

WOMEN AND MEN *in* Data

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Introduction

The publication offers statistical data on the current status of men and women in the Czech Republic. Statistics have been gathered from selected indicators classified by sex. This particularly applies for demographic statistics, which identify differences, usually related 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 new term “gender” relates to social differences between women and men. As yet, Czech does not have an adequate equivalent for this term. **Gender¹⁾ relates to social differences and to 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 socialisation. They are content-specific and can be modified. It is clear that culturally and socially conditioned and constructed factors have an increasing impact on 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 predetermines 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 economical 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 providers, are able to devote more time to the role of producer (productive role) and play only one of their many roles

at any one time. Compared to men, women often earn a secondary income. They play their roles concurrently and have to resolve competing demands on their limited time. Women's working hours and flexibility are thus under far greater pressure. If men and women historically play different social roles, 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. Two basic needs can be identified: the practical, responding to current conditions, and the strategic, enabling women and men to perform the gender roles designated 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 employment 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 that the range of rights for women and rights for 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.

The first step is to reveal inequalities in status and eliminate discrimination. Research has shown that the impact on men and women varies. Consequently, it has begun to be legitimate to develop specific programs for women and programs focused on equality for men and women.

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

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 are realising themselves in this sphere.

If we had to predict future development we would expect this trend to continue and to take root in other countries, which will follow developments in the most advanced countries. Better education will increasingly require women to realise themselves in employment, and family life and motherhood will 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 civilisation, 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 environment. 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 disadvantages 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 programs, 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 opportunity. 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.
- ❖ Inspiring.
- ❖ 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 classified by sex.
- ❖ All variables and other characteristics will be analysed 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 according to sex. This requires close and constant cooperation between the users and producers of the statistics. Users, mainly politicians, planners and non-governmental organisations, 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 broken down by user group and special attention paid to gender aspects. This depends chiefly on close and constant cooperation between users and statisticians. For it's the users whose know the real problems.

The Czech Republic's National Action Plan for equality between men and women forms part of the annual General Report on the fulfilment of the "Government's Priorities and Procedures in Promoting Equality for Men and Women" (www.mpsv.cz). In accordance with the Community Framework Strategy for Equality for Men and Women for 2001-2005 (the Decision of the European Parliament and EU Council No. 848/2004/EC on establishing a Community Action Program to support organisations operating in a European scale in the field of men and women's equality extended the deadline to the end of 2006), it identifies five intervention areas based on problems faced by both sexes. The Government intends to resolve important problems in the Czech Republic affecting both sexes as follows:

1. economic life

- ❖ Promote the principle of equal status for women and men in matters of remuneration and work conditions, in the meetings of the Council for Economic and Social Agreement and its work teams.
- ❖ Support the creation of training, qualification and retraining programs making it easier for women to find the right employment. Guarantee state support for citizens, especially women, seeking to retrain who due have not been economically active for an extended period due to their having looked after children. Pay special attention to the status of women living in the country.

2. equal participation and equal representation

- ❖ Take concrete measures to bring about equal representation for men and women in managerial functions and work collectives.
- ❖ When drafting legislation, seem to include provisions that eliminate discrimination with regard to men and women's representation in decision-making social activities.
- ❖ Subordinate planning, decision-making and evaluation procedures in all phases of their preparation and implementation to the concept of equal opportunities for men and women.

3. social rights

- ❖ Include media policy measures in ministries' priorities and procedures in promoting equality for men and women.
- ❖ Ensure that, within their powers, individual ministries and administrative authorities are in contact with non-governmental organisations dealing with equal opportunities for men and women and that they continue to seek out and develop such cooperation.

4. civic life

- ❖ Continue the public debate over the issue of equal opportunities for men and women with the aim of familiarising all of the public with the state policy on equal opportunities for men and women and its objectives.
- ❖ Through its grant policy support research into social phenomena that lead to discrimination of men and women, or that threaten their dignity, health or life.

5. roles and stereotypes for both sexes

- ❖ Encourage individual skills and interest in training for professions in disciplines, that have traditionally been regarded as unusual for one or other sex.
- ❖ Through school curricula, teaching aids and other information materials continue to seek to alter gender-based stereotypes and prejudices, stereotypical ways of viewing women's and men's position in the family, at work and in society, and prepare future pedagogues and pedagogic employees and future training for pedagogues.

