



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

Distr.: General  
13 August 2025

Original: English  
English, French and Spanish only

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**Committee on the Elimination of Discrimination  
against Women**

**Ninety-second session**

Geneva, 2–20 February 2026

Item 4 of the provisional agenda

**Consideration of reports submitted by States Parties under  
article 18 of the Convention on the Elimination of All Forms of  
Discrimination against Women**

**Replies of Czechia to the list of issues and questions in  
relation to its seventh periodic report\*\*\***

[Date received: 29 July 2025]

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\* The present document is being issued without formal editing.

\*\* The annex to the present document may be accessed from the web page of the Committee.



## **Introduction**

1. The Czech Republic (hereinafter referred to as the “CR”) hereby submits to the Committee on the Elimination of Discrimination against Women (hereinafter referred to as the “Committee”) the following statements regarding the List of Issues and Questions in relation to the 7th Periodic Report of the Czech Republic on the implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women (hereinafter referred to as the “Convention”), which will preliminarily be the subject of discussion at the 92nd session of the Committee from 6 October to 24 October 2025.

## **Replies to the list of issues ([CEDAW/C/CZE/Q/7](#))**

### **Visibility of the Convention, the Optional Protocol thereto and the Committee’s general recommendations**

2. The text of the Convention and its Optional Protocol in the Czech language is published in the Collection of Laws and International Treaties. As of 1 January 2024, the Collection is published online. The wording of the Convention is available on the websites of the Government and the Ministry of Justice.

3. Translations of most of the Committee’s General Recommendations into the Czech language are also available on the websites of the Government and the Ministry of Justice to ensure their accessibility to the general public.

4. The Ministry of Justice website “Mezisoudy” contains guidelines on submitting communications to the Committee. This section includes guidance and instructions on how to address the Committee, the nature and effects of the Committee’s decisions, and information regarding the possibility of obtaining financial satisfaction, which was made available in 2023. Financial satisfaction may be granted if the Committee finds a violation of an individual’s rights and freedoms, and if, considering the circumstances, it appears to be an appropriate form of redress or mitigation of the consequences. The website also contains information regarding the enforcement of Committee decisions.

5. The “Mezisoudy” website also contains databases of case law of the UN Treaty Bodies, the European Court of Human Rights (hereinafter “ECtHR”) and the European Committee of Social Rights (hereinafter “ECSR”) in Czech. The database contains annotations of the Committee’s decisions against the CR. The Ministry of Justice issues a publicly accessible bulletin four times a year, containing annotations of the most significant judgements of the UN Committees, ECtHR and ECSR, which is also regularly distributed to courts and public prosecutor’s offices.

6. The Judicial Academy organises an annual seminar on current case law of the ECtHR, ECSR and UN Treaty Bodies for judges and public prosecutors.

### **Women’s rights and gender equality in relation to the coronavirus disease pandemic, recovery efforts and global crises**

7. Despite the termination of activities of the Working Group on the Impact of the COVID-19 Pandemic on Gender Equality in 2022, the impacts of the pandemic and other crises continue to be discussed within the permanent government advisory bodies. This particularly concerns the Gender Equality Government Council,

including its committees and working groups<sup>1</sup>, or the Roma Minority Affairs Government Council. These advisory bodies continuously monitor related measures and draw attention to their gender dimension.

8. The findings from the COVID-19 pandemic and related health impacts were reflected in the update of the Gender Equality Strategy 2021–2030 (hereinafter referred to as “Strategy 2021+”), particularly in the chapters on Work and Care and Health, and in the preparation of the Action Plan for the Prevention of Domestic and Gender-based Violence 2023–2026.

9. Gender aspects of the pandemic were addressed during the conference of the Czech Presidency of the EU Council in 2022. The gender dimension of health was also addressed by the Patient Council in 2024. In 2024, the Ministry of Health organised a conference entitled “Conversations about Health: What We (Don’t) Know about Women’s Health,” where women of various age groups articulated their needs within the healthcare system.

### **Women and peace and security**

10. The National Action Plan of the CR for the Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security and Related Resolutions 2021–2025 (hereinafter referred to as “NAP WPS 2021–2025”) emphasises the empowerment of women in peace and security issues.

11. The NAP WPS 2021–2025 contains four strategic objectives: 1. Strengthen women’s participation and leadership in all areas related to peace and security; 2. Systematically strengthen the integration of gender into all areas related to peace and security; 3. Actively participate in strengthening conflict prevention through the promotion of women’s rights and gender equality; and 4. Provide and support adequate development and transformation cooperation and humanitarian assistance that addresses the needs of women and girls.

12. These four strategic objectives are subsequently divided into 15 specific objectives with assigned measures. In total, there are 45 measures, with each having an assigned indicator to determine whether and to what extent they have been fulfilled. Furthermore, the expected duration of implementation is established, and the institution responsible for implementation is specified. The measures are implemented within the existing budgets of the respective institution.

13. The implementation monitoring is carried out through an annual report and evaluated at meetings of the inter-ministerial working group for NAP WPS 2021–2025 by all relevant ministries and civil sector entities.

14. The NAP WPS 2021–2025 is coordinated by the Ministry of Foreign Affairs. It is further implemented by the Government Office, Ministry of Interior, Ministry of Defence and Ministry of Justice, with contributions from non-governmental organisations and the academic sector, representing a systematic involvement of relevant actors in the process. The plan itself was prepared in cooperation with civil society organisations and academic sector, ensuring broader support and more effective implementation, as the civil sector also acts as a responsible authority of numerous measures. The civil sector will also participate in the retrospective evaluation of the NAP WPS 2021–2025.

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<sup>1</sup> Social Policy, Family and Care Committee, Institutional Support Committee, Prevention of Domestic Violence and Violence against Women Committee, and Working Group for Roma Women's Issues.

## **Legal framework and definition of discrimination against women**

15. Fundamental rights and freedoms are guaranteed at constitutional level to all persons without distinction as to sex, race, colour, language, faith and religion, political or other opinion, national or social origin, belonging to a national or ethnic minority, property, birth or other status. Gender equality is enshrined at a general level in Article 1 and Article 3(1) of the Charter of Fundamental Rights and Freedoms.

