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Grounds for submission:

On the basis of Resolution No. 565 of the Government of the CR
From the 7th of June, 2000

Draft RESOLUTION No. 456

Of the Government of the Czech Republic
Dated the 9th of May 2001

Relating to the Summary Report on the Fulfillment of the "Government Priorities and Procedures for the Enforcement of the Equality of Men and Women" in 2000

The Government

- I. Approves
 1. The Summary Report on the Fulfillment of the "Government Priorities and Procedures for the Enforcement of the Equality of Men and Women" in 2000, contained in the part III. of the submitted material,
 2. Updated measures of the "Government Priorities and Procedures for the Enforcement of the Equality of Men and Women", contained in the annex to this Resolution;
- II. Assigns
 1. The securing of the fulfillment of the measures stated in article I/2 of this Resolution to the members of the Government, the

- Chairwoman of the Czech Statistical Office and the Government Commissioner for Human Rights,
2. The Deputy Prime Minister and the Minister of Labour and Social Affairs with the submission of the Summary Report on the Fulfillment of the "Government Priorities and Procedures for the Enforcement of the Equality of Men and Women" in 2001 to the Government by the 30th of April 2002,
 3. The Government members with the creation of at least one half-time employment position from the 1st of January 2002, where full attention can be given to the scope of issue regarding the equality of opportunities for men and women, in each ministry within the framework of the current systemization.

This will be implemented by:

Members of the Government,
The Chairwoman of the Czech Statistical Office,
The Government Commissioner for Human Rights

Submission report

1. Grounds for submission

This is the third submission of the periodic annual summary report on the fulfillment of measures, contained in the program document "**Government Priorities and Procedures for the Enforcement of the Equality of Men and Women**" (further on only as "Priorities") to the Government. This document was approved by Government Resolution No. 236 in April 1998 and has since that time been updated each year. The Ministry of Labour and Social Affairs prepares the summary report as the "coordinator of the national scope of issues relating to the position of women in society" - see Government Resolution No. 6 dated the 7th of January 1998 - and submits it to the Government on the grounds of article II. B) of Resolution No. 565 dated the 7th of June 2000.

The report was drawn up on the basis of information provided by the individual ministries, or authorities, according to a schedule set in advance, by women's NGOs, information and experience gained from foreign materials and conferences, and on the own experience of the Ministry of Labour and Social Affairs. The Ministry has been acting as the coordinator of this policy for four years.

2. International context of the policy of the equality of men and women in 2000-2001

During the implementation of the equal treatment of men and women and the elimination of unjustified inequalities between the sexes, the Czech Republic must respect its own democratic principles and numerous international obligations¹, that it adopted. Special attention must however be paid to these issues with regard to the preparation for entry into the European Union. The EU has declared the fulfillment of the equality of opportunities for men and women by the Treaty of Amsterdam, as one of the priority objectives of the Community.

The European Union

In line with Article 13 of the Treaty of Amsterdam, the EU has prepared a number of new initiatives in the fight against all forms of discrimination. The newest initiative was the adoption of two directives - on applying *the principle of the equal treatment of members of different races and ethnic groups*² and *on the equal treatment in employment and in the performance of professions*³, and the preparation of the draft amendment to the directive 76/207/EEC, on the equal treatment of men and women. The process of the European economic and political integration thus strengthens the human rights dimension, declared in the Maastricht and Amsterdam Treaties.

This trend in the EU seems to be relevant, mainly with regard to the desirable reform of the existing institutional system of the Czech bodies of the state administration and of the local government, which are ensuring the equality of men and women. It suggests that the institutional mechanism can be common for all the target groups (not only men and women, but also race and ethnic minorities, handicapped persons, persons of various ages, persons of various sexual orientation, etc.).

The above mentioned trend brings about many positives, mainly in the field of human rights protection, the promotion of proven methods and the institutionalization of this protection. On the other hand the trend raises concerns that the effort to make the equality of men and women a general priority would "disintegrate", mainly in relation to the race equality, which has its specific features.

The newest tendencies in the EU in the equal treatment of men and women were presented by the European Committee in the **draft of**

a directive amending the directive 76/207/EEC on the equal treatment⁴ in June 2000. This draft generalizes rules, resulting from the proceedings of the European Court of Justice of the individual cases of discrimination, on the grounds of sex, mainly regarding to the sexual harassment in the workplace, the strict interpretation of exceptions within the principle application of equal treatment, the establishment of a special body for the enforcement of the equality or the specific authorization for adopting temporary special measures to equalize considerable differences in the representation of men and women - so-called positive measures. The draft of the directive is expected to be adopted in the EU, under the Swedish chairmanship.

