

This publication was produced in the second half of 2008. It is the joint work of the working group on gender statistics and its contribution to the fulfilment of the task assigned by Government Resolution No. 540/2008 of 14 May 2008 on the Summary Report on the Fulfilment of the “Priorities and Procedures of the Government in Promoting Equal Opportunities for Women and Men“, specifically Article 1.9.: “To continue the public debate on equal opportunities for women and men with the aim to acquaint Czech public with the state policy of equal opportunities for women and men and its objectives“. Representatives of the Czech Statistical Office, the Office of the Government, the Ministry of Labour and Social Affairs of the CR, the Ministry of the Interior of the CR, the Ministry of Health of the CR, the Ministry of Justice of the CR, the General Directorate of the Prison Service of the CR, the Institute for Information in Education of the CR and the Institute of Health Information and Statistics of the CR contributed to its preparation. Thanks to the above and several other institutions it was possible to collect supporting data for the publication and present it to you in the current form. As we are planning its repeated updated issue (possibly also with its English version), we will much appreciate any comments, suggestions and impetuses that would be conducive to improving its quality.

Any such suggestions can be addressed either to the Czech Statistical Office (Specific Population Statistics Department; Mgr. Marek Řezanka, telephone: 274 054 075; e-mail: marek.rezanka@czso.cz, or to the Office of the Government, specifically: Ing. Vladimír Mašek, telephone: 224 002 515; e-mail: masek.vladimir@vlada.cz

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Introduction

This publication offers statistical data on the current status of men and women in the Czech Republic. Statistics have always monitored selected indicators broken down (classified) by sex. This particularly applies to demographic statistics, which identify differences, usually related rather to physical and biological differences in the population, defined by “sexual” classifications. These, however, are essentially innate and can only rarely be influenced and demography bears witness to their social causes and consequences. Differences between women and men are both biological and social in character. Sex relates to biological differences. The term gender relates to social differences between women and men. As yet, Czech does not have an adequate equivalent for this term. **Gender relates to social differences and relations between men and women which are acquired, mutable over time and which differ substantially according to and within cultures.** These differences and relations are socially constructed and acquired by process of socialization. They are content-specific and can be modified. It is clear that culturally and socially conditioned and constructed factors have an increasing impact on gender equality, i.e. those factors that can be changed in time and space and which differ both within a culture and between cultures. They are not, therefore, a natural innate difference between men and women, but a temporary stage in the development of social relations. Gender roles are formed by the acquired (customary, taught) behaviour of the relevant society, community or social group, which predetermined people to understand activities, tasks and responsibilities as female or male. This behaviour is influenced by age, social class, race, ethnicity, culture, faith or ideology and by geographic, economic and political environment. Changes in gender roles often occur as a result of economic changes, natural changes or political circumstances, including changes resulting from developmental aid, structural changes or a change based on national or international influences.

Inside the relevant social context, gender roles can be flexible or fixed, similar or different, complementary or conflicting. Both men and women play several roles in society – productive, reproductive and managerial. Men are commonly perceived as breadwinners, are able to devote more time to the role of producer (productive role) and play only one of their many roles at a given point of time. Compared to men, women often earn

a secondary income. They play their roles concurrently and have to come to terms with competing demands on their limited time. Hence, women's working hours and flexibility are under far greater pressure. If men and women historically play different social roles in society, they are often placed under very different cultural, institutional, physical and economic pressure, frequently rooted in the form of systematic inequality and discrimination. **Men's and women's roles in present-day societies and institutions differ markedly.** Their needs vary accordingly. Basically, two essential needs can be identified: the practical, responding to current conditions, and the strategic, enabling women and men to perform the gender roles assigned to them by society. These vary according to the specific social, economic and political context in which they are formulated. They generally revolve around equal access to work opportunities and training, equal remuneration for work of comparable value, the right to own land and capital, protection against sexual harassment in the workplace and domestic violence, the freedom to decide to have a child. Their fulfilment requires changes in traditional social customs and attitudes.

