

Prague, 26 April 2002
Print copy no.:

For a session of the government of the Czech Republic

Re: Summary Report on the Fulfilment of “Government Priorities and Procedures in Enforcement of the Equality of Men and Women” in 2001

Reason for submission:

Further to resolution of the government of the Czech Republic no.456 of 9 May 2001

Content:

- I. Draft resolution
- II. Presentation report
- III. Summary Report on Fulfilment of “Government Priorities and Procedures in Enforcement of the Equality of Men and Women” in 2001
- IIIa. Appendices to the summary report
- IV. Results of comments
- V. Annex: Proposal for updating of “Government Priorities and Procedures in Enforcement of the Equality of Men and Women“

Submitted by:

PhDr. Vladimír Špidla
1^s vice-premier and Minister of Labour and Social Affairs of the Czech Republic

RESOLUTION

of the government of the Czech Republic

from the 15th of May 2002 No. 486

Regarding the Summary Report on the Fulfilment of “Government Priorities and Procedures in Enforcement of the Equality of Men and Women” in 2001

The government

- I. approves
 - a) the Summary Report on the Fulfilment of “Government Priorities and Procedures in Enforcement of the Equality of Men and Women” in 2001, as contained in Part III of the submitted material;
 - b) the updated measures of “Government Priorities and Procedures in Enforcement of the Equality of Men and Women” as contained in the annex to this resolution;
- II. assigns
 - a) members of the government and the president of the Czech Statistical Office to see to implementation of the measures contained in the annex to this resolution;
 - b) 1st vice-premier and Minister of Labour and Social Affairs to submit to the government by 30 April 2003 a summary report on the fulfilment of “Government Priorities and Procedures in Enforcement of the Equality of Men and Women” in 2002.

To be executed by:
Members of the government,
The chairwoman of the Czech Statistical Office
The Government Representative for Human Rights

Submission Report

This is the fourth annual summary report submitted to the government on the implementation of measures contained in the programme document titled "Government Priorities and Procedures in Enforcement of the Equality of Men and Women " (hereinafter "Priorities"). This document was approved by government resolution no. 236 in April 1998 and is updated every year. The Ministry of Labour and Social Affairs ("MLSA") draws up the summary report as "co-ordinator of the internal agenda concerning the status of women in society" under government resolution no. 6 dated the 7th of January 1998 – and submits the report to the government under point II/2 of government resolution no. 456 dated of 9th of May 2001.

This report is based on information provided by individual ministries and authorities, non-governmental women's organisations, the information and experience gained from foreign materials and conferences and from the MLSA's own experience in its fifth year as co-ordinator of this policy.

At its meeting in Nice in December 2000 the European Council reaffirmed the historical importance of enlargement of the European Union and the political priority that are attached to this process. The success of this process will depend on, among other things, the ability of the candidate countries to adopt the **European social model, including the commitment to enforce gender equality and equal opportunities for men and women**. For the Czech Republic this does not in practice merely mean implementing the Community legislation (acquis) on equal opportunities, it also means building an institutional mechanism that is capable of effectively enforcing the principle of equal treatment for men and women. All types of inequalities must be tackled: economic, political, social and cultural.

Progress is most clearly visible in the area of strengthening the formal legal preconditions for equality between men and women. This has involved a whole series of legal changes strengthening equal treatment for men and women, particularly in the area of labour law. One positive step that was covered widely in the media and helped highlight the existence of this issue in Czech society was the establishment of the **Government Council for Equal Opportunities for Women and Men** as a government advisory body. The aim of this government initiative was to help eliminate institutional shortcomings impeding the formation and application of this policy and to create a platform for determining the basic focuses of this policy on a pan-societal level. Besides representatives of the executive at the level of deputy ministers, the Council also includes members from the social partners and non-governmental women's organisations. This is because experiences to date clearly show that if the government's policy objectives are to be achieved in this area, the broad public, including non-governmental organisations, must be involved, co-operation between the state and civic sector must be boosted and there must be greater involvement of the social partners. These tendencies are also evident throughout Europe as a whole.

Since most discrimination against women takes place on the labour market – attitude to the employment of women, promotion at work, remuneration, reconciliation

of family and working life – **the crucial role of the social partners** must be stressed. This fact is not lost on the **Czech and Moravian Confederation of Trade Unions (CMCTU)**, whose activities in enforcing gender equality are a significant help towards creating equal opportunities for men and women at work. CMCTU has set up a Committee for Equality, representing 20 trade unions. The Committee's objective is to advocate equality of opportunities for all categories of workers who may be exposed to discrimination in society, on the labour market and in the workplace. The Committee's activities focus on the areas of collective bargaining, legal issues, education and remuneration. The Committee is internationally very active, including implementing projects with, for example, the ILO, partner trade union organisations from EU countries, the International Confederation of Free Trade Unions and the European Trade Union Confederation. The Committee has made contact with **representatives of employers – the Federation of Industry and Transport**, which wishes to create similar structures to promote equality of opportunities.

It is clear that changing the value structure of Czech society or breaking down prejudice and stereotypes is a very slow process. Despite considerable progress it must be said that so far **there has been little significant change in the public and legal awareness of the issue of the gender equality and on the forms of protection from discrimination based on sex**. This statement is backed up by the fact that the courts of the Czech Republic have not registered a single case of this kind to date. The available statistics confirm that there is little cause for optimism as far as the actual state of affairs in society is concerned – the more than 25% difference in the work incomes of men and women, insufficient representation of women in decision-making positions in both the private and public sector, a segregated labour market, the persisting high rate of violence against women etc. Creating a legislative framework is certainly an essential precondition of enforcing the principle of equal treatment, but no law can on its own ensure that the principle will be effectively applied in practical life. For this process to be effective it is necessary to involve men in the act of enforcing the principle of women's equality and not to view the issue of gender equality separately as a "women's issue", but rather as a matter for the whole of society.

The main reason for enforcing this policy is the goal of **making all citizens fully and equally involved in all social activities and letting them share in their benefits**. Men and women do not profit equally from the ongoing social development. The main cause of this inequality is that women face **obstacles, rooted in their traditional roles, culture and the social environment**, that impede their integration into social activities. The practical implementation of the principle of equality requires a targeted awareness campaign and a gradual change in the behaviour, attitudes, standards and social values, so that the stereotypical perception of men and women is overcome. The position of partners in a family is characterised by the culturally enshrined stereotype by which most of the responsibility in the family (e.g. domestic chores, caring for children and seniors in the family) rests on the shoulders of the woman, whilst the man's role is to provide for the family financially. This attitude imposes an inordinate dual workload on women and disharmony between family and working life. Men's participation in family duties – mainly caring for children – and a partnership-based approach to running a household is one of the ways for women to be able to enjoy a fulfilling professional life. In this context it is necessary to find ways

and means that will make it easier to balance family and working life and will help make the duties of caring for a family and children shared more equitably between men and women. Stress must be placed on **the important role of men in applying gender equality, perception and taking on board the gender issue as an issue of both the sexes and the need for men to be involved in all activities.**

Above all, for the policy of equal opportunities for men and women to be successful the **general awareness of the essence and substance of the principle of equal status must be gradually raised, with special emphasis on improving the sensitivity of state officials responsible for forming individual sub-policies.** Maximum effort must now be devoted to this area of the practical implementation the policy in subject. In the first half of 2001, as part of the IVth community programme of equal opportunities for men and women, a course was organised for senior state officials for whom a knowledge of this issue is utterly essential. Education and awareness among conceptual workers at all levels of management is a first step down the road of effectively **applying of the system of instruments and methods** to eliminate gender discrimination, particularly the method of adopting affirmative action and the method of gender mainstreaming.

Implementation and thorough enforcement of the principle of equal opportunities in practice remains a key priority. The fundamental means to achieve this goal is effective **gender mainstreaming**¹ in all substantive policies that influence the everyday lives of men and women, as gender mainstreaming helps bring the issue of gender equality in society to the forefront and thus helps identify and subsequently make allowance for differences between the sexes. The thorough and active application of this method will prepare senior staff in individual ministries **independently to form and implement their own substantive concept of the policy of equal opportunities in their departments.** Effective enforcement of gender equality in practice must take place across all policies. Individual departments' detailed knowledge of the specific issues makes them better able to set suitable priorities and the resulting measures and subsequently to see to it that they are fulfilled. The more specific and detailed execution and application of the priority tasks in the area of gender equality that is demanded particularly by non-governmental organisations is therefore envisaged at the ministerial, regional, local and corporate level in the same way as is standard in western European countries. This co-ordinated application of the principle requires profound co-operation between all the parties involved, however. The **governmental or national policy** should then concentrate solely on the **fundamental and common aspects of this concept.** The newly formed Government Council for Equal Opportunities for Women and Men will play a particularly important role in formulating this concept.

The ministries have successfully managed to achieve the basic goals: drawing up ministerial plans for enforcing gender equality and creating specialised jobs for the agenda of equal opportunities. The relevant ministerial plans show that the ministries took a responsible approach to drawing them up and that these documents are of a very high standard, which has paved the way for the application of gender mainstreaming at the level of the central organs of state administration. Application of

¹ Gender mainstreaming – a procedure by which a chosen course of action's impacts (positive and negative) on women and on men are taken into consideration in the decision-making process

this method and the local and regional levels is still non-existent, however. It is expected that the presence of regional administrators as permanent guests at the Government Council for Equal Opportunities for Women and Men will spur greater interest in equal opportunities **at the regional level**. Most important at the regional level is that specific regional equal opportunities concepts will be formed and the national and regional policy of equal opportunities will be implemented.

Despite the aforementioned facts and the progress that has been achieved, the reports on fulfilment of the Priorities as drawn up by individual ministries indicate that it is still a **formal attitude** to the issue of gender equality that continues to preside and that among the departments' other activities this is not a priority; there **continues to be insufficient support and funds for this policy area**.

Despite the progress in strengthening the national mechanism for gender equality the existing **institutional capacity is still insufficient**. In terms of comparison with other states, the institutional framework is typically **transitional**. It is essential to ensure that the institutional framework is both completed at the level of enforcing gender equality and safeguarding from discrimination based on sex. In this regard great store is set by the Phare 2001 twinning project that will throw up a proposal for the ideal form of an institutional mechanism for the Czech Republic.

Political will remains the most crucial precondition for the effective application of all the measures being proposed. One aspect of political will is the formation and existence of a specific strategy for achieving equal treatment and equal opportunities, which includes adoption of the necessary legislation, sufficient instruments and techniques to enforce it, the existence of national mechanisms and the deliberate raising of the general awareness and knowledge of the issue of gender equality. Balanced participation by men and women in decision-making processes and in public life is an essential precondition for generating the political will to implement gender mainstreaming.

The main tasks the Czech Republic faces in the area of gender equality are:

- continuing to harmonise Czech law with EU law;
- improving the institutional mechanism providing gender equality;
- raising the public's awareness of equal opportunities;
- gradually changing the stereotypical thinking and behaviour of Czech society;
- continuing to co-operate and exchange experiences and information both with EU member states and candidate countries.

The changes being proposed should lead to the more effective implementation of the policy of equal opportunities for men and women and also to improving and deepening co-operation and co-ordination between individual organs of the national mechanism.

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In response to the above, it is proposed in Part 3 of the Summary Report that the government adopt certain new measures or make adjustments to measures already imposed. In formal terms the Summary Report has been drawn up in the

same way as last year, i.e. it is divided up according to individual priorities. Progress in the fulfilment of sub-measures is described in the context of these priorities. Based on the progress made, the individual priorities are supplemented with proposals for changes or additions to the measures adopted.

At the start of April 2002 the report was opened for comments and the report is submitted to the government without objections. Part IV of the document deals with the comments made to it.

Part V of the document contains the updated text of "Government Priorities and Procedures in Enforcement of the Equality of Men and Women".

Summary Report on the Fulfilment of
“Government Priorities and Procedures in Enforcement of the Equality of Men and Women”

1. The enforcement of the principles of the equality of men and women as a part of the government policy

The main obstacle to application of the principle of equal treatment continues to be the **low level of the public’s general awareness of and sensitivity to** the issue, which is not usually regarded as a real problem or a priority in society. Even though there has been a shift in recent years, particularly as regards the building of a basic formal legal framework, the fact that the legally enshrined rights are not fully realised in everyday practice remains a problem. The legal ban on discrimination can merely regulate the outward conduct of individuals, but not their inner attitudes and opinions.

It is clear that achieving permanent social changes is a long-term process that requires structural changes. This will involve a reassessment and adjustment of gender roles and the elimination of cultural and social stereotypes and prejudices. **Education and raising the general awareness** of the issue of equal opportunities for men and women is therefore a key precondition of achieving permanent changes in society.

