

The Gender Equality Index 2017 examines the progress and challenges in achieving gender equality across the European Union from 2005 to 2015. Using a scale from 1 (full inequality) to 100 (full equality), it measures the differences between women and men in key domains of the EU policy framework (work, money, knowledge, time, power and health). The Index also measures violence against women and intersecting inequalities. These are satellite domains and are part of the framework of the Gender Equality Index, but do not have an impact on the overall score. Intersecting inequalities show how gender intersects with age, education, family composition, country of birth and disability. The Gender Equality Index provides results for each domain and sub-domain for the EU and its 28 Member States (1).

## Progress in gender equality in the Czech Republic, 2005-2015

In the Gender Equality Index 2017, the Czech Republic achieved a score of **53.6 out of 100**, which matches its 2005 score. This score is nearly 13 points below the EU-28 average. The Czech Republic is one of three EU Member States that did not progress in terms of gender equality between 2005 and 2015. The Czech Republic ranks 23rd in the EU, which represents a drop of six positions since 2005. The scores in all domains are below the EU-28 average.

The gender equality score in the domain of **health** is the highest in the Czech Republic, which ranks 17th in the EU for this domain. The score for access to medical and dental services is the 8th highest in the EU.

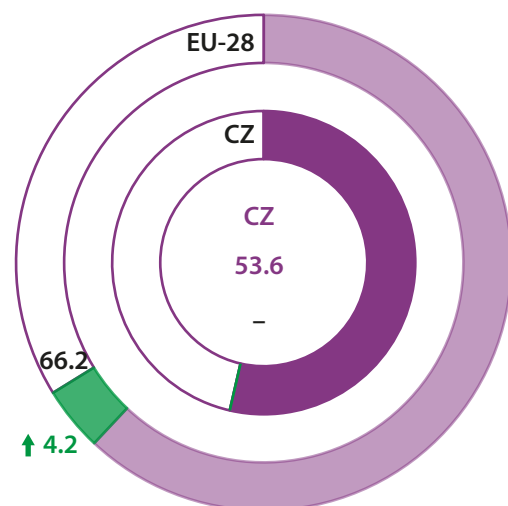
The biggest improvement has taken place in the domain of **time**, which has regressed at EU-28 level. Gender equality has particularly improved in the allocation of time for social activities. However, the score for time is the second lowest in the Czech Republic.

Gender equality in the domain of **work** has stalled since 2005. There is room for improvement especially in the sub-domain of segregation and quality of work, for which the Czech Republic ranks 27th in the EU-28.

The situation is better in the domain of **money**. The Czech Republic has the highest score in the EU-28 regarding gender equality in terms of the risk of poverty rate and income distribution. The Czech Republic has gained two positions in the domain of money to reach the 16th position.

The score in the domain of **knowledge** has increased but challenges remain in the uneven concentration of women and men in certain study fields.

The lowest score is in the domain of **power**, which has regressed due to deteriorating gender equality in the economic sphere. In economic power, the Czech Republic has the lowest score in the EU-28.



↑↓ Change in score from 2005 to 2015

(1) The Gender Equality Index 2017 is based on the data of Eurostat (Education statistics, EU Labour Force Survey, European Health Interview Survey, EU Statistics on Income and Living Conditions, Structure of Earnings Survey), of Eurofound (European Quality of Life Survey, European Working Conditions Survey), of EIGE's Gender Statistics Database (Women and Men in Decision-Making) and of the Fundamental Rights Agency's Violence Against Women survey. The year of reference is 2015 (2014 for data on intersecting inequalities). The age of the reference population for the indicators is either 15+, 16+ or 18+, depending on the source.

## Work

In the domain of work, progress in gender equality has stalled. Segregation in the labour market remains a major challenge.

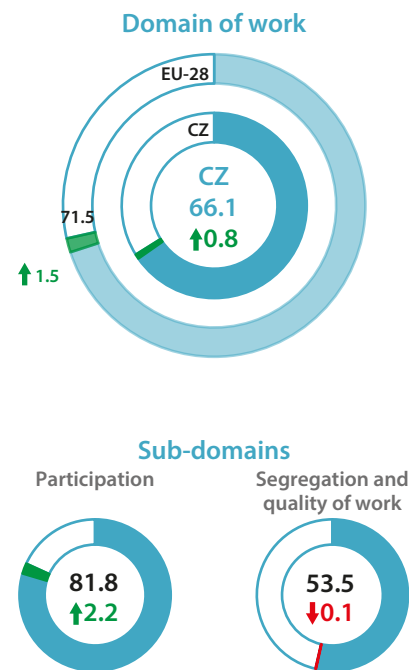
The employment rate (20-64) is 66 % for women versus 83 % for men. The total employment rate is 75 % and the Czech Republic has already reached its national Europe 2020 strategy (EU2020) target.

