**Response by the Czech Republic**

**Questionnaires: Thematic reports of the Independent Expert on the enjoyment of all human rights by older persons**

**Contact point:**

Office of the Government of the Czech Republic

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**ANNEX 1**

**AGEISM AND AGE-DISCRIMINATION**

**1. What forms does age discrimination affecting older persons take and which ones are the most prevalent? Where available, please provide concrete examples and collected data including in employment, education, social protection, and health, financial and social services.**

In 2019, the Public Defender of Rights received 48 complaints of age discrimination. In 2020, it was 50 complaints and two complaints in January 2021.

The age is one of the most common grounds of discrimination. The largest number of complaints of age discrimination to the Public Defender of Rights comes from the areas of work and employment. For people aged 50+ it is usually very difficult to find a new job. They make up almost a third of all job seekers. The main causes of their unemployment include a combination of various disadvantages, in particular, insufficient occupational mobility (qualifications, health restrictions) or prejudices by employers.

Complainants usually state that the selection procedure aims to select younger candidates. Some complaints also object to the explicit indication of an upper age limit for jobseekers in a job advertisement, or to an excessive emphasis on interest in jobseekers for a "young team" or interest in a "young employee"[[1]](#footnote-1). Applicants who do not state their age in the CV are often asked about their age during the interview[[2]](#footnote-2). Employees describe that the employer begins to act differently towards them after they reached the older age, like frequent mentions of their age or even insults towards them. Older employees often do not have the equal opportunity for further education required for their work, the possibility of career advancement, their wages are reduced or they are forced to retire and leave employment. Older employees tend to have lower benefits than their younger colleagues, e.g. they do not receive contributions to supplementary pension insurance, severance pay, or extra bonuses. Older employees also tend to be disadvantaged by being dismissed only because of older age, or by a significantly greater chance of being dismissed for redundancy. Older employees are also more likely to receive a shorter or fixed-term employment contract instead of one for an indefinite period.

Discrimination due to older age occurs in the provision of financial services - various types of credit, whether short-term (credit card, overdraft, consumer credit) or long-term (mortgage loan), or in the provision of insurance, whether short-term insurance products such as travel insurance, or long-term insurance such as life insurance. Disadvantages take the form of a maximum age limit for the application for a financial product , or less favourable conditions like significantly higher insurance rates[[3]](#footnote-3).

Only few complaints of discrimination on the grounds of age in the area of health care provision were submitted to the Public Defender of Rights. In other areas, complaints of age discrimination are not very common. Complaints of discrimination on the grounds of younger age are rare.

**2. Please provide information and data collected about the causes and manifestation of ageism in society, both of younger and older generations, and how it translates into discriminatory practices.**

The causes of ageism are a social science rather than a legal one.

Příčiny ageismu jsou spíše společenské vědy než právní.

The causes of ageism are subject humanities rather than legal.

Příčiny ageismu jsou spíše předmětem humanitních než právních.

Úplné výsledky se nepodařilo načíst

Zkusit znovu

Opakování…

Opakování…

The Czech Republic is currently lacking a comprehensive analysis of discrimination against older people and ageism. The Czech Republic currently lacks a comprehensive analysis of discrimination against the elderly and ageism.

České republice v současné době chybí komplexní analýza diskriminace starších osob a ageismu.

In the Czech Republic so far lacks a comprehensive analysis on discrimination and ageism seniors.

V České republice zatím chybí komplexní analýza diskriminace a ageismu seniorů.

Úplné výsledky se nepodařilo načíst

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Opakování…

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Social awareness of ageing and the specific needs of older people in society is insufficient. In the Czech society, older people are often seen as weaker, often ill, less flexible, illiterate in modern technologies and foreign languages, or less willing to learn new things. It is generally expected that after reaching pensionable age, an older person will not want to continue working and will retire. It is often extremely difficult for older people to break these stereotypes.

Within the project of the Ministry of Labour and Social Affairs *Implementation of the aging policy at the regional level*, a new analysisAs part of the presentation of the currently processed analysis

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In the presentation of the currently processed analysis

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ana *Systemic solution of age discrimination and violence against older people* is currently being processed in cooperation with research organisation Sociofactor. The preliminary presentation of the analysis enhanced the stereotyping of older people in the Czech media. within the project of the Ministry of Labor and Social Affairs Implementation of the aging policy at the regional level in cooperation with Sociofactor s.r.o.v rámci projektu Ministerstva práce a sociálních věcí Implementace politiky stárnutí na regionální úrovni ve spolupráci se Sociofactor s.r.o. In the most read Czech newspapers, older people are most often portrayed lonely, for example on a bench in a park or at home, or with the assistance of a social worker or medical staff. This portrayal clearly supports the idea of dependence of older people, their passivity and poor health and subsequent social exclusion. A portrayal of an active older person, e.g. with their partner on a trip or at work, is very unique in the Czech media.Tyto myšlenky se mohou odrazit ve stereotypním nebo přímo diskriminačním chování zaměstnavatelů nebo v ještě závažnějších případech, jako jsou soudci nebo policisté.