The process of the harmonization of the national regulation of the CR with the EC regulation, is an integral part of the duties arising from the anticipated EU membership. The harmonization of the Czech legal system with the Community law in the field of equal opportunities for men and women has in fact been completed. However our legal system must be continuously adapted to the legal system of the European Community with regard to the permanent character of these duties and with regard to the further development of the EC law.

Due to the Swedish chairmanship, increased attention is being paid within the EU to the issues regarding the equality of men and women. A number of events are under way and are being prepared under the auspices of the Swedish Government, who considers the enforcement of gender equality to be one of the key priorities during its chairmanship. In January this year the Deputy Prime Minister and the Minister of Labour and Social Affairs participated in an informal meeting of the European ministers on the issues of the equality of men and women with regard social security.

Organization for Economic Co-operation and Development (OECD)

The issue of gender equality, the gender mainstreaming, which has so far been viewed mainly in the context of the human rights protection, also receives attention from the international organizations that are characterized by their almost exclusive economic orientation. In November 2000 the Organization for Economic Co-operation and Development (OECD) and the Nordic Council of Ministers organized a two day conference with the topic "Gender mainstreaming - Competitiveness and Growth". The conference was mainly aimed at employment, trade and finance

policies, both in the public and private sectors. The objective of the conference was to prove how strongly the gender mainstreaming supports the economy, competitiveness and growth.

United Nations Organization (UN)

In June 2000 the **23rd Special Meeting of the General Assembly of the UN was held. It was called "Women 2000: equality of men and women, development and peace for the 21st Century"**⁵. The UN member states evaluated the fulfillment of the results of the 4th World Conference on Women held in 1995 (the Beijing conference) and of its action platform. The new worldwide program document for this policy was adopted. The original measures were updated mainly with regard to the current phenomena of the new economic trends worldwide, like for instance the globalization and transformation to a market economy and estimates of their future impacts on the position of women and balance of their opportunities in relation to men.

3. Development of the situation in the field of equality of men and women in the CR.

Legislative changes

Apparently the most **significant progress so far in strengthening the formal legal prerequisites of the equality of men and women, was** achieved last year. This relates to a whole range of legislative changes strengthening the equal treatment of men and women during the performance of their employment, especially within the framework of **the amendment to the labor code, amendments to the acts on remuneration**, and of the earlier adopted **amendment of the Civil Procedure Code** strengthening the position of a petitioner in the evidence procedure regarding employment disputes relating to the equal treatment of men and women. All these legislative changes **became effective on the 1st of January 2001.**

Other bill under preparation are, on the basis of the departments' opinions, drawn up so that they are fully compliant with the Community Law in the field of the equality of men and women. This relates, for instance, to the Act on the Employees' Contributory Pension Scheme (the Ministry of Labour and Social Affairs), the amendment of the legal regulations of the defense legislation (the Ministry of Defense), Act on the Financial Audit in the Public Administration (the Ministry of Finance), the Act on the Function of Members of the State Security Service (the Ministry of Interior) etc.

At the beginning of April 2001 the Government considered and approved the report of the Deputy Prime Minister and of the Chairman of the Government Legislative Council on the possibility of introducing temporary special measures in order to equalize the considerable differences in the representation of men and women in participating in the decisive social activities, so-called positive actions, in terms of their compliance with the valid legal system of the Czech Republic. The report states that the valid legal regulations facilitates the realization of such measures within the framework defined by the international treaties, the Constitution and the Charter of Fundamental Rights and Freedoms.

For the time being there is no progress in terms of assessment of **the possibility of adopting a special act to regulate the equality of men and women.**

Practical enforcement of equality

In spite of the progress achieved at the legal level, the concerned principle is insufficiently enforced in the practice. Both the expert and the layman public are warning about this fact. This fact relates mainly to the permanently **low level of awareness of the issues relating to the equal opportunities of men and women.** Not knowing the problems or their incomplete understanding results in the fact that the citizens and the civil servants are passive and uninterested. This approach is proved by the status of the fulfillment of the measure 1.8, that relates to the subjecting of the conceptual, decision-making and assessment process to the aspect of equal opportunities of men and women (so-called **gender mainstreaming**). The training of senior civil servants in the field of gender mainstreaming will start in April 2001. Their knowledge of this field of problems is absolutely vital.