LEGISLATIVE AND INSTITUTIONAL SAFEGUARDS FOR GENDER EQUALITY

1. Legislative safeguards – laws:

Charter of Basic Rights and Freedoms

Act No. 65/1965 Coll., the Labour Code, as amended, (Act No. 309/2002 Coll., comes into effect 1.1.2007, Act No. 362/2003 Coll., comes into effect 1.1.2006),

Act No. 88/1968 Coll., on the extension of maternity leave, on maternity benefits and on child benefits from health insurance, as amended,

Act No. 100/1988 Coll., on social security, as amended,

Act No. 114/1988 Coll., on the powers of authorities of the Czech Republic in social security, as amended (Act No. 501/2004 Coll., comes into effect 1.1.2006),

Act No. 463/1991 Coll., on the minimum living standard, as amended,

Act No. 582/1991 Coll., on the organisation and implementation of social security, as amended (Act No. 501/2004 Coll., comes into effect 1.1.2006),

Act No. 1/1992 Coll., on wages, remuneration for work readiness and on average earnings, as amended,

Act No. 143/1992 Coll., on payment and remuneration for work

readiness in budgetary and some other organisations and authorities, as amended (Act No. 309/2002 Coll., comes into effect 1.1.2007, Act No. 362/2003 Coll., comes into effect 1.1.2006),

Act No. 589/1992 Coll., on social security contributions and contribution to the state employment policy, as amended, (Act No. 309/2002 Coll., comes into effect 1.1.2007, Act No. 362/2003 Coll., comes into effect 1.1.2006),

Act No. 42/1994 Coll., on supplementary pension insurance with state contribution and on changes to certain laws relating to its introduction, as amended,

Act No. 117/1995 Coll., on State Social Support, as amended, (Act No. 309/2002 Coll., comes into effect 1.1.2007, Act No. 362/2003 Coll., comes into effect 1.1.2006),

Act No. 155/1995 Coll., on retirement pension, as amended, (Act No. 362/2003 Coll., comes into effect 1.1.2006),

Act No. 236/1995 Coll., on pay and other requisites connected with the function of representatives of state authority and certain state bodies and judges, as amended, (Act No. 362/2003 Coll., comes into effect 1.1.2006),

Act No. 201/1997 Coll., on pay and certain other requisites of state representatives and on a change and addition to Act No. 143/1992 Coll., on pay and remuneration for work readiness in budgetary and certain other organisations and bodies, as amended,

Act No. 359/1999 Coll., on the socio-legal protection of children, as amended (Act No. 501/2004 Coll., comes into effect 1.1.2006),

Act No. 118/2000 Coll., on the protection of employees in the event of the employer's insolvency and on a change to certain acts, as amended, (Act No. 436/2004 Coll.),

Act No. 435/2004 Coll., on employment (valid since 1.10.2004; harmonisation with EU norms),

Act No. 40/1964 Coll., the Civil Code, as amended,

Act No. 99/1963 Coll., the Civil Procedure Code, as amended,

Act No. 94/1963 Coll., on the family, as amended,

Act No. 141/1961 Coll., on the Criminal Procedure Code, as amended,

Act No. 140/1961 Coll., Criminal Code, as amended,

Act No. 312/2002 Coll., on officials of territorial self-administering units,

Act No. 128/2000 Coll., on municipalities (municipal establishments), as amended,

Act No. 129/2000 Coll., on the regions (regional establishments), as amended.

(viz:<http://mpsv.cz/scripts/clanek.asp?lg=1&cid=5219>)

Survey of laws and government directives in the Czech Republic since 1945:

(see: http://www.zakonycr.cz/aol.asp?akce=free&akcekrok=free_prehled&edit=2004) – for “edit” you should write the relevant year (from 1945)

2. Legislative safeguards – sub-legal norms on the issue of women’s and men’s rights; National Employment Policy; action plans from 1999:

Sub-legal norms on the issue of women’s and men’s rights:

a) Government resolutions

b) National Action Plan “Government Priorities and Procedures in Promoting Equality for Men and Women”, since 1998 (<http://www.mpsv.cz/clanek.php?lg=1&cid=301>)

National Employment Policy:

