




# Czechia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>82.5</b>	<b>59.2</b>	<b>76.3</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Czechia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Prague). The scores for Czechia are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	100.0	100.0	100.0	100.0	100.0	50.0	100.0	50.0
Supportive frameworks score	25.0	66.7	33.3	100.0	66.7	66.7	100.0	33.3	0.0	100.0
Expert opinions score	75.0	100.0	75.0	50.0	100.0	100.0	50.0	87.5	100.0	25.0

In summary, the **WBL 2.0 legal frameworks score** for Czechia (82.5 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). 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, laws affecting childcare and laws affecting women's property and inheritance, Czechia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Czechia is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Czechia may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Czechia (59.2 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's pay, supportive frameworks affecting childcare and supportive frameworks affecting the size of a woman's pension, Czechia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Czechia is on the indicator

measuring supportive frameworks affecting women's property and inheritance. To improve on the Assets indicator, Czechia may wish to consider putting in place mechanisms or incentives to encourage women to register immovable property, putting in place awareness measures to improve women's access to information about marital and inheritance rights and publishing anonymized sex-disaggregated data on property ownership on a regular basis.

The **WBL 2.0 expert opinions score** for Czechia (76.3 out of 100.0) is higher than the global average (65.7) and lower than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children and expert opinions on women's property and inheritance, Czechia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Czechia is on the indicator measuring expert opinions on women's pensions.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Anti-Discrimination Act (No. 198/2009), Secs. 1, 2, 4 and 10; Labor Code (Act No. 262/2006), Sec. 16(3)
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Act on Travel Documents, Arts. 12 and 17-20
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	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Citizenship Act, Arts. 4 and 15(e)
<b>Workplace</b>		
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labor Code, Sec. 16
Does the law allow employees to request flexible work?	Yes	Labor Code, Sec. 85
<b>Pay</b>		
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 an industrial job 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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Art. 687
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Art. 687
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
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Secs. 195, 196 and 198

Are leave benefits for mothers paid solely by the government?	Yes	Sickness Insurance Act, Sec. 84
Is there paid leave available to fathers?	Yes	Act No. 330/2021 Coll., Art. 4; Sickness Insurance Act, Secs. 38a-38d
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Sec. 53
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Act No. 561/2004, Secs. 6-8; Act No. 247/2014, Sec. 3
Does the law establish any form of support to families for childcare services?	Yes	Act No. 117/1995 on State Social Support, Sec. 31(3)(d); Act on Income Taxes No. 586/1992, Secs. 35bb and 38L(2)
Does the law establish any form of support to non-state childcare providers?	Yes	Act No. 247/2014, Secs. 20a-20b; Official Website of the Ministry of Labor and Social Affairs; Act on Income Taxes No. 586/1992, Secs. 20(8) and 24(zs)
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Act No. 247/2014, Secs. 5(2)(b)(3)(4) and 7(1)(6); Act No. 561/2004, Secs. 12 and 174; Official Website of the Czech School Inspectorate
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 420 and 687
Does the law prohibit discrimination in access to credit based on gender?	Yes	Anti-Discrimination Act, Art. 1(1)
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 713, 1012 and 1105
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1635
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1635
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 742
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	Act No. 155/1995, Secs. 29, 31, 32 and Appendix
Are the ages at which men and women can retire with partial pension benefits equal?	No	Act No. 155/1995, Sec. 31 and 36
Is the mandatory retirement age for men and women equal?	Yes	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 and 12(1)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Committee for the Prevention of Domestic Violence and Violence against Women
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		

Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Act on the Public Defender of Rights, Sec.1(5); Anti- Discrimination Act, Sec. 13(21b)(a)
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	Yes	Labor Inspection Act, Art. 13(2)
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Labor Office of the Czech Republic: Employers' Monitoring Survey; The Labour Force Sample Survey (LFSS)
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Mediation Act, Sec. 1-2; Civil Code, Sec. 757
Are there specialized family courts?	Yes	Prague District Court Work Schedule for Year 2023
Is legal aid available for family law disputes?	No	Insufficient evidence located
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Sickness Insurance Act, Sec. 109(4)
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Code, Sec. 53
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Labor and Social Affairs
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the Ministry of Labor and Social Affairs
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Website of the Ministry of Labor and Social Affairs of the Czech Republic; Act No. 247/2014, Secs. 20h-20j
Has the government published any reports on quality of childcare services within the last 3 years?	Yes	Official Website of Czech School Inspectorate, Register of Inspection Reports, Annual Report of the Czech School Inspectorate for 2021/2022; Act No. 561/2004, Sec. 174(10)
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Ministry of Industry and Commerce
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located