Older people could profit from accessible advice and counselling services how to solve discrimination and other problems. An advice centre providing free legal services for older people was established with the support of the Ministry of Labour and Social Affairs and is operated by the non-governmental organisation Iuridicum Remedium. Another example is the office of ombudsperson for older people in the Zlín Region introduced in 2020, providing legal counselling services for older people.

These images can be projected into stereotypical or directly discriminatory behavior of employers or even in severe cases, eg. Judges or police officers.

Tyto obrazy lze promítnout do stereotypního nebo přímo diskriminačního chování zaměstnavatelů nebo dokonce ve vážných případech např.soudců nebo policistů.

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Opakování…

The portrayal of a senior as active, eg with a partner on a trip or at work, is very unique in the media.

Zobrazení seniorů jako aktivních, např. S ​​partnerem na výletě nebo v práci, je v médiích velmi ojedinělé.

Displaying seniors as active, eg. With a partner on a trip or at work, in the media is very rare.

Zobrazování seniorů jako aktivních, např. S partnerem na cestě nebo v práci jsou média velmi vzácná

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Opakování…

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In the most read Czech newspapers, the senior is most often portrayed alone, for example in a park on a bench or at home, or with a social worker or medical staff, which clearly supports the idea of social exclusion of the senior, his passivity and poor health.

V nejčtenějších českých novinách je senior nejčastěji zobrazován sám, například v parku na lavičce nebo doma, nebo se sociálním pracovníkem či zdravotnickým personálem, což jednoznačně podporuje myšlenku sociálního vyloučení seniora, jeho pasivitu a špatné zdraví.

The most widely read Czech newspapers is the most senior displayed alone eg. In a park bench or at home, or a social worker or health personnel, which clearly supports the notion of social exclusion Sr., his passivity and ill health.

nejčtenější české noviny jsou nejstarší zobrazované samostatně např. na lavičce v parku nebo doma nebo u sociálního pracovníka nebo zdravotnického personálu, což jednoznačně podporuje představu o sociálním vyloučení st., jeho pasivitě a špatném zdraví.

Úplné výsledky se nepodařilo načíst

Zkusit znovu

Opakování…

Opakování…

It is often difficult for older people to break these stereotypes.

Pro starší lidi je často obtížné tyto stereotypy prolomit.

For older people, it is difficult to break these stereotypes.

Pro starší lidi je těžké tyto stereotypy prolomit.

Úplné výsledky se nepodařilo načíst

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Opakování…

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It is generally expected that after reaching retirement age, an older person will retire and will not want to continue working, which often does not meet the wishes of specific people.

Obecně se očekává, že po dosažení důchodového věku odejde starší člověk do důchodu a nebude chtít pokračovat v práci, což často nesplňuje přání konkrétních lidí.

Generally, it is expected that after reaching retirement age older person retires and does not want to work, which often does not correspond to the specific wishes of the people.

Obecně se očekává, že po dosažení důchodového věku starší člověk odejde do důchodu a nechce pracovat, což často neodpovídá konkrétním přáním lidí.

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*It can be assumed that there is an entrenched idea in society that older people are less efficient, less flexible, do not know enough modern technologies and foreign languages, are less willing to learn new things and so on.*

Awareness-raising activities concerning ageing and older people are the key activities in the prevention of ageism and age discrimination. They can overcome possible reasons for discriminatory behaviour towards older people such as ignorance or stereotyping, and introduce new views and approaches. Every year, the Ministry of Labour and Social Affairs holds an international conference on population ageing for general public. The *Seniors’ Days*, a public awareness-raising event, is organized yearly in all regions of the Czech Republic. Round tables with the public are held in each region. The *Manual on Preparation for Older Age* introducing a life in older age and how to best prepare for it, could be a good example of intergenerational dialogue which is essential for overcoming prejudices about older people. The manual includes an on-line application aimed primarily at young people, through which they could find out, in a popular way, how they stand in preparation for older age.

**3. From an intersectional perspective, are there specific factors that aggravate ageism and age discrimination and how? Please provide concrete examples and collected data where available.**

From an intersectional perspective, disability is a factor that aggravates discrimination on grounds of age. Older people are more likely to have long-term deteriorating health conditions, which could be considered a disability. Due to the combination of older age and disability, people are more often victims of discrimination in all areas under the Anti-Discrimination Act - work and employment, the provision of goods and services and health care.

