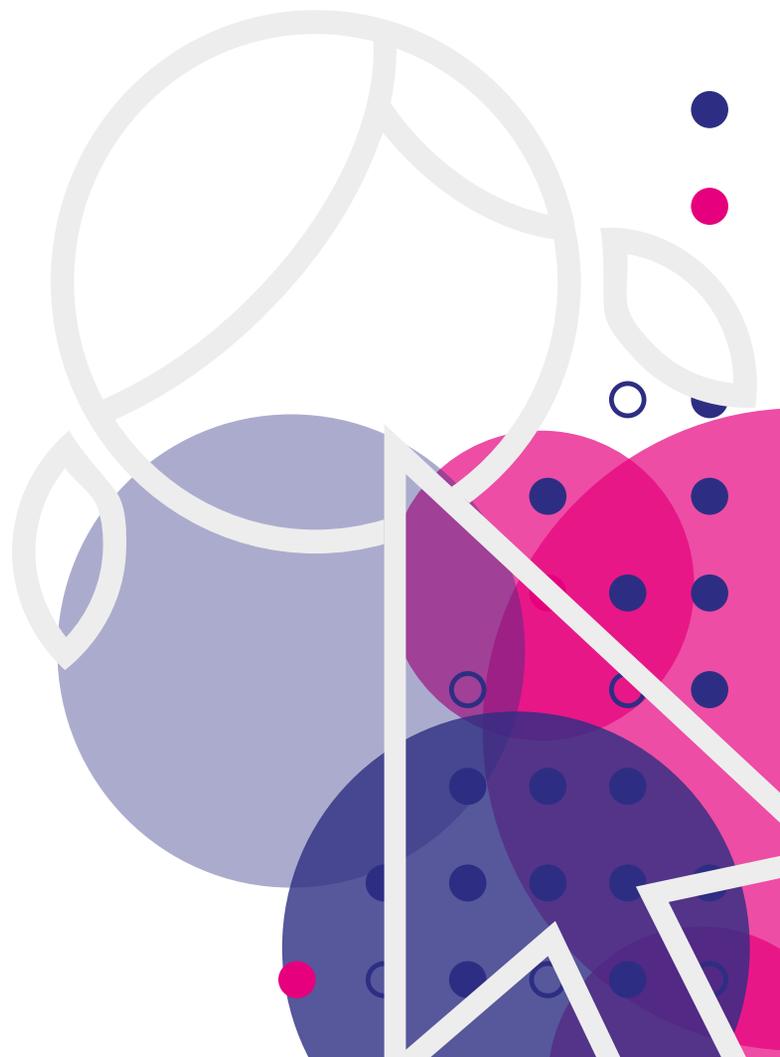


ANNUAL
REPORT
2021



CONTENTS

Introduction	3
A word of Introduction	4
Vision and Approach	8
Social Issue and Our Solution	9
Social Issue	10
Our Solution	12
Resources, Activities and Results in the Reporting Period	19
Sources Used	20
Implemented Activities	21
Results Achieved and Their Impact	30
Quality Monitoring	31
Year-on-year Comparison	32
Planning and Further Development	33
Planning and Objectives	34
Organisational Structure and the Team	36
The Structure	37
Introduction of the Team	38
Cooperation with Other Organisations	39
Introduction of the Organisation	42
Basic Information	43
Organisation Management and Governance	44
Ownership Structure, Membership and Forms of Close Cooperation	46
Social and Environmental Profile of the Organisation	48
Finance and Accounting	50
Bookkeeping	51
Impact of the COVID-19 Pandemic on the Organisation's Finances	52
Balance Sheet	53
Profit and Loss Report	55
Selected Financial Indicators	57
Plan for Further Financial Management	59
Other Events After the Balance Sheet Date	60



INTRODUCTION

A WORD OF INTRODUCTION

At Czechitas, we continued to deliver on our mission in 2021. This involves both **breaking down myths** about digital skills being associated with mathematical complexity and overcoming the fear of not knowing how technological solutions around us work. Despite society-wide uncertainty and the prevailing online format of all social events and educational activities, we were able to continue the sustainable growth of our organisation and gradually **expand our activities to other regions**.

Our 2021 aim was to get 30,000 people (mostly women) excited about learning technical and digital skills. We successfully approached a total of 37,324 people, reaching 124% of our target. We managed to get more than half of these people so **enthusiastic about digital technology** that they embarked on self-education efforts, either in our in-person courses, through self-study using Czechitas tutorials or on the learning platforms of our partners such as Google (Google Career Certificates) and IBM (SkillsBuild).

Popularization

As part of one of the three pillars of Czechitas, which we call Popularization, we have been working for a long time to **increase interest in technical and lifelong learning** and to **increase digital literacy** in the Czech Republic.

We were happy to speak or present at a total of 20 conferences and panel discussions on various topics related to technology. We accepted invitations to 11 interviews, some of which were conducted live and others in the form of podcasts. We gave talks to students of secondary schools and higher education institutions, teachers, employees of our partners and the general public, and we organised several workshops. In the second half of the year, we presented at 15 events such

as trade fairs, festivals and family days in various parts of the Czech Republic, all with the aim of raising awareness of the tech industry.

In 2021, we also launched our own **Czechitas podcast**. In total, the ten episodes had over 6,200 listens by the end of the year. In the different episodes of the podcast, we met the graduates of our courses, experts from the tech scene, our trainers and employees from

the various specialisations. Our podcast guests included Sara Polak, Dita Malečková, Václav Maněna and Daniel Pražák, with whom we talked about **education in the Czech Republic, artificial intelligence, our courses and the stories of people** around us.

Last year we gave 3 live broadcasts from the CTP Czechitas House in Brno. Two of them featured graduates of our Digital Academies and one featured representatives of our partner companies. As early as the beginning of

"Our 2021 aim was to get 30,000 people (mostly women) excited about learning technical and digital skills. We successfully approached a total of 37,324 people, reaching 124% of our target."

2022, we made our fourth live broadcast featuring our Founder Dita Formánková and Director Ondra Čejka, where we took a closer look at **Czechitas 2025 vision** and plans for 2022.

In 2021, one of the most significant milestones for Czechitas was definitely the organisation of the **international womENCourage 2021 conference**, aimed at connecting women from different technical fields and encouraging them to pursue education and careers in fields connected to tech. We worked on the conference for almost a year and the result was 25 keynotes, workshops, tutorials and panel discussions which were held over three days and had a total of 260 attendees. The conference also included a career fair and a hackathon. Due to unpredictable government measures, the meeting took place in virtual space and was joined by a number of experts and specialists from 38 countries. Our prominent speakers included the Czech Vice-President of the European Commission Věra Jourová and the Chief of the Section of Education for Inclusion and Gender Equality of UNESCO Justine Sass.

Other achievements in 2021 included the **recognition of the social impact of Czechitas' activities at the European Union level**. Czechitas received the **Social Economy Award** in the Digitalisation and Skills category for its contribution to addressing significant challenges related to technological advancement.

Czechitas was mentioned in 561 articles with a total impact on 486 GRPs of the reader/viewer/listener population, where one GRP point corresponds to one percent of the Czech population over the age of 15, i.e. a group of 90,000 readers, listeners or viewers who could have been reached by the published contribution. Also, last year's significant outputs also include our participation in the Good Morning programme on Czech Television or the Weekend on TV Nova programme, as well as countless interviews on regional radio stations. Besides

diversity, the key topics include **digitalisation** and the need for **lifelong learning**.

In our traditional Christmas campaign, where we try to **bring programming closer to a wider audience**, we developed tutorials for preparing a game, the purpose of which was to try out the JavaScript programming language. Tutorials were published every Sunday of Advent and the following Wednesday. In total, there were 8 tutorials featuring the fairy tale story of Mr. Gingerbread.

As part of popularization, we also collaborated on the annual EU Code Week and Hour of Code events, which are designed primarily to **raise awareness of IT skills** among children.

Together with DigiKoalice and the Ministry of Education, Youth and Sports, we joined the global initiative and organised the **#DIGIEDUHACK** 2021 hackathon, where we focused on the **innovative use of smartphones** in schools. We called the challenge Smartphone: School in Your Pocket.

We were also able to **capture the attention** of female students of higher education institutions. 18 female students from 6 different universities applied for the annual Czechitas award competition for excellent bachelor theses in tech authored by women, from which 8 finalists were selected. Masaryk University had the largest representation, with 9 bachelor's theses submitted. The best theses were selected by a jury consisting of representatives from Accenture, Honeywell, SAP and the University of Technology. The winning theses in the Czechitas Award competition were *Kristýna Zaklová's Web Search Engine for Pet Registration*, *Gateway to the Past: Designing AR-enriched Brno City Guide to Historical Gates* by Julia Gonová, and *3D Surface Reconstruction from Depth Data with Consideration of Empty Space* by Zuzana Kačeráková.