The results of practice to date, however, clearly indicate that effective and thorough application of the principle of equal opportunities for men and women into practical policy requires the introduction or in some cases expansion of the relevant educational and awareness activities, chiefly within ministries and other bodies of state administration. In April 2001 the government approved a System for Educating Workers in Public Administration. This system includes educational programmes involving education on human rights, including the issue of gender equality. The Institute for Local Administration has been charged with implementing the programmes. In the coming months the **Institute of State Administration** attached to the Government Office should define the content and scope of the set of subjects to be taught in the area of human rights and application of the principle of equal opportunities for men and women (the actual education programmes and modules for educating state administration staff will have to be submitted by July 2002 for accreditation).

Comparison with previous years shows that progress is gradually being made in stirring up activity in those departments that have to date remained passive or even resistant towards the issue. The main impulses have been the obligation to draw up departmental plans for enforcing gender equality, creating specialised jobs for the equal opportunities agenda and appointing responsible representatives from selected departments to sit in the newly founded Government Council for Equal Opportunities for Women and Men. Although the attitude of some departments remains formal rather than actual in their endeavour merely to comply with the duties

imposed by the government resolution, there has been progress in the sense that the issue of equality is ceasing to be viewed in isolation in traditional areas such as employment and the labour market and is now being treated as an **integral part of all areas of government policy**. The departments that have been active in the past remain so.

The media generally play a key role in creating an image of the world, society and the identity of its individuals as well. The media image of women and men in society and the **media coverage of issues of equal opportunities between the sexes** therefore represent an important indicator of the achievement of broader social changes. The increased awareness and information activity has attracted the interest of the media, but at present it is still evident that no broad public interest has been generated. In certain respects the media can even be viewed as counterproductive or misleading. The media often disseminate and reproduce a negative and distorted image of women. The individual departments should therefore adjust their media policy to provide a balanced and non-stereotypical image of women and men and their importance for society. Even though media coverage of the principle of equal treatment cannot be regarded as satisfactory, there have been a number of positive steps towards expanding awareness activities in this area.

This year heightened attention was paid to the issue of **domestic violence and its unacceptability**. The Ministry of the Interior ran a media campaign that included a website dedicated to the issue of domestic violence and an accompanying press conference to launch the website. In its periodicals the Ministry of the Interior dealt with special topics such as domestic violence against women, prostitution and the protection of women from trafficking for prostitution. The ministry also brought out a Bulletin on Domestic Violence, which was distributed to the Police of the Czech Republic, co-operating organisations, crime prevention managers and prevention information groups in individual police units at the start of the 2002.

The status of **women in the army** is a regular theme in a periodical brought out by the Ministry of Defence. The publication of a number of educational articles both in the daily press and in professional magazines also helps stir interest in the given issue.

The attitudes of certain members of the government, most notably the Minister of Labour and Social Affairs and the Defence Minister, have also helped raise the general awareness of the significance of the principle of gender equality and the undesirable consequences of discrimination based on sex. As part of the initiation of a **public debate** on the issue of equal opportunities, whose main aim is to make the public better informed about gender equality, the Minister of Labour and Social Affairs held a press conference on gender equality in July 2001. The press conference received relatively broad coverage in the media. Other activities by which MLSA helped boost media coverage of the issue included seminars (workshops) and round tables focusing on general and specific themes related to this matter, the issue and relatively wide-scale distribution of publications and numerous lectures. In April 2001 MLSA launched a new section on its website (www.mpsv.cz) called "Equal Opportunities for Men and Women". In order to provide the public with high-quality and targeted information it is essential to possess data on public opinions about

gender equality. For that reason MLSA commissioned, in the form of a grant and following a public tender, a **sociological survey to identify the attitudes of citizens of the Czech Republic in the area of gender relations**. Taylor Nelson Sofres Factum was selected, and the agency conducted the research at the end of 2002. The outputs are expected to be available in the second quarter of 2002.

As far as applying **the principle of gender equality in access to decision-making posts** in government bodies, ministries and their administrative offices and institutions is concerned, the situation has hardly changed in the past 5 years. The representation of women in the senior functions of executive bodies is minimal, but greater numbers are emerging in lower functions (see Part IIIa – Appendix 1). There are more women involved in political, public and management functions at the local level. Women are more involved in practical areas, but not in the area of “high” politics. Another eloquent signal of the status of women and men in the Czech Republic is the **non-existent representation of women both in the government and among regional administrators**.

Most departments rate the representation of men and women as balanced, with a slightly improving trend. They also agree that candidates are selected for senior functions on the basis of their fulfilment of qualifications requirements and their expertise and ability to hold the desired post. One of the many reasons given for the low representation of women in management functions is the low level of interest among women in the posts of directors of departmental institutions, which is made manifest in the low numbers of applications from women.

The general method recommended by international organisations for eliminating these (and other) imbalances is the **adoption of extraordinary temporary measures** designed to even out strong disproportions in the representation of men and women in decision-making activities in society (what are called “affirmative measures”). Government resolution no. 310 of 2 April 2001 and the provision of 1.7. of the Priorities imposed a duty on all members of government to ensure that such institutes are included in prepared legislation. The materials provided by individual departments for the drawing up of the summary report shows clearly that **the majority of them failed to understand properly the task set and referred to the implementation of general principles of non-discrimination in carrying out the task**.

The most important piece of legislation reflecting the aforementioned tasks is the amendment of the **Employment Act**, which is intended to bring employment legislation into line with community law. This “euro-amendment” included new provisions defining the tools used to cover the state policy of employment. The list of tools was expanded to include measures to promote and achieve equal treatment of men and women, citizens with reduced capacity for work and other groups of the population with a worsened position on the labour market as far as access to employment, retraining, vocational training and specialised courses are concerned. The draft was passed by the Chamber of Deputies of the Czech Republic and on 26 April 2002 by the Senate as well; the provision is to enter into force upon promulgation.

Co-operation between the executive and non-governmental organisations dealing with the status of women and gender equality is of a fairly high standard, yet the intensity of co-operation differs from ministry to ministry. Two-way information channels are only set up in shared areas of interest or for shared problems falling under the jurisdiction of a department. The departments are on the whole continuing to intensify the co-operation initiated in previous years. In their words, they have the most intensive ties with organisations that fulfil specific missions in areas of public interest, e.g. protecting women from violence, providing care for single mothers, illegal trade in people. The departments also co-operate greatly with such organisations when training their employees in equal opportunities for men and women. Some cases of deeper co-operation have emerged, such as the preparation and running of seminars, e.g. the international “Women in the Countryside” seminar co-organised by Ministry of Agriculture and the Czech Women’s Union. Co-operation founded on shared professional interests is also effective – one example is the collaboration between the Ministry of Industry and Trade and the Association of Businesswomen and Women Managers.

As the co-ordinator of this agenda MLSA keeps in contact with all these organisations. As part of the new **Government Council for Equal Opportunities for Women and Men** 5 female representatives of non-governmental organisations will have the opportunity to assert a real influence on the formation of state policy in this area. One of the goals of this Council will be to deepen mutual ties and dialogue with the non-government sector in the area of equal opportunities for men and women. Under its appropriations policy MLSA provided financial aid to non-governmental women’s organisations in 2001 for projects to be carried out under the IVth community programme for equal opportunities for women and men. Non-governmental organisations receive most of their funding almost solely from foreign sources, however: domestic sponsors are only rarely to be found. One positive step is the inclusion of “promotion of equal opportunities for men and women” among “The Main Areas of State Policy Relative to Non-state Non-profit Organisations for 2002”, which was approved by government resolution no. 621 of 20 June 2001.

Without doubt, the **social partners** have a key role to play in enforcing the principle of equal treatment, especially on the labour market. One very effective tool in this context is the collective bargaining process, as is clear from the experiences of EU member states. In the EU measures to balance opportunities for men and women are a regular component of collective agreements. They concern commitments related to evening out men’s and women’s work incomes, evening out the standard of their professional preparation, evening out representation in management functions in a firm, the working hours of parents caring for small children, commitments to promote crèches, transport to work etc. The importance of the social partners’ role is underlined by the fact that two of the collective agreements signed by the social partners at the supranational (EU) level were officially adopted as part of European Community law². On the initiative of the social partners the agenda of gender equality did not make it onto the agenda for the **Council for Economic and Social Consensus (Tripartite Body)**.

² Council Directive 96/34/EEC concerning a Framework agreement concluded between UNICE, CEEP and ETUC on parental leave and Council Directive 97/81/EC concerning a Framework agreement on part-time work concluded between UNICE, CEEP and ETUC

International co-operation, particularly with the EU, is making very satisfactory progress. In 1999 the Czech Republic took up the opportunity for candidate countries to join in the IVth Medium-term Gender Equality Action Programme (1996-2000). After appraising the progress made the EU decided to change the nature of the Programme and thus gave rise to the Community Framework Strategy for Gender Equality (2000-2005), which includes the Programme for the Community Framework Strategy for Gender Equality (2001-2005). The Framework Strategy's aim is to co-ordinate all initiatives and programmes under one roof. To this end the European Commission proposed a support programme. Given that the Programme was only opened to candidate countries in the middle of December 2001, when the state budget for 2002 had already been approved and PHARE 2002 funds divided up, MLSA was unable to join the Programme in its current phase on financial grounds, regardless of the restricted set of activities for which candidate countries can draw EU funds in the first phase of the Programme.

In 2001 the Czech Republic signed up to the European initiative **EQUAL**, which is part of the European Union's employment policy, is financed out of the European Social Fund and strives to increase the level and improve the quality of employment. Its main objective is to promote equal access to employment and to develop and verify procedures that suppress discrimination and inequality on the labour market. In the Czech Republic the initiative is funded by MLSA, which is responsible for its implementation, and by Phare. The Czech Women's Union, along with more than 20 other organisations, is preparing a project designed to harmonise working and family life.

In the course of last year a whole series of departments joined in programmes that directly or indirectly help improve standards of equality. These projects focused on specific areas of interest falling under the jurisdiction of individual departments. One significant project is the Project for Preventing, Suppressing and Punishing Human Trafficking, especially trafficking in women and children, which should test out in practice the possibility of adopting an Accompanying Protocol to the UN Treaty against Supranational Organised Crime. The project is part of the **Worldwide Programme against Trafficking in Humans** initiated by the UN.

Under the PHARE 2001 programme the European Commission in April 2001 approved the **MLSA twinning project to improve the institutional mechanism** for equal opportunities for men and women. This project will appraise the existing institutional framework and, in particular, will lay the foundations for a vertical structure both at the state and at the local level. The project will take place during 2002-2003. Sweden, whose practical results in enforcing gender equality are universally acknowledged, was chosen as the project designer. The agreement between the Czech and Swedish parties is currently in the final stage of preparation.

Via the EUPRO programme and with the collaboration of the Sociological Institute of the Czech Academy of Sciences, gender studies department, MLSA provided financial support for a project designed to establish a national contact centre for women and science, which will serve as an information, co-ordination and service organisation for involving women working in science and research in European

networks. “**The National Contact Centre – Women and Science**“ (NCC-WS) was founded and opened in January 2002 (www.zenyaveda.cz.)

The Employment Services Administration of **MLSA** collaborates in programmes of Human Resources Development (PALMIF), which seeks to increase women’s employment in the regions. The projects were generally aimed at individuals with difficulties finding work – women with children under 15, people with low qualifications, the handicapped, youth and unemployed school-leavers, the long-term unemployed, ethnic minorities, the over-50s etc.

Under point 1.11 of the Priorities the government instructed the Minister of Labour and Social Affairs to bring before the government by the end of 2001 a proposal for the establishment of the Government Council for Equal Opportunities for Men and Women. In accordance with the new terminology for designating advisory and working bodies of the government, the **Government Council for Equal Opportunities for Women and Men** was established by government resolution no. 1033 of 10 October 2001 as an advisory body for this area of policy. The Council is a government advisory body, whose main task is to form consensual proposals for resolving a problem that runs through all of society – the creation and enforcement of equal opportunities for men and women. The Council has 23 members, 15 of whom are from departments at the level of deputy minister. The other Council members are 2 representatives of the social partners, 5 representatives of the civic population and 1 representative of the specialist public. The composition of the Council is also balanced in terms of gender – 12 women and 11 men. Regional administrators have the status of permanent guests so that local administration is involved in the work of the Council. The Council members have a 4-year term of office that coincides with the government’s term of office. The chairperson convenes Council meetings at least three times a calendar year. Organisational and specialist work is dealt with the Council’s secretariat, which is part of the organisational structure of MLSA.

