

Committee on the Application of Standards

Information supplied by governments on the application of ratified Conventions

Czech Republic

Convention No. 111

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Czech Republic (Ratification: 1993). The Government has provided the following written information.

The Government of the Czech Republic wishes to provide some statistical data on the **position of women in labour market**:

Employed women by sector (Labour Force Sample Surveys by the Czech Statistical Office)										
	2003	2004	2005	2006	2007	2008	2009	2010	2012	2013
Total	2,047.0	2,043.5	2,058.5	2,086.1	2,115.9	2,139.3	2,110.5	2,086.9	2,111.5	2,143.0
<i>Agriculture, forestry, fishing</i>	62.8	59.1	55.4	55.7	51.2	49.3	46.8	40.0	40.7	44.3
<i>Mining and quarrying</i>	6.6	6.8	5.6	7.3	5.9	7.1	7.5	8.0	4.7	4.7
<i>Manufacturing</i>	480.4	472.1	468.5	490.7	492.9	498.9	437.8	418.1	436.3	430.9
<i>Electricity, gas, steam and air conditioning supply</i>	12.5	12.1	12.7	12.3	11.4	12.8	11.0	9.9	8.4	10.9
<i>Water supply; sewerage, waste management</i>	10.8	9.4	10.1	10.2	9.6	10.6	10.3	13.1	9.9	10.8
<i>Construction</i>	37.3	37.6	42.7	37.3	40.2	42.0	40.7	35.1	33.5	33.8
<i>Wholesale and retail trade; repair of mot. vehicles and motorcycles</i>	316.7	314.0	313.6	318.1	314.6	330.5	333.9	326.4	323.7	331.6
<i>Transportation and storage</i>	84.7	90.4	83.2	78.9	77.8	83.3	85.3	85.5	78.8	78.5
<i>Accommodation and food service activities</i>	95.0	92.9	97.5	102.5	102.2	96.2	104.2	107.5	104.4	105.6
<i>ICT</i>	46.4	44.0	45.9	42.4	43.1	35.3	34.6	36.3	34.1	32.8
<i>Finance and insurance</i>	62.5	61.2	59.0	58.5	64.3	70.9	65.9	66.8	76.5	76.7
<i>Real estate</i>	13.0	15.2	15.0	15.3	17.0	20.6	20.8	21.0	22.5	23.0

<i>Professional, scientific and technical activities</i>	77.0	73.8	73.7	82.0	92.6	98.7	101.4	98.7	105.3	110.9
<i>Administrative and support service</i>	44.1	42.9	44.3	47.8	52.2	61.0	54.5	51.2	51.8	57.5
<i>Public administration and defence; public social security</i>	135.1	138.7	150.1	150.8	156.6	150.1	153.5	156.4	143.3	147.9
<i>Education</i>	219.5	216.4	226.8	216.0	219.0	213.6	228.2	224.9	246.7	247.8
<i>Health and social work</i>	237.7	256.4	255.0	259.6	265.6	262.0	265.8	271.2	266.8	271.9
<i>Arts, entertainment and recreation</i>	32.8	32.6	35.3	39.2	38.4	42.3	41.3	41.1	42.1	40.6
<i>Other services</i>	67.9	64.2	60.6	58.1	58.4	51.9	57.6	61.5	64.4	65.0
<i>Activities of households as employers; undiff. goods and services producing activities of households for own use</i>	3.5	3.1	2.8	2.9	2.4	1.8	8.8	13.8	16.8	17.5
<i>Extraterrit. organizations and bodies</i>	0.6	0.7	0.5	0.8	.	.	.	.	0.9	.

