatreni.pdf.

²⁹¹ The data are from the year 2019. For more information, see <https://www.czso.cz/documents/10180/120583268/300002200303.pdf/febe2a89-896a-4b1b-afca-ac18f5b60867?version=1.1>.

²⁹² For more information, see <https://genderaveda.cz/vyzkum/>.

²⁹³ For more information, see https://www.researchgate.net/publication/332319482_Akademicky_inbreeding_jako_rakovina_vysokeho_skolstvi_nebo_nezbytnost_Prehled_zahr_anicnich_vyzkumu_a_implikace_pro_ceskou_vysokoskolskou_politiku.

²⁹⁴ For more information, see https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en.

that new research will follow and take into account possible differences in preferences, needs, experiences and physiologies of men and women.²⁹⁵

7.1.4 Gender perspective in the content of education, science, research and innovation

We encounter the results of scientific work and its application literally every day. It influences us and is part of our lives, from computers and mobile phones, the Internet and artificial intelligence, protective elements in cars to medicines or public opinion polls. **The research and development financed from public funds and that do not take into account the specific needs of men and women logically do not benefit society as a whole.** Not taking this dimension into account, however, can lead to unintended results, for example to lower efficacy of medicine,²⁹⁶ lower safety of cars,²⁹⁷ unsuitable ergonomics of a product, which leads to health problems, etc. This, however, also lowers the market potential of the results of research, development or innovations. **The research often does not take into account the different body structure of men and women or the different patterns of behaviour.**

The treatment of men (or male specimens in research performed on animals) as the standard in research and development and the application of the results of knowledge arising in this manner on the entire population may not only mean inaccurate results, but also a worsening quality of life and economic losses, and can also contribute to the strengthening of old or creation of new forms of inequality.²⁹⁸ In healthcare, for example, overlooking the biological differences between men and women, just like the unequal approach to men and women, can lead to different diagnoses and reactions to medicines. The absence of the reflection of differences represents a waste of funds and time during treatment, which can even have fatal consequences. Examples include cardiovascular illnesses among women or the increased risk of the death of men in the case of osteoporosis.²⁹⁹ The research and development financed from public funds and that do not take into account the specific needs of men and women logically do not benefit society as a whole.

7.1.5 Effects of Covid-19 pandemic on education and science

During the Covid-19 pandemic, education moved from classrooms to online and television environments, to which schools, teachers and students were forced to adapt. **There is not a significant difference between boys and girls from the perspective of the use of ICT technologies, though there is between male and female pedagogical employees.** The digital abyss between men and women increases with age, just like the ability to work in a digital environment decreases with age. Older female teachers can thus be affected more by the pandemic than their male counterparts or younger male or female teachers. Current research shows that the crisis can deepen the current inequality, both on the level of horizontal and vertical segregation and in wages and pensions.³⁰⁰ **The Covid-19 pandemic has also shown the need to take into account the dimension of gender and sex in the content of science, research and innovation.**³⁰¹ For example, since protective equipment that would respect the different body structure of women and men was not available, women were not sufficiently protected.³⁰²

²⁹⁵ For more information, see https://genderaction.eu/wp-content/uploads/2019/04/GENDERACTION_PolicyBrief11_Future-of-GE-in-European-RI.pdf.

²⁹⁶ For more information, see <https://www.theguardian.com/lifeandstyle/2015/apr/30/fda-clinical-trials-gender-gap-epa-nih-institute-of-medicine-cardiovascular-disease>.

²⁹⁷ For more information, see <https://www.tandfonline.com/doi/pdf/10.1080/15389588.2019.1630825?needAccess=true&>.

²⁹⁸ For more information, see http://genderedinnovations.stanford.edu/terms/not_considering.html.

²⁹⁹ For more information, see <http://genderedinnovations.stanford.edu/case-studies/osteoporosis.html#abs-2>.

³⁰⁰ For more information, see https://idea.cerge-ei.cz/images/COVID/IDEA_Nerovnosti_ve_vzdelavani_COVID-19_kveten2020_18.pdf or <https://www.csee-etuice.org/en/policy-issues/covid-19/3712-the-covid-19-pandemic-must-not-set-the-clock-back-on-gender-equality>.

³⁰¹ For more information, see <https://op.europa.eu/en/publication-detail/-/publication/4f419ffb-a0ca-11ea-9d2d-01aa75ed71a1/language-en>.

³⁰² For more information, see <https://eca.unwomen.org/en/news/stories/2020/5/op-ed-personal-protective-equipment-standards-must-respond-to-womens-needs>.

7.2 Strategic section

In connection with the persisting inequality and problems described above, the Knowledge chapter is divided into three strategic objectives:

- **SO1: To ensure the maximum development potential of girls and boys, and men and women**
- **SO2: Expanding the content of education, science and research by a gender perspective**
- **SO3: Applying the gender aspect in operation and in the management of education and science/research institutions**

The first strategic objective is oriented on the support of the free choice of education and professional paths. It strives to decrease the difference in the knowledge and skills of male and female students. This can be helped, for example, by the introduction of pedagogical methods and procedures supporting the development of all groups of male and female students. At the same time, however, it is important to increase the knowledge concerning both the effectiveness of teaching forms and the factors that influence the choice of education and professional paths of men and women. Gender stereotypes (see above) act here and thus the goal focuses on their removal and the support of the choice of professional paths without gender stereotypes, whether through the organisation of a media campaign or strengthening gender non-stereotypical careers and educational counselling in elementary and secondary schools.

Inequality in education paths is subsequently projected in the career paths. This is reflected in the significant feminisation of Czech schools (see above), where there has been a lack of male teachers over the long run. One of the suitable measures is focusing on gender-sensitive and non-stereotypical career growth as part of the preparation of a teacher competence profile and professionalisation continuum.³⁰³ Women, on the contrary, often leave the area of science (or do not even enter it at all) to a great extent because this environment is often incompatible with parenthood. Thus, the introduction of return grants, various forms of care services and other forms of providing babysitting for persons working in R&D and studying at university are proposed.

The second specific objective is oriented on increasing the sensitivity to the issue of gender equality and their inclusion in the content of teaching and research. This specific objective contains, inter alia, measures oriented on the application of the principle of gender equality and the removal of gender stereotypes in general education plans during their planned revision. The goal also deals with the subsequent methodological support when introducing the principle of respect for diversity, respect of minorities and the principle of gender equality in the curriculum of elementary and secondary schools. This should be both on the level of the content, as well as on the level of target values and the pedagogical principle. To limit the transmission of gender stereotypes to textbooks, a functional system of granting approval clauses, as part of which gender stereotypical textbooks will not be approved, is proposed. The measure also aims at the inclusion of the principle of gender equality in the curriculum of pedagogical fields, since male and female teachers are important players in the limitation of the influence of gender stereotypes that male and female students can encounter in the environments outside of the school facilities. Another proposal is to increase the awareness of the inclusion of the theme of gender equality in university teaching in non-pedagogical fields as well.

³⁰³ For more information, see https://www.msmt.cz/file/53139_1_1/.

The third strategic objective is to ensure the application of a gender aspect in the operation and in the management of education and science/research institutions. This goal is oriented primarily on the systematic education of teachers and people working in R&D and increasing the awareness of the importance of applying the aspect of gender equality in the management of the relevant institutions. The support of the introduction of the positions of Gender Focal Points in R&D institutions, at the providers of support and the regional governments should also be of help here. The strategic objective also aims at increasing the knowledge in the area of gender equality and on the systematisation of the transfer of information and the sharing of experience with gender-sensitive education, just like the agenda of gender equality in R&D. Further, the strategic objective deals with the configuration of the systematic application and evaluation of the policy of gender equality in education and science.

7.3 Diagrams

Schéma 34: Učitelé a učitelky v regionálním školství a akademičtí pracovníci a pracovnice veřejných vysokých škol (v %) ve školním roce 2019/2020

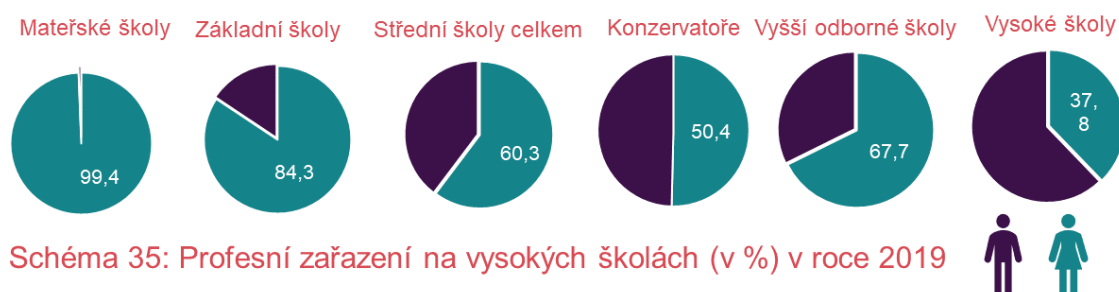


Schéma 35: Profesní zařazení na vysokých školách (v %) v roce 2019

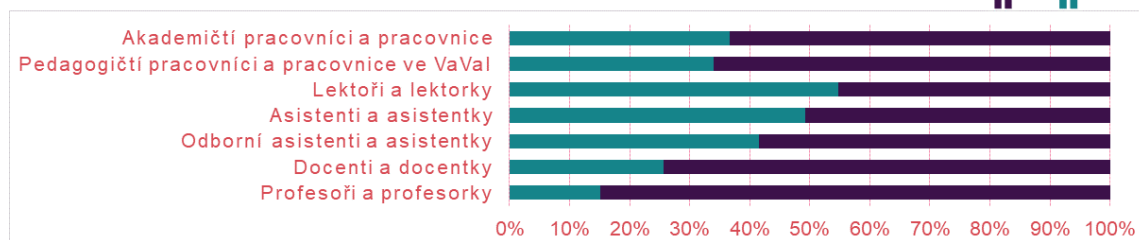


Schéma 36: Zkušenosti se znevýhodněními na vědeckých pracovištích a jejich důvody

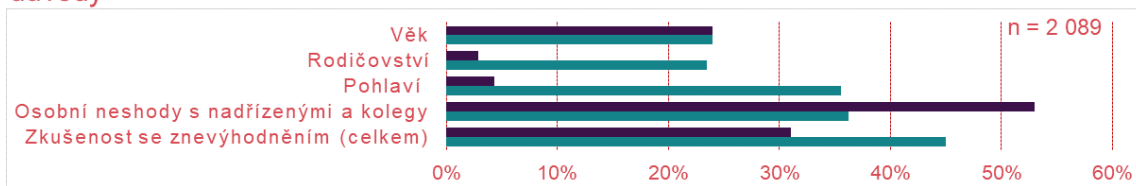


Schéma 37: Studující vysokých škol podle oborů vzdělání v roce 2019

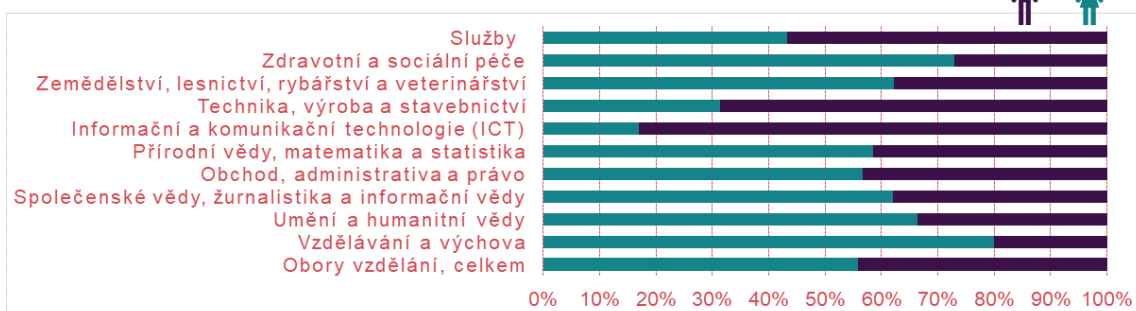


Schéma 38: Poměr žen mezi absolventy a absolventkami doktorského studia v Evropě (v %)

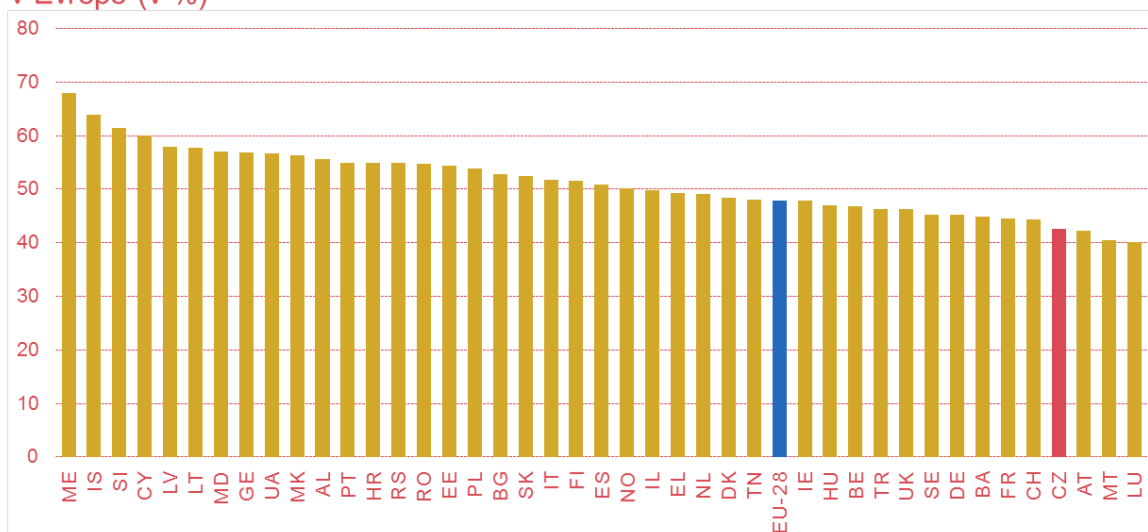
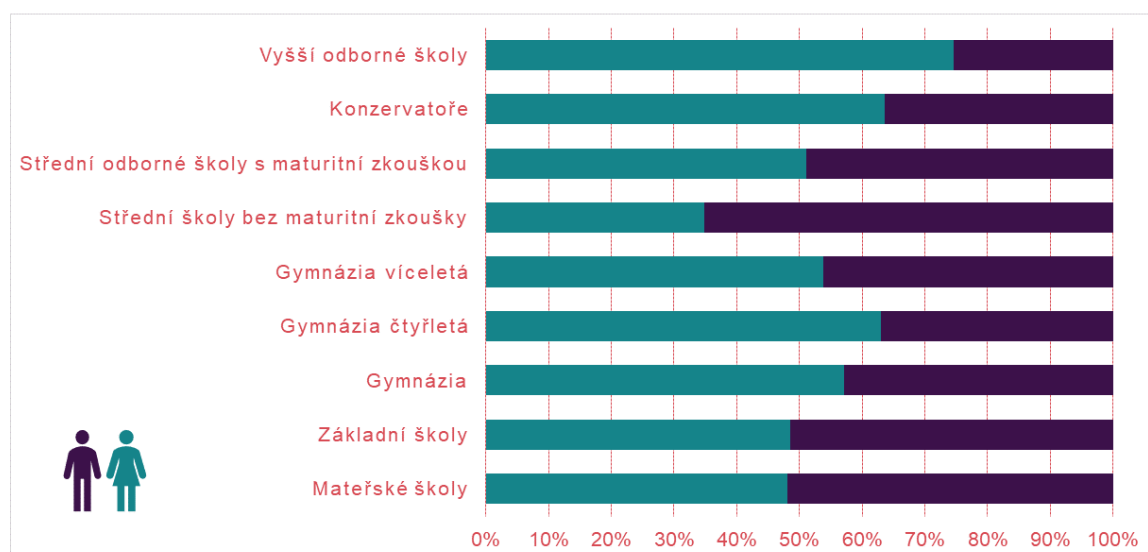


Schéma 39: Typy škol dle pohlaví ve školním roce 2019/2020



Sources of data:

Diagrams 34, 35, 37 and 39: Focus on Women and Men - Education, 2020, Czech Statistical Office.

<https://www.czso.cz/csu/czso/3-vzdelavani-rw9hmf6d7>.

Diagram 36: Akademici a akademičky 2018, Institute of Sociology of the Czech Academy of Sciences.

https://genderaveda.cz/wp-content/uploads/2019/01/AA2018_kvantitativne.pdf

Diagram 38: Male and female graduates of doctorate studies, She figures 2018.

<https://data.europa.eu/euodp/en/data/dataset/she-figures-2018-gender-in-research-and-innovation>.

8. Society

8.1.1 Opinions of the public in relation to gender equality

In connection with the opinions of Czech society on questions related to gender equality, we run up against a paradox. **On the one hand, a vast majority of the public (83%) agree that the efforts for gender equality in society are important and that state institutions should strive to remove persisting inequalities (77%).**³⁰⁴ This finding also corresponds to the results of the Eurobarometer survey, according to which 52% of the Czech public believe that gender inequality in our society persists (44% of the public thinks that there is no longer any inequality).³⁰⁵ Czech society sees the greatest inequality in the area of politics (57% of the public thinks that gender equality has not been achieved in politics) and in relation to the representation of women in the management of business corporations (54%).³⁰⁶

The survey also showed that for the vast majority of the public (78%) the promotion of gender equality is important on a personal level.³⁰⁷ **Czech society also attaches great importance to several specific themes directly related to inequality between men and women** - for example, 69% of the Czech public agree with the claim that inequality in the remuneration of women and men is a serious problem.³⁰⁸

On the other hand, the theme of gender equality is often perceived as more of a marginal issue on the part of the media and the political representation. The promotion of gender equality is not given sufficient attention and is also often trivialised. Thus, unlike several other European countries, gender equality is not explicitly considered in programme documents of most of the relevant political subjects and is not a subject of wider media interest.³⁰⁹

Public opinion polls, meanwhile, confirm that Czech society is aware of the persistent inequality, e.g., 59% of the public thinks that men have better opportunities for career advancement in employment.³¹⁰ Most of the public also does not think that men and women have the same chance to get a child in their care after a divorce (64%) or that men and women have the same opportunity for fulfilment in technical fields (79%).³¹¹

The position of the Czech public on the feminist movement can be considered to be very specific. The feminist movement is closely connected with the efforts to revive the Czech nation and gender equality is one of the basic democratic values on which the birth of an independent Czechoslovakia was based. Thus, the development of our state is intertwined with the feminist movement through personalities such as Eliška Krásnohorská, Františka Plamínková, Tomáš Garrigue Masaryk and Vojtěch Náprstek. More than one hundred years ago, Masaryk defended the idea that the task of the modern woman is not only to care for children, but also to be publicly involved, and the role of men is to support women in their emancipation.³¹²

³⁰⁴ For more information, see <https://www.tojrovnost.cz/images/analyzy/Trendy-socialne-politickych-mechanismu-ovlivnujicich-genderove-vztahy.pdf>.

³⁰⁵ For more information, see https://data.europa.eu/euodp/cs/data/dataset/S2048_82_4_428_ENG.

³⁰⁶ Ibid

³⁰⁷ When asked "Is the support of gender equality important for you personally", 32% of the respondents answered "definitely yes" and 46% "Yes". 19% of the Czech public consider the support of gender equality to be unimportant. For more information, see https://data.europa.eu/euodp/cs/data/dataset/S2154_87_4_465_ENG.

³⁰⁸ Křížková, A., Marková Volejníčková, R., Vohlídalová, M. 2018. Genderové nerovnosti v odměňování: problém nás všech. Prague: Institute of Sociology of the Czech Academy of Sciences, p. 17 (available from: <https://www.soc.cas.cz/publikace/genderove-nerovnosti-v-odmenovani-problem-nas-vsech>).

³⁰⁹ For more information, see <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analiza-genderovych-stereotypu.pdf>.

³¹⁰ For more information, see <https://www.tojrovnost.cz/images/analyzy/Trendy-socialne-politickych-mechanismu-ovlivnujicich-genderove-vztahy.pdf>.

³¹¹ Ibid

³¹² E.g., Havelková, Hana. 2020. "Kořeny právních nerovností v modernitě". in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. Mužské právo: jsou právní pravidla neutrální? Prague: Wolters Kluwer.

In spite of the long tradition of the feminist movement, feminism is often perceived as a foreign element for Czech society, imported from the west. **Even though Czech society considers the promotion of gender equality to also be important on an individual and society-wide level, people do not currently identify with the term feminism.**^{313,314} Many professional studies and articles have already been written about the Czech society's specific position on feminism and gender.³¹⁵ They generally agree that **feminism** (as a movement that identifies injustices against women and tries to remedy them) and **gender** (as an analytical concept enabling the differentiation of socially-created comprehension of the sexes from the biological aspect), **represent controversial terms in the Czech environment that encounter misunderstanding and resistance.**³¹⁶

This misunderstanding and resistance can also be illustrated in the discussions on the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (known as the Istanbul Convention). Arguments against gender ideologies, which the Istanbul Convention was supposed to introduce according to its opponents, were often heard in the discussions.³¹⁷ Even though the Istanbul Convention does not go beyond the framework of existing legislation and international commitments of the Czech Republic in, for example, the persecution of gender stereotypes, the convention was interpreted as leading to the eradication of some traditions and customs.³¹⁸ It was also heard in public discussion that the convention strives for a gender neutral society, though one of the principles of the convention is to include gender perspectives, thus applying the aspects of the various needs of men and women. The convention was also criticised that it leads to the support of the rights of sexual minorities, even though the only related provision concerns the restriction of discrimination against anybody on the basis of their gender in the approach to protection against domestic and sexual violence (see Article 4 (3) of the Istanbul Convention). **It is also characteristic that the Istanbul Convention became the subject of disinformation and misinterpretations in Eastern and Central European countries, while in Western Europe it did not evoke these reactions.**

Even though the discussion on the Istanbul Convention was framed by the media and political representation as a discussion on gender and gender equality, in actuality it used the symbolism and terms of gender and gender equality to prescribe it meaning that is not prescribed on the level of international human rights documents and in scientific research. Fears from the effects of the ratification of the Istanbul Convention were then also refuted by the position of the European Commission for Democracy through Law (the Venice Commission), which analysed the main aspects of the fears and misinterpretations from a legal perspective.³¹⁹

The campaign against the ratification of the Istanbul Convention was led by a wide range of diverse interest groups and political subjects with a huge media impact, though the majority of the Czech public is not convinced of the harmfulness of the convention. **On the contrary, the results of public opinion polls show that the number of people supporting the ratification of the convention is twice the number of people standing against the ratification and also that the support for ratification is growing over time.**³²⁰

³¹³ According to the results of the Eurobarometer survey from 2017, only 13% of the respondents approve when a man identifies as a feminist. Almost half (45%) of the public refuse to identify with feminism (the rest have no opinion). In France, for comparison, 48% of the public approve of men identifying as feminists, while only 18% are against it. For more information, see https://data.europa.eu/euodp/cs/data/dataset/S2154_87_4_465_ENG.

³¹⁴ http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/trendy_2010.pdf, p 38.

³¹⁵ E.g., Havelková, Barbara. 2020. "Feminismus, gender a právo". in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. *Mužské právo: jsou právní pravidla neutrální?* Prague: Wolters Kluwer.

³¹⁶ Ibid.

³¹⁷ For more information, see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/brozura_IU.pdf.

³¹⁸ For more information, see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/Rozbor-dopadu-Istanbulske-umluvy_4.pdf.

³¹⁹ For more information, see <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Stanovisko-Benatske-komise.pdf>.

³²⁰ For more information, see https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a5037/f9/pm191107.pdf.

Thus, in many regards, the discussion of the Istanbul Convention can be considered to be characteristic for the general discussion on the equality of men and women, i.e., gender equality. **As follows from the aforementioned public opinion polls, Czech society realises specific gender inequality and considers its resolution to be essential.** Czech society supports the introduction of measures to decrease the differences in the income of men and women, measures focused on enabling the faster return of parents to the job market, the better prevention of sexual violence, the greater availability of preschool care facilities and even legislative measures to increase the representation of women in politics and decision-making measures. **On a general level, however, the category of gender and the promotion of gender equality is often (including from the media) reduced to marginal problems.**

It is also typical for Czech society's way of thinking about gender equality that **women have an increased ability to recognise the existing inequality.** For example, 80% of women consider inequality in salaries to be a serious problem, compared to 56% of men.³²¹ Similarly, women hold the opinion that there should be more women in politics to a much greater extent than men.³²² The greater receptiveness of women for the persisting inequality is understandable, since the majority of gender inequality affects them and has a negative effect on their lives. This fact also complicates the acceptance of measures to remove the inequality, since women are significantly under-represented in positions responsible for the creation and acceptance of decisions on a society-wide and level (for more information, see the chapter on Decision making).

8.1.2 Gender stereotypes, sexism and Czech society

International human rights instruments, the jurisprudence of the European Court of Human Rights (ECHR) and professional studies consider gender stereotypes to be one of the key causes of gender inequality. The Czech Republic primarily has the obligation to combat negative gender stereotypes from the UN Convention on the Elimination of all Forms of Discrimination Against Women.³²³ The call to an active role of the state in combating these stereotypes is also contained in several other international standards,³²⁴ EU Council conclusions, European Parliament resolutions and conclusions of the UN Commission for the Status of Women.

The ECHR expressed the essence of the problem with stereotypical ideas. **According to this, stereotypical ideas about a certain group make the individual assessment of abilities and needs impossible.**³²⁵ Thus, decisions by the state based on gender stereotypes can represent a breach of the European Convention on Human Rights.³²⁶ **As the Committee of Ministers of the Council of Europe states, one of the main consequences of stereotypes on the roles of men and women in the family and household is the discrimination of women on the job market and their absence in decision-making positions.**³²⁷ Of course, some stereotypical ideas also significantly influence the possibility of victims of domestic or sexual violence from looking for help or lead to their secondary victimisation. Even though gender stereotypes primarily impact women negatively, many of them have an adverse influence on the implementation of the rights or position of men. For example, the idea that a man is not capable of taking care of a small child often leads to men not succeeding in requests

³²¹ Křížková, A., Marková Volejníčková, R., Vohlídalová, M. 2018. Genderové nerovnosti v odměňování: problém nás všech. Prague: Institute of Sociology of the Czech Academy of Sciences, p. 17 (available from: <https://www.soc.cas.cz/publikace/genderove-nerovnosti-v-odmenovani-problem-nas-vsech>).

³²² For more information, see https://data.europa.eu/euodp/en/data/dataset/S2154_87_4_465_ENG.

³²³ Article 5 (a) of the Convention binds the signatory states to pass measures to change social and cultural habits with regards to the behaviour of men and women with the goal of achieving the removal of prejudices and customs and all other practices based on the idea of the subordination or superiority of one of the sexes or on the stereotypical roles of men and women.

³²⁴ For more information, see, for example, Recommendation CM/Rec(2007)17 of the Committee of Ministers to member states on gender equality standards and mechanisms.

³²⁵ For more information, see the CASE OF CARVALHO PINTO DE SOUSA MORAIS v. PORTUGAL.

³²⁶ Ibid.

³²⁷ Recommendation CM/Rec(2007)17 of the Committee of Ministers to member states on gender equality standards and mechanisms, para 34.

for custody of children. Gender stereotypes also influence the behaviour of men when caring for their own health or during risky behaviour (for more information, see the chapter on Health).

As foreign and domestic studies show, gender stereotypes contribute to several inequalities between men and women.³²⁸ Gender stereotypes influence the ideas of girls and boys about their study skills³²⁹, determine their education choices^{330,331} and the choice of career³³² and even influence their marks on the part of the teachers. **Gender stereotypes contribute to discrimination and other disadvantages for women on the job market,**³³³ **make their career growth more difficult and have a negative effect on the participation of women in politics**^{334,335}. A practical example of the negative impacts of gender stereotypes can be found in the recent survey of the Young Doctors Association entitled “Why are doctors leaving?”³³⁶ **In 2020, this brought testimony of discrimination, sexism and an unfriendly environment that reigns towards women on the part of some instructors at Czech medical faculties.**

Compared to the rest of the EU, the Czech public holds stereotypical ideas about the roles of men and women.³³⁷ Even domestic research reaches these conclusions. Approximately one-third of the public believes that men should predominantly hold public functions, a third of the public is of the opinion that men should pursue a professional career more often than women.³³⁸ **On the contrary, a large part of the public (34%) acknowledges that women are primarily responsible for child care, just like the responsibility for housework (48%).** The vast majority of the Czech public recognises the right to the same engagement for women and men in the area of further education (87%), developing social contacts (88%) or developing hobbies (92%).³³⁹

The variability of gender stereotypes confirms the long-term development of the aforementioned ideas. While in the year 2000 half of Czech society held the opinion that men and women should take equal care of children in the family, in 2020 this was already 65%. Gradual changes in the positions of the public with regard to the equal division of the roles of men and women is evident over the last 20 years in all the monitored areas, including the opinion on the responsibility for the family budget, pursuing a professional career and the performance of public functions.³⁴⁰

Stereotypical ideas on the roles of men and women and their proper behaviour are also related to a certain extent to domestic and sexual violence (for more information, see the chapter on Public attitudes to domestic and gender-based violence). These ideas often lead

³²⁸ For more information, see <https://www.frontiersin.org/articles/10.3389/fpsyg.2019.00011/full>.

³²⁹ E.g., Kurtz-Costes, Beth, Rowley, Stephanie J., Harris-Britt, April and Woods, Taniesha A. 2008. “Gender Stereotypes about Mathematics and Science and Self-Perceptions of Ability in Late Childhood and Early Adolescence”. *Merrill-Palmer Quarterly*: Vol. 54(3), Article 6. Available from: <https://digitalcommons.wayne.edu/mpq/vol54/iss3/6>.

³³⁰ E.g., Kurtz-Costes, Beth, Kristine E. Copping, Stephanie J. Rowley, and C. Ryan Kinlaw. 2014. “Gender and Age Differences in Awareness and Endorsement of Gender Stereotypes about Academic Abilities”. *European Journal of Psychology of Education*: Vol. 29(4): pp. 603-18. Available from: <http://www.jstor.org/stable/43551160>.

³³¹ Cvencek, Dario, Andrew N. Meltzoff, and Anthony G. Greenwald. 2011. “Math-Gender Stereotypes in Elementary School Children”. *Child Development*: Vol. 82(3): pp 766- 779. Available from: <https://srcd.onlinelibrary.wiley.com/doi/10.1111/j.1467-8624.2010.01529.x>.

³³² E.g., Correll, Shelley J. 2001. “Gender And The Career Choice Process: The Role Of Biased Self-Assessments”. *American Journal of Sociology*. Vol. 6(6): pp. 1691-1730. Available from: <https://www.jstor.org/stable/10.1086/321299?origin=JSTOR-pdf&seq=1>.

³³³ For more information, see, for example, Bobbitt-Zeher, Donna. 2011. “GENDER DISCRIMINATION AT WORK: Connecting Gender Stereotypes, Institutional Policies, and Gender Composition of Workplace.”. *Gender and Society*. Vol. 25(6): pp. 764-786. Available from: <https://www.jstor.org/stable/23212199?seq=1>.

³³⁴ For more information, see, for example, M. Bauer, Nichole. 2013. “Rethinking stereotype reliance: Understanding the connection between female candidates and gender stereotypes”. *Politics and the Life Sciences*. Vol. 32(1): pp. 22-42. Available from: <https://www.jstor.org/stable/43287266?seq=1>.

³³⁵ For more information, see, for example, Huddy, Leonie. “The Consequences of Gender Stereotypes for Women Candidates at Different Levels and Types of Office”. *Political Research Quarterly*. Vol. 46(4): pp. 503-525. Available from: https://www.researchgate.net/publication/249802190_The_Consequences_of_Gender_Stereotypes_for_Women_Candidates_at_Different_Levels_and_Types_of_Office.

³³⁶ For more information, see <https://www.mladilekari.cz/2020/proc-lekarky-odchazeji/>.

³³⁷ For more information, see <https://ec.europa.eu/commfrontoffice/publicopinion/index.cfm/ResultDoc/download/DocumentKy/80678>.

³³⁸ For more information, see https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a5181/f9/ov200331.pdf.

³³⁹ For more information, see https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a5181/f9/ov200331.pdf.

³⁴⁰ For more information, see https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a5181/f9/ov200331.pdf.

to the rise and continuation of domestic violence, make it more difficult for the victim to get help and cause secondary victimisation.³⁴¹

In Czech society, men more often hold gender stereotypical ideas than women. For example, the Public Opinion Research Centre has long shown that women hold the opinion that both partners should take care of children to the same degree in the family more often than men.³⁴² Women are also more often convinced that women and men should stand for public office in the same degree and that both partners should also strive for the development of their careers to the same degree.

A specific issue related to gender equality in the media and public space is sexism in advertising. Advertising does not only represent a means for promoting a product or service, but is also a public communication that is capable of forming society's opinions and ideas. The Act on the regulation of advertising prohibits advertising that is contrary to morality. This includes, for example, advertising containing discrimination on the basis of sex or advertising degrading human dignity.³⁴³ **In practice, of course, sexist advertising still exists in the public space, which is not only confirmed by complaints addressed to the Czech Advertising Standards Council or regional trade license offices, but also by NESEHNUTÍ's underachievement award.**³⁴⁴

It follows from the public opinion polls that Czech society is not only bothered by advertising displaying violence against women (91% of the public), but also by advertising displaying stereotypes in relation to women (54%) or the baring of the female body for unrelated products (52% of the public).³⁴⁵ Here, too, women have negative opinions on these types of advertisements more often than men.³⁴⁶

Supervisory bodies often encounter a problem with the interpretation of the Act on the Regulation of Advertising, since in many cases it is not easy to decide whether a specific advertisement contains elements of discrimination or degrades human dignity.^{347,348} In 2015, the Ministry of Industry and Trade issued methodological information on recognising sexism in advertising.³⁴⁹ This represents a detailed guide for regional trade license offices on how to proceed when deciding whether a certain advertisement is illegal due to being contrary to morality or not.

8.1.3 Media and gender equality

Increased attention has been given to gender equality in the media in recent years. **The media influences and forms public opinion and can play an essential role in the protection of human rights and basic democratic principles.**³⁵⁰ **On the other hand, they can contribute to the spread and entrenchment of gender stereotypes.**

³⁴¹ Hrdá, Lucie. 2020. "Rozumějí soudy obětem násilných trestných činů?" in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. *Mužské právo: jsou právní pravidla neutrální?* Prague: Wolters Kluwer.

³⁴² In February's Our Society survey, 68.2% of women and 59.9% men hold the opinion that men and women should take care of children on the same level.

³⁴³ Section 2 (3) of Act No. 40/1995 Coll., on the Regulation of Advertising

³⁴⁴ The Sexistické prasátečko (Sexist Pig) award was awarded annually from 2008–2018. In 2018, according to the organisers, the underachievement award had already fulfilled its main function, which was to open discussion on sexism in advertising in the Czech Republic. For more information, see <https://www.prasatecko.cz/>.

³⁴⁵ For more information, see <http://zenskaprava.cz/files/vyzkumWEB.pdf>, p 7.

³⁴⁶ *Ibid.*, p 8

³⁴⁷ Kvasnicová, J. 2020. "Sexistické dobré mravy a reklama". in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. *Mužské právo: jsou právní pravidla neutrální?* Prague: Wolters Kluwer.

³⁴⁸ For more information on the relationship between discrimination and morality, see primarily the decision of the Supreme Administrative Court in the case "Měl jsem se líp učit." Decision of the Supreme Administrative Court from 15.10.2013, case no. As 46/2013-44.

³⁴⁹ For more information, see <https://www.mpo.cz/assets/dokumenty/55757/63940/656321/priloha001.pdf>.

³⁵⁰ For more information, see https://www.europarl.europa.eu/doceo/document/TA-8-2018-0101_EN.html.

The European Parliament, Council of Europe and UNESCO, for example, deal with the theme of gender equality in the media. In 2012, in fact, UNESCO defined a set of indicators for measuring the level of gender equality in the media and also published several recommendations in this area.³⁵¹ The indicators focus both on the support of gender equality on an organisational level, and on the manner of depicting men and women in media content. In 2017, UNESCO launched the initiative *Ženy tvoří zprávy (Women Make the News)*.³⁵² It also created instructions for feedback on the perception of gender equality, the *Gender Equality Check-up*, which focuses on gender stereotypes in the media and the representation of women in their management.³⁵³

In its Report on Gender Equality in the Media Sector in the EU from 2018, the European Parliament **points out the numerous obstacles that female reporters and moderators face and the more difficult conditions for balancing work with family, the stereotypical or even sexist approach to the depiction of women in the media and advertising industry.**³⁵⁴ According to the report, the responsibility lies with the media, regulatory and supervisory bodies and also civil society. The task of national and EU bodies is, according to the report, to supervise whether the anti-discrimination regulations were properly enforced and to improve the legal framework for balancing the professional and family life.

Thus, the main problems are the insufficient share of women in the creation of media content, the reproduction of gender stereotypes and not using women as experts. In this regard, the EIGE report shows that even though women comprise the majority of people employed in the media industry, they only comprise a small part of media management.³⁵⁵ Thus, women do not participate in the content of media communications since they are not invited as experts to the relevant shows to the corresponding degree. At the same time, they do not decide on the media content since they are not represented in the media management. Thus, the role of women in media is to a great degree limited to the role of moderators and people appearing predominantly in shows meant primarily for women.

On the European and international level, the theme of the position of women is given considerable attention. **In the Czech environment, however, discussions on this theme are more sporadic and the absence of women in media management and the method of depicting the roles of men and women is not essentially reflected, except in an academic environment.**

In relation to the representation of women and men in the management of Czech public media (i.e., Czech Television, Czech Radio, Czech Press Office) the situation has remained unchanged over the long term. None of the positions of Executive Director are filled by a woman. The situation in the councils of these media, when compared to previous periods, has only seen a more balanced representation of women in the Council of the Czech Press Office, otherwise women remain under-represented. A woman stood at the helm of the Czech Radio Council in the past year. She was the only woman on the council from a total of nine members.³⁵⁶ Similarly, from a total of fifteen members on the Czech Television Council, there was only one woman member.³⁵⁷ The greatest representation was in the seven-member Council of the Czech Press Office, where there were four women.

³⁵¹ For more information, see <https://unesdoc.unesco.org/ark:/48223/pf0000217831>.

³⁵² For more information, see <https://en.unesco.org/women-make-the-news-2017/>.

³⁵³ For more information, see <https://en.unesco.org/women-make-the-news-2017/>.

³⁵⁴ For more information, see the explanatory declaration on the report and the report itself, available from:

<http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+REPORT+A8-2018-0031+0+DOC+XML+V0//CS>.

³⁵⁵ For more information, see <https://eige.europa.eu/sites/default/files/documents/MH3113742ENC-Women-and-Media-Report-EIGE.pdf>.

³⁵⁶ For more information, see

<https://rada.rozhlas.cz/sites/default/files/documents/5d9720fb31b35404045917ffc04b5df9.pdf?fbclid=IwAR02qwpmpPerc14UEMvJI73zZhffqtWsVn1kDOeYgN1GPDQnAtfvcxRc2Rew>.

³⁵⁷ For more information, see https://img.ceskatelevize.cz/boss/document/1618.pdf?v=1&ga=2.61108460.1552039741.1590489366-367149397.1590489362&fbclid=IwAR1VW_BipGW8HP8wxTEIoVEKyzNOWzZG6wOrWcq8tAT0zREhcSLzP8t9ohU.

Women also appear less often than men in the role of experts on news programmes. For example, on the main political discussion show on Czech Television (Otázky Václava Moravce) broadcast in the period of the first half of 2020, women comprised only 19.6% of the 143 people appearing.

8.1.4 Civic society

The issue of the position of civic society is closely connected to the effective promotion of gender equality and the eradication of discrimination and other forms of disadvantages. The network of non-governmental organisations can contribute significantly to the transfer of knowledge and experience “from the field” essential for the effective creation of public policies. Non-governmental organisations also often provide direct aid (e.g., social services) to various groups of men and women disadvantaged due to gender inequality (e.g., persons threatened with domestic violence or victims of discrimination).

Many non-governmental organisations operate in the Czech Republic in the area of gender equality and many scientific institutions and think tanks also deal with this theme. **A great many of these organisations are represented in the government’s Council for Gender Equality and their committees also have the opportunity to participate in the creation of public policy.** The Czech Women’s Lobby (whose chairperson is usually the vice-chairperson of the government Council for Gender Equality) brings together non-governmental organisations that endeavour to eradicate gender inequality and strives to simplify the transfer of suggestions and experiences of these organisations to political representation.³⁵⁸

Even though the state uses the knowledge and expertise of the civil sector and delegates part of its obligations to it (e.g., arranging the availability of social services), in some aspects it does not create sufficient conditions for the professionalisation of non-governmental organisation. The financing of NGOs in the area of gender equality takes place primarily from EU funds (OP Employment), or from the financial mechanisms of the EEA and Norway. **Only one national grant heading with a very low allocation** (for more information see the part of Financing gender equality) is designated specifically for the support of the community service activities of NGOs in the area of gender equality. Even though some NGOs operating in the area of gender equality realise projects (co-financed) from OP Employment oriented on their professionalisation and building capacities, the impact of these projects is limited.³⁵⁹

A problem related to the non-creation of conditions for the professionalisation of the civil sector is its perception on the part of the public. The opinions of Czech society on the activities of non-governmental organisations are generally increasingly critical in recent years. On the basis of the research of the Public Opinion Research Centre, it can be stated that **from 2014 to 2020 the public’s distrust of NGOs increased.**³⁶⁰ **The trend in the increase of distrust did not stop in the last survey in March 2020.** Of course, a majority of society still does not trust non-governmental organisations (38% of those surveyed trust non-governmental organisations, 51% do not trust them). Only the church and political parties have a lower degree of trust.³⁶¹ According to the Report on the State of the Sustainable Development of the Civil Sector in the Czech Republic for the Year 2019, the causes for the relatively poor image of the civil sector include critical statements against non-governmental organisations (often framed by the term “political non-profits”) on the part of some of the political parties and disinformation media.³⁶² The EU Agency for Fundamental Rights’ report also points to the

³⁵⁸ The Czech Women’s Lobby currently associates 39 member organisations. For more information, see <https://czlobby.cz/cs/kdo-jsme>.

³⁵⁹ The Czech Women’s Lobby, for example, realised a project for the professionalisation and building of capacities. For more information, see <https://czlobby.cz/cs/projekty/profesionalizace-budovani-kapacit-ceske-zenske-lobby>.

³⁶⁰ Probably also due to the media connection of some NGOs with aid to migrants.

³⁶¹ For more information, see https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a5187/f9/po200409.pdf.

³⁶² For more information, see <https://www.avpo.cz/wp-content/uploads/2020/09/Index-udr%C5%BEiteln%C3%A9ho-rozvoje-OS-v-%C4%8CR-2019.pdf>.

negative nature of public discourse, including statements from politicians, that have negative consequences for the organisation of civic society. This status undermines the public's confidence in the civil sector, which decreases the probability that citizens will join with these organisations, support them, donate money or treat them as a trustworthy source of information.³⁶³

In relation to organisations promoting gender equality, however, a large part perceives their benefit for gender equality. **According to a study by the Office of the Government of the Czech Republic, almost two-thirds (64%) of the public thinks it is important for non-governmental organisations to try to remove the discrimination of men and women.**³⁶⁴ Some non-governmental organisations operating in the area of gender equality are managing to successfully present their activities.³⁶⁵ Organisations providing a specific service to part of the public (e.g., victims of domestic or sexual violence) find it understandably easier to explain the benefit of their activities than organisations striving for systematic changes through “advocacy activities”.

It can be generally summed up that the **civil sector (including organisations promoting gender equality) have met with the decreasing confidence of the public in recent years. The absence of the systematic and sufficient financing of the civil sector from the state budget is a specific problem in the area of gender equality.** The insufficient financing is reflected, for example, in the low degree of professionalism and the absence of a sufficient capacity of some non-governmental organisations, whose expertise and knowledge from experience is utilised by the state for the formulation and fulfilment of public policies in the area of gender equality.

8.1.5 Daily life

One of the main goals of the previous Government Strategy for Gender Equality in the Czech Republic in the years 2014 – 2020 was to ensure the application of gender mainstreaming in the area of the media, environment, sport, public transportation and the public and virtual space.³⁶⁶ This goal aimed at the application of the aspect of gender equality and the reflection of their specific needs in various areas of daily life.

Even though in many respects the situation has improved compared to 2014, the conditions for applying the aspect of gender equality in public policies concerning these areas are still not sufficiently configured.³⁶⁷ As part of the transportation policy,³⁶⁸ support of sports³⁶⁹ or the state environmental policy³⁷⁰, the specific needs of women and men are taken into account sporadically and non-systematically. This is the case in spite of the fact that a large number of these policies have an evident gender dimension. There has, however, been a shift in the policies connected to transportation and the related infrastructure in recent years. E.g., **the draft of the Transportation Policy of the Czech Republic for the period of 2021-2027 with a view to the year 2050 and the Conception of Public Transportation 2020-2025 with a view to the year 2030, which take into account the specific needs of various population groups and apply the aspects of gender equality.**

³⁶³ For more information, see https://fra.europa.eu/sites/default/files/fra_uploads/fra-2018-challenges-facing-civil-society_en.pdf.