The first session of the **Government Council for Equal Opportunities for Women and Men** took place on 24 April 2002. Among other things the Council discussed the draft of this summary report on fulfilment of the Priorities (see Part 4 of the material – Comments). **Overall the Council members assessed the document very positively**, but they nevertheless made a number of comments, most of which were accommodated. At its session the Council, at the proposal of representatives of non-governmental women’s organisations, also agreed that the matter of linguistic adjustments to government materials in terms of gender correctness will be included among the issues to be dealt with in the immediate future. The indispensable role of the media and the media policy of individual departments in raising general awareness in this area, the need to tackle matters of family policy at a regional level (inviting a representative of the Federation of Towns and Municipalities as a permanent guest of the Council) and a reminder of grave inequalities in favour of women, particularly when children are assigned to one of the parents after divorce, were also stressed. The Council included these matters among the topics that it will deal with in the immediate future. Other suggestions, which are intended chiefly to make the practical application of the policy of equal opportunities for men and women more effective but which are too detailed for the government concept level, will also be drawn on in future. These proposals will be passed on to all members of the government in a letter from the

Minister of Labour and Social Affairs, with the understanding that they should be made an integral part of departmental priorities and procedures in enforcing gender equality.

The process of **educating state officials** in the issue of equal opportunities for women and men, including the method of gender mainstreaming, is progressing at different speeds in different departments. Most departments have made this part of the training on general EU matters or human rights education. A **EuroProfis and MLSA educational project** made a considerable contribution to the understanding of the essence of the principle of gender equality and the method of gender mainstreaming. This project was approved as part of the Czech Republic's participation in the Community's IVth medium-term programme on equal opportunities for men and women. Under the project 35 senior state officials from all departments were trained in the first half of 2001. The main aim of this project was to help other ministries form and formulate their own policies to eliminate inequalities between women and men in areas that fall under their jurisdiction.

Point 1.10 of the Priorities instructed all government members to draw up and, by the end of 2001, submit to MLSA, as the national co-ordinator of the agenda of equal opportunities for men and women, **ministerial priorities and procedures for enforcing gender equality (ministerial plans)** in the areas that fall under their jurisdiction.

Based on an appraisal of the **ministerial plans** we can say that the ministries drew up these documents very responsibly and to a very high standard. Given that the departments were drawing up their own priorities for the first time, working drafts of the departmental priorities were demanded by the end of October 2001 so that it would be possible to respond to any shortcomings before the end of the preparatory phase (e.g. inconsistent measures, overlapping tasks, conflict with international commitments, lack of concrete measures). For future assessment of progress or shortcomings in this area the ministries were recommended in December 2001 to add to the final version fixed deadlines and designation of responsibility for individual measures and tasks. The departmental plans contain measures that can, with certain variations, be divided into two main groups: own departmental tasks and measures contained in the updated wording of the state Priorities. The departments' own tasks focused both on the structure of the ministry (personnel policy) and on substantive tasks designed to apply gender equality in the area falling under the ministry's jurisdiction (application of gender mainstreaming across all policies). The most important measures with pan-societal effect include:

- establishing a Consultation Centre within the Ministry of Agriculture as conciliatory body for disputes concerning this issue for ministry staff and an advisory for the issue of women living in the countryside;
- reflecting gender in the teaching environment by educating pedagogical staff and establishing gender studies as a new subject to be taught at universities (Ministry of Education, Youth and Physical Education);
- devoting special attention in the recodification of criminal law to crimes committed against women and systematically incorporating the issue of equal opportunities

for men and women into existing educational programmes of the Ministry of Justice and programmes being prepared;

- ensuring that men and women have equal access to support under Ministry of Industry and Trade programmes, especially under the research and development programme and the programme of support for small and medium-sized enterprise.

The departmental plans have paved the way for implementing gender mainstreaming at the level of the central organs of state administration in the state's fundamental policies. In the coming period MLSA's co-ordination role will focus mainly on **strengthening mutual ties and improving the standard of awareness and co-operation among the involved entities**. Two fundamental steps towards achieving the set target will be the creation of **a contacts and information database** on the MLSA website and adjusting the staffing of the **Interdepartmental Co-ordination Commission** so that it will be made up of staff dealing with the agenda of equal opportunities for men and women in the new labour position created in each ministry. The main task of these liaison workers at the ministries (gender focal point) will be to implement and initiate gender mainstreaming in the department's personnel policy and substantive policies. Responsibility for the implementation of this method will lie with the departmental conceptual staff responsible for creating the ministry's individual policies, however. The ministries will ensure that the general focuses of government policy are concretised and elaborated at the departmental level, drawing on their firsthand knowledge of the specific issue. These activities are intended to incorporate the method of gender mainstreaming into departmental plans using the "small steps strategy". In the first phase the departments will first draw up an analysis of existing policies from the gender perspective in order to uncover any imbalances between the sexes and to identify existing problems. **Gender analysis** will take place with the help of and on the basis of the relevant gender-sensitive statistics (**gender statistics**). In the second half of 2001 the ministries were asked to inform the Czech Statistical Office of their requirements for the type and categorisation of the statistics necessary for the agenda of equal opportunities for men and women.

Gender mainstreaming means that one of the evaluation factors in all decision-making processes is an assessment of whether the decision will have a positive or negative impact on men and on women. This is essentially the addition of another factor to the decision-making process, a factor added to traditionally assessed criteria such as financial cost, urgency, the need for a solution, legal point of view, administrative viability of the proposed measure and ecological consequences. In this context it has been proposed that the **Governmental Legislation Rules and Government Procedural Rules be broadened to include gender analysis and evaluation of the impacts of proposed measures on men and women**. Gender mainstreaming is a long-term process that entails forming strategy, improving instruments, deepening knowledge and developing individual procedures and systems. It is a long-term process of changing stereotypical attitudes and traditional opinions in society. The goal has to be achieving permanent changes in social structures.

Proposed Measures concerning Part I The enforcement of the principles of the equality of men and women as a part of the government policy:

Based on the above and the content of Part II of this material, i.e. the presentation report, the following are proposed:

III. Replace the measure in 1.3 with a measure reading as follows:

1.3. At sessions of the Council for Economic and Social Consensus **and in its working teams and groups** the representatives of government in the Council shall apply the principle of equal status for men and women, particularly in matters of remuneration and working conditions.

Responsibility: government representatives
in the Council for Economic and Social
Consensus of the Czech Republic
Deadline: continuous

IV. Replace the measure under 1.6 with a measure reading as follows:

1.6. Members of the government shall start or continue with training activities in the area of human rights with regard to equal opportunities for men and women and the methods designed to achieve gender equality. Members of the government shall see to it that all conceptual workers and workers with decision-making powers take part in this training.

**Responsibility: members of the
government
Deadline: 30. 6. 2003**

**Those responsible: government members
Timing: 30. 6. 2003**

V. Replace the measure under 1.9 with a measure reading as follows:

1.9. Minister of Labour and Social Affairs and the government representative for human rights shall **continue** in the public debate on the issue of equal opportunities for men and women in order to acquaint the Czech public with the state policy of equal opportunities for men and women and its aims.

Responsibility: minister of labour and social
affairs, government representative for human
rights
Deadline: 31.12. 2002

VI. Update the measure in 1.10:

1.10. Members of the government shall draw up departmental priorities and procedures in enforcing gender equality **for 2003** which fall under the jurisdiction of their departments, and shall submit them to the minister of labour and social affairs as the national co-ordinator of the agenda of equal opportunities for men and women by the end of **2002**.

Responsibility: members of the government
Deadline: **31.12. 2002**

VII. Add a new measure, numbered 1.11, reading as follows:

1.11. Members of the government shall assess the fulfilment of the measures of departmental priorities and procedures in enforcing gender equality for 2002 and shall submit their assessment to the minister of labour and social affairs as the national co-ordinator of the agenda of equal opportunities for men and women.

Responsibility: members of the government
Deadline: **31.1. 2003**

VIII. Add a new measure, numbered 1.12, reading as follows:

1.12. Members of the government shall add to their departmental priorities and procedures for enforcing gender equality an elaboration and concretisation of the basic aspects of the government policy of equal opportunities according to the updated measures from the national Priorities and Procedures of the Government in Enforcing Gender Equality.

Responsibility: members of the government
Deadline: **30.6. 2002**

IX. Add a new measure, numbered 1.13, reading as follows:

1.13. In the area under the jurisdiction of each ministry members of the government shall use gender-sensitive statistics to analyse the current situation in gender equality.

Responsibility: members of the government
Deadline: **31.12. 2002**

X. Add a new measure, numbered 1.14, reading as follows:

1.14. The minister of labour and social affairs, in collaboration with the vice-premier for legislation, shall discuss with the chairman of the

Government Legislation Council a suggestion to amend the Government Legislation Rules and Government Procedural Rules with the aim of ensuring that documents intended for discussion by the government and documents related to the preparation of legislation (e.g. analyses of the legal and actual state of affairs, reason statements) contain gender analyses and an assessment of the impacts of the proposed measures on men and women.

Responsibility: minister of labour and social affairs in collaboration with the vice-premier for legislation
Deadline: 31. 12. 2002

It is proposed that the remaining measures of Part 1 should continue to stand.

2. Legislating for Gender Equality and Raising the Level of Legal Awareness

Although most community law was implemented in Czech law in 1999 and 2000, the transposition EU law into the national law in 2001 made the principle of equal treatment for men and women more concrete and precise in the already valid provisions of all areas of law. The main point of these changes was to respond to the widening concept of non-discrimination in EU law to include other discriminatory criteria such as racial and ethnic origin, and the endeavour to make these rights directly enforceable. This legislation essentially made Czech law compliant with EU directives. Recommendations of the European Community are applied in the formation and application of the relevant sector and interdepartmental policies, e.g. in the National Action Employment Plan.

New provisions concerning the principle of equal treatment were added to the “euro-amendment” of the act **on employment and the powers of the organs of the Czech Republic in employment**, whose aim was to harmonise employment legislation with Community Law. The act was broadened to include a ban on indirect discrimination, the possibility to take measures to promote and attain equal treatment for men and women, for people with reduced capacity for work and for other groups of the population who have difficulty on the labour market as far as access to employment, retraining, vocational training and specialised courses (affirmative measures) are concerned. The draft amendment of the act was approved by the Chamber of Deputies and, on 26 April 2002, by the Senate as well. The “euro-amendment” of the Employment Act is proposed to enter into force upon promulgation. Work is currently drawing to a close on the draft of a **new Employment Act**, which is to substitute the existing one. All the principles concerning equal treatment have been assimilated into the draft. The draft was originally meant to be submitted to the government at the end of the first quarter of 2002, but for serious reasons MLSA asked the government for an extension of the deadline until 31.12.2002.

After the applicable legislation was analysed it was stated that some provisions of Act no. 186/1992 Coll., on service in the Police of the Czech Republic, as amended, give rise to inequality in the status of men and women. The Ministry of

the Interior was expecting this imbalance between the sexes to be eliminated by the new act **on service in the security forces**, supposed to enter into force on 1 January 2003. Deferral of the debate on this draft has meant that this inequality has not yet been eliminated. The draft amendment of the act **on professional soldiers**, which was drawn up in 2001, strengthens gender equality. This draft is currently before Parliament and is expected to enter into force on 1 January 2003 at the latest.

The Ministry of the Interior has prepared an **act on local administration employees** which makes the system of educating these workers and education in gender equality obligatory. The act is currently being debated by the Chamber of Deputies.

The latest EU trends in the equal treatment of men and women were presented by the European Commission in June 2000 via a **draft directive amending directive 76/207/EEC, on equal treatment**. The draft directive is still undergoing a very complicated approval procedure, nevertheless it is expected to be passed soon. The draft directive aims to modernise the provisions of the 25-year-old directive taking account of developments in the area of gender equality, the case law of the European Court of Justice and new anti-discrimination directives. As soon as this directive is passed work will have to start on its implementation in Czech law.

Measure 2.2 instructed the minister of labour and social affairs to consider **the possibility of enacting a special law governing gender equality** and, if found necessary, to submit a proposal for further action to the government. Following a comparative study of the legislation governing equal opportunities for the sexes in EU countries, the leadership of MLSA discussed in August 2001 a conceptual material titled "Czech Legislation on Equal Opportunities for Men and Women". The leadership of MLSA came to the conclusion that at present the solution is not a choice between the existing method of implementing relevant community legislation in individual regulations or drawing up a special act on gender equality, rather that legislation on gender equality needs to be seen from the general point of view of non-discrimination. What is more, the complex area of human rights does not fall under MLSA.

In parallel with these activities, the Human Rights Department of the Government Office is running a project designed to provide legal protection against discrimination on racial or ethnic grounds. The interim results of this project were used to draw up a **„Report on the Possibilities for Measures to Eliminate Discrimination“**, which was approved by government resolution no. 170 of 20 April 2002.