Media presentation of the equality of men and women

The media paid attention mainly to the realized legislative changes. Unfortunately they upheld the **general misunderstanding of these issues** by creating many times distorted ideas of the essence of gender equality, for instance, in regard to the sexual harassment (newly constituted in the amendment of the Labor Code). The insufficient publicity in the media on the part of the individual departments persists. The women's NGOs are warning about the insufficient or distorted media policy in this field.

4. Summary and measures under preparation

The Ministry of Labour and Social Affairs, as the coordinator of the issues relating to the equality of men and women states, that in spite of a certain progress in the concerned field **the insufficient political support, insufficiency of financial means and rather passive approach to the enforcement and improvement of the equality of men and women persists.**

Institutional provision

The existing **insufficient institutional provision for the creation and implementation of the equal opportunities policy for men and women (the national mechanism) both on the ministerial and inter-ministerial levels** upholds the situation mentioned.

The national mechanism consists for the time being only of the *division for the equality of men and women* (within the Ministry of Labour and Social Affairs) and by the *section of equal opportunities* (within the CR's Government Council for Human Rights), that are empowered with the minimum competencies and limited human and financial resources.

The Ministry of Labour and Social Affairs proposes that the said division be transformed into a section, within the preparation of the unified organizational system of central bodies of the state administration (envisaged from 2002).

To increase the effectiveness of the inter-ministerial coordination of this policy, the Ministry of Labor and Social Affairs prepares a draft of a special Governmental Resolution. This Resolution would enable the participants of the project of the Agency EuroProfis and of the Ministry of Labour and Social Affairs to be delegated by their departments into the ***interministerial committee for the equal opportunities***. This committee has since the beginning of its existence consisted of the representatives of the individual ministries, who do not have the adequate decision-making competencies.

Subsequent step may be the establishment of the ***Governmental Committee for the Equal Opportunities of Men and Women***, as the coordination, consulting and initiation body of the government on the level of the deputies of the departments involved, managed by the Minister of Labour and Social Affairs. This body should also have means in its budget, for the grant policy for the field of the equal opportunities of men and women. The solution of the task and the need for the existence of the interministerial committee will have to be completed (for instance by its transformation).

The proposed changes should aim at more effective enforcement of the policy of equal opportunities for men and women and at the improvement and intensification of co-operation and interconnection of the individual bodies of the national mechanism.

Programming and enforcement of the policy

The Ministry of Labour and Social Affairs proposes, as a new fundamental measure, **to launch the preparation of documents regarding equal opportunities of men and women within the individual ministries.** They should, during their formulation, be **inspired by the recommendations adopted at the 23rd Special Meeting of the General Assembly of the UN in June 2000 in New York.** The proposed measure follows the current worldwide tendencies that uphold the enforcement and application of the gender mainstreaming method as the most effective tool for the elimination of inequalities between the sexes in all spheres of the social life.

The intention of the Ministry of Labour and Social Affairs, as the coordinator of the government policy in this field, is to achieve that the individual ministries adopt their own programs supporting the development of gender equality within the framework of their departmental policies. Priorities submitted by the Ministry of Labour and Social Affairs would gain more general and encompassing nature arising fully from the role of the Ministry of Labour and Social Affairs, as the national coordinator (see the Government Resolution no. 6/1998). And the Priorities would concentrate only on the basic and common directions of the ministerial policies.

The fact that the existing tasks arising from the Priorities are not fulfilled consistently and on time by the individual ministries and that their fulfillment has often a mere formal character, speaks in favor of the proposed measure. The current situation is also upheld by the lack of adequate management powers on the part of the Ministry of Labour and Social Affairs. The individual ministries are with regard to their more detailed knowledge of their specific field of issues, able to determine their own priorities and measures arising from them more adequately, and see subsequently to their fulfillment themselves.

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Reacting to the above mentioned, part III. of the Summary report, proposes to the Government to adopt several new measures, or as

the case may be alterations or amendments to the measures currently assigned. In terms of the formal aspect, the Summary report is drawn up in the same way as last year, i.e. it is divided by the individual priorities. The status of the fulfilling of the individual partial measures is described within the framework of the priorities. In line with the status of fulfillment the individual priorities are supplemented by the proposals for alterations or amendments to the adopted measures.

