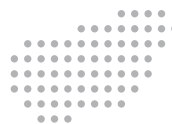


# Czech Republic



Women in decision-making: **0.57/5**  
Socio-economic position of women: **1/5**  
Violence against women: **1.75/5**

## UNDERSTANDING THE CZECH REPUBLIC

The Czech Republic has the largest employment gap in the EU between women and men with children under 12, at 37.7%. In addition, women on maternity leave receive only 69% of their salary, the lowest remuneration in the EU with the exception of neighbouring Slovakia. There are no flexible parental leave options or part-time work possibilities (only about 5% of all jobs are part-time). Formal childcare provisions are inadequate. Only 3% of infants under 3 are in formal childcare, one of lowest proportions of any EU country. This is despite the fact that work-life balance is one of the only gender equality issues recognised by the state (along with domestic violence, from a gender blind perspective).

Women face many obstacles in accessing decision-making posts. In the political arena, only the Green Party has a quota for the representation of women on the party lists. While women politicians gain strong direct support from voters, they are rarely appointed to positions of power.

An estimated 38% of women experience domestic violence,<sup>1</sup> but services for victims are sorely lacking. There are only 0.08 places in shelters for women victims of violence per 10,000 inhabitants.

## TRENDS:



In February 2012, 2 years after the new government failed to appoint a Minister for Human Rights, a new Chair for the Government Council for Equal Opportunities of Women and Men was nominated and the Council resumed work. A National Action Plan on the prevention of domestic violence was approved in April 2011. In terms of women in decision-making, electoral reform in 2012 bringing about the direct election of the President improves the chances of success of women candidates.



Following the 2010 elections, no single woman was appointed to government. Since then, only women have 3 gained ministerial positions. In addition, there have been a number of high level appointments of anti-equality proponents as advisers to government on human rights. The institutional framework for gender equality has further been weakened by the abolition of the Ministry for Human Rights and the 2-year interruption in the work of the Government Council for Equal Opportunities.

There is a general lack of political will to promote gender equality beyond issues of work-life balance and domestic violence. Even then, the Czech government has so far refused to sign the Council of Europe Convention on violence against women. The restriction of home-births is a further example of limits placed on women's freedom of choice.

## Highlights

**22%**

women in parliament

**25.5%**

gender pay gap

**3%**

of infants under 3 in formal childcare

**38.5%**

employment gap between women and men with children under 12

**69%**

pay during maternity leave

**48%**

of dependent elderly persons receive formal care

Abortion is legal but not free of charge

<sup>1</sup> Institute of Sociology of the Academy of Sciences of the Czech Republic: The International Research of Domestic Violence Against Women CZ/2003. URL: <<http://studie.soc.cas.cz/index.php3?lang=cze&shw=246>>