Gender derives from a concept of equal opportunities for men and women which says that all human beings can freely develop their abilities and make use of opportunities without limitations arising from gender roles or other barriers to participating in economic, political and social life on the basis of sex. **Gender equality, or equality between women and men, generally relates to equality before the law, to obligations and opportunities for men and women, girls and boys. It is not only a woman's matter, but also concerns men.** It doesn't mean that women and men are the same, but rather that the range of rights for women and rights of men, the range of their obligations and opportunities do not depend on whether they were born as men or women. **Equality between women and men is a matter of human rights. The balanced participation of men and women in every area of life is an important condition of equality between women and men.** Both sexes should be able to enjoy their mutual, real opportunities in all decisive social areas and therefore these opportunities need to be equalized.¹⁾

1) This and other terms connected with gender are explained in the list of basic gender terms given below.

The first step is to reveal inequalities in status and eliminate discrimination. Research has shown that impact on men and women varies. Consequently, it has begun to be legitimate to develop specific programmes for women and programmes focusing on gender equality. Women's increasing employment and higher education levels are clear signs of their self-confidence and attempts at emancipation, which have accelerated over the last decade, particularly in developed countries. Rising educational levels mean that women are playing an ever greater part in the employment process and find their self-fulfilment in this sphere. This all regardless of impacts and implications such approach has for their family and performing the maternal role.

If we had to predict future development we would expect this trend to continue and take root in other countries, which will follow developments in the most advanced countries. Better education will increasingly require women to find self-fulfilment in employment, and family life and motherhood will increasingly have to adapt to professional careers. They will be forced to find ways to combine these two areas and this will also affect reproductive behaviour and family life. The said tendencies have already begun, and there is no reason to believe that in the near future they will be reversed. On the contrary, they will probably gather strength, be more numerous and diversify parallel with progress in civilization, culture and science. Current trends in perceiving the issue of men's and women's status in society have shifted from it being understood as a "woman's question" and sometimes even as radical feminism, to a perception of equal status for both sexes in the sense of equal opportunity, which is the approach that gender theory takes.

The new discipline of gender statistics provides data for gender analyses which diagnose differences between women and men in conditions, needs, participation levels, access to resources and development, control of assets, decision-making powers etc., in the context of the gender roles assigned to them. It thus highlights their specific activities, conditions, needs, access to resources (particularly financial) and possibility of managing them, as well as their access to development support and decision-making. **A gender analysis investigates these ties and other factors in their broader social, economic and political context and in the context of the environ-**

ment. It is an instrument that diagnoses differences between women and men and is thus the first step in gender-sensitive planning, improving equality for men and women. It is not restricted to identifying differences, however. Far more importantly, it identifies suggestions for gender relations and outlines changes that institutions need to make in order to achieve equality. **Gender mainstreaming** supports equality between men and women in all activities and policies at all levels, and takes into account their possible effect on men's and women's situations. The method has been implemented all over the world as a way of creating equal opportunities for men and women. It describes a process whereby all public decision-making, including activities that precede it or are related, i.e. analyses and evaluations, is strictly subordinate to the requirement that the final decision help create equal opportunities for men and women. Any decision that puts at disadvantage this form of equality must be complemented by an appropriate measure that eliminates the decision's consequences with regard to equality.

The procedure is designed to estimate the impacts of planned events, including legislation, concepts or programmes, on women and men in all areas and at all levels. It is a strategy that should result in a concern for women and men becoming an integral part of the preparation, implementation, monitoring and evaluation of planning in the political, economic and social sphere so that women and men profit in the same degree. The target is to achieve gender equality of opportunities. Proper gender mainstreaming requires new strategic instruments and the adaptation of existing instruments, including a **new assessment of statistical data and the integration of the sexes as a distinguishing element.**

Measures designed to create equality for men and women require:

- ❖ Identification of the reality of women and men in various stages of the life cycle and in various social and economic groups.
- ❖ Debate about what is good and what is bad in women's and men's lives.
- ❖ Decisions on whether the differences and similarities identified between women and men are acceptable.
- ❖ Identification of problems concerning existing inequalities and the key causes of these problems.