³⁶⁴ For more information, see <https://www.tojrovnost.cz/images/analyzy/Trendy-socialne-politickych-mechanismu-ovlivnujicich-genderove-vztahy.pdf>.

³⁶⁵ This is evident from Konsent winning the Gratias Tibi Award in 2019 or Rosa – centrum pro ženy (Rosa - Women's Centre) winning the 2018 Donors Forum Award (in the category of the Czech Television Prize).

³⁶⁶ Government Strategy for Gender Equality in the Czech Republic in the years 2014 – 2020

³⁶⁷ For more information, see, for example, the Report for the year 2018 (available from: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Material--Zprava-za-rok-2018-o-rovnosti_FINAL.pdf) on gender equality or the Report for the year 2019 on Gender Equality (available from: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_o_rovnosti_2019.pdf).

³⁶⁸ Transportation Policy of the Czech Republic for the period of 2014 – 2020 with a view to the year 2050

³⁶⁹ For more information, see the Conception of Support for Sports 2016 – 2025

³⁷⁰ State Environmental Policy of the Czech Republic 2012-2020

The issue of the safety of public transportation is related to movement in the public space, for example. It follows from the Analysis of Data on the Commuting to Work on the Example of the Capital City of the Czech Republic, **men and women choose different strategies for the transportation method** and also the different selection of the job site, which also influences the commute time. **The study emphasises that these strategies do not reflect free choice, but many of them are based on the unequal position of men and women in our society.**³⁷¹ Surveys confirm that women use mass transit more often than men and also feel safe less often than men when travelling.³⁷² The accessibility of public toilets with a changing table, a sufficient number of benches and spaces for safely moving with a pram are also, for example, related to movement in the public space and mass transit.

In 2017, a conference was held in Brussels on the theme of gender equality in transportation, at which the new platform, “*Women in Transport – EU Platform for Change*” (hereinafter referred to as the “Platform for change”) was established and the Declaration on Equal Opportunities for Women and Men in the Transport Sector was signed.³⁷³ The main goal of the Platform for Change is to increase the employment of women and ensure gender equality in the transport sector. **The themes that are resolved include, for example, increasing the employment of women in transport, increasing their representation in decision-making positions and the prevention of sexual harassment.** Czech Railways also joined the Platform for Change.³⁷⁴

In the area of the support of sports, the theme of participation of women in sports and the fair division of resources for sports and leisure activities of women and men is not given sufficient attention in spite of several partial initiatives (e.g. the *Ženy na Olympu/Women on Olympus* campaign).³⁷⁵ Expert studies also point to the problem of the low representation of women in decision-making bodies related to sports.³⁷⁶ For example, the average representation of women in national sports federations within the EU amounts to just 14%, while in the Czech Republic is only 5%.³⁷⁷

8.2 Strategic section

In connection with the persisting inequality and problems described above, the Society chapter is divided into five strategic objectives:

- **SO1: Decreasing the degree of acceptability of gender stereotypes and sexism in society**
- **SO2: Increasing the degree of comprehension of the theme of gender equality and its benefits**
- **SO3: Strengthening gender culture contained in media**
- **SO4: Improving conditions for the development of civic society operating in the area of gender equality**
- **SO5: Strengthening the application of the aspect of gender equality in public policies affecting the daily life of society**

The first strategic objective strives to decrease the acceptability of gender stereotypes. It contains measures consisting primarily in the realisation of awareness-raising activities oriented, for example, on non-stereotypical depictions of women and men in the sports and

³⁷¹ For more information, see <http://urrlab.cz/sites/default/files/spackova-p-pospisilova-l-netrdova-p-2017-kazdodenni-mobilita-v-praze-jak-muzi-a-zeny-dojizdeji-do-zamestnani-geograficke-rozhledy-27-2-4-7.pdf>.

³⁷² For more information, see https://data.europa.eu/euodp/data/dataset/S2144_87_1_457_ENG.

³⁷³ For more information, see https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change_en.

³⁷⁴ For more information, see <https://zeleznicar.cd.cz/zeleznicar/hlavni-zpravy/ceske-drahy-udavaji-smer-genderove-politiky-nejen-na-zeleznici/-/17482/>.

³⁷⁵ For more information, see <http://www.msmt.cz/ministerstvo/novinar/zeny-na-olympu-vera-caslavska>.

³⁷⁶ For more information, see [https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/635560/EPRS_BRI\(2019\)635560_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/635560/EPRS_BRI(2019)635560_EN.pdf).

³⁷⁷ For more information, see <https://eige.europa.eu/publications/gender-sport>.

culture sectors. This goal also resolves sexist depictions of women and men in advertising and the media and focuses, inter alia, on the support of capacities of the relevant supervisory and regulatory bodies.

The second strategic objective is oriented on increasing the state administration's connection to increasing the public's comprehension of gender equality. It generally strives for more effective explanations of the practical benefits of gender equality and also reacts, inter alia, to some disinformation connected to gender equality. This strategic objective also includes measures oriented on increasing the awareness of the effects and benefits of projects of the civil and public sector in the area of gender equality.

The third strategic objective deals with gender equality in the media and media depiction. It contains measures oriented on awareness-raising activities in the direction of reporters, providing methodical aid to the media and the support of activities of the civil sector oriented on the monitoring of media content from the perspective of gender equality. The strategic objective also includes the increase of the representation of women in the management of media.

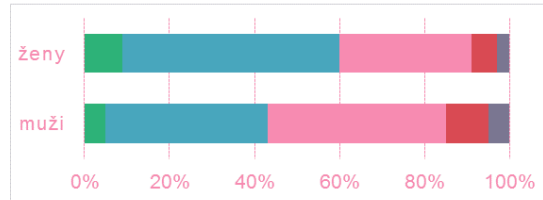
The intention of the fourth strategic objective is the improvement of conditions for the development of civic society operating in the area of gender equality. This goal contains measures related to, inter alia, new operational programmes from EU funds and their use from the perspective of building capacities and the professionalisation of the civil sector. This strategic objective also includes measures consisting of increasing the allocation of grant programmes related to gender equality (e.g., the Family grant programme). Other measures are oriented on the explanation of the benefit of civil society and projects in the area of gender equality.

The last strategic objective resolves the application of the aspect of gender equality in public policies affecting the daily life of society. The specific objectives are oriented on ensuring gender equality in the approach to the public space and transport infrastructure, ensuring the fair support of sports and leisure activities of women and men, decreasing gender inequalities in cyberspace and the application of the aspect of gender equality in the protection of the environment.

8.3 Diagrams

Schéma 40: Vnímání nerovností žen a mužů

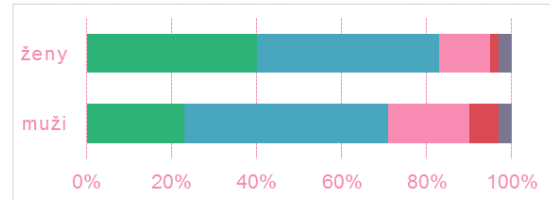
Myslíte si, že nerovnosti mezi ženami a muži jsou v současnosti:



Velmi rozšířené Docela rozšířené Nevím
Docela ojedinělé Velmi ojedinělé n = 1 044

Schéma 41: Důležitost prosazování rovnosti žen a mužů na osobní úrovni

Prosazování rovnosti žen a mužů je pro Vás důležité.



Velmi souhlasím Spiše souhlasím Nevím
Spiše nesouhlasím Velmi nesouhlasím n = 1 003

Schéma 42: Snaha o zrovnoprávnění postavení mužů a žen ve společnosti je důležitá

Rozhodně souhlasím Spiše souhlasím Nevím
Spiše nesouhlasím Rozhodně nesouhlasím n = 1000

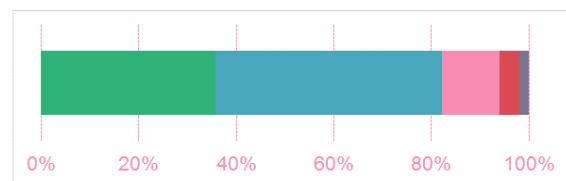


Schéma 43: Kdo by měl v rodině vykonávat následující činnost: n = 1 039

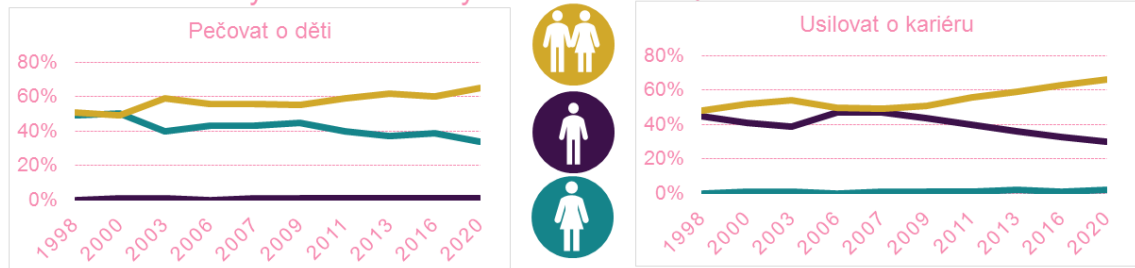


Schéma 44: Myslíte si, že ve Vaší zemi bylo dosaženo rovnosti mezi muži a ženami?



Sources of data:

Diagrams 40 and 41: Gender equality, 2015, Eurobarometer.

https://data.europa.eu/euodp/cs/data/dataset/S2048_82_4_428_ENG

Diagram 42: Trends of social political mechanisms influencing gender relations, ppm factum for the Office of the Government of the Czech Republic.

<https://www.tojnorodnost.cz/images/analyzy/Trendy-socialne-politickyh-mechanismu-ovlivnujucich-genderove-vztahy.pdf>

Diagram 43: Public opinions on the roles of women and men in the family, 2020, Public Opinion Research Centre.

https://cvvm.soc.cas.cz/media/com_form2content/documents/c2/a5181/f9/ov200331.pdf

Diagram 44: Gender equality, 2017, Eurobarometer.

<https://ec.europa.eu/commfrontoffice/publicopinion/index.cfm/ResultDoc/download/DocumentKy/80678>

9. External relations

9.1 Analysis of current situation

The external dimension of gender equality must also be looked at. This international dimension of gender equality can be perceived on two interconnected levels, specifically the level of the operation of international society on the national circumstances in the Czech Republic and the level of activities of the Czech Republic beyond its borders. **Thus, on one hand, the Czech Republic is bound to international conventions and other legislative and political obligations, from which the obligation to fulfil gender equality on the domestic level follows. On the other hand, it proactively and actively promotes gender equality as part of its functioning in international society.**

This chapter primarily focuses on the second of the above-mentioned aspects and generally is based on the principle of applying gender mainstreaming, i.e., taking into account the specific needs of women and men in the widest possible spectrum of content and instruments in the foreign policies of the Czech Republic. Participation in international mechanisms for promoting gender equality, integrating gender aspects into the materials that are discussed on an international level and the effort to connect gender equality with the different dimensions and tools of foreign policy all fall under this main principle.

In the past decades, promoting gender equality and empowering women and girls has become a global goal of international society, leaning on the basic principles of respecting human rights. The Czech Republic contributes to this world-wide effort not only with its domestic policy, but also through its foreign political and international engagement. The gender dimension of external relations has a wide thematic range, from gender issues in diplomacy and foreign service, the support of gender equality in human rights and foreign development cooperation, to foreign missions, and combating terrorism and arms exports.

One of the long-term declared goals of Czech foreign policy is ensuring human dignity, with which the policy of supporting democracy and human rights, and thus gender equality, is inextricably linked. This chapter presents one of the possibilities for how to try to at least partially achieve this goal and how to contribute to continuing to build the image of the Czech Republic as a country that places importance on protecting and promoting human rights. **The promotion of this goal is also important with regard to the Czech Republic's upcoming chairmanship of the EU Council.**

9.1.1 International normative framework

The default normative framework of gender equality for domestic policy and the Czech Republic's external relations is primarily the UN and EU instruments that the Czech Republic, as a member state, helps to create and commits to fulfilling. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)³⁷⁸ from the year 1979, which is part of the Czech Republic's constitutional order, remains a key legally-binding document. In addition to the nation monitoring through periodical reports for the UN Committee for the Elimination of Discrimination Against Women³⁷⁹, the Czech Republic's foreign human rights policy is also an important support instrument. Other important milestones include the acceptance of the Beijing Declaration and the Beijing Platform for Action,³⁸⁰ Millennium Development Goals³⁸¹ and Agenda 2030.³⁸² A key part of Agenda 2030 is also the 17 Sustainable Development Goals, which came into effect as of 1 January 2016 and all the UN

³⁷⁸ For more information, see <https://www.osn.cz/wp-content/uploads/2015/03/umluva-o-odstraneni-vsech-forem-diskriminace-zen.pdf>.

³⁷⁹ For more information, see <https://www.ohchr.org/en/hrbodies/cedaw/pages/cedawindex.aspx>.

³⁸⁰ For more information, see https://www.un.org/en/events/pastevents/pdfs/Beijing_Declaration_and_Platform_for_Action.pdf.

³⁸¹ For more information, see <https://www.un.org/millenniumgoals/>.

³⁸² For more information, see https://www.mzp.cz/cz/agenda_2030.

member states should fulfil it by the year 2030.³⁸³ **Gender equality is reflected in the separate goal no. 5: “To achieve gender equality and empower all women and girls”.** The individual Sustainable Development Goals are mutually interconnected, and thus goal no. 5 is also interlaced with other goals (e.g., with the goal aiming at eliminating poverty, at ensuring an inclusive and just quality education or at supporting full and productive employment and dignified work for all) and is inseparable from it.³⁸⁴ Thus, Agenda 2030 represents a certain shift in the approach of the international community, where long-term sustainability, security and peaceful co-existence are perceived to be closely connected to inequality in social, economic and environmental areas. Agenda 2030 was received with slight optimism and with talk about its transformative potential, though many emphasise that it has to be followed by binding policies, stronger rhetoric and financing.³⁸⁵

Issues of peace and security have also become central points of international gender norms in the last two decades. Existing gender inequalities reach a new intensity and scope in areas affected by conflicts. Even though the Beijing Platform of Action already contains the critical area Women and Armed Conflict, a breakthrough in this area did not come until 2000, when the UN Security Council accepted resolution No. 1325, on Women, Peace and Security. During the following twenty years, the agenda of women, peace and security (also known as the “WPS Agenda”) grew in reaction to international developments to a total of ten resolutions³⁸⁶ that, in addition to an emphasis on gender mainstreaming in matters of peace and security, specifies essential areas, such as the inclusion of women as actors when creating peace, the protection of women against sexual violence related to conflict and its prevention, including zero tolerance for peacekeeping personnel, ensuring responsibility and access to justice, strengthening the economic position of women, the inclusion of civil society and the connection of the WPS Agenda with the fight against terrorism and extremism and which also specifies global indicators for implementation. As of June 2020, national action plans for the WPS Agenda were already approved by 84 member states of the UN, including the Czech Republic.³⁸⁷

The normative system of international support also grows within the existing instruments. Specifically, the General Recommendation of the UN Committee on the elimination of discrimination against women no. 30 from 2013 (hereinafter referred to as “General Recommendation No. 30”) points to the mutual connection between the resolutions of the WPS Agenda and CEDAW and outlines methods for mutually strengthening these two frameworks.³⁸⁸ Their interrelation primarily concerns the participation of women in the prevention of conflict, avoiding and resolving gender-based violence, access to education and healthcare, including the sexual and reproductive rights of women and the assurance of access to justice.³⁸⁹ As part of the prevention of conflict, General Recommendation No. 30, similarly to UN Security Council Resolution No. 2106 and 2467, also resolve the issue of arms exports, whereas in this regard they point to the importance of the Arms Trade Treaty, which is an example of gender issues reaching areas previously forgotten in recent years.

9.1.2 Gender equality in global practice: gradual progress and new challenges

In spite of the increased attention on gender equality on an international level, in practice the situation is improving only gradually. **A summary of the progress in achieving the Sustainable Development Goals show that the representation of women in national**

³⁸³ For more information, see <https://www.osn.cz/cile-udrzitelneho-rozvoje-sdgs/>.

³⁸⁴ For more information, see <https://unstats.un.org/sdgs/report/2018/interlinkages/>.

³⁸⁵ Valeria Esquivel. 2016. Power and the Sustainable Development Goals: a feminist analysis. *Gender & Development*, 24:1, pp. 9-23.

³⁸⁶ UN Security Council Resolution Nos. 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), 2493 (2019).

³⁸⁷ For more information, see <https://www.peacewomen.org/member-states>.

³⁸⁸ For more information, see https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/GC/30&Lang=en.

³⁸⁹ For more information, see Aisling Swaine & Catherine O'Rourke. 2015. *Guidebook on CEDAW General Recommendation No. 30 and the UN Security Council Resolutions on Women, Peace and Security*, UN Women, 2015. Available from: <http://www.unwomen.org/en/digital-library/publications/2015/8/guidebook-cedawgeneralrecommendation30-womenpeacesecurity>.

parliaments as of 1 January 2019 reached an average of 24.2%, which represents an increase of only 5.2 percentage points from the 19% in 2010.³⁹⁰ Even though a decrease in the occurrence of some damaging practices, such as child marriage and female circumcision was achieved,³⁹¹ in many countries there are still discriminatory laws and gaps in legal protection, especially in the area of violence on women, employment, marriage and family.³⁹² **Structural inequality** also remains insufficiently resolved and contributes, inter alia, to women comprising two-thirds of the illiterate population in the world.³⁹³

Even in spite of the existing international normative framework of the WPS Agenda, women are, with few exceptions, absent at the peace table.³⁹⁴ **According to the UN's Global Study on the 15th anniversary of Resolution No. 1325, on Women, Peace and Security, the practice of financing short-term military missions endures instead of investing into social justice, inclusion and avoiding conflicts.**³⁹⁵ The political/economic processes of war and post-conflict renewal then deepen the socio-economic inequalities that primarily affect women in the work of increasing gender-based violence and limited participation in the renewal.³⁹⁶

On the background of changing international relations, there are also challenges presented in the form of global resistance to the term "gender" and women's rights. **An example of the globally widespread phenomena is the oppression of sexual and reproductive rights or gender-based violence and the enslavement of women by terrorist groups, such as the Islamic State.**³⁹⁷ The UN recently called upon states to protect and support female defenders of women's rights, who are subjected to the increased risk of attacks and violence and often confront fundamentalist groups during conflicts and post-conflict situations or when they work in the area of sexual or reproductive health.³⁹⁸ **This current development indicates that not even the existing normative instruments for promoting gender equality cannot be taken for granted.**

On the other hand, gender equality is getting more attention on the part of international organisations and states. In addition to the UN, which sets out the main normative framework, the EU, NATO, OSCE and OECD are also important partners for the Czech Republic for the creation of policy. These organisations try to apply the perspective of gender equality when promoting human rights, sustainable development, and peace and security. The considerable strengthening the institutional support that recently occurred is related to this. A gender apparatus of external relations was created on the EU level under the aegis of the main consultant of the European External Action Service for Gender Issues and UN Security Council Resolution No. 1325 on Women, Peace and Security. The key implementation frameworks of external relations of the EU are the EU Action Plan for Gender Equality,³⁹⁹ the EU Strategic Approach and Action Plan on WPS 2019-2024⁴⁰⁰ and the newly adopted Strategy for Gender Equality for the period of 2020–2025.⁴⁰¹ Now in NATO, in addition to the NATO Committee for Gender Perspectives, there is also a position of the NATO Secretary General's Special Representative for Women, Peace and Security.⁴⁰² NATO also

³⁹⁰ For more information, see <https://sustainabledevelopment.un.org/sdg5>.

³⁹¹ Ibid.

³⁹² For more information, see <https://sustainabledevelopment.un.org/sdg5>.

³⁹³ For more information, see <https://sustainabledevelopment.un.org/sdg4>.

³⁹⁴ Coomaraswamy, Radhika et al. 2015. *Preventing conflict, transforming justice, securing the peace: a global study on the implementation of United Nations Security Council Resolution 1325*, New York: UN Women, p. 45.

³⁹⁵ Ibid., p. 372.

³⁹⁶ For more information, see, for example, Bergeron, S, Cohn, C. & Duncanson, C. 2017. Rebuilding Bridges: Toward a Feminist Research Agenda for Postwar Reconstruction, *Politics & Gender*, vol. 13(4), pp. 715-721.

³⁹⁷ For more information, see <https://arabstates.unwomen.org/en/news/stories/2018/6/how-the-islamic-state-talked-women-into-subjugation>.

³⁹⁸ UN. 2018. "Increasingly under attack, women human rights defenders need better back up", 28.11.2018. Available from: <https://news.un.org/en/story/2018/11/1026861>.

O'Sullivan. M. 2019. "“Being Strong enough to Defend Yourself”: Untangling the Women, Peace and Security Agenda Amidst the Ukrainian Conflict." *International Feminist Journal of Politics*: pp. 1-22.

³⁹⁹ For more information, see https://ec.europa.eu/anti-trafficking/eu-policy/joint-staff-working-document-gender-equality-and-womens-empowerment-transforming-lives_en.

⁴⁰⁰ EU Strategic Approach on WPS; EU Action Plan on Women, Peace and Security 2019-2024

⁴⁰¹ For more information, see <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2020%3A152%3AFIN>.

⁴⁰² NATO Secretary General's Special Representative for Women, Peace and Security

has the second Action Plan for the WPS Agenda.⁴⁰³ OSCE also has a system of external gender positions in its structure with the goal of integrating gender perspectives in its political-security, economic-environmental and human rights dimensions. Each year, as part of the foreign development cooperation of OECD member states, the Development Aid Committee (OECD DAC) reports on the “gender marker”,⁴⁰⁴ an instrument used to report the level of focus on development activities for gender equality.

The international promotion of gender equality and the rights of women are usually justified not only with the use of the human rights argument, but also with an emphasis on added value. For example, the WPS Agenda is implemented in the light of pragmatic compromises between a human rights approach, which contradicts a military solution, and the instrumental approach using WPS as a means for achieving security, stability and military efficiency.⁴⁰⁵ An instrumental approach is very common in international discourse and it is evident, for example, at NATO and the UN, which promote the gender perspective as a benefit for the efficiency of military operations, but also for the foreign policies of states.

9.1.3 Gender equality in the Czech Republic’s external relations

Similar to international organisations, there was a significant shift in the last decade in the Czech Republic’s external relations from the perspective of the grasp of gender equality. The year 2010 can be considered to be a break, when the “Promotion of Gender Equality in External Relations” was classified as a separate section of the Updated Measures of Government Priorities and Procedures when Promoting Equal Opportunities for Men and Women.⁴⁰⁶ In the same year, the Czech Strategy of Foreign Development Cooperation 2010-2017 was adopted, applying a dual approach to gender mainstreaming, i.e., taking into account cross-cutting and thematic specific projects for the empowerment of women.⁴⁰⁷ This same period saw the adoption of the Government Strategy for Gender Equality in the Czech Republic in the years 2014 – 2020, which defines the government’s gender equality policy and external relations are one of the nine strategic areas here.

Even though this strategic document prepared an important framework for related policies such as the WPS Agenda, in many aspects it is apparent that the six identified problems⁴⁰⁸ for the area of external relations only cover the issues in part, disjointedly and without sufficient depth. This is given by the generally-lacking mapping of the themes of external relations, including the non-existence of default data for better enshrining the Government Strategy 2014–2020. These obstacles persisted in the period of the fulfilment of the Government Strategy 2014–2020, though there was visible progress on the level of the creation of the conception and material policies.

On a conceptual level, there was a breakthrough with the adoption of the new Concept of the Czech Republic’s Foreign Policy in 2015, in which the Czech Republic committed to **“strive for the worldwide empowerment of women in society”** while also **“more actively profiling the agenda within the UN, since it considers it to be a serious worldwide problem that cannot be reduced to human rights or development issues.”**⁴⁰⁹ In 2015 the new Human

⁴⁰³ For more information, see https://www.nato.int/nato_static_fl2014/assets/pdf/pdf_2018_09/20180920_180920-WPS-Action-Plan-2018.pdf.

⁴⁰⁴ For more information, see <https://www.oecd.org/dac/gender-development/dac-gender-equality-marker.htm>.

⁴⁰⁵ Davies, E. and True, J. 2019. WPS: A Transformative Agenda? In: Davies, E. and True, J. (eds.). *The Oxford Handbook of Women, Peace and Security*. New York: Oxford University Press, pp. 3-14, 5.

⁴⁰⁶ For more information, see <https://www.vlada.cz/assets/ppov/rovnost-prilezitosti-zen-a-muzu/dokumenty/Aktualizovana-opatreni-na-rok-2010.pdf>.

⁴⁰⁷ For more information, see

https://www.mzv.cz/jnp/cz/zahranicni_vztahy/rozvojova_spoluprace/koncepce_publikace/koncepce/koncepce_zrs_cr_2010_2017.html.

⁴⁰⁸ 1. The non-existence of a long-term, systematic and uniform approach to EU policy in the area of gender equality. Unsecured cooperation and political dialogue and exchanges of experience with other member states in the gender agenda. 2. The non-existence of a systematic and uniform approach to projects for the international development of cooperation on the government level. 3. Insufficiently covered cooperation in the area of gender equality in international institutions (including contributions to international organisations). 4. The low consideration of the gender aspect in humanitarian aid. 5. The low availability and quality of services for migrants. 6. Ignorance of the situation in the area of harmful traditional practices, especially female genital mutilation.

⁴⁰⁹ Concept of the Czech Republic’s Foreign Policy

Rights and Transition Promotion Policy Concept⁴¹⁰ was adopted, in which there is an evident shift to human rights in their entirety, and thus an emphasis on their indivisibility. Priority Area No. 6 is “The Support of Equality and Non-Discrimination”, while here the orientation is set primarily on the **theme of the economic independence of women and their inclusion in public life, as well as activities targeting violence against women and girls, including in armed conflicts, and on the support of the protection of religious minorities and LGBTI+**.⁴¹¹ The supporting documents also include the Development Cooperation Strategy of the Czech Republic 2018–2030,⁴¹² which is based on the aforementioned Agenda 2030 and gender equality and the empowerment of women and girls are a cross-cutting priority, and Concept For a Unified Presentation of the Czech Republic,⁴¹³ which deals with the issue of the branding of the Czech Republic and which also names “the promotion and protection of basic human rights and freedoms at home and abroad” and “the protection of the human dignity of every person” among the pillars of the unified presentation of the Czech Republic.

On the implementational level, another milestone was the Czech Action Plan on the Implementation of UN Security Council Resolution No. 1325 (2000), on Women, Peace and Security and the related resolutions for the years 2017-2020 hereinafter referred to as the “WPS Action Plan”).⁴¹⁴ Even though it is, to a certain extent, a declaratory document that summarises all the ongoing activities, it enabled the establishment of the Agenda in the Czech context and the creation of a WPS community.⁴¹⁵

Specific successes were also recorded: at the end of 2018, women comprised a total of 37% of the national contribution to UN missions, which put the Czech Republic in fourth place in the UN statistics from all the countries that contribute militarily to UN peace missions.⁴¹⁶ In April 2019, the Czech Republic was accepted in the Group of Friends of the WPS Agenda.⁴¹⁷ In other areas, however, there was no significant progress: in 2019, women comprised only 4% of the soldiers sent on foreign and observation missions (106 female and 2 496 male soldiers) and 10% among the people sent by the Ministry of Defence to foreign workplaces (20 women and 181 men).⁴¹⁸

An important factor that influences the selection of soldiers sent on foreign operations is the **character of the tasks and the related need to send only concrete military skills, that can be performed predominantly by men.** For foreign workplaces, on the other hand, when selected the specific people to be sent, it depends on the relevant rank and skills, the degree of language skills and the person's certifications.

On a legislative level, **Act No. 150/2017 Sb., on Foreign Service**, and on the amendment to some laws (hereinafter referred to as the “Act on Foreign Service”) was accepted during the period of fulfilment of the Government Strategy 2014-2020. Foreign literature is a specific and integral part of the gender dimension of external relations, since professional literature gives a voice to gender inequality currently being one of the main problems of diplomacy.⁴¹⁹ **The Act on Foreign Service resolved some of the urgent themes, especially enabling birth**

⁴¹⁰ Human Rights and Transition Promotion Policy Concept

⁴¹¹ Ibid., pp. 9-10

⁴¹² Development Cooperation Strategy of the Czech Republic

⁴¹³ Ministry of Foreign Affairs. 2019. *Aktualizace Koncepce jednotné prezentace České republiky*. The material was approved by Government Resolution No. 588 from 26 August 2019. Available from: http://amsp.cz/wp-content/uploads/2019/08/Aktualizace-koncepce-jednotn%C3%A9-A9-prezentace-%C4%8CR-ma_ALBSCSGPT52.pdf.

⁴¹⁴ The Czech Action Plan on the Implementation of UN Security Council Resolution No. 1325 (2000), on Women, Peace and Security and the related resolutions for the years 2017-2020

⁴¹⁵ O'Sullivan, M. 2019. *The Czech Agenda on Women, Peace and Security: Reflections on the first National Action Plan and Future Policy Recommendations*. Institute of International Relations, p. 18.

⁴¹⁶ Ministry of Foreign Affairs. 2019. *Report on the Czech Action Plan on the Implementation of UN Security Council Resolution No. 1325 (2000), on Women, Peace and Security and the related resolutions for the years 2017- 2020 for the year 2018*, p. 30.

⁴¹⁷ Ministry of Foreign Affairs. 2020. *Report on the Czech Action Plan on the Implementation of UN Security Council Resolution No. 1325 (2000), on Women, Peace and Security and the related resolutions for the years 2017- 2020 for the year 2019*, p. 26.

⁴¹⁸ Ministry of Defence. 2020. *Kvantitativní genderová analýza k 1. lednu 2020*. Available from: http://www.mocr.army.cz/assets/informacni-servis/povinne-informace/1-rovne-prilezitosti/kvantitativni-genderova-analyza-k-1--1--2020_1.pdf.

⁴¹⁹ Dopita T. (et al). 2019. *Uvnitř diplomacie: Jak na genderovou nerovnost v zahraniční službě*. Prague: Grada, p. 28; see also Aggestam, Karin & Towns, Ann. 2018. *Gendering Diplomacy and International Negotiation*. Palgrave Macmillan.

abroad and drawing on maternity leave abroad, the recognition of the right to health care to all those posted and accompanying persons and the payment of voluntary pension insurance to family members.⁴²⁰

9.1.4 Effect of the Covid-19 pandemic on gender equality in external relations

External relations were hit less by the Covid-19 pandemic than other areas of the submitted Strategy. The preventative measures adopted due to the spread of the coronavirus and the handling of its consequences also had an effect on Czech foreign policy.

In March 2020, the general debate and accompanying programme during the 64th session of the UN Commission on the Status of Women was cancelled upon the recommendation of the UN's Secretary General, limiting the session to a single-day procedural meeting. The national delegation was requested to refrain from travelling to the United States; only representatives from the permanent representation at the UN participated in the session. Meetings in the bodies of the European Union also moved online and usually took place through a written procedure or through video conferences.

The effects of the pandemic were also reflected in foreign development cooperation and humanitarian aid, where gender equality is one of the cross-cutting priorities. In the period from April to June 2020, the Czech government approved materials aimed at earmarking funds in the current Ministry of Foreign Affairs budget for the reaction to the effects of the Covid-19 pandemic, especially in priority countries of foreign development cooperation and humanitarian aid and in other countries of Africa.

9.2 Strategic section

The entire chapter is covered by only one strategic objective:

- **SO1: The integration of gender equality values and the empowerment of women in Czech foreign policy**

The thematically extensive strategic objective builds on the Concept of the Czech Republic's Foreign Policy, which defines human dignity and human rights as goals of the Czech Republic's Foreign Policy and which defines that the Czech Republic should "strive to empower women in society" and should "actively profile itself in the UN" with this agenda.⁴²¹ The importance of promoting this ideal is intensified by the Czech Republic's upcoming chairmanship of the EU Council, during which the Czech Republic will be able to define the priorities and agenda of the EU Council. Thus, it is important for the Czech Republic to present itself as unified in the coming years on international society and to actively promote gender equality within its foreign policy.

In the context of strategic objectives, foreign policy is seen to be a very broad concept, including multilateral cooperation, bilateral relations, diplomacy, development and transition cooperation, humanitarian aid, the protection of human rights, migration policies, defence and security, and the building of the Czech Republic's good reputation abroad. An emphasis is placed in the measures on strengthening the cooperation with the academic and non-profit sector, as well as with subjects that offer valuable expertise and also strengthen the responsibility of the state sector to promote gender equality. Attention was also given to overcoming the discrepancy between policies and practice and the specificity and measurability of the individual set measures.

⁴²⁰ Dopita T. (et al). 2019. *Uvnitř diplomacie: Jak na genderovou nerovnost v zahraniční službě*. Prague: Grada.

⁴²¹ Concept of the Czech Republic's Foreign Policy, p. 9

9.3 Diagrams

Schéma 45: Velvyslankyně ČR 

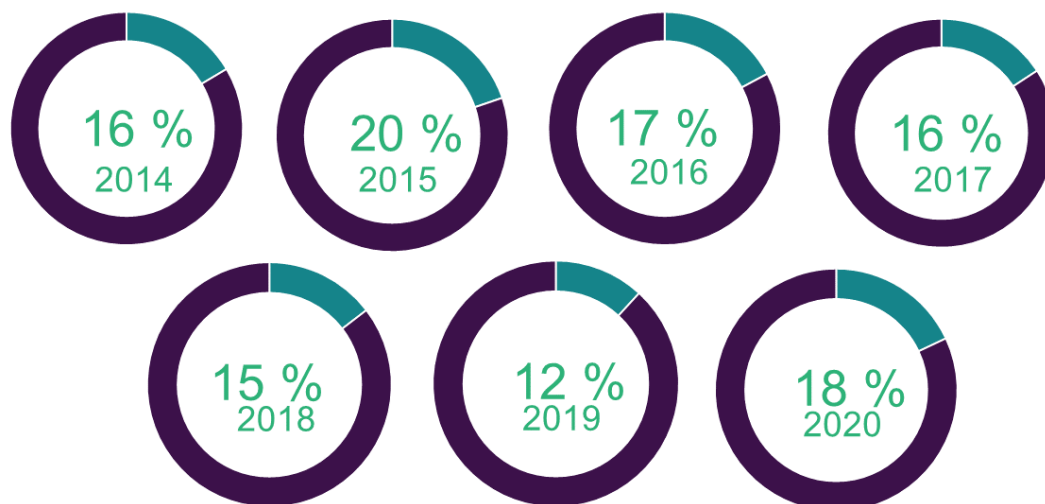


Schéma 46: Podíl žen na celkovém počtu vojáků a vojaček AČR



Schéma 47: Podíl vojáků v zahraničních operacích a pozorovatelských misích

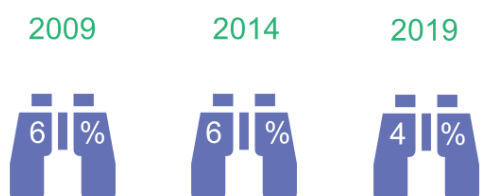


Schéma 48: Podíl žen na celkovém počtu osob na zahraničních pracovištích

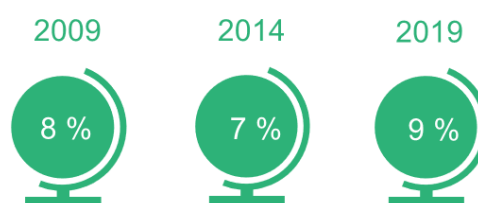


Schéma 49: Ministři a ministryně MV, MO a MZV od vzniku ČR

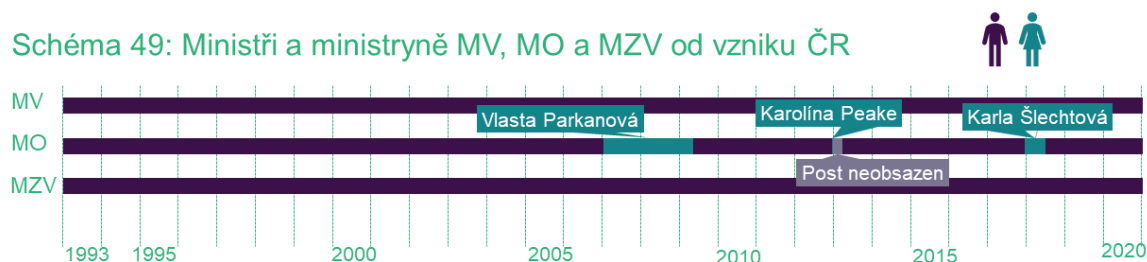
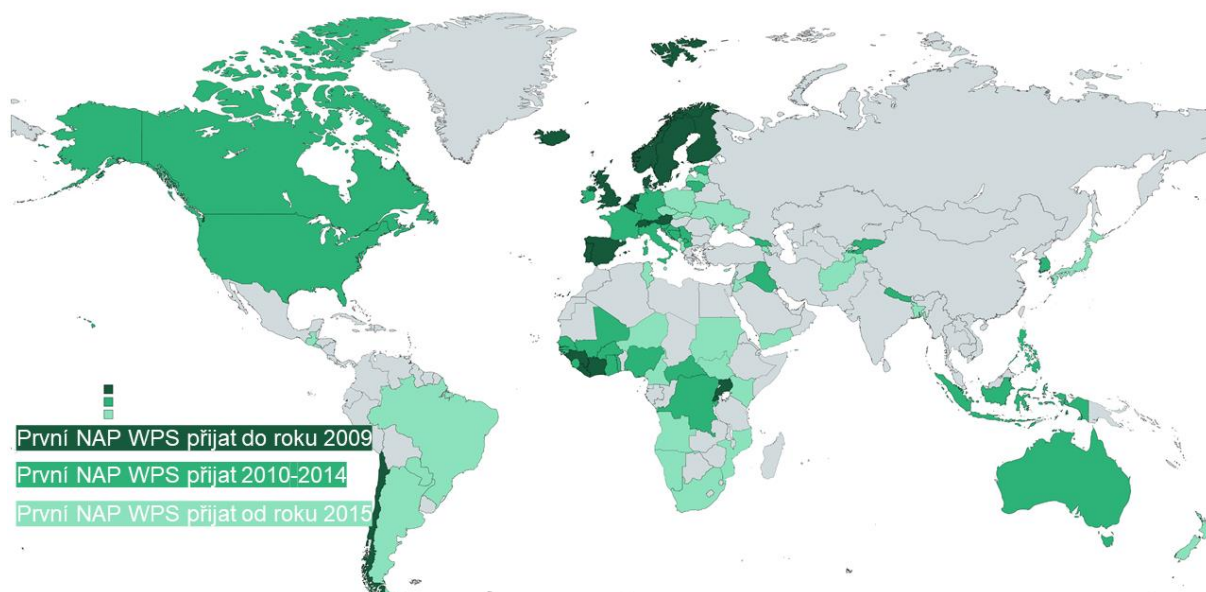


Schéma 50: Přijetí prvního národního akčního plánu k agendě ženy, mír a bezpečnost



Sources of data:

Diagram 45: Women in Czech foreign and defence policy, Association for International Affairs.

http://www.amo.cz/wp-content/uploads/2019/03/AMO_%C3%9Feny_ceska_bez.pdf; <https://www.amo.cz/wp-content/uploads/2019/08/VELVYSLANCI-2019-v2.pdf>; <https://www.amo.cz/wp-content/uploads/2021/01/Velvyslanci-2020.pdf>.

Diagrams 46, 47 and 48: Quantitative gender analysis as of 1 January 2020, Ministry of Defence.

<http://www.mocr.army.cz/assets/informacni-servis/povinne-informace/1-rovne-prilezitosti/kvantitativni-genderova-analyza-k-1--1--2020.pdf>

Diagram 49: Female Ministers of the Czech Republic, Government of the Czech Republic (own calculation).

Diagram 50: Acceptance of national action plans on the agenda of women, peace and Security, Government of the Czech Republic (as of 31.12.2020).

10. Institutions

10.1 Analysis of current situation

A sufficient institutional framework and corresponding professional and personnel capacity are necessary preconditions for the effective fulfilment of each complex public policy. Gender equality can only be effectively promoted on the condition of the existence of sufficient instruments on the institutional level and sufficient financing. **The stability of the institutional framework is also an important element.** This chapter is focused on creating the conditions for the fulfilment of Strategy 2021+ and for achieving progress in the fulfilment of its strategic objectives.

The role of the national coordinator of the gender equality coordinator agenda is fulfilled by the Department of Gender Equality of the Czech Government. The Department is also the secretariat of the Government Council for Gender Equality and is responsible for the fulfilment and monitoring of international commitments and commitments ensuing from membership in the EU in the area of gender equality.

The Czech Republic has long been criticised for its low personnel capacities and lack of finances dedicated to the gender equality agenda on the level of the state administration. For example, the UN Committee for the Elimination of Discrimination Against Women in 2016 expressed concern over the frequent changes in the enshrinement of responsibility for the promotion of gender equality on the government level and also over the insufficient personnel and financial resources of the Department of Gender Equality.⁴²² The Committee also criticised the fact that the financing of the activities of the Department of Gender Equality is provided to a large part through foreign sources (EEA/Norwegian funds and EU funds). Thus, the UN Committee recommended for the Czech Republic to ensure sufficient funds for the Department of Gender Equality, its financing from the state budget and the establishment of a sustainable and stable framework for promoting gender equality.

In addition to sufficient personnel capacities and funds of the national Gender Focal Point, the capacity and funding of other bodies and institutions contributing to the promotion of gender equality is also important. This primarily includes the departmental Gender Focal Point, the Public Ombudsman and the Czech Statistical Office. The effective fulfilment of Strategy 2021+ also depends on the activities of the Government Council for Gender Equality and its monitoring competencies. The configuration of the corresponding legal framework is a no less important precondition.

10.1.1 Legislation of promotion of gender equality

Gender equality is one of the basic values of the Czech Republic. Generally speaking, this equality is expressed in Article 1 and Article 3 of the Charter of Fundamental Rights and Freedoms, which guarantees equality in dignity and rights and basic rights and freedoms, i.e., regardless of gender. **The Czech constitutional order also includes the Convention on the Elimination of all Forms of Discrimination Against Women, which comprehensively regulates the ban on discrimination based on gender and its provisions are formally superior to national laws.**

A detailed provision in relation to non-discrimination (including non-discrimination on the basis of gender) is contained in Act No. 198/2009 Coll., on Equal Treatment and on the Legal Means

⁴²² For more information, see https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/CZE/CO/6&Lang=En.

of Protection against Discrimination and on amendments to some laws (the **Anti-Discrimination Act**). Other legal regulations also contain anti-discrimination provisions (e.g., the Labour Code and Act on Consumer Protection). **A survey by the Ombudsman from 2015 showed that discrimination on the basis of gender is the second most frequent form of discrimination** (after discrimination based on age).⁴²³ This survey also confirmed some of the obstacles faced by victims of discrimination, which is primarily **a low awareness of the possibilities of protection against discrimination, low penalties and damage in proven cases of discrimination and insufficient support of non-governmental organisations providing aid to victims of discrimination.**

In addition to non-discrimination, some legal regulations also regulate the obligation of public authorities in relation to the (active) support of gender equality. The Schools Act, for example, specifies that a general goal of education is, inter alia, the comprehension and application of the principle of gender equality in society.⁴²⁴ Similarly, according to the Employment Act, the state employment policy includes, inter alia, measures for the support and attainment of equal treatment of men and women.⁴²⁵

Of course, unlike some of the other European states (e.g., Croatia,⁴²⁶ Spain⁴²⁷ and Denmark⁴²⁸), the Czech Republic does not have a specific law regulating the promotion of gender equality. No central organ of the state administration is explicitly entrusted with the responsibility for the gender equality agenda (and for the promotion of human rights), not even in Act No. 1/1969 Coll., on the Establishment of Ministries and other Central Organs of the State Administration (the Competence Act). The Competence Act generally states that the tasks connected with ensuring the activities of government bodies (thus, also the Government Council for Gender Equality) are fulfilled by the Office of the Government of the Czech Republic.⁴²⁹ **In the past, the absence of a clear legislative framework for the gender equality agenda led to this agenda (or the agenda of human rights in general) being arranged by the individual governments non-systematically and inconsistently.**⁴³⁰

In addition to the variability, the passing of the gender equality agenda and the relevant department from the Office of the Government to the Ministry of Labour and Social Affairs and back has also left its mark on the enshrinement of the responsibility for gender equality.⁴³¹

In addition to the legal definition of responsibility for the promotion of gender equality, the issue of the application of the perspective of gender equality in legislation and government policies, i.e., the application of the principle of gender mainstreaming, is also important. This method represents the consideration of the perspective of gender equality (the specific needs of men and women) on all levels and in all phases of the creation of public policy. **On the level of the Czech government, gender mainstreaming is primarily applied as part of the submission of material of a legislative and non-legislative character to the Czech government.** The Legislative Rules of the Government (Article 9 (2)) and the Rules of Procedure of the Government (Article IV (7) (c)) require the explanatory memoranda and presentation reports of the materials concerning the positions of people to contain an evaluation of the current status and effects of the proposed solution in relation to anti-discrimination and in relation to gender equality.⁴³² A gender impact assessment is part of the

⁴²³ For more information, see https://www.ochrance.cz/fileadmin/user_upload/ESO/CZ_Diskriminace_v_CR_vyzkum_01.pdf.

