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Czech Republic's Compliance with the International Covenant on Civic and Political Rights Suggested List of Issues Prior to Reporting Relating to Women's Rights

Submitted by The Czech Women's Lobby

and

The Advocates for Human Rights

A non-governmental organization in special consultative status with ECOSOC since 1996
for the

145th Session of The Human Rights Committee

02 March 2026 – 19 March 2026

Submitted on 5 January 2026

The **Czech Women's Lobby (CWL)** is a network of 30 member organizations dedicated to advancing gender equality and improving the lives of women in the Czech Republic. Since 2008, CWL has been actively engaged in human rights advocacy and influencing legislation to benefit women.

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The Advocates for Human Rights (The Advocates) is a volunteer-based non-governmental organization committed to the impartial promotion and protection of international human rights standards and the rule of law. The Advocates conducts a range of programs to promote human rights in the U.S. and around the world, including monitoring and fact-finding, direct legal representation, education and training, and publications. The Advocates is committed to ensuring human rights protection for women around the world.

I. Legislative framework and definition of discrimination against women

1. In the Concluding Observations, the Committee recommended that the State should amend the Anti-Discrimination Act (ADA)¹ to include intersectional protections as well as ensuring effective remedies for any form of discrimination.² Although the ADA prohibits discrimination on grounds including sex, gender, ethnicity, nationality, and other statuses,³ it does not explicitly recognize *intersectional* discrimination arising from multiple combined grounds.
2. Women from marginalized groups, such as migrant and Roma women, encounter compounded discrimination because of the lack of intersectional protection. Research confirms that in healthcare, vulnerability of foreign-born women is compounded by the intersection of gender with language barriers, cultural norms, or race, leading to tangible harm, dismissive treatment, and non-consensual procedures.
3. For Roma women, ADA's legal gap materializes as systemic invisibility. "Double marginalization" is not legally recognized, leading to a void in official data and a consequent policy vacuum that allows compounded discrimination in areas like housing to persist unmeasured and unremedied.
4. The ADA provides for individual complaints, but it lacks a mechanism for collective or structural complaints (*actio popularis*), which is often necessary for systemic or institutional discrimination affecting whole communities. Furthermore, there is no mandatory nationwide system of disaggregated data collection on discrimination by intersecting grounds, which hinders monitoring, policy evaluation, and targeted interventions.
5. **We respectfully suggest The Committee pose the following questions to the Government of Czechia:**
 - Please provide information on the measures taken to amend the Anti-Discrimination Act and related legal provisions to explicitly recognize and prohibit intersectional discrimination.
 - Describe the measures taken to ensure that anti-discrimination policies and enforcement mechanisms address multiple and overlapping grounds of discrimination, particularly as experienced by Roma women, migrant women, women with disabilities, and other marginalized groups.
 - What steps have been taken to introduce a mechanism for collective complaints and structural claims to allow civil society organizations (CSOs) or representative organizations to bring claims on behalf of marginalized communities?
 - Describe the government's efforts to implement a mandatory nationwide system of disaggregated data collection on discrimination.

II. Gender Equality

Czechia's Performance on Gender Equality

6. In the Concluding Observations, the Committee recommended that the State should amend adopt more robust legal and policy measures to achieve equitable representation of women in public and

¹ Anti-Discrimination Act, Act No. 198/2009 Coll. (2008) (Czech Republic).

² Human Rights Committee, *Concluding observations on the fourth periodic report of Czechia*, (Dec. 6, 2019), U.N. Doc. CCPR/C/CZE/4, ¶ 10.

³ Anti-Discrimination Act, Act No. 198/2009 Coll. (2008), Arts. 1–3.

political life.⁴ In the Global Gender Gap Index 2025,⁵ Czechia's performed particularly poorly in political decision-making, ranking 113th, with women currently representing 33% of the Chamber of Deputies, 21.3% of the Senate (upper chamber), and two women sit in the 15-member government.⁶

7. Despite evidence of gender inequality in political life, Czechia still lacks the political will regarding legislative gender quotas for candidate lists.⁷ The Gender Equality Strategy 2021–2030 recognizes the promotion of balanced gender representations and discusses legislative quotas as a potential tool, but favors non-legislative approaches.⁸
8. Violence against women in politics has become increasingly prevalent. A study of 36 out of 51 Czech women Members of Parliament (MPs) from across the political spectrum found that psychological violence (81%) was the most common form of violence experienced by the women MPs. Nearly 42% of respondents have experienced sexualized violence. 11% of the respondents reported experiencing economic and physical violence.⁹ These findings illustrate how violence against women in politics reflects and reinforces broader patterns of gender inequality.

The Shortcomings of National Machinery for Gender Equality

9. Funding for the state-level grant program supporting gender equality and violence prevention has been modest and variable, with approximately €80,000 per year allocated from the state budget for CSO and municipal projects.¹⁰ Consequently, gender equality initiatives are primarily funded by EU and EFTA funds, including precarious employment for staff in the Gender Equality Department, where only two systematized positions are funded by the state budget.¹¹
10. Growing disinvestment in gender equality programming restricts CSOs' activities. CSOs also report how the underfunding of government mechanisms is undermining progress in political participation, GBV prevention, and support for vulnerable groups.¹² Examples include the large-scale defunding of programs such as the "Support for Publicly Beneficial Activities in the Field of Gender Equality and Violence Prevention" program.¹³ Furthermore, between 2021 and 2023, the

⁴ Human Rights Committee, *Concluding observations on the fourth periodic report of Czechia*, (Dec. 6, 2019), U.N. Doc. CCPR/C/CZE/4, ¶ 19.

⁵ Gender and Research, *The Elderly and Foreigners: Vulnerability and Intersectionality in Healthcare*, by Ema Hrešanová and Alena Glajchová (June 1, 2018), https://www.genderonline.cz/artkey/gav-201802-0005_elderly-and-foreign-vulnerability-and-intersectionality-in-healthcare.php?l=EN

⁶ Foundation Robert Schuman, *Czech Republic*, Dec. 9, 2025, <https://server.www.robert-schuman.eu/storage/en/dossiers-pedagogiques/connaitre-europe/carte/republique-tcheque.pdf>

⁷ Lenka Hrbková & Zuzana Fellegi, *The Quota Debate in the Czech Republic and the Post-Communist Legacy*, "Women's Studies International Forum" (Dec. 2022), <https://www.sciencedirect.com/science/article/abs/pii/S0277539522000863>.

⁸ Office of the Government of the Czech Republic, *Gender Equality Strategy for 2021–2030* (2021), Measure 2.2.3, <https://vlada.gov.cz/assets/ppov/gcfge/Gender-Equality-Strategy-2021-2030.pdf>

⁹ Friedrich Ebert Stiftung, *Czech Women MPs and Gender-Based Violence*, by Markéta Kos Mottlová and Veronika Šprincová (Apr. 2025), <https://padesatprocent.cz/cz/czech-women-mps-and-gender-based-violence>

¹⁰ Government Council for Equal Opportunities for Women and Men, *Minutes of the Meeting of the Government Council for Equal Opportunities for Women and Men* (Dec. 2, 2024), 13, https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/cinnost_rady/Zapis-z-jednani-Rady-pro-rovnost-zen-a-muzu_final-podepsany.pdf.

¹¹ Information in file with authors (2025).

¹² Information in file with authors (2025).