In the part V. of the material the text of the "Government Priorities and Procedures for the Enforcement of the Equality of Men and Women" is amended.

Summary Report on the Fulfillment of the "Government Priorities and Procedures for the 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 enforcement of the principle of the equality of men and women cannot yet be considered as fully satisfactory. Mainly it is the fact that the fundamental concepts of the policy of the gender equality, like for instance the gender equality theory and the gender mainstreaming theory, are not sufficiently understood. Education and promotion of the issues of the equal opportunities of men and women has a key significance for their understanding and enforcement.

The fact that the ministries, that approached earlier this field of issues with interest, continue in the same manner (Ministry of Interior, Ministry of Industry and Trade) arises from the comparison with the previous years. Passive attitudes of the ministries show in the approach to the promotion of the equality principal in the media and in the approach to the practical use of the so-called gender mainstreaming method (measures 1.1. and 1.8). For the purpose of ministries' targeted medial policy it is proposed to make an analysis of the standard of information that the media currently provide to the public, with regard to the equal opportunities of men and women.

The Ministry of Education, Youth and Sport starts with the realization of the first significant activities aimed at the inclusion of the gender issues into the educative process. This relates to the Guidelines of the Minister of Education, Youth and Sport dated 9.2.2000 for the enforcement of the equality of men and women in educational process at schools and educational establishments, and for the embodiment of the principle of the equal opportunities of men and women both in the material content of the "Education Act" and in the National program of the education development in the CR - so-called "White Paper".

The Ministry of Labour and Social Affairs assumes that they will succeed in having the Czech public including the political representatives informed and positively influenced by the **public discussion on the issue of the equal opportunities**. The proposed measure (1.9.) replaces a similar measure from the previous Priorities. The original measure was amended with regard to the preparatory meetings with the Government Commissioner for Human Rights, started by the Ministry of Labor and Social Affairs with the aim to fulfill the measure in concern from Priorities from 2000.

Support to the suitable women candidates for the senior positions has not changed, the proportion of women decreases as the level of the positions increases (see table no. 1). The ministries make do with the fact that the selection procedures are run with a view to the qualification prerequisites, to specialization and ability to execute the position in concern. This, in their opinion, provides for the principle of the equal opportunities of men and women with regard to employment and professional preparation and progress in career (measure 1.2). In association to the **equalization of the considerable differences in the representation of men and women in the participation in the key social activities**, the issue of the suitability and purposefulness of **the adoption of temporary special measures⁶** (so-called positive actions) occurs. These measures are considered to be a **proven and widely applied method for the elimination of discrimination on grounds of gender**, by the European Community and by other international organizations (UN, International Labor Organization, European Council).

In line article 1.7 of the Governmental Priorities amended by the Government Resolution No. 565 from the 7th of June 2000, the Deputy Prime Minister and the Chairman of the Legislative Council of the Government was assigned to consider, based upon the individual **drafts of the temporary special measures for the equalization of the considerable differences in the representation of women and men**

participating in the key social activities (so-called positive actions) presented by the individual ministers, whether the implementation of such measures has a sufficient support in the legal system. And he was assigned, based upon the results of this consideration, to propose a procedure for the elimination of the possible obstacles preventing the application of the measures. The task also determined the submission of the results of the legal analysis to the Government by March 2001.

Only the Ministry of Labour and Social Affairs submitted the drafts of the possible types of positive/affirmative actions by September 2000. These were drafts of legislative measures that might come into consideration in the future within framework of the material competencies of the Ministry of Labour and Social Affairs. This applies mainly to the field of access to employment and to the decision-making activities and with re-training. The legal analysis produced by the Deputy Prime Minister and the Chairman of the Legislative Council of the Government states, that **the valid legal regulations, that form the legal system of the CR facilitate the realization of the measures aimed at the elimination of the possible discrimination of men or women in the participation in the key social activities.** This applies to their realization generally, exceeding the scope of employment field. The prerequisite of the adoption of such measures is that they will not exceed the scope defined by the relevant international treaties adopted in compliance with Article 10 of the Constitution, by the Constitution, by the Charter and indirectly by the standpoints of the Constitutional Court. Among the international obligations, that expressly facilitate and regulate the adoption of such measures, are mainly Article 4 of the Convention on the Elimination of All Forms of Discrimination of Women (the CR is a signatory of this convention - see Decree no. 62/1987 of the Collection of Laws).