The report proposed, as one of the possible solutions, the enactment of a new **“anti-discrimination act”** to implement Council Directive 2000/43/EC³ and Council Directive 76/207/EEC⁴, and thus provide **protection from discrimination on racial and ethnic grounds and on the grounds of sex**. Government resolution no. 170 of 20 April 2002 instructed the vice-premier and chairman of the Government

³ Council Directive 2000/43/EC, implementing the principle of equal treatment for persons regardless of their racial or ethnic origin

⁴ Council Directive 76/207/EEC, implementing the principle of equal treatment for men and women as far as access to education, specialist training and promotion at work and working conditions are concerned

Legislation Council, in collaboration with the minister of labour and social affairs, the government representative for human rights and other members of the government to submit to the government by 31 December 2002 **draft legislation on protection from discrimination**, which will also implement Council Directives 2000/43/EC and 76/207/EEC. A working group composed of departmental representatives was set up to carry out this task. As follows from the above, the general developments in the area of human rights indicates that one possible solution will be to create an “anti-discrimination“ act that will also cover other kinds of discrimination (e.g. on racial and ethnic grounds).

Proposed Measures concerning Part II Legislating for Gender Equality and Raising the Level of Legal Awareness:

Based on the above the following are proposed:

1. Let the measures in point 2.1 stand.
2. In the measure in point 2.2 replace the task with the new wording stemming from government resolution no. 170 of 20 April 2002:

2.2. The vice-premier for legislation, in collaboration with the minister of labour and social affairs, the minister of justice, the minister of the interior and the government representative for human rights, shall draw up and submit to the government draft legislation protecting against discrimination that will implement Directive 76/207/EEC, which implements the principle of equal treatment for men and women as regards access to employment, specialist training and promotion in employment and working conditions.

Deadline: do 31. 12. 2002

Responsibility: vice-premier for legislation, in collaboration with the minister of labour and social affairs, the minister of justice, the minister of the interior and the government representative for human rights

3. Providing Equal Opportunities for Women and Men in Access to Economic Activity

The traditionally high level of employment amongst women in the Czech Republic persists and after 12 years of economic transformation the situation has remained virtually unchanged. The labour market has for a long time been adapted to female labour, which remains a very flexible part of the labour market. Even so, the position of women on the labour market displays clear signs of inequality to the detriment of women. The enduring discrimination against women consists chiefly in the segregation of the labour market by sex, including the feminisation of certain segments, lower earnings and worse wages for women, the greater difficulty of achieving management and decision-making posts both in the private and public

sectors, hidden discrimination against those caring for children (on the whole women) and, last but not least, in the tendency to dismiss women's jobs rather than men's. Unfortunately, Czech society continues to be pervaded by stereotypes of the lower competence of women workers in consequence to the social roles ascribed to them (mothers, carers and housewives), which are compounded by women's tendency to underrate themselves, to be resigned to unequal treatment and refusing to describe their own work situation is unfair. The actual difference in remuneration remains the most visible sign of the inequality between men and women.

The educational standard of women is high and this is an important factor in the high levels of employment. There is still the traditional orientation towards "women's" and "men's" fields, however. But social stereotypes of these occupations are born and nurtured during the upbringing and education process. The future segmentation of the labour market is reflected in the selection of study fields, which is influenced mainly by the family but also by teachers and education advisors. **Boys and girls are selected for different educational streams.** At schools, and later at work, girls are prevalent in social sciences and arts, while boys lean more towards technical fields. In order to eliminate segregation on the labour market attention must be paid to the stage when occupations are selected. The key solution is to educate existing and future teachers in non-stereotypical attitudes that do not predetermine women and men for particular occupations and to create and expand variable study options. In order to suppress the consequences of the state of affairs, extra support should be given to the individual abilities and interests of girls, and boys as well, to prepare for an occupation in those fields that are not regarded as typical for their sex.

The Ministry of Education, Youth and Physical Education regards the current set of study fields as open and accessible to both boys and girls, even though girls were previously excluded from some fields on health grounds. MLSA and the Ministry of Education, Youth and Physical Education collaborate **in the area of raising interest among girls in preparing for an occupation in study fields that are regarded as atypical for their sex.** It is also important that the choice of occupation is made with knowledge of the scope of employment possibilities available on the labour market. Introducing Information and Advice Centres at labour offices and their use by schools gives young people the chance to gain a broad overview of employment opportunities throughout the economy. Work is currently taking place on a project for assessing jobs, including their suitability and qualification requirements, with the results to be available on the Internet. The statistics provided to the Ministry of Education, Youth and Physical Education show that there has not been a substantial increase in girls' interest in studying in untraditional fields, however. In order to make women more competitive on the labour market, the education authorities identified in their areas jobs offering good prospects for women. On this basis nine education programmes were created in 2001.

The issue of gender equality has become part of the **approved curriculum of civil education** and is also reflected in other specialist study fields such as law, economics and psychology. This issue will also form part of education programmes in the context of the curricular reforms being prepared. One grave shortcoming, however, is the insufficiency of teaching materials dealing with gender equality. Gender-sensitive study books appear sporadically on the book market and are not used much by schools or teachers. **Curricula and teaching materials** that are not

gender-sensitive reinforce stereotypes and prejudices of the traditional role of men and women in the family and in society. Teachers' lack of awareness of gender issues also reinforces the existing inequality between men and women and subsequently leads to repetition of discriminatory tendencies. Foreign materials show that study books for mathematics and the natural sciences tend to be particularly inclined to reproduce gender stereotypes.

The level of **self-employment among women** is relatively high by international comparison: in 1993 5.3% of the economically active female population was self-employed and at the end of 2001 the figure was as high as 10.3%. Even so, women's interest in enterprise remains lower than men's. The terms for obtaining loans are the same for men and women. Assessment of clients' credit ratings take their income into account and incomes are on average lower for women, so they are refused credit more often than men. In view of the protection of bank secrecy information on clients is not made available, so the numbers of loans provided to women and to men are not known. Women's enterprise is promoted chiefly by programmes for small and medium-sized enterprise⁵ to support beginners – these are "ADVICE", a support programme for advice and innovation for small and medium-sized enterprise, and "START", a programme of cheap loans for starting entrepreneurs. In implementing the Policy and Programmes of Small and Medium-sized Enterprise the Ministry of Industry and Trade has for a long time collaborated with women's associations with the aim of promoting enterprise among women. In 2001 support was given to 400 businesswomen, which makes 17% of the support provided out of programmes for small and medium-sized enterprise.

Employment among women remains relatively favourable but shows a slight decline. **The level of economic activity among women** is around 51.3% (ILO methodology) and the rate of unemployment among women is 9.9%. In almost all productive age categories the numbers of unemployed women are higher than those of men. The biggest difference between men and women is in the 25 to 35 age group. The labour offices continue to widen the possibilities for taking part in education, qualification and retraining programmes. There is still no progress in the intention to promote the participation of people caring for small children in these programmes before they register at the labour offices as job seekers. On the contrary, there has been a deterioration in the position of young school-leavers and women with small children, who are regularly forced out of the labour market. The rate of unemployment in these categories keeps rising compared to unemployment among the average population.

The objectives of the state employment policy are implemented through the **National Employment Action Plan**, which was last updated and approved by the government in March 2002. The entire 4th pillar of this plan is devoted to equal opportunities for men and women and is designed chiefly to promote the elimination of any kind of discriminatory treatment of men or women in connection with access to all kinds of work and remuneration for this work.

The **supply of retraining courses** is good. The labour offices provide retraining and other education activities to match the needs of the labour market. The

⁵ approved by the government for the 2001 – 2004 period

labour offices devote heightened attention to women who are returning to the labour market after maternity leave, or are caring for a child, are long-term unemployed etc. This category of women is provided with Job Clubs, renewal, supplementary, motivational and retraining courses designed to give them the knowledge and skills necessary for finding a job. **Computer literacy** courses, which include e-mail and the Internet, are among the most widely used. Under the State Information Policy in Education schools are being furnished with **information and communication technology** so that boys and girls can learn to use the technology.

Differences persist in the work incomes of men and women. Between 1996 and 2000 **they have worsened by almost 4%**. Average women's wages are 73.3% of men's (see Part IIIa – Appendix 2). One factor in the differences in men's and women's work incomes is the undesirable gender segregation tendency in certain occupations and areas of the economy. One problem that is closely linked to unequal pay is the status of women in the social system, which is essentially copied and reproduced in the work system. That is reflected mainly in the lower size of pensions for women. Foreign and domestic research has shown that the difference in pay cannot be put down solely to discrimination by employers. Women often voluntarily choose a job that takes up less time and are content with less qualified and less responsible posts. The reason is the need to combine work duties with caring for a family and children. Experiences abroad have shown that around one-third of the difference in remuneration, which cannot be ascribed to the above factors, is caused by discrimination. For this reason MLSA commissioned the Research Institute of Labour and Social Affairs to conduct research and draw up an analysis of the differences in work incomes of men and women and to propose a model for identifying the role of discrimination in these differences. The final report will be drawn up at the end of the first half of 2002.

The most important tool for equal remuneration of men and women in the area of public services and administration are work catalogues. Work catalogues, which are drawn up using the analytical method of work assessment, are part of the relevant government orders that govern pay conditions for this group of employees. Although application of the **analytical method** is not obligatory for employers in the private sector, its use here too can be expected to become more widespread in connection with employers' duty to provide employees with a wage according to criteria laid down in the act on wages (the degree of difficulty, responsibility and strain of the work, the toughness of the work environment, work performance and work results attained) and the related duty to identify the "value of work" in order to ensure that the remuneration of men and women for the same work and work of the same value is equal. To make it easier for employers to observe these legal duties other criteria will be added to the analytical method of work assessment and the analytical method will be adapted for practical application. At present MLSA is working on a **methodological document** that will make it easier for employers to apply the act on wages and the act on salaries in contentious cases.

Inspections focusing on the equal treatment for men and women have been conducted by the labour offices generally as part of the general inspections of compliance with the labour legislation by employers. The inspections sought to detect whether the wage conditions are the same for men and women, whether the principle of equal pay for men and women for the same work and work of the same value is

respected and whether there is discrimination in the hiring of staff. Besides the planned inspections, the labour offices have conducted investigations based on suggestions from citizens drawing attention to possible discrimination by employers. The information supplied to the labour offices can be summarised as follows: the discriminatory criteria emerging most frequently have been sex, age, ethnic origin and health. Only a few dozen cases have been proven, however. The endeavour to bolster the effectiveness with which equal treatment for men and women is applied may be aided by the planned reorganisation of the work inspection bodies. In the first half of 2002 MLSA will make use of foreign experiences to prepare a detailed methodological guide for checking equal remuneration for work and equal access to employment by the inspection bodies (labour offices and in future work inspection offices).

Proposed Measures concerning Part III Equal Opportunities for Men and Women in Access to Economic Activity:

Based on the above the following are proposed:

3 1. In point 3.2 replace the „by 31 March 2002“ deadline with „by 30 June 2002 “.

3.2. The Minister of Labour and Social Affairs shall adapt the method of assessing individual types of work to allow its practical application so that the method makes an effective contribution to eliminating discrimination in remuneration and provides in particular the courts and control bodies with a basis for taking action against discrimination.

Responsibility: Minister of Labour and Social Affairs

Deadline: **30. 6. 2002**

XI. Add a new measure, numbered 3.7, reading as follows:

3.7. The Minister of Education, Youth and Physical education shall perform an analysis of school curricula schoolbooks and teaching aids to identify what part they play in the formation and reproduction of gender-based stereotypes and prejudices for all school levels and types of education, including the preparation of future teachers and education workers and the further education of teachers.

Responsible: minister of education, youth and physical education

Deadline: 31.12. 2002

XII. Add a new measure, numbered 3.8, reading as follows:

3.8. The minister of education, youth and physical education shall prepare and implement educational programmes for teachers and

education workers in the area of equal opportunities for men and women in order to provide them with effective procedures for performing gender-sensitive teaching.

**Responsibility: minister of education,
youth and physical education
Deadline: 31.12. 2002**

XIII. Add a new measure, numbered 3.9, reading as follows:

3.9. The minister of education, youth and physical education shall see to it that careers advisors at labour offices are trained in the issue of equal opportunities for men and women and apply the principle in their advisory work.

**Responsibility: minister of education,
youth and physical education
Deadline: 31.12. 2002**

5. Add a new measure, numbered 3.10, reading as follows:

3.10. The minister of education, youth and physical education shall see to it that training in equal opportunities for men and women is given to education advisors at schools so that they can apply this principle in their advisory work.

**Responsibility: minister of education,
youth and physical education
Deadline: 31.12. 2002**

It is proposed to let the rest of Part 3 stand.

4. Equalising the Social Status of Women and Men Caring for Children and Needy Members of the Family

The traditional model of the family persists in Czech society – the man is the breadwinner and the woman cares for the family and children. The woman is simultaneously in employment to maintain the family's living standard, which requires two parallel incomes. The unfavourable social impacts brought about by caring for a family and children therefore land most heavily on **women who have to cope with family and work duties simultaneously**. Women in the Czech Republic spend almost three times more time on housework (including caring for children) than men. The double burden borne by Czech women is negatively reflected in their wages and opportunities for promotion at work. Paid women's work is marginalised in the context of housework. Although women may be formally equal, this does not automatically afford them actual equality. Genuine equality of opportunities for the two sexes can only be attained if there are real guarantees that neither sex is discriminated against when caring for children and the family, or that the relevant measures mitigating the

negative social impacts of this care are not intended solely for women. That is why the combination of the role of employee with the role of mother, which largely consists in **raising the prestige of women in society as well as strengthening the role of men in the family**, is so important.