EDUCATION

In education, we continue to focus mainly on **programming, testing, data analytics and web development**. In our efforts to **steer careers towards IT**, it is in these topics that we see the biggest opportunity in the job market. Digital skills courses were also very popular, which help to introduce the general world of IT and focus on practical knowledge.

In 2021, we held the total of 418 training courses, with 12,396 participants. If we add together the hours of all Czechitas courses, we get an incredible 198,423 hours spent learning at Czechitas courses.

This time, web development took the top spot in popularity with over 60,000 hours taught, beating even the long-standing favourite, data analytics.

A great deal of the credit for the total number goes to the form of teaching. Due to the ongoing pandemic situation and restrictions, **77% of the courses were delivered online**, i.e. by distance learning. It is not easy to teach several hours talking into a webcam and a microphone (hats off to the lecturing team), but we take it as a challenge and an opportunity. Thanks to the feedback, we can **focus on quality**, which we have managed to maintain even in the online environment.

As formal education is facing a similar challenge as well, we have developed the Digital competences for teachers series. It was piloted from February to June 2021. A total of 230 people (teachers) attended the course. We worked closely with our partners Microsoft, IBM and FabLab on the training. The long-term course included 10 thematic units and the aim was to help teachers to improve the effectiveness of teaching, use the latest technologies, convey information in an interesting and

"A total of 12,396 participants spent a total of 198,423 hours on our 418 training courses."

engaging way, but also to teach according to current curricula and trends.

We offered a similar format to secondary school students and in the autumn we piloted our first-ever long-term course for secondary school students – Master digital technologies.

Over the summer holidays we made children smile at 6 day camps, which we managed to organise in spite of the nervousness of restrictions, as well as 3 Summer Schools for high school girls. Outside the holidays, we met with children at 22 clubs and other events like Family day etc.

We have expanded our offering of **online self-study tutorials**, which also serve as a taster or even a pre-requisite for some of our long-term courses, to include new topics. Czechitas and online tutorials were viewed by a total of 8,686 users last year. In addition, we also worked with our partners Google, prg.ai and IBM to deliver education through their platforms. Thanks to our partnership with Google, we gave away 2,919 licenses to study on the Coursera platform.

The Digital Academy continues to provide female graduates with the experience they need in order to get a new job in IT. Thanks to 12 academies in Prague, Brno, Ostrava and České Budějovice, we have prepared 318 female graduates for new IT positions. A large number of them started new jobs immediately after graduation, and some even got jobs during the Digital Academy.

Despite the strict restrictions and reduced opportunities to meet, we organised four Hackathons and twenty Tech MeetUps on various topics for advanced graduates of our courses, also thanks to our partners.

APPLICABILITY

In terms of connecting graduates of our courses to new jobs in IT, 2021 has been the most successful year so far. In total, there were **338 Czechitas graduates who have started their IT careers**.

The number of graduates of our training courses who are employed in companies is one of the main indicators of the impact of Czechitas. Our career liaison officers provided 416 career consultations in 2021. Every year, a part of these take place at the Job Fair Czechitas, where **representatives of partner companies meet our graduates**. The Job Fair also includes career counselling (114 consultations in total), a panel discussion and workshops.

The continuing pandemic situation has presented us with a new and interesting challenge to organise the first virtual job fair on the Confer-O-Matic platform. Thanks to a more favourable situation for in-person meetings, the autumn Job Fair Czechitas could take place in the cosy premises of the Prague-based Opero cowork. In total, the Job Fairs Czechitas were visited by 347 female attendees and 29 companies were involved, which presented their working environment, career growth opportunities, onboarding procedures etc.

COMMUNITY

One of the key pillars of Czechitas is the Community, which includes the **participants and graduates of our courses, our partner companies, but also the wider team** comprised of all our coaches, trainers, mentors, photographers and workshop facilitators who work with us as volunteers or for symbolic compensation. They bring to our courses a lot of know-how and professional skills directly from practice, mutual support and good mood. In 2021, there were 652 of them in total and we are incredibly grateful that they are helping us realise our vision and advance the skills of new IT talent. Thank you to the **entire community** for 2021.

PARTNERS

We owe a big thank you to each of the one hundred partners who have been involved in nurturing and applying new IT talent for a long time. In particular, we would like to thank our general partners **Accenture** for their support in acquiring hardware not only for our on-line studio, **CTP** for providing office and training space for the **CTP Czechitas House** in the Ponávka campus in Brno, **Google** for long-term financial support and for entrusting us with the distribution of Coursera licenses, **Microsoft** for supporting the DA and Microsoft Azure Fundamentals courses with the possibility of certification, **Škoda Auto** for the first Czechitas company car and support, and the **Velux Foundation** for extraordinary financial support that allows us to continue growing.

We would also like to thank our strategic partners – **Avast, Barclays, Blackboard, BOSCH, ČRA, ČSOB, Gasnet, Honeywell, HUAWAI, IBM, Business Development Agency of Karlovy Vary Region, Oracle NetSuite, SAP ČR, Thermo Fisher and Verizon Czech**.

To all of our 90 staff members in eleven cities, to the Governing Board and to the wider team, I thank you from the bottom of my heart for your tremendous commitment and collaboration, your humility, your attitude to change, and the big hearts you give to each story.

I believe that, this year, together we will inspire another **45,000 people** (mainly women) to become interested in technology, improve their digital and IT skills and, in turn, contribute to the **diversity and innovation** of the Czech Republic.

Ondřej Čejka

Director



VISION AND APPROACH

Mission

Our mission is to inspire, train and guide new talents towards stronger diversity and competitiveness in tech. We are creating a community that connects people who want to learn or teach. In one place, we bring together private companies, national and local government, academia and schools, experts from the community, other projects, non-profit initiatives, and people who are learning and seeking employment. We want to become a partner in lifelong learning.

Our vision is to become the most relevant non-formal education institution for the professions of the future in the Czech Republic **by 2022**. We aim to increase the number of talents in technical fields and to increase IT and digital literacy among groups that are underrepresented in these fields or are generally at risk due to digitalisation. We are changing the societal mindset and showing that knowledge of technology is not only necessary for the future in the labour market, but also a daily necessity. That IT can be interesting for boys and girls, men and women.

Vision



We aim to build innovative educational **centres** and online platform to support popularization, education and community development.



100,000 new talents who increase their digital literacy and interest in technology



And **many** of them use their new skills for transit to IT careers, for promotions or to start their own new projects.

Approach

Our work relies on four pillars: popularization of technical education, education itself, success of talents in the job market and building a community around IT. We therefore organise lectures, discussion meetings, educational campaigns, workshops, long-term courses, tech meetups, intensive academies, day camps, job fairs, career counselling, mentoring and community events for children, women, teachers, parents and companies.

A group of young women are seated at tables in what appears to be a classroom or meeting room. The image is overlaid with a semi-transparent purple circle. The text "SOCIAL ISSUE AND OUR SOLUTION" is written in a dotted, white font across the lower portion of the circle. The women are looking towards the left, and one woman in the center is resting her chin on her hand. There are papers and a glass of water on the tables.

SOCIAL ISSUE
AND OUR
SOLUTION

SOCIAL ISSUE

Lack of qualified ICT employees

Technology is changing the world around us. There are many studies that predict how many jobs will disappear due to automation and robotics. We don't really know the actual number. But it is clear that the nature of our work will change and so will the requirements for the skills we need to do the work. These changes are already beginning to take effect. According to Eurostat data, the Czech Republic is the country where employers have the hardest time finding new IT talent. Thousands of people are lacking in the job market (GoodCall mentions a lack of 30 000 ICT specialists), 80% of Czech companies are struggling to find qualified ICT employees¹, and the COVID-19 pandemic has further increased the demand for ICT professionals in many areas².

Low representation of women in the job market with emphasis on IT positions

In the ICT sector, men make up 90% of the workforce. Yet statistics³ and LMC research⁴ indicate that there is the untapped potential of approximately 300 000 women who could be active in the job market, but who remain outside it for reasons such as lack of access to childcare, inadequate qualifications, etc. The need for

women in the job market has been further highlighted by the COVID-19 pandemic⁵. This is why they, in particular, need to be upskilled in digital and technical competencies in order to be more successful in the job market and to be more competitive in terms of ensuring equal access to employment opportunities⁶.

Current changes in the job market in the context of COVID-19

Pandemic measures, not only in the Czech Republic but also around the world, have accelerated the need to operate in the digital environment. They have forced many individuals and companies to adapt very quickly to digital processes and new ways of working and communicating. Collaboration at a distance will continue to play an important role in many companies in various industries. Data on the COVID-19 economic recovery also suggest that technology-related occupations will remain the most valuable and in-demand occupations in the job market⁷.

1 Johnston, R. (2020). [Czech firms have the second-hardest time in the EU filling ICT positions](#)

2 [LMC, G82, Simply5](#) (2021).

3 [Czech Statistical Office](#) (2022).

4 [Datové snídaně LMC](#) (2021).