When the number of hours worked is taken into account, the full-time equivalent (FTE) employment rate is 46 % for women versus 65 % for men.

Among women and men in a couple with children, the FTE employment rate for women is 63 % compared to 94 % for men. This gender gap is five times higher than that of couples without children. The FTE employment rate increases and the gender gap shrinks as education levels rise.

10 % of women work part-time, compared to 3 % of men. On average, women work 39 hours per week, compared to 42 hours per week for men. 10 % of working-age women versus 0.1 % of working-age men are either outside the labour market or work part-time due to care responsibilities.

Gender segregation in the labour market is a reality for both women and men. Nearly 24 % of women work in education, human health and social work activities (EHW), compared to 5 % of men. Roughly five times more men (44 %) than women (9 %) work in science, technology, engineering and mathematics (STEM) occupations.



## Money

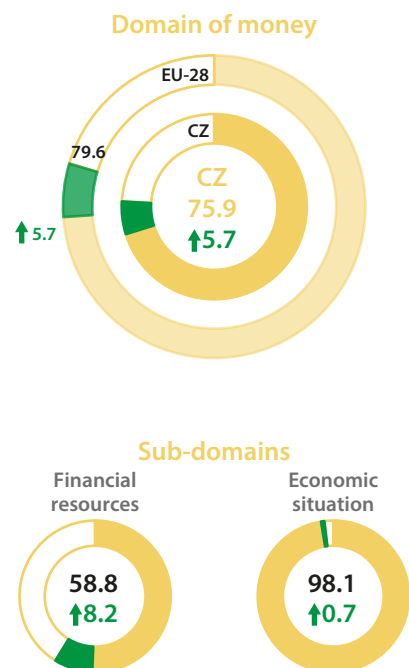
The situation in the domain of money has improved due to increased gender equality in earnings and income, but the situation has stalled in terms of poverty and the distribution of wealth.

Mean monthly earnings of women and men have increased but the gender gap has remained nearly the same. Women earn around 23 % less than men per month.

Among couples with children and people aged 50-64, the gender gap in earnings is higher than the average gap in earnings.

The population of women and men at risk of poverty has not changed. Moreover, women are at slightly higher risk of poverty than men (10 % of women and 7 % of men). One lone parent out of three is at risk of poverty, regardless of gender.

Inequalities in income distribution have decreased, but the gender gap between women and men has slightly increased. The gender pay gap is 23 % to the detriment of women. In 2012, women had lower pensions than men and the gender gap was 14 %. The EU-28 averages are 16 % and 38 %, respectively.



## Knowledge

The score in the domain of knowledge has increased. Gender equality has improved in attainment and participation, whereas it has regressed in relation to segregation in study fields.

The number of tertiary graduates has increased significantly, especially women tertiary graduates. 18 % of women and men have a tertiary degree. The gender gap, which in 2005 was to the detriment of women, has nearly disappeared.

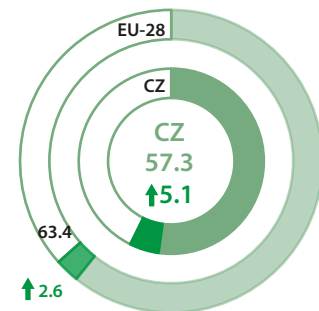
Only 9 % of women with disabilities have attained tertiary education, compared to 19 % of women without disabilities. For men the figures are, respectively, 12 % and 21 %.

The Czech Republic is close to meeting its national EU2020 target to have 32 % of people aged 30-34 obtain tertiary education. The current rate is 30 %.

Women's and men's participation in lifelong learning has increased.

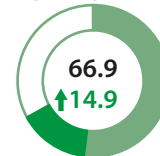
Gender segregation in knowledge remains a major challenge. 40 % of women students are concentrated in the fields of education, health and welfare, humanities and arts, compared to only 18 % of men.