¹³ Information in file with authors (2025).

national grant program dedicated to gender equality reduced its annual allocations to between 4 and 5 million CZK (approximately 160,000 EUR).¹⁴

11. The closure of the Working Group on Gender Impacts of COVID-19 in 2022 further illustrates weak political will on gender equality.¹⁵ Its termination overlooks disproportionate impacts on women from marginalized groups. The pandemic significantly amplified existing inequalities, leading to a critical rise in GBV within migrant communities, exacerbated work-life balance challenges for migrant and refugee women, and increased mental health issues among women.¹⁶ While general strategies exist, there is no sustained focus on developing a long-term recovery plan that includes specific, targeted measures to address the amplified impacts.¹⁷
12. The second National Action Plan on Women, Peace and Security (WPS NAP 2021-2025) has shown to be a particularly “weak document” with little policy influence. Weak political support, disconnection from domestic issues, lack of dedicated budget, and inadequate evaluation undermined implementation.¹⁸ The abolition of the Special Envoy for Gender Equality at the Ministry of Foreign Affairs demonstrates weak political support.¹⁹
13. While significantly revised and complemented by the internal security dimension and an improved monitoring mechanism, the adopted third WPS NAP (2026-2030)²⁰ has a flawed funding model as it relies on ministries' existing budgets rather than a dedicated, trackable allocation. Implementation gaps may persist, undermining the translation of commitments into funded action.
14. **We respectfully suggest the Committee pose the following questions to the Government of Czechia:**
 - What steps have been taken to adopt and implement effective legislative gender quotas?
 - Describe the measures taken to establish a permanent, adequately funded mechanism to monitor and address the long-term, gendered impacts of crises and to prevent backsliding on women’s rights, ensuring the meaningful participation of Roma women, migrant women, and all affected groups in policy and recovery processes.
 - Please provide information on how the State prioritizes the WPS agenda at the political level by appointing an empowered Special Commissioner for WPS, ensuring coherence between NAP implementation and domestic policies, and establishing transparent mechanisms to track ministerial WPS funding alongside a proposal for dedicated state financing.

III. Gender-based violence against women

¹⁴ Office of the Government of the Czech Republic, *Gender Equality Strategy 2021–2030: Condensed Version* (2024), <https://vlada.gov.cz/assets/ppov/gcfge/Updated-Gender-Equality-Strategy-2021-2030---Condensed-Version.pdf>.

¹⁵ United Nations Economic Commission for Europe, *Beijing +30 National Report of the Czech Republic Implementation of the Beijing Declaration and Platform for Action (1995) in the context of the Thirtieth Anniversary of The Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action 2025* (2024), 14, <https://unece.org/sites/default/files/2024-08/Czech%20Republic-Report.pdf>.

¹⁶ *Ibid*, 37-38.

¹⁷ Information in file with authors (2025).

¹⁸ Institute of International Relations Prague, *The Third Czech National Action Plan on Women, Peace and Security: Addressing Local and Global Security Challenges* (2025), 3, <https://www.iir.cz/en/the-third-czech-national-action-plan-on-women-peace-and-security>; Information in file with authors (2025).

¹⁹ See the absence of the Special Envoy for Gender Equality at Ministry of Foreign Affairs of the Czech Republic, *Special Envoys*, Apr. 26, 2022, https://mzv.gov.cz/jnp/en/about_the_ministry/organization_of_the_ministry/special_envoys_1/index.html

²⁰ Ministry of Foreign Affairs of the Czech Republic, *Národní akční plán k agendě Ženy, mír a bezpečnost na období 2026–2030* (2025).

Legislative framework for gender-based violence against women (GBV)

15. In the Concluding Observations, the Committee recommended that the State should create a new action plan for the prevention of GBV, notably engaging in a public debate on the importance of the Istanbul Convention.²¹ Though widely discussed, the document has yet to be ratified. Notably, the government accepted the call for ratification in 2023; but the Senate later rejected its proposal in 2024.²² Furthermore, the Government opted not to submit the Convention to be voted on by the lower house of Parliament. As a result, the country remains among the minority of European states that have signed but not ratified it.
16. Opponents describe the Convention as embodying a foreign “gender ideology” that undermines traditional roles.²³ Some warned about the financial and administrative burdens for the state and feared that ratification would impose additional obligations, including establishing new institutions or funding mechanisms under international oversight (e.g., GREVIO).²⁴ From all these debates, the refusal to ratify the Convention reveals a critical political and structural block in the State’s commitments to international standards for prevention and redress of GBV.

State’s mechanisms for GBV response and prevention

17. In the same concluding observation for the creation of a new action plan, the Committee specifically requested the State to improve the access to these services for victim-survivors.²⁵ The State’s depiction of the 2019–2022 Action Plan for the Prevention of Domestic and Gender-Based Violence (GBV) is inaccurate.²⁶ Despite several activities achieving good results, only 19 of 39 measures were fully implemented.²⁷ These shortcomings persists under the 2023–2026 Action Plan; in 2024, only 31 of 91 scheduled outputs (34.1%) were fulfilled, while 39.6% remain unmet.²⁸ The critical victim protection sector has 58.1% non-fulfillment rate with general fulfillment in both prevention and protection stagnating at a mere 25%.²⁹ These results confirm that implementation remains a series of one-off initiatives lacking systematic integration, showing no significant improvement across reporting periods.
18. Specialized services also remain underfunded, planned nationwide GBV prevention campaigns are not dispersed, and a sustainable financing framework has not been created.³⁰ In 2023, only 2

²¹ Human Rights Committee, *Concluding observations on the fourth periodic report of Czechia*, (Dec. 6, 2019), U.N. Doc. CCPR/C/CZE/4, ¶ 21.

²² United Nations Economic Commission for Europe, *Beijing +30 National Report of the Czech Republic Implementation of the Beijing Declaration and Platform for Action (1995) in the context of the Thirtieth Anniversary of The Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action 2025* (2024), 10, <https://unece.org/sites/default/files/2024-08/Czech%20Republic-Report.pdf>.

²³ Prague Security Studies Institute, *PSSI Perspectives – 32: The Istanbul Convention & the Czech Republic: Barriers to Ratification* (2024), https://www.pssi.cz/wp-content/uploads/2025/05/11076_pssi-perspective-32-istanbul-convention.pdf.

²⁴ Prague Security Studies Institute, *PSSI Perspectives – 32: The Istanbul Convention & the Czech Republic: Barriers to Ratification* (Apr. 2024), https://www.pssi.cz/wp-content/uploads/2025/05/11076_pssi-perspective-32-istanbul-convention.pdf;

²⁵ Human Rights Committee, *Concluding observations on the fourth periodic report of Czechia*, (Dec. 6, 2019), U.N. Doc. CCPR/C/CZE/4, ¶ 21.

²⁶ Úřad vlády České republiky, *Zpráva za rok 2022 o plnění Akčního plánu prevence domácího a genderově podmíněného násilí na léta 2019–2022* (2023), 74–75, https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_2022_AP_DGPN.pdf

²⁷ Information in file with authors (2025).

²⁸ Úřad vlády České republiky, *Zpráva za rok 2024 o plnění Akčního plánu prevence domácího a genderově podmíněného násilí na léta 2023–2026* (2025), 20–21, https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Zprava_2024_plneni_AP_DGPN.pdf

²⁹ Ibid.

³⁰ Information in file with authors (2025).

million CZK was allocated from the budget for perpetrator work and 3.5 million CZK for GBV activities.³¹ With low budgets, the service sector also suffers from understaffing.³² Budget constraint affect the quality and availability of services, often leading to fragmentation and limiting CSOs' capacity to provide adequate support.