5 [Czech Statistical Office](#) (2019).

6 United Nations (2020). [Policy Brief: The Impact of COVID-19 on Women](#)

7 Sedlák, J. (2020). [Firmy propouští, ruší projekty a přestaly nabírat. Jaký má koronavirus dopad na IT trh v ČR?](#)

Shortcomings in the teaching of computer science in schools and the poor preparedness of teachers to use digital technologies for teaching

In 2020, a problem that had been talked about for a long time deepened. The school curriculum lacks adequate room for quality teaching of computer science and the use of digital technologies, as well as the use of digital technologies in teaching itself. At the same time, the teaching of computer science cannot respond quickly enough to dynamic changes in technology and the job market.

Barrier to in-person education

Due to the pandemic situation, many have been denied the opportunity to receive education in the conventional in-person form. We thus have a new opportunity to bring education to places where in-person IT education was not so commonplace, through online courses. The impacts of the COVID-19 pandemic have been studied in detail e.g. by PAQ Research.

OUR SOLUTION

OUR ACTIVITIES

Czechitas activities that address the above social problems are based on the following pillars:

1. **popularization** of lifelong and technical education;
2. **education and qualification** to junior level in technical skills such as programming, coding, data analytics, testing and digital skills;
3. **applicability** of our graduates, guiding and supporting them to enter the job market;
4. **building a community** of IT professionals and volunteers who are willing to teach and co-create our activities with us, and actively engaging with partner companies in order to improve the situation of women in the job market.



FIRST PILLAR

Popularization activities include:

- » Speaking at developer, teacher and other thematic conferences and festivals, both in Czech Republic and abroad
- » Organizing popularization events, conferences and lectures for partner companies and the public
- » Popularization articles or podcasts
- » The Czechitas Award (for the best girls' bachelor's thesis in IT)
- » Popularization campaigns

SECOND PILLAR

Educational activities include:

- » One-day courses
- » Long-term courses
- » Intensive and one-semester courses
- » The three-month intensive Digital Academy course: Data, Web and Testing
- » IT summer school for secondary school female students
- » Clubs and day camps for children 8 to 12 years old
- » Hackathons
- » Advanced meetups
- » Online self-study courses
- » Workshops for teachers
- » Webinars
- » Methodologies for teaching IT
- » Educational video tutorials

THIRD PILLAR

Guidance and support to enter the labour market includes:

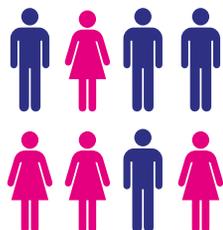
- » Career coaching and counselling
- » Connecting female students with employers in the form of internships and employment positions
- » Organising the Job Fair Czechitas

FOURTH PILLAR

Building a community of IT professionals and volunteers includes:

- » Regular meetings of corporate partners, trainers and volunteers
- » Educating partner companies that strengthen diversity in the workplace, e.g. the Honeywell Diversity Project Pilot, discussions on job market trends, sharing best practices
- » Training IT professionals in teaching skills

OUR TARGET GROUPS



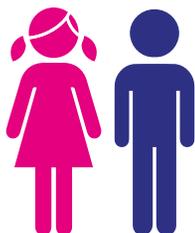
The public

Czechitas popularises the topic of lifelong learning and specifically IT education. We feel that education in IT and digital skills is necessary not only for work, but also for everyday life and for gaining new opportunities. We believe that digital skills help people create their own future.



Women

Czechitas encourages women, regardless of age, education or occupation, not to be afraid of IT and to explore its possibilities. In a safe environment, we teach them both the basics and more advanced skills, and help them get a job in the IT industry.



Children and youth

Czechitas introduces children and young people to the basics of programming, robotics and IT security in an interesting and playful way. We offer them a foundation for their future studies in computer science. We engage children, young people and their teachers in the global Hour of Code event.



Employers

Czechitas inspires employers to change the way they think, and build diversity teams. We work with partners who are looking for new talent and embrace diversity. We share with them the know-how on how to show women the attractiveness of IT positions.

EXPECTED OUTCOME AND IMPACT ON DIRECT AND INDIRECT TARGET GROUPS

For 2021, we developed the following plans for the outcomes and impacts on our target groups, i.e. both our direct target groups and those we affect indirectly through our activities. At the same time, with the arrival of a new impact evaluator, we had revised some of the criteria and monitoring areas.

The public

Plan for 2021 – The public	Results for 2021 – The public
Better IT and digital literacy in society	We organised 420 training events with 12.5 thousand participants. We had 6.3 thousand unique female students.
Increased interest in IT as a field of the future	We had an impact on 44 million (non-unique readers/listeners/viewers), specifically we published 561 articles (67% more than the previous year) with an impact on 486% of the population (about 25% more than the previous year), we had 47,669 fans on social media (an increase of almost 10,000 compared to the previous year).
Motivating parents to encourage their children to study IT fields	Motivating parents to encourage their children to study IT fields is one of the topics we bring up in the above activities. To what extent young people actually choose IT as their field of study is yet to be seen in the future.

Women

Plan for 2021 - Women	Results for 2021 - Women
Motivation and confidence of women to enter IT	In a random survey of Czechitas supporters, more than 10% of female respondents explicitly stated that their confidence about IT had increased or that they were no longer afraid of it. Other benefits of our activities for their lives were that they had found a job in IT or had improved/become more effective at work thanks to IT. A quarter said that Czechitas had helped them to become more familiar with IT, while another 20% highlighted the specific things they had learned or mentioned a desire to continue learning. In terms of motivation, what our supporters appreciate the most about IT – apart from the specific areas – is that they can keep learning new things that have practical applications. In addition to being logical and looking for solutions, about 1 in 10 respondents mentions creativity in IT. Also, financial reward as a motivation/benefit is only mentioned by about 1 in 10 respondents.
Career progression of women to more attractive or IT positions, see the reports	We know of 338 women who we helped to find IT careers in 2021
Setting up own projects	We do not yet systematically monitor the extent to which our graduates develop their own projects or start new ones. We know of two in 2021. We plan to focus more on this area in 2022 or 23.

Children and youth

Plan for 2021 - Children and youth	Results for 2021 - Children and youth
Motivating children and adolescents to become interested in technology or to study technical fields	We organised 42 events for children and youth with 890 students, including 18 courses for about 500 secondary school students on the topic of Explore IT Positions. In the 3 runs of the Digital competence for teachers series, we trained 230 teachers who, in turn, educate their students. Given that the average IT teacher teaches an estimated 100 students per year, we can estimate our impact at 2 300 students who should gain a more positive relationship with IT as a result of this activity.

Employers

Plan for 2021 - Employers	Results for 2021 - Employers
Diversity in teams and strengthening teams with new IT talent	We helped 338 new talents to find employment in the job market. A survey was conducted among our partner companies, but unfortunately we do not have representative data yet. However, ¼ of respondents said that the proportion of women in ICT roles had increased since they had started working with Czechitas.
Interest of IT professionals in sharing knowledge and experience	In 2021, 652 unique, active members of the IT professional community helped us at 407 events, donating a total of approximately 6,500 hours of their time. We held two meetings for partner companies with 225 registered IT professionals, where 19 speakers shared their knowledge and experience. We co-organised the WomenCourage conference, with 22 speakers and 261 participants from every continent except Antarctica.

PLAN FOR 2022

Following a review of the organisation's strategy and impact monitoring, we plan to focus on the following areas when evaluating our impact in 2022.

The public

- » Relationship to IT, verifying to what extent the public perceives IT as the field of their future
- » Awareness of the Czechitas brand and our activities
- » The reach of our media activities. We have found that we are well known among the professional community, but not so well known among the general public, so in 2022 we will focus on media for the wider public
- » Motivating children and adolescents to take an interest in technology or to study technical fields

Women

- » Women's willingness to enter IT
- » The most significant change in the lives of our students thanks to Czechitas
- » Career advancement of women into IT or to more attractive positions

Children and youth

- » Only popularization of the topic

Employers

- » Diversity in teams and strengthening teams with new IT talent in companies
- » Benefits of diversity teams for companies
- » Interest of IT professionals to share their knowledge and experience

The country

- » Benefits for employment policy
- » Financial benefits of employing women in IT positions

A photograph of a woman with long blonde hair, wearing a dark floral dress, shaking hands with a man with glasses and a beard, wearing a white patterned shirt. They are in a large, modern room with other people seated at tables in the background. The image has a pinkish-purple tint. The text "RESOURCES ACTIVITIES AND RESULTS IN THE REPORTING PERIOD" is overlaid in a white, dotted font.

RESOURCES
ACTIVITIES AND
RESULTS IN THE
REPORTING PERIOD

SOURCES USED

We were able to implement our activities thanks to financial and non-financial resources or barter cooperation with companies and individuals. Partner cooperation most often involves financial support, letting us use teaching facilities, and employees' know-how.