Parenthood needs to be restructured on a partnership basis. The benefit of equal opportunities for women and men for the whole of society must be stressed, especially the advantages for men. Attention must be drawn to the advantages of a close relationship with children and the practical benefits of sharing family duties. Men must not be exposed to unconquerable barriers if they ask their employment for leave to care for a child. Active participation in parenthood must be viewed as a natural part of the male identity. It is essential to de-burden men, who are traditionally regarded as the family's sole breadwinner. Men are still defined purely by their status on the labour market and their professional career. That makes it harder for them to choose any social role other than the traditional one. Discrimination against women on the labour market stems from the presumption of their parental and family duties. **Equal division of these duties between partners, along with creation of the right conditions for harmonising family and working life**, is an important step down the road towards making women and men equal, and not just on the labour market.

Discrimination based on sex does not affect only women. The statistics on the assignment of children into the care of one of the parents, during a divorce for example, indicate an unequal position for men. Although the state policy of equal opportunities has met with a response in the form of the amendment of the labour code, for example, where the introduction of parental leave has equalised the legal status of both parents in caring for a child, there has been little change to the practice of the courts preferentially to entrust a child to the woman's care after divorce.

Most of the measures in this part of the Priorities fall under the jurisdiction of MLSA, which is fulfilling the tasks it has been set. The last extensive amendment of the labour code **equalised the status of both parents in the construction of labour-law claims conditional on caring for a child**, primarily by introducing the institute of parental leave. The existing labour legislation already makes it possible **to create variable forms of employment (flexible working hours and part-time work)** for employees in view of their familial and personal circumstances. Nevertheless, practical application of these provisions is to a large extent restricted by the reluctance of employers to accommodate what are frequently justified demands from their employees. The problem centres on the area of **motivating employers** to make practical use of all the possibilities that the law currently provides for. The recodification of the labour code being prepared also envisages broadening employers' options when applying flexible forms of employment that would help both women and men harmonise their work and family duties. These forms are not very widely used in the Czech Republic and are largely not even offered by employers. In 2001 the Czech Republic joined **the European Union programme EQUAL**, whose aim is to promote equal access to employment and eliminate discrimination on the labour market. One of the many tools for achieving the aims of this programme is the use of forms of employment that offer flexibility in working hours, the working term and other aspects of work. At present, for example, the Czech Women's Union, in

collaboration with more than 20 other organisations, is completing work on a draft project focusing on the conditions for harmonising professional and family life.

As far as the general balancing of the social status of women and men caring for children and needy members of the family is concerned, these individuals are being considered in the new **Employment Act** being prepared. The draft act should be submitted to the government at the end of 2002. Future **pension reform**, a further amendment of the **Act on State Social Support** and a number of other regulations will also take these individuals into account

The **Barcelona session of the Council of Europe** (15. – 16. 3. 2002) approved the conclusions of the presidency, whereby under the priority activities in employment policy European Union states were recommended to eliminate demotivational barriers to women's employment and to strive to ensure that, in line with the national means of provision, care is provided to at least 90% of children between the age of three and school-going age and at least 33% of children under three by the year 2010.

In the Czech Republic the system of state and public care facilities for young children, children of pre-school age and children in non-school care basically satisfies the demand for this kind of service. The traditional form of help primarily for employed women is the network of **kindergartens, crèches and nursery schools**, which are run as special children's facilities. The founders of these facilities are most often district or municipal authorities, but from 1.7.2000 their founders will be the regions. A specific situation is developing in the provision of care services for the youngest children, which is currently provided by nursery-type facilities. At present nurseries belong in the system of healthcare facilities. The healthcare facilities system runs nurseries, children's homes for children up to 3 and creches as special children's facilities. The costs of this care are paid for by the founder, i.e. predominantly out of the budget of municipal or district authorities. The new act on healthcare being prepared will take nurseries out of the healthcare facilities system, however, as no specific healthcare is provided in them. On 1.3.2000 a new category of trade came into existence – "Daytime care for a child up to three years of age".

Kindergartens are school facilities that create an auxiliary system of schools carrying out pre-school education. In recent years the number of all the above types of facility for pre-school children, with the exception of day crèches, has fallen. The decline in the number of these facilities is caused by the relatively low demand owing to, among other things, the advantages associated with longer maternity leave and the falling birth rate. The rise in fees for care in facilities for pre-school children is a problem for low-income families and these facilities are becoming less accessible in terms of both finance and transport. It is mainly women in smaller municipalities that suffer from these changes. For children of school-going age there is the **system of school facilities**.

Care for **other needy members of the family** of citizens in employment is supplied by the social care services provided mainly via state institutes and institutes run by district and municipal authorities. Modern European trends in the area of social services, however, promote the gradual de-institutionalisation of these services and their provision in a natural, primarily family environment.

The state, municipalities and non-state non-profit organisations set up **shelters for single mothers with small children**. These facilities provide mothers and, in exceptional cases, single pregnant women with care and advice and other social services. In 2000 the Czech Republic had 52 homes for mothers with children with a capacity of 644 places (Labour and Social Affairs Statistical Yearbook for the Year 2000, MLSA, table 8.14). Compared to the figures for the previous year the number of these facilities is rising. Even so, there are still not enough to meet the demand. Most existing facilities were founded by citizens' associations and church organisations which are compelled to undertake widespread activities to gain finances. These non-state facilities are thus in a constant state of economic uncertainty, as the founder is generally not able to finance the facilities out of its own funds.

In 2001 the Ministry of Labour and Social Affairs provided a total appropriation of CZK 394,183,408 to:

- 37 shelters for persons caring for children in difficult situations (27 in the year 2000),
- 6 facilities for abused and single women (1 in the year 2000),
- 332 facilities caring for needy members of the family – day-care centres (207 in the year 2000).

As in previous years the Ministry for Local Development is supporting **the construction and reconstruction of homes with a care service**. It does so in the form of investment appropriations for building small rental flats intended for seniors and other individuals with reduced self-sufficiency who are no longer able to satisfy their ordinary needs. Since the year 2000 this programme has been financed not just out of the Ministry of Local Development's budget, but also out of the State Fund for Housing Development. The problems associated with the running of homes with a care service stem chiefly from the unfinished reform of the social services.

The aim of the new **Supported Housing Construction Programme** is to widen the supply of municipal rental housing for people whose incomes and other reasons deriving from their special needs as regards housing make it harder for them to get access to housing. These reasons may be their state of health or age and related health and social consequences, as well as unfavourable circumstances making it impossible for these persons to find suitable housing. This target group includes persons with dependent children and in a difficult social situation and victims of domestic violence. According to the Ministry for Local Development, however, **no money has been set aside for this programme** in the budget for 2002. If the necessary funds are found, the programme can be launched immediately.

Proposed Measures concerning Part 4 Equalising the Social Status of Women and Men Caring for Children and Needy Family Members:

Based on the above the following are proposed:

1. In the measure in point 4.1 replace the „continuous“ deadline with „31.12.2002“.

4.1. Minister of Labour and Social Affairs shall see to it that essential care for children and needy members of the family is taken into consideration when the conditions and claims for social benefits, social insurance, unemployment benefit etc. are fixed; at the same time the minister shall take care that this consideration is consistently applied to all carers regardless of their sex.

Responsibility: Minister of Labour and Social Affairs

Deadline: **31.12. 2002**

2. In the measure in point 4.2 replace the „continuous“ deadline with „31.12.2002 “.

4.2. By means of future legislation on labour relations the minister of labour and social affairs shall make it possible to create variable work modes that will make it easier for employees caring for children and a family to harmonise their job with their family duties.

Responsibility: Minister of Labour and Social Affairs

Deadline: **31.12. 2002**

3. Replace the measure in point 4.4 with a measure reading as follows:

4.4. Minister of Labour and Social Affairs shall **promote** the widening of opportunities for shelter for people caring for children in difficult situations in life.

Responsibility: Minister of Labour and Social Affairs

Deadline: **31.12. 2002**

4. Replace the measure in point 4.5 with a measure reading as follows:

4.5. The minister for regional development shall **promote** municipalities' creation of housing for persons with special needs, including persons at risk and in particular persons with dependent children in difficult social situations and victims of domestic violence.

Responsibility: minister for regional development

Deadline: **31. 12. 2002**

4. Add a new measure, numbered 4.6, reading as follows:

4.6. The minister of labour and social affairs shall incorporate into the system of the methodological management of social workers in organs of socio-legal protection of children the issue of equal opportunities for both parents to care for children in order to balance out the unequal status of men in relation to children.

Responsibility: minister of labour and social affairs

Deadline: 31. 12. 2002

It is proposed that the rest of Part 4 should stand.

5. The Respecting of Women with Regard to their Reproductive Function and Physiological Differences

Women's health, and in particular reproductive health, merits substantial and continuous attention. One aspect of the protection of the biological function of women is taking it into consideration when creating suitable work conditions for women and health and safety at work. Constant attention is paid to the protection of women's health, including pregnant women, especially at work. The formal legal framework for healthcare for women, including pregnant women, is of a high standard. The state's interest is currently concentrated on creating the right conditions for health protection at work. The Ministry of Health, in collaboration with MLSA, is preparing a draft legislative intention for an act on health protection services at work in line with ILO treaties nos. 155 and 161, which incorporates both healthcare services and work safety services.

The measures that should continue to promote the **increased protection of women**, mainly pregnant women and mothers of very young children, need to be **thoroughly revised** in the context of European law. Although community law demands increased protection for women from member states, the scope of the end beneficiaries of this protection and the level of this protection differ. Community law does admit standards of protection exceeding the requirements of the directive⁶, but only if it is not counterproductive and does not result in women being unjustifiably excluded from professional or educational activities. Special protection should in principle be channelled towards women at specific times of their life – during pregnancy, shortly after giving birth and while breast-feeding – but not as a premise for discrimination on the part of employers. The applicable decree no. 261/1997 Coll. contains bans on certain kinds of work for all women, which under some circumstances may be regarded as being in conflict with the principle of equal treatment for men and women. The latest harmonisation amendment of the labour code respected the aforementioned trends and, besides a ban on work underground for all women with the exemptions laid down by law, makes it possible to ban work solely for **pregnant women, women who have just given birth and women who**

⁶ Council Directive 92/85/EEC on implementation of measures to improve health and safety at work for pregnant women, women who have given birth and breast-feeding women

are breast-feeding. The abolition of the ban on certain types of work will enable women to carry on – if they so wish – those occupations that are generally not regarded as typical for women. Nevertheless, certain restrictions are essential in respect of the function of motherhood. For that reason the Ministry of Health has prepared an amendment of this decree that restricts the bans to pregnant women, women who gave birth up to nine months ago and breast-feeding women. The amendment of the decree is currently prepared for external comments. Bans on work for all women will continue to be regulated by the labour code alone.

The Ministry of Health is continuing with the **National Health Programme**, which aims to bring about positive changes in people's behaviour and their living conditions and to promote a healthy lifestyle. The thematic areas within this programme correspond to the basic issues focusing on resolving the basic health programmes in society, which means respecting the different needs of men and women but also promoting their equality. In 2001 142 of the 244 submitted projects to promote health were approved and recommended for implementation under the Programme.

The aim of the Healthcare Prevention of Crime project is a systematic approach to tackling the healthcare aspects of crime prevention. The problem groups of individuals given priority are abused persons (children, women, seniors), mentally ill perpetrators of crime, crime victims, the mentally ill in critical situations and at-risk youth. This multiyear project should broaden the training of healthcare workers in primary, secondary and tertiary prevention.

Birth is a significant event in the life of a woman and all her family, an event that must be viewed not only as a physiological matter, but also as a social matter. It is viewed as an important milestone in the cycle of life and the family. There are two different basic concepts of the method of giving birth: medically assisted birth and natural birth. **Medically assisted birth**, which started to be used in the Czech Republic after WWI, consists in acceleration of the birth process and suppressing pain by means of medicine and invasive techniques. This birth method is designed to keep the mother and child safe through preventative techniques used by the doctor to eliminate possible complications and to reduce pain to a minimum. After births were moved into maternity hospitals there was a sharp fall in maternal and perinatal mortality rates.

By contrast, the **natural birth** method is founded on the trust in a woman's instinctive and intuitive behaviour during birth, which must not be disrupted, not even by healthcare workers. Doctors' activities are restricted to giving mental support to the mother and the occasional non-invasive check that the birth is proceeding well; the doctor may intervene in the event of complications. Changes in the birth practice in the Czech Republic are reflected in the tendency towards individual care. This is not just because of competitive pressure between healthcare facilities, it is also the result of the greater attention women are paying to their own health and the health of the unborn child, i.e. greater responsibility for oneself and one's child. As far as creating equal opportunities for women in respect of their reproductive function is concerned, the active participation of mothers-to-be in decision-making on the method, place and provider of healthcare during pregnancy, birth and postnatal

period should be strengthened. Even though there are certain changes in this regard, their speed and scope are insufficient.