16. More specifically, the prohibition of discrimination (including on grounds of sex) is defined in Act No. 198/2009 Coll., on Equal Treatment and Legal Remedies for Protection against Discrimination and on Amendment of Certain Acts (Anti-discrimination Act), as amended. The Anti-discrimination Act divides discrimination into direct and indirect discrimination in Section 2. It considers harassment, sexual harassment, victimisation, instruction to discriminate and incitement to discrimination as discrimination. Simultaneously, pursuant to Section 2(4), discrimination based on pregnancy, maternity or gender identification shall be deemed discrimination on grounds of sex.

17. The prohibition of discrimination is also enshrined in other legal regulations. For instance, Section 16(2) of Act No. 262/2006 Coll., the Labour Code, as amended, stipulates that any form of discrimination in labour relations is prohibited, with sex discrimination listed first among the prohibited grounds. The Labour Code also permits positive discrimination, stipulating that differential treatment shall not be considered discrimination if it is essential for the performance of work activities and arises from the nature of the work. The purpose of such an exception must be legitimate, and the requirement must be proportionate. Measures to offset disadvantages arising from an individual's belonging to a group defined by any of the grounds specified in the Anti-discrimination Act, including on grounds of sex, shall not be considered discrimination. This approach is primarily aimed at protecting pregnant and breastfeeding employees. Section 110(1) of the Labour Code guarantees that all employees must receive equal wages, salary or remuneration from an agreement for equal work, both in the private and public sectors. The prohibition of discrimination is also enshrined in Section 98 of Act No. 234/2014 Coll., on Civil Service, and in Section 4 of Act No. 435/2004 Coll., on Employment.

## **Access to justice**

18. The Ministry of Justice maintains records only of the number of legally concluded anti-discrimination disputes. Between 2020 and 2023, a total of 32 cases were legally concluded. Information about how many of these were initiated by women is not available, as the data are not classified by gender. Of the total number, 11 were directly related to the employment relationship of the plaintiffs. During the monitored period, three actions were fully granted, and one action was partially granted. Three disputes were settled by conciliation, 14 actions were dismissed, and 11 disputes were concluded by other means. The awarded claims ranged from CZK 1,215 to CZK 90,000. The total number of applications for court fee waivers is not available, as this data is not systematically collected at the national level.

## **National mechanism for the advancement of women**

19. The strategic framework for gender equality is defined by the Strategy 2021+. The Strategy 2021+ was approved by the Government on 8 March 2021. It contains a total of 8 chapters: Work and Care, Decision-making, Safety, Health, Knowledge, Society, External Relations and Institutions. The task section consists of 26 strategic

objectives divided into specific objectives. The lowest units are 435 measures. From the initial years of implementation, the following elements of progress can be noted:

20. Work and Care: Adoption of the Action Plan for Equal Pay for Women and Men 2023–2026, Increasing the limit on a child’s attendance at a pre-school facility while receiving parental allowance from 92 to 120 hours per month, Measures to support part-time employment (insurance premium discount), Establishment of approximately 600 children’s groups with a capacity of 8,000 places, Measures supporting flexible forms of work such as improvement of working conditions for employees working under agreements to complete a job or agreements to perform work.

21. Decision-making: Preparation of an amendment to the Capital Market Business Act, Updating the manual “15 Tips on How to Support Women within Political Parties”, Support for networking and mentoring of women pursuing political careers, Methodology providing ministries with tools promoting gender balanced representation, Support for gender balanced representation in public authorities using gender-sensitive language.

22. Safety: Domestic Violence Act including a new unified definition of domestic violence, Redefinition of the crime of rape, Criminal court specialisation in domestic and sexual violence, The first specialised centre for survivors of sexual violence, Capacity Increase of professions in contact with survivors of domestic and gender-based violence.

23. Health: Establishment of cooperation with the Patient Council, Monitoring of equal remuneration at the university hospitals and state healthcare facilities, Implementation of gender audits and support for flexible forms of work in certain healthcare facilities, Establishment of a Commission for Infant and Young Child Nutrition.

24. Knowledge: Introduction of ombudspersons at universities, Gender-inclusive titles of professional qualifications, Development of gender equality plans in research institutions, Increase in doctoral scholarships, Creation of a competency framework for teaching graduates.

25. Society: Awareness-raising campaigns focused on the prevention of domestic and gender-based violence, Regular networking meetings of female politicians and women in public space, Public consultation on the first update of Strategy 2021+, Addressing gender perspective in areas such as sport, public transport and energy transformation.

26. External relations: The historically first election of the CR to the UN Commission on the Status of Women, 2022 Czech Presidency of the EU Council promoting gender equality, Progress on the EU Pay Transparency Directive and the Gender-based Violence Directive, Managing the refugee crisis caused by Russia’s war against Ukraine, Inclusion of the CR for OECD gender equality review.

27. Institutions: OECD Report Strengthening Government Capacity for Gender-sensitive and Inclusive Recovery, Trainings for gender impact assessment, The Strategy 2021+ Indicator System, Funding of calls focused on gender equality from Operational Programme Employment Plus (referred to as “OP Employment+”), Database of non-governmental organisations dealing with gender equality and their outputs.

28. The first of two planned updates of the Strategy 2021+ took place in 2023–2024. The updated version responds to new challenges such as the socio-economic impacts of the COVID-19 pandemic, Russia’s war against Ukraine, or AI developments. The

update included, for instance, a reduction in the reporting frequency. The total number of measures was reduced to 368.

29. The Action Plan for the Prevention of Domestic and Gender-based Violence 2023–2026 is also linked to the Strategy 2021+. The Action Plan was approved by the Government in 2023 and is divided into three areas: Prevention of domestic and gender-based violence, Protection and support for survivors, and Systemic approach to this form of violence and ensuring access to justice. It is divided into 22 measures with 104 tasks.

30. The Government recommended the implementation of the Gender Focal Point Standard to all government members. The implementation of the Standard is only recommendatory, and no consequences or sanctions arise from non-compliance. Individual ministries report annually on the extent to which they meet individual indicators, the Gender Equality Department of the Government Office (also referred to as the “Department”) evaluates this information and prepares an implementation report on the Standard, consequently submitted to the Government for information. The Department strives to strengthen the implementation by organising methodological meetings four times a year, providing training aimed at increasing expertise and competencies.