The different types of resources:



FINANCIAL

- » admission fees to events, donations, sponsorships, subsidies and grants, resources from renting our unused premises, resources from e-shop sales



TIME

- » training, coaching and volunteering



MATERIAL

- » offices, technical equipment and furniture



INTANGIBLE

- » know-how of the organisation, know-how of trainers, knowledge and skills of internal employees

IMPLEMENTED ACTIVITIES

The main goal for 2021 was to actively involve 30,000 individuals through our activities. Our activities focused on popularization, education and applicability in IT. The activities were a combination of online and in-person learning.

Popularization:

- » We supported 2,849 people at the 29 lectures and meetups organised by us
- » We reached 6,044 people through participating in conferences and trade fairs
- » 6,206 people have listened to our podcasts
- » 18 girls participated in the competition for the best bachelor's thesis in IT, the Czechitas Award

Education:

- » In our 418 courses, we educated 12,396 people
 - » of which **WOMEN**:
 - » 314 short-term courses for 9,672 women
 - » 51 long-term courses for 1,525 women
 - » 12 Digital Academies for 339 women
 - » of which **CHILDREN AND YOUTH**:
 - » 26 one-day courses for 577 children and youth
 - » 6 day camps for 144 children
 - » 3 IT Summer Schools for 62 secondary school female students
 - » 6 clubs for 77 children

Career (formerly the Applicability pillar):

- » 92 people participated in 4 hackathons
- » 348 women participated in 1 online and 1 in-person Job Fair Czechitas

Komunita:

- » 13 Meetups
- » 10 Work with Czechitas
- » 6 training sessions and workshops in at the FabLab
- » 8 onboardings and training sessions for the wider team

POPULARIZATION PILLAR

PODCASTS
👤 6,206 (41.1%)

EVENTS ORGANISED BY CZECHITAS
👤 2,849 (18.87%)

CONFERENCES
👤 6,044 (40.03%)



PARTICIPANTS IN POPULARISATION ACTIVITIES

People who have joined us for one of our activities aimed at increasing interest in digital technologies and motivation to learn.

Popularisation events: lectures; participants in the Get to know Czechitas or Get to know the thematic area courses; listeners to the Czechitas podcast; people who have actively talked with us at conferences or trade fairs.

Czechitas' popularization activities include:

- » Presentations at 20 conferences and panel discussions on various topics related to technology
- » 11 interviews, some of which were conducted live and others in the form of podcasts
- » 15 different events such as fairs, festivals or family days, organised in different parts of the Czech Republic to raise awareness of and popularise IT
- » Our own Czechitas podcast, ten episodes had over 6 200 listens in 2021
- » 3 live broadcasts from the CTP Czechitas House in Brno, two featuring Digital Academy graduates and one with representatives of our partner companies
- » Organising the international womENcourage conference, aimed at connecting women from different technical fields and encouraging them to pursue education and careers in fields that use computers, 25 lectures, workshops and panel discussions held over three days with a total of 260 participants
- » The Social Economy Award in the Digitalisation and Skills category
- » 561 mentions in articles with a total impact on 486% of the reader/viewer/listener population
- » Participation in the Good Morning programme on Czech Television or the Weekend on TV Nova programme

- » Countless interviews on regional radio stations
- » Together with DigiKoalice and the Ministry of Education, Youth and Sports, we joined the global initiative and organised the #DIGIEDUHACK 2021 hackathon, involving 106 participants and mentors
- » The Czechitas Award, an annual competition entered by 18 students from 6 different schools
- » The Codemas Christmas campaign, which aimed to encourage interest in IT and introduce people to Javascript programming, had more than 9 000 impressions and involved more than 550 people
- » Within the EU Codeweek campaign, SAP trainers taught the basics of programming in Scratch to 229 children, including 185 from Brno and 44 from Prague
- » The Hour of Code campaign, in which a total of 246 children and 117 adults coded with us
- » Get to know Czechitas, online lectures that helped a total of 479 women to choose the right Czechitas course
- » Get to know the Digital Academy, online lectures for 664 women interested in the Digital Academy
- » Get to know it, online lectures aiming to introduce the thematic areas, with 604 female participants

EDUCATION PILLAR

TRAINING COURSES

👤 12,396 (56.95%)

COURSERA TRAINING

👤 685 (3.15%)

COURSERA VIDEO TUTORIALS

👤 2,234 (10.26%)

VIDEO TUTORIALS

👤 6,452 (29.64%)



PARTICIPANTS IN TRAINING COURSES (👤 13,081)

Participants in short- and long-term training courses, in-person or online, for women, teachers, children and youth (including graduates of 2 or more Google Career Certificates courses on Coursera)

VIEWERS OF EDUCATIONAL VIDEO TUTORIALS (👤 8,686)

Viewers of video tutorials (incl. people who have watched 1 Google Career Certificates course on Coursera)

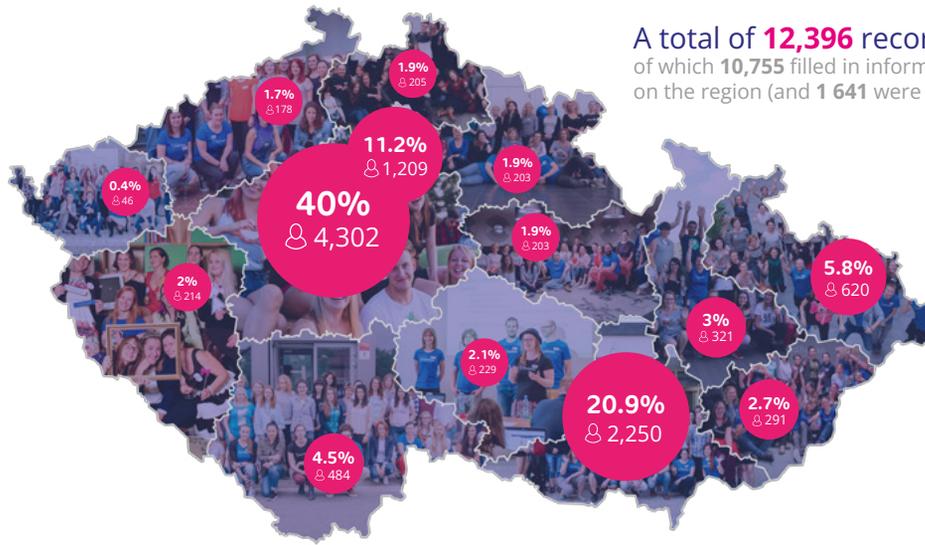
Our training courses:

12,396 participants

spent 198,423 hours

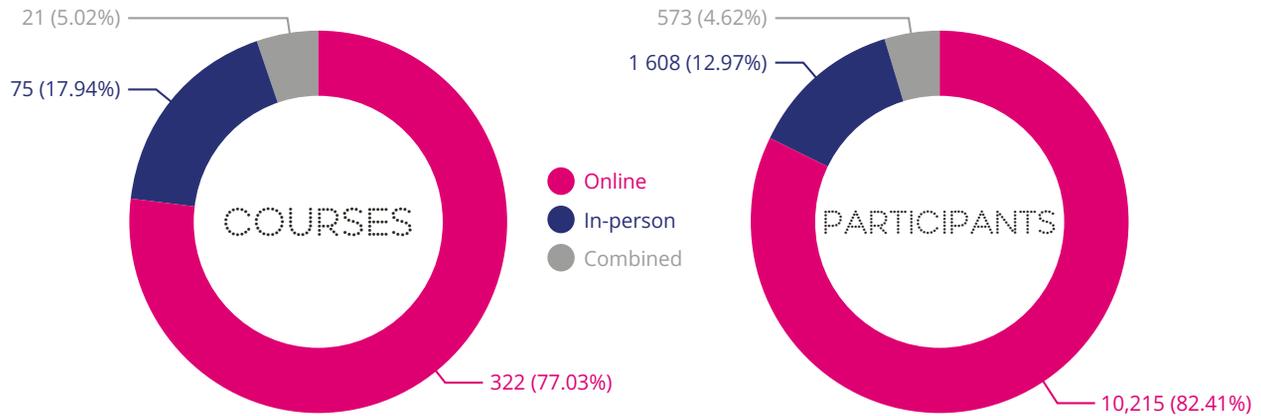
at our 418 training courses

Where do the participants in our training courses come from?



A total of **12,396** records of which **10,755** filled information on the region (and **1 641** were not filled in)

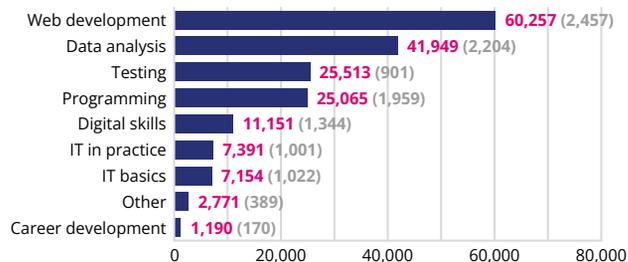
Breakdown of courses and participants by form of education



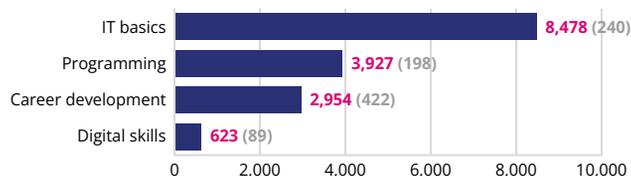
What do they most often learn with us?