19. The provision of specialized services falls significantly below to standards of one family place per 10,000 individuals and one specialized center per region.³³ Access to specialized services is very scarce, with only one GBV center available in the country.³⁴ As for shelters, there are 90 available beds in specialized shelters, which are located in only two cities.³⁵
20. Women comprise 20-30% of the total homeless population; in Prague alone, there are around 2,000-3,000 homeless women, with another 32,000 at risk.³⁶ Women's homelessness is closely related to lower incomes, labor market discrimination, and sexual and domestic violence.³⁷ Further, homeless shelters provide insufficient and inadequate support to those experiencing addiction or GBV.³⁸
21. The State has not introduced a national methodology for assessing the risk of repeated violence, nor has it established unified data collection on domestic and sexual violence.³⁹ Absence of institutional will, monitoring, and evaluation leads to the prevalence of GBV and ineffective prevention and response.
22. **We respectfully suggest The Committee pose the following questions to the Government of Czechia:**
 - Please provide the steps taken to ratify the Istanbul Convention and implement a coordinated communication strategy to inform legislators and the public about its purpose and provisions, actively countering disinformation narratives.
 - Describe the measures taken to ensure long-term, systemic implementation of the Action Plan on GBV.
 - Please provide information on how to significantly increase and ensure stable, dedicated funding from the state budget for the national machinery for gender equality, including the Gender Equality Department and grant programs for CSOs and municipalities, to

³¹ United Nations Economic Commission for Europe, *Beijing +30 National Report of the Czech Republic Implementation of the Beijing Declaration and Platform for Action (1995) in the context of the Thirtieth Anniversary of The Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action 2025* (2024), 24, <https://unece.org/sites/default/files/2024-08/Czech%20Republic-Report.pdf>.

³² Asociace poskytovatelů sociálních služeb ČR, *Nedostatek pracovníků v sociálních službách se mezi lety 2023 a 2025 prohloubil*, 2025, <https://www.proprarodice.cz/c/nedostatek-pracovniku-v-socialnich-sluzbach-se-mezi-lety-2023-a-2025-prohloubil-1713>

³³ Council of Europe, *Explanatory Report to the Council of Europe Convention on preventing and combating violence against women and domestic violence*, by Council of Europe Treaty Series - No. 210 (May 11, 2011), ¶135, <https://rm.coe.int/1680a48903>

³⁴ United Nations Economic Commission for Europe, *Beijing +30 National Report of the Czech Republic Implementation of the Beijing Declaration and Platform for Action (1995) in the context of the Thirtieth Anniversary of The Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action 2025* (2024), 7, <https://unece.org/sites/default/files/2024-08/Czech%20Republic-Report.pdf>.

³⁵ Office of the Government of the Czech Republic, *Report for 2022 on the Implementation of the Action Plan for Prevention of Domestic and Gender-based Violence for the Years 2019–2022* (2022).

³⁶ IPR Praha, *Strategy for Preventing, Reducing and Ending Homelessness in Prague by 2030* (2024), <https://iprpraha.cz/assets/files/files/f16181230bc33f2576c572895a8a0e82.pdf>

³⁷ Information in file with authors (2025).

³⁸ Feminismus.cz, *Shadow Report on Equal Treatment and Non-Discrimination in the Czech Republic*, by Feminismus.cz (2001), 25–26, https://www.feminismus.cz/download/shadow_report/_Report_PDF.pdf

³⁹ Information in file with authors (2025).

meet the minimum allocation stipulated in the Gender Equality Strategy 2021-2030 and account for inflation.

- Describe the efforts taken by the State to allocate adequate and sustained funding to ensure the availability and accessibility of comprehensive services for both victims and perpetrators of GBV, including financial and structural support for CSOs delivering key frontline services in victim assistance.
- Please provide information on the States efforts to ensure adequate funding for services supporting diverse vulnerable groups in social distress and integrate the specific needs and vulnerabilities of women experiencing homelessness into all relevant policies.
- What measures have been taken to introduce a national methodology for assessing the risk of repeated violence and establish unified data collection on domestic and sexual violence.

IV. Access to justice: rape and sexual violence

23. In its Concluding Observations, the Committee requested the State to increase encouragement to report cases of violence against women (VAW), improve gender-sensitive training of all actors working within the justice system, and also ensure cases are properly investigated and sanctioned appropriately.⁴⁰ Despite measures mentioned in the State report, the response to rape and sexual violence remains inadequate and fails to ensure accountability. The State acknowledged that only 5–10% of rape cases are reported but offers no strategy to build public confidence in reporting.⁴¹
24. Approximately 50% of reported cases of rape and sexual violence result in suspended sentences.⁴² This indicates that the existing judicial approach underestimates the gravity and long-term consequences of these crimes. In 2025, the State amended Act No. 6/2002 Coll. (*lex Anička*)⁴³ to require judges to prepare individual three-year educational plans.⁴⁴ However, the amendment provides minimal oversight of the submitted plan.⁴⁵ The Judicial Academy reinforces this lax approach by treating gender-sensitivity training as voluntary rather than mandatory.⁴⁶
25. **We respectfully suggest The Committee pose the following questions to the Government of Czechia:**
- Describe efforts taken to introduce mandatory, expert-led trainings for judges on GBV, and establish accountability mechanisms to ensure that presented education plans meet the gender-sensitive standards and are effectively applied in judicial practice.

⁴⁰ Human Rights Committee, *Concluding observations on the fourth periodic report of Czechia*, (Dec. 6, 2019), U.N. Doc. CCPR/C/CZE/4, ¶ 21.

⁴¹ Committee on the Elimination of Discrimination against Women, *Seventh periodic report submitted by Czechia under article 18 of the Convention*, due in 2020, (Jan. 8, 2024), U.N. Doc. CEDAW/C/CZE/7, ¶ 92.

⁴² Institute of Criminology and Social Prevention, *How We Punish: Statistics and Stories from Czech Criminal Justice*, <https://jaktrestame.cz/>

⁴³ Act No. 6/2002 Coll., Act on Courts and Judges, as amended Aug. 6, 2025 –2025, <https://www.zakonyprolidi.cz/cs/2002-6>

⁴⁴ Irena Cihlářová, , *Soudci budou muset mít od ledna 2026 řilteté individuální plány zděvlávání*, Advokátní Deník, July 4, 2025, <https://advokatnidenik.cz/2025/07/04/soudci-budou-muset-mit-od-ledna-2026-trilete-individualni-plany-vzdelavani/>

⁴⁵ Reuters & Editorial Board of the Czech Justice, *More Money for Victims of Crime. The Senate Approved an Amendment That Was Fought over by Deputies*, Česká Justice, July 7, 2025, <https://www.ceska-justice.cz/2025/07/senat-penezita-pomoc-obetem-trestnych-cinu/>

⁴⁶ Information in file with authors (2025).

- Please provide information on efforts made by the State to strengthen sentencing practices for crimes related to gender-based and domestic violence by ensuring consistent application of penalties, integrating risk-assessment tools, and prioritizing victim safety and offender accountability.

