

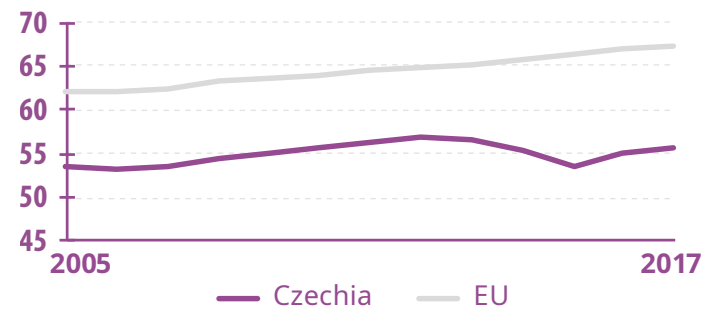
Gender Equality Index 2019: Czechia

With 55.7 out of 100 points, Czechia ranks 21st in the EU on the Gender Equality Index. Its score is 11.7 points lower than the EU's score. Between 2005 and 2017, Czechia's score increased by only 2.1 points. Czechia is progressing towards gender equality at a slower pace than other EU Member States. Its ranking has dropped by four places since 2005.

Czechia's scores are lower than the EU's scores in all domains. Gender inequalities are most pronounced in the domain of power (26.1 points). Czechia's highest score is in the domain of health (86.3 points), although this is one of the lower scores in the EU (ranking 18th). Since 2005, Czechia's scores have improved the most in the domain of knowledge (+ 6.8 points) and money (+ 6.5). In the domain of power, Czechia's score has decreased (- 3.5 points).

Between 2005 and 2017, Czechia improved its Index score but had a much lower score than the EU. Czechia has moved towards gender equality at a slower rate, increasing its distance to the EU's score over time.