Charts show the number of hours (number of participants) taught by thematic unit

Adults



Children and teachers



Digital Academy

- » 12 Digital Academies in total
 - » Digital Academy: Data in Brno, Prague, Ostrava and České Budějovice
 - » Digital Academy: Web in Brno, Prague and České Budějovice
 - » Digital Academy: Testing in Brno, Prague and Ostrava

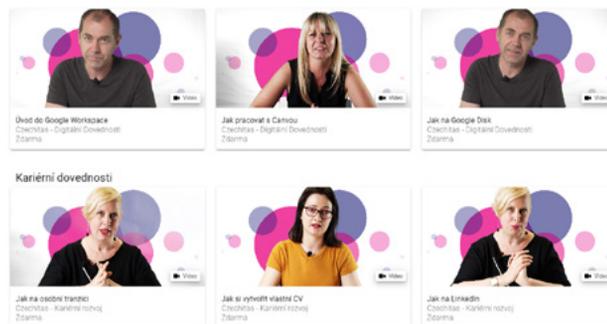
Coursera Google Career Certificates

We became the main distributor of licenses to study on the Coursera platform. We distributed 2,919 licenses for a total of 4 training modules:

- » Data Analytics
- » UX Design
- » IT Support
- » Project Management.

Educational videos

In 2021, 19 educational videos were produced in several thematic areas. They focus on career development, digital skills, information security, programming, web development or working with graphics software.



Activities for teachers

In the spring, we piloted the first run of the Digital competence for teachers series, which included 10 thematic units. Across the topics, 230 teachers from across the Czech Republic participated.

We expanded our course offering to include the following topics:

Thematic area: Data analytics

- » Get to know Data analytics
- » Natural Language Processing (NLP)
- » SQL (long-term course)
- » Python 2
- » SQL 3

Thematic area: Programming

- » Get to know Programming
- » Excel: VBA
- » Internet of Things (IoT)
- » Laravel
- » Python 1

Thematic area: Web development

- » Get to know Web development
- » UX: Web prototype design
- » SEO for WordPress
- » Digital copywriting
- » Introduction to SEO
- » SEO copywriting 2.0
- » WordPress
- » Django 1

Thematic area: Testing

- » Get to know Testing

Thematic area: Digital skills

- » Get to know Digital skills
- » Working effectively with a Windows computer
- » Figma
- » Digital productivity and collaboration with Microsoft 365 tools
- » (Un)Safe network
- » The basics of working with macOS

Thematic area: IT in practice

- » Agile development: SCRUM 2
- » Amazon Web Services Foundation
- » Salesforce
- » Introduction to application systems management (DevOps)
- » Microsoft Azure Data Fundamentals
- » Microsoft Azure AI Fundamentals

Thematic area: IT basics

- » Get to know the world of IT: Programming
- » Get to know the world of IT: Introduction to algorithms 2
- » Introduction to Linux

Courses for secondary school students

- » Master digital technologies

Courses for teachers

- » Digital competences for teachers series

The **Get to know it (thematic area)** series was a great success. These are 90-minute interactive lectures through which we introduce the public to the different thematic areas of our portfolio. We introduce the thematic area as such, the positions available in the job market and how to start learning the new knowledge. We also share the stories of our graduates, and the trainers also share their experience from practice with the participants. We piloted this project in December 2021, engaging 604 people in the pilot run.

In-house training in companies

We expanded our activities to include in-house training in companies. We offer them expert lectures, one-day courses from our standard portfolio, as well as comprehensive courses tailored to their needs.

At ČSOB, we trained 32 back-office employees as part of in-house training in order to retrain them to become software testers.

At ŠKODA AUTO, we prepared a reskilling programme for employees 55+.

APPLICABILITY PILLAR

Mentoring platform

Thanks to support from Accenture, the Ministry of Labour and Social Affairs and the EU, we developed a mentoring platform for graduates of our long-term courses and Digital Academies. Through the platform, which is part of our information system, graduates can connect with trainers, coaches and other experts in the field to consult their own topics.



MENTORING

Registruj se do pilotní skupiny a získej mentoring jako první!

Účastnice pokládají přes informační systém Czechitas **otázky** a mentoři na ně podle své odbornosti odpovídají.

Jde o **stručnou, faktickou pomoc** a další nasměrování na cestě v oboru IT.

CHCI MENTORING

Logos: czechitas, accenture, European Union, Ministry of Labour and Social Affairs, MŠMT

Job Fair Czechitas

We held the first ever online job fair in the virtual world of Confer-O-Matic.



Other activities

- » 18 courses for secondary school students on the topic of Explore IT positions
- » Individual career counselling for Digital Academy graduates: Testing
- » The graduate tracking project was launched, which allows us to trace back the stories of girls and women who have found employment

RESULTS ACHIEVED AND THEIR IMPACT

The goal of involving **30,000** individuals through all our activities was met. In total, 37,324 people completed our activities.



APPLICABILITY

In 2021, 338 participants successfully graduated from the Digital Academy. In total, we know of 94 women who made a career change after completing the Digital Academy. There were 33 graduates in Brno, 17 in Ostrava and 40 in Prague.

In 2021, 17 women got jobs thanks to our direct networking. The most common positions were Data/BI Analyst, Web Developer, Tester, Consultant and Software Developer.

Of the 1073 graduates of the Digital Academy, 486 have already found new employment. There were 93 graduates in Brno, 23 in Ostrava and 135 in Prague.

QUALITY MONITORING

In 2021, there were changes to our data team, which is responsible for monitoring quality both internally and externally. An experienced data analyst joined the team, taking our work with data to the next level. Not only do we collect large amounts of data, but we also analyse and evaluate the data and make data-driven decisions based on the outputs.

Thanks to the data, we have significantly advanced the process of planning courses and activities across all regions, but also centrally. The data also now allow us to track a student's progress through our portfolio and, in turn, respond to what and how we teach.

The quality of our events, as rated by the participants, remains at 95.49% satisfaction (an increase of 2.7% on the previous year) and 96.51% of people would recommend our courses to their friends and family.

We improve our training courses by following trends in the IT market, participating in foreign and local conferences, and consulting with IT experts (such as doc. Ing. RNDr. Barbora Bührenová, Ph.D.) and especially by actively working and communicating with companies.

In addition to monitoring the quality of our courses, we also conducted an employee satisfaction survey, which was completed by 85% of our employees, 7% more than a year ago. The survey confirmed that we maintain a high standard of employee engagement and identification with the organisation's values.

YEAR-ON-YEAR COMPARISON

Goals achieved	2021	2020	2019	2018
Number of our training courses	418	286	238	146
Number of graduates from in-person and online training courses (min 4 h)	12,396	8,011	5,821	4,344
Number of women employed in IT thanks to our direct connection	338	81	96	113

A group of approximately 15 people are gathered in a modern, brightly lit room. They are standing around a white bar counter and a high-top table. The room features exposed yellow pipes, a large abstract painting on the wall, and a black speaker mounted on the wall. The people are dressed in casual to semi-formal attire, and many are smiling and clapping. The overall atmosphere is positive and social.

PLANNING
AND FURTHER
DEVELOPMENT

PLANNING AND OBJECTIVES

Czechitas' ambitions remain the same – to build the largest platform for non-formal education on digital skills and help secure employment for new talents in the professions of the future within the Czech Republic. As before, the main target group will be women and girls aged 15 and over, as the group most at risk from digitalisation. We will strive to improve their digital and IT literacy, teach them programming, testing, coding, data analytics or, in the future, cyber security, and help them apply their knowledge in practice.

We feel that our greatest added value lies in reskilling and upskilling women for IT, rather than in clubs and courses for children. For this reason, we will gradually limit our activities for children, which will only play a marginal role.

What we also see as a great opportunity is the fact that, together with our partners and IT companies across the Czech Republic, we can define the qualification standard for education in IT skills and competencies and, by extension, to create a curriculum of what companies in the Czech job market expect from a junior developer, tester, analyst or Java specialist. That allows us to adapt our portfolio of activities so that Czechitas' courses produce even better graduates who will be competitive in the job market and interesting for companies as candidates for their vacant IT positions. In this area, we want to become a partner to ministries and institutions that deal with the issue of lifelong learning.

*„We feel that our greatest added value is the **reskilling** and **upskilling** of women towards tech.“*

A new type of product that we plan to develop in 2022 is in-house training in companies. Instead of laying off employees whose job roles are no longer needed due to digitalisation, employers retrain their employees for new roles, primarily in IT. In the long term, we thus want to relieve the unemployment benefits system, help employers to fill vacant IT positions more easily with their loyal employees, and above all, increase the self-confidence of people who will gain new knowledge and skills for the future job market.