V. Health

26. In its Concluding Observations, the Committee called upon the State to remove abusive requirements for legal gender,⁴⁷ which occurs in practice regarding women's treatment when accessing health services. Serious systemic barriers to women's reproductive rights in maternity care persist. Concerns include healthcare workers treating informed consent as a mere formality.⁴⁸ A recent large-scale study also reveals how women most frequently report experiencing non-consensual interventions.⁴⁹ Women also experienced a lack of support, disrespect, manipulation, and obstetric violence during childbirth.⁵⁰
27. Obstetric violence continues to be downplayed both in public discourse and within the medical profession. Women and their advocates are often stigmatized by healthcare practitioners, the media, and the legal system.⁵¹ Women who take an active interest in their own healthcare or present birth plans are frequently labeled as "non-compliant."⁵²

Midwifery Care

28. Czechia has yet to implement international recommendations⁵³ regarding the midwife-led continuity of care model. The Ministry of Health's ("the Ministry") regulatory framework⁵⁴ restricts the scope of midwives' practices;⁵⁵ thereby strictly defining the roles of midwives within the health sector, which restricts women's ability to select midwives as their preferred health providers. Despite efforts to remove the physician-referral requirement for midwife care. Despite efforts to remove the physician-referral requirement for midwife care,⁵⁶ persistent gender stereotypes and lobbying by medical practitioners have contributed to the Ministry and Parliament's failure to update these standards.⁵⁷

⁴⁷ Human Rights Committee, *Concluding observations on the fourth periodic report of Czechia*, (Dec. 6, 2019), U.N. Doc. CCPR/C/CZE/4, ¶ 13.

⁴⁸ Information on file with authors (2025).

⁴⁹ Heliyon, *Qualitative Analysis of Czech Women's Views on Maternity and Childbirth Care*, by Radka Wilhelmová et al. (2025), 7-9, <https://www.sciencedirect.com/science/article/pii/S2405844025012897>

⁵⁰ Ibid, 9.

⁵¹ League of Human Rights, *Obstetric Violence Given Tacit Support by Czech Courts*, Liberties.eu, Feb. 9, 2017, <https://www.liberties.eu/en/stories/obstetric-violence-approved-by-czech-courts/11265>

⁵² Information in file with authors (2025).

⁵³ World Health Organization, *Implementation Guidance on Transitioning to Midwifery Models of Care* (2025), <https://iris.who.int/server/api/core/bitstreams/bd2e2a20-e5f4-4d2d-aa19-cbf2ee45fc0d/content>; International Confederation of Midwives, *Philosophy and Model of Midwifery Care* (2025), <https://internationalmidwives.org/resources/philosophy-and-model-of-midwifery-care/>

⁵⁴ Act on Non-Medical Health Professions, Act No. 96/2004SB (2004) and Decree No. 55/2011 Coll., on the Activities of Health Workers and Other Workers (2011).

⁵⁵ Office of the Government of the Czech Republic, *Gender Equality Strategy for 2021–2030* (2021), 64, <https://vlada.gov.cz/assets/ppov/gcfge/Gender-Equality-Strategy-2021-2030.pdf>

⁵⁶ Lenka Pazdera, *Midwifery in the Czech Republic*, Midwifery By Lenka, June 21, 2021, <https://midwifery.cz/2021/06/21/midwifery-in-the-czech-republic/>

⁵⁷ Information in file with authors (2025).

29. Midwife-led continuity of care remains excluded from public health insurance coverage.⁵⁸ Although the Ministry has considered requiring hospitals to automatically offer postpartum midwife-led care,⁵⁹ health insurance funds have not contracted community midwives and have shown reluctance to include them in reimbursement schemes.⁶⁰
30. In 2024, the Constitutional Court halted penalties on midwives assisting home births and reaffirmed the need to address the legal vacuum surrounding home births and maternity care. However, it held that midwifery does not constitute healthcare.⁶¹ Despite professional support and demand for freestanding birth centers and alongside-midwifery units,⁶² legal uncertainty and regulatory gaps continue to undermine access to midwifery-led birth options. Further, the Ministry repeatedly rejected proposals that would allow women to freely choose midwives as primary care providers.⁶³ Opposition from medical professional bodies⁶⁴ has reportedly blocked the adoption of the *Midwifery Care Concept*⁶⁵ and weakened provisions in the *Strategy for the Development of Respectful Care for Mothers and Children*⁶⁶ that support women's autonomy to select midwife-led care.

Breastfeeding

31. Insufficient protection and breastfeeding support impact mothers and children. Breastfeeding is recognized under international standards; however, the Ministry of Health underfunds its protection and promotion.⁶⁷
32. Close ties of infant-formula producers with health professionals have been documented.⁶⁸ These partnerships raise concerns about conflicts of interest that may undermine breastfeeding, as these companies have an economic interest in promoting formula use. While there is no specific data on direct interference, concerns have arisen that these partnerships undermine the work of the Ministry's Expert Committee on Infant and Young Child Nutrition.⁶⁹ Breastfeeding advocates reported concern that the promotion of breast milk substitutes conflicts with WHO/UNICEF standards, undermining breastfeeding practices both in policy and practice.

⁵⁸ Lenka Pazdera, *Midwifery in the Czech Republic*, Midwifery By Lenka, June 21, 2021, <https://midwifery.cz/2021/06/21/midwifery-in-the-czech-republic/>

⁵⁹ Information in file with authors (2025).

⁶⁰ Martina Suchardová and Monika Kašparová, *Midwifery Care in the Puerperium Is Still Virtually Unavailable for Most Women in the Czech Republic*, Unie Porodních Asistentek, Apr. 27, 2025, <https://unipa.cz/pece-porodni-asistentky-v-sestinedeli-je-pro-vetsinu-zen-v-cr-stale-fakticky-nedostupna/>

⁶¹ Daniela Lazarová, *Czech Constitutional Court issues landmark ruling in long-standing battle over home births*, Radio Prague International, Sept. 4, 2024, <https://english.radio.cz/czech-constitutional-court-issues-landmark-ruling-long-standing-battle-over-home-8827637>

⁶² Office of the Government of the Czech Republic, Department for Equal Opportunities of Women and Men, *Summary for the Working Group on Maternity Care at the Meeting on May 26, 2025* (2025), 5, https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/prac_skupiny/Pracovni_skupina_k_porodnictvi/Priloha-c-4-Zapisu-z-26-05-2025-Shmuti-pro-PS-k-porodnictvi-na-jednani-26-05-2025.pdf

⁶³ Information in file with authors (2025).

⁶⁴ Ibid.

⁶⁵ International Confederation of Midwives, *Philosophy and Model of Midwifery Care* (2025), <https://internationalmidwives.org/resources/philosophy-and-model-of-midwifery-care/>

⁶⁶ Ibid.

⁶⁷ Ibid.

⁶⁸ Martina Kopecká, *Lékařská Elita v Síti Výrobců Mléka pro Kojence. Odmítněte Je! Vyzývá Stat*, Seznam Zprávy, July 7, 2025, <https://www.seznamzpravy.cz/clanek/domaci-zivot-v-cesku-lekarska-elita-v-siti-vyrobcu-mleka-pro-kojence-odmitnete-je-vyzyva-stat-280573>

⁶⁹ Information in file with authors (2025).

