

Czechia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
82.5	59.2	76.3

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
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Anti-Discrimination Act (No. 198/2009), Secs. 1, 2, 4 and 10; Labor Code (Act No. 262/2006), Sec. 16(3)
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
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 internationally in the same way as a man?	Yes	Act on Travel Documents, Arts. 12 and 17-20
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Citizenship Act, Arts. 4 and 15(e)
Workplace		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Arts. 687 and 689
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labor Code, Sec. 16
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Sec. 16
Does the law allow employees to request flexible work?	Yes	Labor Code, Sec. 85
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 the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Art. 687
Can a woman be "head of household" or "head of family" in the same way as a man?	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
Parenthood		
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 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
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Act No. 561/2004, Secs. 6-8; Act No. 247/2014, Sec. 3
Does the law establish any form of support for 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 for nonstate 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 center-based childcare services?	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
Entrepreneurship		
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 for 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
Assets		
Do a woman and a man 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?	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
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Act No. 155/1995, Secs. 29, 31, 32 and Appendix
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Act No. 155/1995, Sec. 31 and 36
Is the mandatory retirement age for a woman and a man the same?	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

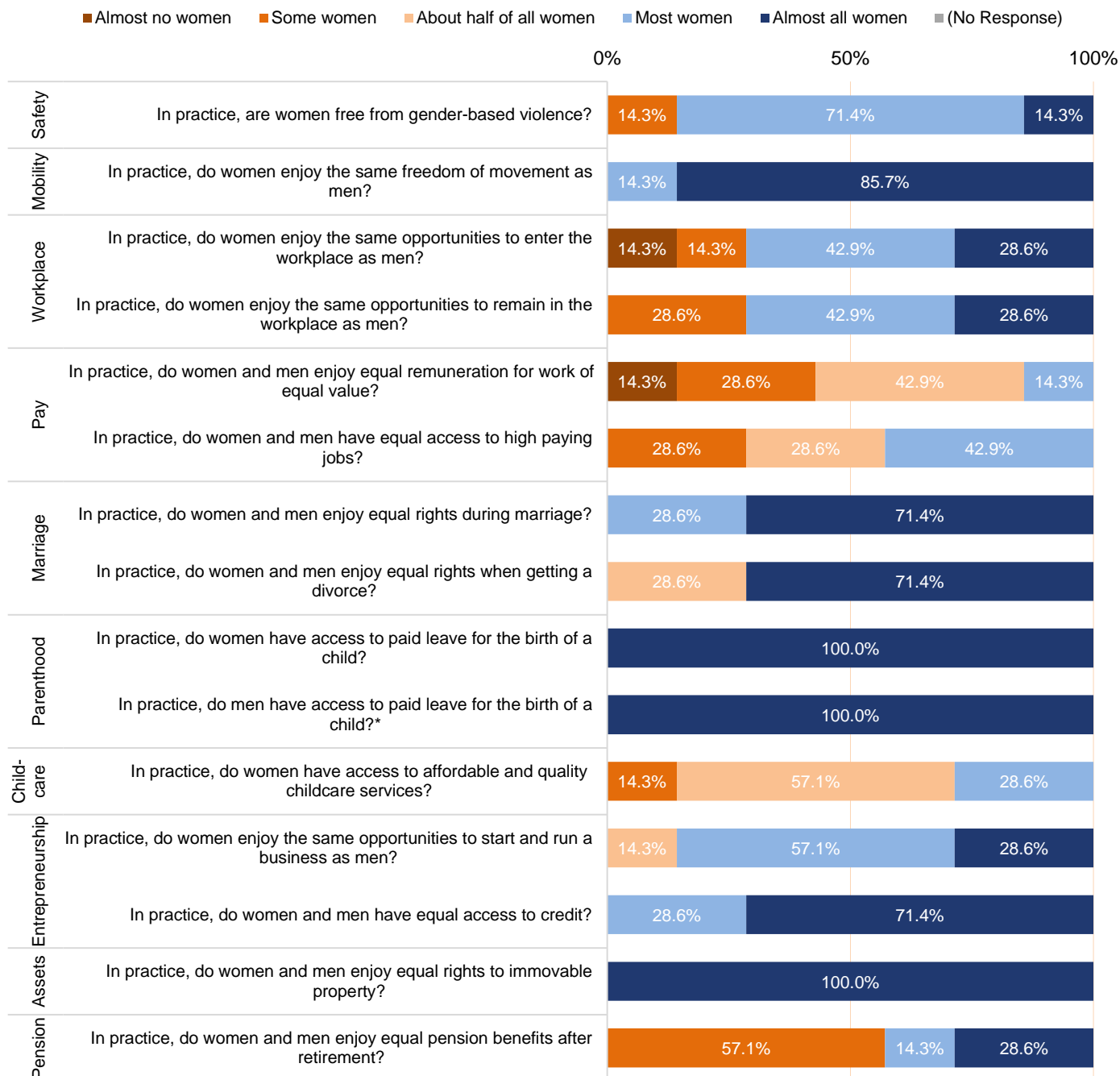
QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring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

Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Act on the Public Defender of Rights, Sec.1(5); Anti- Discrimination Act, Sec. 13(21b)(a)
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Labor Inspection Act, Art. 13(2)
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Labor Office of the Czech Republic: Employers' Monitoring Survey; The Labour Force Sample Survey (LFSS)
Marriage		
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
Parenthood		
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
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
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 nonstate 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 the quality of childcare services?	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)
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Ministry of Industry and Commerce
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		



Are incentives in place to increase women's retirement benefits?	Yes	Act No. 155/1995, Sec. 34a
Is 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

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.