Thanks to the second consecutive year of support from the Velux Foundation in Denmark, we are working towards the sustainable and stable operation and funding of our organisation, which allows us to achieve high-quality social impact. Our big challenge for the years ahead is to build on the work that is already

underway in this area and to manage our resources responsibly and sustainably.

Thanks to the support from Velux Foundations, we expanded our presence to 3 new regions in 2021.

In 2022, we will make our activities accessible to additional audiences, this time in the Ústí nad Labem Region. Our nationwide reach and impact is greatly facilitated by online learning, which we adopted to respond to the pandemic. This means that people from regions where we are not actively present, i.e. where we have not yet

built a community, brand and partnerships, can also learn with us.

In 2022, we plan to implement more than 250 learning events for 8,000 students through live online learning, in-person or hybrid learning. In addition to short- and long-term training courses, we are developing intensive Digital Academies with a focus on web development, data and testing. At the turn of the year, we are planning to pilot the Digital Academy in an online format. We place great emphasis on popularization activities, which we conceptually include in the portfolio of activities we are engaged in. In December, we expanded our popularization activities to include a new product entitled Get to know a thematic area – these are 90-minute free lectures explaining what working in IT looks like. We plan to further develop this product in 2022.

In the long term, we plan to narrow our activities, but expand our impact in the area of reskilling and upskilling women for the professions of the future.

With our team, we continue to build the structure of our organisation for its sustainable development, automation of internal systems, creating data reports, unifying marketing communications, collaboration with national and regional institutions, developing new products, instructor care, working with talent and developing leadership skills, optimising processes and the corporate culture.



ORGANISATIONAL
STRUCTURE AND
THE TEAM

THE STRUCTURE

The organisational structure underwent partial changes in the autumn of 2021 and it is currently as follows:

The Founder stands behind the establishment of the institute and decides on changes to the founding legal act. It appoints and removes the Inspector. By its decision, the institute may be dissolved.

The Governing Board consists of three members who actively oversee the running of the organisation and contribute to its development through their professional advice and presentations at public events. At the same time, they guarantee the fulfilment of Czechitas' mission and vision, including adherence to its core values. It is the highest body of the institute, appointed and removed by the Founder. The Governing Board also decides matter that include, but are not limited to, appointing and removing the Director position, distributing net income, strategic objectives, launching the institute's secondary activities, and changing the institute's registered office. The symbolic body of the Governing Board is the **Co-Founders Union**.

The Director plays a vital role in leading and managing the organisation and represents the organisation externally. In relation to employees, it is the head of the organisation. It is obliged to ensure the proper functioning of the institute and the fulfilment of the purpose for which it was established, proper bookkeeping, and compliance with all legal obligations.

Central Departments are in charge of running the organisation and delivering quality services, and they operate in the following areas:

- » Data & Impact
- » Development
- » Finance
- » HR & Shared Services
- » IT & Infrastructure
- » Marketing
- » Partnerships & Career Development
- » Product & Operations

Branches represent local teams at individual branch offices and are in charge of delivering services directly to target groups:

- » Brno
- » České Budějovice
- » Karlovy Vary
- » Liberec
- » Mladá Boleslav
- » Olomouc
- » Ostrava
- » Plzeň
- » Prague
- » Zlín

The wider team consisted of a community of instructors, coaches, photographers and workshop facilitators organising events on-site or in an online environment, as well as specialists expanding the expertise for the operations of the organisation.

INTRODUCTION OF THE TEAM

FOUNDER

Formánková Dita

CO-FOUNDERS UNION

Bühnová Barbora

Ptáčnicková Monika

Zatloukalová Miroslava

GOVERNING BOARD

Bühnová Barbora

Formánková Dita, Chair of Governing Board

Ptáčnicková Monika

DIRECTOR

Čejka Ondřej

REVIZOR

Vítek Petr

HEADS

Janičinová Věra, Head of Partnerships & Career Development

Mairychová Lucie, Head of Product & Delivery

Maximová Olga, Head of Development

Maximová Olga, Head of HR & Shared Services

Reglová Kateřina, Head of Finance & Data

Sedlák Marek, Head of Marketing

REGIONAL MANAGERS

Balcarová Jana, Branch Lead Mladá Boleslav

Falterová Mária, Branch Lead Ostrava

Heferová Zuzana, Branch Lead Liberec

Hřívová Hana, Branches Development – Karlovy Vary, Hradec Králové, Plzeň

Kalačová Kateřina, Branch Lead Brno

Kubová Andělová Žaneta, Branch Lead České Budějovice

Kučerová Johana, Branch Lead Praha

Tandlerová Ilona, Branch Lead Olomouc

Šiřinová Lucia, Branch Lead Zlín

COOPERATION WITH OTHER ORGANISATIONS

GENERAL PARTNERS CZECHITAS 2021



ŠKODA

THE VELUX FOUNDATIONS

VILUM FONDEN ✕ VELUX FONDEN

STRATEGIC PARTNERS CZECHITAS 2021



REGIONAL PARTNERS CZECHITAS 2021



COMPANIES AND ORGANISATIONS WE CONTINUED TO WORK WITH IN 2021

24i	Citrix Systems	H1	Pipedrive	TietoEVRY
2N Communications	Clever Maps	Hardwario	Principal	TIP IT
Actum	Colours of Data	ChyronHego	Pure Storage	U&Sluno
AIS Servis	CRM pro neziskovky	IBM Česká republika	Raiffeisen bank	Unicorn
AKKA	Česká pošta	Keboola	Redhat	VCCP
Apify	Česká spořitelna	Komerční Banka	S.ICZ	Wedos Internet
Ataccama	Devoteam	Liftago	Salesforce	ZF Engineering
Automators	Dixons	Mews	Smarty CZ	
Axians	Epam	Notum	Solitea	and others.
Billigence	FNZ	Operátor ICT	T-MAPY	
Bizztreat	Geenea	Orchitech solutions	Tesena	



In 2021, we received an award at the European Union level: the European Social Economy Award in the category: Digitalisation and Skills. We received this honour out of 118 nominated social enterprises that address today's most pressing social, environmental, economic and technological challenges.



8th ACM Celebration of
Women in Computing
womENCourage
22-24 September 2021
PRAGUE, CZECH REPUBLIC

We also held the successful international conference womENCourage 2021 with the theme of Bridging Communities to Foster Innovation. The conference was attended by 251 participants from 38 countries and every continent except Antarctica. The aim of the conference was to bring together the non-profit, academic and industrial sectors in order to promote innovation and the idea of greater involvement of women in technical fields.



INTRODUCTION
OF THE
ORGANISATION

BASIC INFORMATION

ORGANISATIONAL STRUCTURE

Name of organisation	Czechitas z.ú.
Registered office of the organisation	Václavské náměstí 837/11, Nové Město 110 00 Praha 1
Organisation establishment date	22 August 2014
Other branches of the organisation	Brno, České Budějovice, Karlovy Vary, Liberec, Mladá Boleslav, Olomouc, Ostrava, Plzeň, Zlín
Legal form	registered institute (z.ú.)
Contact	czechitas.cz/kontakt
Statutes	Stanovy organizace

STAFF STRUCTURE

Headcount	2021	2020
Number of employees	487	396
of which under employment contract	46	24
of which on maternity/parental leave	8	6
of which under contracts other than employment (DPP and DPČ)	433	314
Number of volunteers	143	73
Number of external workers (consultants, instructors, coaches, workshop facilitators and photographers)	717	557

As of 31 December 2021, we had 487 collaborators under employment and other contracts, with varying FTEs, which represents a 23% increase over 2020.

Our internal staff have flexible working hours and can work from home at their own discretion. We allow and support part-time work for women on maternity or parental leave.

ORGANISATION MANAGEMENT AND GOVERNANCE

MANAGEMENT AND EXECUTIVE BODIES

The Founder of the institute is Dita Formánková. The supreme body of the Czechitas z.ú. institute is the Governing Board, which meets at least once a year and elects the individual executive body – the Director of the institute. The powers of the Governing Board include approving the institute's budget, approving ordinary and extraordinary financial statements and the annual report. The Governing Board takes care to preserve the purpose for which the institute was established and to ensure the proper management of its assets. The term of office of a member of the Governing Board is three years; the members of the Governing Board are appointed and removed by the Founder of the institute.

Members of the Governing Board as at 31 December 2021:

- » Formánková Dita (chair)
- » Bůhnová Barbora
- » Ptáčníková Monika

The executive (statutory) body is the Director of the institute. The Director is elected to office by the Governing Board. The Director has the following competencies: acts on behalf of the institute, decides on issues related to the functioning of the institute, handles its assets, hires and terminates the employment of the institute's employees, decides on all other employment matters.