Progress in Czechia is slower than the EU average

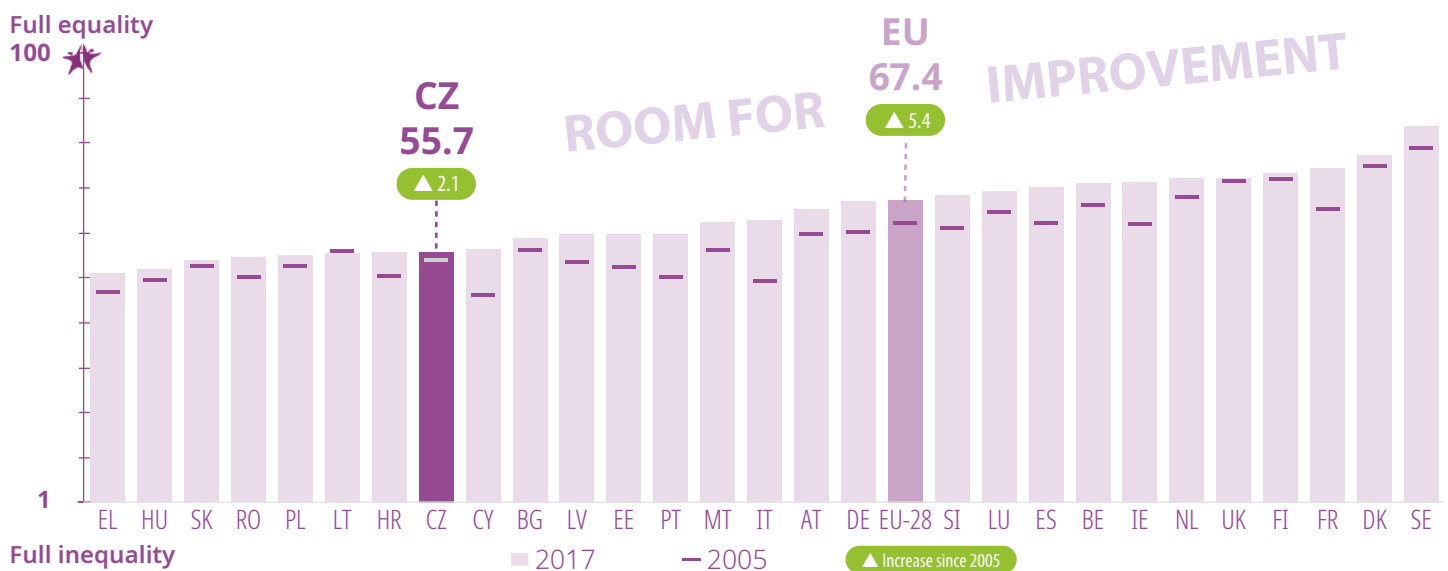


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



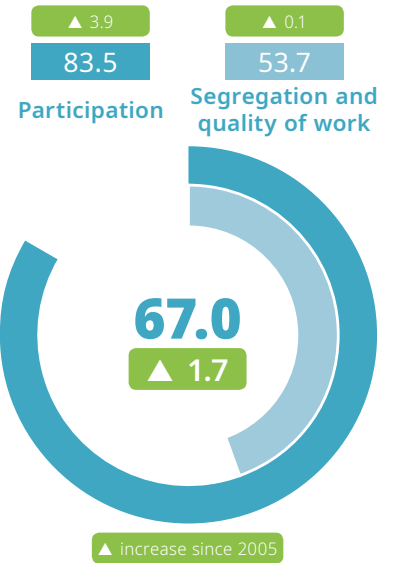


Work

Czechia's score in the domain of work is 67.0, showing progress of 1.7 points since 2005 (+ 0.9 points since 2015), with increased participation of women and men in employment.

The employment rate (of people aged 20-64) is 72 % for women and 87 % for men. With an overall employment rate of 80 %, Czechia has reached its national EU 2020 employment target of 75 %. The full-time equivalent (FTE) employment rate rose from 44 % to 48 % for women and from 64 % to 66 % for men between 2005 and 2017. The gender gap is much wider among single people and among couples with children. The FTE employment rate is 66 % for women and 97 % for men in couples with children, and 29 % for single women and 61 % for single men.

Around 12 % of women work part-time, compared to 3 % of men. On average, women work 38 hours per week and men 42 hours. The uneven concentration of women and men in different sectors of the labour market remains an issue. The proportion of women working in education, health and social work is five times higher (25 %) than that of men (5 %). Fewer women (9 %) than men (43 %) work in science, technology, engineering and mathematics (STEM) occupations, which is the widest gender gap in the EU.

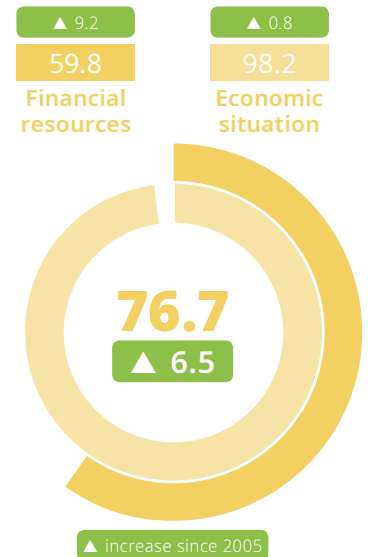


Money

Czechia's score in the domain of money is 76.7, showing progress of 6.5 points since 2005 (+ 0.8 points since 2015), with improvements in the financial and economic situations of both women and men.

Despite increases in mean monthly earnings of both women (+ 24 %) and men (+ 23 %) from 2006 to 2014, the gender gap persists and is among the widest in the EU. Women earn 23 % less than men per month. This gender gap is much wider in couples with children (women earn 38 % less) and for those aged 25-49 (women earn 29 % less). The gap also increases in proportion to the level of a person's education: women with low education earn 18 % less than men. This gap increases to 29 % among women and men with high education.

The risk of poverty is 11 % for women and 7 % for men, which are the lowest rates in the EU. People facing the highest risk of poverty are: lone parents (30 %); single women (29 %); and people with low education (20 %). Inequalities in income distribution decreased among women and among men from 2005 to 2017. On average, women earn 79 cents for every euro a man makes per hour, resulting in a gender pay gap of 21 %. The gender pension gap is 12 %.