At the beginning of April 2001, the Government considered and adopted the above mentioned report of the Deputy Prime Minister and the Chairman of the Legislative Council of the Government on the legal capacity of the implementation of the temporary special measures for the equalization of the marked differences in the representation of men and women participating in the key social activities. The Government, by its Resolution No. 310 from 2nd April 2001, instructed the members of the government to make sure, during the preparation of the legal regulations, that the institutes of elimination of the possible discrimination in the representation of men and women participating in the key social activities are incorporated.

The co-operation of the individual ministries with the women's NGOs differs. Most of them enter into such co-operation only when they need to, for the purpose of solving common issues that fall under their material scope of competencies. Those ministries that co-operated with these organizations already in the previous years, continue in the co-operation, and make it more intensive. Both of the parties consider it as mutually beneficial and an asset.

The Ministry of Industry and Trade is trying to create favorable conditions for the support to small and medium sized enterprises, including the enterprise of women. The Ministry co-operates both with the Associations of Women Entrepreneurs and Managers both in Prague and outside Prague, and with the Association of Moravian and Silesian Entrepreneurs, that concentrates its attention to women - entrepreneurs. **The Ministry of Agriculture** is in a regular contact with the Czech Union of Women. **The Ministry of Defense** has entered into contact with the European Union of the Wives of Professional Soldiers from the EU member countries. Also **the Ministry of Interior** shows a clear tendency to develop a co-operation with the NGOs. One of the platforms, where this co-operation, including the Police of the CR, is under way, is the so-called Comprehensive Synergic Program for the prevention of criminality on the local level. Part of the projects is realized by the NGOs dealing with socially handicapped or risk groups including women and girls in crisis situations. Regular co-operation in the form of media contacts, exchange of lecture activities, common accumulation of contacts is carried out with LaStrada in the CR, Rozkoš bez rizika (Pleasure without Risk), Bílý kruh bezpečí (White Circle of Safety) etc. **The Ministry of Labour and Social Affairs** is a member of the Advisory Committee of the Ministry of Interior for the solution of issues relating to the trafficking in women and to the commercial sexual abuse of children. Within this scope, the ministry is in working contact with the mentioned NGOs.

Within the framework of its grant policy the **Ministry of Labour and Social Affairs** provided financial assistance to the women's NGOs for the projects realized within the framework of the 4th Community Program for the Equal Opportunities for Men and Women. In spite of this it is still a common practice that the NGOs obtain most of the financial means almost exclusively from foreign resources. The development of the program "Society of Women and Men from the Aspect of Gender" within the framework of the Open Society Fund Prague is promising. The aim of the program is to intensify the perceptivity of men and women with regard to the equality of men and women. A two years' project aimed at the initiation of the social

dialogue on the equal opportunities for men and women (coordinator is the Open Society Fund Romania) is associated with this organization. Expert teams from ten candidate countries of the EU, including the Czech Republic participate in the project. The project should contribute to the strengthening of the equality of men and women in the individual countries.

The NGOs should themselves put more pressure on the public administration. The Ministry of Labour and Social Affairs says, based upon its own experience, that active are mainly the Czech Union of Women, Association for Equal Opportunities and Gender Studies and also the NGOs dealing with the issues of violence against on women. As for instance ProFem, ROSA, La Strada and Bílý Kruh Bezpečí.

The development of issue of the equal opportunities for men and women are dealt with on the academic level at the universities in Prague and Brno, for instance the Faculty of Arts of the Charles University established a Center for Gender Studies.

Several ministries make an apparent effort to participate in the international programs that are aimed at the improvement of the situation of women in the society.