31. Strategy 2021+ anticipates that the capacity of the Department will be strengthened as the central point for coordinating the gender equality agenda. The capacity strengthening, particularly through an increase in the number of civil service and work positions paid from the state budget, has not yet occurred.

32. As of 1 January 2024, there has been a strengthening of the mechanism ensuring that laws and other legal are evaluated prior to adoption regarding their impact on gender equality. On 1 January 2024, Act No. 222/2016 Coll., on the Collection of Laws and International Treaties and on the Creation of Legal Regulations Promulgated in the Collection of Laws and International Treaties came into effect. The Act regulates the digitalization of the preparation of legal regulations and stipulates that if the draft legal regulation is submitted by the Government, ministry, other central administrative authority or the Czech National Bank, the explanatory memorandum must include impacts on gender equality if the draft legal regulation affects the status of natural persons. This obligation was also in force previously; however, it was imposed by a Government resolution. This obligation is now imposed by law.

33. The obligation to evaluate all materials submitted to the Government in terms of their gender equality impact remains in force, including materials that are not draft legislation, such as strategies, programmes, task performance reports and others, if they have impacts on gender equality. This evaluation is mandated by the Rules of Procedure of the Government. The Methodology for Assessing Gender Equality Impacts for Materials Submitted to the Government (hereinafter referred to as the “Methodology”) assists in processing the impacts.

34. The Department prepared analyses in 2018, 2021 and 2022 on how the Methodology is applied in practice. All analyses recommended that regular Methodology trainings should be provided to drafters. The 2021 analysis also recommended revising the Methodology to better correspond to the needs and requirements of persons who work with it directly. These recommendations are being implemented by the Department. The Methodology was revised (in 2022) and regular training sessions on its use are being held. In 2022, an e-learning course on gender impact assessment and the Methodology was created. However, the recommendation for ministries to apply the methodology is being implemented more slowly. The results of the 2022 analysis show that more than 23% of materials did not undergo

gender impact assessment although they should have (in the previous period this was up to 46% of materials). Simultaneously, in 89% of cases, the assessment was merely formal

### **National human rights institution**

35. Significant progress has been made in strengthening the mandate of the Public Defender of Rights to fulfil the role of the National Human Rights Institution in accordance with the Paris Principles. In February 2025, the Parliament approved an important amendment to the Public Defender of Rights Act, introducing two fundamental changes: establishing the position of Children's Ombudsperson and extending the mandate of the Public Defender to enable them to perform the function of the National Human Rights Institution. The Act came into effect on 1 July 2025. The Public Defender has already been working in numerous areas of human rights protection and protection against discrimination. From now on, they will deal with human rights comprehensively and in areas that were previously excluded from their jurisdiction. Examples include human rights related to the development of modern technologies and housing accessibility. An advisory body will be established at the national human rights institution, comprising scientific, academic, and spiritual experts, civil society, national minorities and other social groups.

36. Simultaneously, work is under way on the transposition of two EU directives strengthening the mandate of the Public Defender as a national equality body from 19 June 2026. EU Directive 2024/1500 concerns standards for equality bodies in the field of equal treatment between women and men and their equal opportunities in matters of employment and occupation. The purpose is to ensure better protection of workers against discriminatory practices and to strengthen complaint-handling mechanisms. The newly acquired powers will enable the Public Defender to intervene more effectively in cases of violations of gender equality rights and provide citizens with swifter access to remedial measures.

37. The maximum number of Public Defender Office employees is set at 154, of which 154 posts were occupied in 2023. Its organisational structure comprises specialised sections and departments, including the Head of Office, the Legal Section, the Administrative and File Services Department, the Internal Administration Department and the Personnel Department. An operating budget of CZK 162.2 million has been approved for 2023. Most of the funds were for salaries and other work-related payments, amounting to CZK 97.4 million. Additionally, funds were allocated for compulsory employer-paid insurance premiums (CZK 32.6 million) and contributions to the Cultural and Social Welfare Fund (CZK 1.8 million).

### **Temporary special measures**

38. In 2024, the Government submitted to the Parliament a draft law amending Act No. 256/2004 Coll., on Capital Market Business, as amended, and other related acts in connection with promoting gender-balanced representation in governing bodies of certain issuers. The draft targets large, listed companies and establishes, in accordance with the EU directive,<sup>2</sup> binding rules concerning the composition of governing bodies. Companies shall adopt one of two specified targets. These targets are: a) persons of the under-represented gender shall hold at least 40% of positions of non-executive governing body members, or b) persons of the under-represented gender shall hold at

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<sup>2</sup> Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures.

least 33% of all positions in governing bodies, whether executive or non-executive governing body members. If a company opts for the 40% target for non-executive members, it must simultaneously adopt a target ratio of women and men aimed at achieving gender-balanced representation among executive governing body members. During the candidate selection process, companies must employ transparent, non-discriminatory and merit-based criteria. A company that does not meet the target shall give preference to a candidate of the under-represented gender when selecting a governing body member, provided that the candidates have equal or comparable qualifications in terms of competence, abilities and work performance.

39. Companies face fines for breaching the rules. The proposal facilitates access to information about the selection process for unsuccessful candidates of the under-represented gender. It also gives the unsuccessful candidate the right to seek legal redress and claim appropriate compensation, including financial compensation for non-pecuniary damage. However, they must present to the court facts demonstrating that they possess at least equal or comparable qualifications in terms of professional competence, abilities and work performance as the candidate who was preferred in the selection. Companies must meet the targets until 30 June 2026.<sup>3</sup>

### **Gender stereotypes**

40. Combating gender stereotypes is one of the key activities of the Department. Each year it launches a grant programme “Support for publicly beneficial activities in the field of gender equality and violence prevention”. As part of awareness-raising activities, the Department established the “This is Equality!” brand. The brand maintains an active presence on social media, where significant events and milestones concerning gender equality are shared.

41. Press releases, conference recordings and news concerning gender equality are published on the Department’s website. The website also contains documents related to combating gender stereotypes.

42. Several meetings with media representatives were held as part of the Department’s media cooperation with the aim of disseminating information about gender equality.

43. One of the main impacts of the awareness campaigns is a growing public interest in gender equality in Czech society. The media also show greater interest in the subject, providing new information and insights to the public.