Proposed Measures concerning Part 5 5. The Respecting of Women with Regard to their Reproductive Function and Physiological Differences:

Based on the above the following are proposed:

XIV. Replace the measure in point 5.1 with a measure reading as follows:

5.1. The minister of health shall help make women informed about the various possibilities for the provision of healthcare during pregnancy, during birth and in the postnatal period, and about their advantages and disadvantages, and shall actively promote the chance for these women to decide on the method, place and provider of healthcare.

**Responsibility: minister of health
Deadline: 31.12. 2002**

XV. Replace the measure under point 5.2 with a measure reading as follows:

5.2. The minister of health shall, in accordance with the state budget, expand the National Health Programme and **support** health projects focusing on improving the reproductive health of women and preventing cardiovascular and cancerous illnesses.

Responsibility: minister of health
Deadline: **31. 12. 2002**

6. Suppression Violence against Women

Based on measure 6.1, which instructed the Ministry of the Interior, MLSA, the Ministry of Education, Youth and Physical Education and the government representative for human rights to run a public information campaign on the unacceptability of domestic violence and other forms of violence committed against women, the Ministry of the Interior, MLSA, the Ministry of Education, Youth and Physical Education and the government representative for human rights ran a **public information campaign on the unacceptability of domestic violence and other forms of violence against women**, whose aim was to address the public, openly name the problem and help bring about a fundamental change in public opinion. This campaign will continue into 2002. Negotiations and co-operation with non-government organisations dealing with this issue continues – their work is of great benefit (ProFem, Rosa, La Strada, Bílý kruh bezpečí and others). This year too the government was only able to release limited funds for the campaign, which may have a negative impact on its course and in particular its results. It is very important that the campaign actors and by non-government organisations in this field keep each other informed and that the activities they undertake are co-ordinated.

The prevention of socio-pathological phenomena in society comes under the Ministry of the Interior's jurisdiction, and for this reason Ministry of the Interior staff worked with non-governmental organisations in preparing information, awareness and specialist materials, most of which were placed on the Ministry of the Interior's website dedicated to domestic violence (www.mvcr.cz). The website does not just offer specific advice to victims of domestic violence and those who want to and can help, it also provides information on the social, psychological and legislative aspects of this problem which may be useful to concerned specialists (doctors, social workers and the police), because they bring the problem out of the private and into the public arena.

The Ministry of the Interior's crime prevention department and "Policeman" magazine jointly prepared an information bulletin called "Behind Closed Doors", which is intended for the general public. The bulletin seeks to dispel the popular myths on the causes of domestic violence, brings the findings of experts from non-profit organisations and opinions on individual cases from psychologists, psychiatrists, pre-marriage and marriage counsellors, investigators and other specialists, including the Police of the Czech Republic. Through the "Ministry of the Interior Information Service" and "Press Service" magazines a diverse array of media were contacted and induced to devote space to this phenomenon. The press gave wide coverage to domestic violence: there were 276 articles in national and regional newspapers and 63 reports from the ÈTK press agency in 2001.

The government representative for human rights considers it important to hold a campaign on the unacceptability of violence against women, but draws attention to the fact that despite the formally made request no funds were made available from the 2002 budget for continuation of the project.

Under the programme to introduce sexual education and prevent commercial sexual abuse 4500 elementary school and special school teachers received training in 2001. This programme also covered the issue of domestic violence. A methodological handbook was issued on the subject of domestic violence. This handbook was approved by the Pedagogical Research Institute as a course-book. A videocassette and brochure on the prevention of commercial sexual abuse was also issued. The handbook titled Selected Legal Aspects of the Teaching Profession also deals with this issue.

Since 1998 the citizens' association ROSA has operated **the ROSA SOS telephone line**, designed primarily for women who are victims of domestic violence. Over 2300 women from around the Czech Republic have called this line since its launch. The caller receives crisis intervention, a safety plan, advice, information and the opportunity for individual consultations in the ROSA Information and Advice Centre, including the possibility of secret shelters housing.

In August 2001 (26 November 2001) ROSA and the publicly beneficial company proFEM, in collaboration with the Friedrich Ebert Foundation (Germany), held **an international conference on new methods for resolving domestic violence** titled **Old Problems – New Solutions**. The 1st vice-premier and minister of labour and social labours was patron of the conference. It was attended by 110

representatives of state administration, municipal and local authorities, family advice centres and representatives of the non-profit sector from the entire Czech Republic. Representatives of the state administration of Austria and Germany also gave lectures at the conference. An **intervention project** for a system of prevention of violence against women, which was formed in collaboration with the city of Berlin, was presented at the conference. The conference also included a public debate with parliamentary deputies from individual political parties.

In 2001 the non-profit organisations proFEM, ROSA, Gender Studies and Elektra co-organised an event titled **16 Action Days against Domestic Violence**, which took the form of lectures, discussions, literary soirees and debate clubs on the theme of violence in society. This event, founded on direct contact with the public, met with **extraordinarily strong interest**.

During 2001 Bílý kruh bezpečí, a citizens' association, ran a **national information and awareness campaign** dealing with the issue of **domestic violence** with financial support from Philip Morris Czech Republic and four media partners (TV Prima, Právo, Mona and the Association of Outdoor Advertising). The campaign was launched in May 2001 with a press conference held by the citizens' association to present the results of a representative survey on domestic violence in the Czech Republic conducted by STEM. The campaign took the form of a national press conference, regional press conference, spots on TV and in cinemas, outdoor advertising and articles in the press. In terms of scale this was a unique media campaign running to a value of CZK 24 million. The campaign's aim was to raise awareness of domestic violence, to dispel the myth that domestic violence is a private matter, to inform the public of the results of the representative survey and of the new DONA telephone help line for victims of domestic violence. The campaign ran until the end of 2001.

Its second highpoint was the launch of the **DONA non-stop national crisis line** for victims of domestic violence on 11.9.2001. The launch of this service is another fundamental step towards creating an appropriate system of response to this serious pan-societal phenomenon. The core of the service is the provision of help to victims of domestic violence. It consists of on-the-spot psychological, legal, organisational and moral support and advice on the network of state and non-state facilities. In situations of acute need it brokers emergency aid. DONA also offers information to assisting specialists whose profession puts them in direct contact with victims of domestic violence and offers aid to witnesses of domestic violence, relatives and other victims. The helpline collaborates with an extensive network of state and non-state facilities and draws upon the advice centres of Bílý kruh bezpečí in the Czech Republic. During the first two months the helpline was in operation it received more than a thousand calls, which is testimony to the high rate of domestic violence and the need for this helpline.

Measure 6.2 instructed the minister of labour and social affairs and the minister of health to create by April 2002 a working group to resolve how to start up and run interdisciplinary teams uniting healthcare, social, legal and police aid to uncover and investigate cases of violence on women. In April 2002 the interdepartmental working group was formed under the leadership of the Ministry of

the Interior and started work. The group consists of representatives of the Ministry of the Interior, the Police Presidium, the Ministry of Labour and Social Affairs, the Ministry of Health and the non-governmental sector.

The publicly beneficial organisation La Strada draws attention to the problem of the **trade in women**, in which the Czech Republic is a country of origin, transit and destination. The victims of this trafficking in the Czech Republic are not just Czech women but increasingly foreign women as well. At present these women have no legal claim to social assistance and protection. Social support is provided by non-profit organisations that finance it mainly from out of their own funds. That is why it is very important to expand the network of shelters for women who are victims of domestic violence and homes with secret addresses and to support the existing facilities.

Bílý kruh bezpečí has been providing help for the victims of crime for more than ten years now. In 6 Czech towns it operates **advice centres for victims of crime with free legal and psychological aid** from qualified specialists. Of all the clients that contacted one of the organisation's advice centres in 2001, 38% of clients did so in connection with domestic violence.

In 2002 Bílý kruh bezpečí, with financial support from Kraft Foods Czech Republic and in collaboration with the Association of Shelter of the Czech Republic, will implement a new project titled KORMIDLO (RUDDER), designed to **train shelter staff in the Czech Republic for work with victims of domestic violence**. Given the current lack of an appropriate response to domestic violence in the Czech Republic, it is proving very effective to invest in the further training of these professionals, who are in direct contact with victims of domestic violence.

Under measure 6.3 (support for shelters) CZK 500,000 from MLSA's budget was channelled into a new shelters for mothers with children. An appropriation of CZK 30,732,860 was provided to support shelters homes for persons caring for children in difficult situations and CZK 2,276,800 for facilities for abused and single women.

In response to measure 6.4 (amendment of the criminal code vis-à-vis domestic violence) the **legislative intention of a new criminal code** was approved by government resolution no. 319 of 9 April 2001. In the preparation of the full wording all the existing crimes, including Section 215 of the criminal code, will be revised and the phenomenon of domestic violence and the need to protect its victims will be taken into consideration. With effect from 1 January 2002 the **amendment of Criminal Code**, specifically Section 163a, partially improved the position of victims of domestic violence, whereby the criminal authorities no longer need to gain victims' consent to prosecute of perpetrators who are relatives, if the circumstances make it clear that consent was not given or was revoked under duress and in reaction to threats, dependency or subjugation. That makes it harder for perpetrators to put pressure on the victim not to sanction prosecution.

Proposed Measures concerning Part 6 Suppression Violence against Women:

Based on the above the following are proposed:

1. After omitting the measure in point 6.2 (task achieved) renumber the remaining measures.
2. In the measure in point 6.3 (originally 6.4) – in respect of the deadline for submitting the draft criminal code to the government under the Government Legislation Plan – replace the “April 2002” deadline with “31.12.2002”.

6.3. The minister of justice, the minister of the interior and the government representative for human rights shall weigh up an amendment of the provisions of Section 215 of the criminal code (abuse of a person in one's charge) that would cover abuse of persons other than those in one's charge and shall also weigh up the possibility of adopting further legislative and other measures designed to suppress domestic violence and better safeguard its victims.

Responsibility: minister of justice,
minister of the interior, government
representative for human rights
Deadline: **31.12. 2002**

It is proposed to let the remaining measures in Part 6 stand.

7. Monitoring and Assessing the Effectiveness of the Application of Equal Status for Men and Women

According to most of the departments, **regular and year-round monitoring and assessment of the effectiveness of individual measures** concerning application of the principle of equal status for men and women is already in place. For the most part it takes place in the form of analyses presented to the management and the relevant trade unions as well as methodological or control activity. In the Ministry of Defence application of the principle of gender equality is co-ordinated by the personnel section. A working group dealing with the issue of gender equality has operated in the department since 1998. The working group provides assistance and advice in this area and is made up both of Ministry of Defence staff and staff from the Army of the Czech Republic. The group meets regularly every quarter and assesses the situation in this area.

The **Research Institute of Labour and Social Affairs** conducts regular research into the family and the position of women in society. In the year 2000 the institute's founder, the Ministry of Labour and Social Affairs, commissioned a research-based analysis of the differences in the work incomes of men and women and a proposal for a model procedure to determine what part discrimination plays in these differences. According to the plan for research tasks work was started on the project in July 2001 and the final report will be drawn up at the end of the first quarter of 2002.

A **team researching gender issues** has operated in the Sociological Institute of the Academy of Sciences of the Czech Republic for a long time. The research is financially supported by the Grant Agency of the Czech Republic (out of state budget funds for science and research). The research results are passed on to the central organs of state administration, which use them within the areas under their jurisdiction. In collaboration with the gender studies department of the Sociological Institute the Ministry of Education, Youth and Physical Education used the EUPRO programme to financially support a project designed to establish a national contact centre for women and science, which will function as an information, co-ordination and service organisation for engaging women working in science and research into European networks. The **National Contact Centre – Women and Science** was founded and ceremonially opened in January 2002 (www.zenyaveda.cz).

Under measure 7.3 the president of the Czech Statistical Office was to see to the **periodical issue of a publication** containing gender-sorted statistics showing how men and women are involved in decision-making activities in society. The first periodical issue of the publication “Women and Men in Figures“ came out at the end of the year 2000 with the help of the Ministry of Labour and Social Affairs. In 2001 the Czech Statistical Office brought out a statistical publication titled “Focus on Women“ and it will continue to issue publications of this kind each year.