### Domain of knowledge

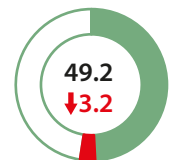


### Sub-domains

#### Attainment and participation



#### Segregation



## Time

In the domain of time, the score has increased. This is due to a more equal time allocation for social activities among women and men.

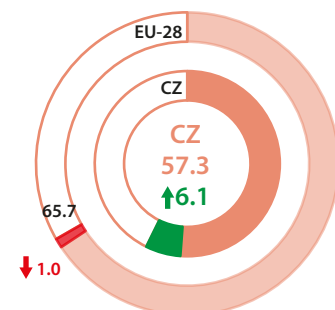
Women take on more responsibilities to care for their family. 33 % of women care for and educate their family members for at least 1 hour per day, compared to 20 % of men. Involvement in care responsibilities increases with a person's level of education, for both women and men. Among couples with children, 70 % of women are involved in daily care activities, compared to only 48 % of men.

67 % of women do cooking and housework every day for at least 1 hour, compared to only 16 % of men. The gender gap has slightly decreased since 2005 and is bigger among women and men in a couple with children, with 86 % of women and 12 % of men doing cooking and housework daily.

Inequality in time-sharing at home also extends to social activities. 28 % of men participate in sporting, cultural, and leisure activities outside the home, compared to 23 % of women. Participation in voluntary or charitable activities is slightly higher for women than for men.

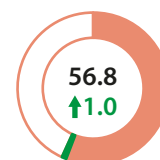
3 % of children under the age of three and 78 % of children between the age of three and school age are enrolled in childcare. The Czech Republic has not met either of the two 'Barcelona targets', which are to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare.

### Domain of time

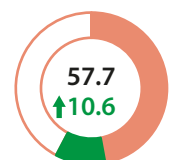


### Sub-domains

#### Care activities



#### Social activities



## Power

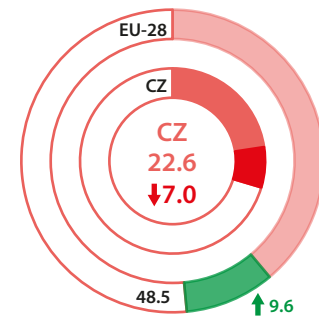
The score in the domain of power has dropped, mostly due to a lack of women in decision-making positions in the economic sphere.

The increase in the sub-domain of political power is due to a more equal share of women in ministries and in parliament. 17 % of ministers were women in 2015, compared to 14 % in 2005. In parliament, women represented 20 % in 2015, as compared to 14 % in 2005. The situation has also slightly improved in regional and local assemblies.

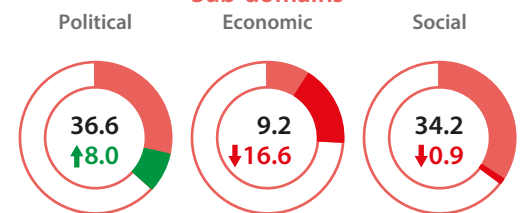
The proportion of women on the corporate boards of publicly listed companies has decreased slightly, from 10 % to 9 %. Women had completely disappeared from the board of the central bank in 2015, whereas they comprised 17 % of seats in 2005.

30 % of board members of research funding organisations are women. Women make up approximately 15 % of board members of publicly owned broadcasting organisations. In sport, women comprise just 7 % of members of the highest decision-making bodies of national Olympic sport organisations.

### Domain of power



### Sub-domains



## Health

The score in the health domain has increased slightly.

The sub-domain of health status measures perceived health, life expectancy and healthy life years. The gaps between women and men have narrowed in all three areas.

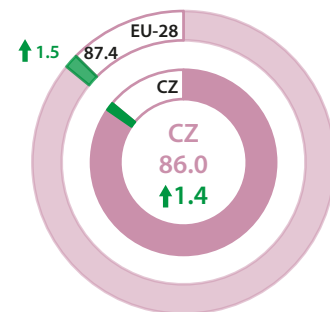
Life expectancy has increased for both women and men. Women on average live nearly 6 years longer than men. Women also have slightly more healthy life years, but the difference is much smaller (1.3 years).

60 % of women and 63 % of men assess their health as 'good' or 'very good'. The level of satisfaction increases with the level of education and the gender gap is bigger among people with a low level of education than among highly educated people.