The *Social Inclusion Strategy 2021-2030* reflects the possible combination of several risk factors, which may lead to intersectional discrimination various groups, including older people. These groups of people are at increased risk of discrimination or stereotyping by society as well as the problematic access to, for example, housing, education or health care. The objectives of the strategy are, for example, to ensure equal access of socially excluded persons and persons with various types of disadvantages to employment, social care and health care, education and other social goods, creating functional systems of social inclusion at local and regional levels in areas with the highest number of socially excluded persons, strengthening participation of socially excluded peopleThe aim of the strategy is, for example, to ensure equal access of socially excluded persons and persons with various types of disadvantages to social resources, creating functional systems of social inclusion at local and regional levels in areas with the highest concentration of socially excluded localities and social exclusion of vulnerable persons, strengthening participation of socially excluded in I in public life, ensuring the availability of good-quality and efficient social services corresponding to their needs. Individual measures aimed at meeting the objectives will be specified in a follow-up action plan, which is currently being prepared.Individual measures aimed at meeting the objectives will then be specified in a follow-up action plan, the proposal of which is now in the inter-ministerial comment procedure.

Jednotlivá opatření zaměřená na splnění cílů budou poté upřesněna v navazujícím akčním plánu, jehož návrh je nyní v mezirezortním připomínkovém řízení.

Individual measures aimed at achieving the objectives will be specified in the subsequent action plan, whose draft is now in interdepartmental comments.

Jednotlivá opatření zaměřená na dosažení cílů budou upřesněna v následném akčním plánu, jehož návrh je nyní v mezirezortních připomínkách.

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ensuring the availability of quality and efficient social services corresponding to the identified needs.

zajištění dostupnosti kvalitních a účinných sociálních služeb odpovídajících zjištěným potřebám.

ensuring the availability of high-quality and efficient social services responding to identified needs.

zajištění dostupnosti vysoce kvalitních a účinných sociálních služeb reagujících na zjištěné potřeby.

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**4. What international, regional and national legal instruments are in place to combat ageism and age-discrimination?The Manual also includes a web application aimed especially at young people, where they can find out in a popular way how they stand in preparation for old age.**

The Czech Republic has been a party to most of the international human rights treaties. In accordance with the Constitution, the Czech Republic observes its obligations resulting from international law and the promulgated international agreements. Those, whose ratification has been approved by the Parliament, are binding on the Czech Republic and constitute a part of the legal order under Art. 10 of the Constitution. Their provisions prevail over the national legislation and judges are bound by them in their decision-making even if conflicting with national legislation.

The prohibition of discrimination based on age is guaranteed by the following universal human rights treaties, to which the Czech Republic is party - both of the UN international covenants or the European Convention on Human Rights and Fundamental Freedoms. Although these treaties do not include the specific discrimination ground of age, their list of discriminatory grounds is open-ended and the age is included under the “other status” according to the jurisprudence of their respective controlling organs.

The EU Charter of Fundamental Rights prohibits discrimination in its Art. 21. All EU member states must observe the Charter in relation to EU laws. As a member state of the European Union, the Czech Republic applies the Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation banning – among others – discrimination on the grounds of age in employment and occupation.

National legal instruments to combat ageism and age-discrimination are described in a response to the question 6.

**5. Please also note any action plans or policies to raise awareness and combat ageism (including anti-ageism in school curricula) and to move toward a more age-friendly and inclusive society.**

In order to systematically secure the agenda of preparing for ageing, the Ministry of Labour and Social Affairs submitted to the government a drafted *Strategic Framework for Preparing for an Ageing Society 2020–2025*, which deals comprehensively with the challenges associated with population ageing. After the government approval granted, it will be followed by an action plan with detailed measures. The framework draws attention to the need to support positive ageing, but also to social change, which will require broader changes in public administration, affordable housing, financing and quality of social care and health care, lifelong learning, employment, remuneration in social services, protection of rights of older people, The material draws attention to the need to support positive aging, but also to societal change, which will require broader changes in public administration, affordable housing, financing and quality of social and health care, lifelong learning, employment, rewards and remuneration for social services, protection of rights.

Materiál upozorňuje na potřebu podpory pozitivního stárnutí, ale také na společenské změny, které budou vyžadovat širší změny ve veřejné správě, dostupné bydlení, financování a kvalitu sociální a zdravotní péče, celoživotní učení, zaměstnání, odměny a odměny za sociální služby , ochrana práv.

The material highlights the need to promote positive aging, but also on a social transformation that will require broader changes in government, affordable housing, financing and quality of social and health care, lifelong learning, employment, evaluation and rewarding work in social services, protection of rights

Materiál zdůrazňuje potřebu podporovat pozitivní stárnutí, ale také sociální transformaci, která bude vyžadovat širší změny ve vládě, dostupné bydlení, financování a kvalitu sociální a zdravotní péče, celoživotní učení, zaměstnání, hodnocení a odměňování práce v sociálních službách, ochrana práv

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or the accessibility of public space. Individual stakeholders had been continuously consulted on the elaboration of the framework and it was updated on the basis of their comments, newly available data and new researches. The framework contains an extensive socio-economic and demographic analysis.