33. The impact is further compounded by Czechia's not adopting the proposed amendment to the Act on Advertising,⁷⁰ which would enforce the International Code of Marketing of Breast-milk Substitutes. Critical provisions related to conflicts of interest among healthcare professionals remain unenforceable despite extensive, well-documented violations in maternity hospitals, pediatric clinics, and public spaces.⁷¹ The amendment has reportedly been blocked due to insufficient oversight of lobbying by manufacturers and medical professionals who hold significant conflicts of interest.⁷² Meanwhile, breastfeeding rates have declined due to limited information and options.⁷³

Access to sexual and reproductive rights

34. The law stipulates that contraception should be provided free of charge,⁷⁴ but public health insurance excludes hormonal contraception from free coverage.⁷⁵ As a result, low-income women face disproportionate barriers in accessing this contraception.⁷⁶
35. Abortion services are inaccessible to low-income women, as the procedure is not covered by public health insurance. Women seeking to conduct an abortion procedure will pay on average 5,277 CZK,⁷⁷ which can amount to one-fourth of a minimum-wage earner's monthly income. Non-residents face further barriers due to the law's ambiguous interpretation, with almost half (43%) of hospitals refusing to perform the procedure for EU citizens without permanent residency.⁷⁸

Forced Sterilizations

36. In its Concluding Observations, the Committee also requested Czechia to consider extending or abolishing the statute of limitations associated with cases of involuntary/forced sterilizations while establish an effective out-of-court compensation mechanism for victim-survivors who wish to access an alternative form of justice.⁷⁹ The current compensation framework for victims of unlawful sterilizations continues to create substantial barriers to justice, disproportionately affecting Roma women. Although recent legislation established a mechanism for redress,⁸⁰ the Ministry of Health has applied restrictive evidentiary standards, resulting in high rejection rates and hindering access to compensation.⁸¹ For instance, a 2024 analysis found that from 1,381 processed applications, almost one-third were rejected, frequently due to missing medical

⁷⁰ Parliamentary Document 918/0, Amendment to the Act on Regulation of Advertising- EU (2025).

⁷¹ Working and Advisory Bodies, *Expert Round Table on the Implementation of the International Code of Marketing of Breast-Milk Substitutes in Czech Legislation and Methodological Support for Its Enforcement* (May 17, 2022),

<https://vlada.gov.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/odborny-kulaty-stul-k-implementaci-mezinarodniho-kodexu-marketingu-nahrad-materskeho-v-ceske-legislative-a-moznostem-metodicke-podpory-jejeho-vymahani-196370/>

⁷² Information in file with authors (2025).

⁷³ Ibid

⁷⁴ Act No. 48/1997 Coll. on Public Health Insurance (1997) .

⁷⁵ Marta Kalousková, *The Czech Republic Ranks Thirty-Sixth out of 47 Countries in the Availability of Contraception in Europe*, CT 24, Feb. 3, 2025, <https://www.ceskatelevize.cz/porady/ct24/xyz>.

⁷⁶ Information in file with authors (2025).

⁷⁷ A.S.A.P. (Abortion Support Alliance Prague), *Reproductive Justice and Access to Abortion in the Czech Republic* (2024), https://cz.boell.org/sites/default/files/2024-11/report_2024_eng-a5_single-pages.pdf

⁷⁸ Ibid.

⁷⁹ Human Rights Committee, *Concluding observations on the fourth periodic report of Czechia*, (Dec. 6, 2019), U.N. Doc. CCPR/C/CZE/4, ¶ 21.

⁸⁰ Act No. 297/2021 Coll. created a compensation mechanism for people unlawfully sterilized between 1966 and 2012.

⁸¹ Gwendolyn Albert, *Czech Senate approves extending deadline to apply for compensation for illegal sterilizations, final adoption depends on President*, Romea.cz, June 13, 2025, <https://romea.cz/en/czech-republic/czech-senate-approves-extending-deadline-to-apply-for-compensation-for-illegal-sterilizations-final-adoption-depends-on-president>

documentation from procedures carried out decades ago—records that were often incomplete or never created, particularly in facilities serving Roma communities.⁸²

37. Recent jurisprudence requires authorities to accept alternative forms of evidence, including witness testimony,⁸³ but the Ministry has been slow to implement these standards. This has contributed to substantial administrative delays: some proceedings have exceeded two years, despite the statutory 60-day deadline.⁸⁴ These delays place elderly Roma women at risk of being denied redress.
38. Proactive outreach to Roma communities remains insufficient. The Council of Europe Commissioner for Human Rights has urged authorities to ensure accessible, culturally appropriate information about the compensation process, noting that lack of awareness continues to deter applicants.⁸⁵ Outreach has been carried out primarily by CSOs rather than the government itself.⁸⁶
39. In 2025, the Parliament extended the deadline for filing claims to the end of 2026.⁸⁷ CSOs welcomed the measure but noted that the extension does not address inconsistent application of jurisprudence, rigid evidentiary demands, and lack of State-led outreach.⁸⁸
40. **We respectfully suggest The Committee pose the following questions to the Government of Czechia:**
 - What initiatives has the State taken to recognize obstetric violence as a specific form of gender-based violence perpetrated against women. Adopt legislative and systemic measures to prevent it, including education, monitoring mechanisms, and accountability.
 - Describe steps taken to prevent the stigmatization of women choosing home birth, as well as the respective healthcare personnel.
 - Please provide information on State efforts to ensure that state institutions provide accurate, impartial information on options for choosing the place, method, and conditions of birth. Ensure the consistent implementation of informed consent in the provision of health services, including the education and methodical guidance of healthcare staff, the standardization of procedures, and the monitoring of practice.

⁸²Gwendolyn Albert and Lukáš Cirok, *Civil society asks Czech Government to extend the law compensating illegally sterilized women, analysis shows problems with the process*, Romea.cz, Oct. 8, 2024, <https://romea.cz/en/czech-republic/civil-society-asks-czech-government-to-extend-the-law-compensating-illegally-sterilized-women-analysis-shows-problems-with-the-process>

⁸³Gwendolyn Albert and Zdeněk Ryšavý, *Czech Chamber of Deputies passes extension of deadline for compensating those who have been illegally sterilized*, Romea.cz, Apr. 23, 2025, <https://romea.cz/en/czech-republic/czech-chamber-of-deputies-passes-extension-of-deadline-for-compensating-those-who-have-been-illegally-sterilized/>

⁸⁴Gwendolyn Albert and Lukáš Cirok, *Civil society asks Czech Government to extend the law compensating illegally sterilized women, analysis shows problems with the process*, Romea.cz, Oct. 8, 2024, <https://romea.cz/en/czech-republic/civil-society-asks-czech-government-to-extend-the-law-compensating-illegally-sterilized-women-analysis-shows-problems-with-the-process>

⁸⁵Council of Europe Commissioner for Human Rights, *Czech Republic: the authorities should extend the law on compensation for victims of forced sterilisations*, Dec. 3, 2024, <https://www.coe.int/en/web/commissioner/-/czech-republic-the-authorities-should-extend-the-law-on-compensation-for-victims-of-forced-sterilisations>

⁸⁶Ibid.