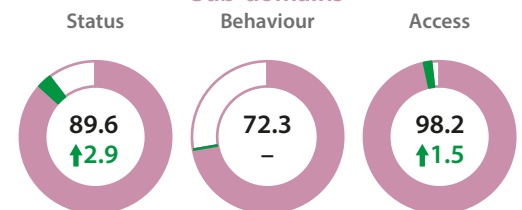
More women and men had their medical and dental needs met in 2015 compared to 2005, which helped to improve the score of access.

46 % of men smoke or drink excessively, compared to approximately 27 % of women. At the same time, more men than women engage in healthy behaviour (physical activities and/or consuming fruit and vegetables).

### Domain of health



### Sub-domains

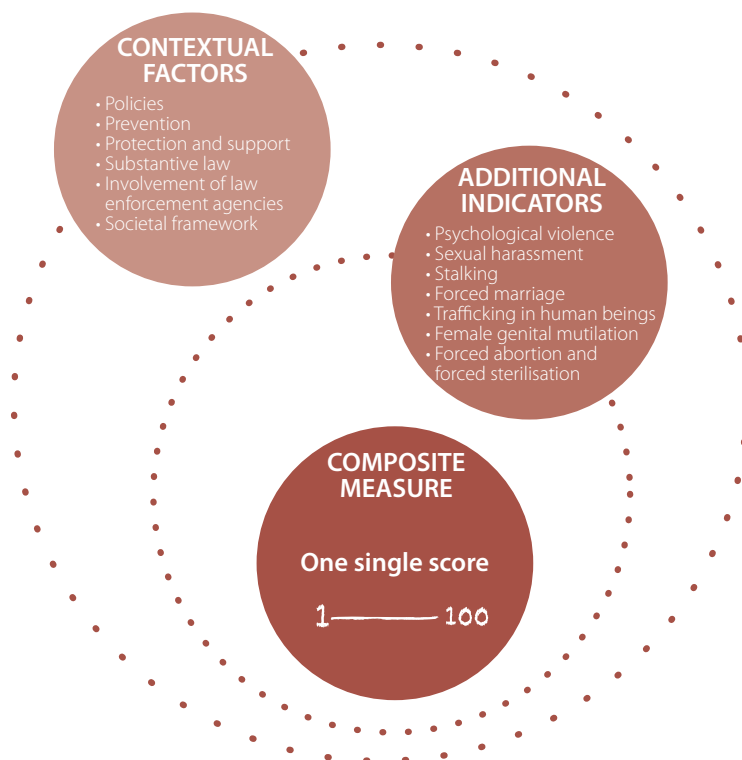


# Violence

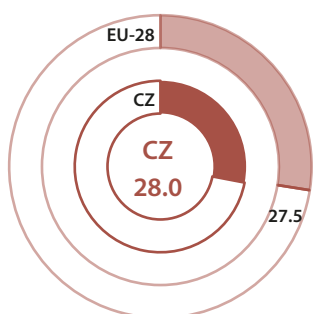
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women and men as core domains do. Rather, it measures and analyses women's experiences of violence. Unlike other domains, the overall objective is not to reduce the gaps of violence between women and men, but to eradicate violence completely.

A high score in the Gender Equality Index means a country is close to achieving a gender-equal society. However, in the domain of violence, the higher the score, the more serious the phenomenon of violence against women in the country is. On a scale of 1 to 100, 1 represents a situation where violence is non-existent and 100 represents a situation where violence against women is extremely common, highly severe and not disclosed. The best-performing country is therefore the one with the lowest score.

## Measurement framework of the domain of violence



## Domain of violence



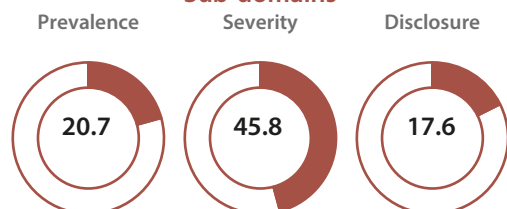
The Czech Republic's score for the domain of violence is 28.0, which is in line with the EU average of 27.5.

In the Czech Republic, 32 % of women have experienced physical and/or sexual violence at least once since the age of 15.

17 % of women who have experienced physical and/or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is higher than the EU average of 13 %.

At the societal level, violence against women costs the Czech Republic an estimated EUR 4.7 billion per year through lost economic output, service utilisation and personal costs <sup>(2)</sup>.