Status of women and men in employment: main job (Czech Statistical Office)

	1993	1995	2000	2005	2010	2012	2013 ^{*)}	2014
Women Total (thos.)	2,138.0	2,177.6	2,055.9	2,058.5	2,086.9	2,111.5	2,143.0	2,157.3
	In thousands							
<i>Employees, incl. members of produce cooperatives</i>	2,005.4	2,002.6	1,846.6	1,844.3	1,833.1	1,827.7	1,853.3	1,880.2
<i>Employers</i>	28.9	45.4	45.4	41.0	37.4	37.9	40.6	35.7
<i>Self-employed</i>	94.7	111.5	142.9	147.5	194.5	224.8	215.0	218.4
<i>Family workers</i>	9.0	18.2	20.9	25.7	21.9	21.1	34.1	23.0
	In %							
<i>Employees, incl. members of produce cooperatives</i>	93.8	92.0	89.8	89.6	87.8	86.6	86.5	87.2
<i>Employers</i>	1.4	2.1	2.2	2.0	1.8	1.8	1.9	1.7
<i>Self-employed</i>	4.4	5.1	7.0	7.2	9.3	10.6	10.0	10.1
<i>Family workers</i>	0.4	0.8	1.0	1.3	1.0	1.0	1.6	1.1
<i>Not identified</i>	-	-	-	.	-	-	-	-
Men Total (thos.)	2,735.3	2,784.6	2,675.4	2,705.4	2,798.2	2,778.6	2,794.0	2,817.0
	In thousands							
<i>Employees, incl. members of produce cooperatives</i>	2,414.8	2,371.3	2,175.8	2,156.5	2,186.1	2,161.8	2,201.9	2,199.1
<i>Employers</i>	101.6	142.6	150.8	136.1	140.6	127.7	125.4	136.3
<i>Self-employed</i>	213.5	263.1	343.2	403.6	463.8	482.0	454.2	475.1
<i>Family workers</i>	5.3	7.6	5.6	9.2	7.6	7.0	12.6	6.5
	In %							
<i>Employees, incl. members of produce cooperatives</i>	88.3	85.2	81.3	79.7	78.1	77.8	78.8	78.1
<i>Employers</i>	3.7	5.1	5.6	5.0	5.0	4.6	4.5	4.8
<i>Self-employed</i>	7.8	9.4	12.8	14.9	16.6	17.3	16.3	16.9

<i>Family workers</i>	0.2	0.3	0.2	0.3	0.3	0.3	0.5	0.2
<i>Not identified</i>	-	-	-	.	-	-	-	-

Employed persons by classification of occupation ISCO 08 (Labour Force Sample Survey), 2013

Total (in thousands)	Women 2,143	Men 2,794
	Of which (in %)	
<i>Legislators, senior officials and managers</i>	3.4	7.1
<i>Professionals</i>	18.5	11.4
<i>Technicians and associate professionals</i>	17.2	18.3
<i>Clerks</i>	17.4	3.6
<i>Service workers and shop and market sales workers</i>	22.9	9.1
<i>Skilled agricultural and forestry workers</i>	1.1	1.5
<i>Craft and related trades workers</i>	4.2	27.3
<i>Plant and machine operators and assemblers</i>	7.3	17.4
<i>Elementary occupations (incl. unqualified work)</i>	7.9	3.8
<i>Armed forces</i>	0.1	0.5

The Roma

Concerning the activities of the Government in regard of the **disadvantaged members of the Roma community**, due to the limitations on the amount of the additional information that can be supplied, annotation for only a selection of projects implemented or supported by the Government is provided in order to show examples of measures undertaken by the administration in co-operation with municipalities.

Support to labour integration of Roma minority in Vsetín district: Oriented to a target group of 40 Roma living in Vsetín district, unemployed for a long term (for a period longer than 6 months) and with low or no qualifications and thus represent one of the least employable groups on the labour market. The objective shall be achieved through a comprehensive package of educational and counselling services (motivational and activation programme, financial literacy programme, individual counselling, re-training). The secondary objective is also the awareness-raising of the target group impacting other family members.