The framework contains an extensive socio-economic and demographic analysis.

Rámec obsahuje rozsáhlou socioekonomickou a demografickou analýzu.

The framework contains large socioeconomic and demographic analysis.

Rámec obsahuje rozsáhlou socioekonomickou a demografickou analýzu.

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Based on the framework, ten recommendations to prepare for the ageing of society were formulated. These include fair pensions; These are fair pensions;

Jedná se o spravedlivé důchody;

It is a fair income;

Je to spravedlivý příjem;

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more accessible and high-quality social services and health services; more accessible and quality social and health services;

dostupnější a kvalitnější sociální a zdravotní služby;

affordable and quality social and health services;

dostupné a kvalitní sociální a zdravotní služby;

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more affordable and barrier-free housing for older people; more affordable and barrier-free housing for the elderly;

dostupnější a bezbariérové ​​bydlení pro seniory;

accessible and barrier-free housing for seniors;

přístupné a bezbariérové ​​bydlení pro seniory;

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support for the sandwich generation and informal caregivers; support for the sandwich generation and informal family carers;

podpora sendvičové generace a neformálních rodinných pečovatelů;

Support the sandwich generation and informal family caregivers;

Podporovat sendvičovou generaci a neformální rodinné pečovatele;

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preparing for the ageing of society;preparing the state for the aging of society;

příprava státu na stárnutí společnosti;

State preparing for an aging society;

Stát se připravuje na stárnoucí společnost;

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 supporting families and family relationships; family support and interpersonal relationships;

podpora rodiny a mezilidské vztahy;

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safe living conditions of older people, fight against violence on older people and increase in consumer protection; safe living of seniors, fight against violence and so-called scandals, increase of consumer protection;

bezpečný život seniorů, boj proti násilí a takzvaným skandálům, zvýšení ochrany spotřebitele;

safe life of senior citizens, the fight against violence and called. šmejdům, increase consumer protection;

bezpečný život seniorů, boj proti násilí a tzv. šmejdům, zvýšit ochranu spotřebitele;

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lifelong learning, active ageing and integration in the labour market; lifelong learning, the labor market and active aging;

celoživotní učení, trh práce a aktivní stárnutí;

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barrier-free public space and public awareness and media portrayal of ageing.

The Ministry of Labour and Social Affairs provides subsidy programmes, which already have a strong tradition. The *Support for Publicly Expedient Activities of Senior and Pro-Senior Organisations with Nationwide Outreach* programme supports projects aimed at activating older people, intergenerational dialogue, protection of the rights of older people, or raising awareness of the ageing society. The *Family and Senior-Friendly Municipality* is a program providing a subsidy for municipalities implementing preventative and supportive measures for families and older people. These measures and activities are contributing to the functioning of families and communities, strengthening their stability and cohesion, supporting work-life balance, preventing social exclusion and promoting an active and meaningful life of older people in their social environment. *Implementation of Ageing Policy at the Regional Level* *(2017-2022)*, the ESF funded program, supports a creation of regional pro-senior policy and organizing platforms and round tables on ageing topics (e.g. ageism, age-managementWithin the project financed from the ESF Implementation of Aging Policy at the Regional Level (2017-2022), there is one coordinator in each region who cooperates in the creation of regional prosenior policy, organizes platforms and round tables on topics related to aging society (ageism, age-management

V rámci projektu financovaného z ESF Implementace politiky stárnutí na regionální úrovni (2017-2022) je v každém regionu jeden koordinátor, který spolupracuje na tvorbě regionální politiky pro nadřízené, organizuje platformy a kulaté stoly na témata související se stárnutím společnosti ( ageismus, řízení věku

The project financed by the ESF Implementation of aging policies at regional level (2017-2022) works in every single county coordinator, who is working on the creation of regional proseniorské policy platform and organizes roundtables on topics related to the aging of society (ageism, age- management

Projekt financovaný z ESF Implementace politik stárnutí na regionální úrovni (2017-2022) pracuje u každého krajského koordinátora, který pracuje na vytvoření regionální platformy proseniorské politiky a organizuje kulaté stoly na témata související se stárnutím společnosti (ageismus, řízení věku

Úplné výsledky se nepodařilo načíst

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, support for informal caregivers, protection of the rights of older people). In 2019, the Ministry of Labour and Social Affairs organized an international conference on *Seniors and Human Rights*, where the topics of ageism and protection of the rights of older people were discussed with the experts and general public.