The Ministry of Interior participated in the preventively informational campaign initiated by the International Organization for Migration (IOM). The campaign was run in co-operation with La Strada CR. The campaign aimed at the expansion of awareness of the risks associated with the trafficking in women with regard to the deceptive job opportunities abroad. The campaign was targeted at the threatened groups of girls and young women. The **Ministry of Labour and Social Affairs** actively participated in the preventively informational campaign initiated by the International Organization for Migration (IOM). In 2000 the **Ministry of Interior** held the preparatory meetings on the integration of the CR into the Global Program of the UN against the trafficking in people. It is assumed that the NGOs dealing with the assistance to women - victims of this criminal activity will participate within the framework of this program. The participation of the CR in this program is realized through the project for prevention, suppression and persecution of the trafficking in people, especially in women and children. This project has already been signed. It is assumed that the project will be held in the period from April 2001 to the end of 2002. Among the NGOs participating in the project, there are the Czech Catholic Charity, La Strada CR and other organizations. They will, within the project, co-operate on the creation and verification of the model of

the protection of victims and of witnesses to the trafficking in women.

The Ministry of Agriculture assessed the grant project "Social and economic situation of women in the rural areas with the emphasis on the women in agriculture". **The Ministry of Industry and Trade** participates in the program CONSULTING aimed at the support to the consulting and enterprise of small and medium sized companies and it participates in the EU program "Small Loans". The aim of the program is a support to the special groups of entrepreneurs including women - entrepreneurs. **The Ministry of Regional Development manages the realization of the program of across-borders co-operation, the CBC Phare. The equality of men and women is declared as one of its principals. Within the framework of the subprogram, the Fund of Small Projects, all projects supporting the co-operation of women's associations, mainly in the art fields, have been approved.**

The Ministry of Defense engages in the Committee for Women in the NATO Armies. A representative of the department is at the head of the Sub-Committee Quality of Life, which deals with social issues of the service and life of women - soldiers in the armed forces of the NATO member states.

Within the participation of the CR in the 4th Community Program for equal opportunities for men and women three projects approved by the European Committee are being realized (Czech Union of Women, agency GAIA, EuroProfis). **Within the framework of PHARE 2001, the Ministry of Labour and Social Affairs** submitted a project aimed at the improvement of institutional mechanism of equal opportunities. It is assumed that it will be approved by the European Committee in the spring months of 2001. The aim of the project is to carry out the assessment of the existing institutional mechanism of the policy of the equal opportunities for men and women, and to build the foundations for the vertical institutional structures of bodies helping the citizens with the assertion of their individual rights for the equal treatment regardless of gender, on the national and regional levels.

The employment services administration of the **Ministry of Labour and Social Affairs** participates in the programs for the Human Resources Development (fund PALMIF). One of its objectives is to increase employment of women in the regions. The Institute of Pedagogical and Psychological Consulting - managed by the **Ministry of Education, Youth and Sport**, participates in the solution of the project INTERVENTIONS within the program Leonardo. Its objective is the creation and realization of an educational module for educational

consultants with the aim of improving the access of girls to untraditional fields of study and to eliminate the stereotypes in the selection of a carrier.

Currently the Ministry of Labour and Social Affairs is considering the participation of the CR in another Community Program the "Community Framework Strategy on Gender Equality" (2001-2005).

The process of the education of the civil servants in the field of equal opportunities for women and men including the gender mainstreaming method is being developed, within the framework of the individual ministries, on different levels. Most of the ministries include this education in the training aimed at the general matters of the EU. The departments of the Ministry of Interior, Ministry of Labour and Social Affairs, Ministry of Industry and Trade and the Ministry of Defense are initiative. On the contrary, the ministries like the Ministry of Foreign Affairs and the Ministry of Agriculture are passive. Educational project of the agency EuroProfis and of the Ministry of Labour and Social Affairs should contribute to the understanding of the essence of the principle of gender equality and of the gender mainstreaming method. The project was approved within the framework of the CR's participation in the 4th medium-term Program of the Community on the Equal Opportunities of Men and Women and it envisages the training of 35 senior civil servants from all ministries. **The expressed requirement of the Ministry of Labour and Social Affairs was to nominate for this educational course servants who are empowered with adequate decision-making and management competencies and who have a real possibility to influence the creation of policies of their ministries. In spite of this, half of the nominated participants come from human resources and evidently do not meet the required criteria.**

The cause of this is apparently the insufficient understanding of the objective of the project on the part of the individual ministries, which can unfavorably influence the intent of the project. The statement of several ministries, saying that by their participation in this project they met the relevant measure of the Priorities upholds this claim. They do not realize the long-term character of this measure.