Second chance for the Roma minority in Karviná: The main objective of the project is to support work as well as social integration of 48 Roma living in socially excluded localities in Karviná through one of the two possible re-training courses offered - professions of a security guard or a painter. Supplementary education and individual counselling are provided as well in order to enable the target group to acquire professional qualification and also knowledge and skills in areas important for successful job application and which form a positive benefit for their life in general. As a last, but not least, the objective is to motivate the group to appropriately change their current life style and to take part in the labour market, increase their self-confidence. An important objective is to employ at least 15 successful participants in new jobs.

A chance for the unemployed in Supíkovice : The main objective is to increase employment of disadvantaged groups of workers (ethnic minorities, persons above 50) from the municipalities Supíkovice, Velké Kuněnice, Písečná and Stará Červená Voda through courses, lectures and other tools. Particular objectives: To increase work competences, skills and abilities of participants for finding jobs in the open labour market, strengthen work habits and skills in terms of compliance with technical procedures and establish conditions for creation of new jobs in municipalities.

Support to socially excluded Roma population in Opava in their labour integration: The main objective of this project is to motivate and activate 60 long-term unemployed members of Roma community living in socially excluded localities in Opava and help them with labour market integration through interconnected modules of training and counselling services (motivational and activation module +

individual counselling, financial literacy and counselling, qualification module), with a great emphasis to individual approach to the participants from the target group with regard to their individual needs.

The primary objective is to place at least 22 successful trainees, i.e. 37 % of supported persons supported to new (at least 16 positions) and vacant jobs (6 positions at least) and promote of work prospects and sustainability also for other participants. The secondary objective is certain kind of awareness with an impact to other members of participants' households.

I live and work in Odry: The target group of the project is the unemployed citizens of the town of Odry coming from the Roma community who are afflicted in particular by unfavourable conditions impairing their access to labour market. The main objective of the project is to provide assistance during integration of socially excluded persons to labour market. This is to be achieved through addressing particular issues the persons coming from the target groups deal with, including: Motivational programme; financial counselling; Re-training; and work programme.

REALITA: The objective of the project is to create conditions and purposefully motivate the participants change their position and status in the labour market, provide them with counselling, training and assistance services, leading to gaining of skills, to find and retain a job. The project also strives to support integration of young people incl. persons coming from the Roma community into society through preventive measures avoiding social exclusion, debts, poverty and drug addiction. Another aspect is to enhance educational structure of population in municipalities through engagement of participants to re-training and to improve work habits through work experience and "work tasting". The objective is to place at least 31 % of participants to new jobs. Specific objective is the establishment of contact points, supporting these efforts through pro-active counselling, information service, cooperation with municipalities, Labour Office contact points and employers in the region. The project has been focused on Doupovské Hory micro-region (Bochov, Chyše, Valeč, Žlutice)

Hurray to work! : The objective of the project is to allow persons from the socially excluded group to familiarize themselves with work habits. The intention is to perform re-training to such a profession which would allow the participants to get a job after the termination of the project so that they would not depend on social benefits anymore. Furthermore, the project intends to achieve certain level of education at the participants to enable them to communicate with local authorities and possible employers and to enable their sound economical thinking and finance management. Effort is made to convince the project participants that it is better to work every day and create values than to depend on social benefits.

A profession for you: The objective of the project is to promote labour integration of 60 persons under 25 years of age (incl. minors under 18) with no qualification or with low qualification incl. persons from ethnic minorities or from different social and cultural environment, who are at risk of social exclusion or are already socially excluded. The project should remove barriers impairing their equal access to the labour market and their ability to remain there. The project would establish a comprehensive programme consisting of recommended components of active employment policy which would be focused on increase of employment and facilitation of access to labour market. These main components include psychological-motivational and encouragement activities, balance and work diagnostics, re-training courses, self-presentation, rhetoric and communication skills, computer literacy, counselling and work centre and subsidized jobs.