, support for informal carers, protection of the rights of the elderly, etc.)., podpora neformálních pečovatelů, ochrana práv starších osob atd.).

, support for informal caregivers, protection of the elderly, etc.).

, podpora neformálních pečovatelů, ochrana starších osob atd.).

Úplné výsledky se nepodařilo načíst

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 supports projects aimed at activating seniors, intergenerational dialogue, support for the protection of the rights of seniors, raising awareness of the topic of aging society, etc.

podporuje projekty zaměřené na aktivizaci seniorů, mezigenerační dialog, podporu ochrany práv seniorů, zvyšování povědomí o tématu stárnutí společnosti atd.

supports projects aimed at activating seniors, intergenerational dialogue, support the protection of the rights of the elderly, public education on aging society, etc.

podporuje projekty zaměřené na aktivizaci seniorů, mezigenerační dialog, podporu ochrany práv seniorů, veřejné vzdělávání o stárnoucí společnosti atd.

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The Government Council for Older Persons and the Population Ageing is a permanent advisory body to the government on issues related to the ageing and older persons. The Council’s mission is to promote conditions for healthy and active ageing, dignity in old age, and active participation of older persons in economic and social development in the context of demographic ageing. It aims to ensure equal rights for older persons in all areas of life, to protect their rights and support development of intergenerational relationships in family and society. The Council meets at least three times a year. The Chairperson of the Council is the Minister of Labour and Social Affairs. Representatives of ministries, relevant parliamentary committees, local governments, trade unions and employers' organisations, health insurance companies, social service providers, senior organisations are members of the Council.

In 2020, a new Working Group on the Protection of the Rights of Older Persons was established by the Government Council for Human Rights. The working group is composed of 16 experts in the field of human rights of older people protection. It elaborated *Ten general principles regarding older persons (not only) at the times of COVID-19 crisis* with the initial message that older persons do not form a homogenous group of people, they have various views, interests and needs. All older people, whether they live active lives or are dependent on the help of others, have an irreplaceable place in society. The individual recommendations concern, for example, the need for sufficient involvement of older people in decision-making concerning emergency measures; a comprehensible, factual and appropriate way of communicating the nature of the crisis and the nature of emergency measures; ensuring access to health care and social services not of a lesser extent or quality, even in times of crisis; avoiding long-term social isolation of older people that could endanger their physical or mental health and preventing institutional care facilities from becoming or being perceived as “traps” during a pandemic.

The individual recommendations concern, for example, the involvement of seniors in preparing anti-crisis measures, providing clear and factual information understandable to seniors, ensuring access to health care and social services for older people in times of crisis, the need to prevent long-term social isolation of older people endangering their mental and physical

Jednotlivá doporučení se týkají například zapojení seniorů do přípravy protikrizových opatření, poskytování jasných a věcných informací srozumitelných seniorům, zajištění přístupu ke zdravotní péči a sociálním službám pro starší lidi v době krize, potřeby předcházet dlouhodobému dlouhodobá sociální izolace starších lidí ohrožující jejich duševní a fyzické schopnosti

Individual recommendations will then relate eg. The involvement of seniors in the preparation form of anti-crisis measures, provision of clear and factual information understandable for the elderly, providing access to health care and social services for older people in times of crisis, the avoidance of long-term social isolation of older people threatening their mental and physical

Jednotlivá doporučení se pak budou týkat např. Zapojení seniorů do přípravné formy protikrizových opatření, poskytování jasných a věcných informací srozumitelných starším lidem, poskytování přístupu ke zdravotní péči a sociálním službám starším lidem v době krize, vyhýbání se dlouhodobé sociální izolaci starší lidé ohrožující jejich duševní a fyzické schopnosti

Úplné výsledky se nepodařilo načíst

Zkusit znovu

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**6. At the national level, please outline the legal protections available against age discrimination and indicate whether age is explicitly recognised as a ground for discrimination? If so, are there specific areas for which equality is explicitly guaranteed? Are there any areas where differential treatment based on older age is explicitly justified?Representatives of ministries, relevant parliamentary committees, local governments, trade unions and employers' organizations, health insurance companies, social service providers, senior organizations and others participate in the Council's activities.**

At the national level, the general prohibition of discrimination is enshrined in constitutional laws. The Charter of Fundamental Rights and Freedoms introduces the general provisions for equality and non-discrimination. Its Art. 1 states that people are free and equal in dignity and rights. Art. 3 (1) of the Charter guarantees fundamental rights and freedoms to everyone irrespective of gender, race, colour, language, religion and faith, as well as on the basis of political or other opinion, national or social origin, belonging to a national or ethnic minority, property, birth or other status. According to the jurisprudence of the Constitutional Court, the term "other status" covers other grounds, including age.