## Sub-domains

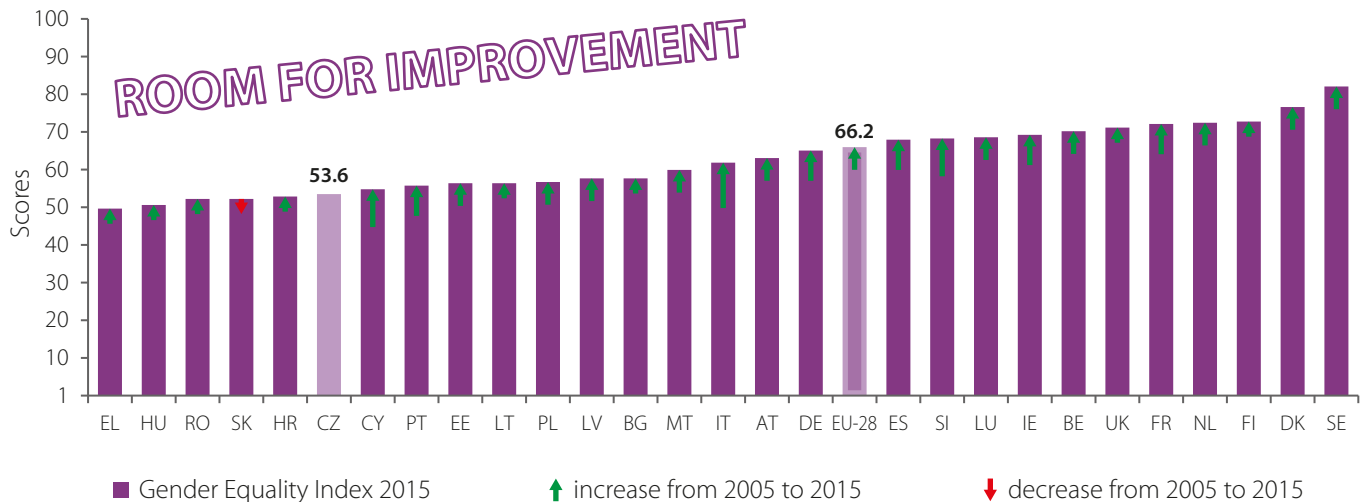


The domain of violence is made up of three sub-domains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.

<sup>(2)</sup> This is an exercise done at EU level to estimate the costs of the three major dimensions: services, lost economic output and pain and suffering of the victims. The estimates were extrapolated to the EU from a United Kingdom case study, based on population size. EIGE, *Estimating the costs of gender-based violence in the European Union*, Publications Office of the European Union, Luxembourg, 2014, p. 142 (available at: <http://eige.europa.eu/sites/default/files/documents/MH0414745EN2.pdf>).

## Unique features and benefits of the Gender Equality Index 2017

Results show that the Czech Republic's Gender Equality Index score is below the EU-28 average, leaving considerable room for improvement, especially in the domain of power. In order to reach full gender equality, a more targeted and holistic approach to gender equality is needed.



The Gender Equality Index:

- monitors progress in gender equality across the EU and over time;
- supports decision-makers in assessing how far Member States are from reaching gender equality;
- shows the different outcomes of EU and national policies for women and men;
- allows for meaningful gender analysis and comparison between different policy areas;
- supports the development and implementation of gender equality policies and legislation;
- increases awareness among decision-makers and the public of progress and challenges in implementing gender equality policies;
- highlights data gaps and calls for harmonised and comparable data that are sex disaggregated and available for all Member States.

### Read more about the Gender Equality Index 2017

- Main report (2017)
- Main findings (2017)
- A snail's pace towards gender equality: factsheet (2017)
- Methodological report (2017)
- Measurement framework of violence against women (2017)
- Intersecting inequalities (forthcoming)

Explore the Gender Equality Index and the full data for the Czech Republic at <http://eige.europa.eu/gender-equality-index>

#### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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European Institute for Gender Equality  
Gedimino pr. 16  
LT-01103 Vilnius  
LITHUANIA

#### Contact details

<http://eige.europa.eu/>

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[twitter.com/eurogender](https://twitter.com/eurogender)

[youtube.com/user/eurogender](https://youtube.com/user/eurogender)

[eige.sec@eige.europa.eu](mailto:eige.sec@eige.europa.eu)

+370 52157444

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