Knowledge

Czechia's score in the domain of knowledge is 59.0, with progress of 6.8 points since 2005 (+ 1.7 points since 2015). Czechia ranks 15th in the domain of knowledge, moving up five positions since 2005. Improvements in the domain of knowledge are driven by sharp increases in attainment and participation.

The share of tertiary graduates is 19 % for both women and men, showing an increase from 9 % for women and 12 % for men since 2005. The gender gap in attainment is most significant between women and men aged 65 or more (8 p.p. to the detriment of women). Czechia has reached its national EU 2020 target of having 32 % of people aged 30-34 obtain tertiary education. The current rate is 34 %, with 41 % for women and 27 % for men. Participation in formal and non-formal education and training also increased between 2005 and 2017, from 13 % to 18 % for women and from 14 % to 18 % for men. Czechia's participation rate is the 9th highest in the EU.

With a decreasing score in the sub-domain of segregation, the uneven concentration of women and men in different study fields of tertiary education remains a challenge for Czechia. Overall, 40 % of women students and 18 % of men students study education, health and welfare, or humanities and art.



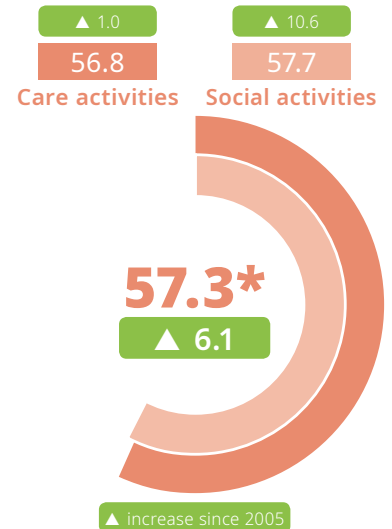


Time

Czechia's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Czechia's score is 57.3, well below the EU score of 65.7. Progress was made, especially in the distribution of time spent on social activities. The participation of both women and men in voluntary or charitable activities increased, from 9 % to 12 % for women and from 5 % to 11 % for men between 2005 and 2015. Fewer women (23 %) than men (28 %) participate in sporting, cultural and leisure activities outside the home.

Women take on more family care responsibilities. Overall, 33 % of women care for and educate their family members for at least one hour per day, compared to 20 % of men. These shares are higher among women (70 %) and men (48 %) in couples with children. Around 67 % of women do cooking and housework every day for at least one hour, compared to only 16 % of men. The gap is even wider among women and men in couples with children (86 % compared to 12 %).



* Scores not updated since 2017 edition.

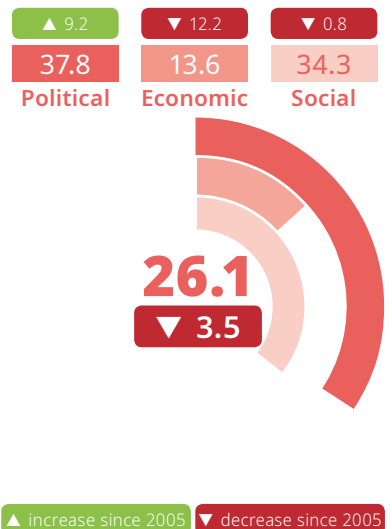


Power

Czechia's score in the domain of power is 26.1, with a 3.5 point decrease since 2005 (+ 3.5 points since 2015). It is the lowest score for Czechia across all domains and the third lowest power score in the EU. The sub-domain of political power has improved, but there has been significant decrease in economic decision-making. In the sub-domain of social power there has been no significant change.

The share of women increased among ministers from 14 % to 19 % between 2005 and 2018. Women make up 21 % of members of parliament (compared to 15 % in 2005). The share of women among members of regional assemblies has also increased, from 15 % to 21 %.

Regress in economic decision-making is driven by the share of women on the board of the central bank dropping from 17 % to 0 %. The share of women on the boards of the largest publicly listed companies increased from 11 % to 15 % between 2005 and 2018. In the sub-domain of social power, women comprise one third of board members of research-funding organisations, 13 % of publicly owned broadcasting organisations and only 8 % of board members of the highest decision-making bodies of national Olympic sports organisations.