The need for gender equality policies within the individual ministries corresponds to the most up-to-date worldwide tendencies recognizing the **application of the gender mainstreaming method** as one of the most effective tools for the elimination of the existing inequalities between the sexes. The fundamental prerequisites and conditions for the application of this method entail mainly the

evaluation of different impacts that the individual policies, procedures and programs have on women and men (**gender analyses**). The evaluation is carried out on the basis of the relevant **gender sensitive statistics** that can provide objective information for the identification of differences and problems between men and women. Another vital prerequisite of effective enforcement of this method in the practice is the existence of so-called **gender budgets**. These budgets include the redistribution of the existing funds and the integration of the gender aspect into all budgets, which leads to the effective allocation of the financial resources. Consistent application of the gender mainstreaming entails the **integration of the gender aspect into all existing policies**, also in such policies that at first sight look like neutral in terms of gender (transport, finances, environment etc.). This policy must be applied across all the society, which in practical terms means, that each ministry must implement **their own set of measures** for the equalization of the opportunities for men and women in the field of public policy, for which they are responsible. Gender mainstreaming must be implemented also in the own structures (personnel policy). The individual departments should be inspired, when creating their policies, mainly by the recommendations adopted at the above mentioned 23rd Special Meeting of the General Assembly of the UN in June 2000 in New York. This recommendation follows the original basic division, of the so-called Beijing Action Platform, into 12 critical fields (education and training of women, women and the environment, violence against women, women and economy etc.). The individual chapters provide for each of the ministries a range of ideas and mainly **recommendations that should be, by the means of their own set of measures (documents regarding equal opportunities of men and women within the ministries), incorporated into their policies.**

Drafts of measures for the part 1. Enforcement of the principle of the equality of men and women as a part of the government policy:

On the basis of the above mentioned and on the basis of the contents of the part II. of this material, i.e. submission report, the following is proposed:

1. The measure under article 1.1. to be replaced with a measure of the following text:
Within the framework of its media policy and with regard to the profile character of the policy of the equal opportunities for men and women, to emphasize this principle and inform on the measures contributing to its securing in association with the material competence of each ministry.

Responsible: Members of the Government
Deadline: continuously

2. Measure under article 1.2. to be replaced with the measure of the following text:
To actively support the selection of suitable female candidates for the positions in Government bodies and for the senior positions both in the ministries and in administrative offices and institutions run by them.

Responsible: Members of the Government
Deadline: continuously

3. Measure 1.3 remains valid.
4. Measure under article 1.4. to be replaced with a measure of the following text:
To ensure that the individual ministries and administrative offices within their competencies enter into co-operation with the NGOs dealing with the equal opportunities for women and men, and that they continue in searching and expanding of this co-operation. Part of this co-operation may also be entitlement to demand standpoints on prepared legislation or other fundamental decisions.

Responsible: Members of the Government
Deadline: continuously

5. Measure under article 1.5 to be replaced with a measure of the following text:
To exploit the possibilities of participation in activities and programs of the international organizations, the objective or declared principle which is the equality of men and women.

Responsible: Members of the Government
Deadline: continuously

6. Measure under article 1.6. to be replaced with a measure of the following text:
To launch or continue in the educational activities in the field of

human rights with regard to the equality of men and women. After the finishing of the educational project of the agency EuroProfis and of the Ministry of Labour and Social Affairs, to use the gained knowledge of the nominated representatives during the conceptual process within the ministries.

Responsible: Members of the Government
Deadline: continuously

7. In measure under article 1.7. to replace the task with a new text arising from the Government Resolution No. 310 from the 2nd of April, 2001:

During the preparation of new legal regulations to see to it that the institutes for the elimination of the possible discrimination in terms of representation of men and women in the participation in the key social activities are incorporated.

Responsible: Members of the Government
Deadline: continuously

8. Measure 1.8. remains valid.

9. Measure under article 1.9. to be replaced with a measure of the following text:

To launch a public discussion on the issue of equal opportunities for men and women with the aim to meet the Czech public with the state policy of the equal opportunities for men and women and with its objectives.

Responsible: Minister of Labour and Social Affairs, Commissioner of the CR Government for Human Rights
Deadline: December 2001

10. To supplement a new measure designated as article 1.10. of the following text:

To prepare the priorities and procedures for the enforcement of the equality of men and women in the fields that fall under the competence of the individual ministries. And to submit them by the end of 2001 to the Minister of Labour and Social Affairs, as the national coordinator of of equal opportunities for men and women.