The Anti-Discrimination Act defines the rights to equal treatment, direct and indirect discrimination, as well as harassment, sexual harassment, instruction to discriminate and incitement to discrimination. The Anti-Discrimination Act provides protection from discrimination on grounds governed by EU law including age. The Anti-Discrimination Act provides protection from discrimination in employment, access to employment and occupation, self-employment, membership of workers’ or employers’ organisations, and access to social protection and health care, social benefits, education, goods, and services, including housing. The Labour Code also explicitly prohibits discrimination on grounds of age. Both laws allow for exceptions under which differential treatment based on age is possible if it is essential for the work or activity performed or necessary to achieve any other legitimate aim, is legitimately justified and achieved by proportionate means. One exception is for example the possibility of fixing a maximum age for recruitment justified by the training requirements of the job in question to allow to recover the costs of the training by the employer before the retirement of the employee. Both acts also allow for affirmative action for the prevention or compensation of inequalities resulting from membership in one of the disadvantaged groups including older people, and provide for their equal opportunities.

The Public Defender of Rights has dealt with a number of cases in which the differential treatment on grounds of age has been justified. It includes, for example, setting restrictions on the reimbursement of health care in connection with artificial insemination by the age limit of 39 years in accordance with the Public Health Insurance Act.

**7. Do the existing legal protection against age discrimination allow for claims based on intersectional discrimination, that is discrimination which is based on the intersection of age and other characteristics such as race, ethnicity, gender, disability, sexual orientation or other status?**

Neither the European union legislation, nor the Czech national legislation does explicitly provide the legal definition of intersectional discrimination. As in European legislation, neither Czech legislation does not provide the definition of intersecional discrimination.

Stejně jako v evropské legislativě, ani české právní předpisy neposkytují definici internické diskriminace.

As well as in European legislation, nor Czech legislation does not define intersectional discrimination.

Stejně jako v evropské legislativě ani české právní předpisy nedefinují křižovatou diskriminaci.

Úplné výsledky se nepodařilo načíst

Zkusit znovu

Opakování…

Opakování…

In practice, individual discriminatory claims would thus be assessed separately as standard discrimination cases. The individual discriminatory claims are thus assessed separately.

Jednotlivé diskriminační nároky jsou tedy posuzovány samostatně.

Individual discriminatory claims are evaluated separately.

Jednotlivé diskriminační nároky jsou hodnoceny samostatně.

Úplné výsledky se nepodařilo načíst

Zkusit znovu

Opakování…

Opakování…

 It is probable, that the intersectionality would be taken into account It in the assessment and mainly in the level of sanctions or compensations. However, any practical examples are currently lacking.

**8. What legal and other measures have been taken to address and protect from racism, sexism, ableism or other similar forms of discrimination that might be useful models for addressing ageism?**

The Czech Republic is a party to the International Convention on the Elimination of All Forms of Racial Discrimination and to the Convention on the Rights of Persons with Disabilities. In general, inclusion of international treaties in the Czech legal order provides judicial protection for the rights contained therein. The rights guaranteed in the international treaties are protected by ordinary courts and at the highest level, by the Constitutional Court. If a judge concludes that the law under which they are to decide may be contrary to the international treaty, they are required by Article 95 (2) of the Constitution to stay the proceedings and submit the law to the Constitutional Court for an assessment of its compatibility with the international treaty. This guarantees the priority of the international treaty over conflicting national law. There is currently no internationally binding treaty on the protection of human rights of older people. However, ongoing discussions on UN level may indicate efforts to advance the current state of protection of human rights of older people in international law.however, ongoing discussions may indicate efforts to advance the current state of protection of the rights of older people in international law.

pokračující diskuse však mohou naznačovat snahy o pokrok v současném stavu ochrany práv starších lidí v mezinárodním právu.

However, the ongoing discussion may indicate efforts to advance the current state ocharny rights of older people in international law.

Probíhající diskuse však může naznačovat úsilí o prosazení současného stavu ocharných práv starších lidí v mezinárodním právu.

Úplné výsledky se nepodařilo načíst

Zkusit znovu

Opakování…

Opakování…

At the national level, legislation on discrimination provides similar protection to discrimination on various grounds. Anti-Discrimination Act guarantees the equal treatment and protection against discrimination on the grounds of race, ethnic origin, nationality, sex, sexual orientation, age, disability, religion, belief or opinions. Equal treatment on these grounds is then protected by courts and inspection authorities. The Public Defender of Rights has a significant position in protection against discrimination. His competencies described above are contributing to promotion of the right to equal treatment of all persons irrespective of their race or ethnic origin, nationality, sex, age, disability, religion, belief or opinions.