(http://portal.mpsv.cz/sz/politikazamest/narodni_politika_zam)

3. Institutional safeguards

State:

a) Government Council for Equal Opportunities for Women and Men – Government advisory body (since 2001)

b) Government Council for Human Rights – Committee to eliminate all forms of discrimination against women – Government advisory body (since 1998)

c) Ministry of Labour and Social Affairs:

– planning and coordinating role: dept. for equality for men and women (since 1998)

– control role through Labour Office

d) Since 1 January 2002 each ministry has employed at least one person with responsibility for equality for men and women in the field of the ministry’s duties.

e) Chamber of Deputies standing committee for the family and equal opportunities (since July 2002)

f) Czech Statistical Office – provides statistical data

Local: regional, municipal, town authorities

Non-government: union, employer associations, non-governmental non-profit organisations

BASIC GENDER-RELATED TERMS:

Affirmative/positive action = measures aimed at a specific group that are designed to eliminate discrimination and prevent it, or to help resolve disadvantages which derive from traditional positions, behaviour and structures (also wrongly referred to as “positive discrimination”).

Gender audit = analysis and assessment of policies, programs and institutions based on whether they take into account the different impacts of their activities on women and men.

Desegregation of the labour market = policies that aim to limit or eliminate vertical and horizontal segregation (division) of the labour market.

Directives (EU) on equal treatment = directives that broaden the understanding of the principle of equal treatment for men and women compared with the original definition in the Rome Treaty, which only contained a requirement for the same remuneration for the same work. The principle of equal treatment for men and women was later expanded to in-

clude access to work, to training and education, promotion at work, statutory social security, employee and social security, to the self-employed, including in agriculture, to female employees who are pregnant and those who have recently given birth as well as to persons on parental leave.

Sex-based discrimination (direct) = situation where a person is treated worse than someone else due to his or her sex.

Sex-based discrimination (indirect) = situation where a law, policy or practice which appears neutral has a negative impact on members of one sex and where the difference in this impact can't be explained by objective factors.

Domestic violence / violence in the family = repeated, long-term and intensifying violence perpetrated by adults or juveniles on their relatives (victims can be husband/wife, partner, divorced husband/wife, child, parent, grandparent). Domestic violence can take physical, psychological, sexual, economic and other forms and most commonly comes in a combination of the above. Domestic violence is a conscious act. It begins with repeated attacks on a person's human dignity, which are usually accompanied by attacks on a person's health and in the final stage can also take the form of attacks on a person's life. Unlike other forms of delinquent behaviour, domestic violence is violence in people's relations, creates a dependency on the part of the victim towards the perpetrator and is designed to give the perpetrator power over the victim. A typical feature of domestic violence is the fact that violent acts gradually become part of their ordinary life in their constancy and varying intensity. More than 90 per cent of the victims of domestic violence are women.

Secondary victimisation = the experience of being a victim of violence (which, under existing law, isn't always classified as criminal) makes that person liable to fall victim again, and repeatedly. Secondary victimisation can occur in various social structures – in bodies active in criminal proceedings (the police, judiciary, public prosecution etc.), in the mass media etc. as well as in a person's immediate surroundings. The victim thus encounters a lack of comprehension and rejection, bullying as an ex-

ample or result of incompetence, ignorance or an unwillingness or inability on the part of the structures to handle the problem.

Burden of proof = if someone brings a legal action it is essentially up to him or her to prove the allegation. With regard to equal treatment for men and women, a directive based on the precedence law of the European Court of Justice shifts the burden of proof from the side of the prosecution to that of the accused. In cases where one side believes that it has suffered injury as a result of a failure to observe the principle of equal treatment, and where a discrimination lawsuit exists, it is up to the accused to prove that this principle has not been breached.

Dignity of human labour = right to respect and particularly freedom from sexual harassment and other forms of harassment in the workplace.

Feminisation of poverty = the increasing share and preponderance of women in poverty in comparison with men.

Gender = no satisfactory equivalent yet exists for this term in Czech. It refers to social differences between women and men who are not innate but learned. They are not natural and immutable but change over time and differ markedly both within and between cultures. They are therefore not a natural, given difference between men and women but a temporary phenomenon in the development of social relations.