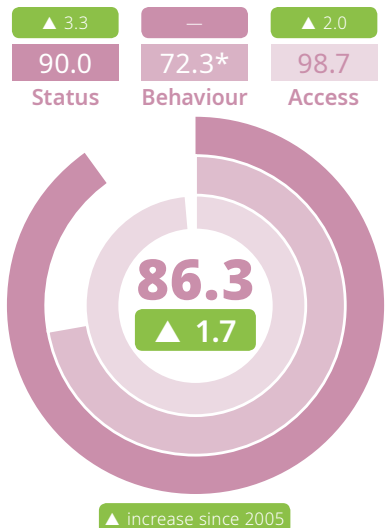


Health

Czechia's score in the domain of health is 86.3, with a 1.7-point increase since 2005 (+ 0.3 points since 2015). Both health status and access to health services have improved in terms of gender equality, while there is no new data for health behaviour.

The overall level of health satisfaction in Czechia slightly increased between 2005 and 2017. About 60 % of women and 64 % of men perceive their health to be good (compared to 56 % and 62 % in 2005). Health satisfaction increases with a person's level of education and decreases in proportion to their age. Fewer women with lower levels of education perceive their health to be good, compared to men with low levels of education. Life expectancy increased for both women and men between 2005 and 2016. Women on average live six years longer than men (82 years compared to 76 years).

Adequate access to medical and dental care has also slightly increased in Czechia. Unmet needs for medical examinations decreased from 8 % to 3 % for women and from 7 % to 3 % for men between 2005 and 2017. Around 3 % of women and men report unmet needs for dental examinations (compared to 5 % and 6 % in 2005).



* Scores not updated since 2017 edition.



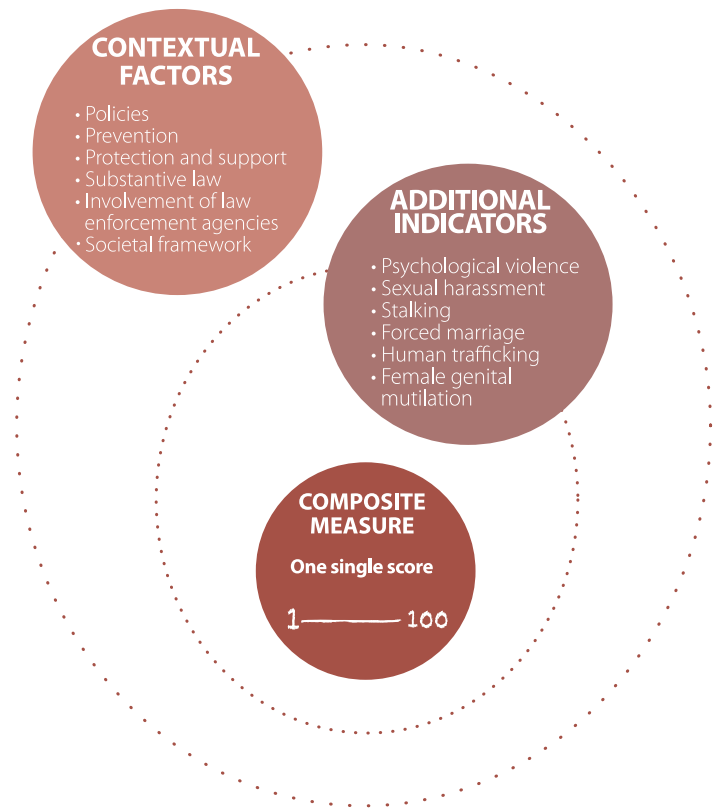
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Czechia signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in April 2016 but has not ratified it.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Czechia recorded 17 women victims of intentional homicide by an intimate partner and 10 women victims of intentional homicide by a family member in 2016. The country does not provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were seven registered women victims of trafficking in human