⁸⁷Gwendolyn Albert and Zdeněk Ryšavý, *Czech Chamber of Deputies passes extension of deadline for compensating those who have been illegally sterilized*, Romea.cz, Apr. 23, 2025, <https://romea.cz/en/czech-republic/czech-chamber-of-deputies-passes-extension-of-deadline-for-compensating-those-who-have-been-illegally-sterilized/>

⁸⁸Gwendolyn Albert, *Czech Senate approves extending deadline to apply for compensation for illegal sterilizations, final adoption depends on President*, Romea.cz, June 13, 2025, <https://romea.cz/en/czech-republic/czech-senate-approves-extending-deadline-to-apply-for-compensation-for-illegal-sterilizations-final-adoption-depends-on-president>

- What initiatives has the State taken to ensure legislative changes to regulate home births and enable midwives to act as primary providers of reimbursed care, without the need for medical indication.
- Please provide information on the measures taken to establish and systematically support the creation of freestanding birth centers and alongside midwifery units, which will be led by midwives and offer a safe, respectful, and evidence-based alternative to hospital birth.
- Describe efforts taken to ensure strict adherence to international standards and the International Code of Marketing of Breast-milk Substitutes, including protection against conflicts of interest in healthcare.
- Please describe the efforts made by the State to introduce contraception fully covered by public health insurance.
- Please provide information on steps taken to ensure that abortion services are fully covered by public health insurance and that access is legally guaranteed for all EU citizens and residents.
- What measures have been taken to ensure a victim-centered and non-discriminatory compensation process for unlawful sterilizations, particularly for Roma women, by shifting the burden of proof from victims to the State, accepting alternative forms of evidence (especially where medical records are missing), and conducting proactive, culturally sensitive outreach to Roma communities to ensure all affected individuals receive just and timely redress.

VI. Education

Education is inaccessible for minority girls

41. In its Concluding Observations, the Committee requested that Czechia improve the quality and access of education for Roma children.⁸⁹ Language support is an additional barrier for minority girls who speak a different first language.⁹⁰ For minority girls, particularly Roma girls, secondary-level education frequently lacks adequate Czech-language support, limiting their ability to access and benefit from mainstream schooling.⁹¹ The recent amendment to the Education Act extends the free language support to Czech pupils who lack sufficient proficiency in Czech.⁹² However, the Act does not yet provide public data on uptake, regional distribution, or its impact on minority girls.⁹³
42. When multilingual teaching assistants are hired in schools, their employment is dependent on unstable funding, as they are primarily funded through European funds. Starting in January 2026, a significant amendment to the Education Act will take effect, and the State will only cover teaching positions, while school authorities—municipalities and regions—will assume full

⁸⁹ Human Rights Committee, *Concluding observations on the fourth periodic report of Czechia*, (Dec. 6, 2019), U.N. Doc. CCPR/C/CZE/4, ¶ 15.

⁹⁰ United Nations Economic Commission for Europe, *Beijing +30 National Report of the Czech Republic Implementation of the Beijing Declaration and Platform for Action (1995) in the context of the Thirtieth Anniversary of The Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action 2025* (2024), 36, <https://unece.org/sites/default/files/2024-08/Czech%20Republic-Report.pdf>.

⁹¹ Amnesty International, *Must Try Harder: Ethnic Discrimination of Romani Children in Czech Schools* (Apr. 2015), 35, https://www.amnestyusa.org/wp-content/uploads/2017/04/musttryharder_embargoed_report.pdf

⁹² Directorate-General for Migration and Home Affairs, *Czechia: Amendment to the Education Act on the Education of Foreigners*, European Commission, Sept. 1, 2025, https://home-affairs.ec.europa.eu/news/czechia-amendment-education-act-education-foreigners-2025-09-01_en

⁹³ *Ibid.*

responsibility for the salaries of non-teaching staff, including multilingual teaching assistants.⁹⁴ This risk is a sudden discontinuation or reduction of support, especially in under-resourced localities.

43. Many schools, especially those serving Roma, migrant, or refugee communities, lack systematic institutional support for inclusion, and teachers often face complex classroom situations without adequate professional training, resources, or external support.⁹⁵ This is demonstrated by longstanding systemic segregation documented by human-rights CSOs: for example, the over-representation of Roma children in “practical schools” or Roma-only classes, the routine absence of language support even where Czech is not the mother-tongue, and reports of discrimination and racial bullying in mainstream schools.⁹⁶

Gender stereotypes in women and girls' professional advancement

44. In its report, Czechia referred to the national curricula and the Competency Framework for Teacher Education Graduates.⁹⁷
45. Neither the national curricula nor the Competency Framework addresses the depictions of women in textbooks. New curricula and competency frameworks are being developed under the Ministry of Education, Youth and Sports.⁹⁸ However, these measures lack systemic and mandatory training on gender and intersectionality for teachers.
46. Women are currently underrepresented and misrepresented in textbooks. Of textbooks in circulation, women are only mentioned around 25-30%⁹⁹ and often stereotypically portrayed in private or caregiving roles. Furthermore, textbooks frequently mishandle sensitive topics without adequate contextualization or support references, and there is a significant lack of active representation of Roma people, LGBTIQ+ people, and persons with disabilities.¹⁰⁰
47. **We respectfully suggest The Committee pose the following questions to the Government of Czechia:**
 - Describe the measures taken to establish systematic language support for children with a different first language and availability of high-quality language classes at all school levels.
 - What steps has the State taken to ensure that Czech as a second language is firmly embedded in the national curriculum across all levels of education and provide stable funding for multilingual teaching assistants, who play a key role in supporting children's integration and facilitating communication with families.
 - Please provide information on mandatory teacher training on gender equality and intersectionality in both initial and continuing education.

⁹⁴ National Pedagogical Institute of the Czech Republic, *Novela školského zákona 2025* (2025), <https://www.npi.cz/aktuality/90390-novela-skolskeho-zakona-2025>

⁹⁵ Amnesty International, *Must Try Harder: Ethnic Discrimination of Romani Children in Czech Schools* (Apr. 2015), 6; 19-22; 35, https://www.amnestyusa.org/wp-content/uploads/2017/04/musttryharder_embargoed_report.pdf

⁹⁶ Ibid.

⁹⁷ Ministry of Education, Youth and Sports, *National Reform Programme 2024: Reforms of Pre-service Teacher Education and Support for Educational Professionals* (2025), https://vlada.gov.cz/assets/evropske-zalezitosti/aktualne/NPR-2024_EN-version_2.pdf

⁹⁸ Ibid.

⁹⁹ Financováno Evropskou unií, *Reflexe Diverzity: Analýza Reprezentace Identit ve Vybraných Českých Učebnicích*, by Tomáš Paul et al. (2024), <https://tinyurl.com/5n8te2nu>

¹⁰⁰ Ibid.

- Describe the measures taken to mandate the revision of textbooks to eliminate stereotypical and discriminatory content, especially addressing the absence or marginalization of Roma women and other marginalized groups, and ensure active representation of diverse identities and roles.

VII. Employment

Care Work

48. Czech women experience a 15% lower employment rate than men, spending nearly twice as much time on childcare and household tasks.¹⁰¹ In May 2025, the government introduced legislation requiring municipalities to provide preschool education for three-year-old children.¹⁰² This measure remains insufficient due to childcare costs and shortages.
49. Childcare availability is severely limited, with only 9% of children under three in formal care.¹⁰³ In response, the government introduced the Neighborhood Children's Group amendment, which provided childcare in groups of up to four children from six months until the compulsory school age.¹⁰⁴ However, recent legislative changes affected funding, leading to the closure of some neighborhood children's groups.¹⁰⁵
50. Long career interruptions for childcare amongst mothers remain common, pushing women into precarious, low-paid, or temporary jobs. These structural barriers are largely unaddressed in national employment or pension policies.¹⁰⁶ Since 2025, Czechia has been working to implement the EU Work-Life Balance Directive,¹⁰⁷ which prioritizes flexible working arrangements and remote work rather than expanding childcare capacity or strengthening non-transferable parental leave for fathers.¹⁰⁸
51. The Directive's goal of increasing flexible opportunities has not been met domestically as flexible work policies remain scarce. Only 10.6% of these opportunities are available to women, compared with the EU average of 31.3%.¹⁰⁹ Part-time employment remains rare, and employer support is uneven, limiting women's employability and their ability to remain in the workforce.¹¹⁰