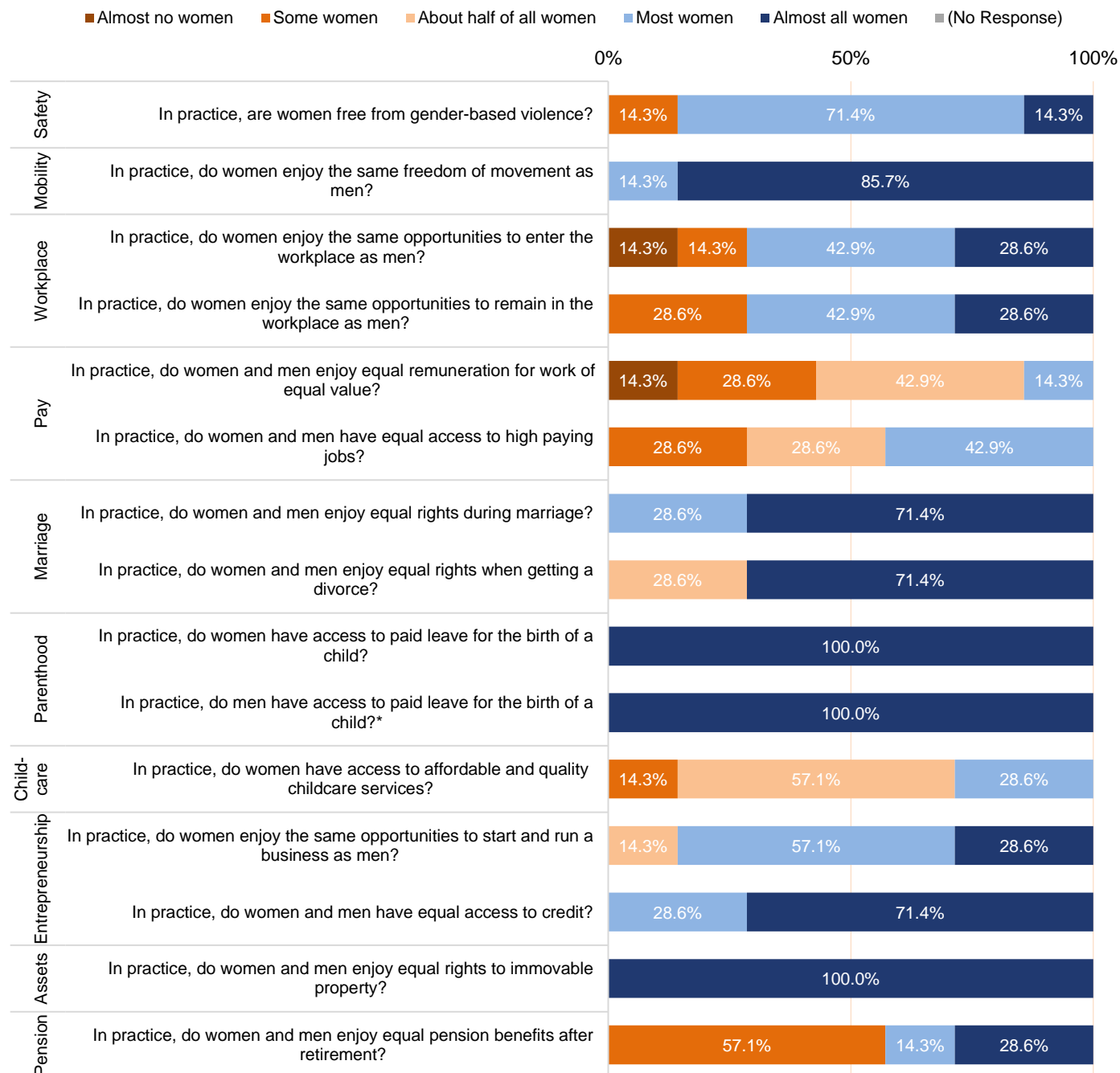


**Pension**

Are there incentives in place to increase women's retirement benefits?	Yes	Act No. 155/1995, Sec. 34a
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Act No. 582/1991 Coll. Sec. 88

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.