In the area of protection of rights of people with disabilities, the *National Plan for the Promotion of Equal Opportunities for Persons with Disabilities 2021–2025* is a strategic material with a purpose to ensure equal rights and equal opportunities for persons with disabilities through the availability of a dignified and independent life and to create an accessible environment. In the field of gender equality, *Strategy for Gender Equality in the Czech Republic for 2021 – 2030*, was adopted; it will be followed by action/implementation plans.Government Strategic Materials exist in the area of protection of the rights of people with disabilities, as well as in the area of gender equality and protection against racial discrimination.

Vládní strategické materiály existují v oblasti ochrany práv osob se zdravotním postižením, jakož i v oblasti rovnosti žen a mužů a ochrany před rasovou diskriminací.

Government strategic materials exist both in protecting the rights of people with disabilities, and in the area of gender equality and the protection against racial discrimination.

Vládní strategické materiály existují jak v ochraně práv osob se zdravotním postižením, tak v oblasti rovnosti žen a mužů a ochrany před rasovou diskriminací.

Úplné výsledky se nepodařilo načíst

Zkusit znovu

Opakování…

Opakování…

When When adopted, the *Strategic Framework for Preparing for an Ageing Society 2020–2025* will serve as government strategic material in protection of the rights of older people.

Statistics and researches on domestic violence and gender-based violence do not currently cover the whole area of violence and abuse against older people, so it would be clearly beneficial to introduce methods of systematic data collection in this area.

Awareness-raising campaigns on the position of people with disabilities and women in society or campaigns promoting their employment and equal status at work, could be inspirational for activities supporting and promoting the rights of older people.Awareness-raising campaigns on the position of people with disabilities and women in society and to promote their employment and equal status at work can be an inspiration.

Inspirací mohou být osvětové kampaně o postavení osob se zdravotním postižením a žen ve společnosti a na podporu jejich zaměstnanosti a rovného postavení v práci.

The inspiration may be an awareness campaign about the situation of persons with disabilities and women in society and to encourage their employment and equality at work.

Inspirací může být osvětová kampaň o situaci osob se zdravotním postižením a žen ve společnosti a podpora jejich zaměstnanosti a rovnosti v práci.

Úplné výsledky se nepodařilo načíst

Zkusit znovu

Opakování…

Opakování…

Statistics and research on domestic violence and gender-based violence do not currently cover the whole area of violence and abuse against the elderly, so it would be clearly beneficial to introduce methods of systematic data collection in this area.

Statistiky a výzkumy týkající se domácího násilí a násilí na základě pohlaví v současnosti nepokrývají celou oblast násilí a zneužívání starších osob, proto by bylo jednoznačně prospěšné zavést v této oblasti metody systematického sběru dat.

Statistics and studies of domestic violence and gender-based violence currently do not cover the whole area of violence and abuse against seniors, it would be clearly beneficial to introduce methods of systematic data collection in this area.

Statistiky a studie o domácím násilí a genderově podmíněném násilí v současné době nepokrývají celou oblast násilí a týrání seniorů, bylo by jednoznačně prospěšné zavést v této oblasti metody systematického sběru dat.

Úplné výsledky se nepodařilo načíst

Zkusit znovu

Opakování…

Opakování…

**9. Please indicate if there are institutional or complaints mechanism to address inequalities or grievances related to ageism and age discrimination. If so, please provide statistics on cases and types of cases received?Na činnosti Rady se podílejí zástupci ministerstev, příslušných parlamentních výborů, místních samospráv, odborů a organizací zaměstnavatelů, zdravotních pojišťoven, poskytovatelů sociálních služeb, vyšších organizací a dalších.**

**Council participate in the activities of representatives of ministries, relevant parliamentary committees, governments, trade unions and employers' organizations, health insurance, social service providers, and other senior organizations.**

**Rada se podílí na činnosti zástupců ministerstev, příslušných parlamentních výborů, vlád, odborů a zaměstnavatelských organizací, zdravotního pojištění, poskytovatelů sociálních služeb a dalších vyšších organizací**

**Úplné výsledky se nepodařilo načíst**

**Zkusit znovu**

**Opakování…**

**Opakování…**

**The working group is composed of experts in the field of protection of the rights of older people and currently focuses on promoting the dignity and human rights of older people in times of pandemic.**

**Pracovní skupina je složena z odborníků v oblasti ochrany práv starších lidí a v současné době se zaměřuje na podporu důstojnosti a lidských práv starších lidí v době pandemie.**

**The working group consists of experts in the field of protection of the rights of older people and currently focuses on promoting the dignity and human rights of older people during a pandemic.**

**Pracovní skupina se skládá z odborníků v oblasti ochrany práv starších lidí a v současné době se zaměřuje na podporu důstojnosti a lidských práv starších lidí během pandemie.**