¹⁰¹ Gender Equality Department and the Labour Market & Equal Opportunities Statistics Department, *Women and Men in Czechia 2023* (Jan. 2024), https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/FINAL_ENG_ZaMvD23.pdf

¹⁰² Office of the Government of the Czech Republic, *Amendment to the Act on the Provision of Childcare Services in Children's Groups – Guaranteeing Early Childhood Care for Three-Year-Olds* (May 1, 2025), Act No. 84/2025 Sb., <https://www.zakonyprolidi.cz/cs/2025-84>

¹⁰³ Eurostat, *Children Under 3 Years in Formal Childcare in Czechia* (2024), <https://op.europa.eu/webpub/eac/education-and-training-monitor/en/country-reports/czechia.html>

¹⁰⁴ Ministry of Labour and Social Affairs of the Czech Republic, *Neighborhood Children's Groups*, Mar. 11, 2025, <https://www.mpsv.cz/sousedske-detske-skupiny>

¹⁰⁵ Jana Hochmanová, *Ušité horkou jehlou. Dětské skupiny bojují s časem, kvůli novele jim hrozí nejen finanční potíže*, iRozhlas, Apr. 18, 2025, https://www.irozhlas.cz/zpravy-domov/usite-horkou-jehlou-detske-skupiny-bojuji-s-casem-kvuli-novele-jim-hrozi-nejen_2504181114_elev

¹⁰⁶ PLOS ONE, *The Impact of Childcare Availability on Maternal Employment: Evidence from Czech Municipalities*, by Klára Kalíšková and Daniel Münich (July 20, 2023), <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0288987>

¹⁰⁷ Ministry of Labour and Social Affairs of the Czech Republic, *Směrnice Work-Life Balance* (Oct. 8, 2021), <https://www.mpsv.cz/smernice-work-life-balance>

¹⁰⁸ OECD, *Gender Equality in the Czech Republic* (2023), noting that in Czechia “only about 2 % of all recipients are men” among parental benefit (parental leave) claimants, https://www.oecd.org/content/dam/oecd/en/publications/reports/2023/05/gender-equality-in-the-czech-republic_152cb31a/c5a3086f-en.pdf

¹⁰⁹ Office of the Government of the Czech Republic, *Gender Equality Strategy for 2021–2030* (2021), <https://www.vlada.gov.cz/assets/ppov/gcfge/Strategie-2021-plus-online-EN.pdf>

¹¹⁰ OECD, *Promoting Better Career Mobility for Longer Working Lives in Czechia* (June 24, 2025), 14–15,

52. Women experience one of the highest gender pay gaps (GPGs) across Europe at 17.9%.¹¹¹ This disparity is driven by women's disproportionate employment in lower-paid sectors. Only 27% of women are appointed to management positions.¹¹²

Minorities & Labor Exploitation

53. As gender inequality disproportionately affects minority women in Czechia, the government presented Strategy 2021+ as a means to demonstrate that measures are being taken to reduce gender inequality for disadvantaged groups.¹¹³ However, large data gaps exist on these communities, which affect the government's commitment to improve the situation of these disadvantaged groups. Data gaps remain on Roma women's participation and nonparticipation in economic activity; no strategy will be able to address the real needs of this community.
54. Available information indicates that Roma women face structural discrimination in education and the labor market. Nearly 66% of Roma women aged 20-64 do not perform paid work, and among those who do work, the GPG reaches 30.8%.¹¹⁴ Available data, though limited, indicates that most Roma women work in the informal economy, primarily as cleaners. Beyond discrimination based on gender stereotypes and cultural assumptions,¹¹⁵ the underlying causes of low employment and education rates remain undocumented.
55. Women migrant workers are vulnerable to discriminatory employment practices. Migrant women comprise 40% of the migrant working population.¹¹⁶ According to government data, 942,328 migrant workers were either employed or self-employed by the end of 2023.¹¹⁷
56. Women migrant workers often face language barriers and challenges of balancing work with their caregiving responsibilities.¹¹⁸ Migrant women are frequently placed in underpaid, low-skilled, precarious, and sometimes even informal jobs, regardless of their education, professional qualifications, and work experiences.¹¹⁹ Women migrant workers also often lack sufficient information about their rights and labor legal frameworks,¹²⁰ which prevents them from fully realizing their professional potential.¹²¹

<https://doi.org/10.1787/dd8eafc2-en>

¹¹¹ European Commission, *Statement: Gender Pay Gap in the EU Remains at 13 % on Equal Pay Day* (Nov. 13, 2023), https://ec.europa.eu/commission/presscorner/detail/en/statement_23_5692

¹¹² Gender Equality Department and the Labour Market & Equal Opportunities Statistics Department, *Women and Men in Czechia 2023* (Jan. 2024), https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/FINAL_ENG_ZaMvD23.pdf

¹¹³ Committee on the Elimination of Discrimination against Women, *Seventh periodic report submitted by Czechia under article 18 of the Convention*, due in 2020, (Jan. 8, 2024), U.N. Doc. CEDAW/C/CZE/7.

¹¹⁴ Slovo21 and ERGO Network, *Roma Access to Decent and Sustainable Employment in the Czech Republic*, by Dr. David Beňák (2020), 8,

<https://ergonetwork.org/wp-content/uploads/2024/11/CZECH-REPUBLIC-Roma-access-to-decent-and-sustainable-employment-final.pdf>

¹¹⁵ Ibid.

¹¹⁶ Czech Statistical Office, *Economic Activity (Status) of Foreigners* (2024), <https://csu.gov.cz/economic-activity-status-of-foreigners>

¹¹⁷ Ibid.

¹¹⁸ Faces of Migration, *Governance of Migrant Integration in the Czech Republic: Monitoring report on progress towards the 2030 Agenda in relation to migration*, by Martin Guzi, Lucie Macková, and Eva Čech Valentová (2021), 7; 24, https://gcap.globa/wp-content/uploads/2021/03/Diakonie_Monitoring-rep_FINAL_ENG.pdf

¹¹⁹ Ibid.

¹²⁰ Information in file with authors (2025).

¹²¹ Ministry of Labor and Social Affairs, *Drawing of European subsidies starts, the European Commission has approved the Operational Programme Employment Plus*, June 8, 2022, <https://www.mpsv.cz/cerpani-evropskych-dotaci-startuje-evropska-komise-schvalila-operacni-program-zamestnanost-plus>

57. The State aims to support the integration of refugees from Ukraine and women from vulnerable groups through the OP Employment+ programme. CSOs also play a crucial role in supporting women migrant workers to navigate the labor market and promote their inclusion.¹²² However, the nostrification, or non-recognitions of foreign professional qualifications¹²³ and disproportionate social and economic inequalities faced by women migrants remain a significant challenge. As a result, the skills and expertise of many qualified migrant professionals remain underutilized, even in sectors facing workforce shortages, such as healthcare.¹²⁴ For example, Ukrainian healthcare workers are present in large numbers,¹²⁵ but their qualifications are often overlooked due to their immigration status.