Several ministries released funds under their departmental **grant policy** (measure 7.4). The Ministry of Industry and Trade mainly supports activities related to furthering enterprise among women. In 2001 the **Institute for Criminology and Social Prevention of the Ministry of the Interior** carried out research into “**Specific Aspects of Drug Abuse in Women and Girls**” and other projects. In the context of the need to pay extra attention to analysing and resolving matters linked to equal opportunities for men and women the Ministry of the Interior in May 2001 responded to an offer from the Centre for Foreign Aid to make use of residual funds in the PHARE 2001 National Programme on projects such as “**twinning light**“ by submitting a project called “Implementing the Policy of Equal Opportunities for Men and Women in the Department of the Ministry of the Interior and the Police of the Czech Republic“. When the ministry received a refusal, it requested that the possibility of conducting the project be reconsidered. The ministry is currently waiting for the decision of the Centre for Foreign Aid of the Ministry of Finance of the Czech Republic.

Under its grant policy for research and development in 2001 MLSA commissioned a sociological survey to identify the attitudes of Czech citizens towards gender relations. The **public opinion survey** was conducted by Taylor Nelson Sofres Factum at the end of March 2002 and the results will be available in the second quarter of 2002.

Empirical research focusing on the status of professional women soldiers in the Army of the Czech Republic has been carried out by a research team of the personnel section of the Ministry of Defence since 1995. The research focuses on how satisfied women soldiers are with their working conditions, how much they identify with the soldier profession, how they perceive their position in the army structure and also on sexual harassment. The research findings are provided chiefly to senior staff of the Army of the Czech Republic. In 2001 a National Report of the

Czech Republic was drawn up on the issue of women in the armed forces for NATO's Women in the Armed Forces Committee (Brussels). Research has currently been expanded to cover the area of recruiting women into the Army of the Czech Republic. Next year, in collaboration with the Geneva-based Centre for Democratic Control of the Armed Forces (DCAF), a grant-funded empirical study of the future of women in the armed forces is proposed.

Proposed Measures concerning Part 7 Monitoring and Assessing the Effectiveness of the Application of the Principle of Equal Status for Men and Women

Based on the above the following are proposed:

1. Replace the measure in 7.3 with a measure reading as follows:

7.3. The Czech Statistical Office shall issue a regular, annual publication **making maximum use of all the available statistical and analytical materials containing** data on women's and men's participation in key social activities and on the degree to which they benefit from the results of these activities.

Responsibility: president of CSO
Deadline: **31.12. 2002**

2. In the measure in point 7.4 replace the "continuous" deadline with "31.12. 2002".

7.4. Members of the government shall, as part of their grant policy, promote research into social phenomena that lead to discrimination against women or possibly to a threat to their dignity, health or life.

Responsibility: members of the government
Deadline: **31.12. 2002**

It is proposed to let the remaining measures in Part 7 stand.

Appendices to the Summary Report

Table 1 – Participation of Men and Women in Management Functions in Individual Departments

Table 2a – Average Women's Wage as a Percentage of Average Men's Wage

Table 2b – Average Women's Wage as a Percentage of Average Men's Wage by Sector

Notes to Tables 2a and 2b:

1. *Unequal treatment of men and women cannot be regarded as the sole reason for the difference in men's and women's work incomes – other, non-discriminatory factors also play a part in the income gap (e.g. voluntary decisions by women to carry on a less time-consuming and less demanding occupation even at the cost of lower earnings).*
2. *According to CSO the discrepancy in the rows "Enterprise sphere" and "Non-enterprise sphere" in Table 2a compared to the "Total" row in Table 2b in all the years under scrutiny, especially in the "improvement/decline" column stems from the very different "weights" derived from the number of women and men in the enterprise and non-enterprise spheres.*

1. WOMEN'S PARTICIPATION IN DECISION-MAKING – management functions in the departments as of 31.12.2001 (source: department figures)
Table 1

function ⇒	Minister		Deputy minister		Section head			Department head			Other specialists			Departmental institution director			Head of external workplace		
	M/W	M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	
Ministry ↓	M	3	1	15	3	16.7	37	9	19.6	162	151	48.2	–	–	–	–	–	–	
Transport and Communications	M	5	1	32	11	25.6	89	64	41.8	422	761	64.3	–	–	–	–	–	–	
Finance	M	2	1	5	6	54.5	9	17	65.4	63	131	67.5	33	6	15.4	–	–	–	
Culture	M	7	0	20	8	28.6	30	20	40.0	111	192	63.4	3	1	25.0	–	–	–	
for Regional Development	M	1	0	61	0	0	98	1	1.0	369	24	6.1	–	–	–	–	–	–	
Defence: professional soldiers	M	2	1	9	0	0	21	5	19.2	214	246	53.5	–	–	–	–	–	–	
civilian staff	M	5	2	9	12	57.1	32	26	44.8	146	292	66.7	79	12	13.2	–	–	–	
Labour and Social Affairs	M	6	1	42 ¹	10	19.2	57	27	32.1	243	315	56.8	350 ³	43	10.9	–	–	–	
Industry and Trade	M	2	1	11	2	15.4	13	14	51.9	55	152	73.4	5	0	0	–	–	–	
Justice	M	4	1	24	6	20.0	17	11	39.3	93	241	72.2	18	7	28.0	–	–	–	
Education	M	4	1	36	9	20.0	134	73	35.3	1006	797	44.2	6	1	14.3	–	–	–	
Interior	M	5	1	30	5	14.3	47	14	22.9	376	337	47.2	5	0	0	94	15	13.8	
Foreign Affairs: centre abroad	M	4	0	11	10	47.6	11	24	68.6	79	155	66.2	–	–	–	0	1	100	
Health	M	7	0	64	12	15.8	53	25	32.1	336	457	57.6	6	0	0	–	–	–	
Agriculture	M	4	3	26	10	27.8	37	28	43.1	164	232	58.6	13	1	7.1	–	–	–	
Environment	M	1	2	21	8	27.6	25	18	41.9	109	193	63.9	–	–	–	–	–	–	
Gvt. Office: minister	M																		
vice-premier	M																		
premier	M																		
Total in 2001		62	16	416	112	21.2	710	376	34.6	4848	5036	50.9	518	71	2.1	94	16	14.5	

Total in 2000		59	12	375	120	24.2	666	305	31.4	4476	4340	49.2	710	93	11.6	132	28	17.5
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1) inc. senior directors 2) inc. General Staff 3) includes state firms, firms in liquidation and organisations fully and partly funded out of the state budget

Table 2a - Average Women's Wage as a Percentage of Average Men's Wage

Ministry of Labour and Social Affairs
Income Policy Section

Average Women's Wage as a Percentage of Average Men's Wage (%)

CSO data

Type of business	1996	1997	1998	1999	2000	2000-1996
Enterprise sphere	75.6	74.6	73.9	73.6	74.5	-1.1
Non-enterprise sphere	71.6	73.7	71.9	74.9	77.3	5.7
Ownership thereof:						
Private	74.6	71.0	71.7	72.1	72.7	-1.9
Co-operative	78.9	76.4	74.3	76.6	76.4	-2.5
State	79.5	78.2	71.3	74.0	73.0	-6.5
Local authority	76.1	73.4	77.9	81.9	80.2	4.1
Social organisations	86.6	81.8	81.7	75.2	94.3	7.7
Foreign	60.0	61.8	59.7	60.4	63.8	3.8
International	72.5	74.2	72.4	71.7	73.3	0.8
Mixed	75.6	77.9	77.5	74.9	79.5	3.9

Source: CSO sample survey "Employee Wages for 1996,1997,1998,1999 and 2000"

Author: Ing. Dostálová

Prague, 24.7.2001

Table 2b – Average Women’s Wage as a Percentage of Average Men’s Wage by Sector

Ministry of Labour and Social Affairs
Income Policy Section

Average Women’s Wage as a Percentage of Average Men’s Wage (%)

CSO data

Sector	1996	1997	1998	1999	2000	2000-1996
Total	77.2	75.7	72.0	73.2	73.3	-3.9
Agriculture, game-keeping, forestry	86.4	78.7	78.1	77.2	77.8	-8.6
<i>Minerals extraction</i>	69.8	71.9	71.6	72.2	72.8	3.0
<i>Processing industry</i>	68.3	68.1	67.5	67.8	68.2	-0.1
<i>Electricity, gas, water generation</i>	78.2	78.7	77.7	80.1	80.9	2.7
Industry total	68.2	68.5	67.7	68.1	68.7	0.5
Construction	79.0	80.1	81.3	84.9	88.4	9.4
Motor vehicle trade and repair	65.8	63.0	60.5	60.9	61.5	-4.3
Catering and accommodation	75.8	71.3	70.6	63.4	71.8	-4.0
Transport, warehousing, communications	83.3	84.9	83.2	86.0	85.4	2.1
Finance and insurance	68.0	66.6	65.6	53.9	53.5	-14.5
Public administration, defence, social security	77.3	71.4	76.6	76.5	79.1	1.8
Education	68.7	78.3	68.5	71.9	69.6	0.9
Health, veterinary and social work	66.4	66.2	66.4	68.2	70.7	4.3

Source: CSO sample survey “Employee Wages for 1996,1997,1998,1999 and 2000“

Author: Ing. Dostálová

Prague, 24.7.2001

Results of the Comments Process

The draft of this material was sent out for comments at the start of April 2002. Of the fourteen departments that gave a response to the material, twelve made no comments, rated the material positively or made minor comments on formulations (Ministry of the Environment, Ministry of Transport, Ministry of Health, Ministry of Education, Ministry of Justice, Ministry of Finance, Ministry of Industry and Trade, Ministry for Local Development, Ministry of Defence, Ministry of the Interior, Ministry of Agriculture, vice-premier and chairman of the Government Legislation Council). The other departments made more extensive formulation comments for additions to the text that described their work in the given area in greater detail, made the text of tasks more precise etc. These comments were on the whole accepted, with the exception of additions that were too detailed for the material to be submitted to the government. Only the Government Office – apparently from an incomplete knowledge of the given issue and the Czech Republic's international commitments – described the wording of the material as making unpleasant reading in its endeavour to differentiate citizens by gender. The overall assessment of the material from all the places of comment was a very positive appraisal of the government's activity in this area, however.

The Czech Statistical Office made a fundamental comment, demanding that the formulation of the measures concerning the annually issued statistical publications on men and women be made more exact. The request was accommodated.

The draft material was also passed on to the Government Council for Equal Opportunities for Women and Men for comments. The comments of the members of the Council were discussed at the Council's first session, which took place on 24 April 2002. The Council members assessed the material very positively, but also made a number of comments, most of which were accepted. These comments mostly focused on making the practical application of the given policy more effective. The representative of the Ministry for Local Development demanded that the responsibility for task 4.5 (municipalities' support for housing for persons with special needs) be widened to include the Ministry of Finance, as no money was made available in the 2002 budget for the new Supported Housing Construction Programme. This comment was accommodated. The comment that the material should give a more balanced response to the existence of serious inequalities disfavoured men, especially when children are placed in the permanent charge of one of the parents after divorce, was also incorporated into the material. The comments by Council members representing women's non-governmental organisations that the "continuous" deadlines be replaced as much as possible by specific deadlines, thus allowing progress in the government's tasks to be monitored more effectively, were also accepted. The request by Council members concerning linguistics (the equal use of masculine and feminine genders) will be discussed by the Council at its next session in the presence of invited linguistics specialists of both sexes.

The draft summary report was sent to the social partners, both to inform them of the matter and to ask for comments. CMCTU and the Association of Independent

Trade Unions responded to the report, saying they had no fundamental comments. The Confederation of Art and Culture made a number of suggestions for how to assert gender equality more effectively. These suggestions can be applied in the departmental priorities and procedures in enforcing gender equality.

For information and comments purposes the draft was also sent to fourteen non-governmental non-profit organisations dealing with the issue of gender equality or the status of women in society or whose field of activity is affected by the issue. The Czech Helsinki Committee and the citizen's association ROSA responded to the material – they made no fundamental comments but elaborated on a possible effective means of fulfilling the tasks. A number of comments relating to formulations were accepted. The Association for Equal Opportunities made a fundamental comment regarding its dissatisfaction that its proposals for possible future measures were not incorporated. The comments could not be fully accommodated because all proposals obtained from all places of comment cannot form the subject of a conceptual material at the national strategy level. The material at the governmental conceptual level of decision-making lays down the government's main priorities in the given area and at a given stage of social development. The minister for labour and social affairs will pass on to the government all practical suggestions from non-state non-profit organisations and the social partners regarding, for example, linguistics, leisure time for youth, public administration, social reform, public-service media and the media council, so that the members of the government can assess them in all their organisational aspects and incorporate them into their departmental priorities and procedures in enforcing gender equality. Some of these matters were incorporated among the themes for the coming work of the Government Council for Equal Opportunities for Women and Men, e.g. the linguistic modification of materials drawn up in state administration (using the feminine gender as well as masculine in the grammar of texts affecting men and women).