**Úplné výsledky se nepodařilo načíst**

**Zkusit znovu**

**Opakování…**

**Opakování…**

 **which is a permanent advisory body to the government on issues related to the elderly and the aging population.**

**což je stálý poradní orgán vlády v otázkách týkajících se starších osob a stárnutí populace.**

**which is a permanent advisory body to the Government on matters relating to seniors and aging.**

**že stálý poradní orgán vlády pro otázky týkající se seniorů a stárnutí.**

**Úplné výsledky se nepodařilo načíst**

**Zkusit znovu**

**Opakování…**

**Opakování…**

**senioři nebo fungování veřejného prostoru (zejména v kontextu jeho dostupnosti).**

**senior citizens and the functioning of public space (especially in the context of a barrier-free).**

**senioři a fungování veřejného prostoru (zejména v souvislosti s bezbariérovostí).**

**Úplné výsledky se nepodařilo načíst**

**Zkusit znovu**

**Opakování…**

**Opakování…**

The Public Defender of Rights is the equality body according to EU legislation accessible to any victim of discrimination free of charge. The Public Defender of Rights assesses whether discrimination may have occurred and provides methodological assistance to victims of discrimination in protecting their rights. In addition, the Public Defender of Rights could issue recommendations and opinions on specific manifestations of discrimination in the society and recommends how to avoid such conduct.

According to the Anti-Discrimination Act, victims of discrimination may seek a court order to cease discrimination, to eliminate discriminatory effects, and to get adequate satisfaction, including financial compensation for non-material harm. Victims may lodge their complaints with the administrative inspection authorities seeking the initiation of administrative proceedings for violation of the prohibition of discrimination which could end in imposing fines.

Victims may also lodge their complaints seeking an inspection or the initiation of administrative proceedings for violation of the prohibition of discrimination with the administrative authorities. The inspection authorities are labour inspectorates for the area of work and employment, and the Czech Trade Inspection, the Czech National Bank, the Czech Telecommunication Office or the Energy Regulatory Office for the providing goods and services. In the field of education, the alleged discrimination on the grounds of age could also be dealt with by the Czech School Inspectorate. The patient complaints could be investigated by the authorized bodies issuing permits for the provision of health services (mainly regional authorities).

Court actions and complaints to inspection authorities alleging age discrimination are also relatively common. The Public Defender of Rights research *Czech Courts' Judgments Concerning Discrimination 2015 – 2019* showed that age discrimination was the subject of at least 19 anti-discrimination lawsuits in 2015-2019. It means that the age was the second most common discriminatory ground raised in anti-discrimination actions (after disability). Research on anti-discrimination case law in 2010 - 2014 found that the age was the most complained discriminatory ground.

**10. Please outline any other areas that you deem important in the context of ageism and age discrimination. Thank you for sharing any relevant reports about ageism and age discrimination.**

To prevent a social exclusion of older people, a support of the activation of older people should be a priority. Currently, the loneliness of older people is widely discussed in connection with the pandemics. Even in the crisis, older people should stay in touch with their families and friends, in a safe way. Therefore, it is needed to promote, in particular, a digital education and digital literacy of older people, which is a necessary and appropriate tool against social exclusion. Along with this, awareness-raising campaigns educating against misinformation and fraudulent websites, aimed in particular at older people, should be introduced. An informed, healthy, digitally literate and socially active older person with sufficient funds for a dignified ageing is seen as the best possible actor in the fight against ageism. On the other hand, the availability of alternatives to digital means of communication needs to be maintained. Many older people are not able or do not want to use digital technologies for various reasons. The possibility of using traditional means of communication should be maintained in order to avoid further exclusion of these people from society.

It is necessary to educate children about the age and ageing at schools and at home, in their families. It is appropriate to show younger people that ageing affects everyone and that retirement does not have to be associated with retiring from social life into seclusion and solitude. It is also necessary to change the portrayal of older people in the media. The mainstream media should better reflect the diversity of older people, their interests and activities, the fact that many older people continue to work after reaching pensionable age, care of other family members, participate in volunteer activities, and contribute to society.

For a better life in older age and the dignified ageing, it is also important to support home care for older people, as well as caregivers, with sufficient financial security and the availability of appropriate social services.

1. Public Defender of Rights (2011). Research on manifestations of discrimination in job advertising. Available on-line at: <https://www.ochrance.cz/fileadmin/user_upload/DISKRIMINACE/Doporuceni/Doporuceni-Inzerce.pdf> [↑](#footnote-ref-1)
2. Ibid. [↑](#footnote-ref-2)
3. Public Defender of Rights. Age discrimination – selected cases. Available on-line at: <https://www.ochrance.cz/fileadmin/user_upload/projekt_ESF/00_2018_VA/SEMINARE/11_27_Vekova_diskriminace/10_Vekova_diskriminace_-_vybrane_kauzy_VOP.pdf> [↑](#footnote-ref-3)