⁴²⁴ Section 2 (2) (d) of Act No. 561/2004 Coll., the School Act

⁴²⁵ Section 2 (1) (j) of Act No. 435/2004 Coll., on Employment

⁴²⁶ The Act on Gender Equality from 2008, which specifies that the “general framework for protection and promotion of gender equality as a basic value of the constitutional order of the Republic of Croatia”.

⁴²⁷ Act on the Effective Gender equality (Ley Organica para la igualdad efectiva de mujeres y hombres) from the year 2007. For more information, see <https://www.boe.es/buscar/pdf/2007/BOE-A-2007-6115-consolidado.pdf>.

⁴²⁸ For more information, see <https://www.wcwonline.org/pdf/lawcompilation/Denmark-genderequality.pdf>.

⁴²⁹ Section 28 (2) of Act No. 2/1969 Coll., on the Establishment of Ministries and other Central Organs of the State Administration (the Competence Act)

⁴³⁰ E.g., in the years 2007–2010, 2014–2017 the position of Minister for Human Rights was established. In the years 1998–2013 and 2018 until now the position of the Government Agent for Human Rights was established. In the period of 2017–2018, the coordination of the agenda of human rights and gender equality was entrusted to the Minister of Justice.

⁴³¹ For more on the institutional arrangement of gender equality on the level of the Czech government, see the following chapter.

⁴³² For more information on the gender impact assessment, see the Gender Impact Assessment Methodology for materials submitted to the Czech government. Available from: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_Optimalizace/Metodika_GIA.pdf.

wider process of the regulatory impact assessment, the goal of which is to streamline the creation of public policies.⁴³³

All material submitted to the government must thus contain an assessment of all the impacts in relation to gender equality. **An Analysis of the Office of the Government of the Czech Republic showed that only a very small number of legislative and non-legislative proposals contain this assessment.**⁴³⁴ For the purpose of increasing the quality of the performed gender impact assessment, in 2016 the Office of the Government of the Czech Republic released a methodology and regularly implements training.⁴³⁵ Nevertheless, the quality and scope of the application of the gender impact assessment remains limited.

In addition to the low degree of usage of the existing instruments for the gender impact assessments, the inconsistency of the demands placed on the quality of legislative preparation has been shown to be problematic, and not only in relation to gender equality, but also to the other types of impact assessments. The Legislative Rules of the Government define the gender impact assessment as a substantial part of explanatory memoranda. Other legal regulations regulating the method of submitting legislative proposals, of course, do not. Thus, legislation submitted by the government contains (or should contain) a gender impact assessment, while legislation submitted by other subjects do not do so (e.g., the Act on the Rules of Procedure of the Chamber of Deputies does not require this assessment).⁴³⁶

The main problems in the area of the legal framework for the effective promotion of gender equality include the **insufficient enforcement of the Anti-Discrimination Act, the non-existence of clearly defined competences in the area of gender equality and the low degree and inconsistency of the application of the perspective of gender equality during the creation of legislation and public policies.**

10.1.2 The promotion of gender equality on the level of the state administration and local government

The Office of the Government of the Czech Republic (Department of Gender Equality) is responsible for the coordination of the promotion of gender equality, the fulfilment of the related international commitments and commitments arising from membership in the EU on the government level. The Office of the Government of the Czech Republic also fulfils the role of the secretariat of the **Government Council for Gender Equality, which is the government's permanent advisory body in the area of the promotion of gender equality and including the perspective of gender equality in government policies.** The Council's responsibilities include monitoring the national fulfilment of the Czech Republic's international commitments in the area of gender equality, including commitments ensuing from the Convention on the Elimination of all Forms of Discrimination Against Women.

There are currently 4 committees and 3 task forces in the Government Council on Gender Equality. The Committees cover the central themes: the participation of men and women in decision-making positions,⁴³⁷ domestic and gender-based violence,⁴³⁸ gender equality on the

⁴³³ Other types of impact assessments regulated in the Legislative Rules of the Government include environmental impact assessments, impact assessments on the business environment and anti-discrimination impact assessments.

⁴³⁴ According to the analysis, out of 180 items submitted to the government (and concerning physical persons), 41% contained no gender equality assessment. When they did contain an assessment, they were usually only performed formally without any actual analysis of the impacts. Only 6 items worked with the relevant methodology for the gender impact assessment. For more information, see https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/Analiza-uplatnovani-Methodiky-GIA.pdf.

⁴³⁵ The Czech government recommended the use of the methodology with Resolution No. 542 from 8 July 2015.

⁴³⁶ For more information, see Section 86 (3) of Act No. 90/1995 Coll., on the Rules of Procedure of the Chamber of Deputies. "The explanatory memorandum also contains the expected economic and financial scope of the proposed regulation, in particular the demands on the state budget, the regional and municipal budgets and assessment of the compliance of the draft law with international conventions pursuant to Article 10 of the Constitution and the constitutional order of the Czech Republic."

⁴³⁷ Committee for the balanced representation of men and women in politics and decision-making positions

⁴³⁸ Committee for the prevention of domestic violence and violence on women

job market⁴³⁹ and the institutional security of the agenda.⁴⁴⁰ The task forces cover two themes: obstetrics⁴⁴¹ and the role of men in promoting gender equality.⁴⁴² The last task force is responsible for the evaluation of projects in the subsidy programme of the Office of the Government of the Czech Republic.

The position of the government agent for human rights plays an important role in the promotion of gender equality. This position covers and coordinates the gender equality agenda and, inter alia, comments on the materials in the interdepartmental comment procedure. The government agent for human rights, of course, is not a member of the government and the Prime Minister currently submits human rights materials to the government of the Czech Republic as the member of the government who is responsible for the human rights and gender equality agendas. The Prime Minister is also the chairman of the relevant supervisory organs of the government, including the Government Council for Gender Equality.

For the purpose of the long-term framing of policies in the area of gender equality, the government accepts strategic and conceptual documents - the gender equality strategy and related implementation action plans. **On the level of the individual ministries, the coordination of the promotion of gender equality and the fulfilment of the relevant government resolutions takes place through departmental gender focal points.** A gender equality task force, which is entrusted with ensuring the realisation of the relevant government policies, is also established at each ministry.

In order to unify the position of gender focal points, the Standard Position of Gender Focal Points was approved in 2018 by the Czech government.⁴⁴³ The standard specifies the conditions for the effective promotion of gender equality on the level of the individual ministries. It recommends, inter alia, for at least one full time position be designated for the position of gender focal point. As the ongoing evaluation shows, this standard is not fulfilled on the part of the ministries.⁴⁴⁴

In relation to the monitoring of the fulfilment of government documents, the Czech government is informed each year through reports on gender equality. These reports are submitted by the Office of the Government of the Czech Republic and, in addition to the fulfilment of tasks, also inform of developments in the area of gender equality for the past year.⁴⁴⁵ The reports on equality are also discussed by the Government Council for Gender Equality, which can formulate recommendations for improvements in the method of fulfilling the individual tasks.

International standards also look at the setting of mechanisms for the promotion of gender equality. The Beijing Platform of Action, Recommendation CM/Rec(2007)17 of the Committee of Ministers of the Council of Europe⁴⁴⁶ and OECD recommendations for gender equality in public life⁴⁴⁷ are of key importance. These standards, inter alia, **require the promotion of gender equality to be framed by medium-term strategies, monitored by specific indicators and for the state to ensure sufficient professional, personnel and financial capacities.**⁴⁴⁸

⁴³⁹ Committee for the Harmonisation of Work, Private and Family Lives

⁴⁴⁰ Committee for the Institutional Security of Gender Equality

⁴⁴¹ Task Force for Obstetrics

⁴⁴² Task Force for Men and Gender Equality

⁴⁴³ For more information, see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/Standard-pozice-rezortnich-koordinatorek-a-koordinatoru-rovnosti-zen-a-muzu.pdf.

⁴⁴⁴ For more information, see, for example, the Report on Gender Equality for the year 2018, available from: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Material---Zprava-za-rok-2018-o-rovnosti_FINAL.pdf.

⁴⁴⁵ The reports on gender equality are available from: <http://www.vlada.cz/cz/-123732/>.

⁴⁴⁶ For more information, see https://search.coe.int/cm/Pages/result_details.aspx?ObjectID=09000016805d4aa3.

⁴⁴⁷ For more information, see <https://www.oecd-ilibrary.org/docserver/9789264252820-en.pdf?expires=1596483675&id=id&accname=quest&checksum=BFE3A19B34A4D353695CC1A5D2D25B53>.

⁴⁴⁸ For more information, see https://search.coe.int/cm/Pages/result_details.aspx?ObjectID=09000016805d4aa3.

The comprehensive assessment of the level of ensuring gender equality in EU countries was prepared in 2014 by the European Institute for Gender Equality (EIGE).⁴⁴⁹ **The report shows that per capita, the Czech Republic dedicates the second-lowest personnel capacity in the EU to the gender equality agenda.** In relation to the level of gender mainstreaming, the Czech Republic had above average values, while the government status of promoting gender equality was assessed as below average (in part due to not ensuring the Czech Parliament is informed of developments in this area). EIGE is currently preparing to release an updated monitoring report, the results of which will be used when revising the strategies and formulating implementation plans.

The role of the quality body is fulfilled by the Ombudsman, who particularly provides methodological help to victims of discrimination (on the basis of gender) and performs research in this area. In addition to limited capacities meant specifically for the area of gender discrimination, the Office of the Ombudsman also faces the issue of insufficient competencies for the effective performance of the equality body role. In 2018, the European Commission issued recommendations on the standards for equality bodies.⁴⁵⁰ These recommendations also included indicators for the evaluation of the degree of fulfilment of these standards.⁴⁵¹ **A more comprehensive assessment of the fulfilment of these standards has not yet been performed in the Czech Republic.**

The promotion of gender equality is not systematically anchored on the local government level. Regions and municipalities are motivated to support gender equality particularly through the Ministry of the Interior (or the Institute for Public Administration) with the name Office on the Road to Equality.⁴⁵² Another motivational tool is the European Charter for Equality of Women and Men in local life in towns and municipalities. This represents a specific manual for promoting gender equality on a local level, to which it is possible to apply. Even though the Council of European Municipalities and Regions adopted the Charter back in 2006, so far only three Czech municipalities have joined it.⁴⁵³

10.1.3 Financing the gender equality agenda

The financing of the promotion of gender equality can be looked at from two basic perspectives: financing public administration activities and financing the activities of other subjects (primarily non-governmental organisations).

Public administration activities in the area of gender equality are primarily realised through the activities of the individual bodies of the public administration and current expenses of the relevant body's budget are usually used for their financing. As mentioned above, the **position of Gender Focal Point is established in each ministry and their activity is covered through the state budget. Meanwhile, at most ministries not even one full-time job or service is designated for this position.** The problem with the analysis of the financial support of gender equality on the part of the state administration is the fact that as part of the creation of the state budget, gender budgeting tools (which are common abroad) are not used.⁴⁵⁴ **Even though the Ministry of Finance has recommended using the gender budgeting method when compiling the state budget since 2004,⁴⁵⁵ this is not used on the part of the chapter of the state budget in practice.**

Programmes from EU funds and EEA/Norwegian funds represent important financing tools of more complex public administration activities (projects) for the support of

⁴⁴⁹ For more information, see <https://eige.europa.eu/publications/effectiveness-institutional-mechanisms-advancement-gender-equality-report>.

⁴⁵⁰ For more information, see https://ec.europa.eu/info/sites/info/files/2_en_act_part1_v4.pdf.

⁴⁵¹ For more information, see https://equineteurope.org/wp-content/uploads/2020/02/NEB_Mandate_indicators.pdf.

⁴⁵² For more information, see <https://www.mvcr.cz/clanek/soutez-urad-na-ceste-k-rovnosti.aspx>.

⁴⁵³ For more information, see <https://charter-equality.eu/atlas-of-signatories-of-the-charter/presentation.html>.

⁴⁵⁴ For more information, see <http://www.oecd.org/gender/Gender-Budgeting-in-OECD-countries.pdf>.

⁴⁵⁵ For more information, see <https://www.mfcr.cz/cs/legislativa/metodiky/2004/metodika-rozpocetovani-genderova-politika-13111>.

gender equality. As part of the current OP Employment, specific calls to fulfil the Government Strategy for Gender Equality in the Czech Republic in the years 2014 – 2020 were issued for public administration bodies (including local government). Projects for 51 million crowns were supported in the call for Prague (though the total allocation was 170 million crowns) and projects for 36.5 million crowns were supported in the call for other regions (the total allocation was 130 million crowns). **Low interest was characteristic for these calls. Meanwhile, the ministries that realised projects as part of these calls posted a higher level of fulfilment of the Strategy 2014 – 2020 and the related resolutions of the Czech government.** The Office of the Government of the Czech Republic (Department of Gender Equality) is also currently realising a project as part of the OP Employment, specifically for the purpose of ensuring the fulfilment of the government's Strategy 2014 – 2020.⁴⁵⁶ EEA/Norwegian funds represent another tool for the financing of more systematic projects in the area of gender equality (primarily in the area of prevention of domestic and gender-based violence).⁴⁵⁷

In relation to the financing of the activities of non-governmental organisations, **the sole state budget instrument is the Office of the Government's grant programme entitled Support of NGO Community Support Activities in the Area of Gender Equality.** This grant programme is used to fulfil the Government Strategy 2014 – 2020 on the part of the NGO.⁴⁵⁸ The original allocation of the grant programme amounted to 7 million crowns, though while negotiating the state budget for the year 2019, its amount was decreased to 2 million crowns (it was increased to 4 million crowns by a decision of the Office of the Government). The current allocation enables the support of only approximately a quarter of the submitted project requests.⁴⁵⁹

Gender equality is also one of the areas supported by some other grant programmes of other ministries – e.g., as part of the Family subsidy programme (falling under the Ministry of Labour and Social Affairs), it is possible to support activities focused on the prevention of domestic violence and the support of the harmonisation of work and private lives. Grant programmes of the Ministry of the Interior, Ministry of Justice (in relation to the prevention of domestic violence) and the Ministry of Culture (gender equality in the media) also have relevance to gender equality. **Generally speaking, the allocation of these titles is relatively low and does not have the potential to significantly contribute to improving the level of gender equality in the Czech Republic.**

The main tool of financing activities of the civil and private sector for support of gender equality (especially on the job market) was OP Employment. As part of this, calls were issued not only the establishment and operation of children's groups, but also, for example, for the implementation of gender audits or the general support of gender equality.

As part of the preparation of the new period of the cohesion policy, OP Employment+ should primarily be relevant from the perspective of gender equality. OP Employment+ will contain a specific objective oriented on the support of gender equality on the job market,⁴⁶⁰ while this specific objective in the framework of the prioritisation performed in the National Concept of Cohesion Policy Implementation in the Czech Republic after 2020 reached relatively high values in the criteria of importance and absorption. **Gender equality is also a cross-cutting principle across all the other operational programmes and should also be a cross-cutting principle for some other newly-created EU financial instruments as part of the renewal of the economy.**

⁴⁵⁶ For more information, see <http://www.vlada.cz/cz/-147745/>.

⁴⁵⁷ For more information, see <https://www.eeagrants.cz/cs/programy/lidska-prava/schvalene-projekty>.

⁴⁵⁸ For more information, see <http://www.vlada.cz/cz/-123043/>.

⁴⁵⁹ For more information, see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_o_rovnosti_2019.pdf.

⁴⁶⁰ Concretely, this is a specific goal to "promote balance between women and men on the job market, a better balance between work and private life, including access to child care and care of dependant persons".

It can be summarised that internal financial support of equality does not correspond to the needs and is not systematically monitored. EU financial resources are primarily used to promote strategic changes and for the support of projects of the non-state sector.

10.2 Strategic section

- **SO1: Increasing the capacities and competencies of central bodies responsible for promoting gender equality**
- **SO2: Increasing the capacities and competencies of other state bodies and local government bodies to apply the cross-cutting aspect of gender equality**
- **SO3: Sufficient, effective and transparent financing of the agenda**
- **SO4: The creation of functional support structures in the area of promoting gender equality**

The first strategic objective is oriented on increasing the competencies of central bodies responsible for the promotion of gender equality. It is divided into four specific objectives. The Government Council for Gender Equality, its secretariat and the Ombudsman and his office primarily fulfil the central task in the promotion of gender equality. The first specific objective is oriented on strengthening the effective functioning of the Council, the second specific objective includes measures for ensuring sufficient capacities of the Council secretariat. The third specific objective requires ensuring the optimal configuration of the internal structure of the office of the Ombudsman and the arrangement of sufficient personnel for part of the Ombudsman's mandate related to discrimination on the basis of gender. The last of the four specific objectives is dedicated to measures requiring the thorough application of the aspect of gender equality during the preparation, implementation and monitoring of legislative, conceptual and strategic government materials.

The second strategic objective is comprised of five specific objectives concentrating on increasing the capacities and competencies of other state bodies and local government bodies to apply the cross-cutting aspect of gender equality. The measures proposed in this section primarily target the arrangement of the effective functioning of departmental task forces for gender equality (also referred to herein as "DTF") and the increase of personnel and professional capacities of departmental Gender Focal Points (hereinafter referred to as "GFP").

The third strategic objective is dedicated to the financing of the gender equality agenda and for it to be sufficient, effective and transparent. The measures included in this strategic objective are divided into four specific objectives. The first of these is focused in detail on the effective use of funds from OP Employment+, which is the main tool for the financing of activities necessary for the fulfilment of Strategy 2021+. The second specific objective focuses on the arrangement of the cross-cutting application of the gender equality aspect in EU funds and Norwegian and EEA funds. The third specific objective is focused on the support of the use of gender budgeting tools, both through the transfer of good practice and expertise from abroad and through the related analyses of the state budget and formulation of related recommendations. The last of the four specific objectives is dedicated to ensuring the financing of community support activities of NGOs in the area of gender equality.

The fourth and final strategic objective is oriented on the creation of functional support structures for state administration in the area of promoting gender equality. It includes two specific objectives. The first of these is ensuring the availability of gender segregated data. For the systematic assessment of the required data for the individual areas of Strategy 2021+, it is necessary to cooperate with the departments and the relevant platforms and to mutually inform one another of the possibilities of the optimisation of the collection, provisioning and publishing of data. The measures included in this specific objective include the requirement for the use/transfer of good foreign practice and the creation of a gender equality index for the

Czech Republic, which will be used to monitor the progress in the area of gender equality and in the fulfilment of Strategy 2021+. The last set of measures, or the second specific objective aims at the strengthening of the partnership between the state administration and scientific institutions, and consequently the creation of quality, evidence-based policies and approaches in the area of gender equality.

11. Strategy implementation

11.1 Implementation structure and system for management of strategy implementation

The implementation structure of the strategy is based on the already established mechanism of the previous Government Strategy for Gender Equality in the Czech Republic for the years 2014-2020. **The gestor and coordinator of the fulfilment of the strategy is the Office of the Government of the Czech Republic.**

Tasks aimed at fulfilling the strategy will be imposed on the gestors of the individual measures by a government resolution, and will thus be binding for the ministries and the organisations under their control, the Czech Statistical Office and any other central government agencies. **The individual measures will be specified in more detail as needed in implementation documents.**⁴⁶¹

Similar to the previous Government Strategy 2014-2020, an **emphasis will be placed on the cooperation and sharing of information between the state administration, local governments, social partners and academic workplaces and non-governmental organisations.** In relation to these and other non-state subjects, civil society and international organisations, the fulfilment of the strategy will be realised through cooperation on the principle of shared goals and volunteering – especially through the sharing and use of information, the results of research and examples of good practice. The use of offers – incentives to cooperation (e.g., through grants) will be supported.

For the purpose the reflection of the current changes in society and in legislation and also in connection with the evaluation of strategies, two reviews will be implemented during the course of the validity of the strategy.

11.2 Plan for implementation of activities

The strategy is prepared from the period until 31.12.2030 and the plan for the implementation of activities is based on this. For the individual measures, the responsible institutions (gestors), cooperating subjects and length of the implemented measures are always given within a logical framework.

11.3 Timetable

As mentioned above, the expected period of the implementation of the activities is from the approval of the strategy until 31.12.2030. The timetable has these key milestones:

- submission of the strategy to the government for approval by 31.12.2020,
- 2021-2030, implementation of the strategy's measures and annual evaluation in relation to the government,
- 1.1.2023 – 31.12.2023 first review of the strategy, including the tasks,
- 2024 – 2025 external evaluation of the fulfilment of the strategy,
- 1.1.2026 – 31.12.2026 second review of the strategy, including the tasks,
- by 31.12.3031 overall assessment of the fulfilment of the strategy.

11.4 Budget and sources of financing

⁴⁶¹ Formerly the updated measures of the Priorities and Procedures of the Government during the promotion of gender equality, which had an annual periodicity.

The promotion of gender equality represents a complex process that takes place on various levels (international, EU, central, regional, local). A wide range of various actors participated in this process; in addition to the bodies of the state administration and local government, also non-governmental organisations, employers, academic institutions and the media. The multi-source system of financing also corresponds to this complexity. **The fulfilment of Strategy 2021+ will be financed both on the national central level and from EU resources (primarily EU funds) and EEA/Norwegian programmes.**

The individual measures can also be divided into three basic types from the perspective of the financing of their implementation. **The first type represents measures without direct expenses**, which have to be realised as part of the existing activities of the gestors (these are, for example, legislative measures). **The second type are measures for the financing of which it will be possible to use financing from funds from ESF+ (especially OP Employment+), Norwegian/EEA funds and other resources outside of the state budget.** Seeing that the final allocations of the operational programmes are not yet known, the assumption is that the measures connected to OPE+ and the Operational Programme Johannes Amos Comenius will be implemented in the case that enough allocations are provided and in the case of the substantive compliance with the final form of the relevant programmes. A condition for the financial support of the implementation of the proposed projects and their outputs will also be the fulfilment of all the assessment and selection criteria specified for the individual operational programmes. It will also be possible to use the financing from OP Employment+ for covering any personnel capacities related to the implementation of the projects of the ministries and the other gestors oriented on the fulfilment of the Strategy 2021+ measures. The last type is **measures with a direct impact on the state budget** - these are measures consisting in the increase of some existing subsidy programmes. These measures will be financed with regard to the current possibilities of the state budget.

11.5 System of monitoring and evaluation of the strategy implementation

The system of the monitoring and evaluation is based on the set monitoring and evaluation mechanism of the Government Strategy for Gender Equality for the years 2014-2020. **New elements in this mechanism will be the performance of an external evaluation in the middle of the strategy's period of effectiveness and also two comprehensive reviews, including the logical framework.**

The basic monitoring and evaluation cycle will be annual and will always culminate in the government discussing the Report on the Fulfilment of the Gender Equality Strategy for the years 2021–2030 (hereinafter referred to as the “Strategy Fulfilment Report”), which will be an annexe to the Gender Equality Report for the given year. At the beginning of each calendar year, the Office of the Government’s Department of Gender Equality always collects materials from all the departments, the Office of the Ombudsman, the Czech Statistical Office, non-profit organisations and other subjects, including academic workplaces and social partners on the fulfilment of the strategy in the past year. The material will subsequently be discussed by the Government Council for Gender Equality, or its committees and task forces. In connection with the Council, the Department of Gender Equality will prepare a Report on Gender Equality (which will include the Report on the Fulfilment of the Strategy), which will then be discussed by the Council. The next step will be to pass on the Report on the Fulfilment of the Strategy for the standard inter-departmental comment procedure and its submission to the government.

The implementation of the measures contained in the Institutions chapter will help to strengthen the Council’s role in the monitoring, following and evaluation of the fulfilment of the goals and the measures ensuing from the strategy that were imposed on the Office of the Government and the other gestors of the measures.

12. Procedure for creation of Strategy 2021+

The preparation of Strategy 2021+ took place to a great extent according to the **Public Strategy Preparation Methodology (2012)**⁴⁶² and was based on recommendations from training courses oriented on the development of skills in the area of strategic planning and management.⁴⁶³

In the autumn of 2019, the Department of Gender Equality performed a preliminary evaluation of the existing Strategy 2014 – 2020, while work was also begun on the preparation time line for Strategy 2021+. The actual process for the preparation of the strategy was divided into a total of three phases: expert, consultation and approval.

Expert phase

A key role in the expert phase for the creation of the Strategy 2021+ was played by the thematic task forces. Their goal was to evaluate the existing obstacles to achieving gender equality in the individual thematic areas of Strategy 2021+ and to propose suitable measures to eradicate them.

In connection with the identification of the main problems in the area of gender equality and on the requirements of international contracts and other instruments in this area, the following **thematic task forces** were created in February 2019:

- The job market and harmonising work and private lives (existing name: Work and Care)
- Security and life without violence (existing name: Security)
- Public life and decision-making (existing name: Decision making)
- Education and science (existing name: Knowledge)
- Society and gender equality (existing name: Society)
- Gender equality in external relations (existing name: External Relations)
- Sufficient capacities (existing name: Institutions)

In September 2019, a thematic task force in the area of health was created on the basis of a resolution of the Committee for the institutional security of gender equality.⁴⁶⁴

The thematic task forces were established on an expert foundation; their members were primarily people from the academic community and non-governmental organisations. The ministries and other public institutions were also connected to the work of some thematic task forces on a professional level. Each task force met a total of five times during the course of the first half of 2019.

The output of the expert phase of the strategy preparation was the expert materials for the individual chapters. The materials contain verbal descriptions of the given thematic areas, the persisting problems and the setting of specific objectives. The materials also included the first proposals of the logical frameworks of the given thematic chapters.

Consultation phase

The consultation phase followed the expert phase. Its goal was to consult the outputs the expert phase with the general public and with affected subjects (ministries, the

⁴⁶² The Czech government acknowledged the Public Strategy Preparation Methodology with its Resolution No. 318 from 2 May 2013 and ordered the members of the government to use it during the preparation of strategic documents. For more information, see https://www.mmr.cz/getmedia/4ebb3cc7-6f5c-4f37-ad1f-97054a212483/metodika-pripravy-verejnych-strategii_listopad-2012.pdf.

⁴⁶³ For more information, see <https://www.mmr.cz/cs/microsites/portal-strategicke-prace-v-ceske-republice/strategicke-projekty/strateduka>.

⁴⁶⁴ For more information, see http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/institucionalni_zabezpeceni/Jednani-18092019.zip.

Council and its bodies). The first part of the consultation phase was begun in June 2019 in parallel with the expert phase through consultations with the committees of the Council and in-depth interviews with representatives of the public with the use of the HCD method.⁴⁶⁵

The consultation phase took place on three levels:⁴⁶⁶

- **Consultation with committees and task forces of Government Council for Gender Equality**
- **Consultation with the affected subjects**
- **Consultation with the public**

The consultation with the committees and task forces was used as a discussion of the specific objectives and the proposed measures and as a dialogue between the academic sphere/civil sector and the state administration.

The proposal of eight areas of Strategy 2021+ was first presented in January 2020 at the meeting of the Committee for the Institutional Security of Gender Equality. There were some partial changes and finalisations of the individual areas in connection with this meeting.

In February 2020, the proposal for Strategy 2021+ was introduced at the Council meeting.⁴⁶⁷ **February saw the beginning of the main part of the consultation phase, as part of which, in addition to the Council meeting, the proposal for Strategy 2021+ was submitted to all ministries for comments.**

The public had the opportunity to comment on the proposal for Strategy 2021+ from 18.2 to 18.3.2020 through online public consultation entitled “Together towards equality”.⁴⁶⁸ The goal of the public consultation was to obtain information on the positions of the individual themes and to determine the priorities in the individual thematic areas/strategic objectives. **25 people and 1 organisation from a total of 9 regions of the Czech Republic participated in the consultation.** They were given access to the proposal of Strategy 2021+ on the level of the individual specific objectives connected with the annotations to each chapter.

The participants of the consultation had the opportunity to provide their feedback not only generally with regard to the individual thematic areas, but also on the relevance of the proposal goals and logical structure of a given chapter and to determine whether some other goal that should be included in Strategy 2021+ is missing in the specified area. **A total of 195 comments were raised in the public consultation for the proposal of Strategy 2021+.** The comments, which significantly expanded the original proposal, were further discussed with the prepared expert groups and at round tables with the departments. More information on the method of preparing the provided comments and course of the public consultation is part of Annexe No. 2.

In connection with the February meeting of the Council, the Department received a total of 529 comments from the ministries and other affected subjects, on the basis of which it prepared a proposal for handling the comments and further developed and clarified the proposal of the Strategy 2021+.

⁴⁶⁵ In July 2019 a total of 6 in-depth interviews were held. Each interview was held in accordance with a prepared script with the presence of the employees of the Department of Gender Equality. The concrete feedback that came from the interviews was connected and compared with the output of the expert groups and their proposed measures.

⁴⁶⁶ As a result of the Covid-19 pandemic, the consultation phase was extended past the original time line.

⁴⁶⁷ For more information, see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/rada-vlady-pro-rovnost-zen-a-muzu-zasedla-letos-poprve--179744/>. The Council was regularly informed of the preparation of Strategy 2021+.

⁴⁶⁸ The tables with the proposal of the organisation of the public consultations are part of Annexe No. 2.

In June and July 2020, a total of 8 thematically oriented round tables were held to handle the individual comments from the ministries.⁴⁶⁹ The disputed points were discussed and the comments explained for each of the chapters at the round tables with the gestors of the individual measures, which the Department of Gender Equality proposed processing only partially, in another manner or not at all on the basis of consultations with the prepared expert groups. The goal of this approach was to include the widest spectrum of stakeholders in the preparation of Strategy 2021+, to reflect the current expert outputs from the perspective of the realistic possibilities of the state administration and to achieve consensus before submitting it to the inter-departmental comment procedure.

The Department of Gender Equality planned bilateral meetings with the individual gestors for those comments that were not resolved during the round tables and which were still in dispute. When it was still not possible to reach consensus on the formulation of strategic objectives and measures, the decision was passed on to the next phase, the approval phase.

Approval phase

In November 2020, Strategy 2021+ was submitted for the interdepartmental comment procedure and it was also sent to the European Commission for consultation and subsequent verification.

⁴⁶⁹ An interactive workshop was also held in June with the GFP, the goal of which was to identify examples of good and poor practice of fulfilling the existing Strategy for Gender Equality for the years 2014 – 2020 on the level of the individual ministries and to propose key support points for the effective fulfilment of the strategy in the upcoming decade. The conclusions from the workshop were used for the formulation of recommendations for the configuration of the implementation mechanism of the new equality strategy at the individual ministries. For more information, see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/jak-lepe-prosazovat-rovnost-na-ministerstvech--i-o-tom-mluvili-na-setkani-rezortni-koordinatory-a-koordinatori-181809/>.

13. Bibliography and main sources

Aggestam, Karin, Towns, Ann. 2018. Gendering Diplomacy and International Negotiation. Cham: Palgrave Macmillan.

Aizer, Anna. 2010. "The Gender Wage Gap and Domestic Violence" In The American Economic Review 100 (4): 1847-1859.

Amnesty International. 2018. Final report from research PROBLEMATIKA NÁSILÍ NA ŽENÁCH OPTIKOU ČESKÉ POPULACE. Available from: https://www.amnesty.cz/data/file/4254-vvm_problematika-nasili-na-zenach-optikou-ceske-populace.pptx?version=1541109702.

Bajgar, Matěj, Janský, Petr, Šedivý, Marek. 2020. Studie IDEA anti COVID-19 # 23 / 2020. Economics Institute of the Czech Academy of Sciences. Available from: https://idea.cerge-ei.cz/images/COVID/IDEA_Home_office_covid-19_rijen_23.pdf.

Bartáková, Eva, Havlíková, Petra. 2019. Jak vnímáme sexistickou reklamu? Reprezentativní výzkum postojů české veřejnosti a kvalitativní sonda do zkušenosti mladých lidí s reklamou. Brno: NESEHNUTÍ. Available from: <http://zenskaprava.cz/files/vyzkumWEB.pdf>.

Barvíková, Jana, Bednářová, Zdena, Čechová, Jitka, Janurová, Kristýna, Krpálková, Jindřiška, Macková, Kateřina, Marvánová Vargová, Branislava, Poláková, Jitka. 2017. Analýza kvality a dostupnosti specializovaných pobytových sociálních služeb pro dospělé oběti domácího násilí. Office of the Government of the Czech Republic. Available from: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analiza-dostupnosti-a-kvality_final_s-opravami_revize-leden.pdf.

Barvíková, Jana, Höhne, Sylva, Paloncyová, Jana, Svobodová, Kamila. 2018. Mikrojesle: nová služba předškolní péče v průzkumu veřejného mínění. Prague: Research Institute for Labour and Social Affairs. Available from: http://praha.vupsv.cz/Fulltext/vz_443.pdf.

Bauer, Nichole M. 2013. "Rethinking stereotype reliance: Understanding the connection between female candidates and gender stereotypes" in Politics and the Life Sciences. 32 (1): 22-42. Available from: <https://www.jstor.org/stable/43287266?seq=1>.

Baxter, Janeen, E. O. Wright. 2000. "The Glass Ceiling Hypothesis. A Comparative Study of the United States, Sweden, and Australia" in Gender & Society 2: 275-294.

Berg, Janine, Furrer, Marianne, Harmon, Ellie, Rani, Uma, Silberman M. Six. 2018. Digital labour platforms and the future of work: Towards decent work in the online world. Geneva: International Labour Organization. Available from: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_645337.pdf.

Bergeron, Suzanne, Cohn, Carol, Duncanson, Claire. 2017. "Rebuilding Bridges: Toward a Feminist Research Agenda for Postwar Reconstruction" in Politics & Gender, 13 (4): 715-721.

Bobbitt-Zeher, Donna. 2011. "GENDER DISCRIMINATION AT WORK: Connecting Gender Stereotypes, Institutional Policies, and Gender Composition of Workplace." in Gender and Society. 25 (6): 764-786. Available from: <https://www.jstor.org/stable/23212199?seq=1>.

Boček, Jan. 2019. Proč mají ženy o šest let delší život než muži? Sto let dat úmrtnosti ukazuje, jak vydělaly na poválečném zdravotnictví a jak jsme zaostali za Husáka. Available from: https://www.irozhlas.cz/zpravy-domov/umrtnost-data-muzi-zeny-zelezna-opona-cesko-rakousko-nemecko-ockovani_1901210600_jab.

Cásková, Klára. 2020. "Mohou si cizinky v České republice dovolit mít děti?" in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. Mužské právo: jsou právní pravidla neutrální? Prague: Wolters Kluwer.

Coomaraswamy, Radhika. 2015. Preventing conflict, transforming justice, securing the peace: a global study on the implementation of United Nations Security Council Resolution 1325. New York: UN Women.

Correll, Shelley J. 2001. "Gender and The Career Choice Process: The Role Of Biased Self-Assessments" in American Journal Of Sociology. 106 (6): 1691-1730. Available from: <https://www.jstor.org/stable/10.1086/321299?origin=JSTOR-pdf&seq=1>.

Council of Europe. 2017. Balanced participation of women and men in decision-making – Analytical report. Available from: <https://edoc.coe.int/en/gender-equality/7659-balanced-participation-of-women-and-men-in-decision-making-analytical-report-2016-data.html#>.

Council of European Municipalities and Regions. 2006. European Charter for Equality of Women and Men in Local Life. Innsbruck: Council of European Municipalities and Regions. Available from: https://www.ccre.org/docs/charte_egalite_en.pdf.

Cvencek, Dario, N. Meltzoff, Andrew, G. Greenwald, Anthony. 2011. "Math-Gender Stereotypes in Elementary School Children" in Child Development. 82 (3): 766-779. Available from: <https://srcd.onlinelibrary.wiley.com/doi/10.1111/j.1467-8624.2010.01529.x>.

Czech School Inspectorate. 2018. Vliv složení třídy, metod uplatňovaných učitelem a využívání technologií na výsledky českých žáků: Sekundární analýza PISA 2015. Prague: Czech School Inspectorate. Dostupné z https://www.csicr.cz/getattachment/cz/Dokumenty/Tematicke-zpravy/Sekundarni-analyza-Vliv-slozeni-tridy,-metod-uplat/PISA_2015.pdf.

Czech School Inspectorate. 2019. Rozvoj matematické gramotnosti na základních a středních školách ve školním roce 2017/2018: Tematická zpráva. Available from: https://www.csicr.cz/Csicr/media/Prilohy/PDF_el_publicace/Tematick%C3%A9%20zpr%C3%A1vy/TZ-matemacka-gramotnost-2017-2018.pdf.

Czech Television. 2020. Výroční zpráva o činnosti České televize v roce 2019. Czech Television. Available from: https://img.ceskatelevize.cz/boss/document/1618.pdf?v=1&_ga=2.61108460.1552039741.1590489366-367149397.1590489362&fbclid=IwAR1VW_BipGW8HP8wxTEIoVEKyzNOwzZG6wOrWcq8tAT0zREhcSLzP8t9ohU.

Čírtková, Ludmila. 2010. "Muži jako oběti domácího násilí". in Právo a rodina, 7.

Čírtková, Ludmila. 2020. Domácí násilí: Nebezpečné rodinné vztahy ve 21. století. Plzeň.

Das, Smita, Kotikula, Aphichoke. 2019. Gender-based Employment Segregation: Understanding Causes and Policy Interventions. Washington, DC: World Bank. Available from: <http://documents1.worldbank.org/curated/en/483621554129720460/pdf/Gender-Based-Employment-Segregation-Understanding-Causes-and-Policy-Interventions.pdf>.

Davies, Sara E., True, Jacqui. 2019. "WPS: A Transformative Agenda?" in Davies, Sara E., Jacqui True (eds.). 2020. The Oxford Handbook of Women, Peace and Security. New York: Oxford University Press.

Diblíková, Simona et al. 2018. Analýza trendů kriminality v České republice v roce 2017. Prague: Institute of Criminology and Social Prevention. Available from: <http://www.ok.cz/iksp/docs/447.pdf>.

Dopita, Tomáš. 2019. Uvnitř diplomacie: Jak na genderovou nerovnost v zahraniční službě. Prague: Grada.

Downes, Ronnie, Von Trapp, Lisa, Scherie, Nicol, 2017. "Gender budgeting in OECD countries" in OECD Journal on Budgeting 16 (3). Available from: <http://www.oecd.org/gender/Gender-Budgeting-in-OECD-countries.pdf>.

Drandić, Daniela, Leeuwen, Fleur van. 2020. "COVID-19: a watershed moment for women's rights in childbirth" in Medical Anthropology Quarterly. Published 11 August 2020. Available from: <http://medanthroquarterly.org/2020/08/11/covid-19-a-watershed-moment-for-womens-rights-in-childbirth/?fbclid=IwAR0ImgXxkxdnZc8PtiehXcD8NrPhb-yzbmnmnXPt7370XwBPA1GcxFYTRX7U>.

Dusenbery, Maya. 2018. Doing Harm: The Truth about How Bad Medicine and Lazy Science Leave Women Dismissed, Misdiagnosed, and Sick. HarperOne.

Dušková, Šárka. 2020. "Pohlavní jako věc veřejná. Právo na uznání pohlavní identity trans lidí". in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. Mužské právo: jsou právní pravidla neutrální? Prague: Wolters Kluwer.

European Commission. 2015. Joint Staff Working Document – Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020. Brussels: European Commission. Available from: https://ec.europa.eu/anti-trafficking/eu-policy/joint-staff-working-document-gender-equality-and-womens-empowerment-transforming-lives_en.

European Commission. 2018. COMMISSION RECOMMENDATION of 22.6.2018 on standards for equality bodies. Brussels: European Commission. Available from: https://ec.europa.eu/info/sites/info/files/2_en_act_part1_v4.pdf.

European Commission. 2018. Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL laying down common provisions on the European Regional Development Fund, the European Social Fund Plus, the Cohesion Fund, and the European Maritime and Fisheries Fund and financial rules for those and for the Asylum and Migration Fund, the Internal Security Fund and the Border Management and Visa Instrument. Strasbourg: European Commission. Available from: https://ec.europa.eu/commission/sites/beta-political/files/budget-may2018-common-provisions_en.pdf.

European Commission. 2018. Trainers' manual. Reducing health inequalities experienced by LGBTI people: what is your role as a health professional? Available from: https://ec.europa.eu/health/sites/health/files/social_determinants/docs/2018_lgbt_trainersmanual_en.pdf.

European Commission. 2020. COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS – A Union of Equality: Gender Equality Strategy 2020-2025. Brussels: European Commission. Available from: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2020%3A152%3AFIN>.

European Court of Human Rights. 2017. CASE OF CARVALHO PINTO DE SOUSA MORAIS v. PORTUGAL. Available from: <https://hudoc.echr.coe.int/fre#%22itemid%22:%22002-11630%22>.

European Institute for Gender Equality. 2012. Review of the Implementation of the Beijing Platform for Action in the EU Member States: Violence against Women – Victim Support. Luxembourg: European Institute for Gender Equality. Available from: <https://eige.europa.eu/publications/violence-against-women-victim-support-report>.

European Institute for Gender Equality. 2013. Review of the implementation of the Beijing Platform for Action in the EU Member States: Women and the Media. Luxembourg: European Institute for Gender Equality. Available from: <https://eige.europa.eu/sites/default/files/documents/MH3113742ENC-Women-and-Media-Report-EIGE.pdf>.

European Institute for Gender Equality. 2014. Effectiveness of Institutional Mechanisms for the Advancement of Gender Equality Review of the implementation of the Beijing Platform for Action in the EU Member States. Luxembourg: European Institute for Gender Equality. Available from: <https://eige.europa.eu/publications/effectiveness-institutional-mechanisms-advancement-gender-equality-report>.

European Institute for Gender Equality. 2016. What is gender mainstreaming. Vilnius: European Institute for Gender Equality. Available from: <https://eige.europa.eu/sites/default/files/documents/mh0216878enn.pdf>.

European Institute for Gender Equality. 2017. GENDER in SPORT. Vilnius: European Institute for Gender Equality. Available from: <https://eige.europa.eu/publications/gender-sport>.

European Institute for Gender Equality. 2020. Beijing +25 policy brief: Area C – Health of women: achieving gender equality in treatments, services and outcomes. European Institute for Gender Equality. Available from: <https://eige.europa.eu/publications/beijing-25-policy-brief-area-c-health-women>.

European Union Agency for Fundamental Rights. 2017. Challenges facing civil society organisations working on human rights in the EU. Luxembourg: Publications Office of the European Union. Available from: https://fra.europa.eu/sites/default/files/fra_uploads/fra-2018-challenges-facing-civil-society_en.pdf.

European Union Agency for Fundamental Rights. 2015. Violence against women: an EU-wide survey: Main results. Luxembourg: Publications Office of the European Union. Available from: https://fra.europa.eu/sites/default/files/fra_uploads/fra-2014-vaw-survey-main-results-apr14_en.pdf.

European Union Agency for Fundamental Rights. 2017. Challenges to women's human rights in the EU – Gender discrimination, sexist hate speech and gender-based violence against women and girls. Luxembourg: Publications Office of the European Union. Available from: https://fra.europa.eu/sites/default/files/fra_uploads/fra-2017-challenges-to-women-human-rights_en.pdf.

European Commission for Democracy through Law. 2019. Position on the constitutional effects of the ratification of the Convention on Preventing and Combating Violence Against Women and Domestic Violence. (Istanbul Convention). Strasbourg: European Commission for Democracy through Law. Available from: <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Stanovisko-Benatske-komise.pdf>.

European Commission. 2017. Report from the Commission to the European Parliament, the Council and the European Economic and Social Committee: Report on the implementation of Commission Recommendation on strengthening the principle of equal pay between men and women through transparency. Brussels: European Commission. Available from: <https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2017:0671:FIN:CS:PDF>.

European Commission. 2018. Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the development of childcare facilities for young children with a view to increase female labour participation, strike a work-life balance for working parents and bring about sustainable and inclusive growth in Europe. Brussels: European Commission. Available from: <https://ec.europa.eu/transparency/regdoc/rep/1/2018/CS/COM-2018-273-F1-CS-MAIN-PART-1.PDF>.

European Commission. 2019. COUNCIL RECOMMENDATION on the 2019 National Reform Programme of the Czech Republic and delivering a Council opinion on the 2019 Convergence Programme of the Czech Republic. Brussels: European Commission. Available from: <https://eur-lex.europa.eu/legal-content/CS/TXT/HTML/?uri=CELEX:52019DC0503&from=EN>.

European Commission. 2020. Communication from the Commission to the European Parliament, the European Council, the Council, the European Central Bank and the Eurogroup 2020 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011: Country Report Czechia 2020. Brussels: European Commission. Available from: <https://eur-lex.europa.eu/legal-content/CS/TXT/PDF/?uri=CELEX:52020SC0502&from=EN>.

European Parliament. 2018. Report on gender equality in the media sector in the EU (2017/2210(INI)). Available from: https://www.europarl.europa.eu/doceo/document/A-8-2018-0031_CS.html?redirect.

Factum Invenio. 2010. Závěrečná zpráva. Trendy sociálně politických mechanismů ovlivňujících genderové vztahy IX. Office of the Government of the Czech Republic. Available from: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/trendy_2010.pdf.

Faculty of Social Studies. 2011. Muži a domácí násilí, conference proceedings.