44. The Department works on measures against sexist or discriminatory advertisements and stereotypical portrayal of women in the media, including social media.

### **Gender-based violence against women**

45. Statistical information concerning prosecution, conviction and penalties imposed in cases of gender-based violence is provided in Annex No. 1.

46. In 2023, the Government approved the Action Plan for the Prevention of Domestic and Gender-based Violence for 2023–2026. Addressing the needs of particularly vulnerable groups, including Roma women, is a cross-cutting priority of the document, which should be considered in its implementation. The Government

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<sup>3</sup> The third reading of the bill in the Chamber of Deputies commenced on 22 January 2025.



has established a Working Group on Roma Women's Issues, dealing with the issue of domestic and gender-based violence against Roma women among other things.

47. The amendment to the Criminal Code including the consent-based redefinition of rape (the principle of "no means no") and considering cases of the so-called freezing response came into effect on 1 January 2025. The information about the amendment to the Act is included in the training of the Police of the CR on domestic and gender-based violence provided by the Department.

48. Over the past 4 years, the Department has also conducted seminars for students, including future teachers, on the prevention of sexual violence and the importance of consent in intimate relationships. The Ministry of the Interior is preparing methodology guidelines for police officers, and the Ministry of Justice plans to incorporate this into the thematic courses of the Judicial Academy for judicial trainees, public prosecutors and judges.

49. In 2023 and 2024, the Department conducted a total of 16 sessions on domestic and gender-based violence and cyber violence, including sensitive approach to survivors, for police representatives in 8 Czech regions. In 2023, methodological handbooks were finalised and are distributed during the training sessions. The Department has trained over 400 police officers in the past two years.

50. The Ministry of Justice conducts annual courses for judicial trainees, judges, and public prosecutors, focusing on gender-based and domestic violence, as well as courses for judges on court cases involving crimes against human dignity in the sexual sphere and other crimes related to sexual exploitation. In 2023, more than 500 participants attended these, including judges, public prosecutors, judicial trainees, and assistants.

51. The adoption of the amendment to Act No. 108/2006 Coll., on Social Services, which includes a new specialised service for survivors of domestic and gender-based violence, is one of the Action Plan measures. The specialised service for survivors has not been previously established. However, an amendment to the Act and other laws has been adopted, enabling better integration of social and healthcare services for individuals whose condition requires the simultaneous provision of social and healthcare.

52. In 2024, the total allocation of the Family grant programme amounted to CZK 180 million, increased by CZK 10 million compared to the previous year. The grant scheme encompasses two areas: Preventive Activities Supporting Family, Partnership and Parenthood and Support for Families in the Area of Social and Legal Protection of Children. One of the objectives is to support activities aimed at preventing negative phenomena in families, including domestic and intergenerational violence.

53. The Ministry of the Interior's grant programme "Prevention of Socially Pathological Phenomena" focuses on the prevention and elimination of domestic violence through working with perpetrators of violence and individuals unable to manage aggression in relationships. In 2023, financial resources amounting to CZK 2 million were allocated, supporting a total of 8 projects.

54. The Strategy 2021+ measure aimed at increasing the allocation of this grant has not yet been fulfilled. In 2023, an extraordinary call was announced in connection with managing the impact of the refugee wave related to Russia's war against Ukraine. Two projects were supported in the total amount of CZK 564,960.

55. Organisations providing assistance under Act No. 45/2013 Coll., on Victims of Crime and on amendments to certain acts, play a crucial role in ensuring assistance and fulfilment of fundamental rights of crime victims. Their funding has been

provided through the Ministry of Justice's grant programme "Development of Services for Crime Victims Provided under Act No. 45/2013 Coll., on Victims of Crime". In 2023, support was provided in the total amount of CZK 8.8 million.

56. Non-profit organisations play an important role in providing assistance to survivors of domestic and gender-based violence, as they are often the ones providing such assistance. They are represented in the Committee for the Prevention of Domestic Violence and Violence against Women at the Gender Equality Government Council. They participate in proposing measures in this area, particularly in the preparation and evaluation of measures within Action Plans for the Prevention of Domestic and Gender-based Violence.

57. The CR does not have legislation that would specifically address sexual harassment in public spaces. The only law that mentions sexual harassment is the Anti-discrimination Act. Serious cases of such behaviour may be prosecuted in particular as criminal offenses against human dignity in the sexual sphere. Less serious conducts may constitute a misdemeanour against civil coexistence or public order.

58. In 2024, the Department collaborated on a campaign concerning sexual harassment in transport, implemented by the NGO Konsent.

59. In the field of higher education, international research project UniSAFE was implemented, which included a prevalence study. The National Contact Centre – Gender and Science represented the CR as part of the project consortium. According to the research, 62% of individuals in the European academic environment who participated in the research encountered sexual harassment or gender-based violence. Women encountered it in 66% of cases, and it was also confirmed that individuals vulnerable due to their LGBTI+ affiliation (68%), ethnicity (69%) or health disability (72%) encountered it more frequently. Most individuals in academia encountered psychological violence (57%), and sexual harassment was the second most common phenomenon, encountered by every third person (31%). Only 13% of individuals who encountered sexual harassment or gender-based violence reported these acts.

60. The amendment to the Higher Education Act introduces a legal obligation for higher education institutions to publish information about the contact points designated for providing information on measures ensuring equal opportunities to study at the higher education institution, and about the contact points designated for addressing cases of discrimination and promoting equal treatment.

61. In connection to the Horizon Europe programme, higher education institutions have begun to develop Gender Equality Plans more intensively, with gender-based violence being one of the recommended areas to be included.

### **Trafficking in women and girls and exploitation of prostitution**

62. The Ministry of the Interior implemented the National Strategy to Combat Human Trafficking in the Czech Republic 2019–2023. The aim was to raise awareness of the issue, strengthen protection and increase standards of protection for victims of human trafficking through the prevention and suppression of human trafficking, protection of fundamental human rights, and promotion of international cooperation.

63. The Strategy horizontally applies gender mainstreaming and a sensitive approach towards victims who have been subjected to particularly serious means of coercion, and a specific approach to victims in more vulnerable positions, such as persons from socially excluded localities and migrants.