- ❖ Goals to be set to achieve equality in various social spheres.
- ❖ Active work on achieving equality.

Statistics on women and men are essential for this process with the aim of:

- ❖ Informing about the situation.
- ❖ Persuading politicians and pushing through changes.
- ❖ Inspire.
- ❖ Providing impartial data for taking measures.
- ❖ Monitoring and evaluating policies and adopted measures.

Statistics on the gender issue require that:

- ❖ All statistics concerning individuals are broken down (classified) by sex.
- ❖ All variables and other characteristics will be analyzed and submitted so that gender represents the primary and main classification.
- ❖ Problems of both sexes will be reflected in all statistics, where possible.

All statistics concerning people should primarily be monitored by sex. This requires close and constant cooperation between the users and producers of the statistics. Users, mainly politicians, planners and non-governmental organizations are responsible for identifying problems and questions concerning women and men in society, stipulating the needs for improvement and for specifying the goals with regard to equality of both sexes. On the basis of this information **statisticians are responsible for identifying the needs of statistical data from a variety of areas and for preparing a list of the required statistics and indicators. Statisticians also compile the available statistics relevant for these needs and submit information in the manner best-suited for the user.** Statistics should be distributed to various groups of users and special attention should be paid to gender aspects. This depends chiefly on close and constant cooperation between users and statisticians. For it's the users who know the real problems.

The Czech Republic's National Action Plan on Equal Opportunities for Women and Men forms part of the annual Summary Report on the Fulfilment of the "Priorities and Procedures of the Government in Pro-

moting Equal Opportunities for Women and Men" (www.vlada.cz). It is based on the Beijing Platform for Action – the UN programming document which identifies 12 critical areas of concern in which women are discriminated and contains a number of measures aimed at eliminating this status. It is also based on A Roadmap for Equality between Women and Men in the EU 2006–2010, which outlines six priority areas for EU action on equality for the period 2006–2010:

- ❖ Achieving equal economic independence for women and men,
- ❖ Enhancing reconciliation of work, private and family life,
- ❖ Promoting equal participation of women and men in decision-making,
- ❖ Eradication of gender-based violence and elimination of trafficking in human beings,
- ❖ Eliminating gender stereotypes in society,
- ❖ Promoting of gender equality outside the EU;

but also outlines seven measures to improve the current status:

- ❖ Clear political commitment to promote gender equality,
- ❖ Improving institutional basis for gender equality policies,
- ❖ Using EU programmes for promoting of gender equality,
- ❖ Enhancing social dialogue (cooperation with social partners),
- ❖ Enhancing development of budgeting in terms of gender equality, Strengthening the effectiveness of legal regulations
- ❖ Monitoring the progress achieved through statistical indicators.

Based on the above priorities and measures the National Action Plan outlines 45 measures in seven areas:

- ❖ Promoting of equal opportunities for women and men within Government policy,
- ❖ Putting in place the legal basis for equal opportunities for women and men and enhancing the level of legal awareness,
- ❖ Ensuring equal opportunities for women and men as regards access to economic activity,
- ❖ Equalizing social status of women and men caring for children and family members in need,
- ❖ Taking into account women's specific position in terms of their reproductive function and physiological differences,

- ❖ Suppressing violence against women,
- ❖ Monitoring and evaluating effectiveness of implementing the principle of equal treatment of women and men.

The Government evaluates fulfilment of this plan and updates its measures.



This publication is designed to provide the broadest possible range of users with selected basic data on the status of women and men available at the present time.

Links to web sites and publications with extensive information on gender issues in general:

Czech Statistical Office: www.czso.cz (analyses, time series/schedules, publication plan etc.)

