



Family Policy in the Czech Republic

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Demographic trends

- **Low birth rate** – In 2018, the total fertility rate increased up to 1.71 children per woman, which is slightly above the EU average (1.6).
- **Ageing** – Currently there is 2 million of elderly aged 65+ (18 %). According to the population projection, the amount of people 65+ will increase up to 2.4 million in 2030 and 3 million in 2050, which is almost one third of the overall population.
- **Change of a family structure** – There is a rapid increase of children born outside marriage (9% in 1990 and 48.5% in 2018). Since 2002, the divorce rate stabilized at 45-50%. Divorces of families with children create 58% of all divorces. There is also an increase in single-parent families, where approximately 400 thousand of children are raised and women lead 90% of these households.
- **Poverty among families** – Higher risk of poverty is prevalent in families with three and more children, single-parent families, unemployed and low qualified. 30 % single-parent families are at risk of poverty compared to 8.5% of families with two adults and one child and 5.8% families with two adults and two children.

Trends in the employment of women

- **Negative impact of parenthood and low employment rate of women** - The difference between the employment rate of women without and with children until the age of 6 is one of the highest in EU (31%). Childbirth has a large impact on labour market participation of women, with consequences for later careers and also for pensions.
- **Low uptake of flexible work arrangements** – In 2017 only 11% of working women in the 20-64 age group worked part-time (EU average 31%). Job sharing is used only in 7% of Czech companies.
- **Insufficient pre-school childcare services** – The participation rate in formal childcare for children under age 3 (4.7%) is below the EU average (33%). Participation of children aged 3 until the age for start of compulsory school attendance remains slightly under the EU average (81% vs. 86% in EU).
- **Gender inequalities in remuneration** – Women are more likely to hold a tertiary degree as 60% of graduates in 2017 were women. CZ has the second highest gender pay gap (GPG) in EU - 21.1% in 2018 (adjusted GPG in 2016 was 11%). ETUC research shows that women in German and **Czechia will wait until 2121 for equal pay**.

Measures: Working Arrangements and Social Benefits

- **Maternity leave and allowance** – leave up to six months of child's age, allowance paid according to previous salary (70% of daily earnings)
- **Parental leave and allowance** – leave up to three years of child's age. Allowance is received by a parent who cares for child of up to 4 years of age. The choice of duration and monthly amount of the allowance up to 300,000 CZK in total since 2020.
- **Paternity leave and allowance** was introduced in February 2018 and allows fathers to take up one week of paid leave (70% of daily earnings) during the first six weeks after the childbirth.
- **Long-term care benefit** – This benefit was introduced in June 2018 and allows to take up up to 3 months of paid leave for those with caring responsibilities.
- **Labour Code regulates also**
 - part-time jobs
 - flexible working time
 - homeworking, teleworking
 - job-sharing (In order to support flexible forms of work, the concept of job-sharing is going to be implemented by the amendment to the Labour Code since 2021)

Measures: Childcare services

- **Children´s group (crèches)** for children from 1 to 6 years. Children´s groups were implemented in 2014 within the Children´s Groups Act and nowadays we register 1 100 of active facilities with more than 14 thousand places for children that can be shared. Children´s Groups are established by NGOs, private companies, municipalities etc.
- **Amendment to the Children´s Groups Act** – Amendment aims at increasing the quality of provided services, renaming children´s groups to crèche and ensure sustainable system funding from state´s budget. Amendment was approved by the government in July 2020 and should come into force in July 2021.
- **Kindergartens** for children from 3 to mandatory school age. Legal claim for a placement into kindergarten for children aged 3 and older was implemented in September 2018 (responsibility of Ministry of Education, Youth and Sports).

Other measures to increase the participation of parents in the labour market

- **Tax incentives** – Since 2015 increase in a tax discount on the second and third child, since 2018 increase in case of the first child. Tax discount for placing a child into a childcare facility was implemented together with the Children's Groups Act in 2014.
- **System project addressing GPG** – Five-year ESF project “22 % TOWARDS EQUALITY” aims at the elimination of GPG causes and involvement of key actors in the solution of this wage gap phenomenon (massive awareness campaign, web payroll calculator, LOGIB software implementation, quantitative analysis, public opinion research, education and training of the state administration and action plan to reduce GPG). <https://www.rovnaodmena.cz/>
- **System project aiming at developing family policy in regions** – ESF project, which was implemented in 2017, currently aims at fostering the employers' awareness and use of flexible work arrangements and work-life balance tools in companies. <http://www.rodinyvkrajich.mpsv.cz/cs/>
- **Family Policy Strategy** – Strategy was approved by government in September 2017 and contains several concrete measures to support labour market participation of parents (women) with small children and work-life balance (national funding of children's groups and micro-nurseries, legislative framework of job-sharing, debate on reducing GPG).

Thank you for your attention
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