## Women's participation in political and public life

64. The European Parliament elections were held in June 2024. Among the nominated candidates from the CR, 36.4% were women, representing an increase from 23.9% in 2019. A total of 8 Czech female MEPs were elected (one more than in 2019), raising the proportion to 38%.

65. The representation of women in the Chamber of Deputies remains similar to that in 2021. As of December 2024, there are 52 women, corresponding to 26%.

66. In 2024, elections to the Senate were held. Women constituted 17.2% of candidates, a significant decrease from 24.2% in 2022. With 14.8% of elected candidates being women, the Senates overall female representation in December 2024 stands at 21.3% (i.e., 17 Senators).

67. The elections to municipal councils are also held every 4 years. The representation of women has remained unchanged since 2022.

68. The elections to regional councils were held in autumn 2024. Women made up 28.7% of candidates and 21.2% of those elected, a slight increase in nominations since 2020, but a small decrease in elected women.

69. At the beginning of 2023, presidential elections were held with nine candidates running, one of whom was a woman – Danuše Nerudová. She placed third with 777,080 votes, representing 13.92% of all votes. In contrast, no woman ran in the presidential election in 2018.

70. As of late 2024, out of 17 members in the Government, there is only one woman – Minister of Defence Jana Černochová. The representation of women in the Czech government stands at 6%.

71. The position of State Secretary was represented by 40% in 2023, compared to 29% in 2022. Regarding the positions of Deputy Minister, Director General and Department Directors at ministries, there have been no significant changes compared to 2020, with women's representation remaining between 25% and 28%. A slight increase in women's representation occurred at the position of Head of Unit (48% compared to 47% in 2022).

72. The number of female judges has long exceeded the number of male judges. However, women are less represented in higher judicial instances. At Regional Courts, women account for more than 50% of judges, whereas at High Courts women's representation stands at 41%. There are currently no women in the Supreme Court leadership, and the proportion of women among Supreme Court judges in 2023 remains at 17%. Within the Supreme Administrative Court, women represent 37% of judicial positions. The position of Vice-President is held by a woman. The Constitutional Court currently has five female judges out of a total of 15 judges. Since August 2023, there has been one woman in the management of the Constitutional Court (holding the position of Vice-President).

73. At the end of 2023, women's representation on supervisory boards or boards of directors of the largest publicly traded companies was 23%. A special act could help strengthen the position of women in the bodies of the largest companies (see point 37).

74. Currently, there is no data regarding the representation of women in public life based on their ethnic background or health disabilities.

75. In an effort to promote women's involvement in politics and public life, the Department has created a handbook aimed at motivating women to participate in public life.

## Education

76. In response to the need to support women and girls, boys and men, in choosing gender-atypical educational and career paths, a call from the OP Employment+ entitled “Gender Non-stereotypical Choice of Field of Study and Occupation (1)” was launched in 2022 with an allocation of CZK 67 million.

77. The CR is addressing the task of increasing the representation of women in STEM fields and ICT through both EU initiatives and national strategies. The Digital Education document forms part of the Digital Czechia Government strategy, aiming to develop digital skills across the population. One of the objectives is to promote women’s access to ICT and increase the number of female ICT graduates. The “IT is for Girls!” project responds to the fact that the CR has one of the lowest representations of women in ICT in the EU (only 11%). IT women visit schools, sharing their stories and leading workshops. In 2024, 21 experts participated, visiting 19 schools across 8 regions and reaching more than 750 students.

78. Roma boys and girls as well as child refugees, asylum seekers or migrants are integrated into mainstream primary and secondary schools. No statistics are available to monitor the numbers of students from these groups and their educational achievement. The situation of these groups is systematically addressed by the Ministry of Education, Youth and Sports. Regarding Ukrainian refugees, the Czech School Inspectorate issued an interim report on the integration and education of Ukrainian children in 2022. Their situation is regularly evaluated by the Ministry. In the 2023/2024 academic year, Ukrainian refugees constituted 1.6% of the total number of children in nursery schools, 3.7% in primary schools, 1.0% in secondary schools and 2.5% in conservatoires. Since 2022, Ukrainians have been the largest group of foreigners in Czech regional education, of them being approximately 70% Ukrainian refugees. The Ministry provides assistance to schools educating Ukrainian refugees, focusing primarily on the Czech language.

79. The educational situation of the Roma minority was examined by a survey in 2023/2024. The survey confirmed that Roma people continue to face substantial educational disadvantages compared to the overall population. Whilst in the overall population in the age category of 20–64 years, 6% achieved a maximum of primary education, in the Roma population it was 59%, and 5% did not complete primary education. However, more detailed data on the education of Roma women and girls remains unavailable.

80. The new Framework Educational Programmes approved in 2024 could help eliminate gender stereotypes. Based on these, schools create their own educational programmes. One of the objectives is to be considerate and respectful of other people, different cultural and spiritual values, and to be aware of prejudices and stereotypes and prevent them. Pupils in grades 6–9 should be able to recognise attitudes, stereotypes and prejudices in media communications and should be able to consider the needs of people in difficult situations and suggest ways to strengthen equal opportunities and social cohesion. The new Framework will be implemented gradually, starting from September 2025. The Ministry of Education, Youth and Sports, through the implementation of European and Structural Funds, supports these activities, such as gender-sensitive career counselling or programmes to prevent gender-based violence.

81. The approval of the Competency Framework for Teaching Graduates in 2023 can contribute to reducing stereotypes among teaching staff. The document presents a shared vision and objective for teacher preparation and serves as a tool for supporting them during their induction period.

82. The CR supports inclusive education for all children, including children with disabilities or children from disadvantaged groups. The Education Policy Strategy until 2030 emphasises inclusive education as one of its priorities. The aim is to ensure equal access to quality education for all children regardless of their disadvantages. The specific assistance is regulated by Ordinance No. 27/2016 Coll., on the education of pupils with special educational needs and gifted pupils. It defines support measures that schools may provide, such as individual educational plans, teaching assistants and special educational aids.

83. The trend of feminisation in regional education persists. In 2023, the Ministry of Education, Youth and Sports carried out a campaign in the form of a series of profiles of male teachers from nursery schools and primary schools, presenting their stories. The statutory guarantee of the level and growth of salaries (see point 116) may contribute to increasing the attractiveness of the profession for men as well.