Director of the institute as at 31 December 2021:

- » Čejka Ondřej

SUPERVISION

The Inspector is the control and audit body of the institute.

The Inspector of the institute as at 31 December 2021:

- » Vítek Petr

CONFLICT OF INTEREST

In 2020, the internal guideline governing conflicts of interest between Czechitas' employees and their employer came into force.

INTERNAL CONTROL SYSTEMS

The organisation has several internal control systems in place:

- » The establishment of the position of the Inspector of the institute
- » The Governing Board meets at least once a year
- » Decisions are approved by a majority of the quorum of the Governing Board
- » Competencies are clearly defined by the set out in the Founding Document

OWNERSHIP STRUCTURE, MEMBERSHIP AND FORMS OF CLOSE COOPERATION

OWNERSHIP STRUCTURE

Pursuant to Act No. 253/2008 Sb., on certain measures against the legalisation of the proceeds of crime, the beneficial owner of the institute is its Founder. The Founder of the institute is also duly registered as the beneficial owner in the register of beneficial owners.

CONNECTED PERSONS AND FORMS OF CLOSE COOPERATION

No connected persons or forms of close cooperation.

MEMBERSHIP IN OTHER ORGANISATIONS

None.

OTHER

As of 1 July 2021, in accordance with Section 178(2) of Act No. 89/2012 Sb., the civil code, as amended (hereinafter the “Civil Code”), a merger took place by merging the Czechitas z.s. association with the IT Education Association z.s. association, ID no.: 22815091, registered office: Na Mlejнку 764/18, 147 00 Praha 4 (hereinafter the “IT Education Association”). As a result of this merger, all rights and obligations of Czechitas transferred to the IT Education Association as the successor association. The name of the successor association was changed to Czechitas Edu z.s. The merger took place in connection with Czechitas’ preparations for the change of legal form from an association under Section 214 of the Civil Code to an institute under Section 402 of the Civil Code, as set out below. Czechitas chose to merge with this association not only because of the similarity of the activities of both associations, but also because of the possibility of transferring the IT Education Association’s right to change its legal form to an institute in accordance with Section 3045(1) of the Civil Code to Czechitas.

As of 1 September 2021, Czechitas Edu z.s. was transformed from an association under Section 214 of the Civil Code into an institute under Section 402 of the Civil Code. In this context, the name of the company was also changed to Czechitas z.ú. The above transformation was carried out, among other reasons, because the legal form of an institute currently corresponds much better to the needs and the internal structure of Czechitas as a non-profit organisation whose main objective is to provide and promote education, especially in the field of information technology.

SOCIAL AND ENVIRONMENTAL PROFILE OF THE ORGANISATION

SOCIAL AREA

We support IT education

Through our activities, we help mainly women to improve their qualifications in order to improve their success both in the job market and in their personal lives. In doing so, we influence one of the [Sustainable Development Goals](#) – Quality Education.

We support equal opportunities

Promoting equal opportunities as a sustainable development goal and promoting diversity both within the IT field and within our organisation is essential to us. In our educational activities we focus primarily on women as a group that is disadvantaged in the IT field in the Czech Republic. Our popularization activities, which are implemented not only in the online environment, and activities for children are accessible to women and men, girls and boys. We are raising awareness of diversity and inclusion beyond the confines of our organisation.

In our team, we apply the principles of equal opportunities for women and men, for example in the context of equal access to and opportunities for career development.

We are an attractive employer

At Czechitas, we value and care for human capital. From an employee survey that we conducted in 2021, we know that our employees mainly value meaningful work, work-life balance, flexible working hours, development opportunities and good working relationships. We know and are aligned with our cultural values: meaningfulness, sustainability, playfulness, learning and collaboration.

What we take away from the pandemic period is that we are now also well-coordinated in the online environment which we already routinely use for our daily work, and this has allowed us to further increase our flexibility in choosing where we work from.

In the team we care for mental fitness. We have introduced the benefit of fully paid therapy sessions for anyone on the internal team.

In addition, we have also significantly strengthened other benefits. We have introduced a lump-sum meal voucher scheme, and once a quarter we award a Spot Bonus to colleagues for significant achievements in the area of corporate culture, impact and exceptional performance.

We support the growth of our employees and their ability to collaborate on various projects, including outside of their job description. Of course, we provide the opportunity to receive training for free on our courses, and each employee has one working day per month reserved for education. Employees can take advantage of mentoring from experts in IT, leadership, HR, marketing, etc.

Community

Our mission is to create a community that supports IT education, specifically for women and children, the youth and teachers, and to bring the world of IT closer to anyone who is interested in digital literacy. We strengthen the community both online and personally. We organize meetings with corporate partners, participants of our courses, internal employees and a wider team of trainers, coaches and workshop facilitators. We actively encourage graduates of our courses to give back to the community, for example, by becoming trainers or coaches themselves.

ENVIRONMENTAL AREA

Waste

At Czechitas, we strive to minimise the negative environmental impact of our business. We reduce waste, recycle, use returnable packaging, minimise pollution and save energy. We also contribute to addressing environmental issues by reducing printing, including contracts and other documents that are signed electronically. We use electronic backups.

AWARDS

- » The EU Social Economy Award, category: Digitalisation and Skills
- » Award of the Governor of the South Bohemian Region for Social Responsibility



FINANCE AND
ACCOUNTING

BOOKKEEPING

The organisation keeps accounts in accordance with Act No. 593/1991 Sb. on accounting, as amended, Implementing Decree No. 504/2002 Sb., as amended, and Czech Accounting Standards for entities whose primary activity is not business. The accounting period is a calendar year.

Czechitas maintained its accounts and tax obligations through 22HLAV s.r.o. using the ABRA Flexibee accounting programme. Accounting documents are archived electronically on a separate server of the accounting company and in paper form in the organisation's office at Václavské náměstí 837/11, 110 00 Praha 1.

IMPACT OF THE COVID-19 PANDEMIC ON THE ORGANISATION'S FINANCES

At the beginning of the pandemic, there were concerns about how the situation would affect the operation and future of our organisation. In 2020, we adopted several measures to reduce costs and took advantage of some government support programmes to help us cope with the situation. In 2021, the pandemic did not have a significant impact on the organisation's finances.

BALANCE SHEET

Balance sheet of Czechitas z. s. as at 30 June 2021 (CZK thousands)

Assets		Balance as at the first day of the accounting period	Balance as at the last day of the accounting period
A.	Total long-lived assets	0	0
I.	Total intangible long-lived assets	0	0
II.	Total tangible long-lived assets	197	197
III.	Total long-term financial assets	0	0
IV.	Total accumulated depreciation of long-lived assets	-197	-197
B.	Total current assets	11,715	16,704
I.	Total inventory	20	111
II.	Total receivables	2,492	2,276
III.	Total current financial assets	5,947	11,275
IV.	Total other assets	3,256	3,042
	Total Assets	11,715	16,704

Equity and Liabilities		Balance as at the first day of the accounting period	Balance as at the last day of the accounting period
A.	Total own equity	3,107	7,859
I.	Total equity	3,693	8,119
II.	Net income	-586	-260
B.	Total liabilities	8,608	8,845
I.	Total provisions	0	0
II.	Total long-term liabilities	1,369	860
III.	Total current liabilities	5,155	5,794
IV.	Total other liabilities	2,084	2,191
	Total Equity and Liabilities	11,715	16,704

Balance sheet of Czechitas z. ú. as at 31 December 2021 (CZK thousands)

Assets		Balance as at the first day of the accounting period	Balance as at the last day of the accounting period
A.	Total long-lived assets	0	85
I.	Total intangible long-lived assets	0	0
II.	Total tangible long-lived assets	197	282
III.	Total long-term financial assets	0	0
IV.	Total accumulated depreciation of long-lived assets	-197	-197
B.	Total current assets	16,704	10,899
I.	Total inventory	111	85
II.	Total receivables	2 276	2,719
III.	Total current financial assets	11,275	4,207
IV.	Total other assets	3,042	3,888
	Total Assets	16,704	10,984

Equity and Liabilities		Balance as at the first day of the accounting period	Balance as at the last day of the accounting period
A.	Total own equity	7,859	1,838
I.	Total equity	8,119	2,084
II.	Net income	-260	-246
B.	Total liabilities	8,845	9,146
I.	Total provisions	0	0
II.	Total long-term liabilities	0	0
III.	Total current liabilities	6,654	6,021
IV.	Total other liabilities	2,191	3,125
	Total Equity and Liabilities	16,704	10,984

PROFIT AND LOSS REPORT

Profit and loss statement of Czechitas z. s. as at 30 June 2021 (CZK thousands)