Federičová, Miroslava, Korbela, Václav. 2020. IDEA anti COVID-19 # 18. Pandemie covid-19 a sociálně-ekonomické nerovnosti ve vzdělávání. Available from: https://idea.cerge-ei.cz/images/COVID/IDEA_Nerovnosti_ve_vzdelavani_COVID-19_kveten2020_18.pdf.

Foltysová, Michaela, Pavlík, Marek, Simerská, Lenka. 2004. Informativní metodika Rozpočtování z hlediska rovnosti žen a mužů. Prague: Ministry of Finance, Ministry of Labour and Social Affairs. Available from: <https://www.mfcr.cz/cs/legislativa/metodiky/2004/metodika-rozpocetovani-genderova-politika-13111>.

Forman, Jason, S. Poplin, Gerald, Shaw, C. Greg, McMurry, Timothy L., Schmidt, Kristin, Ash, Joseph, Sunnevang, Cecilia. 2019. "Automobile injury trends in the contemporary fleet: Belted occupants in frontal collisions" in Traffic Injury Prevention. 20 (6): 607-612. Available from: <https://www.tandfonline.com/doi/pdf/10.1080/15389588.2019.1630825?needAccess=true&>.

GENDERACTION. 2019. The Future of Gender Equality in European Research and Innovation. Briefing Paper. Available from: https://genderaction.eu/wp-content/uploads/2019/04/GENDERACTION_PolicyBrief11_Future-of-GE-in-European-RI.pdf.

Grossmann, Jakub, Münich, Daniel. 2020. Nezaměstnanost v období COVID-19. Prague: IDEA at Economics Institute of the Czech Academy of Sciences. Available from: https://idea.cerge-ei.cz/images/COVID/Nezamestnanost_v_dobe_covid-19_srpen.pdf.

Hašková, Hana, Křížková, Alena, Pospíšilová Kristýna. 2018. "Intersekcionalní přístup ke zkoumání nezaměstnanosti." in Sociologický časopis 54 (2): 171-198. Available from: http://sreview.soc.cas.cz/artkey/csr-201802-0001_an-intersectional-approach-to-research-on-unemployment.php.

Havelková, Hana. 2020. "Kořeny právních nerovností v modernitě" in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. Mužské právo: jsou právní pravidla neutrální? Prague: Wolters Kluwer.

Hentschel, Tanja, Heilman, Madeline, Peus, Claudia V. 2019 "The Multiple Dimensions of Gender Stereotypes: A Current Look at Men's and Women's Characterizations of Others and Themselves" in Frontiers in Psychology (11). Available from: <https://www.frontiersin.org/articles/10.3389/fpsyg.2019.00011/full>.

Herdová, Tereza, Jarkovská, Lucie, Pešáková, Kristýna, Trávníček, Zdeněk. 2016. Analýza postojů původců a původkyň domácího násilí a práce s nimi. Office of the Government of the Czech Republic. Available from: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/postoje_puvodcu_FINAL_rev.pdf.

Hnilicová, Helena, Dobiášová, Karolína, Čížinský, Pavel, Studený, Libor, Juránek, Jan. Analýza komerčního zdravotního pojištění cizinců. Available from: https://osf.cz/wp-content/uploads/2015/08/Analýza_Konzorcium_final.pdf.

Hoffmann, Diane E., and Anita J. Tarzian. 2001. "The Girl Who Cried Pain: A Bias Against Women in the Treatment of Pain." in The Journal of Law, Medicine & Ethics 28 (4): 13-27.
Holas, Jakub. 2019. Bezpečí, kriminalita a prevence. Prague: Institute of Criminology and Social Prevention. Available from: <http://www.ok.cz/iksp/docs/459.pdf>.

Hrbková, Lenka. 2018. Analýza genderových stereotypů a zobrazování žen a mužů v předvolebních kampaních. Office of the Government of the Czech Republic. Available from:

<https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analyza-genderovych-stereotypu.pdf>.

Hrdá, Lucie. 2020. "Rozumějí soudy obětem násilných trestných činů?" in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. Mužské právo: jsou právní pravidla neutrální? Prague: Wolters Kluwer.

Huddy, Leonie. 1993. "The Consequences of Gender Stereotypes for Women Candidates at Different Levels and Types of Office" in Political Research Quarterly. 46 (4): 503 - 525. Available from: https://www.researchgate.net/publication/249802190_The_Consequences_of_Gender_Stereotypes_for_Women_Candidates_at_Different_Levels_and_Types_of_Office.

Hudson, Valerie M., Ballif-Spanvill, Bonnie, Caprioli, Mary, Emmett, Chad F. 2012. Sex and World Peace. New York: Columbia University Press.

Huws, Ursula, Spencer, Neil H, Coates, Matt. 2019. The Platformisation of Work in Europe: Results from research in 13 European countries. FEPS – FOUNDATION FOR EUROPEAN PROGRESSIVE STUDIES. Available from: <https://www.feps-europe.eu/attachments/publications/platformisation%20of%20work%20report%20-%20highlights.pdf>.

International Labour Organization. 2019. A quantum leap for gender equality: for a better future of work for all. Geneva: International Labour Office. Available from: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_674831.pdf.

Jackson, Gabrielle, Ngaio Parr. 2019. Pain and Prejudice: A Call to Arms for Women and Their Bodies. Allen & Unwin.

Jánský, Petr, Krotíl, Kryštof, Pavlas, Tomáš. 2015. Bereme ženy na palubu – analýza zastoupení žen a mužů ve vedení firem. Available from: <http://www.otevrenaspolecnost.cz/download-publication/845>.

Jarkovská, Lucie, Lišková, Kateřina, Šmídová, Iva. 2010. S genderem na trh: rozhodování o dalším vzdělání patnáctiletých. Prague: Sociologické nakladatelství (SLON).
Ježková, Veronika. 2017. Jen ano je ano: trestný čin znásilnění ve světle Istanbulské smlouvy. Prague: profem. Available from: http://www.profem.cz/shared/clanky/550/A5-JenAnoJeAno_WEB.pdf.

Ježková, Veronika. 2018. Přehled vhodné rozhodovací praxe soudů v případech znásilnění. Office of the Government of the Czech Republic. Available from: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/prehled_vhodne_rozhodovaci_praxe_soudu_znasilneni.pdf.

Office of the Ombudsman. 2019. Výroční zpráva o činnosti veřejné ochránčyně práv za rok 2018. Available from: https://www.ochrance.cz/fileadmin/user_upload/zpravy_pro_poslaneckou_snemovnu/Vyrocní_zprava_2018.pdf.

Katsarova, Ivana. 2019. Gender equality in sport: Getting closer every day. European Parliamentary Research Service. Available from: [https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/635560/EPRS_BRI\(2019\)635560_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/635560/EPRS_BRI(2019)635560_EN.pdf).

Kearns, Megan C., Schappell D'Inverno, Ashley, Reidy, Dennis E. 2019. "The Association Between Gender Inequality and Sexual Violence in the U.S." in American Journal of Preventive Medicine 58 (1): 12-20. Available from: [https://www.ajpmonline.org/article/S0749-3797\(19\)30416-7/fulltext](https://www.ajpmonline.org/article/S0749-3797(19)30416-7/fulltext).

Kelly, Liz, Lovett, Jo, Regan, Linda. 2005. Home Office Research Study: A Gap or A Chasm? Attrition in Reported Rape Cases. Available from: <https://webarchive.nationalarchives.gov.uk/20110218141141/http://rds.homeoffice.gov.uk/rds/pdfs/05/hors293.pdf>.

Křížková, Alena (ed.), Čermáková, Marie, Dudová, Radka, Maříková, Hana, Uhdeová, Zuzana. 2005. Obtěžování žen a mužů a sexuální obtěžování v českém systému pracovních vztahů. Rozsah, formy, aktéři, řešení. Prague: Ministry of Labour and Social Affairs.

Křížková, Alena et al. 2017. Aktuální rozdíly v odměňování žen a mužů v ČR: hloubková analýza statistik a mezinárodní srovnání. Prague: Ministry of Labour and Social Affairs. Available from: <https://www.rovnaodmena.cz/www/img/uploads/336b8482.pdf>.

Křížková, Alena, Marková Volejníčková, Romana, Vohlídalová, Marta. 2018. Genderové nerovnosti v odměňování: problém nás všech. Prague: Institute of Sociology of the Czech Academy of Sciences. Available from: https://www.soc.cas.cz/sites/default/files/publikace/krizkova_markovavolejnickova_vohlidalova-genderove_nerovnosti_v_odmenovani-problem_nas_vsech.pdf.

Křížková, Alena, Pospíšilová, Kristýna, Maříková, Hana, Marková Volejníčková, Romana. 2018. Rozdíly v odměňování žen a mužů v ČR. Pracoviště, zaměstnání, stejná práce a rozklad faktorů. Prague: Ministry of Labour and Social Affairs. Available from: <https://www.rovnaodmena.cz/www/img/uploads/34c5639c.pdf>.

Kunc, Kamil et al. 2012. Ekonomické dopady domácího násilí v ČR. Příbram: Tiskárna Prima, spol. s.r.o. Available from: http://www.profem.cz/shared/clanky/103/profem-studie2b-web_1.pdf.

Kurtz-Costes, Beth, Copping, Kristine E., Rowley, Stephanie J., Kinlaw, C. Ryan. 2014. "Gender and age difference in awareness and endorsement of gender stereotypes about academic abilities" in European Journal of Psychology of Education 29 (4): 603-618. Available from: <http://www.jstor.org/stable/43551160>.

Kurtz-Costes, Beth, Rowley, Stephanie J., Harris-Britt, April, Woods, Taniesha A. 2008. "Gender Stereotypes about Mathematics and Science and Self-Perceptions of Ability in Late Childhood and Early Adolescence" in Merrill-Palmer Quarterly 54 (3). Available from: <https://digitalcommons.wayne.edu/mpq/vol54/iss3/6/>.

Kutálková, Petra, Kobová, Ľubica, ed. 2014. Sexuální násilí: Proč se nikdo neptá?. Prague: In Iustitia. Available from: <http://www.aspekt.sk/sites/default/files/sexualninasili-kniha-web.pdf>.

Kvasnicová, Jana. 2020. "Sexistické dobré mravy a reklama" in Šimáčková, Kateřina, Barbara Havelková and Pavla Špondrová. 2020. Mužské právo: jsou právní pravidla neutrální? Prague: Wolters Kluwer.

Liga otevřených mužů. 2020. Tátové jsou aktivnější než před 10 lety. Available from: <https://ilom.cz/tatove-v-cesku-jsou-aktivnejsi-nez-pred-10-lety/>.

Linková, Marcela, Cidlinská, Kateřina, Fárová, Nina, Maříková, Hana, Tenglerová, Hana, Vohlídalová, Marta. 2018. Akademici a akademičky 2018: Návrhy opatření na podporu rovnosti ve výzkumném a vysokoškolském prostředí. Prague: Institute of Sociology of the Czech Academy of Sciences. Available from: https://genderaveda.cz/wp-content/uploads/2019/01/AA2018_navrhy_opatreni.pdf.

MacKenzie, Ruairi J. 2020. Psychiatric Research Suffering from Legacy of Ignoring Sex Differences, Say Neuroscientists. Technology Networks. Available from: https://www.technologynetworks.com/neuroscience/articles/psychiatric-research-suffering-from-legacy-of-ignoring-sex-differences-say-neuroscientists-337274?fbclid=IwAR13RUDJ-kVQpavbnrnB5STt4T-pLFfkwk1EfqhPgyqHMC_I6BOF_FYjTw.

Majerčíková, Aneta. 2018. Celorepublikové výsledky průzkumu o podpoře kojení v porodnicích v letech 2014-2017. Šestinedělky. Available from: <http://sestinedelky.cz/wp-content/uploads/2017/03/Celorepublikov%C3%A9-v%C3%BDsledky-pr%C5%AFzkumu-VF.pdf>.

Martinková, Milada, Biedermanová, Eva. 2019. Senioři v České republice jako oběti i pachatelé kriminálních deliktů. Prague: Institute of Criminology and Social Prevention. Available from: <http://www.ok.cz/iksp/docs/457.pdf>.

Menzel, Andreas, Miotto, Martina. 2020. Rozdílné ekonomické dopady krize covid-19 na muže a ženy v Česku. Institute for Democracy & Economic Analysis. Available from: <https://idea.cerge-ei.cz/zpravy/rozdilne-ekonomicke-dopady-krize-covid-19-na-muze-a-zeny-v-cesku>.

Ministry of Finance. 2012. Metodika přípravy veřejných strategií. Available from: <https://www.mmr.cz/getmedia/4ebb3cc7-6f5c-4f37-ad1f-97054a212483/metodika-pripravy-verejnych-strategii-listopad-2012.pdf>.

Ministry of Defence. 2020. Kvantitativní genderová analýza k 1. lednu 2020. Available from: http://www.mocr.army.cz/assets/informacni-servis/povinne-informace/1-rovne-prilezitosti/kvantitativni-genderova-analyza-k-1--1--2020_1.pdf.

Ministry of Labour and Social Affairs. 2019. Strategický rámec politiky zaměstnanosti do roku 2030.

Ministry of Labour and Social Affairs. 2020. Analýza dostupnosti zařízení péče o děti v předškolním věku. Se zaměřením na mateřské školy a dětské skupiny.

Czech Ministry of Industry and Trade. 2019. Národní strategie umělé inteligence v České republice. Available from: https://www.vlada.cz/assets/evropske-zalezitosti/umela-inteligence/NAIS_kveten_2019.pdf.

Czech Ministry of Industry and Trade. 2015. Metodická informace č. 12/2015 k rozeznávání sexismu v reklamě. Available from: <https://www.mpo.cz/assets/dokumenty/55757/63940/656321/priloha001.pdf>.

Ministry of Education, Youth and Sports. 2016. Konceptce podpory sportu 2016-2025. Available from: <https://www.msmt.cz/sport-1/konceptce-podpory-sportu-2016-2025>.

Ministry of Education, Youth and Sports. 2020. Statistická ročenka školství – výkonové ukazatele. Available from: <http://toiler.uiv.cz/rocenka/rocenka.asp>.

Ministry of Education, Youth and Sports. 2020. Strategie vzdělávací politiky ČR do roku 2030+. Available from: https://www.msmt.cz/file/53139_1_1/.

Ministry of Foreign Affairs. 2010. Konceptce zahraniční rozvojové spolupráce České republiky na období 2010-2017. Available from: https://www.mzv.cz/jnp/cz/zahranicni_vztahy/rozvojova_spoluprace/konceptce_publikace/konceptce/konceptce_zrs_cr_2010_2017.html.

Ministry of Foreign Affairs. 2015. Konceptce podpory lidských práv a transformační spolupráce. Available from: https://www.mzv.cz/file/1610424/Konceptce_podpory_lidskych_prav_a_transformacni_spoluprace.pdf.

Ministry of Foreign Affairs. 2015. Konceptce zahraniční politiky České republiky. Available from: https://www.mzv.cz/file/1565920/Konceptce_zahranicni_politiky_CR.pdf.

Ministry of Foreign Affairs. 2017. Akční plán České republiky k implementaci rezoluce Rady bezpečnosti OSN č. 1325 (2000), o ženách, míru a bezpečnosti a souvisejících rezolucí na období 2017-2020. Available from: https://www.mzv.cz/file/2239755/Akcni_plan_k_rezoluci_1325.doc.

Ministry of Foreign Affairs. 2017. Strategie zahraniční rozvojové spolupráce České republiky. Available from: https://www.mzv.cz/file/2583329/strategie_mzv_2017_A4_09.pdf.

Ministry of Foreign Affairs. 2019. Aktualizace Konceptce jednotné prezentace České republiky. Available from: http://amsp.cz/wp-content/uploads/2019/08/Aktualizace-konceptce-jednotn%C3%A9-prezentace-%C4%8CR-ma_ALBSCSGPT52.pdf.

Ministry of Health. 2019. Strategický rámec rozvoje péče o zdraví v České republice do roku 2030. Available from: <https://zdravi2030.mzcr.cz/zdravi-2030-strategicky-ramec.pdf>.

Ministry of the Environment. 2016. Státní politika životního prostředí České republiky 2012–2020. Available from: [https://www.mzp.cz/C1257458002F0DC7/cz/statni_politika_zivotniho_prostredi/\\$FILE/SOPSZP-Aktualizace_SPZP_2012-2020-20161123.pdf](https://www.mzp.cz/C1257458002F0DC7/cz/statni_politika_zivotniho_prostredi/$FILE/SOPSZP-Aktualizace_SPZP_2012-2020-20161123.pdf).

Mottlová, M., Slačálek, O. 2020. Poloviční politika. in Šimáčková, K.; Havelková B.; Špondrová P. (eds). Mužské právo: jsou právní pravidla neutrální? Prague: Wolters Kluwer.

National Institute for Health and Care Excellence. 2014. Intrapartum care for healthy women and babies. Clinical guideline. Available from: <https://www.nice.org.uk/guidance/cg190>.

National Women's Council of Ireland. 2012. Equal but Different A framework for integrating gender equality in Health Service Executive Policy, Planning and Service Delivery. Available from: https://www.nwci.ie/download/pdf/equal_but_different_final_report.pdf.

Nováková K., Konečná H., Šídlo L. 2016. "Principy zdravotní péče zaměřené na člověka – person-centred health care" in Praktický lékař 96 (1): 14-17. Available from: <https://www.prolekare.cz/casopisy/prakticky-lekar/2016-1/principy-zdravotni-pece-zamerene-na-cloveka-person-centred-health-care-57353>.

O'Sullivan, Mila. 2019. "Being strong enough to defend yourself: untangling the Women, Peace and Security agenda amidst the Ukrainian conflict" in International Feminist Journal of Politics 21 (5): 746-767. Available from: <https://www.tandfonline.com/doi/abs/10.1080/14616742.2019.1599981>.

O'Sullivan, Mila. 2019. The Czech Agenda on Women, Peace and Security: Reflections on the first National Action Plan and Future Policy Recommendations. Available from: https://www.dokumenty-ir.cz/Projekty/OPZ/CZ_NAP_1325_Study.pdf.

OECD. 2016. 2015 OECD Recommendation of the Council on Gender Equality in Public Life. Paris: OECD Publishing. Available from: <https://doi.org/10.1787/9789264252820-en>.

OECD. 2016. PISA 2015 Results (Volume I): Excellence and Equity in Education. Paris: PISA, OECD Publishing. Available from: https://www.oecd-ilibrary.org/education/pisa-2015-results-volume-i_9789264266490-en;jsessionid=Z9uU8cbhGrTQEhoDRcsItGlw.ip-10-240-5-39.

Oertelt-Prigione, Sabine. 2020. The Impact of Sex and Gender in the COVID-19 Pandemic. Luxembourg: Publications Office of the European Union. Available from: <https://op.europa.eu/en/publication-detail/-/publication/4f419ffb-a0ca-11ea-9d2d-01aa75ed71a1/language-en>.

Oliverius, Vojtěch, Hásová, Veronika. 2019. Postavení žen v české vědě: Monitorovací zpráva za rok 2017. Prague: Institute of Sociology of the Czech Academy of Sciences. Available from: <https://genderaveda.cz/wp-content/uploads/2019/06/Postaveni-zen-v-ceske-vede-2017.pdf>.

Pavlík, Petr, Smetáčková, Irena. 2011. "Sexuální obtěžování na vysokých školách: Teoretické vymezení, metodologický přístup, výzkumné výsledky" in Sociologický časopis. 47 (2): 361–386. Available from: <https://sreview.soc.cas.cz/pdfs/csr/2011/02/06.pdf>.

Perez, C. Criado. 2019. Invisible Women. London: Random House.

Persefona. 2016. Sexuální násilí nebo obtěžování zažilo 39 % Čechů. Available from: <http://www.persefona.cz/sexualni-nasili-nebo-obtezovani-zazilo-39-cechu>.

Police of the Czech Republic. 2020. Statistické přehledy kriminality. Available from: <http://www.policie.cz/clanek/statisticke-prehledy-kriminality-za-rok-2019.aspx>.

proFem. 2018. Analýza výskytu partnerského násilí ve vztazích mladých. Available from: <http://new.profem.cz/shared/clanky/670/V%C3%BDstupy%20z%20v%C3%BDzkumu.pdf>.

22 % K ROVNOSTI project of the Ministry of Labour and Social Affairs. 2020. Analýza příčin a procesů vedoucích k rozdílům v odměňování žen a mužů. Prague: Ministry of Labour and Social Affairs. Available from: <https://www.rovnaodmena.cz/www/img/uploads/44239a5a8.pdf>.

22 % K ROVNOSTI project of the Ministry of Labour and Social Affairs. 2019. Rovné odměňování žen a mužů ve zkušenostech a názorech české veřejnosti: Výzkum veřejného mínění. Prague: Ministry of Labour and Social Affairs. Available from: <https://www.rovnaodmena.cz/www/img/uploads/8053ad73.pdf>.

22 % K ROVNOSTI project of the Ministry of Labour and Social Affairs. 2018. Rozdíly v odměňování žen a mužů v ČR: Pracoviště, zaměstnání, stejná práce a rozklad faktorů. Prague: Ministry of Labour and Social Affairs. Available from: <https://www.rovnaodmena.cz/www/img/uploads/34c5639c.pdf>.

Pytlíková, Mariola. 2015. Rozdíly ve výši výdělků ve vztahu k mateřství a dítěti v rodině. Prague: Economics Institute of the Czech Academy of Sciences. Available from: https://idea.cerge-ei.cz/files/IDEA_Studie_11_Rozdily_vydelku_ve_vztahu_k_materstvi/files/downloads/IDEA_Studie_11_Rozdily_vydelku_ve_vztahu_k_materstvi.pdf.

Council of Europe. 2007. Recommendation CM/Rec(2007)17 of the Committee of Ministers to member states on gender equality standards and mechanisms. Available from: https://search.coe.int/cm/Pages/result_details.aspx?ObjectID=09000016805d4aa3.

Rakušanová, P., Václavíková-Hejšusová, L. 2006. Ženy v mužské politice. in Hašková, H., Křížková, A., Linková M. Mnohohlasem. Vyjednávání ženských prostorů. Prague: Institute of Sociology of the Czech Academy of Sciences. Available from: https://www.soc.cas.cz/sites/default/files/publikace/haskova_krizkova_linkova_-_mnohohlasem.pdf.

Roubalová, Michaela et al. 2019. Oběti kriminality. Poznatky z viktimizační studie. Prague: Institute of Criminology and Social Prevention. Available from: <http://www.ok.cz/iksp/docs/449.pdf>.

Saini, Angela. 2018. Od Přírody Podřadné: Jak Se Věda Mýlila v Ženách. Prague: Academia. Association for Integration and Migration. Dostupnost péče o duševní zdraví migrantek a migrantů v české republice – Vstupní analýza. Available from: https://www.migrace.com/docs/190311_vstupni-analyza_dostupnost-pece-o-dusevni-zdravi-u-migrantu-v-cr.pdf.

North Atlantic Treaty Organization. 2018. NATO/EAPC. Women, Peace and Security. Policy and Action Plan. Available from: https://www.nato.int/nato_static_fl2014/assets/pdf/pdf_2018_09/20180920_180920-WPS-Action-Plan-2018.pdf.

Schleicher, Andreas. 2019. PISA 2018: Insights and Interpretations. OECD. Available from: <https://www.oecd.org/pisa/PISA%202018%20Insights%20and%20Interpretations%20FINAL%20PDF.pdf>.

Simerská, Lenka, Smetáčková, Irena. 2000. Pracovní a rodinná praxe mladých lékařek. Prague: Institute of Sociology of the Czech Academy of Sciences. Available from: http://vssvalzbety6.wbl.sk/132_00-7wptextpracarod.prax.mlad.lekarok_kratoch.pdf.

Slovo 21. 2014. Výzkum o postavení romských žen v České republice. Slovo 21, z.s. Available from: http://www.slovo21.cz/images/dokumenty/DEF_VZKUM_O_POSTAVEN_ROMSKCH_EN_V_R_pdf_publicace9_2014.pdf.

Smejkalová, Kateřina. 2019. "Platformová práce je v Česku rozšířenější než jinde v Evropě" in Sondy REVUE 9/2019: 24-25. Available from: http://www.fesprag.cz/fileadmin/public/pdf-publicace/2019_Sondy_09.pdf.

Smetáčková, Irena, ed. 2015. Stínová zpráva o stavu genderové rovnosti v České republice v roce 2015. Prague: Czech Women's Lobby. Available from: https://czlobby.cz/sites/default/files/news_download/stinova_zprava_2015.pdf.

Stieranková, Aneta, Veselská, Gabriela. 2020. Proč lékařky odcházejí? Mladí lékaři z.s. Available from: <https://www.mladilekari.cz/2020/proc-lekarky-odchazeji/>.

Stöckl, Heidi, et al. 2013. "The global prevalence of intimate partner homicide: a systematic review" in: The Lancet 382 (9895): 859-865.

Swaine, Aisling, O'Rourke, Catherine. 2015. Guidebook on CEDAW General Recommendation No. 30 and the UN Security Council Resolutions on Women, Peace and Security. UN Women. Available from: <http://www.unwomen.org/en/digital-library/publications/2015/8/guidebook-cedawgeneralrecommendation30-womenpeacesecurity>.

Šabatová, Anna, Polák, Petr, Šamánek, Jiří, Urbániková, Marina, Dytrt, Zdeněk, Nepala, Jiří, Pomikálková, Martina, Stejskalová, Michaela, Zaplatílek, Martin. 2015. Diskriminace v ČR: oběť diskriminace a její překážky v přístupu ke spravedlnosti. Závěrečná zpráva z výzkumu veřejné ochránkyně práv. Office of the Ombudsman. Available from: https://www.ochrance.cz/fileadmin/user_upload/ESO/CZ_Diskriminace_v_CR_vyzkum_01.pdf.

Šimonović, Dubravka. 2019. A human rights-based approach to mistreatment and violence against women in reproductive health services with a focus on childbirth and obstetric violence. New York: UN. Human Rights Council. Available from: https://digitallibrary.un.org/record/3823698?ln=en&fbclid=IwAR3KnLDCbckEvmQSwHM7_bb8lDf0uuJpn3CaYXIOEmv79vidYx2Q2km00Ko.

Šmídová, Iva, Maříková, Hana, Jára, Martin, Pavlas, Tomáš, Fafejta, Martin, Sloboda, Zdeněk, Vodochovský, Ivan, Pešáková, Kristýna, Müller, Lukáš, Pavlíček, Michal, Zvolská, Tereza. Policy Paper Muži v systému vzdělávání. Available from: <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/pracovni-skupina-muzi-a-rovnosti-zen-a-muzu/Policy-paper-muzi-v-systemu-vzdelavani.pdf>.

Šmídová, Iva, Vondráčková, Lucie. 2019. Vstupní analýza k identifikaci problémů v oblasti přístupu ke zdravotní péči a v poskytování zdravotní péče plynoucí ze specifických potřeb žen a mužů. Office of the Government of the Czech Republic. Available from: <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/cinnost-rady/2b-Analyza-zdravi-final.pdf>.

Šmídová, Iva. 2016. "No Room for Balancing: Mothers and Professors in Czech Maternity Hospitals" in: Intersections EEJSP 2 (3): 42–60. Available from: <https://www.muni.cz/vyzkum/publikace/1355823>.

Špačková, Petra, Pospíšilová, Lucie, Netrdová, Pavlína. 2017. "Každodenní mobilita v Praze: jak muži a ženy dojíždějí do zaměstnání?" in Geografické rozhledy 27 (2): 4-7. Available from: <http://urrlab.cz/sites/default/files/spackova-p-pospisilova-l-netrdova-p-2017-kazdodenni-mobilita-v-praze-jak-muzi-a-zeny-dojizdeji-do-zamestnani-geograficke-rozhledy-27-2-4-7.pdf>.

Špondrová, Pavla, Hejzlarová, Eva, Walek Czeslaw, Čmolíková Cozlová Klára. 2015. Metodika hodnocení dopadů na rovnost žen a mužů pro materiály předkládané vládě ČR. Office of the Government of the Czech Republic. Available from: <http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Metodika-PO-OPONENTURE.pdf>.

The Fourth World Conference on Women. 1995. Beijing Declaration and Platform for Action, adopted on 15 August 1995. Available from: https://www.un.org/en/events/pastevents/pdfs/Beijing_Declaration_and_Platform_for_Action.pdf.

The Women's Health Council. 2007. A guide to creating gender-sensitive health services. The Women's Health Council.

Topinka, Daniel, ed. 2016. Domácí násilí z perspektivy aplikovaného výzkumu: základní fakta a výsledky. Ostrava: SocioFactor. Available from: <http://www.domaci-nasili.cz/wp-content/uploads/Dom%C3%A1c%C3%AD-n%C3%A1sil%C3%AD-z-perspektivy-aplikovan%C3%A9ho-v%C3%BDzkumu.-SocioFactor-2016..pdf>.

Tůma, František. 2019. "Akademický inbreeding jako rakovina vysokého školství, nebo nezbytnost? Přehled zahraničních výzkumů a implikace pro českou vysokoškolskou politiku" in *Studia paedagogica* 24 (1): 9-31. Available from:

https://www.researchgate.net/publication/332319482_Akademicky_inbreeding_jako_rakovina_vysokeho_skolstvi_nebo_nezbytnost_Prehled_zahranicnich_vyzkumu_a_implikace_pro_ceskou_vysokoskolskou_politiku.

United Nations Committee on the Elimination of Discrimination against Women. 2013. General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations. Adopted 1 November 2013 (CEDAW/C/GC/30).

United Nations. 2016. Committee on the Rights of Persons with Disabilities. General comment No. 3 (2016) on women and girls with disabilities. Available from:

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CRPD/C/GC/3&Lang=en.

Office of the Government of the Czech Republic, Department of Gender Equality. 2018. Brochure. Úmluva Rady Evropy o prevenci a potírání násilí vůči ženám a domácího násilí: mýty a fakta.

Available from: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/brozura_IU.pdf.

Office of the Government of the Czech Republic, Department of Gender Equality. 2019. Rozbor naplňování Úmluvy Rady Evropy o prevenci a potírání násilí na ženách a domácího násilí (Istanbulské úmluvy) ve vybraných státech a Rady Evropy. Available from: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/Rozbor-dopadu-Istanbulske-umluvy_4.pdf.

Office of the Government of the Czech Republic. 2017. Brožura o institucionálním zabezpečení rovnosti žen a mužů v České republice a Úmluvě OSN o odstranění všech forem diskriminace žen. Prague. Available from: https://www.tojеровnost.cz/images/dokumenty/Brouura_CEDAW.pdf.

Office of the Government of the Czech Republic. 2018. Analýza uplatňování Metodiky hodnocení dopadů na rovnost žen a mužů pro materiály předkládané vládě České republiky. Prague. Available from: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_OPZ/Vystupy_projektu/Analiza-uplatnovani-Metodiky-GIA.pdf.

Office of the Government of the Czech Republic. 2019. Akční plán prevence domácího a genderově podmíněného násilí na léta 2019 – 2022. Prague. Available from:

<https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/AP-DN---grafikaFINAL.pdf>.

Office of the Government of the Czech Republic. Trendy sociálně politických mechanismů ovlivňujících genderové vztahy. Prague. Available from: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Trendy_PPM_FINAL.pdf.

Institute of Health Information and Statistics of the Czech Republic. 2018. Péče o pacienty s poruchami příjmu potravy v ČR v letech 2011–2017. Available from:

https://www.uzis.cz/sites/default/files/knihovna/ai_2018_08_poruchy_prijmu_potravy_2011az2017.pdf.

Institute of Health Information and Statistics of the Czech Republic. 2019. Psychiatrická péče 2018. Available from: <https://www.uzis.cz/res/f/008308/psych2018.pdf>.

Institute of Health Information and Statistics. 2018. Zdravotnictví ČR: Personální kapacity a odměňování. Institute of Health Information and Statistics. Available from:

<https://www.uzis.cz/res/f/008281/nzis-rep-2019-e04-personalni-kapacity-odmenovani-2018.pdf>.

Valeria Esquivel. 2016. "Power and the Sustainable Development Goals: a feminist analysis". in *Gender & Development* 24 (1): 9-23.

Vertesy, Daniel. 2018. The Adjusted Research Excellence Index 2018: Methodology Report. Luxembourg: Publications Office of the European Union. Available from:

<https://op.europa.eu/en/publication-detail/-/publication/4d0c6a58-072e-11e9-81b4-01aa75ed71a1>.

Vohlídalová, Marta, Formánková, Lenka. 2012. "Částečné úvazky v České republice: šance nebo riziko?" in Fórum sociální politiky 6 (5): 17-21.

Vohlídalová, Marta. 2009. "Sexuální obtěžování na vysoké škole. V ČR neexistující problém?" in Gender, rovné příležitosti, výzkum. 10 (2): 20-28. Available from: https://www.researchgate.net/publication/41616513_Sexualni_obtezovani_na_vysoke_skole_V_CR_neexistujici_problem/fulltext/5b722ef6a6fdcc87df74952f/Sexualni-obtezovani-na-vysoke-skole-V-CR-neexistujici-problem.pdf.

Vohlídalová, M., Maříková, H., Čermáková, M., Volejníčková, R. 2016. Sólo pro soprán: O ženách v české politice. Prague: Institute of Sociology of the Czech Academy of Sciences. Available from: https://www.soc.cas.cz/sites/default/files/soubory/solo_pro_sopran_na_web_soc.cas_0.pdf.

Vohlídalová, M., Maříková, H., Volejníčková, R. 2016. Závěrečná zpráva, Focus groups - Postoje české veřejnosti k politice, politické angažovanosti a ženám v politice. Prague: Institute of Sociology of the Czech Academy of Sciences. Available from: https://www.soc.cas.cz/sites/default/files/soubory/zprava_fg_sou_final.pdf

Všetičková, Simona, Zděnek, Michal, Molnár, Peter. 2017. Analýza ekonomických dopadů domácího násilí. Available from: <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Analiza-ekonomickych-dopadu-DN.pdf>.

WAVE – Women against Violence Europe. 2019. Wave country report 2019: The Situation of Women's Specialist Support Services in Europe. Vienna: WAVE – Women against Violence Europe. Available from: https://www.wave-network.org/wp-content/uploads/WAVE_CR_200123_web.pdf.

World Health Organization. 2015. Prevention and elimination of disrespect and abuse during childbirth in healthcare facilities. Available from: https://apps.who.int/iris/bitstream/handle/10665/134588/WHO_RHR_14.23_cze.pdf;jsessionid=AA02DED4D86F3F793432C7656DDADD83?sequence=33.

World Health Organization, UNICEF. 2018. Protecting, promoting, and supporting breastfeeding in facilities providing maternity and newborn services: the revised Baby-friendly Hospital Initiative 2018 - Implementation guidance. Geneva: World Health Organization. Available from: <https://www.who.int/nutrition/publications/infantfeeding/bfhi-implementation/en/>.

World Health Organization. 2009. Promoting gender equality to prevent violence against women. World Health Organization. Available from: https://apps.who.int/iris/bitstream/handle/10665/44098/9789241597883_eng.pdf.

World Health Organization. 2016. WHO recommendations on antenatal care for a positive pregnancy experience. Luxembourg: World Health Organization. Available from: https://www.who.int/reproductivehealth/publications/maternal_perinatal_health/anc-positive-pregnancy-experience/en/.

World Health Organization. 2018. WHO recommendations: intrapartum care for a positive childbirth experience. Geneva: World Health Organization. Available from: <https://www.who.int/reproductivehealth/publications/intrapartum-care-guidelines/en/>.

World Health Organization. 2020. Marketing of Breast-milk Substitutes: National Implementation of the International Code – Status Report 2020. Geneva: World Health Organization. Available from: <https://www.who.int/publications/i/item/9789240006010>.

Further data and documents from the sources specified below and other sources were used for the preparation of Strategy 2021+ along with materials of the Government Council for Gender Equality, its committees and task forces.

- Czech Academy of Sciences

- Public Opinion Research Centre
- Eurobarometer
- Eurostat
- European Commission
- European Institute for Gender Equality
- Organisation for Economic Co-operation and Development
- United Nations
- Social Watch, z.s.
- World Health Organization
- World Economic Forum
- European Parliament resolutions

Annex 1: Task Section of Gender Equality Strategy for 2021 - 2030

Contents

Chapter 1: Work and Care	2
Chapter 2 Decision-making	15
Chapter 3 Safety	23
Chapter 4 Health	40
Chapter 5 Knowledge	53
Chapter 6 Society	66
Chapter 7 External Relations	78
Chapter 8 Institutions	85

Chapter 1: Work and Care

Strategic Objective 1		Reducing inequality between men and women in connection with care				Indicator for strategic objective	Proportion of women not economically active due to caring for children (or disabled adults)	Initial value of indicator	18.1 %	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
1.1 Increasing the level of participation of men/fathers in care for children and other family members	Proportion of fathers drawing paternal postpartum care support	38 %	TBA	1.1.1 Carrying out an analysis of use of paternal postpartum care allowances	Drawing up an analysis (including recommendations) on the use of paternal postpartum care allowances focused on the motivation for and barriers to drawing these allowances.	31. 12. 2022	Analysis of the use of paternal postpartum care allowance	MLSA			
				1.1.2 Continually informing the public about the possibility of drawing the paternal postpartum care allowance, including the benefits of doing so	Informing about the possibility of drawing the paternal postpartum care allowance, including the benefits of doing so, through the MLSA's information and media policy.	31. 12. 2021 - 31. 12. 2030	Campaign and accompanying information materials	MLSA			
				1.1.3 Supporting prenatal activation programmes for expectant fathers	Supporting programmes that motivate men to care for their child even before it is born.	31. 12. 2021 - 31. 12. 2030	Supported projects exist, evaluation	MLSA			
	Representation of men among persons receiving parental allowance	2 %	TBA	1.1.4 Supporting activities focused on motivating men to get involved in caring for children and drawing parental allowance	Supporting projects and activities under OPE+ that focus on breaking down the barriers to greater participation of men in child care, including combating gender stereotypes.	31. 12. 2021 - 31. 12. 2030	Supported activities, evaluation	MLSA			
				1.1.5 Transposing the Directive of the European Parliament and of the Council on the work-life balance of parents and carers and repealing Council Directive 2010/18/EU.	Thoroughly transposing the directive and taking into account the specific needs of certain groups (e.g. those working in science and research). Ongoing evaluation of implementation of transposition.	30.06.2022	Transposition provisions have been submitted	MLSA			

	Proportion of men among those drawing (long-term) nursing care allowance	21%	TBA	1.1.6 Supporting activities focused on motivating men to get involved in care for loved ones	Supporting projects and activities under OPE+ that focus on breaking down the barriers to greater participation of men in caring for dependent loved ones.	31. 12. 2021 - 31. 12. 2030	Supported projects, evaluation	MLSA	
1.2 Increasing the availability of spots at nursery schools	Proportion of nursery school placement applications rejected	32 %	TBA	1.2.1 Supporting investment ensuring the creation of new and expansion of existing nursery schools	Implementing programmes that provide the means for investment expenditures to create new teaching capacity at nursery schools run by municipalities.	31. 12. 2021 - 31. 12. 2030	Supported projects, evaluation	MEYS	Municipalities
	Number of nursery schools broken down by municipality size	6 377	TBA	1.2.2 Supporting expanding the availability of nursery schools in rural areas	As part of implementation of the rural development policy, supporting investment in creating new teaching capacity at nursery schools.	31. 12. 2021 - 31. 12. 2030	Evaluation of NS availability in rural areas	MRD, MEYS	Municipalities
1.3 Increasing the availability of childcare facilities for children under 3	Number of spots in children's groups	14 858	20 000	1.3.1 Supporting the establishment of new childcare facilities for children under 3	Supporting the creation of new children's groups/ crèches under OPE+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
				1.3.2 Implementing a right to placement in a childcare facility for children from 12-36 months at a children's group/crèche	Amending the Act on Children's Groups/Crèches so as to address the obligation to guarantee children aged 12-36 months a spot.	31. 12. 2023	A bill has been submitted	MLSA	
				1.3.3 Specifically supporting expansion of the availability of childcare facilities for children under 3 in regions where such availability is low	Setting up OPE+ calls for the establishing of children's groups so as to specifically support the creation of children's groups in regions with low availability of childcare services.	31. 12. 2021 - 31. 12. 2030	Calls have been set up appropriately	MLSA	
1.4 Increasing the quality of nursery schools and childcare facilities for children under 3	Results of MEYS quality assessment	TBA	TBA	1.4.1 Adopting a concept for continuously improving the quality of NS, including a quality indicator and establishing an optimal number of children per teacher.	Expanding the "quality school" model for nursery schools and supporting its implementation.	31. 12. 2022	Adoption of concept	MEYS	
	Results of MLSA quality assessment	TBA	TBA	1.4.2 Putting into practice quality standards for childcare services in children's groups/crèches via a methodology and methodological support for providers.	Developing a methodology and providing methodological support in terms of quality standards for childcare services in children's groups/crèches	31. 12. 2022	Adoption and spreading of methodology, provision of methodological support	MLSA	

	Number of trained carers for work in crèches/children's groups	TBA	TBA	1.4.3 Supporting education of carers in children's groups/crèches	Conducting training for carers and supporting their education in other forms	31. 12. 2021 - 31. 12. 2030	Training realised	MLSA	
1.5 Increasing the availability of afterschool care and afterschool clubs	Number of afterschool care groups, number of registered pupils, percentage of primary school students registered	4045, 330 094, 58 %	TBA	1.5.1 Adopting legislation introducing a right to afterschool care or afterschool club for all pupils in primary school with regard for the school's staffing and spatial capacity	Enshrining a right to afterschool care or club for all primary school pupils with regard for the school's staffing and spatial capacity under Decree No. 74/2005 Coll., on extra-curricular education	31. 12. 2023	Amendment to decree has been submitted	MEYS	
	Number of afterschool clubs, number of registered pupils, percentage of total+B2 primary school students registered	591, 47 149, 12.5 %	TBA	1.5.2 Supporting the securing of available afterschool care and afterschool clubs under OP JAK	Supporting the establishing of afterschool care/ afterschool clubs under OP JAK.	31. 12. 2021 - 31. 12. 2030	Calls issued	MEYS	
1.6 Increasing the motivation of employers to create the conditions for more rapid return of parents and carers to the labour market	Proportion of parents returning to their original employer after paternal leave	approx. 50%	TBA	1.6.1 Supporting employer projects focused on adopting comprehensive measures to manage parental leave and support more rapid return	Supporting projects focused on supporting earlier return to the labour market under OP E+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
				1.6.2 Supporting employer projects focused on adopting comprehensive measures in connection with reintegrating long-term carers into the labour market	Supporting projects focused on supporting reintegration of long-term carers into the labour market under OP E+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
1.7 Eliminating legal barriers to more rapid return of parents (esp. mothers) of small children to the labour market	Proportion of mothers who return to the labour market by the time their child turns 2	TBA	TBA	1.7.1 Altering the rules for the right to parental allowance and removing the restriction of 92 hours a month for concurrent parental allowance and placement in an NS, crèche of similar childcare facility	Adopting an amendment to Act No. 117/1995 Coll., on state social assistance and removing the restriction under Section 31 (3) a).	31. 12. 2023	Amendment to act has been submitted	MLSA	
				1.7.2 Guaranteeing parents returning from parental leave within 12 months of child being born their original position and workplace	Adopting an amendment to Act No. 262/2006 Coll., the Labour Code, so that employees have their original position and workplace guaranteed when returning from paternal leave within 12 months of their child being born.	31. 12. 2023	Amendment to act has been submitted	MLSA	

1.8 Raising the awareness of foreigners on the options for reconciling work and personal life	Level of awareness of foreigners of the options for reconciling work and personal life	TBA	TBA	1.8.1 Producing a methodology and carrying out training focused on supporting sociocultural courses. Informing about work-life balance options and other rights associated with one's position in the labour market.	Producing a methodology for educational programmes focused on supporting sociocultural courses and also informing about work-life balance options, options for protecting oneself from discrimination, in particular during pregnancy and early parenthood, and other rights associated with one's position in the labour market.	31. 12. 2022	Methodology has been produced	MLSA	NGOs
				1.8.2 As part of awareness activities focused on foreigners, also informing them of work-life balance options and other rights associated with their position in the labour market	Supporting activities focused on informing about rights associated with one's position in the labour market and on work-life balance options in the Czech Republic as part of OPE+. This information should be available in different language versions based on the most frequent language groups of foreigners in the Czech Republic.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
1.9 Producing a long-term strategic framework for supporting informal carers	Existence of a strategic framework	NO	YES	1.9.1 Adopting an action plan / strategy focused on supporting informal carers	This will include support activities for carers, a financial assistance concept for carers from the state budget, a concept for expanding the capacity of relief services, improving data collection and associated awareness-raising activities.	31. 12. 2022	Submission of strategy/action plan to Czech government	MLSA	Office of the Government of the Czech Republic (OG CR)
				1.9.2 Realising a campaign focused on recognising care as a form of work	Carrying out an awareness-raising campaign focused on the recognition of care as a form of work that also informs about the differing impact of care on women and men, also touching on the context of the gender pay gap and gender pension gap.	31. 12. 2022	Campaign is carried out	MLSA	
1.10 Support for formal/institutional care facilities	Capacity of relief services	13 681	TBA	1.10.1 Securing sufficient capacity and funding for non-institutional forms of care	Financially supporting relief services, e.g. field services, homecare services and assistance so that their users can be ensured a home environment.	31. 12. 2021 - 31. 12. 2030	Securing of financial support	MLSA	