84. The National Contact Centre – Gender and Science, the Czech Academy of Sciences, focuses on the representation of women in science, research and among academic staff. According to its findings, the representation of women decreases from lecturer positions towards professorship. Whilst women’s representation among lecturers is 58%, among professors their representation is 15%. Men also dominate in among directors of public research institutions (only 6% are women), and among rectors of public universities (14% are women).

85. Since 2022, the Czech Science Foundation has required grant recipients to have a Gender Equality Plan in place. This obligation also applies for funding under European programmes such as Horizon Europe. The Foundation, in cooperation with the National Contact Centre, offers an e-learning course focused on developing gender equality plans, work-life balance, gender equality in recruitment and career advancement, and prevention of sexual harassment and gender-based violence. The Ministry of Education, Youth and Sports supports the return of researchers due to caring responsibilities through grant programmes.

## **Employment**

86. The Czech Statistical Office revealed that in 2023 the average wage for men was CZK 50,010 and the average wage for women was CZK 41,139, representing a gender pay gap of CZK 8,871, or 17.7%. According to Eurostat, the gender pension gap between women and men aged 65 and over in the CR was 11.4% in 2023.

87. The gender pay gap may be reduced by the EU 2023/970 Pay Transparency Directive, currently being transposed. The Directive will strengthen the enforceability of the right to equal pay for work of equal value. In 2022, the Government approved the Action Plan for Equal Pay for Women and Men 2023–2026, the first document specifically focused on the gender pay gap. Within the OP Employment+, a call for “Implementation of Measures to Ensure Equal Pay” was announced in 2022 with an allocation of CZK 170 million.

88. Recently, except for the pandemic period, there has been a gradual increase in female employment. In 2024, this was supported by reducing the maximum duration of parental allowance from four to three years. The allowance is predominantly claimed by women. Therefore it can be assumed that the reduction in the allowance, combined with the increasing capacity of pre-school education and care facilities (in 2023/2024, there were 5,398 nursery schools with a total capacity of 364,491 places, and as of 13 December 2024, there were 1,891 children’s groups with a capacity of 25,600 places), will eventually be reflected in the gender pay gap and the gender pension gap.

89. The CR is striving to increase the female employment through other instruments as well. In 2023, an amendment to the Social Security Insurance and State Employment Policy Premiums Act came into effect, giving employers the right to claim a 5% insurance premium discount for employees whose life circumstances do not allow them to work full-time, such as parents of young children. The concept of remote work was also established, and conditions were improved for persons working under agreements to perform work. As of 1 January 2023, the so-called child-raising credit for old-age pensions was introduced, which helped reduce the gender pension gap. However, the pension system reform approved in 2024 brings about a change (see point 114).

90. The amendment to the Labour Code, effective from 1 June 2025, allows for concurrent full-time employment with an agreement to complete a job for the same type of work for persons on maternity and parental leave, and guarantees the right to return to the same position for persons returning from parental leave before the child reaches two years of age.

91. Nursery schools intended for the employees' children of the founding entity or other employer were enabled by the amendment to the Education Act No. 472/2011 Coll, falling under the purview of the Ministry of Education, Youth and Sports. In 2023/2024, 458 nursery schools were established by the private sector. Employers may also establish children's groups for younger children of their employees. Children's groups fall under the purview of the Ministry of Labour and Social Affairs, and there are approximately 2,000 of them. The establishment of children's groups is supported, for example, through calls from the National Recovery Plan and the OP Employment+. As of 1 May 2025, it is possible to establish so-called neighbourhood children's group. In these, services may be provided by a person who is simultaneously the caregiver.

92. In 2023, 11.6% of women and 3.2% of men in the age group 15–64 worked part-time, increasing year-on-year. The number of part-time jobs increased by 1.4 percentage points for women and by 0.5 for men. This may be influenced by, for example, the 5% insurance premium discount, which was utilised by 25,789 employers for 123,644 employees during the first few months of validity.

93. It was the 5% discount on insurance premiums that was available, among other things, for employers employing people with disabilities. These persons constitute one of the six groups eligible for such benefit, supporting the employment of groups disadvantaged in the labour market. According to the Czech Statistical Office, there were 1,151.9 thousand persons aged 15 and over with disabilities in 2018, of whom 641.0 thousand were women. According to the Survey on Employment of Persons with Disabilities in Selected State Administration Offices in 2019, the total number of employees with disabilities in offices under service and employment relationships was 1,704 persons, i.e. 2.28%. The lowest proportion of women with disabilities was in central state administration bodies (45%), compared to 63.7% in ministries and 79% in their organisational units.

94. The Report on the Socio-economic Situation of the Roma Population in the CR 2023/2024 states that in the age category 16–29 years, 64.9% of Roma women are neither in education nor employment, primarily due to childcare responsibilities. In comparison, for Roma men this figure is only 31.8%. The proportion of economically inactive Roma women in the age category 20–64 years is currently 17.8%. 60.8% of women in this age category are unemployed due to caring for children or relatives. Of the working Roma women, 24% are employed part-time. The percentage of Roma women working part-time is significantly higher than the percentage of all women working part-time. Several calls under the OP Employment+ focus on the Roma

minority, e.g. the call announced in 2022 “Systemic Measures in the Field of Roma Integration” with an allocation of CZK 57 million.

95. According to the Quarterly Migration Report for Q3 2024 by the Ministry of the Interior, a total of 1,079,094 foreign nationals were registered in the CR, of whom 333,792 held temporary residence permits, 366,870 held permanent residence permits, and 378,432 were registered under temporary protection. The increase in the number compared to 2022 is mainly due to the provision of temporary protection to war refugees from Ukraine. In 2023, a total of 942,328 foreign nationals were working, of whom 380,308 were women. 61% of economically active temporary protection holders were women and 39% were men. The OP Employment+ assists with the integration of migrants through calls and non-profit organisations, such as the Association for Integration and Migration, also make a significant contribution through their activities.

96. Within the OP Employment+, numerous calls were announced to support disadvantaged groups, particularly women, in the labour market in 2022–2024, including initiatives to strengthen their competencies and address gender segregation in education and employment.