Gender analysis = diagnoses differences between men and women in conditions, needs, level of participation, access to resources and development, control of assets, decision-making powers etc. within the context of the prescribed gender roles. Demonstrates their specific activities, conditions, needs, their access to resources (particularly financial) and possibility of administering them, as well as their access to development assistance and decision-making. Analyses examine these ties and other factors in their broader social, political and economic context and in the context of the environment. A gender analysis presupposes chiefly the gathering of data classified by sex and gender-sensitive information on the relevant population.

Gender role = set of rules (generally unwritten and informal) which regulate certain types of behaviour for men and women.

Gender neutral = no influence on equality between men and women and their relations.

Gender budgeting = budgeting which takes into account equality between men and women and is the application of gender mainstreaming in the budgeting process. This involves evaluating budgets from a gender perspective, which means taking the question of gender into account at all phases of the budgeting process in order to achieve equality between men and women. This results in the fairer redistribution of finances on the principle of equal access to the utilisation of the financial resources that society has created to safeguard the needs both of women and men.

Gender mainstreaming = (as yet no satisfactory Czech equivalent) is a method by which to eliminate inequality between the sexes. It is based on the principle that all planning, decision-making and evaluation processes should include an assessment of the positive or negative impact of a decision on men and women (so-called gender analysis). If this finds that one sex will be negatively affected, the body or person that adopts the decision must take steps to ensure that its harmful consequences are eliminated or at least minimised.

Gender contract = set of implicit and explicit rules relating to gender relations which ascribe specific work and value, responsibility and obligations to women and men. These rules, which disadvantage men and women in various fields of life, are applied and enforced in daily life. They are defined at all levels in the form of norms and values held by the whole of society, in institutions as part of the training, work education and other systems, and at the level of socialisation procedures, particularly within the family.

Sheltered position = secure place for women and children who are victims of violence in their own home (e.g. asylum home, crisis centre).

Individual rights = rights that are directly enjoyed by individuals (rather than derived rights).

Individualisation of rights = development of tax systems and social security systems giving rights directly to individuals.

Quotas = measure designed to remedy inequality common in decision-making positions or in access to education or employment. The measure sets a certain proportion of places for the relevant group. This is one form of affirmative/positive action. (E.g. some political parties in EU countries apply quotas in their lists of candidates using the so-called “zip system”, whereby women and men alternate on the lists. Other candidate lists may contain 40 per cent women, 40 per cent men, with the rest left to “free competition”).

Women's human rights = women's rights as an integral and inseparable part of all general human rights, including reproductive rights.

Maternity leave = the period of 28 weeks' leave belonging to an employee in relation to the birth and care of a child. If the woman has given birth to two or more children, or if she is single, the maternity leave is extended to 37 weeks. The employee usually takes maternity leave from the beginning of the sixth week before the expected date of birth, but not sooner than the beginning of the eighth week before this date. If the employee uses fewer than six weeks before the birth because the child was born earlier than the date stated by the doctor she shall be eligible for maternity leave from the date it begins until the expiry of the period stipulated in Section 157 (1) of the Labour Code. If, however, for some other reason the employee uses fewer than six weeks of maternity leave before the birth she shall be eligible for maternity leave from the date of birth until the expiry of 22 weeks, or 31 weeks if she has given birth to two or more children, or she is a single mother, although no later than the date on which the child reaches the age of eight months. If the child is stillborn, the employee shall be eligible for maternity leave of 14 weeks (Section 157 (4)). Maternity leave relating to the birth of a child may not be shorter than 14 weeks and may never be cancelled or interrupted before the expiry of six weeks after the date of birth.

Gender-based violence/sexual violence = any sort of violence using or threatening physical or emotional force, including rape, domestic violence, sexual harassment, incest or paedophilia.

Harassment in the workplace on grounds of sex = behaviour that the relevant employee justifiably perceives to be unwelcome, inappropriate or insulting and whose intention or consequence is injurious to a person's dignity, or which creates an unfriendly, humiliating or stressful workplace.

Derived rights = particularly rights to social benefits or accommodation which derive from or are dependent on a person's relation to somebody else. These often involve parental or marital relations or shared households.

Under-employment = the underemployed are all those who are in paid employment or persons working in their own company who work part-time in their main employment or less than 40 hours a week, and who want to work more hours than their current employment allows.