				1.10.2. Securing sufficient funding for care services	Securing accessible and dignified care services in cases where it is no longer possible to make use of relief services.	31. 12. 2021 - 31. 12. 2030	Ensuring availability of services	MLSA		
Strategic Objective 2		Reducing inequality between men and women in the labour market				Indicator for strategic objective	Difference in employment rate of women and men (aged 20-64)	Initial value of indicator	16 p.p.	Target value of indicator
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities	
2.1 Increasing the use of part-time and flexible forms of work	Level of use of part-time	7.50 %	TBA	2.1.1 Adopting legislative measures to support part-time and flexible forms of work	Adopting an amendment to the Labour Code to support the use of part-time and flexible forms of work, including the right to working from home. Legislative treatment of possible negative impact associated with part-time, e.g. a guarantee of a return to full-time.	31. 12. 2023	Amendment has been submitted	MLSA		
	Level of use of flexible forms of work	TBA	TBA	2.1.2 Motivating employers to offer part-time and flexible forms of work	Supporting projects (including public administration projects) focused on increasing the motivation of employers to offer part-time and flexible forms of work as part of OPE+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA		
				2.1.3 Conducting a campaign focused on increasing awareness about flexible forms of work	Supporting a campaign/campaigns focused on flexible forms of work (including in public administration) under OPE+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA		
2.2 Increasing female entrepreneurship	Number of female entrepreneurs	270 000	TBA	2.2.1 Supporting projects focused on expanding the entrepreneurship of women	Supporting projects focused on expanding the entrepreneurship of women (esp. in gender non-stereotypical fields, e.g. IT) under OPE+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA		
				2.2.2 Continuously analysing the current state of false self-employment (including the number of women carrying out business activities involuntarily)	Supporting a project focused on analysing the number of persons (and women) in false self-employment and its negative impact under OPE+. Proposing and adopting measures to mitigate these effects.	31. 12. 2022	Analysis has been produced	MLSA		

				and addressing its negative effects					
2.3 Raising public awareness of employer rights in connection with maternity and parental leave	Public awareness level about rights in connection with maternity/parental leave	TBA	TBA	2.3.1 Realising awareness-raising measures on the rights of employees in connection with maternity and parental leave and returning to the labour market once they have ended	Carrying out awareness-raising activities: Setting up an online platform broken down by target audience on employee rights and also ensuring physical distribution of such information at centres and labour offices, including various language versions for foreigners.	31. 12. 2022	Awareness measures realised	MLSA	NGOs
				2.3.2 Tying in to measure 2.3.1, ensuring the training of Labour Office employees so they provide uniform information	Methodological guidance of labour office employees.	31. 12. 2023 - 31. 12. 2030	Training and methodological support carried out	MLSA	
2.4 Raising the level of protection of the rights of foreigners in connection with their labour market position	Level of awareness of SLIO, CSSA and LO of issue of foreigners in the labour market	TBA	TBA	2.4.1 Carrying out ongoing training for employees of the State Labour Inspection Office, Czech Social Security Administration and the Labour Office	Realisation of educational seminars in intercultural competencies and discrimination on the basis of nationality for employees of SLIO, CSSA and LO.	31. 12. 2022 - 31. 12. 2030	Training sessions carried out	MLSA	
	Ratification of the Convention on Domestic Workers	NO	YES	2.4.2 Adopting measures to increase the level of protection of the rights of domestic workers	Providing for the possibility of checking compliance with labour law regulations in households and submitting a proposal to ratify the Domestic Workers Convention.	31. 12. 2022 - 31. 12. 2023	Amendment to relevant regulations submitted	MLSA	
2.5 Increasing the employment rate of women facing multiple discrimination in the labour market	Employment rate of women living in socially excluded areas	TBA	TBA	2.5.1 Supporting projects focused on employing Roma women, disabled women, low-skilled women and women living in socially excluded areas	Supporting projects specifically focused on the employment of Roma women, disabled women, low-skilled women and women living in socially excluded areas	31. 12. 2021 - 31. 12. 2030	Inclusion in calls	MLSA	
	Employment rate of women with disabilities	TBA	TBA	2.5.2 Drawing up a methodology for monitoring multiple discrimination and ensuring its dissemination (SLI)	Supporting a project focused on drafting a methodology and carrying out courses to boost awareness of multiple discrimination through OPE+.	31. 12. 2023	Methodology and concept for courses exist	MLSA, OG CR	
	Employment rate of low-skilled women	TBA	TBA						
2.6 Improving data collection on the position of men and	Published data	NO	YES	2.6.1 Ensuring the availability of individual anonymised data (particularly CSSA and	Ensuring the availability of individual anonymised CSSA and LO data for	31. 12. 2022	Data on position of women and men in labour	MLSA	CSO

women in the labour market				LO) for scientific and research purposes	scientific and research purposes.		market are available		
				2.6.2 Expanding data collection to include a more detailed breakdown of data on entrepreneurs	Ensuring expanded data collection on entrepreneurs (sex, age, more detailed ISCO, business size, number and age of children, region, socioeconomic status, nationality, residence status, etc.).	31. 12. 2022	Expansion of data collection	MIT, CSO	
				2.6.3 Participating in international surveys on the position of entrepreneurs (e.g. the Global Entrepreneurship Monitor)	Setting up a system of data collection on entrepreneurs so as to ensure comparability of data at an international level.	31. 12. 2022	A revised data collection system allowing international comparison	MIT	CSO
2.7 Reducing negative gender impact of digitalisation of labour market	TBA	TBA	TBA	2.7.1 Supporting projects focused on reducing negative gender impact of digitalisation of labour market	Supporting projects under OPE+ by employers, NGOs and academic workplaces that focus on reducing and investigating the negative impact of digitalisation of the labour market in relation to women and men.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
				2.7.2 Endeavouring to reduce the negative impact of digitalisation in terms of gender equality in formulating policies associated with digitalisation of the labour market	Taking into account the perspective of gender equality in formulating policies concerning digitalisation of the labour market.	31. 12. 2021 - 31. 12. 2030	Perspective of gender equality is taken into account in relevant policies	MLSA	OG CR
2.8 Strengthening social dialogue to address gender inequality in labour market				2.8.1 Carrying out training for the State Labour Inspection Office to monitor obligations of employers to trade unions	Carrying out ongoing training for the State Labour Inspection Office to monitor obligations of employers to trade unions, especially the obligation to inform and discuss, and to prioritise such an inspection in annual inspection plans.	31. 12. 2021 - 31. 12. 2030	Realisation of SLIO training	MLSA	
	Level of awareness of employees about salary/wages for similar positions	TBA	TBA	2.8.2 Ensuring that trade unions are informed about the evolution of salaries or wages broken down by gender	Amending the Labour Code so as to oblige employers to inform trade unions about the evolution of the average wage or salary and the individual components thereof based on gender as well.	31. 12. 2023	Amendment to law submitted	MLSA	

	Gender equality index (labour market part)	67	75	2.8.3 Supporting projects of social partners focused on eliminating gender inequality in the labour market, including unequal pay	Supporting social partner projects under OPE+ focused on reducing differences in the pay of women and men, eliminating discrimination in the labour market, reducing the gender segregation of the labour market and eliminating other manifestations of gender inequality.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
2.9 Increasing the capacity of civil society to address gender inequality in the labour market	Number of civil sector projects focused on gender inequality in the labour market	300	TBA	2.9.1 Supporting civil sector and academic projects focused on dealing with gender inequality in the labour market	Supporting civil sector and academic projects focused on addressing gender inequality in the labour market (including gender stereotypes, sexism, multiple disadvantages, etc.) through OPE+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
	Number of academic projects focused on increasing knowledge about gender inequality in the labour market	TBA	TBA	2.9.2 Supporting civil sector and academic projects focused on the benefits of foreign good practice and innovative solutions in the field of gender inequality in the labour market	Supporting civil sector and academic projects focused on transposing foreign good practice and innovative solutions in the field of gender inequality in the labour market through OPE+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	OG CR
2.10 Increasing the ability of employers and state authorities to deal with sexual harassment in the workplace	Number of sexual harassment cases reported in information on SLIO inspections	TBA	TBA	2.10.1 Carrying out awareness activities on the topic of sexual harassment	Carrying out awareness activities on the manifestation and consequences of sexual harassment in the workplace and possible remedies.	31. 12. 2022 - 31. 12. 2025	Activities realised	MLSA	OG CR
				2.10.2 Carrying out ongoing training for the State Labour Inspection Office to address sexual harassment and include checks on the prohibition of sexual harassment in the inspection plans	Drawing up a methodology and realising follow-up training for SLIO focused on dealing with sexual harassment. The inspection plan contains checks on the prohibition of sexual harassment. Regular publishing of statistics concerning cases of sexual harassment at the workplace.	31. 12. 2022	Methodology drawn up and training realised	MLSA	
	Percentage of harassment cases reported	1.4% (EIGE, 2015)	TBA	2.10.3 Motivating employers to adopt comprehensive measures to prevent and address sexual harassment at the workplace	Supporting projects through OPE+ that are focused on increasing the motivation and ability of employers to adopt measures to prevent and address workplace sexual harassment.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	

	Number of ministries conducting sexual harassment investigations	3	15	2.10.4 Methodologically guiding service authorities to better prevention and combating of sexual harassment	Carrying out methodological measures and training to prevent and address sexual harassment within the civil service.	31. 12. 2021 - 31. 12. 2030	Training sessions realised	OG CR	MI, Ombudsman	
Strategic Objective 3		Reducing the gender pay gap				Indicator for strategic objective	Difference in median wage of women and men	Initial value of indicator	15.1 %	Target value of indicator
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities	
3.1 Reducing the level of gender segregation within fields of study	Level of women in STEM fields at universities	16.9 % (universities)	25 % (universities)	3.1.1 Continuously increasing the motivation and ability of career advisors at primary and secondary schools to offer pupils non-stereotypical fields of study	Carrying out training and providing methodological guidance to career advisors at primary and secondary schools on gender stereotypes and their impact on pupils' choice of occupation.	31. 12. 2021 - 31. 12. 2030	Training sessions realised	MEYS		
				3.1.2 Supporting the projects of schools, NGOs and employers focused on motivating girls and women to study STEM fields and motivating boys and men to study medical, social and teaching fields	Supporting projects under OPE+ that are focused on motivating girls and boys to study fields in which one gender is significantly less represented.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA		
	Level of women in IT fields and digital agenda	11. 3 %	17.5 %	3.1.3 Supporting the upskilling of women and increasing opportunities for women to pursue IT and digital agenda	Supporting projects under OPE+ that focus on upskilling women in IT. Furthermore, following on the Declaration of European tech company leaders, who committed to achieving a gender balance, adopting measures focused on building inclusivity for women in IT.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA		
	Level of representation of men in medical, teaching and social fields at universities	23.7 %	27.5 %	3.1.4 Implementing an awareness campaign focused on gender stereotypes and their influence on choice of occupation	Conducting an awareness campaign and other awareness-raising activities focused on eliminating gender stereotypes in relation to career choices.	31. 12. 2022 - 31. 12. 2025	Awareness campaign realised	MLSA	MEYS	

3.2 Ensuring a systematic, comprehensive and long-term solution to the issue of the gender pay gap	Level of implementation of specific measures and tools to reduce differences in the pay of women and men	TBA	TBA	3.2.1 Adopting an action plan to address the gender pay gap	Approving an Equal Pay Action Plan. Following up on the activities of the 22% TO EQUALITY project, expanding and deepening these	31. 12. 2021	Action plan submitted	MLSA	OG CR
3.3 Reducing the occurrence of direct gender-based wage/pay discrimination	Difference between average wage/pay of men and women performing the same work/work of equal value for the same employer	11 %	6 %	3.3.1 Motivating employers to adopt comprehensive measures to eliminate direct wage/pay discrimination and supporting wage/pay transparency, e.g. by using the Czech version of the Logib tool.	Utilising OPE+ to motivate employers to adopt measures to support wage/pay transparency and setting up mechanisms for fair remuneration of women and men for the same work and work of equal value, e.g. by using the Czech version of the Logib tool.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
	Assessment of the chance of discrimination victims to assert their rights ("easy")	15 %	25 %	3.3.2 Supporting awareness activities in order to increase public awareness of the legal means of protection against wage/pay discrimination	Utilising OPE+ to support awareness projects focused on informing about wage/pay discrimination and the legal means of protection.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	
				3.3.3 Expanding the offer of education on gender-based wage/pay discrimination under the Justice Academy	Increasing the number of educational activities by the Justice Academy focused on gender-based wage/pay discrimination, including the current case law of the CJEU and ECHR.	31. 12. 2022 - 31. 12. 2030	Inclusion of educational activities	MJ	
3.4 Ensuring continual raising of wages and salaries in feminised professions	Gender pay gap in feminised sectors	TBA	TBA	3.4.1 Adopting a concept for increasing wages/salaries in feminised fields (education, healthcare, social services, etc.).	Developing a concept for ongoing systematic raising of wages/salaries in feminised fields – in particular education, healthcare and social services.	31. 12. 2022	Concept for raising wages/salaries in feminised fields	MEYS, MH, MLSA	
3.5 Increasing the capacity of the State Labour Inspection Office to monitor compliance with the prohibition of gender-based wage/pay discrimination	Annual number of inspections focused specifically on equal pay	0	TBA	3.5.1 Including inspections focused on equal pay (and non-disclosure clauses) in annual inspection plans, providing methodological support for SLIO and support for using the Logib tool during inspections	Every year SLIO conducts at least 50 inspections focused on equal pay for women and men. Methodologically it will draw in part on the MLSA document – Methodology for Monitoring Equal Pay.	31. 12. 2022 - 31. 12. 2030	Inspections conducted	MLSA	

	Staffing of SLIO in terms of equal pay	TBA	TBA	3.5.2 Setting up an expert group on the issue of equal pay for women and men under SLIO	Creating a group of experts on the issue of equal pay of women and men under SLIO helping develop the Equal Pay Methodology and focusing on the field of equal work and work of equal value. The group will regularly undergo further training and workshops, where it will share its experience and good practice.		Expert group has been set up	SLIO	MLSA
3.6 Reducing the pay gap between men and women in the public sector	Difference in median pay between women and men in the public sector	16 %	10 %	3.6.1 Thoroughly analysing the potential impact in relation to pay inequality when adjusting salaries in the public sector	Including a thorough evaluation of the impact in relation to pay inequality when producing a proposal for valorisation.	31. 12. 2021 - 31. 12. 2030	Evaluation performed	MF	all ministries
				3.6.2 Adopting targeted measures to reduce pay differences between men and women and supporting pay transparency, e.g. by using the Czech version of Logib.	Adopting pay equality action plans focused on ensuring the prohibition of pay discrimination. Supporting projects under OPE+ that are focused on strengthening pay transparency, e.g. by using the Czech version of Logib and regular equal pay audits.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA	OG CR
3.7 Raising the level of wage and pay transparency	Difference in median wages/pay of women and men	15.70 %	10 %	3.7.1 Adopting at least one of the four key measures listed in the Commission recommendation on strengthening the principle of equal pay between men and women through transparency (2014/124/EU)	Adopting measures for wage/pay transparency in connection with the recommendations in question.	31. 12. 2022	Implementation of at least one measure	MLSA	
				3.7.2 Introducing an obligation to list the base amount of the wage/pay in advertisements for available jobs	Introducing an obligation for large employers to publish information on the base amount of the wage/pay when posting jobs.	31. 12. 2023	amendment to law submitted	MLSA	
				3.7.3 Declaring null and void any legal act consisting of negotiating a non-disclosure clause in which employees commit to confidentiality on their wages/pay	Following up on current case law, explicitly prohibiting the arranging of a non-disclosure clause in the Labour Code.	31. 12. 2023	amendment to law submitted	MLSA	

				3.7.4 Publishing information on the percentage difference in the average compensation of women and men in the bodies of corporations with any state ownership	Publishing statistical data on the percentage difference in the average compensation of women and men nominated on behalf of the state in the bodies of corporations with any state ownership.	31. 12. 2022 - 31. 12. 2030	Publishing of data in question	All ministries	OG CR (EOC)	
				3.7.5 Continuing to monitor and keep anonymous statistics on the average pay of (state) employees in individual pay grades by gender	Continuing to keep anonymous statistics on the average pay of (state) employees in individual pay grades by gender and providing it once a year to the OG CR (EOC)	31.12.2021 – 31.12.2030	Data provided	All ministries	OG CR (EOC)	
Strategic Objective 4		Reducing the risk of poverty, especially for women				Indicator for strategic objective	Risk of poverty for women	Initial value of indicator	11.4 %	Target value of indicator
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities	
4.1 Reducing the risk of poverty of single parents with dependent children	Number of families not receiving stipulated child support	7 299	TBA	4.1.1 Implementing methods supporting an agreement being reached between parents on care and child support for minors	Implementing and continuously evaluating methods supporting an agreement being reached between parents on care and child support for minors.	31. 12. 2021 - 31. 12. 2030	Measures realised	MJ		
				4.1.2 Analysing the setting of child support for minors	Conducting an analysis on the setting of child support for minors and potentially updating the recommendation table for setting child support.	31. 12. 2022	Establishing calculation of child support, child support table concept, making them binding	MJ		
	Level of poverty risk for single parents with dependent children	34.3 0%	20 %	4.1.3 Evaluating the effectiveness of the Substitute Child Support Act	Conducting an evaluation of the effectiveness of the Substitute Child Support Act in relation to its objectives.	31. 12. 2023	Evaluation of the law's effectiveness	MLSA		
	Number of criminal acts of failure to pay child support	8 351	TBA	4.1.4 Increasing legal awareness and informedness of parents and divorcing parents on their rights and duties in terms of supporting dependent children and child support in general	Informing divorcing parents about their rights and duties through a campaign and accompanying information materials.	31. 12. 2021 - 31. 12. 2025	Awareness-raising measures realised	MJ		
4.2 Reducing the number of families at risk of losing their homes	Number of families living in rooming houses or shelters	TBA	TBA	4.2.1 Institutional and financial support for implementing social housing programmes, specifically housing first	Support for programmes focused on social housing.	31. 12. 2021 - 31. 12. 2030	Programmes supported, evaluation	MRD, MLSA	Municipalities, NGOs	

				4.2.2 Adopting an act on social housing (or on accessible housing)	Support for the construction/conversion of social flats, setting conditions for payment of rent.	31. 12. 2023	Draft act submitted	MRD	
4.3 Reducing poverty among retired women	Level of poverty risk for women in the 65+ age group	19.9 %	12 %	4.3.1 Changing the pension calculation system so as to lead to reducing the differences in the average pensions of women and men	As part of pension system reform, eliminating inequality in the amount of old-age, widow's and disability pensions caused by inequality between women and men in the labour market.	31. 12. 2024	Pension system reform takes into account gender inequality	MLSA	
4.4 Reducing the risk of poverty for particularly vulnerable groups of parents	Minimum wage as a percentage of the average wage	42.2 %	TBA	4.4.1 Introducing regular adjustment to the minimum wage tied to the development of the average wage	Amending the relevant regulations in order to tie minimum wage to average wage.	31. 12. 2023	Amendment to law submitted	MLSA	
				4.4.2 Supporting relief services for parents with multiple risks	Creating a model of a relief and social activation service for families with children and supporting the accessibility of this service.	31. 12. 2022	Relief service for parents available	MLSA	

Chapter 2 Decision-making

Strategic Objective 1		Increasing the representation of women in decision-making positions				Indicator for strategic objective	Czech Republic's score on WEF Global Gender Gap Index	Initial value of indicator	0.706	Target value of indicator
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities	
1.1 Facilitating the career development of women	% of women stating they face obstacles to their career development	TBA	TBA	1.1.1 Supporting assistance programmes for women in order to reduce vertical segregation in the labour market	Supporting educational, training, qualification and other assistance programmes for women under OPE+, in particular to reduce vertical segregation of the labour market.	1. 1. 2021 - 31. 12. 2030	Calls issued	MLSA		
				1.1.2 Supporting the carrying out of gender-sensitive analyses of the labour market	Supporting the conducting of gender-sensitive analyses of the labour market under OPE+, including ongoing mapping of needs and trends in the labour market with regard to reducing the horizontal and vertical segregation of the labour market and pay inequality.	1. 1. 2021 - 31. 12. 2030	Calls issued	MLSA		
1.2 Greater public visibility of women's expertise	1) Overall reach of campaign	0 persons	TBA	1.2.1 Carrying out an awareness campaign on the topic of women being represented in decision-making positions	As part of awareness campaigns, presenting women in decision-making positions across various fields who are positive role models for other women and girls.	1. 1. 2022 - 31. 12. 2030	Awareness activities realised in the given year	OG CR		
	2) Percentage of people with the opinion that women do not have the qualities/skills to be represented in decision-making positions and in politics	CR 23 % (28 % of men / 18 % of women) EU average 17 % (19 % of men / 15 % of women)	TBA	1.2.2 Linking together awareness activities and establishing cooperation with already existing initiatives to promote the visibility of women in decision-making positions	Linking together awareness activities and establishing cooperation with already existing initiatives to promote the visibility of women in decision-making positions (e.g. TOP Women of Czech Republic, Most Influential Women of Czech Republic, Woman of the Region).	1. 1. 2021 - 31. 12. 2030	Initiatives supported in the given year	OG CR		
	1) Percentage of women in deputy positions at ministries	32 %	TBA	1.3.1 Informing every year about the implementation of Czech Government Resolution No. 466 of 23 May 2016	Regularly providing information on the measures adopted in connection with Czech Government Resolution No. 466 of 23 May 2016.	1. 1. 2021 - 31. 12. 2030	Utilisation of instruments	All ministries and other central state authorities		

1.3 Increasing the representation of women in leadership positions of public authorities	2) Percentage of women in director positions at ministries	27 %	TBA	1.3.2 Holding regular consultations with ministry equality coordinators on the topic of carrying out Czech Government Resolution No. 466 of 23 May 2016	Holding regular consultations where examples of good practice are presented and problematic aspects of implementing the resolution are consulted. Individual departments will be trained in connection with the methodology for upholding Czech Government Resolution No. 466 of 23 May 2016.	1. 1. 2021 - 31. 12. 2030	Consultations held	OG CR	All ministries
	3) Percentage of women represented in management positions at ministries	43 %	TBA	1.3.3 Emphasising support for equal representation of women and men and diversity in the occupied positions when announcing vacant service and work positions	Using gender-sensitive language when posting vacant service and work positions on ministry websites and providing, for example, the wording: "The service office supports gender equality and diversity in decision-making positions. For this reason we welcome the interest of both male and female applicants."	1. 1. 2021 - 31. 12. 2030	Given information is provided when posting jobs	All ministries, chairpeople of central state authorities, I, GA CR, TA CR	
				1.3.4 Establishing mixed-gender selection committees	Establishing mixed-gender selection committees unless prevented from doing so by serious reasons in that there are not enough women or men with the due/necessary expertise at the given service office or other body.	1. 1. 2021 - 31. 12. 2030	Mixed-gender committees are established	All ministries, chairpeople of central state authorities, , TA ČR	
				1.3.5 Keeping relevant statistics on applicants segregated by gender	Keeping, evaluating and publishing relevant statistics of applicants for free service positions.	1. 1. 2021 - 31. 12. 2030	Current statistics are kept, evaluated and available	All ministries	
				1.3.6 Producing methodological guidelines to support diversity at service offices including mentoring	Producing a methodology for the application of positive measures and other forms of support for equal representation of women and men in decision-making positions, including examples of good practice from abroad.	1. 1. 2021 - 31. 12. 2023	Methodological guidelines produced	OG CR	MI
				1.3.7 Supporting projects of state and local government to promote diversity at the workplace and equal representation of women and men in decision-making positions under OPE+	Supporting projects of state and local government under OPE+ to promote diversity at the workplace and equal representation of women and men in decision-making positions.	1. 1. 2021 - 31. 12. 2030	Calls issued	MLSA	

4) Percentage of women in government working and advisory bodies	TBA	TBA	1.3.8 Taking into account balanced representation of women and men in Czech government working and advisory bodies	Taking into account the balanced representation of women and men in government working and advisory bodies, for example during nomination or when updating the statutes, which should take into account the equal representation of women and men when nominating members.	1. 1. 2021 - 31. 12. 2030	Changes to statutes carried out	All ministries, OG	
5) Representation of women in position of chairs of regional and district courts	12.5 % women for chairs of regional courts / 47.6 % women for chairs of district courts (2018)	TBA	1.3.9 Conducting an analysis of the causes of low representation of women in top positions in the judiciary	Analysing and defining the specific causes of low representation of women in top positions in the judiciary and proposing specific solutions thereto, including changes to the legislation or other binding approaches. Recommending that the leaders of higher level courts, the Constitutional Court and the Judicial Union of the Czech Republic provide cooperation in the conducting of this analysis.	1. 1. 2021 - 31. 12. 2023	Analysis has been conducted	MJ	
6) Representation of women in decision-making positions of the Police of the Czech Republic	TBA	TBA	1.3.10 Supporting targeted measures to increase the representation of women in decision-making positions under the PCR	Supporting targeted measures to increase the representation of women in decision-making positions under the Police of the Czech Republic (e.g. regularly informing the leadership about options for increasing the representation of women in decision-making positions, sharing good practice, etc.).	1. 1. 2021 - 31. 12. 2030	Measures realised	MI	
7) Representation of women in management positions at ÚSV offices	TBA	TBA	1.3.11 Ensuring funding is set aside under the subsidy proceedings of the programme "Support for public benefit activities of non-governmental non-profit organisations in the field of gender equality" for successful municipalities in the Office on the Road to Equality competition	Earmarking funding for municipalities successful in the Office on the Road to Equality competition as part of the subsidy proceedings for the programme "Support for public benefit activities of non-governmental non-profit organisations in the field of gender equality".	1. 1. 2022 - 31. 12. 2030	Financial allocation	OG CR	
			1.3.12 Ensuring the continuation of the Office on the Road to Equality competition,	Regularly co-organising and co-financing the annual declaration of winning public authorities of the Office on the Road to	1. 1. 2021 - 31. 12. 2030	Office on the Road to Equality competition	OG CR, MI	

				including financial support	Equality competition, including financial support.		occurred in the given year		
1.4 Increasing awareness of persons in current decision-making positions in state and local government	Number of persons in current decision-making positions who have participated in any of the activities contained in the given objective	0 persons	TBA	1.4.1 Regularly holding round tables in order to connect the Committee on Gender Equality in Politics and Decision-making Positions and the Working Group on Gender Equality	Regularly holding round tables to support men as ambassadors of the topic of equal gender representation in decision-making positions.	1. 1. 2021 - 31. 12. 2030	Round table has been realised in the given year	OG CR	
				1.4.2 Supporting accession to the European Charter for Equality of Women and Men in Local Life	Actively supporting local and regional governments in signing the European Charter for Equality of Women and Men in Local Life and implementing the commitments set out therein.	1. 1. 2021 - 31. 12. 2030	Local and regional governments supported	OG CR	MI
1.5 Increasing the representation of women in statutory bodies and upper management of corporations	1) Percentage of women on boards of directors and supervisory boards of corporations listed on the stock exchange	TBA	TBA	1.5.1 Supporting the good practice of corporations traded on the stock exchange in terms of informing about diversity policy in annual reports	Ensuring through methodological support and updating of the relevant manual that companies inform on implementation of their diversity policy in their annual reports in line with Act No. 256/2004 Coll., on capital market undertakings, Section 118 (4) l), including identifying good practice in diversity policies.	1. 1. 2021 - 31. 12. 2030	Methodological support provided	MF, CNB	
	2) Percentage of women on supervisory boards	TBA	TBA	1.5.2 Adopting generally binding rules to support the equal representation of women and men in the management and supervisory bodies of corporations	Submitting an amendment to Act No. 353/2019 Coll., on the selection of persons for the management and supervisory bodies of legal entities with a state ownership interest (the Nomination Act) and an amendment to Act No. 90/2012 Coll., on business corporations and cooperatives (the Corporation Act), which introduce a provision to promote the equal representation of women and men in the management and supervisory bodies of business corporations.	1. 1. 2021 - 31. 12. 2023	Amendments to acts submitted	OG CR, MJ	

				1.5.3 Providing support for the Nomination Committee in order to promote equal representation of women and men in decision-making positions and in politics	Organising workshops for the Nomination Committee and nominating ministries on the issue of equal representation of women and men in decision-making positions (or in representing the state on the supervisory boards of corporations with a state ownership interest).	1. 1. 2023 - 31. 12. 2026	Workshops realised	OG CR	
3) Percentage of women represented among executives	TBA	TBA	1.5.4 Sharing good practice in connection with the topic of equal representation of women and men in the decision-making positions of corporations	Carrying out awareness-raising activities (e.g. regular round tables and more) attended by corporations with a state ownership interest and private companies in order to share good practice and promote cooperation.	1. 1. 2021 - 31. 12. 2030	Round tables realised in the given year	OG CR	All ministries	
			1.5.5 As part of the appropriate specific objective of the Operational Programme Employment+, issuing specific calls for diversity to be applied at the workplace and promoting equal representation of women and men for corporations	Issuing specific calls under the Operational Programme Employment+ that shall serve as one of the instruments for eliminating discrimination on the labour market, vertical and horizontal segregation and supporting the improvement of work-life balance, including sufficient capacity of accessible childcare services.	1. 1. 2021 - 31. 12. 2030	Specific calls issued under OPE+	MLSA		
1.6 Increasing awareness of persons in current decision-making positions in the field of business	Number of persons in current decision-making positions who participated in any of the activities contained in the given objective	0 persons	TBA	1.6.1 Supporting awareness-raising activities focused on corporate management	Working with representatives of corporations to support awareness activities (round tables, conferences, etc.) focused on corporate management.	1. 1. 2021 - 31. 12. 2030	Awareness activities realised in the given year	OG CR	
				1.6.2 Taking part in private-sector initiatives to promote diversity	Supporting diversity in business by cooperating on conferences, promotions and other private initiatives (e.g. "Top Responsible Company" award of the Business for Society platform).	1. 1. 2021 - 31. 12. 2030	Initiatives supported in the given year	OG CR	
Strategic Objective 2		Increasing the representation of women in politics				Indicator for strategic objective	Representation of women in both chambers of Parliament	Initial value of indicator for strategic objective	Target value of indicator for strategic objective

Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities
2.1 Increasing awareness of persons in current decision-making positions in the field of politics	Number of persons in current decision-making positions who participated in any of the activities contained in the given objective	0 persons	TBA	2.1.1 Supporting and connecting women's factions in political parties	Through the Committee on Gender Equality in Politics and Decision-making Positions, regularly organising networking meetings of women's factions and organisations across the political spectrum in order to share experiences on the barriers to greater involvement of women in political decision-making positions, including possible proposals for solutions.	1. 1. 2021 - 31. 12. 2030	Awareness activities realised in the given year	OG CR	
				2.1.2 Updating and distributing a manual for political parties – "15 tips on how to support women in political parties"	Updating the manual "15 tips on how to support women in political parties". Subsequently distributing the updated manual to parliamentary political parties and movements and using it for awareness activities of the OG CR concerning support for equal representation of women and men in political parties and movements.	31. 12. 2021	a) Updated manual b) Ensuring distribution of manual	OG CR	
				2.1.3 Involving party leadership in discussion forums on the topic of supporting women in political parties and movements	Actively involving people in the leadership of political parties and movements in organising events on the topic of equal gender representation in politics (conferences, round tables, seminars, etc.).	1. 1. 2021 - 31. 12. 2030	Events realised	OG CR	
2.2 Increasing representation of women on candidate lists and elected positions	1) Percentage of women running in parliamentary elections / percentage of women elected in parliamentary elections	28.6 % women running in 2019 / 22 % women elected	TBA	2.2.1 Conducting awareness-raising activities on the topic of legislative measures to support equal representation of women and men in politics	Before submitting the legal amendment, carrying out an awareness campaign focused not only on the public, but primarily on those in current decision-making positions in politics.	1. 1. 2021 - 30. 6. 2023	Awareness activities realised in given year	OG CR	
	2) Percentage of women running in Senate elections / percentage of women elected in Senate elections	18 % women running in 2018 / 7 % female senators elected in 2018 / 16 % female senators total	TBA	2.2.2 Holding seminars for political parties/movements to promote equal representation of women and men in Czech political parties and movements	Before submitting the legal amendment, organising regular (regional) training sessions/seminars to promote equal representation of women and men in Czech political parties and movements.	1. 1. 2021 - 30. 6. 2023	Seminars realised in the given year	OG CR	

	3) Percentage of women running in regional elections / percentage of women elected in regional elections	30 % women running in 2016 / 20.3 % women in regional assembly	TBA	2.2.3 Preparing variant solutions of legislative measures to support balanced representation of women and men in politics and in the RIA process inviting representatives of political parties, movements and other professionals to comment on the proposals, including the zero option, i.e. a non-legislative solution	Creating a working group comprised of experts on the given topic and representatives of political parties and movements, which will prepare the background material for the variant proposals for addressing legislative measures.	1. 3. 2021 - 31. 12. 2022	a) Working group formed b) At least 4 working group meetings c) Variant solutions of legislative measures produced	OG CR	MI
	4) Percentage of women running in municipal elections / percentage of women elected in municipal elections	33 % women running in 2018 / 28 % women in municipal assemblies	TBA	2.2.5 Motivating political parties/movements to ensure equal representation of women on candidate lists in elections to the Czech Chamber of Deputies, regional assemblies and European Parliament	Submitting a proposal of the most appropriate measures for supporting equal representation of women and men on candidate lists in the respective elections, which is based on a regulatory impact assessment.	31. 12. 2023	Submitting a proposal of the most appropriate measures	MI	OG CR
	5) Percentage of women running in European Parliament elections / percentage of women elected in European Parliament elections	23.9 % women running in 2019 / 33 % of MEPs women	TBA						
2.3 Increasing the representation of young people (esp. women) on candidate lists	1) Percentage of candidates 29 and under in parliamentary elections	10.65 % of candidates 29 and under in 2017 (3.02 % women / 7.63 % men)	TBA	2.3.1 Analysing barriers to young people entering politics and then creating a list of recommendations to support the involvement of young people in political parties and movements	Producing an analysis of the barriers to young people entering/getting involved in politics and subsequently creating a manual for political parties and movements to promote the entry of young people into politics.	1. 1. 2021 - 31. 12. 2022	Analysis produced and published	OG CR	
	2) Percentage of candidates 29 and under in regional elections	9.73 % of candidates 29 and under in 2016 (3.08 % women / 6.65 % men)	TBA						
	3) Percentage of candidates 29 and under in municipal elections	9.04 % of candidates 29 and under in 2018 (2.96 % women / 6.09 % men)	TBA						

4) Percentage of candidates 29 and under in European Parliament elections	9.63 % of candidates 29 and under in 2019 (3.21 % women / 6.42 % men)	TBA	2.3.2 Conducting seminars/training to promote equal representation focused on youth entities and women's factions	Following up on the produced analysis and manual, organising regular (regional) training sessions/seminars to promote equal representation of women and men in political parties and movements in the Czech Republic focused on the youth entities of political parties and movements.	1. 1. 2023 - 31. 12. 2030	Training sessions/seminars realised in the given year	OG CR	
5) Percentage of people aged 15-29 with no interest in politics	Czech Republic 57 % / EU average 27 %	TBA						

Chapter 3 Safety

Strategic Objective 1		Supporting and streamlining prevention of gender-based and domestic violence				Indicator for specific objective	percentage of women who have experienced physical or sexual violence in the past year	Initial value of indicator	8 %	Target value of indicator
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities	
1.1 Increasing the level of attention devoted to gender-based and domestic violence at schools	Time allowance devoted to educating students on this issue annually	TBA	TBA	1.1.1 Mapping out the scope and content of teaching on the topic of gender-based and domestic violence at schools	Conducting a study on the scope and content of teaching on the topic of gender-based and domestic violence at schools.	a) 1. 1. 2021 - 31. 12. 2021 b) 1. 1. 2029 - 31. 12. 2029	a) results of initial study published b) results of repeat study published	MEYS		
				1.1.2 Strengthening the emphasis on the topic of gender-based and domestic violence in conceptual materials and raising awareness of these topics among students	Ensuring inclusion of the topic of gender-based and domestic violence in the Framework Educational Programmes as part of their revision and subsequently in the School Curriculum Programmes as well. Including the topic among the evaluation criteria of the Czech School Inspectorate's inspection activity on the direction of School Curriculum Programmes towards education in these areas.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) topic taken into account in Framework Educational Programmes b) topic incorporated into School Curriculum Programmes c) topic included as evaluation criterion of CSI inspection activity on direction of SCP	MEYS	NPI CR CSI	
	Number of primary and secondary school teachers who have completed FETS courses focused on the topic of domestic and gender-based violence	TBA	TBA + 20 %	1.1.3 Strengthening the emphasis on the topic of domestic and gender-based violence in Further Education of Teaching Staff and raising their awareness of these topics	Ensuring the inclusion of the topic of gender-based and domestic violence in Further Education of Teaching Staff and that they are trained on the topic.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) incorporation of topic in FETS b) people trained	MEYS	NPI CR CSI	

	Percentage of primary and secondary schools that have incorporated the topic of domestic and gender-based violence into their primary prevention programmes	TBA	TBA + 20 %	1.1.4 Strengthening the emphasis on the topic of gender-based and domestic violence in school primary prevention programmes	Ensuring inclusion of the topic of gender-based and domestic violence in school primary prevention programmes (minimum preventive programme).	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	topic incorporated into manual for school prevention methodology	MEYS	NPI CR CSI
1.1.5 Supporting and introducing measures to increase the capacity of school prevention methodologists to deal with prevention of gender-based and domestic violence				Supporting and introducing measures to increase capacity of school prevention methodologists to deal with prevention of gender-based and domestic violence.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	measures realised	MEYS		
1.1.6 Supporting prevention of gender-based and domestic violence (including support for social work at schools) in relevant calls concerning education				Taking into account the topic of domestic and gender-based violence (and support for social work at schools) as part of OP JAK calls.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	taken into account in calls	MEYS		
1.2 Reducing the level of tolerance for gender-based and domestic violence among the public (general and professional)	Percentage of the public that is of the opinion that domestic violence exists because the victims put up with it	36 %	24 %	1.2.1 Lowering the tolerance for gender-based and domestic violence and supporting the elimination of gender stereotypes that support violence among the public with an emphasis on young people and students	Carrying out awareness campaigns focused on the issue of violence in relationships, incl. stereotypes and prejudices associated with the topic. Producing the campaign in multiple languages and taking into account the needs of vulnerable groups in other manners.	1. 1. 2022 - 31. 12. 2022	campaigns realised	MEYS MLSA	OG CR NGOs
				1.2.2 Reducing tolerance for gender-based and domestic violence among the public with an emphasis on healthy partnerships	Carrying out awareness campaigns focused on reducing tolerance for gender-based and domestic violence among the general public (e.g. a campaign on what is and isn't normal in a relationship).	1. 1. 2023 - 31. 12. 2023	campaigns realised	OG CR	NGOs
	Percentage of the public that is of the opinion that in some circumstances women are responsible for being raped themselves	58 %	39 %	1.2.3 Supporting the elimination of gender stereotypes that promote violence	Ensuring the availability of a series of gender stereotypes (Estonia) on the Methodological Portal RVP.CZ and recommending considering scheduling it for broadcast on public television.	1. 1. 2021 - 31. 12. 2021	a) making the series available on the MEYS methodological portal b) sending a letter	MEYS OG CR	NPI CR

				1.2.4 Financially supporting the activities of non-profits and other relevant entities in order to raise public awareness on the equality of women and men in connection with the issue of gender-based and domestic violence, including informing vulnerable groups	Supporting awareness-raising on the equality of women and men and the issue of gender-based and domestic violence under subsidy programmes and titles, including the informing of vulnerable groups through assistance organisations and other relevant entities.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	inclusion in subsidy programmes	MI MLSA MEYS MJ	NGOs
				1.2.5 Raising awareness on the issue of sexual harassment and options for addressing it in the state administration	Introducing an appropriate mechanism for effectively preventing and eliminating the incidence of undesirable and pathological phenomena in service and work collectives of administrative authorities, including but not limited to bullying, sexual harassment or discrimination (for example by establishing or designating an organisational unit or service or work position for receiving and investigating reports of state employees). Holding a training session at least once a year on prevention of undesirable and pathological phenomena in service and work collectives, also including prevention of sexual harassment in the state administration.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) mechanism introduced b) training realised	a) all ministries b) OG CR	
	Percentage of people who have experienced sexual harassment in sport	TBA	TBA	1.2.6 Supporting prevention of sexual harassment in sport	As part of subsidy proceedings, supporting projects focused on prevention of sexual harassment in sport and, in cooperation with the Commission for Women's Sport, updating the handbook Prevention of Harassment in Sport in the Czech Republic.	a) 1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years) b) 1. 1. 2023 - 31. 12. 2023	a) projects supported b) handbook updated	NSA	

	Analyses of punishments imposed and other criminal law measures in the field of domestic and gender-based violence	0	2	1.2.7 Mapping out and evaluating the existing criminal law measures applied to perpetrators of domestic violence as gender-based violence and rape	Mapping out the existing criminal law measures applied to perpetrators of domestic gender-based violence as part of the criminal offence of abusing a person living in a shared dwelling. Mapping out the existing criminal law measures applied to perpetrators of the criminal act of rape with a focus on the qualified facts of the case and making any possible recommendations to approve the application practice or legislative modifications.	a) 1. 1. 2021 - 31. 12. 2023 b) 1. 1. 2024 - 31. 12. 2026	a) producing an analysis focused on gender-based violence in the context of the crime of abusing a person living in a shared dwelling b) producing an analysis focused on the crime of rape, incl. recommendations	Institute of Criminology and Social Prevention	MJ OG CR
1.3 Increasing the feeling of safety in public space	Percentage of women who have avoided a public space due to fear of physical or sexual assault	66 %	48 %	1.3.1 Supporting activities in order to increase the safety of citizens in public space and take into account the specific needs of women and men	Supporting measures to increase the safety of citizens in public space (e.g. camera systems, "maps of the future") and taking into account the specific needs of women and men through subsidy programmes of the MI and European programmes, compiling these into crime prevention strategic manuals and passing along current information to the public. Taking into account the needs of vulnerable groups.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) integrating measures into the relevant strategic materials b) topic supported in subsidy programmes and European projects c) financial allocation set aside for supporting measures in given year d) information on supported measures published	MI recommended for regions	Municipalities
	Percentage of women who do not feel safe in public space	33 %	22 %	1.3.2 Supporting measures focused on increasing the feeling of safety in public space through calls under IROP	Supporting measures under IROP 2021-2027 to increase the feeling of safety in public space and at the same time informing the public about supported measures.	1. 1. 2021 - 31. 12. 2024 (ongoing during the listed years)	calls issued	MRD	Regions, municipalities

				1.3.3. Supporting measures under calls from OP Transport that focus on increasing the feeling of safety and eliminating gender-based violence in public transport and related infrastructure	Supporting measures under calls from OP Transport that focus on increasing the feeling of safety and eliminating gender-based violence in public transport and related infrastructure (stations, stops, access paths, depots, etc.) while also informing the public about supported measures.	1. 1. 2021 - 31. 12. 2024 (ongoing during the listed years)	calls issued	MT	Regions, municipalities
1.4 Increasing the safety of cyberspace and awareness thereof	Percentage of children (7-17) who would have no problem going to meet a person they only know from the internet	40 %	27 %	1.4.1 Increasing the protection of children and their ability to recognise danger and harmful content on the internet as part of the activities of the Police of the Czech Republic	Through the Police of the Czech Republic, supporting awareness-raising activities to protect children and increase their ability to recognise danger, dangerous content and behaviour on the internet.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	list of activities in the given year	MI	
				1.4.2 Increasing the protection of children and their ability to recognise danger and harmful content on the internet as part of the activities of child services	Through the activities of child services and awareness-raising activities, supporting the protection of children and increasing their ability to recognise danger, dangerous content and behaviour on the internet.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	list of activities in order to increase child safety on the internet	MLSA	
	Percentage of children (7-17) who share their personal data with strangers	63 %	41 %	1.4.3 Increasing the protection of pupils and their ability to recognise danger and harmful content on the internet as part of education	Through education and awareness-raising activities, supporting the protection of pupils and increasing their ability to recognise danger, dangerous content and behaviour on the internet, in part in connection with a revision of Framework Educational Programmes in the field of ICT and digital literacy.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	list of activities	MEYS	
				1.4.4 Increasing the ability of police officers to intervene in cases of cyberbullying, cyberstalking and removing dangerous and hateful content on the internet (including sexist online hate speech) in order to increase the safety of all persons in cyberspace	Increasing the ability of the Police of the Czech Republic to intervene in cases of cyberbullying, cyberstalking and removing dangerous or hateful content on the internet (including sexist online hate speech) in order to increase the safety of all persons in cyberspace by training police officers on this issue.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	number of training sessions conducted	MI, OG CR	

