

# Czech Republic

*Women, Business and the Law 2022* (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Prague). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Czech Republic scores 93.8 out of 100**. The overall score for Czech Republic is lower than the regional average observed across OECD high-income economies (95.2). Within the OECD high-income region, there are 12 economies that score 100 out of 100.

## Czech Republic - Scores for Women, Business and the Law 2022



## Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, and gender differences in property and inheritance, Czech Republic gets a perfect score.

## Areas for Improvement

However, when it comes to laws affecting the size of a woman's pension, Czech Republic could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Czech Republic is on the indicator measuring laws affecting the size of a woman's pension (the WBL2022 Pension indicator). To improve on the Pension indicator, Czech Republic may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and equalizing the ages at which men and women can retire with partial pension benefits.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Czech Republic are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/czech-republic/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 687 and 692
	Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Arts. 687, 692, and 699
	Can a woman apply for a passport in the same way as a man?	Yes	Act on Travel Documents, Arts. 12 and 17-20; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Code, Arts. 687 and 689
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Sec. 16
	Is there legislation on sexual harassment in employment?	Yes	Anti-Discrimination Act No. 198/2009, Secs. 1, 2 and 4; Labor Code, Act No. 262/2006, Sec. 16(2)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Anti-Discrimination Act No. 198/2009, Sec. 10
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Secs. 16 and 110
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Civil Code, Art. 687
	Can a woman be head of household in the same way as a man?	Yes	Civil Code, Art. 687
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence Act No. 135/2006; Penal Code, Act No. 40/2009, Sec. 199; Civil Code, 89/2012 Coll., Secs. 751-753 and 3021
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 754-758
	Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Arts. 754-770
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Sec. 195
	Does the government pay 100% of maternity leave benefits?	Yes	Sickness Insurance Act, Sec. 84
	Is paid leave available to fathers?	Yes	Sickness Insurance Act, Secs. 38a-38d
	Is there paid parental leave?	Yes	Labor Code, Secs. 196 and 198
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Sec. 53
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Anti-Discrimination Act, Art. 1(1)
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Art. 687
	Can a woman register a business in the same way as a man?	Yes	Commercial Code, Art. 1
	Can a woman open a bank account in the same way as a man?	Yes	Civil Code, Art. 687
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 713 and 1012
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1635
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1635
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 713
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 742
	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Act No. 155/1995, Secs. 29, 31, 32 and Appendix. Men: Act No. 155/1995, Secs. 29, 31, 32 and Appendix
Pension	Is the age at which men and women can retire with partial pension benefits the same?	No	Women: Act No. 155/1995, Secs. 31 and 35(1). Men: Act No. 155/1995, Secs. 31 and 35(1)
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Act No. 155/1995, Arts. 19(a), 5(1) and 12(1)