GOVERNMENT OF THE CZECH REPUBLIC

Annex
to resolution
of the government of the Czech Republic
from the 15th of May 2002 No. 486

**Updated “Government Priorities and Procedures for the Enforcement of the
Equality of Men and Women”**

(New changes or additions are given in bold type)

**1. The enforcement of the principles of the equality of men and women as
a part of the government policy**

1.1. As part of their media policy and in respect of the cross-sectional nature of the policy of equal opportunities for men and women members of the government shall emphasise this principle and provide information on the measures that help implement this policy in connection with the substantive jurisdiction of each department.

Responsibility: members of the government
Deadline: continuous

1.2. Members of the government shall actively support the selection of suitable women candidates for posts in government bodies and senior posts both in ministries and in the administrative offices and institutions run by ministries.

Responsibility: members of the government
Deadline: continuous

1.3. At sessions of the Council for Economic and Social Consensus **and in its working teams and groups** the representatives of government in the Council shall apply the principle of equal status for men and women, particularly in matters of remuneration and working conditions.

Responsibility: government representatives
in the Council for Economic and Social
Consensus of the Czech Republic
Deadline: continuous

1.4. Members of the government shall ensure that individual ministries and administrative offices shall start to co-operate with non-governmental organisations dealing with equal opportunities for men and women and continue to seek out and

expand this co-operation. This co-operation may include requesting their opinions on draft legislation or other fundamental decisions.

Responsibility: members of the government
Deadline: continuous

1.5. Members of the government shall make use of the opportunities to take part in activities and programmes of international organisations whose aim or declared principle is gender equality.

Responsibility: members of the government
Deadline: continuous

1.6. Members of the government shall start or continue with training activities in the area of human rights with regard to equal opportunities for men and women and the methods designed to achieve gender equality. Members of the government shall see to it that all conceptual workers and workers with decision-making powers take part in this training.

**Responsibility: members of the government
Deadline: 30. 6. 2003**

1.7. When preparing legislation members of the government shall take care to incorporate into the legislation institutes to eliminate any disadvantaging in the representation of men and women in participation in key social activities.

Responsibility: members of the government
Deadline: continuous

1.8. Members of the government shall apply the criterion of equal opportunities for men and women to conceptual, decision-making and assessment processes, in all stages of their preparation and implementation.

Responsibility: members of the government
Deadline: continuous

1.9. The minister of labour and social affairs and the government representative for human rights shall **continue** in the public debate on the issue of equal opportunities for men and women in order to acquaint the Czech public with the state policy of equal opportunities for men and women and its aims.

Responsibility: minister of labour and social affairs, government representative for human rights
Deadline: **31.12. 2002**

1.10. Members of the government shall draw up departmental priorities and procedures in enforcing gender equality for 2003 which fall under the jurisdiction of their departments, and shall submit them to the minister of labour and social affairs as the national co-ordinator of the agenda of equal opportunities for men and women by the end of 2002.

Responsibility: members of the government
Deadline: **31.12. 2002**

1.11. Members of the government shall assess the fulfilment of the measures of departmental priorities and procedures in enforcing gender equality for 2002 and shall submit their assessment to the minister of labour and social affairs as the national co-ordinator of the agenda of equal opportunities for men and women.

Responsibility: members of the government
Deadline: **31.1. 2003**

1.12. Members of the government shall add to their departmental priorities and procedures for enforcing gender equality an elaboration and concretisation of the basic aspects of the government policy of equal opportunities according to the updated measures from the national Priorities and Procedures of the Government in Enforcing Gender Equality.

Responsibility: members of the government
Deadline: **30.6. 2002**

1.13. In the area under the jurisdiction of each ministry members of the government shall use gender-sensitive statistics to analyse the current situation in gender equality.

Responsibility: members of the government
Deadline: **31.12. 2002**

1.14. The minister of labour and social affairs, in collaboration with the vice-premier for legislation, shall discuss with the chairman of the Government

Legislation Council a suggestion to amend the Government Legislation Rules and Government Procedural Rules with the aim of ensuring that materials intended for discussion by the government and materials related to the preparation of legislation (e.g. analyses of the legal and actual state of affairs, reason statements) contain gender analyses and an assessment of the impacts of the proposed solution on men and women.

**Responsibility: minister of labour and social affairs in collaboration with the vice-premier for legislation
Deadline: 31. 12. 2002**

2. Legislating for Gender Equality and Raising the Level of Legal Awareness

2.1. Members of the government shall review applicable legislation in respect of its compliance with the principle of equal status for men and women in society or with the corresponding demands of European Community law. Further to the results of this revision members of the government shall amend such legislation as is in conflict with this principle. When preparing new legislation members of the government shall then take thorough care to apply the said principle.

**Responsibility: members of the government
Deadline: continuous**

2.2. The vice-premier for legislation, in collaboration with the minister of labour and social affairs, the minister of justice, the minister of the interior and the government representative for human rights, shall draw up and submit to the government draft legislation protecting against discrimination that will implement Directive no. 76/207/EEC, which implements the principle of equal treatment for men and women as regards access to employment, specialist training and promotion in employment and working conditions.

**Deadline: do 31. 12. 2002
Responsibility: vice-premier for legislation, in collaboration with the minister of labour and social affairs, the minister of justice, the minister of the interior and the government representative for human rights**

3. Providing Equal Opportunities for Women and Men in Access to Economic Activity

3.1. In the interest of making women more competitive on the labour market the minister of labour and social affairs and the minister of education, youth and physical education shall continue to support the supply of training, qualification and retraining

programmes making it easier for women to find work, including self-employed work. The ministers shall provide a possibility for state support for requalification for citizens, and in particular women, who have been economically inactive for some time in order to care for a child.

Responsibility: minister of labour and social affairs and minister of education
Deadline: continuous

3.2. The minister of labour and social affairs shall adapt the method of assessing individual types of work to allow its practical application so that the method makes an effective contribution to eliminating discrimination in remuneration and provides in particular the courts and control bodies with a basis for taking action against discrimination.

Responsibility: minister of labour and social affairs
Deadline: **30. 6. 2002**

3.3. The minister of labour and social affairs shall focus checks of compliance with labour regulations on compliance with the provisions banning discrimination on grounds of sex, including compliance with the principle of the same wage for the same work and for work of the same value, and on compliance with the provisions demanding greater protection for women at work.

Responsibility: minister of labour and social affairs
Deadline: continuous

3.4. The minister of education, youth and physical education shall encourage the individual abilities and interests both of girls and women and boys and men in preparation for an occupation in those fields that are not regarded as typical for a particular sex.

Responsibility: minister of education, youth and physical education
Deadline: continuous

3.5. By means of school curricula, teaching and other materials the minister of education, youth and physical education shall continue to strive to eliminate stereotypical discriminatory views of the position of men and women in the family, at work and in society, and shall continue to assert the principle of gender equality as part of the activities linked to the National Education Development Programme, the so-called "White Paper".

Responsibility: minister of education, youth and physical education
Deadline: continuous

3.6. The minister of labour and social affairs and the minister of education, youth and physical education shall promote women's access to employment that makes use of information and communication technology, and in particular to increasing women's participation in the relevant education and training.

Responsibility: minister of labour and social affairs, minister of education, youth and physical education
Deadline: continuous

3.7. The minister of education, youth and physical education shall perform an analysis of school curricula schoolbooks and teaching aids to identify what part they play in the formation and reproduction of gender-based stereotypes and prejudices for all school levels and types of education, including the preparation of future teachers and education workers and the further education of teachers.

**Responsible: minister of education, youth and physical education
Deadline: 31.12. 2002**

3.8. The minister of education, youth and physical education shall prepare and implement educational programmes for teachers and education workers in the area of equal opportunities for men and women in order to provide them with effective procedures for performing gender-sensitive teaching.

**Responsibility: minister of education, youth and physical education
Deadline: 31.12. 2002**

3.9. The minister of education, youth and physical education shall see to it that careers advisors at labour offices are trained in the issue of equal opportunities for men and women and apply the principle in their advisory work.

**Responsibility: minister of education, youth and physical education
Deadline: 31.12. 2002**

3.10. The minister of education, youth and physical education shall see to it that training in equal opportunities for men and women is given to education advisors at schools so that they can apply this principle in their advisory work.

**Responsibility: minister of education,
youth and physical education
Deadline: 31.12. 2002**

4. Equalising the Social Status of Men and Women Caring for Children and Needy Members of the Family

4.1. The minister of labour and social affairs shall see to it that essential care for children and needy members of the family is taken into consideration when the conditions and claims for social benefits, social insurance, unemployment benefit etc. are fixed; at the same time the minister shall take care that this consideration is consistently applied to all carers regardless of their sex.

**Responsibility: minister of labour and social
affairs
Deadline: 31.12. 2002**

4.2. By means of future legislation on labour relations the minister of labour and social affairs shall make it possible to create variable work modes that will make it easier for employees caring for children and a family to harmonise their job with their family duties.

**Responsibility: minister of labour and social
affairs
Deadline: 31.12. 2002**

4.3. The minister of education, youth and physical education, the minister of health, the minister for local development and the minister of labour and social affairs shall, within their legal powers, promote the establishment and operation of facilities for the care of children and needy members of the family, particularly if they supplement or replace care provided by citizens in employment.

**Responsibility: minister for education, youth
and physical education, minister of
health, minister for local development
minister of labour and social affairs
Deadline: continuous**

4.4. The minister of labour and social affairs shall **promote** the widening of opportunities for shelters for people caring for children in difficult situations in life.

Responsibility: minister of labour and social

affairs
Deadline: **31. 12. 2002**

4.5. The minister for local development and the **minister of finance** shall **promote** municipalities' creation of housing for persons with special needs, including persons at risk and in particular persons with dependent children in difficult social situations and victims of domestic violence.

Responsibility: minister for local development, **minister of finance**
Deadline: **31. 12. 2002**

4.6. The **minister of labour and social affairs** shall **incorporate into the system of the methodological management of social workers in organs of socio-legal protection of children the issue of equal opportunities for both parents to care for children in order to balance out the unequal status of men in relation to children.**

Responsibility: minister of labour and social affairs
Deadline: 31. 12. 2002

5. The Respecting of Women with Regard to their Reproductive Function and Physiological Differences

5.1. The **minister of health** shall help make women informed about the various possibilities for the provision of healthcare during pregnancy, during birth and in the postnatal period, and about their advantages and disadvantages, and shall actively promote the chance for these women to decide on the method, place and provider of healthcare.

Responsibility: minister of health
Deadline: 31.12. 2002

5.2. The **minister of health** shall, in accordance with the state budget, expand the National Health Programme and **support** health projects focusing on improving the reproductive health of women and preventing cardiovascular and cancerous illnesses.

Responsibility: minister of health
Deadline: **31. 12. 2002**

6. Suppression Violence against Women

6.1. The **minister of the interior, the minister of labour and social affairs, the minister of education, youth and physical education and the government representative for**

human rights shall conduct a public information campaign on the unacceptability of domestic violence and other forms of violence against women and shall enable non-governmental organisations to take part in the working group set up to carry out this task.

Responsibility: minister of the interior,
minister of labour and social affairs, minister
of education, youth and physical education,
government representative for human rights
Deadline: 31. 12. 2002

6.2. The minister of labour and social affairs shall focus social work on helping the victims of violent crime and on families where the healthy development and upbringing of children is at risk. As part of this help the minister shall widen the network of shelters for women who are victims of violence. The minister shall promote the creation of shelters with secret addresses and support non-governmental women's organisations working in this area.

Responsibility: minister of labour and social
affairs
Deadline: **31.3. 2003**

6.3. The minister of justice, the minister of the interior and the government representative for human rights shall weigh up an amendment of the provisions of Section 215 of the criminal code (abuse of a person in one's charge) that would cover abuse of persons other than those in one's charge and shall also weigh up the possibility of adopting further legislative and other measures designed to suppress domestic violence and better safeguard its victims.

Responsibility: minister of justice,
minister of the interior, government
representative for human rights
Deadline: **31.12. 2002**

7. Monitoring and Assessing the Effectiveness of Application of the Principle of Equal Status for Men and Women

7.1. The members of the government shall, in the areas under their jurisdiction, monitor and assess how effective the measures for applying the principle of gender equality are and shall submit the results to MLSA at its request.

Responsibility: members of the government
Deadline: continuous

7.2. The minister of labour and social affairs shall assess how effective measures for applying the principle of equality are and upon request shall present this assessment

to the government and non-governmental organisations dealing with the status of women and gender equality.

Responsibility: minister of labour and social affairs
Deadline: continuous

7.3. The Czech Statistical Office shall issue a regular, annual publication **making maximum use of all the available statistical and analytical materials containing** data on women's and men's participation in key social activities and on the degree to which they benefit from the results of these activities.

Responsibility: president of CSO
Deadline: **31.12. 2002**

7.4. Members of the government shall, as part of their grant policy, promote research into social phenomena that lead to discrimination against women or possibly to a threat to their dignity, health or life.

Responsibility: members of the government
Deadline: **31.12. 2002**

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