	Percentage of women and men who have experienced cyberviolence	TBA	TBA	1.4.5 Increasing awareness of the lay and professional public of the situation concerning gender-based cyberviolence in the Czech Republic through a study	Increasing the awareness of the lay and professional public on the situation concerning gender-based cyberviolence in the Czech Republic by carrying out a study on the occurrence of cyberviolence in the Czech Republic as part of a project from the Norway Grants and informing the lay and professional public about the results of this study.	1. 1. 2023 - 31. 12. 2023	published study	OG CR		
Strategic Objective 2		Improving access of victims of gender-based and domestic violence to the system of assistance				Indicator for specific objective	Number of victims who sought out professional help	Initial value of indicator	TBA	Target value of indicator
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities	
2.1 Increasing the availability of specialised services for all victims of gender-based and domestic violence and their children	Number of refusals on the part of services on grounds of capacity	TBA	TBA – 30 %	2.1.1 Supporting the availability of specialised secret shelters for persons at risk of gender-based or domestic violence	Financially supporting increasing the availability of specialised secret safe shelters for persons at risk of domestic and gender-based violence and as part of this support making sure the specific needs of vulnerable groups are taken into account.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) financial allocation set aside to support these services b) method of ensuring needs of vulnerable groups are taken into account	MLSA	regions cities	
	Level of satisfaction of social service providers (associated in the Committee on the Prevention of Domestic Violence and Violence Against Women) with the quality and availability of services for victims of gender-based and domestic violence	TBA	TBA + 30 %	2.1.2 Supporting the availability of specialised crisis beds for people at risk of gender-based and domestic violence	Within the provision of social services, supporting the availability of specialised crisis beds for persons at risk of domestic and gender-based violence and taking into account the specific needs of various groups of disadvantaged persons.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	financial allocations set aside to support these services	MLSA	regions cities	

	Waiting time for allocation of a crisis bed	TBA	TBA – 50 %	2.1.3 Supporting the availability of telephone crisis assistance for victims of sexual violence	Financially supporting the availability of telephone crisis assistance for victims of sexual violence, increasing the ability to react to the needs of particularly vulnerable victims and evaluate where the existing state reflects the necessity of specific support for these services.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) financial allocation set aside to support these services b) evaluation carried out	MLSA	regions cities
				2.1.4 Supporting the availability of safe housing for persons at risk of domestic violence	Supporting the availability of safe housing for all persons at risk of domestic violence (regardless of age, sex, number of children, etc.) e.g. through graduated housing, start-up flats with regulated rent or other forms of "social" housing.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	activities focused on supporting safe housing for persons at risk of domestic violence	MLSA	MRD regions cities
				2.1.5 Supporting the availability of specialised services for victims of sexual violence	After evaluating the functioning of the pilot project of a specialised service for victims of sexual violence, expanding these services to the largest cities in the Czech Republic.	a) 1. 1. 2023 - 31. 12. 2023 b) 1. 1. 2024 - 31. 12. 2030 (ongoing during the listed years)	a) evaluation of the pilot project b) expanding services to the 4 largest Czech cities	MH	OG CR
2.2 Securing adequate financial support for specialised services for victims of gender-based and domestic violence and their children	Amount of financial allocation to support services	TBA	TBA + 20 %	2.2.1 Securing adequate financial support for specialised services for victims of gender-based and domestic violence and their children	Securing adequate financial support for individual social services for victims of gender-based and domestic violence and their children with an emphasis on supporting their specialisation on this target group.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) amount of financial allocation to support services b) activities focused on supporting specialisation of services	MLSA	regions cities
	Number of services that exclusively focus on the target group of victims of domestic and gender-based violence	TBA	TBA						
	Level of adequacy of financing of services according to representatives of their providers (Committee for Prevention of Domestic Violence and Violence Against Women)	TBA	TBA + 30 %	2.2.2 Taking into account the specifics of services providing aid to victims of gender-based and domestic violence	Producing methodological guidelines in order to ensure the specifics of services providing aid to victims are taken into account, incl. financial demands (in case of need taking into account the occupancy rate of rooms instead of beds).	1. 1. 2022 - 31. 12. 2022	methodological guidelines produced	MJV	regions cities
	Number of agreements on long-term cooperation concluded			2.2.3 Securing long-term cooperation and support of organisations that provide aid to persons at risk of gender-based and domestic violence	Supporting multi-year projects and cooperation with established organisations as part of subsidy programmes, e.g. via long-term cooperation	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	support provided to multi-year projects	MLSA MI	

					agreements (modelled after the MJ).				
2.3 Increasing the informedness of victims on possible solutions for gender-based and domestic violence and available assistance	Percentage of persons who have heard of the service providing assistance to women who have been victim to domestic violence	25 %	37 %	2.3.1 Raising public awareness about the availability of social services for victims of gender-based and domestic violence	Through awareness-raising activities, increasing public awareness on the availability of social services for victims of gender-based and domestic violence, producing output in multiple languages and in other manners taking into account the needs of vulnerable groups.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) awareness activities realised b) method of taking into account needs of vulnerable groups	MLSA	OG CR
				2.3.2 Raising public awareness on the availability of psychological, therapeutic and psychiatric assistance for victims of gender-based and domestic violence	Through awareness-raising activities, increasing public awareness on the availability of psychological, therapeutic and psychiatric assistance for victims of gender-based and domestic violence, producing output in multiple languages and in other manners taking into account the needs of vulnerable groups.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) awareness activities realised in the given year b) output produced in multiple languages c) method of taking into account needs of vulnerable groups	MH	OG CR
	Percentage of victims who report physical or sexual violence to the competent institutions	8 %	14 %	2.3.3 Increasing the awareness of victims of gender-based and domestic violence about their rights and possibilities for asserting them	Through awareness-raising activities, supporting increased awareness of victims of gender-based and domestic violence on their rights and possibilities for asserting them (incl. victims of human trafficking for the purposes of sexual exploitation), producing output in multiple languages and in other manners taking into account the needs of vulnerable groups.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) awareness activities realised b) output produced in multiple languages	MI	
				2.3.4. Increasing the awareness of victims on their options and rights in criminal proceedings	Through awareness-raising activities, supporting the informedness of victims of crime (including victims of crimes against human dignity in sexual areas and crimes against family and children) on their rights in criminal proceedings (including the right to state-	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) awareness activities realised in the given year b) output produced in multiple languages c) method of taking into	MJ	

					provided legal aid) and producing output in multiple languages and in other manners taking into account the needs of vulnerable groups.		account needs of vulnerable groups		
				2.3.5 Increasing the awareness of victims on their options and rights in civil proceedings	Supporting the informedness of victims on their options and rights (with an emphasis on the right to state-provided legal aid) in civil proceedings as well by educating trainee judges.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	pertinent course for trainee judges opened in the given year	MJ	JA
				2.3.6 Increasing awareness of seniors who are victims of domestic violence on possible solutions and available assistance	Raising the awareness of seniors who are victims of domestic violence through awareness-raising activities on how to proceed in cases where they become victims of domestic violence (incl. violence on the part of their children or institutions).	1. 1. 2023 - 31. 12. 2030 (ongoing during the listed years)	awareness activities realised in the given year	MLSA OG CR	
				2.3.7. Reducing the incidence of violence in seniors' homes	Conducting awareness-raising activities for employees of seniors' homes concerning the issue of violence, with the goal of preventing various forms of violence against seniors.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	awareness activities realised in the given year	MLSA	2.3.7. Reducing the incidence of violence in seniors' homes
2.4 Increasing the protection and ensuring the safety of persons at risk of domestic and sexual violence during restricted movement due to crisis situations	A unified, coordinated approach to increased protection and ensuring the safety of persons at risk of domestic and sexual violence during restricted movement due to crisis situations has been set up	0	1	2.4.1 In the case of another crisis situation that leads to restricted movement of people, increasing the informedness of victims of domestic and sexual violence about available assistance during restricted movement of people due to crisis situations	Conducting awareness-raising activities in order to increase the informedness of victims of domestic and sexual violence on available assistance during restricted movement of people due to crisis situations (e.g. via online campaigns, distributing flyers summarising available services, informing about the Bright Sky app, etc.).	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	awareness activities during state of emergency realised in the given year	OG CR MLSA	
				2.4.2 Preparing a unified, coordinated approach to ensuring the protection and safety of persons at risk of domestic and sexual violence during restricted movement due to crisis situations	Preparing a unified, coordinated approach of the Office of the Government, Ministry of the Interior, Ministry of Health and other central state administration bodies in order to ensure the protection and safety of persons at risk of domestic and sexual violence during restricted movement due to	1. 1. 2023 - 30.12.2023	unified, coordinated approach approved by the Czech Government	OG CR	MI MLSA MH MJ MEYS

					crisis situations and submitting this to the Czech Government for discussion and approval.						
Strategic Objective 3		Systemically addressing gender-based and domestic violence				Indicator for strategic objective	level of satisfaction of the Committee for the Prevention of Domestic Violence and Violence against Women with the systemic addressing of gender-based and domestic violence	Initial value of indicator	TBA	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
3.1 Providing for a coordinated approach to addressing the issue of gender-based and domestic violence	Annual meeting on the issue of gender-based and domestic violence of the Government Council for Gender Equality	0	1	3.1.1 Boosting the capacity of the Government Council for Gender Equality to coordinate the agenda of gender-based and domestic violence	Ensuring regular thematic meetings of the Government Council for Gender Equality in order to coordinate the issue of domestic and gender-based violence and ensuring a systematic approach and addressing of cross-cutting issues in this area.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	at least 1 meeting of the Council focused on the given issue took place in the given year	OG CR			
	Existing government strategic document specifically focused on the area of domestic and gender-based violence	1	3	3.1.2 Covering the area of domestic and gender-based violence with action plans and ensuring monitoring of their implementation	Covering the area of domestic and gender-based violence with action plans and ensuring monitoring of their implementation through regular meetings of the Committee for Prevention of Domestic Violence and Violence against Women.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	a) 4 Committee meetings held in the given year b) strategic material exists	OG CR			
	Number of meetings of the Committee for the Prevention of Domestic Violence and Violence against Women per year	4	4								
	Total number of persons at all relevant ministries who are in charge of the agenda of gender-based and domestic violence (at least 1 responsible	TBA	6	3.1.3 Strengthening and motivating interdisciplinary	Strengthening and motivating interdisciplinary cooperation at the government level by	1. 1. 2021 - 31. 12. 2030 (ongoing)	position of coordinator established	OG CR MI MLSA MEYS			

	person at each ministry)			cooperation at the government level	establishing a position of coordinator for the agenda of domestic and gender-based violence.	during the listed years)		MJ MH	
				3.1.4 Strengthening and motivating interdisciplinary cooperation at the regional level	Strengthening and motivating interdisciplinary cooperation at the regional level by establishing a position of coordinator for the agenda of domestic and gender-based violence (recommendation).	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	position of coordinator established	recommended for regions	
	Total number of persons at all regional authorities who are in charge of the agenda of gender-based and domestic violence (at least 1 responsible person in each region)	TBA	15	3.1.5 Strengthening and motivating interdisciplinary cooperation at the local level	Strengthening and motivating interdisciplinary cooperation at the local level by establishing a position of coordinator for the agenda of domestic and gender-based violence (recommendation).	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	position of coordinator established	recommended for municipalities	
3.2 Ensuring ratification and implementation of the requirements of international documents on gender-based and domestic violence	Percentage of the public that knows what the Istanbul Convention actually contains	12 %	33 %	3.2.1 Increasing public awareness about international standards on gender-based and domestic violence	Increasing awareness about the content of the Istanbul Convention, the Convention on the Elimination of All Forms of Violence against Women, the recommendations of the UN Committee and other international documents among both the professional and general public through awareness-raising activities.	1. 1. 2021 - 31. 12. 2025 (ongoing during the listed years)	awareness-raising activities realised or supported	OG CR MFA MI MLSA MJ	
	Ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence	NO	YES	3.2.2 Submitting a proposal for ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence to the Czech government	Continuing to spread awareness on the content of the convention and submitting a proposal for ratification of the convention to the Czech government.	1. 1. 2021 - 30.6.2022	awareness-raising activities realised, ratification proposal submitted	MJ	OG CR, NGOs
	Ratification of the International Labour Organisation Violence and Harassment Convention	NO	YES	3.2.3 Submitting a proposal for ratification of the ILO Convention No. 190 on Violence and Harassment in the World of Work	Submitting a proposal to ratify the ILO Convention No. 190 on Violence and Harassment in the World of Work to the government and Chamber of Deputies.	1. 1. 2025 - 31. 12. 2025	after fulfilling all the preconditions and requirements, proposal for ratifying the convention has been submitted to Czech government and	MLSA	

							Chamber of Deputies		
	Number of strategic documents in the field of prevention of gender-based violence and workplace safety that take into account the requirements of the International Labour Organisation Violence and Harassment Convention submitted to the Czech government	0	5	3.2.4 Taking into account the demands of the ILO Violence and Harassment Convention in producing and revising strategic documents and policies in the field of preventing gender-based violence	Taking into account the demands of the ILO Violence and Harassment Convention in preparing the new Action Plan for Prevention of Domestic and Gender-Based Violence and continuing to take into account the demands of this convention when producing and revising strategic documents and policies in the field of preventing gender-based violence.	1.1.2022 and then on an ongoing basis	demands of the convention taken into account in follow-up action plans and other strategic documents	OG CR	
3.2.5 Taking into account the demands of the ILO Violence and Harassment Convention in producing and revising strategic documents and policies in the field of occupational safety				Submitting a draft update to the National Occupational Health and Safety Policy of the Czech Republic that takes into account the demands of the ILO Violence and Harassment Convention to the Czech government and continuing to take into account the requirements of this convention in producing and revising strategic documents and policies in the field of occupational safety.	a) 1. 1. 2022 - 31. 12. 2022 b) 1. 1. 2023 - 31. 12. 2030	a) update to National OHS Policy submitted to Czech government b) requirements taken into account in national OHS action programmes	MLSA		
3.2.6 Ensuring the monitoring of fulfilment of the requirements arising from international conventions in the field of gender-based and domestic violence		Ensuring the monitoring of fulfilment of the demands of the Istanbul Convention, the UN Committee's Convention on the Elimination of All Forms of Violence against Women and other international documents in this area.	1. 1. 2024 - 31. 12. 2024	proposal for monitoring system submitted to Czech government	OG CR				
3.3 Increasing political support for the topic of gender-based and domestic violence	Number of approved parliamentary publications on the topic of gender-based and domestic violence with a favourable opinion from government	TBA	TBA + 50 %	3.3.1. Increasing awareness of politicians on the issue of gender-based and domestic violence	Carrying out awareness-raising activities for MPs and senators focused on the issue of gender-based and domestic violence, incl. international commitments of the Czech Republic in this area.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	awareness activities realised	OG CR	
	Percentage of the population of the opinion that the	84 %	75 %						

	Czech Republic should dedicate itself more than it has to preventing violence against women								
3.4 Ensuring access of the professional and lay public to comprehensive and coherent data on gender-based and domestic violence in the Czech Republic	Unified system of data collection on gender-based and domestic violence exists	0	1	3.4.1. Ensuring systematic data collection on gender-based and domestic violence in the area of crime and the judicial system	Creating a unified system of data collection on domestic and gender-based violence, collection data broken down by sex, relationship between victim and perpetrator and other relevant data in this area based on EIGE recommendations and publishing the relevant data annually.	a) 1. 1. 2022 - 31. 12. 2022, b) 1. 1. 2023 - 31. 12. 2030 (ongoing during the listed years)	a) unified data collection system exists b) data published annually	MI MJ	Police of the Czech Republic, NSZ
				3.4.2 Ensuring systematic data collection on gender-based and domestic violence in healthcare	Ensuring systematic data collection on the incidence and impact of domestic and gender-based violence in healthcare facilities, collecting data broken down by sex and other relevant data in this field based on the EIGE recommendations, and publishing the relevant data annually.	a) 1. 1. 2022 - 31. 12. 2022, b) 1. 1. 2023 - 31. 12. 2030 (ongoing during the listed years)	a) existence of a data collection mechanism b) publishing data annually	MH	
	Existence of annual statistical yearbook on gender-based and domestic violence	0	1	3.4.3 Ensuring the streamlining and intensification of data collection on gender-based and domestic violence in the field of social services and socio-legal protection of children	Producing an analysis and evaluating data collection on gender-based and domestic violence in social services and child services incl. a proposal for streamlining data collection, ensuring the streamlining and intensification of data collection in this area and publishing the relevant data annually.	a), b) 1. 1. 2022 - 31. 12. 2022, c) 1. 1. 2023 - 31. 12. 2030 (ongoing during the listed years)	a) analysis realised b) existence of efficient data collection mechanism in the given area c) data published annually	MLSA	RILSA
				3.4.4 Ensuring coordination of collection and evaluation of data in the field of gender-based and domestic violence	Coordinating the collection and evaluation of data on gender-based and domestic violence in the Czech Republic, including a requirement for new indicators to be introduced and data to be collected broken down by sex and other relevant data in this area according to the EIGE recommendations.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	annual evaluation of data in the given area	OG CR	MI MJ MLSA MH CSO

				3.4.5 Increasing awareness of the lay and professional public on the situation of gender-based and domestic violence in the Czech Republic by regularly producing overviews of data in the given area	Ensuring the creation and annual publishing of a statistical yearbook on gender-based and domestic violence in the Czech Republic, including data broken down by sex and other relevant data in this area according to the EIGE recommendations.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	statistical yearbook published	OG CR	CSO
				3.4.6 Increasing the awareness of the lay and professional public on the situation of gender-based and domestic violence in the Czech Republic through research	Conducting a prevalence study on gender-based and domestic violence (incl. online violence) including data broken down by sex and other relevant data in this area according to the EIGE recommendations.	1. 1. 2023 - 31. 12. 2023	prevalence study conducted and published	CSO	OG CR
3.5 Ensuring continuing education and methodological support for professions that come into contact with victims of gender-based and domestic violence most often	Number of child services employees trained	TBA	TBA	3.5.1 Ensuring deeper education and methodological support on gender-based and domestic violence for employees of child services	Carrying out training for employees of child services focused on preventing secondary victimisation of victims of domestic and gender-based violence and timely identification of risks and threats to the child (including taking into account the specific needs of vulnerable groups).	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	educational activities realised	MLSA	
	Number of trained employees of gynaecology practices, emergency rooms and paediatricians	TBA	TBA	3.5.2 Ensuring deeper education and methodological support on gender-based and domestic violence for medical staff	Carrying out training for medical staff (in particular employees of gynaecology practices, emergency rooms and paediatricians) focused on preventing secondary victimisation of victims of domestic and gender-based violence and informing about available aid (also taking into account the specific needs of vulnerable groups).	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	educational activities realised	MH	
	Number of courses offered for trainee	1	10						

	judges, judges, and state prosecutors			3.5.3 Ensuring deeper education and methodological support on gender-based and domestic violence for trainee judges, judges and state prosecutors	Offering courses every year for trainee judges, judges and state prosecutors focused on the issue of gender-based and domestic violence (e.g. deciding on custody and regulating contact between the violent parent and the child, deciding in cases of rape, etc.) including taking into account the specific needs of vulnerable groups.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	course with sufficient capacity offered ever year	MJ	JA
	Number of trained homeroom teachers, counsellors, and school prevention methodologists	TBA	TBA	3.5.4 Ensuring deeper education and methodological support on domestic and gender-based violence and its new forms for teaching staff	Continuously supporting further education of homeroom teachers, counsellors and school prevention methodologists on prevention of domestic and gender-based violence, including new forms of such violence (e.g. cyberbullying, sexual abuse in cyberspace, etc.).	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	educational activities realised	MEYS	NPI CR
	Number of trained police officers	TBA	TBA	3.5.5 Continuing to provide education and methodological support on gender-based and domestic violence for police officers	Continuing with regular training and provision of methodological support for police officers, uniformed and detectives, on domestic violence and other forms of such violence (including ensuring a gender-sensitive approach to victims of such violence and taking into account the needs of vulnerable groups).	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	educational activities realised	MI	
	Number of trained juvenile corrections officers, employees of the Prison Service of the Czech Republic and other staff working with prisoners	TBA	TBA	3.5.6 Ensuring education and methodological support on gender-based and domestic violence for employees of the Prison Service of the Czech Republic (and other staff working with prisoners)	Carrying out training for staff working with prisoners (juvenile corrections officers, employees of the Prison Service and others) focused on the issue of gender-based violence and taking into account the needs of vulnerable groups in connection with the Prison Concept to 2025 and relevant action plans.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	educational activities realised	MJ	

3.6 Ensuring support for accessibility of programmes for violent persons with an emphasis on the safety of victims and creating a concept for such programmes	Existing draft concept of programmes for violent persons	0	1	3.6.1 Ensuring the effectiveness of the system for working with violent persons	Creating a concept and ensuring the setting up of a system for working with violent persons (incl. increasing the motivation of violent persons to undergo such programmes and accept responsibility for their actions).	1. 1. 2024 - 31. 12. 2024	concept created	OG CR	MJ, MI, MLSA
	Amount of financial allocation for subsidy titles supporting work with violent persons	Allocation of MI programme CZK 2 000 000 Allocation of MJ programme CZK 2 000 000	Allocation of MI programme CZK 4 000 000 Allocation of MJ programme CZK 6 000 000	3.6.2 Supporting the availability of programmes for violent persons, including increasing the financial support thereof	Supporting the availability of programmes by increasing the allocation of subsidy programmes of the MI (Prevention of Socially Pathological Phenomena) to at least CZK 4 mil and MJ (Development of Probation and Resocialisation Programmes for Adult Offenders) to at least CZK 6 mil.	1. 1. 2022 - 31. 12. 2030 (ongoing during the listed years)	relevant allocations secured	MI MJ MLSA	
	Annual meeting of platform for supporting networking and methodological discussion	0	1	3.6.3 Creating a platform for supporting networking and methodological discussion of services providing assistance to victims of violence and to violent persons	Ensuring the creation and regular meeting of a platform for supporting networking and methodological discussion among services that provide assistance to victims of domestic violence and services that focus on providing therapeutic programmes for violent persons.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	at least 1 meeting of the platform realised in given year	OG CR	
	Number of trained persons in the relevant profession	TBA	TBA	3.6.4 Including information on the availability of programmes for violent persons in the training for relevant professions	As part of deepening the education of employees of the Police of the Czech Republic and child services about domestic and gender-based violence, informing them of the availability and goals of programmes for violent persons.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	inclusion of relevant information in relevant training	MI MLSA	
	Percentage of the public that has heard about programmes for violent persons	TBA	TBA	3.6.5 Increasing public awareness on the availability of therapeutic programmes for perpetrators of violence	Using awareness-raising activities to support increased public awareness about the availability of programmes for perpetrators of violence.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	awareness activities realised	MI	OG CR

	Number of employees of child services and NGOs trained to make use of the film "Zuřivec"	0	360	3.6.6 Increasing the ability of organisations providing programmes for violent persons and employees of child services to make use of the educational film "Zuřivec"	As part of a Norway Grants project, realising training on further use of the educational film "Zuřivec" for organisations providing therapeutic programmes for violent persons and child services employees.	1. 1. 2021 - 31. 12. 2023 (ongoing during the listed years)	training realised	OG CR	
	Number of awareness campaigns realised that focus on promoting programmes for violent persons	0	TBA	3.6.7 Supporting awareness campaigns focused on promoting programmes for violent persons under the Norway Grants	Supporting realisation of awareness campaigns focused on promoting programmes for violent persons as part of the calls for the current Norway Grants period in order to increase public awareness about the availability of such services and destigmatise seeking help for violent persons.	1. 1. 2021 - 31. 12. 2023	supported awareness campaigns to promote programmes	MF	OG CR
3.7 Devoting sufficient attention to the needs of vulnerable groups	Existing analyses of availability to vulnerable groups of services for victims of domestic and gender-based violence	0	1	3.7.1 Mapping out the availability of social services for victims of gender-based and domestic violence with specific needs	Mapping out the procedures and accessibility of social services for victims of gender-based and domestic violence with specific needs (disabilities, multiple disadvantages, lack of Czech language skills, financial and social isolation, etc.) and creating a publicly available list of such.	1. 1. 2021 - 31. 12. 2021	a) published analysis b) published list of available social services	MLSA	Regions
	Amount of financial allocation to support the availability of social services for victims of gender-based and domestic violence with a disability	TBA	TBA	3.7.2 Supporting the availability of services for victims of gender-based and domestic violence with a disability and other vulnerable groups	Supporting the availability of social services for victims of gender-based and domestic violence with a disability and other vulnerable groups.	1. 1. 2021 - 31. 12. 2030 (ongoing during the listed years)	activities focused on supporting relevant social services	MLSA	Regions

Chapter 4 Health

Strategic Objective 1		Reducing gender inequality in access to health and healthcare				Indicator for strategic objective	TBA	Initial value of indicator	TBA	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
1.1 Reducing the rate of (preventable) premature death in men	Number of premature deaths in men (aged 75 and under) per 100 000 inhabitants	165	109	1.1.1 Thoroughly taking into account the specific needs of men as part of preventive programmes	Taking into account the specific needs of men as part of planned and implemented prevention programmes and working to eliminate gender stereotypes associated with preventive healthcare.	1. 1. 2023 - 31. 12. 2030	Gender sensitive preventive programmes	MH, OG CR			
				1.1.2 Carrying out specific awareness activities focused on men that motivate them to undergo preventive examinations	Carrying out campaigns and other appropriate awareness activities that motivate men to undergo preventive examinations.	1. 1. 2023 - 31. 12. 2030	Awareness activities realised	MH, OG CR			
	Difference in the life expectancy of women and men	5.8	4.5	1.1.3 Implementing procedures to take into account the specific needs of women and men as part of the activity of prevention centres at healthcare facilities	In supporting the establishment of prevention centres, introducing appropriate procedures (methodologies, training, etc.) to take thorough account of the specific needs of women and men.	31. 12. 2024 - 31. 12. 2030	Procedures implemented and training realised	MH, OG CR			
	Number of male suicides	949	700	1.1.4 Taking the gender aspect into account as part of measures to prevent voluntary cessation of life	Taking gender into account in adopting and implementing preventive measures and reflecting the fact that women and men commit suicide for differing reasons and by different means.	1. 1. 2023 - 31. 12. 2030	Preventive measures reflect gender perspective	MH, OG CR			
1.2 Increasing the ability to take into account the specific needs of women and men in the context of risk prevention	Daily smoking rate of women	15.2 %	11 %	1.2.1 Developing a methodology to take into account the specific needs of women and men in the context of risk prevention programmes	Developing a methodology for identifying the specific needs of women and men (resulting from societal roles, expectations and gender norms) in relation to risk prevention.	31. 12. 2023	Methodology drawn up	MH, MEYS, OG CR			
	Daily smoking rate of men	21.1 %	15 %	1.2.2 Applying the perspective of gender equality in the methodological procedures for intervention and education programmes	Taking into account the specific needs of women and men in methodological procedures concerning primary risk prevention.	1. 1. 2023 - 31. 12. 2030	Methodological procedures for primary prevention take into account gender perspective	MH, OG CR			

	Level of risky alcohol consumption among men	19.7 %	15 %	1.2.3 Endeavouring to eliminate gender stereotypes in campaigns and awareness activities focused on risk prevention	Adopting measures when realising awareness activities (e.g. incorporating gender expertise in activity preparation, testing the effectiveness of activities on women and men) to combat gender stereotypes.	1. 1. 2023 - 31. 12. 2030	Campaigns and awareness activities focused on risk prevention do not use gender stereotypes	MH, OG CR	
	Level of risky alcohol consumption in women	14.9 %	11 %	1.2.4 Taking into account the specific needs of women and men as one of the evaluation criteria in the subsidy programme focused on primary risk prevention	Implementing taking into account the specific needs of women and men as one of the evaluation criteria in the appropriate calls of the subsidy programme.	1. 1. 2023 - 31. 12. 2030	One of the evaluation criteria of subsidy calls is the perspective of gender equality	OG CR	
	Life expectancy of men	76.2	78						
1.3 Boosting health literacy free of gender stereotypes	Indicators for specific objective 1.3 are set out based on planned MH study on health literacy.	TBA	TBA	1.3.1 Conducting an analysis/analyses on the influence of gender stereotypes on self-evaluation and thoughts about health and implementing any recommendations	Conducting an analysis/analyses on the influence of gender stereotypes on self-evaluation and thoughts about health and the influence of gender on lower/higher incidence of illnesses in women and men. Based on the conclusion, formulating recommendations to boost health literacy.	1. 1. 2023 - 30. 6. 2024	Analysis produced	MH, OG CR	NGOs, academic sector
				1.3.3 Producing an analysis focused on gender aspects of mental health	Following up on the National Action Plan for Mental Health to 2030 by producing an analysis focused on gender aspects of mental health and formulating the needs of disadvantaged care users.	1. 1. 2025 - 31. 12. 2026	Analysis published	MH, OG CR	
				1.3.4 Carrying out awareness activities and campaigns concerning the specifics of women's and men's health and related gender stereotypes	Continuing in awareness activities concerning the specifics of women's and men's health, including awareness activities in socially excluded areas. Taking into account the influence of both biological and sociocultural factors.	1. 1. 2023 - 31. 12. 2030	Awareness activities realised	MH, OG, MLSA	NGOs, academic sector
				1.3.5 Taking into account gender equality in activities focused on primary and secondary disease prevention and increasing health literacy	Taking into account the specific needs of women and men across activities during implementation, evaluation and revision of the Strategic Framework for the Development of Healthcare in the Czech Republic to 2030, specifically in connection with objective 1.2 Primary and Secondary Disease Prevention,	1. 1. 2023 - 31. 12. 2030	Taking into account the specific needs of women and men in implementing objective 1.2 of Health 2030	MH, OG CR	Health insurance companies

					Increasing Health Literacy and Responsibility of Citizens for their own Health.						
1.4 Reducing gender inequality in relation to health insurance payments	Reviewing the effectiveness of the existing legislation	0	1	1.4.1 Adopting measures to eliminate gender inequality in relation to payments from public health insurance	Identifying problematic aspects of the system of public health insurance that maintain, strengthen or cause gender inequality. Proposing measures to remove these as part of implementation plans.	1. 1. 2023 - 31. 12. 2024	Analysis realised	MH, OG CR	NGOs, academic sector, health insurance companies		
				1.4.2 Reviewing the effectiveness of the current legislation in order to ensure health insurance of foreigners	Reviewing the effectiveness of the legislation in connection with health insurance of foreigners. In accordance with CEDAW recommendations, considering adjusting the legislation relating to public health insurance so that foreigners residing in the Czech Republic long-term (especially the self-employed, family members including children and students, and seniors) are incorporated into the public health insurance system	31. 12. 2023 - 31. 12. 2024	Ongoing reviewing of the effectiveness of the legislation concerning the health insurance of foreigners	MH, OG CR	Health insurance companies		
Strategic Objective 2		Increasing the capacity to provide gender-sensitive health and social services				Indicator for strategic objective	TBA	Initial value of indicator	TBA	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
2.1 Ensuring the availability of gender-segregated health information and statistics and the regular evaluation thereof	Number of indicators broken down by gender	TBA	TBA	2.1.1 Ensuring regular publication of health statistic data categorised separately for women and men	Ensuring regular publication of health statistic data categorised separately for women and men in the form of tables and also in the form of open data, both overall and separated by region. Regularly publishing thematic yearbooks focused on the health of women and men.	1. 1. 2023 - 31. 12. 2030	Yearbook published	MH, IHIS	CSO, NGOs, OG, academic sector		

				2.1.2 Working actively with relevant academic and research institutions with gender expertise in interpreting health statistics	Working actively with relevant academic and research institutions with demonstrable gender expertise in interpreting and further processing health statistics.	1. 1. 2023 - 31. 12. 2030	Ensuring gender-sensitive interpretation of health data	MH, IHIS	CSO, NGOs, OG, academic sector
2.2 Reducing the risk of differing treatment of women and men during provision of healthcare and thus biased/inaccurate diagnoses	Percentage of patients who have experienced discrimination in the last 5 years	18 %	10 %	2.2.1 Working with the academic sector to conduct a comprehensive study(studies) concerning the situation in the field of gender-sensitive diagnosis and communication, and formulating draft recommendations	Using financial support from OPE+ and OPE JAK to realise projects focused on studying inaccurate diagnosis caused by gender stereotypes, incl. associated stereotyping communication by medical staff. Formulating draft recommendations.	1. 1. 2023 - 31. 12. 2024	Research conducted	MH, OG CR	NGOs, academic sector
				2.2.2 Implementing and realising the recommendations resulting from measure 2.2.1	Reducing the risk of differing treatment of women and men incl. stereotyping communication during provision of healthcare and the risk of using gender-based automated diagnoses.	1. 1. 2025 - 31. 12. 2030	Measures realised	MH, OG	NGOs, academic sector
2.3 Increasing the level of awareness of gender perspective among health and social workers	TBA	TBA	TBA	2.3.1 Creating a concept for educating care providers in terms of providing gender-sensitive health and social services	Creating an education concept for care providers, including accompanying materials focused on increasing the capacity to provide gender-sensitive health and social services and communication.	31. 12. 2025	Concept drawn up	MH, MLSA, OG	NGOs, academic sector, health insurance companies
				2.3.2 Following up on measure 2.3.1, training instructors for education in the field of gender and health	Using financial support from OPE+ to realise projects focused on building capacity for education on gender and health and training instructors who are responsible for educating the professional public.	31. 12. 2025 and then on an ongoing basis	Training sessions realised	MH, OG CR	NGOs, academic sector
				2.3.3 As part of lifelong learning, ensuring regular training of workers in healthcare on the topic of gender and health	Ensuring regular training and webinars for people working in healthcare on the topic of gender and health.	31. 12. 2025 and then on an ongoing basis	Educational programme	MH, IPME, MLSA	NGOs, academic sector
				2.3.4 Producing methodological instruments and educational programmes focused on the gender specifics of mental health	Tying in to the National Action Plan for Mental Health to 2030 by producing methodological instruments and educational programmes focused on gender sensitivity of persons providing care in the field of mental health.	31. 12. 2026	Methodological instruments produced	MH, OG CR, MLSA	

2.4 Increasing the ability of institutions (MH and healthcare facilities) to take into account gender equality	Existence and functioning of structures for applying the perspective of gender equality in the field of health	NO	YES	2.4.1 Establishing an inter-ministerial advisory body for applying a gender perspective in health and social care	Establishing an inter-ministerial advisory body composed of representatives of relevant ministries, civil society and scientific and research institutions. Entrusting the OG CR with coordination of the body.	1. 1. 2023 - 31. 12. 2030	Establishing and holding meetings of an advisory body focused on the gender aspects of health	OG CR	MH, MLSA, MEYS, NGOs, academic sector		
				2.4.2 Establishing a separate position focused on the issue of gender and health	Ensuring sufficient staffing and expertise at the OG CR for the issue of gender and health.	1. 1. 2023 - 31. 12. 2030	Establishing a position of guarantor for gender and health at the OG CR	OG CR			
				2.4.3 Ensuring the standard of ministerial coordinators for gender equality is observed and securing effective coordination of the gender and health agenda in the substantive MH policies	Ensuring the standard of ministerial coordinators for gender equality is observed and setting aside sufficient staffing and expertise to coordinate the agenda of gender and health.	31. 12. 2021 - 31. 12. 2030	Expert guarantor for topic of gender and health at MH	MH			
2.5 Increasing the level of cross-cutting application of the gender equality perspective in the activities of patient organisations and other organisations defending the rights of recipients of care	Number of documents discussed by the Patient Council with cross-cutting application of the gender equality perspective	0	1 a year	2.5.1 Cross-cutting mainstreaming of gender equality and strengthening gender expertise in the work of the Patient Council	Ensuring the possibility of having guests with gender expertise at the meetings of the Patient Council. Actively utilising the gender expertise of the Government Council for Gender Equality and its secretariat in the work of the Patient Council secretariat.	1. 1. 2023 - 31. 12. 2030	Allowing attendance of meetings; method of utilising expertise of Government Council for Gender Equality	MH	OG CR, NGOs, academic sector		
				2.5.2 Financially supporting non-profits active in the field of gender sensitisation and awareness in approach to care	Declaring specific subsidy programmes for supporting the public benefit activities of NGOs in gender sensitisation and awareness in the approach to care	1. 1. 2022 - 31. 12. 2030	MH subsidy programme(s) focused on supporting gender sensitisation and awareness in approach to care	MH	NGOs, academic sector		
				2.5.3 Financially supporting non-profit organisations active in the field of gender sensitisation and awareness in the approach to care under the OG CR grant programme	Including support for the public benefit activities of NGOs in gender sensitisation and awareness in approach to care under the OG CR grant programme.	1. 1. 2022 - 31. 12. 2030	Area in question is included in support fields under OG grant programme	OG CR	NGOs, academic sector		
Strategic Objective 3		Improving the working conditions of people working in healthcare				Indicator for strategic objective	TBC	Initial value of indicator	TBC	Target value of indicator	TBC

Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities
3.1 Ensuring adequate growth of wages and salaries of general and practical nurses and non-medical health professionals	Ratio of average wage/salary of general and practical nurses to overall average wage in the Czech Republic	1.14	1.25	3.1.1 Drafting a concept of an ongoing systematic increase to the wages/salary of general and practical nurses and non-medical health professionals	Analysing on an ongoing basis the pay of general and practical nurses and non-medical health professionals; drawing up and implementing a concept for systematically increasing their wages and salaries.	31. 12. 2021 - 31. 12. 2030	Concept drafted	MH	MF, MLSA, health insurance companies
	Average wage/salary of non-medical health professionals	30 706	TBA	3.1.2 Revising the motivational component of the salary so as to ensure observance of the right to the same pay for work of the same value	Revising the existing set-up of the motivational components of the salary in order to thoroughly observe the right to the same wage/salary for work of the same value.	31. 12. 2022	Revised motivational components of wages/salaries	MH	MLSA, health insurance companies
				3.1.3 Implementing the Logib tool for supporting equal and transparent pay at faculty hospitals and state-run medical facilities	Integrating the Czech version of Logib into HR management of faculty hospitals and state-run medical facilities.	31. 12. 2022	Analysis of equal pay at faculty hospitals via Logib	MH	MLSA
3.2 Improving the conditions for work-life balance of doctors and other health professionals	TBA	TBA	TBA	3.2.1 Setting up children's groups (crèches) at faculty hospitals and state-run medical facilities	Setting up children's groups (or other forms of childcare services for children under three).	31. 12. 2022 - 31. 12. 2030	Children's group/crèche established	MH	
				3.2.2 Supporting the conducting of gender audits on healthcare facilities and implementing the recommendations resulting therefrom	Ensuring gender audits are conducted on healthcare facilities. Implementing the recommendations resulting therefrom.	31. 12. 2022 - 31. 12. 2030	Audits conducted	MH	
				3.2.3 Supporting the use of part-time and flexible forms of work at healthcare facilities	Supporting the use of part-time and flexible forms of work through motivational and organisational measures.	1. 1. 2021 - 31. 12. 2030	Measures realised	MH	
				3.2.4 Reducing the administrative burden and supporting digitalisation in order to free up care capacity	Reducing administrative burden by digitalising agendas and computerising work organisation. Ensuring the training of health professionals to work with digitalised content so as to ensure the effectiveness and positive reception of digitalisation.	1. 1. 2022 - 31. 12. 2030	Measures adopted, training conducted	MH	

3.3. Reducing gender segregation in healthcare	Level of horizontal gender segregation	TBA	TBA	3.3.1 Motivating men/boys to study medical fields	Increasing the interest of men/boys in studying medical fields through appropriate motivational and awareness-raising activities.	1. 1. 2022 - 31. 12. 2030	Awareness measures realised	MH	MEYS		
	Level of vertical gender segregation	TBA	TBA	3.3.2 Adopting positive and motivational measures to increase the participation of men in medical and non-medical professions with low representation of men	Supporting the representation of men in feminised fields and non-medical professions through appropriate positive and motivational measures.	1. 1. 2022 - 31. 12. 2030	Awareness measures realised	MH	MEYS		
	Proportion of women and men studying medical fields	TBA	TBA	3.3.3 Supporting greater representation of women in decision-making positions in healthcare through positive measures	Increasing the participation of women in decision-making positions in healthcare through positive measures and other motivational, mentoring and career instruments.	1. 1. 2022 - 31. 12. 2030	Mentoring programmes, positive measures	MH			
Strategic Objective 4		Increasing the satisfaction level of mothers with care during pregnancy, childbirth and the post-partum period				Indicator for strategic objective	Level of satisfaction with obstetric care	Initial value of indicator	TBA	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
4.1 Empowering women to choose the manner, place and circumstances of childbirth	TBA	TBA	TBA	4.1.1 Creating a unified concept of care for mother and child during pregnancy, childbirth and post-partum	Creating a unified concept of care for mother and child consistent with the current WHO recommendations and ensuring continuity of services provided by individual professions in the field of pregnancy, childbirth and post-partum care. Including in the concept production process the relevant stakeholders, including care recipients, representatives of community midwives, doulas and experts in mental health.	creation of concept by 31. 12. 2021, then ongoing monitoring of implementation	Creation and implementation of concept (incl. monitoring of fulfilment)	MH	NGOs		
				4.1.2 Supporting the creation of certified midwifery centres and expanding the network thereof	Establishing standards for midwifery centres. Supporting the creation of midwifery centres at maternity wards that meet the state-guaranteed standards laid down by the MH guidelines.	1. 1. 2021 - 31. 12. 2030	Establishing midwifery centre standards through MH methodological guidelines. Use of the certification tool of the European Midwifery Unit Network. Existence of at least 14 midwifery centres that meet these standards.	MH	Association of Midwifery Centres (APODAC), Czech Chamber of Midwives (ČKPA), Midwives' Union (UNIPA)		

				4.1.3 Boosting the variability of services in the field of obstetrics	In accordance with the modern findings of evidence-based medicine and care, boosting the variability of services in the field of obstetrics so that women can freely choose the place, manner and circumstances of childbirth. Expanding the offer of continuous and individual care (reducing the number of various people caring for the woman).	1. 1. 2022 - 31. 12. 2030	Broadly available continuous care. Application of the findings of EBM and EBC. Option of choosing care provider.	MH	
				4.1.4 Setting up fair reimbursement from public health insurance for health services during childbirth	Revising the list of acts concerning compensation of care in connection with childbirth (expanding the list of medical acts, their definition and the possibility for them to be recognised by relevant qualifications including midwives). Supporting health insurance companies in ensuring the availability of continuous midwife care in all regions covered by public health insurance.	1. 1. 2021 - 31. 12. 2030	Submission of amendment to Act No. 48/1997 Coll., on public health insurance and the reimbursement decree	MH	ČKPA, UNIPA, health insurance companies
4.2 Improving the position of midwives	TBA	TBA	TBA	4.2.1 Removing restrictions on carrying out the legal competencies of midwives	Making legislative changes to remove the barriers for independent performance of MW work incl. the ability to prescribe medicine. Eliminating the obligation for indication from a physician for covering MW work. Ensuring MW the ability to autonomously provide care, from running maternity counselling centres to providing care during childbirth and visiting services in the post-partum period.	1. 1. 2022 - 30. 6. 2023	Submitting an amendment to Act No. 48/1997 Coll. on public health insurance, Act No. 378/2007 Coll. on pharmaceuticals and on amendments to related acts	MH	
				4.2.2 Creating a concept for undergraduate and postgraduate education of midwives	Creating a concept and rules for the field of midwifery. In direct cooperation with midwife representatives, including community midwives, defining the parameters of undergraduate and postgraduate education for MWs. Ensuring compatibility with measures 4.1.1. and 4.2.3. If needed, revising the existing qualification standard for preparing for the medical profession of MW.	1. 1. 2022 - 30. 6. 2023	Creating an education concept for MW incl. postgraduate	MH	NGOs (UNIPA, ČSPA – Czech Midwife Society, ČKPA, APODAC)

				4.2.3 Creating standards for the provision of community care on the part of midwives	Cooperating with professional MW organisations recognised as professional MW organisations on the part of the International Confederation of Midwives to create standards for provision of community care that are based on scientific knowledge and safe proven practice abroad.	1. 1. 2022 - 30. 6. 2023	Creating standards for the provision of community care	MH	NGOs (UNIPA, ČSPA, ČKPA, APODAC)
4.3 Improving the application of free and informed consent with provision of healthcare services in the field of obstetrics	TBA	TBA	TBA	4.3.1 Drawing up methodological guidelines on proper and effective application of informed consent in accordance with human rights standards	Drawing up methodological guidelines on proper and effective application of informed consent in accordance with human rights standards. Involving human rights lawyers and care recipients in the preparation process.	1. 1. 2022 - 30. 6. 2023	Producing methodological guidelines incl. sample evaluation questionnaire	MH	MJ, NGOs
				4.3.2 Conducting regular evaluations of the application of informed consent	Evaluating whether healthcare providers apply informed consent when providing healthcare services in accordance with human rights standards	1. 1. 2023 - 30. 6. 2030	Evaluation conducted at least once every 2 years	MH	NGOs
				4.3.3 Ensuring regular collection and publication of data on obstetric care separated by region and by individual healthcare facilities	Ensuring state-guaranteed data is collected and presented in a unified manner that allows for maximum possible objectivity and accuracy. Ensuring access to a complete overview of basic care indicators in individual regions and facilities.	1. 1. 2021 - 31. 12. 2030	Publishing open data at least once a year without delay	MH, IHIS	NGOs, academic sector