Instead of a couch I choose a COACH : The target group of this project is persons under 25 years of age and persons from different social and cultural environment. General objective of the project is to verify new integration methods for work with target group (50 participants). The project shall provide education for 50 participants (e.g. 100 %), assumes 26 successful attendees of re-training (52 %). The objective is to provide work prospects for 39 attendees (e.g. 78 % of the target group). The project is also focused on addressing adverse living situation leading to social inclusion of 40 attendees of the coaching programme (80 %) and intends to establish a platform for legal and work counselling – a page on Facebook social network. The aim is to develop a methodology of a comprehensive employment support programme for the target groups.

Opportunity for the unemployed: The main objective of the project is to have 40 persons from target groups living in Moravský Beroun and Šternberk and the surrounding area included and stabilized in the local labour market and in the society. The target groups consist of persons from socially disadvantaged environment with focus on unemployed Roma. Second significant target group are persons older than 50. Project activities include individual counselling in labour market area, implementation of re-training courses, career counselling and job seeking support and placement of persons from the target group to created jobs.

Perspective for employment of ethnic groups: The project is focused on labour integration of the Roma community members who are at risk of social exclusion or are already socially excluded. Project implementation aims at lifting barriers to access of this community to the labour market and to remain there. The objective is to provide counselling services leading to activation and motivation of the target group to pro-actively seek a job and retain it, one's own discovery of personal and professional prerequisites – creation of professional portfolio assisted by experts, training of work skills, basics of entrepreneurship, gaining and improvement of qualification, creation and retention of jobs, engagement of local businesses and dissemination of best practice.

Labour integration of socially excluded persons in Javorník micro-region: The project is focused on support of labour integration and on increase of employment and employability of target group of 40 persons coming from ethnic minorities in Javorník micro-region. The objective is to be achieved through activities such as motivational module, labour diagnostics applied to a part of the target group, creation of individual plans and counselling, implementation of re-training courses and certified trainings based on needs identified and the formulated plans. The implementing entity shall generate 9 new jobs and takes steps to mediate employment also for other project participants.

Back to work – back to society: The project shall apply the already tested or adjusted best practices obtained through the first project to new socially excluded Roma localities in Teplá and Toužim micro-regions. Population living in excluded localities, such as Služetín, Poutnov, Horní Poutnov, Bezděrov, Mrázov, Pěkovice and new people interested in participation from Dobrá Voda or Nová Farma will benefit from services provided by the project such as labour counselling, motivation and activation courses, re-training courses, work experience or subsidized jobs in the professions of seamstress, carpenter, cleaner or auxiliary technical worker. Secondly, the project directly follows up to another running project and provides its successful attendees with one of the key activities of the project – completion of primary education – to attend motivational and activation courses, re-trainings. One of the participants would be enabled to get a subsidized job. So far, none of the re-training courses have been available yet due to low level of education of the participants. The project shall support at least 40 persons, objective: 10 new jobs.

Chance for better employability of persons at risk: The project is focused on a group of socially excluded persons living in Kadaň and surrounding area (currently, there are 2 socially excluded localities - Prunéřov and Chomutovská Street). Objective: integrate some of persons of the aforementioned target group in the labour market – particularly those aged 16 to 26, people older than 50 and also persons from different social and cultural environment. Labour assistants to the projects in cooperation with social workers (who shall not participate in the project – only cooperate with members of the implementation team) will contact approx. 150 persons and 60 of them will be involved in a three-stage training block (motivational Job club, professional and balance diagnostics; re-training). Re-training will be implemented based on outcomes of diagnostics and also in cooperation with the Labour Office of the Czech Republic. If possible, professional experience will be provided during the retraining (at least 40 trainees are assumed). Labour consultant will seek a suitable job for project participants and eventually mediate a subsidized job (22 persons in total during the duration of the project). While participating in the training block, the participants will be provided with an individual job counselling or cooperation with other organizations will be mediated if required due to participants' social situation.