Sex = universal, biologically conditioned differences between women and men. They are biological features that distinguish men from women.

Reproductive rights = the right of any person or couple to freely and responsibly decide whether, how many and when they will have children, the right to information and the means to take such a decision and the right to receive the highest possible level of sexual and reproductive health.

Parental leave = in order to maximise child care, the employee is obliged to provide female and male employees with parental leave at their request. Parental leave is provided to the mother of a child after the end of maternity leave and to the father from the date of the child's birth. Parental leave shall be for the period requested by the parents, although not after the child reaches the age of three (Section 159 (1) of the Labour Code). Male and female employees who have taken over the care of a child from the parents on the basis of a decision by the relevant authority, or who have taken over the care of a child from a mother who has died, are also entitled to maternal and parental leave. The decision of the relevant authority means a decision that is regarded as a decision to entrust a child to care replacing parental care for purposes of state social support (Section 7 (12) of Act No. 117/1995 Coll., as amended). Parental leave is provided from the date the

child is taken over until the date when the child reaches the age of three. If the child is taken into care after it reached the age of three, although no later than seven years of age, parental leave shall be up to 22 weeks. Where a child is taken into care before the age of three but the period of 22 weeks expires after it is three years of age, the parental leave is provided up to the expiry of 22 weeks following the date on which the child is taken into care.

Equal opportunities for women and men = no obstacles to participating in economic, political and social life on grounds of sex.

Horizontal occupational segregation = concentration of women and men in specific sectors and jobs. The segregation is often accompanied by different financial valuations of the specific forms of employment and sectors.

Vertical occupational segregation = concentration of women and men at different levels of employment in the sense of responsibility and position.

Sexual harassment in the workplace = behaviour that the relevant employee justifiably perceives to be unwelcome, inappropriate or insulting and whose intention or consequence is injurious to a person's dignity, or which creates an unfriendly, humiliating or stressful workplace, or which may justifiably be perceived as a condition for a decision that affect the performance of rights and obligations under labour-law relations.

Glass ceiling/invisible barrier = traditional attitudes, assumptions and values that prevent anyone from playing a full part in social life. A barrier, that women and men come up against in their professional promotion. A glass ceiling means preventing access to higher political, economic and academic positions, using formal and informal, hidden methods. The ceiling is the boundary for possibilities of promotion. The attempt to gain promotion to senior positions comes up against an invisible and difficult-to-define obstacle in the form of forces working against this ambition.

Reconciliation of work and family life = the development of a structure and organisation of the work environment so that it makes it

possible to combine work and family/household obligations for men and women. Abroad, many techniques are used to harmonise these two basic areas of human life in the workplace, and thereby to reduce stress and increase productivity.

Same remuneration for the same work or work of the same value

= the same remuneration for work which is ascribed the same value without any discrimination, including any discrimination on grounds of sex, applicable for all aspects of remuneration and payment conditions.

Prohibition on discrimination on access to employment (Act No. 435/2004 Coll., on Employment, Section. 4) = a citizen's possibility, both judicially and through the Labour Office, to exercise his or her right to employment without discrimination. In accordance with the broader definition of discrimination grounds provided by the European Union, these now also include sexual orientation, gender, marital and family status and family obligations. Discrimination does not cover cases where, under the law, work conditions exclude certain categories of people or where there is a material reason, such as certain levels of education or training, health, language abilities etc. Neither is it discriminatory if a place is offered which by its character can only be filled by one sex or another sex – a singer in a male choir, or a dancer in a ballet troupe, for example.

Principle of equal treatment for men and women = this means eliminating any form of discriminatory behaviour by one person towards another in relation to access to work and service positions, the selection, expert training, work and service conditions and promotion on the grounds that they belong to a particular sex, or because of their marital or family status or family obligations. No one can misuse the rights and obligations under labour-law and service relations to the detriment of another party to labour-law or service relations, or to demean that person's human dignity. To demean a person's human dignity also includes unwelcome behaviour of a sexual nature.



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

Links to Internet pages and publications with extensive information on gender issues in general:

Czech Statistical Office: www.czso.cz (analyses, schedules, statistical year-book, publication plan etc.)