				4.3.4 Ensuring good comparability of the results of Czech obstetric care with other European countries during regular collection and publication of data	<p>Publishing, separated by region and facility, the number of births total, number of spontaneous vaginal deliveries, operative vaginal deliveries and caesarean deliveries; number of births initiated by induction, in total and completed by spontaneous vaginal delivery, operative vaginal delivery and caesarean delivery; number of breech deliveries in total, delivered vaginally and delivered by Caesarean section; number of episiotomies, spontaneous damaging of the perineum and/or cervix, damaging of the perineum and/or cervix along with episiotomy and number of 3rd and 4th degree perineal tears in total; nutrition of child upon release from care and other factors following on international initiatives like Europeristat.</p>	1. 1. 2021 - 31. 12. 2030	Publishing open data at least once a year without delay, always separately for first-time mothers and repeat mothers.	MH, IHIS	NGOs, academic sector
4.4 Improving prevention of poor treatment and violence against women during childbirth	TBA	TBA	TBA	4.4.1 Implementing the WHO Recommendations for intrapartum care for a positive childbirth experience	Thoroughly applying the WHO Recommendations on intrapartum care for a positive childbirth experience.	1. 1. 2021 - 31. 12. 2030	WHO Recommendations have been thoroughly implemented	MH	
				4.4.2 Implementing the recommendations of the UN Special Rapporteur on Violence against Women listed in the report of 07/2019 on a human-rights approach to poor treatment and violence against women in reproductive healthcare with a focus on childbirth and obstetric violence	Implementing the recommendations listed in the report in question. Developing and distributing an information brochure on the issue of poor treatment of women in reproductive healthcare with a focus on childbirth and obstetric violence.	1. 1. 2021 - 31. 12. 2030	Recommendations have been implemented. Information brochure is being distributed.	MH	Ombudsman's Office, OG CR, NGOs
				4.4.3 Using methodological guidance to strengthen mechanisms of human rights-based responsibility	Using methodological guidance to ensure professional responsibility and sanctions in cases of ill treatment. Increasing the informedness of courts and the public on women's human rights in the context of childbirth (including women with multiple disadvantages) in order to	1. 1. 2021 - 31. 12. 2030	Ensuring methodological guidance. Thoroughly addressing ill treatment. Securing educational activities for judges through the Justice Academy (MJ)	MH	Ombudsman's Office, OG CR, MJ, NGOs

					ensure effective utilisation of legal remedies.				
4.5 Improving the continuity between intrapartum and postpartum care	TBA	TBA	TBA	4.5.1 Amending the methodological guideline Procedure for Health Service Providers in Releasing Newborns into their Own Social Environment	Ensuring the possibility of the woman leaving hospital with her child at her own wish. Instructing healthcare facility staff to refrain from making any pressure to change her decision. Introducing an obligation for healthcare facilities to provide the woman with information on other options for healthcare for her and her child and to offer the option of outpatient screening tests while supporting these tests in the home environment.	1. 1. 2021 – 1. 6. 2021	Amendment to methodological guideline	MH	Czech Gynaecological and Obstetrical Society, UNIPA, ČSPA, ČKPA, Czech Neonatal Society, Professional Society of Paediatricians, Czech Nursing Association
	Number of visits recorded by insurance companies	TBA	At least 200 000 a year	4.5.2 Ensuring women timely follow-up care after being released from hospital, including the care of a community midwife and the payment thereof from public insurance	Ensuring women timely follow-up care after being released from hospital, including the care of a community midwife and the payment thereof from public insurance without requiring indication on the part of a physician. Raising the minimum number of paid visits to 7.	1. 1. 2022 - 31. 12. 2024	Act No. 48/1997 Coll. on public health insurance and the reimbursement decree will have been amended	MH	
4.6 Improving the quality of postpartum care and support for breastfeeding	Percentage of full-term newborns delivered at the hospital that were in skin-to-skin contact with the mother for at least one hour immediately after birth, at latest within 5 minutes	TBA	>80 %	4.6.1 Implementing procedures to ensure continuous contact between mother and child immediately after birth for at least one hour	Implementing procedures to ensure continuous contact between mother and child immediately after birth for at least one hour in accordance with the WHO and UNICEF Implementation Guidelines for BfHI 2018.	1. 1. 2022 - 31. 12. 2030	Implementation Guidelines for BfHI 2018 have been thoroughly applied. Contact between mother and child ensured in appropriate manner.	MH	

	Percentage of full-term newborns delivered at the hospital that were continuously with the mother from birth until release with no interruption longer than one hour	TBA	>80 %	4.6.2 Implementing procedures to ensure uninterrupted and continuous contact between mother and child for the whole duration of their hospital stay	Implementing procedures to ensure uninterrupted and continuous contact between mother and child for the whole duration of their hospital stay in accordance with the WHO and UNICEF Implementation Guidelines for BfHI 2018.	1. 1. 2022 - 31. 12. 2030	Implementation Guidelines for BfHI have been thoroughly applied. Contact between mother and child ensured in appropriate manner.	MH	
	Percentage of premature newborns delivered at the hospital that were in constant skin-to-skin contact with the mother without any interruption lasting longer than an hour once vital functions had been stabilised (i.e. without severe apnoea, desaturation or bradycardia)	TBA	>80 %	4.6.3 Implementing procedures to ensure as prolonged skin-to-skin contact as possible between mother and a premature child or child with low birth weight during their hospital stay ("kangaroo care")	Implementing procedures to ensure as prolonged skin-to-skin contact as possible between mother and a premature child or child with low birth weight during their hospital stay ("kangaroo care") in accordance with the WHO and UNICEF Implementation Guidelines for BfHI 2018.	1. 1. 2022 - 31. 12. 2030	Implementation Guidelines for BfHI 2018 have been thoroughly applied. Contact between mother and child ensures in appropriate manner.	MH	
	percentage of children fully breastfed upon release from hospital	81.40 %	>90 %	4.6.4 Creating an inter-ministerial coordination body for infant and young child nutrition within the meaning of the WHO and UNICEF Implementation Guidelines on the Baby-friendly Hospital Initiative 2018	Creating an inter-ministerial coordination body for infant and young child nutrition within the meaning of the WHO and UNICEF Implementation Guidelines for BfHI 2018 that will bring together all the relevant actors from the state sector, academia, professional organisations of healthcare providers and non-profit organisations who do not represent manufacturers of breastmilk substitutes, baby bottles and pacifiers and do not receive financial or non-financial donations from them.	1. 1. 2021 - 31. 12. 2030	Existence of inter-ministerial body for nutrition of infants and young children that meets the requirements of the BfHI 2018 Implementation Guidelines. At least 4 meetings a year.	MH	
4.6.5 Ensuring implementation and ongoing monitoring of the WHO and UNICEF Baby-friendly Hospital Initiative 2018				Ensuring proper implementation and ongoing monitoring of the WHO UNICEF BfHI 2018 programme. Creating and realising a BfHI 2018 implementation plan.	1. 1. 2021 - 31. 12. 2030	Creation and realisation of BfHI 2018 implementation plan	MH		
4.6.6 Creating minimum standards for the approach of health service providers to breastfeeding support				Creating minimum standards for the approach of health service providers to breastfeeding support that include a model strategy for breastfeeding support and	1. 1. 2022 - 31. 12. 2023	Creating a methodological guideline Breastfeeding Support Procedure for Health Service Providers	MH		

					which are in line with the WHO recommendations to date				
				4.6.7 Substantively defining the legislative changes needed for ensuring implementation of the WHO and UNICEF International Code of Marketing of Breastmilk Substitutes and connected resolutions of the World Health Assembly	Substantively defining the legislative changes needed (esp. in the act on the regulation of advertising) for ensuring implementation of the WHO and UNICEF International Code of Marketing of Breastmilk Substitutes and connected resolutions of the World Health Assembly. This particularly concerns the ban on advertising for infant formula and ensuring an effective control mechanism.	31. 12. 2022	Submission of an amendment to Act No. 40/1995 Coll., on the regulation of advertising	MH	OG-EOC
				4.6.8 Submitting a draft amendment to Act No. 40/1995 Coll., on the regulation of advertising in order to ensure implementation of the WHO and UNICEF International Code of Marketing of Breastmilk Substitutes and connected resolutions of the World Health Assembly	Following up on measure 4.6.7 and submitting an amendment to Act No. 40/1995 Coll., on the regulation of advertising	31.12.2023	Submission of an amendment to Act No. 40/1995 Coll., on the regulation of advertising	MIT	MH
				4.6.9 Restricting the inappropriate promotion of breastmilk substitutes, bottles and pacifiers in public among health professionals	Restricting inappropriate promotion and aiming for consistent implementation of the code, including World Health Assembly resolution 69.9. Evaluating the state of compliance with the code through Net Code forms every 3 years and subsequently proposing steps to improve the situation. Creating a methodological guideline Approach of Health Service Providers to Ending Inappropriate Promotion of Breastmilk Substitutes, Bottles and Pacifiers.	1. 1. 2022 - 31. 12. 2030	Creation of a methodological guideline for health service providers Evaluation of Code Compliance through NetCode Forms at least Once every 3 Years.	MH	MIT

Chapter 5 Knowledge

Strategic Objective 1		Ensuring maximum development of the potential of girls and boys / women and men				Indicator for strategic objective	Results of education (comparative tests), statistics on representation of women and men in groups of professions	Initial value of indicator	TBA	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
1.1 Reducing the difference in knowledge and skills between male and female pupils	Difference (boys-girls) in reading and mathematical literacy (on average and for the top 10% best pupils)		Reducing the difference in the average reading literacy as to be insignificant. Reducing the difference in mathematical literacy for the top 10% pupils as to be insignificant.	1.1.1 Developing teaching practices that support internal differentiation of teaching	As part of FETS offering courses concerning practices that support internal differentiation of teaching in key subjects (in particular mathematics, physics, Czech language and literature, and potentially others).	1. 1. 2021 - 31. 12. 2030	Inclusion of courses in FETS offer Realisation of training drives concerning methods for internal differentiation of teaching	MEYS	NPI CR		
				1.1.2 Testing the effectiveness of teaching forms and methods in terms of the learning process of various groups of pupils, including Roma pupils	Carrying out a meta-analysis (or study) testing the effectiveness of teaching forms and methods in terms of the learning process of various groups of students with an emphasis on the gender perspective with the goal of boosting the implementation of those forms and methods that lead to a reduction in the differences in knowledge and skills of male and female pupils.	1. 1. 2021 - 31. 12. 2024	Realisation of a study/meta-analysis Publishing of a final report				
				1.1.3 Developing teaching practices that reduce the differences in skills and knowledge between various groups of pupils, including Roma pupils	Supporting team teaching activities aimed at sharing professional convictions and stances, swapping experiences and mutual development of teaching practices in heterogeneous classrooms with the goal of reducing differences in knowledge and skills among various groups of	1. 1. 2022 - 31. 12. 2030	Securing a sufficient allocation Programmes launched Projects supported Media support for topic				MEYS

					pupils while also increasing the knowledge of pupils in general.		Monitoring on part of CSI		
1.2 Removing gender prejudices that influence life and career choices	Percentage of men and women in fields of study at secondary and post-secondary schools	post-secondary: 32 % women in technical programmes; 83 % women in the programme Pedagogy, Teaching and Social Care	Increasing the percentage of women in fields dominated by men (e.g. technical fields and the like) and the percentage of men in fields dominated by women (e.g. teaching, social work, etc.).	1.2.1 Strengthening long-term career counselling focused on a free choice of career path at primary and secondary schools	Supporting the development of career counselling at primary and secondary schools through specific MEYS calls and educational activities and institutionalising the function of a career counsellor by adopting an amendment to Act No. 563/2004 Coll. Ensuring data sharing.	1. 1. 2021 - 31. 12. 2030	Specific MEYS calls Materials for schools and educational courses offered by NPI CR Submitting an amendment to Act No. 563/2004 Coll.	MEYS, MLSA	NPI CR, Labour Office
				1.2.2 Monitoring the state of career counselling at primary and secondary schools in terms of gender equality	Regularly issuing analyses of existing data concerning long-term career counselling focused on a free choice of career path that contains a gender perspective. Having the CSI conduct a thematic in-depth inspection. Expanding data collection in this area on the part of the NPI.	1. 1. 2021 - 31. 12. 2030	Regularly publishing analyses of existing data evaluating the conditions, course and results of education on the part of the CSI (at least once every 3 years) Thematic inspection by the CSI In-depth state analysis Expanded data collection by NPI CR	MEYS	CSI, NPI CR
				1.2.3 Implementing gender non-stereotypical guidance counselling and school prevention methodologies	Incorporating the principle of respect for diversity, respect for minorities and gender equality in guidance counselling and school prevention methodologies so that the gender perspective is taken into account in the agenda in question (e.g. prevention of harassment and bullying, prevention of scholastic failure, prevention of addictive behaviour, etc.).	1. 1. 2021 - 31. 12. 2023	Methodology of NPI CR Expanding education of curricula and school prevention methodologies Systematically presenting materials on the FEP portal Incorporating gender non-stereotypical job choices into the	MEYS	NPI CR

							standard studies of guidance counsellors		
				1.2.4 Supporting activities focused on gender non-stereotypical life choices	Carrying out a media campaign and other activities under MEYS to support gender non-stereotypical life choices (incl. study and career paths).	1. 1. 2022 - 31. 12. 2024	Realisation of media campaign focused 1) on primary, secondary and primary art schools, 2) on the parenting public, 3) on employers, 4) on the general public, 5) on socially excluded areas Realisation of further activities	MEYS	
				1.2.5 Thoroughly adhering to gender-sensitive labelling of fields of study and occupations in materials used by MEYS, including the National Qualifications Framework	Revising and adhering to gender-sensitive labelling of fields of study and occupations on the MEYS website and the organisations it manages directly, as well as under the Framework Educational Programme and NQF.	1. 1. 2021 - 31. 12. 2025 (31. 12. 2030)	Revision of websites for MEYS and its organisations Revision of linguistic labelling in FEP Revision of NQF	MEYS, NPI CR	
				1.2.6 Carrying out a campaign to promote men going into teaching	MEYS awareness campaign to support men going into teaching in pre-school and primary education. The campaign can be realised as part of a broader campaign focused on increasing the attractiveness of the teaching profession.	1. 1. 2021 - 31. 12. 2030	Realising a media campaign focused on 1) secondary school students, 2) the parenting public, 3) the general public	MEYS	

1.3 Reducing inequality in educational paths (in terms of type of education)	Percentage of girls and boys studying in fields at grammar schools and universities	60 % girls in fields at grammar schools 56 % women at universities 43 % female graduates of PhD programmes	Evening out the levels of boys and girls in general secondary education and at university (including doctoral studies)	1.3.1 Determining what factors contribute to the occurrence of differing educational paths and proposing measures to reduce them	Carrying out a meta-analysis (or new study) of pedagogical factors that contribute to differing educational strategies of individual groups (based on sex, ethnicity, disability, etc.) and, based on this, proposing specific pedagogical measures to reduce them. (e.g. individualisation, activation teaching methods, formative assessment).	1. 1. 2021 - 31. 12. 2024	Carrying out a meta-analysis or study Publishing a research report Promoting the main findings in the media Introducing measures	MEYS	
				1.3.2 Boosting activities supporting a more balanced level of women and men in university programmes (in terms of fields)	Supporting activities leading to a more balanced representation of women and men in university programmes (e.g. more male students in EHW fields, more female students in STEM fields) through specific MEYS calls, both under national subsidies and from OP JAK.	1. 1. 2022 - 31. 12. 2030	Specific MEYS calls Specific calls from OP JAK		
1.4 Reducing inequality in career paths	Teaching staff in regional and post-secondary school system and in research (rate of women/men)	Percentage of male teaching staff: -in pre-school education (1 %) -primary (34 %) -secondary (56 %) Percentage of women in research: 27 % - med. r.: 48 %, soc.r. 42 %, hum. r. 41 %, agr. r. 42 %, nat.r. 25 %, tech.r. 13 % - sectors: government 41 %, business 12.5 %, university 35 %, non-	- life sciences- 30 %, tech. sciences 18 %, decision-making 30 %, prof. - 20 % ass. prof. - 30 % and bus. sector - 17 % (+ 5 pp as min. shift in 9 years)	1.4.1 Reflecting the gender perspective in creating the teacher competency profile and professionalisation continuum	Taking into account gender equality in the teacher competency profile and professionalisation continuum and utilising instruments that contribute to gender-sensitive and non-stereotypical career growth. At the same time, devoting attention to measures that increase the attractiveness of the teaching profession in pre-school and basic education for male teachers.	1. 1. 2021 - 31. 12. 2025	Gender-sensitive teacher competency profile	MEYS	
				1.4.2 Supporting an increase in representation and professional growth of the under-represented sex in areas of RDI	Realising support activities aimed at professional growth, greater recruitment and boosting the motivation of persons from the under-represented sex to work in the given professional area, increase their qualifications and pursue higher positions (e.g. mentoring, networking, education and other courses, support for female innovators and	1. 1. 2021 - 31. 12. 2030	Support realised Activities supported		

		profit 38 % - scientific decision-making bodies: management 14 %, supervisory, decision-making and strategic bodies 23 %, advisory bodies 31 % - academic positions: ass.prof.. 26 %, prof. 16 % see:		entrepreneurs, campaigns, making role models more visible, etc.).				
			1.4.3 Increasing the capacity of care services for university students and for people working in RDI	Supporting the introduction and operation of various forms of care services for university students for people working in RDI with the aim of increasing the overall capacity of the provided care services.	1. 1. 2021 - 31. 12. 2026	Ensuring sufficient allocation Programmes launched Increased capacity	MLSA	providers of aid for research, development and innovation, universities
			1.4.4 Implementing grants for returning parents	Introducing and implementing support for parents returning to their profession after parental leave in the form of return grants.	1. 1. 2021 - 31. 12. 2030	Ensuring sufficient allocation Funding allotted Supported persons	MEYS, providers of aid for research, development and innovation	OG-EOC, RDI Council
			1.4.5 Providing for care services that reflect the specific position of RDI employees	Allowing funding of care services in targeted aid programmes (care services for children and other dependents and other forms of securing care, etc.).	1. 1. 2021 - 31. 12. 2025	Programmes that include care services as eligible costs Supported persons	providers of aid for research, development and innovation	RDI Council, universities
			1.4.6 Monitoring differences in pay between men and women and adopting measures to balance them out	On an ongoing basis monitoring and evaluating the differences between average pay of women and men in teaching with regard for further classification features. In case of differences identified, preparing measures to help reduce them.	1. 1. 2021 - 31. 12. 2030	Including data on the pay of women and men in various positions in the Statistical Yearbook of Education – performance indicators Ongoing reports on the result of evaluation (at least 4) Measures to reduced gender pay gap	MEYS	

				1.4.7 Reflecting the specific position of women in science when transposing the Directive of the European Parliament and of the Council on work-life balance for parents and carers and repealing Council Directive 2010/18/EU	In transposing the directive, taking into account the specific position of women researchers in the labour market and calibrating the local legislation so as not to have a negative impact on the balancing of researchers.	1. 1. 2021 - 31. 12. 2022	Transposing the directive with account taken for the specifics of balancing researchers	MEYS, MLSA			
Strategic Objective 2		Expanding the content of education, science and research to include gender perspective				Indicator for strategic objective	TBA	Initial value of indicator	TBA	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
2.1 Increasing emphasis on the presence of gender topics in curricula	Number of interpretation materials, research studies, revisions of FEPs, SEP evaluations from a gender perspective	0	TBA	2.1.1 Revising FEPs from a perspective of the principle of gender equality	Pursuing the goal of eliminating gender stereotypes and promoting gender equality as part of the process of revising FEPs. Realising a workshop for FEP coordinators, preparing interpretation and evaluation material concerning gender equality in FEPs.	1. 1. 2021 - 31. 12. 2023	Revised FEPs for all levels of education Participation of FEP coordinators at workshop on gender equality Interpretation material for FEP coordinators and working groups for FEP revision	MEYS	NPI CR		
				2.1.2 Conducting a research study on gender equality in SEPs	Carrying out a qualitative study concerning the inclusion of the topic of gender equality in SEPs at individual levels of education (after implementation of revised FEPs). Studies will include analysis of SEPs and interviews with teachers. The results of the study will be taken into account in producing the interpretation materials (2.1.3).	1. 1. 2024 - 31. 12. 2025	Research report published, including recommendations		NPI CR		

				2.1.3 Creating interpretative materials on gender equality in FEPs	Preparing interpretative materials for revised FEPs for pre-school, primary, grammar school and vocational education concerning how the principle of respect for diversity, respect for minorities and the principle of gender equality is to be implemented into instruction on the basis of the FEP, both in terms of content and at the level of target values and the pedagogical principle.	1. 1. 2026 - 31. 12. 2028	Creating an explanatory text Publishing an explanatory text on the FEP portal	MEYS	NPI CR
				2.1.4 Gender-sensitive evaluation of SEPs	Taking into account the principle of gender equality when evaluating SEPs (based on the revised FEPs).	1. 1. 2025 - 31. 12. 2030	Publishing specific analyses focused on eliminating gender and other stereotypes and promoting equality in education (at least once per five years)	MEYS	CSI
2.2 Preventing the presence of gender stereotypes in textbooks	Functional assessment of gender stereotyping in textbooks, reducing the proportion of newly published textbooks containing gender stereotypes	The approval rating process is not fully functional. Analyses of textbooks evidence the existence of numerous gender stereotypes.	0	2.2.1 Setting up a functional system of professional assessment of textbooks for the purposes of granting an approval rating	Revising and newly calibrating the system of professional assessment of textbooks for the purposes of granting an approval rating so as to be fully functional. The system will include training for reviewers and control mechanisms. Updating the handbook for evaluating gender stereotyping in textbooks.	1. 1. 2022 - 31.8.2024	Creating and formalising an assessment system Publishing a description of the system on the MEYS website Mandatory observance of the system in the textbook assessment process	MEYS	
				2.2.2 Educating publishing houses and textbook authors on diversity and gender equality	Conducting a workshop once a year for textbook publishers and authors, where the principal of gender equality and risks associated with gender stereotyping in textbooks will be presented.	1. 1. 2021 - 31. 12. 2030	Workshops realised	MEYS	
				2.2.3 Introducing an award for gender-sensitive textbooks	Announcing and holding an award on the best gender non-stereotypical textbook every three years with a financial reward for the	1. 1. 2021 - 31. 12. 2030	Realisation of competition for best gender non-stereotypical textbook	MEYS	publishing houses

					winning publication. Promoting the purpose and results of the competition in the media.				
2.3 Ensuring that higher education takes into account the principle of equality	Number of innovated subjects and graduates thereof (calls issued under subsidy programmes, projects realised, dissemination of information towards the Association of Deans)	0	5+ /50+ (1+/5+/1+)	2.3.1 Supporting the introduction of a gender dimension into teaching at faculties training teachers and other faculties in the Czech Republic	Supporting the implementation of the principle of equality and gender into the teaching at faculties of education and others via recommendations (including a basic approach and examples of how to incorporate the topic of gender into teaching at universities in various thematic areas), methodological support or financial incentives. Supporting further sub-activities with the goal of raising awareness about the issue in the target population of university teachers.	1. 1. 2021 - 31. 12. 2025	Inclusion of the topic in programme documents and wording of relevant calls under OP JAK Supported projects aimed at gender innovation in teaching Innovated subjects and teaching materials Document of methodological recommendation and its expansion	MEYS	universities, NAB, Association of Deans of Pedagogical Faculties, universities, TA CR, Government Council for Gender Equality, NKC – Centre for Gender & Science
				2.3.2 Continuously informing on options for utilising institutional support in the field of gender equality	Informing the Association of Deans of Pedagogical Faculties on an ongoing basis about existing projects and calls for supporting gender equality in education.	1. 1. 2021 - 31. 12. 2030	Informing about calls		
2.4 Reducing inequality stemming from gender-insensitive research, development and innovation	Gender dimension is present in content of higher education and taken into account in research, development and innovation projects (allocated funding for support, supported projects and their output, incorporation of requirement for gender in content of knowledge in tender documents, educational and informational activities)	Taking the gender dimension into account in content of research is part of the aid rules for the TA CR's ZETA programme.	CZK 1 mil, 400 submitted project for which a gender dimension was assessed in research, all tender documentation of providers in monitored period, 10+ educational activities, 100+ attendees	2.4.1 Taking into account the dimension of sex and gender in the content of research, development and innovation as part of support for RDI projects	Providers of RDI funding (targeted funding) ensure the dimension of gender and sex is taken into account in the content of research where it is relevant (i.e. studies and products with an impact on the quality of life of society or individuals or which study social phenomena). Also, in cooperation with the OG CR (Department of Gender Equality) and other providers, they shall provide methodological support to applicants and secure the training of evaluators.	1. 1. 2021 - 1. 1. 2024 (31. 12. 2030)	Aid programmes that take into account the gender dimension in the knowledge content Supported projects that take into account the gender dimension in the research content Methodological support activities for applicants and evaluators	providers of targeted aid for research, development and innovation, OG CR	RDI Council, NKC – Centre for Gender & Science

				2.4.2 Implementing the dimension of sex and gender in the content of research and innovations as a criterion of evaluation of research and university institutions for the purposes of institutional funding	Methodological evaluation of universities, public research institutions and other research institutions that are funded from public resources as part of institutional funding shall contain as one of their evaluation criteria for research quality inclusion of the sex and gender dimension in the content of research and innovation in areas dealing with people, quality of life and society.	1. 1. 2021 - 31. 12. 2023	Incorporating criterion into evaluation methodologies Evaluating fulfilment of criterion	MEYS, providers of institutional support for research, development and innovation	RDI Council, other providers of support for research, development and innovation		
Strategic Objective 3		Applying a gender perspective in the running of educational and scientific research institutions				Indicator for strategic objective	TBC	Initial value of indicator	TBC	Target value of indicator	TBC
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
3.1 Expanding knowledge of gender equality in the educational system and in science	Allocated resources Realised research, analyses and studies	Currently attention is not dedicated systematically to the issue. There are ad hoc studies (sexual harassment at universities, working conditions in RDI, etc.)	5-10 studies	3.1.1 Supporting the funding of research and analysis on gender equality in the educational system and in science as part of support programmes	Increasing knowledge on the issue of gender equality in the form of analyses and studies.	1. 1. 2021 - 31. 12. 2026	Forms of support realised Projects and their output supported	MEYS	RDI Council		
				3.1.2 Incorporating gender equality into evaluation of schools by CSI	Preparing an interpretation of the CSI evaluation criteria with regard for the principle of equality, including gender equality. Sharing results with other institutions and issuing specific analyses.	1. 1. 2021 - 31. 12. 2023 (31. 12. 2030)	Interpretation of CSI evaluation criteria issuing of specific analysis mapping out the state of gender equality at schools of all levels (once per five years)	MEYS	CSI		
3.2 Ensuring professional and lifelong learning and methodological support in the field of gender equality for persons working	Number of educational activities, people who have completed them, educational materials	max. single digits (usually ad hoc activities) single digits of materials, max. tens of people who have	increasing opportunities for professional development in the field of gender equality; strengthening pedagogical competencies	3.2.1 Expanding the offer of courses concerning support for equality and diversity	Expanding and making more attractive the offer of external and internal support under FETS focused on implementing the principle of diversity and gender equality into content and teaching practices at the level of pre-school, primary and secondary	1. 1. 2021 - 31. 12. 2030	Increased offer of courses Ongoing monitoring and evaluation of the growth of offer and interest	MEYS	NPI CR		

education and research		completed them			education, with linking to other developed topics.				
				3.2.2 Systematically informing about materials on gender equality in education	Utilising the FEP methodological portal to inform about gender equality. Continuously publishing information and output concerning incorporating gender into educational content, didactic processes and the management of educational institutions. Ensuring simple traceability of the subject.	1. 1. 2021 - 31. 12. 2030	Publication of new posts concerning gender equality on the FEP portal every year	MEYS	NPI CR
				3.2.3 Introducing and making more attractive the offer of lifelong learning in various areas concerning gender equality in university education, science and in the field of research support	Supporting lifelong education of university teachers and researchers in the field of gender equality (e.g. in running classes, gender in knowledge content, increasing sensitivity to the gender issue) through educational activities. Promoting the offered activities.	1. 1. 2021 - 31. 12. 2030	Educational activities launched Increasing number of participants by 100 %	MEYS	NPI CR, NKC – Centre for Gender & Science
				3.2.4 Educating and further increasing the competencies of people working in gender equality at institutions with an RDI agenda	Supporting increasing competencies in the field of gender equality in science and management methods, implementation and evaluation of activities to support gender equality in persons with state/government institutions through educational activities (workshops).	1. 1. 2021 - 31. 12. 2030	Educational activities launched	MEYS, OG	NKC – Centre for Gender & Science
				3.2.5 Providing for training and consultation services and methodological support for research institutions implementing activities and plans to support gender equality at RDI institutions	Providing for methodological and consultation support for research institutions in the field of promoting gender equality by creating and distributing methodological materials and expanding the offer of consultations and training.	1. 1. 2021 - 31. 12. 2030	Consultations and training realised Methodological materials	MEYS	NKC – Centre for Gender & Science

3.3 Increasing the quality and transparency of HR management at universities and research institutions	TBA	TBA	TBA	3.3.1 Supporting the introduction of a position of coordinator for the agenda of gender equality at RDI institutions	Implementing financial support for RDI institutions in establishing gender equality coordinator positions.	1. 1. 2021 - 31. 12. 2024 (31. 12. 2030)	Sufficient allocation ensured Support programmes launched Institutions supported Newly created positions	MEYS	Providers of support for research, development and innovation, universities
				3.3.2 Supporting the implementation of Gender Equality Plans at RDI institutions	Introducing financial support for RDI institutions in implementing their own Gender Equality Plans.	1. 1. 2021 - 31. 12. 2024 (31. 12. 2030)	Sufficient allocation ensured Support programmes launched Institutions supported Gender Equality Plans created	MEYS	
				3.3.3 Implementing institutional development and transparent HR management as part of the evaluation and funding of organisations	Including the quality of HR management among the criteria for evaluating RDI institutions (meaning institutional funding: e.g. as part of the Methodology 2017+, concept for evaluating the activity of ASCR workplaces, rules for provision of contributions and subsidies to public universities, etc.).	1. 1. 2021 - 31. 12. 2021 (31. 12. 2030)	Incorporating the issue of institutional development and HR development into the methodologies for RDI evaluation	MEYS, providers of institutional support for research, development and innovation	RDI Council
				3.3.4 Taking into account quality and transparency of HR in evaluating targeted aid projects by documenting a high-quality and transparent institutional solution to HR development and gender equality	An advanced standard in the field of human resources including gender equality (e.g. on issues of sexual harassment, transparent conditions for repeated contracts, work-life balance, etc.) will be taken into account in the competition for research funding from public sources (targeted aid).	1. 1. 2021 - 31. 12. 2024 (31. 12. 2030)	Tender documentation takes into account advanced HR standard when competing for public RDI funds	providers of targeted aid for research, development and innovation	RDI Council

3.4 Creating the conditions for sharing good practice concerning gender-sensitive education and gender equality in RDI	Existence and function of bodies	Do not yet exist	Meeting 3+ annually	3.4.1 Establishing a platform for gender equality in education	Creating a platform (MEYS, ministry-run organisations, school associations, universities that educate teachers, research organisations dealing with pedagogical research) for the mutual exchange of information on activities in the field of gender equality in education. Setting up the principles for ongoing communication among the Platform.	1. 1. 2021 - 31.6.2022 (31. 12. 2030)	Setting up the Platform Formal status of Platform Meetings of Platform	MEYS	
				3.4.2 Establishing a body for coordinating the agenda of gender equality in RDI	Establishing a body for the agenda of gender equality in RDI (providers, RDI Council) that will meet twice a year.	1. 1. 2021 - 31.6.2022 (31. 12. 2030)	Appointing of body members Meetings of the body	RDI Council	OG-EOC, providers of research, development and innovation, NKC – Centre for Gender & Science
3.5 Systematic application and evaluation of gender equality policies in education and science	Regular and systematic evaluation of activities and policies	Taking place only in part	Taking place comprehensively	3.5.1 Evaluating education policies in terms of gender equality on an ongoing basis	Including gender equality among the evaluation criteria for education policies. Paying attention to what education-policy measures lead to promoting gender equality in education and which are obstacles to this.	1. 1. 2022 - 31. 12. 2024 (31. 12. 2030)	Report on results of analysis	MEYS	
				3.5.2 Evaluating the gender equality perspective as part of ex ante and ex post evaluation of programmes for supporting education and RDI	Evaluating programmes for supporting education from the perspective of the impact of the whole programme and sub-projects on the quality of education before and after it. Testing out quality output and systematically offering it (through a website) for use in education. Evaluating RDI support programmes both in terms of supported women and men and above all in terms of the impact on society before and after their implementation.	1. 1. 2021 - 31. 12. 2030	Audits and analyses mapping out the impact of support programmes on women and men (in terms of both content and realisation teams) Documents thoroughly evaluating programmes in terms of gender equality Reports on evaluation results	providers of support for research, development and innovation	RDI Council

				3.5.3 Ensuring the presence of the gender perspective in materials concerning education, science and innovation	Systematically incorporating the principle of gender equality in materials of the RDI Council, MEYS and providers of support for research, development and innovation.	1. 1. 2021 - 31. 12. 2030	Documents in which the perspective of gender equality has been applied	RDI Council, MEYS, providers of support for research, development and innovation	-
				3.5.4 Including the monitoring of selected indicators in the Analysis of the State of RDI in the Czech Republic and its comparison with abroad	Annually monitoring and comparing with abroad in the field of gender equality (e.g. representation of women in science, among PhD students, in decision-making bodies, etc.).	1. 1. 2021 - 31. 12. 2021 (31. 12. 2030)	Analysis of the state of RDI containing and evaluating selected gender equality indicators	RDI Council	providers of support for research, development and innovation
				3.5.5 Securing financial support for applying the perspective of gender equality	Supporting the application of the perspective of gender equality in relevant calls issued under OP JAK.	1. 1. 2021 - 31. 12. 2029	Calls issued from OP JAK Supported projects	MEYS	

Chapter 6 Society

Strategic Objective 1		Reducing the level of acceptability of gender stereotypes and sexism in society				Indicator for strategic objective	TBA	Initial value of indicator for strategic objective	TBA	Target value of indicator for strategic objective	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
1.1 Reducing the acceptability of gender stereotypes on the part of society	TBA	TBA	TBA	1.1.1 Carrying out awareness activities focused on explaining the connection between stereotypes on the roles of women and men and inequality between women and men	Realising own awareness-raising activities (including online awareness activities) focused on explaining stereotypes about the roles of women and men and their connection to inequalities between women and men	Ongoing	campaign or other forms of awareness activities realised	OG, MEYS, MJ, MD	NGOs, MI		
				1.1.2. Carrying out awareness activities focused specifically on gender stereotypes in connection with care	Realising own awareness-raising activities (campaign) aiming to eliminate gender stereotypes in connection with caring for the household, children and other persons	1. 1. 2022 - 31. 12. 2025	campaign or other forms of awareness activities realised	MLSA			
				1.1.3 Supporting the creation of a website with resources for eliminating prejudices against women and men	Financially supporting (including through OPE+) the creation of a website that contains tried-and-true approaches and teaching/study materials for eliminating prejudices against women and men in the field of education, educational materials, the media and other areas.	1. 1. 2021 - 31. 12. 2025	existence of a website	OG, MLSA	NGOs		
				1.1.4 Taking concrete steps to support gender equality in the sports sector at all levels, in particular supporting the non-stereotypical depiction of women and men, girls and boys.	Promoting women and men from non-typical sports, initiating expert discussions, round tables and seminars to support gender equality in sport.	Ongoing	activities realised	MEYS	NSA		

				1.1.5 Supporting the taking of concrete steps to support gender equality in the cultural sector at all levels	Supporting the promotion of women and men in various cultural sectors, in particular those where they are not frequently represented, or in which they encounter prejudice on the part of society. Promoting gender equality in support for culture.	Ongoing	Number of awareness activities supported.	MC	
				1.1.6 Informing the public on websites or social networks about women and men who have been successful in fields that are considered atypical from a gender perspective	Involving figures who have established themselves in fields not typical for men or women in awareness campaigns, clarifying the topic of gender equality and other appropriate activities.	Ongoing	reports published	all ministries	
				1.1.7 Taking concrete steps to support gender equality in the digital and ICT sector	Tackling gender inequality in the digital and ICT sector through specific awareness-raising drives	Ongoing	awareness activities	OG	
1.2 Reducing the level of tolerance for sexism in society	TBA	TBA	TBA	1.2.1 Supporting the realisation of awareness activities in order to inform the public about the importance of non-sexist content in the media and public domain.	Supporting the realisation of awareness activities of other entities focused on reducing tolerance for sexist content in the media, including the use of examples of good practice from the Czech Republic and abroad.	1. 1. 2021 - 31. 12. 2025	Number of supported awareness activities	MC, OG	NGOs
				1.2.2 Addressing the topic of gender equality and sexism as part of the revision of FEPs in the field of ICT and digital literacy	Devoting attention to gender equality and sexism online in revising FEPs in topics focused on ICT and digital literacy	31. 12. 2022	revised FEPs	MEYS	OG
				1.2.3 Increasing the ability of supervisory authorities to assess and regulate sexist advertising	Providing methodological support and organising training events for regional trade licensing offices in order to increase their competencies and unify decision-making practice in assessing sexist advertising	1. 1. 2021 - 31. 12. 2025	training events realised	MIT	OG, Ombudsman's Office

				1.2.4 Conducting a study on public attitudes towards sexism and gender stereotypes in the media and advertising	Conducting a representative public opinion poll in relation to expressions of sexism and gender stereotypes in the media and advertising	31. 12. 2023	study realised	OG CR	
				1.2.5 Organising awareness activities for self-regulatory bodies in the field of media and advertising	Holding seminars and other awareness activities for self-regulatory bodies on the impact of sexism in the media and advertising	ongoing	awareness activities	OG CR	MIT
1.3. Strengthening mechanisms for prevention and elimination of sexist content in the public domain	TBA	TBA	TBA	1.3.1 Supporting implementation of MIT methodological information to assess sexist advertising into the activity of the Council for Radio and Television Broadcasting and other media regulatory bodies	Informing the CRTB and other regulatory bodies on MIT methodological information for recognising sexism in advertising and motivating them to use it	1. 1. 2021 - 31. 12. 2023	provision of information	OG CR	MIT
				1.3.2 Increasing the jurisdiction of supervisory bodies to eliminate sexist advertising	Initiating and supporting dialogue with the bodies supervising advertising on the recommendations of the Ombudsman's Office in the field of sexist advertising.	Ongoing	events realised	MIT	
				1.3.3 Inform public administration authorities on the Recommendation of the Council of Europe Committee of Ministers on prevention of sexism and motivating them to make use of it	Presenting Recommendation CM/Rec(2019)1 at professional events, individual meetings, and organising workshops on how to utilise it	1. 1. 2021 - 31. 12. 2024	events realised	OG CR	
				1.3.4 Informing the general public about the possibilities and methods for submitting complaints to regional trade licensing offices and the CRTB for assessment of sexist advertising content.	Including information on the possibility of defending oneself against inappropriate advertising content through complains in information campaigns, motivating supervisory bodies to explain their activities to the public.	Ongoing	awareness activities	OG CR	MIT

				1.3.5 Motivating entities that give out media and film awards (ADC Creative Reward, ČFTA, ČLF, EFI, FITES, OSF, etc.) to eliminate gender stereotypes about men and women.	Motivating awards entities through appropriate measures to also take into account gender stereotypes about men and women.	ongoing	measures realised	OG CR			
1.4. Increasing the involvement of men in promoting gender equality	TBA	TBA	TBA	1.4.1. Supporting NGO projects focused specifically in involving men in promoting gender equality as part of subsidy programmes	Including support for NGO activities focused on involving men in subsidy programme calls on gender equality	Ongoing	activities included in relevant call	OG CR			
				1.4.2 Supporting activities focused on involving men in promoting gender equality under OPE+	Including activities focused on involving men in promoting gender equality in the OPE+ calls (including transfer of good practice from abroad)	1. 1. 2022 - 31. 12. 2030	activities included in relevant call	MLSA	OG CR		
Strategic Objective 2		Increasing the level of understanding of the topic of gender equality and its benefits				Indicator for strategic objective	Level of the public that considers promoting gender equality important	Initial value of indicator	83 %	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
2.1 Increasing the level of involvement of state administration in increasing understanding of the topic of gender equality	TBA	TBA	TBA	2.1.1 Funding communication and awareness-raising activities on the benefits of gender equality as part of existing subsidy programmes	Including awareness activities on the benefits of gender equality in various areas of society in the calls for NGOs as part of existing subsidy programmes	31. 12. 2022 and then on an ongoing basis	inclusion of relevant activities in calls	OG CR, MLSA			
				2.1.2 Carrying out an information campaign on the benefits of promoting gender equality for contemporary society (including involvement of men)	Carrying out an information campaign (and developing a communication strategy) on the importance and benefits of equality of women and men for contemporary society, including promoting the involvement of men	1. 1. 2022 - 31. 12. 2025	campaign realised	OG CR			
				2.1.3 Explaining as part of relevant media activities the benefit of specific measures and substantive policies for gender equality	As part of relevant media output informing about ministry policies and measures, explaining their benefit for gender equality	ongoing	media output realised	all ministries	OG CR		

				2.1.4 Mapping out existing public opinion polls related to gender equality	Conducting a meta-analysis of existing public opinion polls related to gender equality	31. 12. 2023	meta-analysis	OG CR	
				2.1.5 Carrying out regular public opinion polls in relation to gender equality	Conducting public opinion polls focused on attitudes towards various questions related to gender equality at intervals of every 3 years	1. 1. 2021 - 31. 12. 2030	public opinion polls	OG CR	
2.2 Increasing public awareness on the practical benefits of projects that contribute to gender equality co-financed from ESI funds, Norway Funds and the state budget	TBA	TBA	TBA	2.2.1 Including information activities on the benefits of projects as a supported activity as part of relevant calls under OPE+	Supporting activities focused on publicity and increasing awareness about the benefits of projects in relation to gender equality in the relevant calls	1. 1. 2022 - 31. 12. 2027	including the given activities in calls	MLSA	OG CR
				2.2.2 As part of publicity for projects co-financed from the EEA and Norway Grants, ensuring information about their benefits in relation to gender equality	As part of information activities related to promotion of EEA and Norway Grants (or supported projects), placing emphasis on informing about their benefits in relation to gender equalities	1. 1. 2021 - 31. 12. 2024	information activities realised	MF	OG CR
				2.2.3 Informing the public about the practical benefits of the OG CR subsidy programme focused on supporting gender equality	Realising information activities focused on increasing public awareness about the practical benefits of projects realised under the OG CR subsidy programme focused on supporting gender equality	ongoing	information activities realised	OG CR	
2.3 Increasing understanding of the topic of gender equality in education	TBA	TBA	TBA	2.3.1 Supporting projects focused on increasing understanding of the topic of gender equality under OP JAK	Supporting raising understanding of the topic of gender equality in education as part of the relevant calls issued under OP JAK	1. 1. 2022 - 31. 12. 2027	inclusion of the relevant activities in calls	MEYS	OG CR
				2.3.2. Supporting projects focused on eliminating prejudice against women and men in the media literacy teaching materials through OP JAK	Supporting the elimination of gender stereotypes, e.g. as part of media literacy teaching materials as part of relevant calls issued under OP JAK.	1. 1. 2022 - 31. 12. 2027	inclusion of relevant activities in calls	MEYS	OG CR
				2.3.3. Increasing the competencies and knowledge of teachers about the connection between media literacy and gender equality	Using webinars and other appropriate teaching instruments to increase awareness of teachers about the connection between	ongoing	educational events realised	MEYS	NPI CR

					media literacy and gender equality						
Strategic Objective		Strengthening gender culture in media content				Indicator for strategic objective	TBA	Initial value of indicator	TBA	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
3.1 Strengthening the use of instruments and policies to support gender equality in the media	TBA	TBA	TBA	3.1.1. Conducting awareness-raising activities for journalists on gender equality in the media	Organising round tables and seminars on the topic of gender equality in the media	1. 1. 2021 - 31. 12. 2025	awareness activities realised	OG CR			
				3.1.2. Developing a methodology on the topic of the negative impact of gender segregation in the media, including examples of good practice, and ensuring the distribution thereof	Developing a methodology, ensuring its distribution and supporting its use in an appropriate. Making use of the applicable recommendations of international organisations in this process (UNESCO, Council of Europe, the EU, etc.)	1. 1. 2022 - 31. 12. 2025	methodology	OG CR			
				3.1.3. Monitoring the level of gender equality in the media using existing indicators	Incorporating the topic of gender equality in the media into the Report on Gender Equality and monitoring development using UNESCO and EIGE indicators	ongoing	inclusion in the relevant materials	OG CR			
				3.1.4 Supporting activities focused on professionalising the media in the area of gender equality	Supporting activities focused on professionalising the media in the area of gender equality under MC subsidy programmes	1. 1. 2020 - 31. 12. 2025	incorporating activities into the relevant calls	MC			
				3.1.5 Supporting projects focused on cooperation between the media, professional public and NGOs on gender equality	Supporting activities and projects focused on promoting gender equality through cooperation between the media, professional public and NGOs as part of OPE+	1. 1. 2022 - 31. 12. 2025	incorporating activities into the relevant calls	MLSA	OG CR		
				3.1.6 Supporting activities and projects by NGOs, universities and other organisations focused on monitoring media content in terms of gender equality	Incorporating activities focused on monitoring media content in terms of gender equality into the subsidy programme	1. 1. 2021 - 31. 12. 2030	incorporating activities into the relevant calls	OG CR			