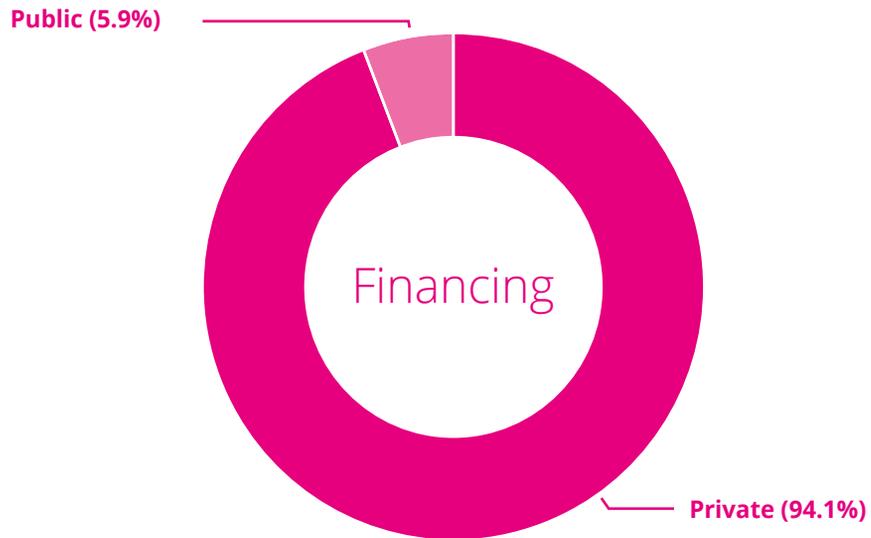
Profit and Loss Statement		Activity		
		Main	Economic	Total
A.	Costs	x	x	x
I.	Consumed purchases and purchased services	13,368	1,738	15,106
II.	Changes in inventory from own activity and activation	0	0	0
III.	Personnel costs	8,806	2,115	10,921
IV.	Taxes and fees	2	0	2
V.	Other costs	170	32	202
VI.	Depreciation, assets sold, creation and use of provisions and adjustments	0	0	0
VII.	Contributions provided	0	0	0
VIII.	Income tax	0	13	13
	Total Costs	22,346	3,898	26,244
B.	Revenues	x	x	x
I.	Operational subsidies	3,070	0	3,070
II.	Contributions received	11,351	0	11,351
III.	Revenues from own activity and merchandise	7,883	4,217	12,100
IV.	Other revenues	48	0	48
V.	Revenue from sale of assets	0	0	0
	Total Revenues	22,352	4,217	26,569
C.	Earnings before tax	6	332	338
D.	Earnings after tax	6	319	325

Profit and loss statement of Czechitas z. ú. as at 31 December 2021 (CZK thousands)

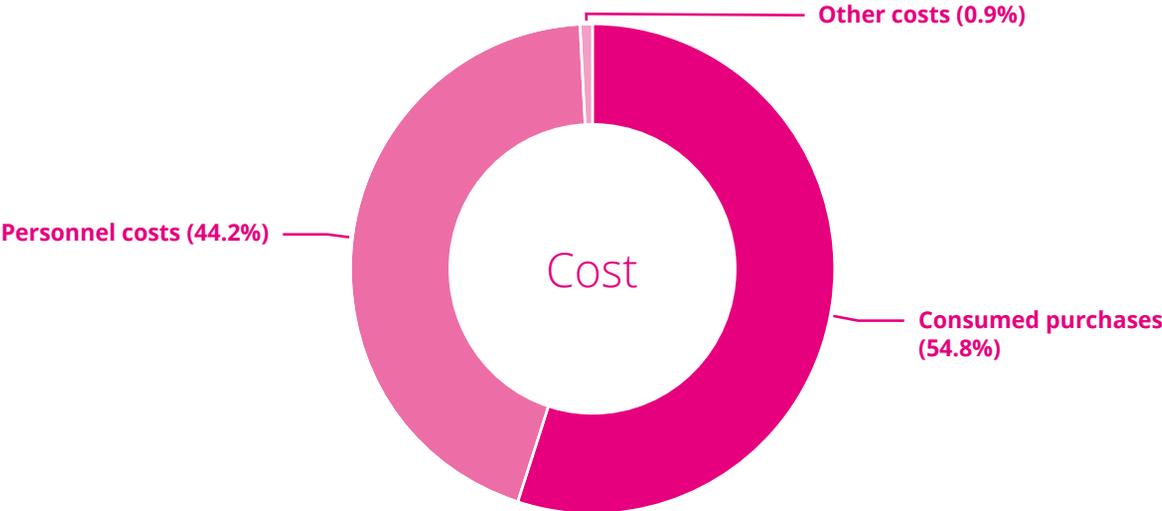
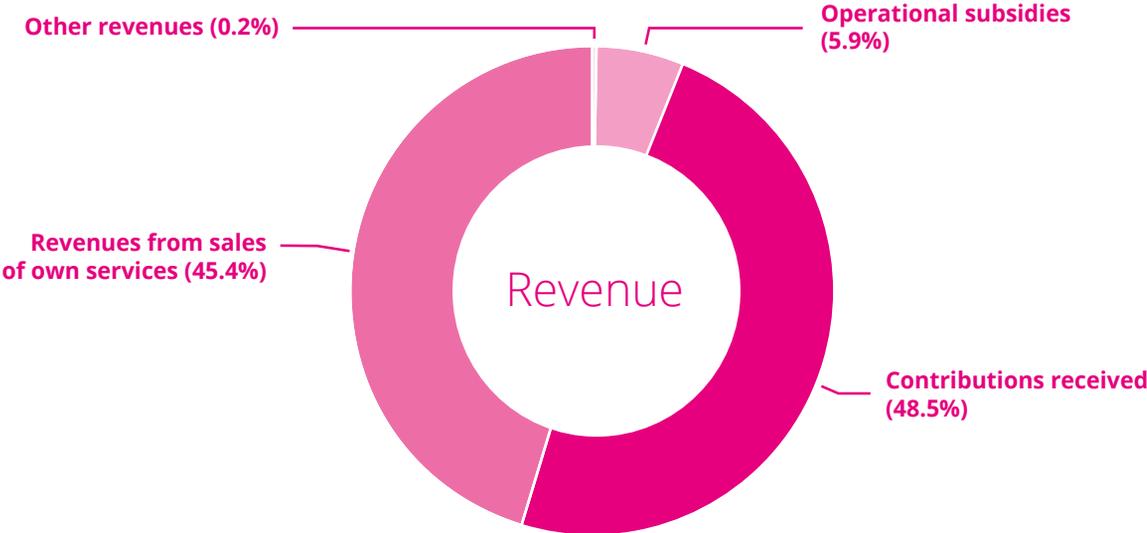
Profit and Loss Statement		Activity		
		Main	Economic	Total
A.	Costs	x	x	x
I.	Consumed purchases and purchased services	11,441	4,888	16,329
II.	Changes in inventory from own activity and activation	0	0	0
III.	Personnel costs	12,225	2,244	14,469
IV.	Taxes and fees	9	11	20
V.	Other costs	132	165	297
VI.	Depreciation, assets sold, creation and use of provisions and adjustments	0	0	0
VII.	Contributions provided	0	0	0
VIII.	Income tax	0	42	42
	Total Costs	23,807	7,350	31,157
B.	Revenues	x	x	x
I.	Operational subsidies	326	0	326
II.	Contributions received	16,636	0	16,636
III.	Revenues from own activity and merchandise	6,277	7,856	14,133
IV.	Other revenues	70	6	76
V.	Revenue from sale of assets	0	0	0
	Total Revenues	23,309	7,862	31,171
C.	Earnings before tax	-498	554	56
D.	Earnings after tax	-498	512	14

SELECTED FINANCIAL INDICATORS

REVENUE AND COST STRUCTURE



SOURCES OF FUNDING FOR THE ORGANISATION



PLAN FOR FURTHER FINANCIAL MANAGEMENT

We have planned a surplus budget for 2022, with an increase in revenue of approximately 23% compared to 2021, mainly due to increased support from our corporate partners and donors.

We feel that the degree of uncertainty with regard to the COVID-19 pandemic and the way it will affect support from our partners and donors is minimal.

However, the unfavourable geopolitical trends and the war in Ukraine have resulted in a substantial degree of uncertainty. These unprecedented events have sparked tremendous solidarity in civil society and an incredible increase in individual and corporate donations. We are concerned that this high level of generous support for Ukraine and its people could reduce opportunities and support from individual and corporate donors, foundations, endowment funds, government subsidy opportunities for non-profit organisations that are not engaged in direct assistance in these areas.

We are also concerned about the unprecedented rise in inflation, in particular the rise in energy prices, and have therefore made adjustments to the budget.

Since the majority of our revenues come from donations and corporate partnerships, we have reduced the revenue plan in our original budget by 15% – and the associated costs by a similar amount – as a matter of prudence. We have adjusted the budget to ensure the continued and sustainable operation of the organisation in the event of adverse developments.

OTHER EVENTS AFTER THE BALANCE SHEET DATE

No other events have occurred after the balance sheet date and up to the date of the financial statements that would materially affect the reported amounts of assets and liabilities, financial position and profit or loss of the company in the financial statements as at 31 December 2021.