Ministry of Labour and Social Affairs CR: www.mpsv.cz
Focus on Women and Men
(www.czso.cz/csu/edicniplan.nsf/publ/1413-04)

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

1. Population, family and households

Demographic statistics involve the long-term monitoring of basic data classified according to sex. Gender statistics thus have access to quite extensive sequences of data recording developments in the population's composition and changes and trends in their behaviour. Central to gender statistics are phenomena such as different life spans for men and women, partner and marital ties, reproductive behaviour, divorce rates, death rates. In gender statistics, demographic researchers also seek information on population migration and the composition of settlements. An example of a specific gender problem is the inequality of women and men in minority and local communities. All these gender characteristics are looked at in view of their impact on women's and men's lives, differences are identified and their causes sought. The chief problem in this field in recent years has been the low birth rate. The high divorce rate has also resulted in major problems. Recently, there has been an increase in the age at which people get married, there have been fewer abortions, and children are being born

to ever older parents. This is also linked to the ever more frequent use of modern family planning methods.

Statistics of households – given that the traditional division of work still persists in families – can also provide important gender information. It is becoming increasingly apparent just how important and indeed crucial the division of labour within a family is for the family to function. Gender statistics are also interested in the current trend where partners live in a household without being married. There are also gender consequences from the fact that in many households a woman lives alone or only with children, and without a man. This area is highly sensitive in gender terms: this covers serious problems such as discrimination of women on grounds of child care, but also discrimination of men with regard to child care following a divorce, discrimination of women on grounds of caring for the elderly and the low level of parents' awareness regarding the possibility of involving men in child care (legal entitlements). It is increasingly clear that the main precondition by which to bring about equality for both sexes is a policy to harmonise the mother's role and division of labour within the family with the possibility of equal realisation on the labour market for men and women, with the possibility of equal self-realisation in the professional sphere and with the possibility of using the qualifications gained. This is the way to making further progress in solving problems of gender equality.

Links to Internet pages and publications with extensive information:

Aggregate information on the population
(http://www.czso.cz/csu/redakce.nsf/i/obyvatelstvo_menu)
Demographic manual
(www.czso.cz/csu/edicniplan.nsf/p/4032-05)
SLDB (Population and Housing Census)
(<http://www.czso.cz/sldb/sldb.nsf/i/home>)
Foreigners in the Czech Republic
(www.czso.cz/ciz/cizinci.nsf/i/cizinci_v_cr)
LFSS (Labour Force Sample Survey)
(<http://www.czso.cz/csu/edicniplan.nsf/p/3115-05>)
Statistical year-book
(<http://www.czso.cz/csu/edicniplan.nsf/p/10n1-04>)

POPIN

(<http://popin.natur.cuni.cz/>)
Basic demographic data
(www.demografie.info) XXI

2. Health

Thanks to improved living and social conditions, and medical advances, there is a vastly increased probability that a child will be born alive and that it will live far longer and will be healthy for a far greater span of life than ever before. One of the great successes of Czech medicine is the lowest level of new-born and infant deaths in the world. There are significant differences in death rates according to sex, with women dying at an older age than men. Statisticians are registering ever longer life spans. An attendant problem in this respect is the high proportion of widows this produces. From a gender perspective, the difference in the cause of death by sex is important, as is the varying development of death-rates for men and women according to age group.

Links to Internet pages and publications with extensive information:

Institute of Health Information and Statistics: www.uzis.cz
National Health Institute: www.szu.cz
National Reference Laboratory for AIDS:
www.szu.cz/cem/nrlcem.htm
Work incapability due to illness and accident 2004
(www.czso.cz/csu/edicniplan.nsf/p/3305-04)
Aggregate information on the population
(www.czso.cz/csu/redakce.nsf/i/obyvatelstvo_menu)