58. **We respectfully suggest The Committee pose the following questions to the Government of Czechia:**

- What steps have been taken to lower the guaranteed age for municipal pre-school education to two years, aligning with the two-year job maintenance obligation for parents on parental leave.
- What efforts have been taken to increase and safeguard public funding for accessible, affordable childcare services, with a focus on expanding options for children under three.
- Describe the measures to introduce a legally mandated, non-transferable portion of parental leave reserved exclusively for fathers.
- Please provide information on how the State has focused public policies on supporting the inclusion of young Roma women in education, retraining, and employment, with an emphasis on flexible learning options and support for caregivers.
- What efforts have been taken to ensure that employment anti-discrimination measures explicitly address the rejection of Roma women applicants, supported by systematic monitoring and improved, disaggregated data collection on Roma women in the labor market.
- What measures has the State taken to ensure conditions for decent work and qualified jobs of migrant women and expand access to information on labor rights and support services for migrant women.
- Describes the measures taken to simplify and improve access to qualification recognition, provide free retraining and language courses, while also strengthening the capacity of childcare and other care services for dependents, so that migrant women can more easily enter the labor market.

VIII. Ukrainian refugee and other refugee and asylum-seeking women and girls

59. As of June 30, 2025, a total of 1,091,409 foreign nationals were registered.¹²⁶ Among these, 378,421 individuals – predominantly Ukrainian nationals – are residing under the temporary protection regime (enacted by the *Lex Ukraine*¹²⁷), with women making up 61% of the economically active holders.¹²⁸

¹²² Information in file with authors (2025).

¹²³ Ibid.

¹²⁴ Ibid.

¹²⁵ Ibid.

¹²⁶ Ministry of the Interior, *Quarterly Report on Migration for the Second Quarter of 2025* (2025), <https://mv.gov.cz/clanek/ctvrtletni-zprava-o-migraci-za-ii-ctvrtleti-2025.aspx>

¹²⁷ Act No. 65/2022 Coll., on Certain Measures in Connection with the Armed Conflict on the Territory of Ukraine Caused by the Invasion of the Troops of the Russian Federation (2022).

¹²⁸ European Migration Network Czech Republic, *EMN Annual Report on Asylum and Migration 2023*, (2023), 73–74, <https://www.emncz.eu/wp-content/uploads/2024/09/Vyrocnni-zprava-2023-EN-WEB-final-II.pdf>

60. Despite the EU-wide extension of Temporary Protection (TP) until March 2027,¹²⁹ uncertainty persists regarding long-term solutions. Czechia's growing reliance on employment-based residence transitions risks exacerbating inequalities, as the special national residence permit for TP holders heavily relies on economic self-sufficiency.¹³⁰ As a result, these permits are largely inaccessible to many vulnerable groups, including elderly persons, single mothers, people with disabilities, and others facing structural barriers.
61. The situation of Ukrainian women refugees with TP has further deteriorated after 2024, when the *Lex Ukraine VI* amendment came into force, ending free housing for vulnerable groups — including women, children, elderly or people with disabilities.¹³¹ The new amendment only allows cost-free humanitarian housing for individuals with TP status for a maximum of 90 days.¹³² After this period, women must either leave their accommodation or establish a paid rental agreement.¹³³
62. In response to the reduced housing availability, the government has allowed individuals to remain eligible for a humanitarian subsidy that is intended to cover basic living needs and housing expenses.¹³⁴ Vulnerable persons receive a monthly allowance of 4,000 CZK and Ukrainian refugees receive 6,000 CZK.¹³⁵ Nonetheless, these allowances are insufficient to cover housing costs and basic living needs.¹³⁶ As a result, refugees from vulnerable groups now spend nearly their entire allowance on rent,¹³⁷ with women particularly affected by high costs, insecure leases, and overcrowded housing conditions.¹³⁸ Access to private accommodation is very limited, as landlords often impose strict conditions, such as requiring a Czech guarantor, proof of employment, or a work contract.¹³⁹ Although approximately two-thirds of working-age Ukrainian refugees are employed, mainly in manufacturing and hospitality, underemployment, precarious work, and barriers stemming from unrecognized qualifications and limited Czech language skills¹⁴⁰ undermine their ability to secure stable and adequate housing. Even when refugees meet all formal requirements, securing temporary housing remains administratively burdensome. As a result, limited options and widespread housing scarcity often forces individuals to accept disadvantageous rental agreements or the first available offer.¹⁴¹

¹²⁹ European Commission, *Proposal for a Council Recommendation on a Coordinated Approach to the Transition Out of Temporary Protection for Displaced Persons from Ukraine*, COM (2025) 651 final (June 4, 2025), <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX%3A52025DC0651>

¹³⁰ European Migration Network Czech Republic, *EMN Annual Report on Asylum and Migration 2023*, (2023), 73–74, <https://www.emncz.eu/wp-content/uploads/2024/09/Vyrocni-zprava-2023-EN-WEB-final-II.pdf>

¹³¹ Kateřina Lansdorfová and Jakub Málek, *Extension of temporary protection for citizens of Ukraine allowed again – until when can it be extended and what other changes await foreigners?*, PEYTON legal, Feb. 26, 2025, <https://www.peytonlegal.cz/en/extension-of-temporary-protection-for-citizens-of-ukraine/>

¹³² Ibid.

¹³³ Ibid.

¹³⁴ Directorate-General for Migration and Home Affairs, *Czechia: Housing support increased for people displaced from Ukraine*, European Commission, July 26, 2024, https://home-affairs.ec.europa.eu/news/czechia-housing-support-increased-people-displaced-ukraine-2024-07-26_en

¹³⁵ Ibid.

¹³⁶ Ibid.

¹³⁷ IOM UN Migration, *Czechia: Accommodation and Financial Situation of Ukrainian Refugees*, (2024), 9, <https://czechia.iom.int/sites/g/files/tmzbd11681/files/DTM/iom-czechia-dtm-report-accomm-fin-2023-en.pdf>

¹³⁸ Ibid.

¹³⁹ Ibid.

¹⁴⁰ UNHCR, *Czech republic Multi-Sector Needs Assessment: Final Report*, by Regional Refugee Response for the Ukraine Situation (December 2023), 6, <https://data.unhcr.org/en/documents/details/105509>

¹⁴¹ Information in file with authors (2025).

63. Women migrants are also often at heightened risk along the continuum of violence, especially as they have limited access to healthcare, reproductive rights, and other forms of care.¹⁴² Their risk of violence intensified during the COVID-19 pandemic and persists today.
64. **We respectfully suggest The Committee pose the following questions to the Government of Czechia:**
- Describe the measures taken to adopt an inclusive, rights-based transition framework that ensures continuity of protection and provides accessible alternative residence pathways for all TP holders, including those who cannot meet the criteria for the special residence permit.
 - What measures have been taken by the state to ensure accessible and sustainable housing support for vulnerable groups by reinstating or redesigning housing mechanism to ensure dignified living conditions for those unable to secure income due to legal, health, or care-related barriers.
 - Please provide information on how the States to ensure accessible and sustainable housing support for vulnerable groups by reinstating or redesigning housing mechanism to ensure dignified living conditions for those unable to secure income due to legal, health, or care-related barriers.
 - What steps has the State undertaken support for social and economic inclusion for vulnerable women migrants, especially those experiencing violence, and strengthen gender-sensitive integration policies. Complement protection and residence measures with targeted support for women at risk of violence to access services, psychosocial support, affordable and safe housing, childcare and pathways to employment or education.

¹⁴² UNHCR, *Czech republic Multi-Sector Needs Assessment: Final Report*, by Regional Refugee Response for the Ukraine Situation (December 2023), 12 accessed Nov. 25, 2025, <https://data.unhcr.org/en/documents/details/105509>