beings in 2016. Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couple or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about par-

ents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 23 % of women and 5 % of men aged 20-49 (potential parents) were ineligible for parental leave in Czechia. Eligibility for parental leave is restricted to those in employment; therefore unemployed or inactive women and men accounted for all of the total ineligible population of potential parents in 2016. Among the employed population, all women and men were eligible. Same-sex parents are also eligible for parental leave in Czechia.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Czechia, 57 % of all informal carers of children are women. Overall, 55 % of women are involved in caring for or educating their children or grandchildren at least several times a week, compared to 46 % of men. Compared to the EU average (56 % of women and 50 % of men), slightly fewer women and men are involved in caring for or educating their children or grandchildren in Czechia. The gender gaps are wider among women and men who are working in the public sector (62 % and 35 %).

Czechia has not reached either of the Barcelona targets 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. Overall, 7 % of children below the age of three are under some form of formal care arrangements (3 % are in formal childcare for at least 30 hours a week), which is the second lowest coverage in the EU. Formal childcare is provided for 80 % of children from the age of three to the minimum compulsory school age (51 % are in formal childcare for at least 30 hours a week). Only 5 % of households report unmet needs for formal childcare services, which is the second lowest level of unmet needs for formal childcare services in the EU. Lone mothers are more likely to report higher unmet needs for formal childcare services in Czechia (7 %), compared to couples with children (4 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers of older persons and/or persons with disabilities in Czechia are women (64 %). The shares of women and men involved in informal care of older persons and/or people with disabilities several days a week or every day

are 11 % and 6 %. The proportion of both women and men involved in informal care is 4 p.p. lower than the EU average. Overall, 10 % of women and 12 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 10 % of women and 4 % of men in the 20-49 age group. Around 27 % of women carers of older persons and/or persons with disabilities are employed, compared to 51 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is wider in Czechia than in the EU (24 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 28 % of women informal carers work, compared to 43 % of men. Around 32 % of women and 23 % of men in Czechia report unmet needs for professional home care services.

Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Czechia, women spend slightly less time commuting to and from work than men (around 34 minutes for women and 38 minutes per day for men). Couples with or without children spend around the same amount of time com-

muting, with men travelling around 6 minutes more than women in couples with children. Single people spend more time commuting than people in couples do, with single men travelling around 47 minutes per day compared to 37 minutes per day for single women. Women spend less time commuting than men, regardless of whether they work part- or full-time. Women working part-time travel 31 minutes from home to work and back, and men commute 35 minutes, compared to 35 minutes for women and 38 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

Less than two thirds of women (63 %) and men (61 %) are unable to change their working time arrangements. Access to flexible working arrangements is lower in Czechia than in the EU (57 % of women and 54 % of men). The private sector

provides more flexibility over working time to both women and men (59 % and 57 % have no control over their working time arrangements), although in the public sector women have more access to flexibility than men. Overall, 75 % of women and 80 % of employees in the public sector have no control over their working time arrangements.

Even though women are over-represented among part-time workers, they are less likely to transition from part-time to full-time work than men in the majority of EU countries. But in Czechia, 23 % of women part-time workers transitioned to full-time work, compared to 17 % of men in 2017. This is the largest gender gap to the detriment of men in the EU.

Lifelong learning

Constant advances in technology require workers to continuously upskill and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is also a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Czechia has close to the EU average participation rate in lifelong learning (10 %), with a narrow gender gap. Women (aged 25-64) are more likely to participate in education and

training than men regardless of their employment status, except for economically inactive men, who are more likely to participate in lifelong learning than economically inactive women. Conflicts with work schedules are a slightly greater barrier to participation in lifelong learning for men (17 %) than for women (16 %). Family responsibilities are reported as a barrier to engagement in education and training for 41 % of women compared to 15 % of men. Both work schedules and family responsibilities are less of an obstacle for participation in lifelong learning in Czechia than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index 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

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facebook.com/eige.europa.eu 
twitter.com/eurogender 
youtube.com/user/eurogender 
eige.sec@eige.europa.eu 
+370 52157444 



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