3. Education

Education levels for Czech women are high. At high school in particular, women have caught up with and sometimes even outperform men, while the numbers of women and men at university are levelling out. The problem remains that the proportion of both men and women with tertiary

ary education in the Czech Republic (as in other Central European and East European states) is low in comparison with developed countries. The difference is chiefly due to the lack of graduates from technical colleges (study post leaving school certificate). These colleges are part of tertiary education and were only established in the Czech Republic relatively recently. Here, also, there is inequality, with areas and disciplines in which women dominate and vice-versa. Feminisation has had particularly powerful consequence in education, not only for women teachers but also for pupils, who clearly register the educational influence of the feminine element. Women don't have the same opportunities as men in access to further education, in access to new know-how in a discipline (national and international seminars and conferences), in retraining for different work, in other work positions and for work with new technologies. From a gender perspective, another important factor is the stereotypes of both sexes presented in school curricula, books and textbooks. It's for this reason that the Ministry of Education, Youth and Sport began to analyse pedagogic materials from a gender-based approach with the aim of remedying the situation. A problem that persists, indeed is intensifying, is the stereotypical choice of study orientation. The image of men and women presented in schools is linked to the stereotypical images of men and women in the media, art, advertising and classified ads. These areas have yet to see any effective attempts at change.

Links to Internet pages and publications with extensive information:

Institute for Information in Education: www.uiv.cz

Statistical educational yearbook – performance indicators
(www.uiv.cz/rubrika/98)

Results of the 2003 ad hoc module on lifelong learning in 2003
(www.czso.cz/csu/edicniplan.nsf/p/3119-04)

4. Work and wages

The Czech Republic has high employment, with all positive, but also negative consequences that this entails. According to international comparative research, Czech women spend a larger part of their lives in em-

ployment than any other nation: not only do they work frequently, they also work longer, regardless of motherhood. The fact that a woman goes to work is generally understood as a clear sign of emancipation, which doesn't prevent her from fulfilling her maternal role, although it certainly complicates the task. The requirement that both partners participate in earning the family finances is thus entirely natural. Yet women still encounter a variety of prejudices and myths about the suitability or otherwise of their involvement in the work process. Gender theories hold to the principle of equal treatment for female and male employees, in other words to the requirement to guarantee employees effective protection against discrimination on grounds of sex. It should be acknowledged that legislation is responding accordingly (e.g. the Labour Code).

Gender analyses monitor equal treatment of women and men in access to employment, expert training and promotion. It is important that the selection conditions and evaluation criteria are identical for women and men and that they are entirely unrelated to the applicant's sex or family or marital status. This principle must be observed for all forms of job offer, including public advertisements and positions advertised by the Labour Office. The principle of equal treatment for women and men does not however apply unconditionally; it explicitly does not apply to relations governed by provisions guaranteeing protection for women due to pregnancy and maternity. The principle of equal treatment for women and men in employment conditions thus does not cover situations where a woman requires specific protection on grounds of pregnancy or maternity. In relations where this protection does apply it is not possible to enforce the requirement for equal treatment. The labour market is the area with perhaps the most problems regarding the equal status of both sexes. This chiefly concerns remuneration for the same work and work of the same value, taking into consideration the employee's age, length of practice, hours worked, position occupied and experience. The requirement is for all conditions and criteria relating to wages to be entirely neutral in regard to an employee's sex, and for the remuneration system to exclude any form of discrimination in regard to an employee's sex. Also important is access to senior and managerial positions at all levels and in all professions and disciplines (vertical segregation) and access to employment in all professions and disciplines (horizontal segregation).

The issue of work conditions, which are not always suitable for women is also gender-sensitive. Work conditions that do not take into consideration the need to harmonise work and family obligations (work environment, routes to work, overtime, requirements for extra work on Saturday and Sunday, work readiness, shift work, work over weekends) cause women problems on the labour market.

The motivation to promote equality between the sexes is also lacking on the part of employers, who often fail to make sufficient use of opportunities to enforce equality between men and women. The gender issue is not a common subject in collective bargaining. We should mention, however, that recently the approach to gender equality has also begun to change in this area. In this respect, the experience of foreign companies operating in the Czech Republic can be of interest as these may often inspire their Czech counterparts. The unions are also becoming more active in this area and are beginning to get more involved in questions of equal conditions, employment chances and opportunities for both sexes. For today's generation, the previously unknown experience of unemployment affects women more acutely than men. Of particular concern are those problems that create unsatisfactory conditions for combining employment with parental duties and with the strain of looking after a family and a household.