97. In 2021, there were a total of 444 women (vs. 2,010 men) on supervisory boards and 78 women (vs. 803 men) on boards of directors of publicly owned companies. The EIGE Gender Equality Index 2024 indicates that the proportion of women on boards in the largest listed companies is 26%, and their proportion on the Board of the Czech National Bank is 29%. The CR currently has 30% women on boards of research funding organisations, 13% women on boards of publicly owned broadcasting organisations, and 9% women in the Czech Olympic Committee.

## Health

98. Healthcare is generally well accessible in terms of location, finances and time. The EU-SILC survey confirms this showing that Czech citizens consider healthcare to be accessible.

99. Patient rights are enshrined in the Health Services Act, transposing the Convention on Biomedicine into Czech law. However, some research reveals deficiencies in their application in women’s sexual and reproductive health. The Ministry of Health plans to focus on improving methodological support in the application of informed consent and other patient rights, it issued a recommendation guideline for the presence of parents and relatives with hospitalised children. The position of survivors of domestic and sexual violence in the provision of health services will be strengthened from 1 January 2026 by an amendment to the Health Services Act.

100. The attempt to reduce VAT on menstrual products through legislative amendment was unsuccessful; the 21% VAT rate remains one of the highest in Europe. The issue of addressing period poverty is currently being dealt with mostly by non-profit organisations and local authorities. Starting September 2025, an amendment to the ordinance will take effect, expanding the requirements for sanitary facilities in schools and educational institutions to include menstrual products.

101. In 2023, the Government approved the intention to harmonise legislation with the requirements of the International Code of Marketing of Breast-milk Substitutes, aiming to restrict predatory marketing of breast milk substitutes, pacifiers, and bottles, which endangers breastfeeding and the health of women and children. The Code is partially enshrined in the Czech legal system; however, the amendment to the Advertising Regulation Act, aimed at its full implementation, has faced strong

opposition from manufacturers and professional societies with conflicts of interest. These stakeholders lobby for self-regulation, which according to WHO, UNICEF and Ministry of Health is non-functional, and question the effectiveness of statutory restrictions. The pressure resulted in a significant narrowing of the scope of the amendment. The Government approved the amendment in February 2025, but Parliament will not have time to approve it.<sup>4</sup>

102. In 2023, the Ministry of Health established the Commission for Infant and Young Child Nutrition, monitoring conflicts of interest. It has prepared a strategy to implement the WHO and UNICEF Baby-friendly Hospital Initiative, approved by the Government in September 2024. The strategy includes measures to minimise mother-child separation, uninterrupted skin-to-skin contact after birth, unified standards of care, healthcare staff training and elimination of commercial influences in maternity hospitals. It promotes breastfeeding as the biological norm and includes measures also for women who cannot or do not wish to breastfeed.

103. The operation of several birth assistance centres has confirmed the high demand for care provided by midwives; however, the continuous midwifery care remains unreimbursed, and the centres are not universally accessible. Care during childbirth is covered by health insurance companies exclusively in the form of inpatient care, but not in an overnight or outpatient form. The key obstacle to the development of the continuous model of care provided by a midwife are the persistent legislative and reimbursement barriers, embodied particularly in the Public Health Insurance Act and the so-called technical and personnel decree. Even the latest amendments to these regulations have not removed the existing restrictions, which continues to prevent women from choosing a midwife as their primary care provider and limits access to the model recommended by WHO as optimal.

104. Birth assistance centres combine elements of obstetric departments and hospital-affiliated birth centres; however, they are managed by physicians due to the aforementioned legislative restrictions that prevent independent midwifery care. This hybrid model, criticised by the Midwifery Unit Network, precludes full autonomy of midwives and the establishment of centres led exclusively by them. None of the centres meets international standards, which in 2023 excluded the CR from participation in the European pilot study of the Midwifery Unit Self-Assessment tool.

105. Despite Ministry of Health initiatives, such as the introduction of bonus award for integrated postnatal care following complicated births, progress remains limited. Key legislative changes necessary for the development of independent birth houses and broader involvement of midwives face opposition from professional medical organisations. This resistance also blocks the adoption of the Midwifery Care Concept.

106. In 2024, the Constitutional Court also pointed out the shortcomings in the legal regulation of midwifery care and called upon state authorities to address them whilst considering developments in reproductive rights. This followed up on the call previously addressed to the CR by the European Court of Human Rights.

107. The proposal responds to these calls through the Strategy for the Development of Respectful Care for Mother and Child during Pregnancy, Childbirth and Postpartum Period, analysing existing shortcomings and proposing measures to address them. However, this is still only a proposal, prepared by an advisory body, not a strategy adopted by the Government. A consultation on the draft strategy is currently underway within the Ministry of Health.

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<sup>4</sup> Sněmovní tisk 918.



108. Based on Act No. 297/2021 Coll., on the on the Provision of a Lump Sum of Money to Victims of Forced Sterilization, the compensation continued for involuntarily sterilised women between 1966 and 2012. However, the practical application encountered complications caused by, among other things, insufficient personnel capacity at the Ministry of Health. The estimations were approximately 400 applications. By the 2024 deadline, the Ministry of Health received more than 2,300 applications. In March 2025, the Ministry of Health stated that the lump-sum compensation had been granted to approximately 900 applicants, with about 570 applications rejected, 280 applications discontinued and less than 600 remaining to be processed. By the end of 2024, the Ministry of Health had expended CZK 210,580,000 on lump-sum compensation.<sup>5</sup>

109. In June 2025, a legal amendment extended the limit for filing claims for compensation for unlawful sterilizations from three to five years. The extension responds to practical difficulties faced by female applicants as well as court decisions affecting the assessment of applications.

110. The compensation for damages was uniformly established by law. Each successful applicant is provided a lump-sum compensation of CZK 300,000.

### **Economic empowerment of women**

111. In response to the deteriorating economic situation the Government increased social benefits. The amounts of the subsistence and existence minimum were increased by 5.2%, starting 2023. Certain social benefits were also increased and the scope of persons entitled to them was expanded. Furthermore, there was an across-the-board increase in child allowances by 30% and an expansion of the range of families eligible for child allowances. Approximately 15,000 families became eligible for child allowances. The Ministry of Labour and Social Affairs began working on the social benefits system reform, consolidating several benefits (specifically the child allowance, housing allowance, subsistence allowance and housing supplement). The State Social Assistance Benefit Act was adopted, entering into force on 1 October 2025.