				3.1.7 Drawing up and distributing a handbook on gender non-stereotypical depiction in the media	Drawing up a guide on gender non-stereotypical depiction in relation to gender equality and ensuring its distribution. Establishing cooperation with the public media.	31. 12. 2023	handbook	OG CR			
3.2 Increasing the representation of women in management of media and in their supervisory bodies	TBA	TBA	TBA	3.2.1 Organising awareness drives on the importance and benefits of equal rates of men and women in creating media content	Organising seminars and discussions on the importance and benefits of gender equality in the media, including utilisation of foreign good practice and recommendations of international organisations	ongoing	awareness activities realised	OG CR	MC		
Strategic Objective		Improving conditions for the development of civil society active in the field of gender equality				Indicator for strategic objective	TBA	Initial value of indicator for strategic objective	TBA	Target value of indicator for strategic objective	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
4.1. Improving conditions for NGOs conducting public benefit activities in the field of gender equality	TBA	TBA	TBA	4.1.1 Preparing an analysis of the existing funding of NGOs in the field of gender equality	Drawing up an analysis of the existing instruments of funding for NGOs in the field of gender equality, including assessing their effectiveness and benefits	31. 12. 2023	analysis	OG CR			
				4.1.2 Supporting projects of NGOs active in the field of gender equality focused on building capacity and networks and transfer of good practice as part of OPE+	Issuing calls focused on building the capacity and networks of NGOs active in gender equality, transfer of good practice from abroad and other activities focused on developing civil society with the goal of eliminating inequality in the labour market and the causes thereof	31. 12. 2023 and then on an ongoing basis	incorporating activities into the relevant calls	MLSA	OG CR		
				4.1.3 Raising the allocation of the subsidy programme Family and boosting emphasis on gender equality	Increasing the allocation of the Family subsidy programme, boosting the inclusion of activities focused on gender equality and work-life balance	1. 1. 2023	increased allocation, expansion of support activities	MLSA	OG CR		

4.2. Creating conditions for development of local and community organisations active in the field of gender equality	TBA	TBA	TBA	4.2.1 Raising the emphasis on funding local and community organisations in the OG GR subsidy programme	Setting aside part of the OG CR subsidy programme for supporting local and community organisations	31. 12. 2022	allocation earmarked	OG CR	
				4.2.2 Informing about projects and benefit of activities of local and community organisations in the field of gender equality	Carrying out awareness and information activities in order to increase awareness about the projects and benefits of local and community initiatives in the field of gender equality	ongoing	information activities realised	OG CR	
				4.2.3 Developing a manual for existing local and community initiatives and organisations to take into account gender equality	Drawing up and distributing a manual and motivating existing local and community organisations to take into account gender equality	31. 12. 2023	manual	OG CR	
4.3. Raising public awareness about the benefits and role of the civil sector active in the field of gender equality	TBA	TBA	TBA	4.3.1 Developing information materials on the benefits and role of the civil sector	Putting out and disseminating information materials on the role of the civil sector active in the field of gender equality and its practical benefits	31. 12. 2022 - 31. 12. 2030	information materials issued	OG CR	NGOs
				4.3.2 Informing about the activity of NGOs active in the field of gender equality in appropriate forums	Supporting the activity of NGOs active in the field of gender equality focused on informing about their activities in various forums	31. 12. 2022 - 31. 12. 2030	supported activities	OG CR	NGOs
				4.3.3 In teaching materials concerning civil society, informing about the importance of its activity in the field of gender equality	Incorporating information on the importance of civil society for supporting gender equality into teaching materials for primary and secondary schools	31. 12. 2022	incorporation into teaching materials	MEYS	
4.4. Increasing the participation of civil society in creating policies in the field of gender equality	TBA	TBA	TBA	4.4.1 Ongoing evaluation of the effectiveness of involving NGOs in the Government Council for Gender Equality and its committees and working groups	Conducting regular evaluation and assessment of the effectiveness and level of satisfaction with the involvement of NGOs in producing public policies as part of the Government Council for Gender Equality and its bodies	31. 12. 2022 and then on an ongoing basis	evaluation	OG CR	NGOs
				4.4.2 Involving relevant NGOs in the preparation and evaluation of strategic and conceptual documents related to gender equality unless it is ruled out by the	Identifying relevant NGOs and involving them in the preparation and implementation of applicable substantive policies related to gender equality unless it is ruled out by the nature of the	Ongoing	involvement of NGOs	all ministries	NGOs

				nature of the documents in question or on other serious grounds	documents in question or on other serious grounds.						
				4.4.3 Developing a database of existing NGO documents usable for producing public policies	Developing a database of analyses, recommendations and other expert documents already produced that can be used for creating public policies	31. 12. 2023	existence of a database	OG CR		NGOs	
				4.4.4 Organising regular gender equality forums	Organising gender equality forums every two years serving to collect the main suggestions and priorities of the civil sector in terms of gender equality	31. 12. 2023 and on an ongoing basis	forums organised	OG CR		NGOs	
Strategic Objective		Strengthening gender mainstreaming in public policies that affect the everyday life of society				Indicator for strategic objective	Level of implementation of gender equality impact assessments for material discussed by the government	Initial value of indicator for strategic objective	TBA	Target value of indicator for strategic objective	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
5.1. Ensuring gender equality in the approach to public space and transport infrastructure	TBA	TBA	TBA	5.1.1 Collecting information on the specific needs of women and men in relation to transport	Conducting public opinion polls and other analyses in order to determine the specific needs of women and men in connection with transport and identifying existing gender inequalities	1. 1. 2021 - 31. 12. 2025	analyses and studies realised	MT	OG CR, local authorities		
				5.1.2 Taking into account the specific needs of women and men and eliminating existing gender inequality in the area of transport	Taking into account gender equality as a cross-cutting principle in producing and implementing strategies, concepts and other substantive policies related to transport and formulating measures to eliminate existing inequalities	ongoing	gender equality taken into account in relevant policies	MT	OG CR, local authorities		
				5.1.3 Taking into account gender equality as a cross-cutting principle in support for development of transport infrastructure under OP Transport	Defining gender equality as a cross-cutting principle for OP Transport and ensuring it effective implementation	31. 12. 2021 and then on an ongoing basis	incorporation into OP Transport	MT	OG CR		

				5.1.4 Deepening awareness of existing gender inequalities in relation to access to public space	Carrying out an analysis of the approach of women and men to public space in order to identify existing barriers and inequalities	31. 12. 2022 and then on an ongoing basis	analyses realised	OG CR	MRD
				5.1.5 Taking into account gender equality as a cross-cutting principle under IROP	Defining gender equality as a cross-cutting principle of IROP and ensuring its effective implementation	31. 12. 2021 and then on an ongoing basis	incorporation into IROP	MRD	OG CR
				5.1.6 Taking account for the specific needs of women and men when revising and producing technical standards	Updating the existing technical standards (e.g. TNŽ 73 4955) and taking account for the specific needs of women and men in creating new technical standards	31. 12. 2022	standards updated	Czech Standardisation Agency	OG CR, MT, MRD
				5.1.7 Organising round tables and other awareness-raising activities for municipalities on gender inequality in the approach to public space	Organising expert round tables and other awareness-raising events for municipalities in order to boost understanding of existing gender inequalities in connection with the approach to public space	31. 12. 2022 and then on an ongoing basis	awareness activities organised	OG CR	MI
5.2. Ensuring fair support for sport and leisure activities of women and men	TBA	TBA	TBA	5.2.1 Developing and applying a methodology on fair support for sporting activities in terms of the needs of women and men (or girls and boys).	Developing and applying a methodology ensure fair support for the sporting activities of women and men under the subsidy headings of the National Sports Agency.	31. 12. 2022 and then on an ongoing basis	methodology drawn up	NSA	MEYS, OG CR
				5.2.2 Promoting gender equality as part of preparation and implementation of the young support concept	Defining gender equality as a cross-cutting principle in the youth support concept and also supporting specific activities focused on the equality of women and men (girls and boys)	31. 12. 2021 and then on an ongoing basis	incorporating gender equality as a cross-cutting principle	MEYS	OG CR
				5.2.3 Supporting gender equality and eliminating gender stereotypes in subsidies for NGOs in the field of youth work	Supporting projects focused on eliminating gender inequality and stereotypes and defining gender equality as a cross-cutting principle in the subsidy programmes for NGOs in the field of youth work	31. 12. 2022 and then on an ongoing basis	activities incorporated into relevant calls	MEYS	
				5.2.4 Supporting gender equality and elimination of gender stereotypes in the Erasmus+ programme	Supporting projects focused on eliminating gender inequality and stereotypes under ERASMUS+ and defining gender equality as a cross-cutting principle	31. 12. 2022 and then on an ongoing basis	activities incorporated into relevant calls	Czech National Agency for International Education and Research	MEYS

5.3. Reducing gender inequality in cyberspace	TBA	TBA	TBA	5.3.1 Building expertise and expending existing knowledge on gender equality in cyberspace	Producing analyses and supporting data collection on inequalities between women and men in cyberspace	31. 12. 2022 and then on an ongoing basis	measures drawn up	OG CR	
				5.3.2 Promoting a dialogue on gender inequalities in the gaming industry	Initiating and holding round tables and other awareness-raising activities on gender inequalities in the gaming industry and their impact	31. 12. 2022 and then on an ongoing basis	activities realised	OG CR	
				5.3.3 Increasing the competence of girls and boys to safely use the internet	Adopting measures (including revision of FEPs) to increase the competence of girls and boys to safely use the internet and measures to prevent sexual harassment in a digital environment	31. 12. 2021 and then on an ongoing basis	measures adopted	MEYS	
				5.3.4 Conducting a campaign for the public on the rights, dangers and opportunities related to the use of new media (cyberbullying, etc.).	Conducting a campaign focused on preventing cyberbullying and gender-based violence in cyberspace. Campaigns will be focused both on the educational sector (primary and secondary schools, informal education) and the public with a view to raising awareness about these phenomena, protecting against them and preventing them from occurring.	1. 1. 2021 - 31. 12. 2025	campaigns realised	MEYS, MI	OG
5.4. Incorporating the perspective of gender equality into the agenda of environmental protection and transport policy	TBA	TBA	TBA	5.4.1 Increasing expert knowledge on the impact of climate change connected to gender inequality	Supporting research projects focused on investigating the specific effects of climate change in relation to gender inequality	31. 12. 2022 and then on an ongoing basis	projects supported	MoE	OG CR
				5.4.2 Taking into account gender equality in formulating and implementing substantive policies associated with environmental protection	Taking into account the specific needs of women and men and existing gender inequality related to the environment in the substantive policy of the MoE	31. 12. 2021 and then on an ongoing basis	substantive policies take into account gender inequality	MoE	OG CR
				5.4.3 Applying gender equality as a cross-cutting principle in subsidy programmes associated with environmental protection	Defining gender equality as a cross-cutting principle in relevant MoE subsidy programmes and ensuring the effective application thereof	31. 12. 2021 and then on an ongoing basis	incorporation of cross-cutting principle into calls	MoE	OG CR

				5.4.3 Applying gender equality as a cross-cutting principle in OP Environment	Defining gender equality as a cross-cutting principle in OP Environment and ensuring its effective application	31. 12. 2021 and then on an ongoing basis	incorporating the cross-cutting principle into the OP	MoE	OG CR
				5.4.4 Drawing up an analysis of the differing health and social effects of an unfavourable environment on women and men	Based on findings from foreign studies, producing an analysis of the differing effects of an unfavourable environment on the health and social standing of women and men	31. 12. 2023	analysis produced	MoE	OG CR
				5.4.5 Supporting implementation of gender planning of municipalities in connection with urban mobility plans	Under the 2012-2027 programming period, supporting the implementation of gender-based urban planning, training for management and employees of local authorities responsible for sustainable urban mobility plans in the field of gender-based urban planning, and supporting sustainable urban mobility with regard for the specific needs of individual groups	31. 12. 2022 and then on an ongoing basis	incorporation of activities into relevant calls	MT	MRD, local government

Chapter 7 External Relations

Strategic Objective 1		Integrating the values of gender equality and empowerment of women into the foreign policy of the Czech Republic				Indicator for strategic objective	Level of implementation of EU Gender Equality Action Plan 2021-2024 on part of Czech Republic	Initial value of indicator	TBA	Target value of indicator	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
1.1 Active promotion of gender equality in international organisations (EU, UN, Council of Europe, OECD, OSCE, NATO and others)	Number of materials adopted by international organisations in which gender mainstreaming was applied on the basis of Czech suggestions	TBA	TBA	1.1.1 Ensuring active participation of Czech representatives at meetings of the relevant bodies of the EU, Council of Europe, OECD and OSCE and potentially other meetings based on the Czech government's priorities	Ensuring active participation at relevant talks. Suggestions from civil society organisations will be actively collected to prepare for meetings and civil society will be informed about the talks after they have ended.	1. 1. 2021 - 31. 12. 2030	Participation at relevant meetings	OG CR	NGOs		
				1.1.2 Taking part in producing strategies, action plans and other strategic materials, as well as political commitments and resolutions on gender equality that are adopted by international organisations (EU, UN, Council of Europe, OECD, OSCE, NATO and others)	Taking active part in working-level meetings where materials on gender equality are being discussed (e.g. conclusions and resolutions of the EU Council, consensus conclusions of the UN Commission on the Status of Women), or potentially sending in comments on these materials.	1. 1. 2021 - 31. 12. 2030	Participation in meetings and in preparing relevant documents	OG CR	MFA		
				1.1.3 Gender mainstreaming in materials concerning natural persons that are discussed at the European and international level	Actively applying the perspective of gender equality in materials adopted at the international level.	1. 1. 2021 - 31. 12. 2030	Perspective of gender equality taken into account in relevant materials	all ministries			
				1.1.4 Ensuring a unified approach from the Czech Republic on the EU Council based on support for gender equality and promoting the preservation of agreed language.	A unified approach from the Czech Republic will be ensured within the EU Council, which is important with regard for the upcoming Czech Presidency of the EU Council. The Czech Republic will not support efforts to weaken the EU's	1. 1. 2021 - 31. 12. 2030	Speaking during discussion of the relevant materials	OG CR	all ministries		

					commitments to supporting gender equality and will reject attempts to alter the agreed language, including efforts to replace the term "gender equality" with the term "equality between women and men".				
				1.1.5 Pursuing gender-balanced representation of Czechs at EU institutions	Supporting gender-balanced representation at EU institutions and potentially other international organisations. To be linked to existing Strategy for the Support of Czechs at EU Institutions.	1. 1. 2021 - 31. 12. 2030	Measures realised	OG CR, MFA, MI, MO	
				1.1.6 Ensuring sufficient financial support for the UN WOMEN agency	Ensuring annual support for the UN WOMEN agency of at least CZK 500 000	1. 1. 2021 - 31. 12. 2030	Support provided	MFA	
1.2 Active promotion of gender equality in foreign policy, bilateral relations and diplomacy	TBA	TBA	TBA	1.2.1 Defining support for gender equality as a main or accompanying theme at the bilateral level in appropriate and justified cases in accordance with the priorities of Czech foreign policy	Reflecting the topic of gender equality as part of official visits and talks (official visits, embassies, permanent representations, etc.). Topics such as the position of women, women's rights, involving women in the peace process, women in the army, etc. can also be covered.	1. 1. 2021 - 31. 12. 2030	Topic of gender equality incorporated into bilateral talks	all ministries	
				1.2.2 Taking into account the equality of men and women and gender equality as part of relevant cultural diplomacy policies	Applying the perspective of gender equality in formulating relevant cultural diplomacy policies.	1. 1. 2021 - 31. 12. 2030	Perspective of gender equality has been incorporated into cultural diplomacy	MFA	MC, NGOs
				1.2.3 Taking into account the perspective of gender equality under relevant economic diplomacy policies	Applying the perspective of gender equality in formulating relevant economic diplomacy policies.	1. 1. 2021 - 31. 12. 2030	Perspective of gender equality has been incorporated into economic diplomacy	MFA	MRD, MIT In cooperation with: CzechTrade, CzechInvest, NGOs
				1.2.4 Taking into account the agenda of gender equality in relevant embassy intelligence	Embassy intelligence will cover the agenda of gender equality	1. 1. 2021 - 31. 12. 2030	Relevant embassy intelligence	MFA	

				1.2.5 Ensuring regular training of MFS employees	Regular training will be ensured for new employees of the MFA with a focus on specific foreign policy topics and mentoring training for junior diplomats with a focus on practical experience and support for accompanying persons (spouses).	1. 1. 2021 - 31. 12. 2030	Training realised	MFA	OG CR
1.3 Branding the Czech Republic as a country that promotes gender equality in the international community	Reach of positive reports about the Czech Republic as a country that promotes gender equality in the international community	TBA	TBA	1.3.1 Ensuring the active candidacy of the Czech Republic for membership in the UN Commission on the Status of Women for 2023–2027	The Czech Republic will actively run for membership in the UN Commission on the Status of Women for 2023–2027.	1. 1. 2021 - 31. 12. 2022	Active Czech candidacy for membership in the UN Commission on the Status of Women	MFA	
				1.3.2 Ensuring active participation of the Czech delegation at the annual meeting of the UN Commission on the Status of Women and potentially other events according to the priorities of the Czech government	Ensuring attendance of a Czech delegation (including NGOs) at the sessions of the UN Commission on the Status of Women. Ensuring the organisation of side events. If laid down by Czech government priorities, ensuring attendance of the Czech delegation at other meetings as well (e.g. the annual conference of the NATO Committee for Gender Perspective).	1. 1. 2021 - 31. 12. 2030	Securing Czech attendance, organising side events	OG CR	MFA
				1.3.3 Establishing gender equality as one of the priorities of the Czech Presidency of the EU Council. Actively working with France and Sweden on preparing the priorities of the trio.	Defining gender equality as one of the priorities of the CZ PRES. Organising and attending meetings with France and Sweden in order to coordinate the production and implementation of the presidency trio's priorities.	1. 1. 2021 - 30. 6. 2023	Establishing gender equality as a priority. Active participation in talks as part of the presidency trio	OG CR	MLSA, MFA
				1.3.4 Organising a presidency conference on gender equality as part of the Czech Presidency of the EU Council	Organising a presidency conference on gender equality as part of the Czech Presidency of the EU Council on a selected topic.	1.7.2022 - 31. 12. 2022	Conference organised	OG CR	MLSA, MFA

				1.3.5 Presenting the values of gender equality and activities of Czech NGOs and academic institutions involved in the field of gender equality as part of the activities of Czech Centres or embassies	Czech Centres and embassies will present the values of gender equality and the activities of NGOs and academic institutions that are active in the field of gender equality.	1. 1. 2021 - 31. 12. 2030	Activities realised to present values of gender equality	MFA	NGOs, academic sector
1.4 Increasing the positive impact on gender equality of realised projects of international development cooperation, humanitarian aid, transformation cooperation and promoting human rights	Volume of funding allocated to projects under international development cooperation, humanitarian aid, transformation cooperation and support for human rights that is focused on gender equality and the empowerment of women	TBA	TBA	1.4.1 Taking cross-cutting and thematic account of gender equality in revising or producing new conceptual and programme documents for international development cooperation, humanitarian aid, transformation cooperation and support for human rights.	Taking into account gender equality in documents for international development cooperation, humanitarian aid, transformation cooperation and support for human rights (e.g. the WPS agenda, sexual and reproductive health and rights, etc.).	1. 1. 2021 - 31. 12. 2030	Gender equality taken into account in relevant documents	MFA, OG CR	
				1.4.2 Organising public consultations with NGOs, the academic sector and companies in creating revised or new conceptual documents for international development cooperation, humanitarian aid and transformation cooperation	Policy creation is participative and consultations are institutionalised.	1. 1. 2021 - 31. 12. 2030	Consultations organised	MFA, OG CR	NGOs, academic sector
				1.4.3 Introducing tools for ongoing analytical evaluation of the impact of Czech development cooperation and humanitarian aid through a new methodology for the management of international development cooperation projects that takes into account	Clear criteria will be set down and applied. Projects that do not meet the criteria will receive feedback.	1. 1. 2021 - 31. 12. 2030	a) Setting of evaluation criteria (by 31. 12. 2025) b) Projects that did not meet the criteria received feedback (from 1. 1. 2026)	MFA	CDA

				gender equality in the setting up and awarding of projects, in the criteria and the reports					
				1.4.4 Ensuring gradual increase in the number of projects with gender segregated data concerning project beneficiaries	Gradually increasing the number of projects that have gender segregated data concerning project beneficiaries and supported persons.	1. 1. 2021 - 31. 12. 2030	Gradually increasing the percentage of projects	MFA	CDA
				1.4.5 Ensuring that international development cooperation projects take into account the OECD DAC gender marker including the justifying text structured on the basis of sub-criteria	Supported international development cooperation projects take into account the OECD DAC gender marker and contain a justifying text structured on the basis of the sub-criteria.	1. 1. 2021 - 31. 12. 2030	Gradually increasing the percentage of projects	MFA	CDA
				1.4.6 Monitoring the amount of funding earmarked under international development cooperation for projects whose primary focus is gender equality and empowering women	Monitoring the amount of funding for international development cooperation subsidy titles that is earmarked for projects with a primary focus on gender equality.	1. 1. 2021 - 31. 12. 2030	Monitoring realised	MFA	CDA
1.5 Boosting gender mainstreaming in defence security policies	Number of conceptual documents that take into account the gender perspective	TBA	TBA	1.5.1 Apply a gender equality perspective in revised or new conceptual documents for defence and security with an international dimension	Applying the perspective of gender equality and UN SC Resolution 2242 in revised and new defence and security conceptual documents with an international dimension, particularly in the Action Plan on Combating Terrorism, in addressing cybersecurity and in updating the Methodology for Posting of Czech Civilian Experts, etc.	1. 1. 2021 - 31. 12. 2030	Updated or new conceptual documents	MO, MI	

				1.5.2 Holding regular meetings between the MFA, MIT, NGOs and academic sector on the issue of possible impact of export of small arms on the perpetration of gender-based violence and serious violence against women and children.	Organising regular meetings on the issue of the possible impact of export of small arms on the perpetration of gender-based violence and serious violence against women and children. The topic can be included as one of the points of talks during regular meetings on issues of human rights and transparency in trading military material, the holding of which was stipulated by the National Action Plan on Business and Human Rights for 2017-2022.	1. 1. 2021 - 31. 12. 2030	Meetings occurred	MFA	MIT, NGOs, academic sector
1.6 Ensuring implementation of the Women, Peace and Security Agenda	Percentage of measures in the national action plan for the Women, Peace and Security Agenda that were evaluated as implemented, partially implemented and not implemented	not evaluated	at least 75 % of measures evaluated as implemented or partially implemented	1.6.1 Ensuring implementation of the Women, Peace and Security Agenda with adoption of follow-up national action plans	The Action Plan of the Czech Republic to implement UN SC Resolution 1325 and related resolutions for the years 2017–2020 will be followed up with the adoption of further action plans, the validity of which will cover the whole monitored period. These action plans will lay out further tasks for the Women, Peace and Security Agenda, the implementation of which will be assessed annually through a report on implementation of the action plan, which will be submitted to the Government Council for Gender Equality.	1. 1. 2021 - 31. 12. 2030	a) Women, Peace and Security Agenda is covered by an action plan b) Report on implementation of action plan submitted to Government Council for Gender Equality	MFA	OG CR, MO, MJ, MI, NGOs, academic sector
				1.6.2 Ensuring institutionalisation of the working group for the Women, Peace and Security Agenda	Functioning of working group will be institutionalised.	1. 1. 2021 - 31. 12. 2021	Resolution on institutionalisation of working group submitted	MFA	OG CR

				1.6.3 Increasing the share of representatives of NGOs and the academic sector in the overall number of MFA working group members on the Women, Peace and Security Agenda	Cooperation with NGOs and academia will be boosted. The responsibility of the working group to promote the Women, Peace and Security Agenda will be increased by raising the number of representatives of NGOs and the academic sector who attend working group sessions.	1. 1. 2021 - 31. 12. 2030	Representation of NGOs and academic sector increased	MFA	OG CR, academic sector
				1.6.4 Ensuring at least two meetings of the inter-ministerial working group on the Women, Peace and Security Agenda in each calendar year	The inter-ministerial working group on the Women, Peace and Security Agenda will meet regularly, at least twice a year.	1. 1. 2021 - 31. 12. 2030	Minimum two meetings of the working group per year	MFA	MO, MI, MJ, OG CR, NGOs, academic sector

Chapter 8 Institutions

Strategic Objective 1		Boosting the capacity and powers of central authorities responsible for promoting gender equality				Indicator for strategic objective	TBA	Initial value of indicator for strategic objective	TBA	Target value of indicator for strategic objective	TBA
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities		
1.1 Strengthening the powers of the Council and stability of the gender equality agenda	PAP H1 indicator (or successor indicator as per EIGE report on state of institutional mechanisms)	TBA	TBA	1.1.1 Legislatively enshrining responsibility for the agenda of gender equality	Submitting an amendment to Act No. 2/1969 on the establishment of ministries and other central government bodies (Competence Act) that enshrines the Office of the Government's responsibility for the agenda of gender equality (and human rights)	30. 6. 2022	Draft amendment submitted	OG CR			
				1.1.2 Boosting the effective functioning of the Council incl. ensuring corresponding scope of its powers	Ensuring a Council meeting at least 4 times a year. Always having a sufficient number of committees and working groups set up to allow the Council to optimally react to current societal developments and needs.	1. 1. 2021 - 31. 12. 2030	Number of meetings at least 4 a year. Sufficient number and thematic focus of committees and working groups of the Council.	OG CR			
				1.1.3 Strengthening the Council's role in monitoring implementation of tasks related to its purview	Regularly including information on fulfilment of adopted resolutions and tasks on the Council's meeting agenda. In justified cases, informing on the implementation of government resolutions and other tasks related to the Council's purview through representatives of ministries and other central state administration bodies.	1. 1. 2021 - 31. 12. 2030	Inclusion of the relevant points on the agenda, information provided	OG CR	all ministries, CSO		
				1.1.4 Changing the composition of the Council so that all ministries are represented on it	Submitting an amendment to the Council's statute so that all ministries have membership.	31. 12. 2021	Amendment to Council statute submitted	OG CR			

1.2 Ensuring sufficient capacity of the Council secretariat	PAP H2a indicator (or successor indicator as per EIGE report on state of institutional mechanisms)	TBA	EU average	1.2.1 Ensuring adequate organisational grounding and sufficient capacity of the Council secretariat within the OG CR	Continuing to ensure grounding for gender equality agenda at the level of a separate organisational unit within the OG CR organisational structure.	1. 1. 2021 - 31. 12. 2030	Corresponding systemisation	OG CR	
				1.2.2 Ensuring a sufficient number of systemised posts for carrying out the agenda and all related activities	Each year submitting a summary of current capacities to the Committee for Institutional Security of Gender Equality (the body responsible for the agenda of gender equality) in relation to the current agenda. Responding to any recommendations of the committee in relation to securing an adequate number of systemised positions.	1. 1. 2021 - 31. 12. 2030	Submission of evaluation to committee, securing of sufficient number of systemised positions	OG CR	
				1.2.3 Submitting a project financed from OPE+ for coordination of implementing the 2021+ Strategy	Submitting a follow-up project under OPE+ focused on coordinating implementation of the 2021+ Strategy and thus also ensuring sufficient capacity for ongoing fulfilment of the relevant basic condition even after 1. 1. 2023	30. 6. 2022	Project submitted	OG CR	MLSA
1.3 Ensuring sufficient capacity of the authority for equal treatment	PAP H2b indicator (or successor indicator as per EIGE report on state of institutional mechanisms)	TBA	EU average	1.3.1 Analysing the functioning and staffing capacity of the Ombudsman's Office as the authority for equal treatment with a special focus on discrimination on the basis of gender and proposing potential optimisation of this capacity	Conducting an analysis in order to ensure optimal allocation of the internal structure of the Ombudsman's Office and sufficient staff coverage for the part of the Ombudsman's mandate relating to gender discrimination.	1. 1. 2023 - 31. 12. 2024	Proposal of an optimal internal structure of the Ombudsman's Office and securing of sufficient staffing	OG CR	academic sector, NGOs, Ombudsman's Office
				1.3.2 Analysing the competencies of the Ombudsman in accordance with the European Commission's recommendation containing standards for equal treatment authorities	Conducting an analysis of the Ombudsman's competencies in the field of equal treatment and comparing them with the standards at the EU level. Based on the comparison, proposing a possible extension of the Ombudsman's competencies.	1. 1. 2023 - 31. 12. 2024	Analysis conducted, including recommendation	OG CR	Ombudsman's Office

				1.3.3 Expanding powers of Ombudsman in connection with the analysis under the previous point.	If a recommendation is made based on the analysis under the previous point to expand the powers of the Ombudsman in the field of equal treatment, a corresponding amendment to the Ombudsman Act shall be submitted.	1. 1. 2025 - 31. 12. 2030	amendment submitted	OG CR	Ombudsman's Office	
1.4 Thorough gender mainstreaming in preparation and implementation of all relevant policies	TBA	TBA	TBA	1.4.1 Consistently applying gender mainstreaming in the preparation of legislative, conceptual and strategic materials of the given ministry	Taking into account the specific needs and experiences of women and men and thoroughly endeavouring to support equality as a cross-cutting principle in preparing the legislative, conceptual and strategic materials of the given ministry.	1. 1. 2021 - 31. 12. 2030	Applied by all ministries	all ministries, CSO	OG CR	
				1.4.2 Consistently applying gender mainstreaming in the implementation of legislative, conceptual and strategic materials of the given ministry	Taking into account the specific needs and experiences of women and men and thoroughly endeavouring to support equality as a cross-cutting principle in implementing the legislative, conceptual and strategic materials of the given ministry.	1. 1. 2021 - 31. 12. 2030	Applied by all ministries	all ministries, CSO	OG CR	
				1.4.3 Monitoring gender mainstreaming in preparation and implementation of all relevant policies	Ensuring monitoring of the implementation of measures 1.4.1 and 1.4.2 on the part of all ministries and other centre state authorities.	1. 1. 2021 - 31. 12. 2030	Monitoring to be ensures at least once a year	OG CR	all ministries, CSO	
Strategic Objective 2		Boosting the capacity and powers of other state authorities and local governments to apply a cross-cutting perspective of gender equality					Indicator for strategic objective		Initial value of indicator for strategic objective	Target value of indicator for strategic objective
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities	
2.1 Sufficient professional and staffing capacity of ministerial gender equality coordinators	Min. FTE	0.2	1	2.1.1 Ensuring a sufficient number of systemised posts for positions of ministerial gender equality coordinators	Ensuring 1 FTE of ministerial gender equality coordinators at each ministry for internal and external agenda. Conducting an annual evaluation of fulfilment of the Standard for ministerial	1. 1. 2021 - 31. 12. 2030	1 FTE at each ministry covering not only internal but also the ministry's external agenda. Annual evaluation of standard fulfilment.	all ministries	OG CR	

					gender equality coordinators.				
	Min. number of meetings	4	4	2.1.2 Ensuring ongoing methodological support and training of ministerial gender equality coordinators and practical application of tools for the promotion thereof	Ensuring methodological support for ministerial gender equality coordinators. Organising at least 4 joint working meetings annually (as needed in cooperation with external expert organisations). Providing assistance with identifying training needs of ministerial gender equality coordinators.	1. 1. 2021 - 31. 12. 2030	At least 4 working meetings, provision of ongoing consultation	OG CR	All ministries, NGOs, academic sector, Committee on Institutional Security of Gender Equality
2.2 Effective functioning of ministerial working groups	TBA	TBA	TBA	2.2.1 Linking the activities so the ministerial working groups to the current tasks from the 2021+ Strategy and resolutions and recommendations resulting from Council meetings	Directly linking the activities of the ministerial working groups with fulfilling the current tasks of the 2021+ Strategy and related strategic documents. Making sure to inform the working groups about the activities of the Council and its adopted resolutions and recommendations. Helping prepare background material for representative of the given ministry on the Council from the position of the working group.	1. 1. 2021 - 31. 12. 2030	Ministerial working group is acquainted with current tasks from 2021+ Strategy and Council activity. Fulfilment of these tasks is inherent component of working group activity	All ministries	OG CR
				2.2.2 Ensuring the working groups be chaired by someone with sufficient decision-making competencies and dividing up of tasks be formulated at the appropriate level	Ensuring that the working group chair be a member of the Council or other superior with decision-making powers (at least at the level of department director or in justified cases at the level of manager). Dividing up tasks at the appropriate level and clearly defining responsibility for implementation.	1. 1. 2021 - 31. 12. 2030	Ministerial working groups chaired by person with sufficient decision-making powers. Responsibility for implementing tasks clearly defined.	All ministries	

				2.2.3 Ensuring training of working group members	Detailed training on the topic of gender equality is ensured for working group membership	1. 1. 2021 - 31. 12. 2030	Working group members are properly trained on topic of gender equality	all ministries	OG CR
	Number of relevant partnerships	TBA	TBA	2.2.4 Involving external gender experts in the activity of bodies and working groups for relevant topics	Inviting in external experts on gender equality for relevant agendas and meetings, or considering making them members of the working group. Actively utilising databases of experts (e.g. EIGE, Gender Expert Chamber, etc.), both at the level of individuals and organisations.	1. 1. 2021 - 31. 12. 2030	Involvement of external experts in the relevant parts of working group meetings and other agendas boosts gender mainstreaming in the ministry's external policy	all ministries	OG CR, NGOs, academic sector
2.3 Awareness-raising and a functional system of training in state administration on the topic of gender equality	Existence of analysis / existence of recommendation	0 / 0	1 / 1	2.3.1 Mapping out the current state of initial introductory training on gender equality issues at ministries and creating an associated recommendation/minimum standard	Based on material provided by ministries, conducting an analysis of the scope and content of initial introductory training and formulating a recommended standard	30. 6. 2023	Analysis conducted and recommended standard formulated	OG CR	All ministries
	TBA	TBA	TBA	2.3.2 Incorporating information on gender equality into initial introductory training based on the recommended standard	Ensuring a standardised approach in initial introductory training in terms of gender equality in state administration based on the recommendation resulting from 2.3.1.	1. 1. 2024 - 31. 12. 2030	Incorporating gender equality into the relevant training based on the recommended standard	all ministries	OG CR
	TBA	TBA	TBA	2.3.3 Ensuring an offer of courses on gender equality under the Institute for Public Administration on an ongoing basis	Including courses focused on gender equality in the offer of courses and educational activities of the Institute for Public Administration	1. 6. 2021 - 31. 12. 2030	Courses included in offer	MI	OG CR
2.4 Thorough utilisation of GIA methodology	Min. number of persons trained per year / course for public administration / e-learning course	30 / 1 / 0	30 / 1 / 1	2.4.1 Conducting regular training on use of the GIA methodology	Holding regular training sessions (i.e. after creating an e-learning course) on using the GIA methodology. Ensuring cooperation with the Institute for Public Administration.	1. 1. 2021 - 31. 12. 2030	Course for public administration exists. E-learning course exists (not just) for state administration.	OG CR	all ministries
				2.4.2. Actively utilising the GIA methodology in producing and assessing materials within the ministry	Ensuring utilisation of the GIA methodology on the part of legislative departments, analytic and other relevant bodies in cooperation with the working group.	1. 1. 2021 - 31. 12. 2030	Level of use of GIA methodology increases	all ministries	OG CR

2.5 Ensuring capacity for gender mainstreaming at the local government level	Existence of a methodology / number of distributed copies	0 / 0	1 / 200	2.5.1 Creating and distributing a methodology for gender mainstreaming at a local government level	Creating a methodology with examples of good practice and specific steps to apply gender mainstreaming in the activity of local government. Selecting examples of good practice by individual municipalities and regions that have participated in the Office on the Road to Equality competition and are introducing gender equality policies into the work of public authorities.	1. 1. 2021 - 31. 12. 2021	Methodology created, promoted and distributed	OG CR	MI
	min. number of calls / number of newly created positions at regional authorities	0 / 2	2 / 14	2.5.2 Supporting regional projects under OPE+ that focus on implementing the 2021+ Strategy	Supporting projects of regions that focus on implementing the 2021+ Strategy. Through these, making it possible to establish full-time gender equality coordinators at regional authorities.	1. 1. 2021 - 31. 12. 2030	Relevant calls issued, number of positions of gender equality coordinators at level of regional authorities	MLSA	Local authorities, MI, OG CR, NGOs, academic sector
	TBA	TBA	TBA	2.5.3 Endeavouring to acquire funds from IROP in the 2021-2027 period to build up infrastructure and services to boost gender equality	Active effort to obtain funds from IROP for building infrastructure and services that have the potential to boost gender equality.	1. 1. 2021 - 31. 12. 2027	Utilisation of IROP funds to boost gender equality in the given territorial administrative unit	MRD	Local authorities, OG CR
Strategic Objective 3		Sufficient, effective and transparent funding of the agenda				Indicator for strategic objective		Initial value of indicator for strategic objective	Target value of indicator for strategic objective
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities
3.1 Drawing funds from ESF+ to implement 2020+ Strategy	Min. allocation for SO 1.3	0	min. 15 % of total allocation	3.1.1 Ensuring sufficient overall allocation for Specific Objective 1.3 in 2021-2027 period under OP Employment+	Securing a sufficient allocation under OPE+ for Specific Objective 1.3 <i>promoting balance between men and women in the labour market and better work-life balance – including access to childcare and care for dependent persons</i>	1. 1. 2021 - 31. 12. 2027	Corresponding allocation secured	MLSA	

	Minimum and maximum % of funds earmarked for one type of activity supported under SO 1.3	0 %	10 % - 60 %	3.1.2 Earmarking adequate funding for equal support of activities from Specific Objective 1.3 in the 2021-2027 period under OP Employment+	Securing support for all types of activities to an adequate extent under Specific Objective 1.3 <i>promoting balance between men and women in the labour market and better work-life balance – including access to childcare and care for dependent persons.</i>	1. 1. 2021 - 31. 12. 2027	Amount of allocation under Specific Objective 1.3 from OPE+, calls supporting activities aiming to implement measures from 2021+ Strategy issued	MLSA	
	Amount of allocation for call	CZK 0	Min. CZK 170 mil.	3.1.3 Issuing a call under OP Employment+ in the 2021-2027 programming period for ministry projects to apply gender mainstreaming in their external agendas and realise the measures listed in this chapter	Issuing a call to support systematic ministry projects aiming to implement gender mainstreaming in the external agendas of ministries and realisation of further measures listed in this chapter. At the same time, absorption capacity on the part of ministries and their methodological support when creating applications is ensured.	1. 7. 2022 - 31. 12. 2027	Relevant calls issued, absorption capacity ensured on the part of the ministries along with methodological support in creating applications.	MLSA	OG CR
				3.1.4 Considering creating and submitting applications for a project under the call listed under measure 3.1.3	Ensuring attendance at a seminar for applicants for the relevant call and considering submitting own projects.	1. 7. 2022 - 31. 12. 2026	Attendance at seminar. Potentially submitting project applications	All ministries	OG CR, NGOs, Ombudsman's Office, academic sector
3.2 Practical and effective gender mainstreaming under ESI and Norway and EEA Grants	TBA	TBA	TBA	3.2.1 Ensuring thorough gender mainstreaming as a cross-cutting principle within EU funds	Ensuring thorough application of gender mainstreaming as a cross-cutting principle within EU funds. Explicitly stating in the <i>Partnership Agreement</i> the obligation of all operational programmes in all interventions to take into account the specific needs and experiences of women and men.	1. 1. 2021- 31. 12. 2027	Gender equality is applied under ESI funds as a cross-cutting perspective.	MRD	OG
	Min. number of FTEs	0	1.5	3.2.2 Creating an office for gender mainstreaming in EU funds	Ensuring sufficient capacity for providing methodological support for proper application of gender equality in EU funds – inter alia in connection with the new provision (Art. 6a) for horizontal principles in the draft general regulation	1. 1. 2021 - 31. 12. 2027	Office created	OG CR	MRD

					governing the rules for the next programming period.				
	TBA	TBA	TBA	3.2.3 Consistently applying the perspective of gender equality in preparation and implementation of EEA and Norway Grants	Thoroughly applying the perspective of gender equality in a cross-cutting manner in the relevant programmes in implementing the existing and preparing implementation of the next period of EEA and Norway Grants.	1. 1. 2024 - 31. 12. 2030	Defining gender equality as a cross-cutting principle	MF	OG CR
3.3 Equal approach to the needs of women and men at all levels of budget planning (gender budgeting)	OECD composite indicator on gender budgeting	0	0.4	3.3.1 Conducting an analysis of the state budget in relation to gender equality and the possibility of applying the principle of gender budgeting	Conducting an analysis of the state budget in relation to gender equality and from the perspective of the possibility of applying the principle of gender budgeting. Taking into account in this the recommendations of EIGE, OECD and other international organisations. Formulating the associated recommendations and if necessary updating the methodology of gender budgeting (incl. pilot and training in its use).	1. 1. 2023 - 31. 12. 2024	Analysis conducted, recommendations formulated. If necessary, methodology, training and pilot updated.	OG CR	MF
				3.3.2 Supporting the exchange of foreign good practice in the field of gender budgeting	Realising activities (seminars, sharing documents, etc.) in order to transfer good practice and expertise from abroad in order to support utilisation of gender budgeting tools in the Czech Republic	1. 1. 2021 - 31. 12. 2030	Realised activities	OG CR	MF
3.4 Ensuring the funding of public benefit projects in gender equality	Min. number of subsidy programmes	2	4	3.4.1 Including support for specific activities to advance gender equality and prevent gender-based violence in relevant subsidy programmes managed by the given ministry	Including support for specific activities to advance gender equality and prevent gender-based violence in the subsidy programmes managed by the given ministry.	1. 1. 2021 - 31. 12. 2030	Number of subsidy programmes (or subsidy providers) has increased	OG CR, MLSA, MI, MK, MO, MT, MFA	

	Min. allocation of subsidy programme / number of calls	CZK 2 mil. / call announced every year since 2015	CZK 7 mil.	3.4.2 Ensuring the existence and administration of an OG CR subsidy programme for NGOs to support public benefit activities in gender equality every year	Preparing a call for aid applications in the given subsidy programme every year. Ensuring that the focus of the call has direct support in the 2021+ Strategy/aims towards implementing it.	1. 1. 2022 - 31. 12. 2030	Call is issued every year. Min. allocation of subsidy programme is CZK 7 mil. annually.	OG CR	
Strategic Objective 4		Establishing functional support structures in the field of promoting gender equality				Indicator for strategic objective		Initial value of indicator for strategic objective	Target value for strategic objective
Specific objective	Indicator for specific objective	Initial value of indicator for specific objective	Target value indicator for specific objective	Measure	Description of measure	Length of implementation	Fulfilment criterion	Responsible institution (entity)	Cooperating entities
4.1 Ensuring the availability of gender-segregated data	Indicator PAP H4 (or successor indicator as per EIGE report on state of institutional mechanisms)	TBA	TBA	4.1.1 Creating and monitoring a Czech gender equality index in cooperation with relevant actors	Creating a gender equality index for the Czech Republic that serves to monitor progress in the field of gender equality and implementation of the new strategy. The index will be based on similar international indexes (EIGE, OECD), but take into account specifics of the Czech Republic.	1. 1. 2021 - 31. 12. 2030	Index created. After creating index, publishing index results on the OG website at least once every 3 years.	OG CR	CSO, IHIS, TA CR, GA CR, CAS, all ministries, NGOs
				4.1.2 Systematically evaluating the necessary data for the various areas of the 2021+ strategy and ensuring the availability thereof	Systematically evaluating the necessary data for the individual areas of the 2021+ Strategy. Working with ministries and relevant platforms in order to inform each other about the options for optimising collection, provision and publishing of data. Including the use/transfer of good practice from abroad.	1. 1. 2021 - 31. 12. 2030	At least once a year submitting proposals for optimising data collection to the Zaošťeno editorial board. Formulating recommendations for other relevant actors.	OG CR	CSO, IHIS, TA CR, GA CR, CAS, all ministries, NGOs, academic sector
				4.1.3 Flexibly reacting to requirements of data availability	Increasing the staffing capacity of the CSO so it is able to flexibly react to the need for up-to-date data across the various areas of the 2021+ Strategy.	1. 1. 2021 - 31. 12. 2022	Securing an adequate number of jobs/service positions	CSO	

4.2. Systematic cooperation between state administration and external expert organisations	TBA	TBA	TBA	4.2.1 Allocating capacity in scientific and research institutions to support the state administration in promoting equality	Strengthening the partnership between state administration and scientific institutions and by extension creating quality, evidence-based policies and procedures in the field of gender equality. Utilising financing from EU funds to this end as needed.	1. 1. 2021 - 31. 12. 2030	Capacities in science and research institutions are set aside and utilised by cooperating entities (i.e. results of their research work are subsequently applied and utilised in practice by ministries and the OG).	TA CR, GA CR, CSA, CSO, IHIS, academic sector, NGOs	all ministries
--	-----	-----	-----	---	--	---------------------------	--	---	----------------