The gender division of labour, i.e. dividing work on female and male lines, depends on the social, economic and cultural context and can be examined according to productive and reproductive tasks. Productive tasks relate to work performed both by women and men in producing goods and in services, as well as in manufacturing primary products. Reproductive tasks refer to child care and the various activities performed as part of that care, and what today is called the "care economy". Reproductive activities, which are more commonly performed by women, are often unpaid or are performed informally, meaning that they are not covered by labour-law regulations. The result is that the unpaid part of women's work is often excluded from the statistics for employment and incomes.

Gender theory produces suggestions that would make it easier for women to find work on the labour market. This includes remote working, paid work from home, part-time work, flexible working hours, changes to working hours etc. Women living in the country constitute a specific group. They have other responsibilities in comparison with men living in

the country and also in comparison with women and men in cities (e.g. work in the garden, looking after animals, greater pressure of public opinion) and greater difficulties in finding work on the labour market.

Links to Internet pages and publications with extensive information:

Ministry of Labour and Social Affairs: www.mpsv.cz
The Labour Market in the Czech Republic – 1993 –2004
(www.czso.cz/csu/edicniplan.nsf/p/3103-05)

5. Social security

Gender mainstreaming monitors whether the treatment of women and men in social systems (e.g. health insurance, state social support, parental entitlements following the birth of a child) is equal and whether there is any hidden discrimination. Women are more often the recipients of social benefits. There are particular problems with pensions, which are lower for women as they are derived from work incomes, which are overwhelmingly lower for women.

Links to Internet pages and publications with extensive information:

Ministry of Labour and Social Affairs: www.mpsv.cz
Selected data on social security 2004
(www.czso.cz/csu/edicniplan.nsf/p/3202-04)

6. The judiciary and crime

The proportion of criminals who are women is far lower than that for men. They are more often involved in crime as fellow culprits. Domestic violence is also a major problem, and one that predominantly affects women. Complications in exposing this violence are due to its character, which generally takes place inside families and is surrounded by many myths preventing women from reporting attacks. A special and very dangerous form of violence is psychological cruelty, which is generally difficult to detect and can cause greater suffering than physical violence.

Gender is also interested in violence against children and its differences according to sex.

Links to Internet pages and publications with extensive information:

Ministry of the Interior: www.mvcr.cz

Ministry of Justice: www.msp.cz

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

7. Public life and decision-making

A gender difference exists at all levels and in all areas of life regarding the opportunities and willingness to take part in decision-making procedures (This also involves unequal access to finances (e.g. wages, pensions, business, social benefits, bank loans and credits). Gender is interested in the distribution of income by communities, municipalities and regions. From an economic perspective, this involves the whole issue of the redistribution of national wealth. The position on using quotas to promote equality for men and women is not unequivocal. A specific problem is the psychological aspect of women's low self-confidence and lack of experience in management and decision-making. Inequality increases vertically as the influence of decision-making rises, with women facing greatest discrimination at these highest levels.

Special attention needs to be paid to the gender difference in elections, both at a lower, and more importantly at a higher level of decision-making. From a gender perspective, the proportions of men and women candidates and the elected representatives in different forms of election all provide interesting information. Other important factors than gender include the age of candidates and the elected, and the level of their education.

Links to Internet pages and publications with extensive information:

CSO election statistics (www.volby.cz)

8. Science, technology, information society

The area of science, research and development is crucial for the development of modern society. Gender statistics are concerned with the division of scientific workers by sex in the state and corporate sector and according to scientific discipline. Statistics also make it possible to monitor differences in harmonising a the profession of scientific worker with family life and differences in the time dedicated to research and development according to sex. The ability to use a computer and the Internet, or so-called functional literacy, has become an important factor. Without this skill a person has far less chance of gaining work on the labour market. Computer literacy is an enormous opportunity and challenge for women as it can be a major help in solving gender equality, and it would be a shame if women didn't make use of this opportunity and "missed the boat". Statistics are also interested in other socio-demographic contexts (age, education, employment and other indicators of social status) with regard to the gender breakdown of computer users.

Links to Internet pages and publications with extensive information:

Research and development indicators 2003

(www.czso.cz/csu/edicniplan.nsf/p/9601-04)

Information and communications technology used by households and individuals 2004

(www.czso.cz/csu/redakce.nsl/i/domacnosti_a_jednotlivci)

Information and communications technology used in the corporate sector 2004

(www.czso.cz/csu/redakce.nsl/i/podnikatelsky_sektor)

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