112. November 2023, an amendment to the Advance of Maintenance Payment Act came into effect, extending the maximum period for state payment of maintenance for defaulting maintenance payers from two to four years. The increase should contribute to improving the economic situation of single parents, particularly single mothers.

113. For persons on parental leave whose children were born after 31 December 2023, the allowance was increased to CZK 350,000. Of those receiving parental allowance, 98% are women.

114. From the perspective of gender equality, the introduction of a “child-raising credit” as a component of the old-age pension is significant. This involves an increase in the percentage assessment of the pension for each child raised by the pension recipient, predominantly affecting women. In the 2024 pension reform, this system was partially replaced by the so-called notional assessment base, assigning primary caregivers a notional amount during their period of childcare, which will subsequently be used to calculate their old-age pension for this period. The child-raising credit will be retained for parents caring for multiple children.

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<sup>5</sup> Request to increase expenditure of Chapter 335 – Ministry of Health intended to cover expenses pursuant to Act No. 297/2021 Coll., on the provision of a one-off monetary amount to persons sterilised contrary to law. (Government Resolution No. 373/2025 Coll.).

115. Social housing was supported, among other things, through calls under the OP Employment+. Due to the arrival of a large number of refugees from the ongoing Russia's war against Ukraine, a call entitled "Support for Social Housing Particularly for Persons from Ukraine" with an allocation of CZK 340 million was announced. The majority of persons arriving in the CR from Ukraine are women and children. As of January 2025, the minimum wage increased to CZK 20,800 per month. The minimum wage shall henceforth be determined according to the indexation mechanism introduced by the amendment to the Labour Code.

116. As of January 2025, there was an increase of CZK 1,400 in the salaries of employees in public services and administration and state employees. Individual salary scales were indexed in the range from 1.8% to 11.5%. The exception applies to teachers in regional education and academics at state universities. Their salary scales increased by 7%. The public sector is heavily feminised, therefore women should benefit from the increase to a greater extent.

### **Ukrainian refugee and other refugee and asylum-seeking women and girls**

117. Following the Russia's war against Ukraine, three laws (abb. Lex Ukraine) came into effect in March 2022, aimed at simplifying the stay of Ukrainian refugees, ensuring their access to the labour market and to social services, childcare facilities, education and healthcare services. Under Lex Ukraine, a humanitarian benefit of CZK 5,000 was introduced for arrivals from Ukraine. The benefit could be claimed repeatedly for a period of 5 calendar months immediately following the calendar month in which temporary protection was granted.

118. The CR emphasised the importance of addressing Russia's war against Ukraine during the 2022 Czech Presidency of the EU Council. Managing the refugee crisis and Ukraine's post-war reconstruction was designated as one of the five priorities in the Czech Presidency programme. The CR further specified that the Presidency "will build on the principles of solidarity, efficiency and flexibility in this area," and stated that "to integrate women into the labour market, it will be necessary to ensure sufficient capacity for pre-school care and extracurricular activities."

119. In connection with the arrival of Ukrainian refugees, the issue of recognition of medical and non-medical qualifications of healthcare workers continued to be discussed. Incoming physicians may apply for a practice permit. This permit shall be valid for three months, during which period the recognition of foreign qualifications may be arranged. In practice, the language barrier posed an obstacle in examinations required for independent practice.

120. To ensure housing for newcomers in 2022, a call for "Support for Social Housing, Particularly for Persons from Ukraine" was announced under the OP Employment+ with an allocation of CZK 340 million. Integration of migrants was assisted through calls for "Services Supporting Social Integration of Persons from Ukraine" with an allocation of CZK 200 million and "Services Supporting Social Integration of Persons from Ukraine (2)" with an allocation of CZK 200 million.

### **Marriage and family relations**

121. The National Plan for the Promotion of Equal Opportunities for Persons with Disabilities for the period 2026-2030 is currently being prepared, and an analysis and a legislative change prohibiting the restriction of legal capacity, including interference with the rights to marriage and parenthood, are being considered. The

new legislation would build on the standards of the Convention on the Rights of Persons with Disabilities and promote autonomy while maintaining the necessary protection. Regarding Section 673, we note that the restriction of the right to enter a marriage does not occur automatically with the decision on legal capacity restriction. The court must explicitly decide on this restriction in its judgement. According to available data, the right to enter a marriage is restricted in 8.13% of cases where the court ruled on legal capacity restriction. A similar situation applies to Section 865(2) of the Civil Code, which stipulates that if a court decides to restrict the legal capacity of a person who is a parent, it shall simultaneously decide on their parental responsibility, whilst always considering the interests of their child. However, the court may also decide that the restriction of legal capacity of such person shall not affect their parental responsibility. Statistics on court decision-making shows that interference with parental responsibility occurs only in 4.55% of cases where the court decided on legal capacity restriction. Of these, in 3.05% of cases the court decided to restrict parental responsibility in all components, in 0.34% of cases to restrict parental responsibility in all components except childcare, and in 1.16% of cases to restrict parental responsibility in all components except the right to contact with the child. A long-term trend shows a decline in restrictions on parental responsibility and the right to enter a marriage.

122. Research is planned in general limitation of legal capacity, which will be carried out by the Ministry of Labour and Social Affairs. The research will include an analysis in guardianship of persons who have a guardian other than a public guardian, and an analysis of support measures for persons whose ability to perform legal acts has been impaired. Based on this analysis, the Ministry of Labour and Social Affairs plans to develop methodological guidelines focused on monitoring and supporting these persons. A proposal of necessary measures is anticipated, aimed at increasing the protection of rights of persons with limited ability to perform legal acts.

123. Currently, the legislation of de facto unions is neither being prepared nor considered. According to the current legal status, persons living in a de facto union have equal rights and obligations in the event of the dissolution of such union. Regarding the protection of economic security and interests of children born to persons living in a de facto union, this protection is ensured by setting the same rights and obligations for both parents of the child, regardless of whether the parents are married, divorced, living together in a de facto union, or whether the de facto union has been dissolved.