Ministry of Labour and Social Affairs of the CR: www.mpsv.cz

Office of the Government: www.vlada.cz

Focus on Women and Men

(<http://czso.cz/csu/2007edicniplan.nsf/p/1413-07>)

The publication is divided into eight chapters, each covering a different subject:

1. Population, family and households

Links to web sites and publications with extensive information:

Demographic information portal (www.demografie.info)

Demographic manual

(<http://www.czso.cz/csu/2006edicniplan.nsf/publ/4032-06-2006>)

Statistical year-book of the CR

(<http://www.czso.cz/csu/2007edicniplan.nsf/publ/10n1-07-2007>)

Foreigners in the Czech Republic

(<http://czso.cz/csu/cizinci.nsf/kapitola/uvod>)

Gender statistics

(http://czso.cz/csu/cizinci.nsf/kapitola/gender_uvod)

2. Health

Links to web sites and publications with extensive information:

Institute of Health Information and Statistics of the CR: www.uzis.cz

National Institute of Public Health: www.szu.cz

National Plan on Combating AIDS in the Czech Republic:

<http://www.aids-hiv.cz/>

Incapacity for work due to illness and injury 2007

(http://www.czso.cz/csu/2007edicniplan.nsf/publ/3305-07-za_rok_2007)

Aggregate information on the population

(http://czso.cz/csu/redakce.nsf/i/obyvatelstvo_lide)

3. Education

Links to web sites and publications with extensive information:

Institute for Information in Education: www.uiv.cz

Statistical educational year-book – performance indicators

(www.uiv.cz/rubrika/98)

Results of the 2003 ad hoc module on lifelong learning

(www.czso.cz/csu/edicniplan.nsf/p/3119-04)

4. Labour and wages

Links to web sites and publications with extensive information:

Publications at the end of the chapter Labour and wages available from web site of the Czech Statistical Office:

(<http://czso.cz/csu/edicniplan.nsf/aktual/ep-3#31>)

Ministry of Labour and Social Affairs of the CR:

<http://portal.mpsv.cz/sz/stat>

Labour Market in the Czech Republic 1993-2007

(http://www.czso.cz/csu/2008edicniplan.nsf/publ/3103-08-1993_az_2007)

5. Social security

Links to web sites and publications with extensive information:

Ministry of Labour and Social Affairs of the CR: www.mpsv.cz

Selected data on social security 2004

(http://www.czso.cz/csu/2005edicniplan.nsf/publ/3202-05-za_rok_2005)

6. Judiciary and crime

Links to web sites and publications with extensive information:

Ministry of the Interior of the CR: www.mvcr.cz

Ministry of Justice of the CR: www.msp.cz

Judiciary of the Czech Republic (<http://portal.justice.cz>)

7. Public life and decision-making

Links to web sites and publications with extensive information:

Election statistics of the Czech Statistical Office (www.volby.cz)

8. Science, technology, information society

Links to web sites and publications with extensive information:

Research and development indicators 2006

(http://www.czso.cz/csu/2007edicniplan.nsf/publ/9601-07-za_rok_2006)

Information technology

(http://czso.cz/csu/redakce.nsf/i/informacni_technologie_pm)

In contrast with the previous issue, some tables and graphs have been omitted in this publication (for various reasons: the latest data are not available, do not have sufficient informative value or, compared to previous issue, have not changed in time). On the other hand, some tables and graphs are new (this concerns in particular chapters Health, Social security or Science, research and development).

The published tables and graphs provide a selection of statistical data for the relevant areas. The survey is not exhaustive and is also limited by the data that statistics can provide at present. Links to the current booklet, booklets of previous years and other publications dealing with gender-sensitive data are available from the below web site. It also updates the data for individual areas:

http://czso.cz/csu/cizinci.nsf/kapitola/gender_uvod

We hope that the publication will supply users with lucid information and welcome cooperation with them on the subject of gender statistics.

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