Responsible: Members of the Government
Deadline: December 2001

11. To supplement a new measure designated as article 1.11. of the following text:
To submit a proposal for the establishment of a Governmental Committee for Equal Opportunities of Men and Women to the Government.

Responsible: Minister of Labour and Social Affairs
Deadline: December 2001

2. Legal Safeguarding of the Prerequisites of the Equality of Men and Women and Raising the Level of Legal Awareness

Another important step was taken by the Czech Republic in 2000 within the implementation of the Community Law on equal treatment of men and women. The amendment of the Labour Code, that became effective on 1 January 2001 introduced:

- **Principle of the equal treatment** of all employees in terms of work conditions, including remuneration, vocational training and opportunity to achieve progress, in terms of a position or other progress in the career;
- **Concept of pay** for the purposes of equal treatment in terms of remuneration;
- **Prohibition of direct and indirect discrimination** on grounds of gender in employment relationships;
- **Equalization of the position of both the parents** during the construction of employment claims conditioned by the care of children, mainly by the transformation of the existing further maternity leave into the **parental leave**;
- **Prohibition of undesirable sexual behavior** on workplaces;
- **Types of individual claims** of employees for the case of violation of the equal treatment principal, including the **prohibition of the retaliatory measures** adopted by the employer in case, when the employee asserts her/his claims.

By the means of the amendment of the Labour Code the principle of the equal opportunities of men and women reflects in the function of regular soldiers and of members of the Police of the Czech Republic

and the Security Information Service. This principle also reflects in the **bill on the state service** submitted by the Government for the adoption by the Parliament in December 2000. The principle in concern will be similarly transposed into the **act on the function of the state security services**, which is under preparation and which is expected to become effective on the 1st of January 2003.

At the same time as the amendment of the Labour Code, the amendments of the Act No. 1/1992 Coll., **on wages, remuneration for emergency availability and on the average income** and of the Act No. 143/1992 Coll., **on wages and remuneration for emergency availability in institutions fully funded from the state budget and some other institutions and bodies** came into effect on the 1st January 2001.

The principle of the equal remuneration of men and women for the same work and for work of the same value, as well as the basic criteria for the assessment of work like the complexity, responsibility and laboriousness have been newly introduced into the labor law. The principle of the equal remuneration relates to the remuneration for emergency availability and reimbursement of income.

The amendment of the Code of Civil Procedure became effective also on 1.1.2001 and newly introduces into our law of civil procedure the **institute of the transfer of burden of proof** from the plaintiff to the defendant in judicial proceeding with regard to the discrimination in employment matters.

In terms of the compatibility of the above mentioned legislation with the Community law, **the duty of the employer to inform** the employees about measures adopted within the organization for the benefit of equal treatment of men and women in employment⁷ was not achieved to be implemented in the Labour Code, as a result of the amendments of the members of the Parliament.

Certain problems also persist with the transposition of the institute "remuneration for work" for the purposes of the application of the equal remuneration of men and women⁸, which within the context of the European Community law exceeds the general institute of a wage. This issue was however satisfactorily solved by the means of the amendment of the Labour Code, by defining this institute as "remuneration for work and other monetary payments and considerations of monetary value".

Another significant initiative in the field of legal enforcement of the gender equality was the ratification of the **Option Protocol to the**

Convention on the Elimination of all forms of Discrimination against Women (CEDAW). This option statement introduces a process, when an **individual - state citizen**, who is a contractual party in the convention, can complain (notify) the bodies of the Convention (Committee) about a violation of the contractual obligations by his/her own country. The prerequisite of the commencement of the proceedings of the Committee, which is a control mechanism, is that the notifying (complaining) party **used all national means of remedy**. The Committee can intervene by requesting the country in concern prior to the issuance of the actual act to adopt an interim measure vital for the prevention of an irreparable injury. Subsequently the Committee considers the matter, and issues its opinion based upon the objectively ascertained facts, and submits the relevant recommendation to the member country. The country must within 6 months produce a written report, on what the country has done based upon its recommendation. The committee can also act within its **own initiative**, i.e., based upon information obtained in various ways. During the verification of the information the country has to co-operate by producing answers to questions submitted.

The Ministry of Labour and Social Affairs co-operated, in terms of organization, with the Research Institute of Labour and Social Affairs on the fulfillment of the task **to consider the possibility of adoption of a special act** to regulate the equality of men and women, the right to equal opportunities and equal treatment, and procedures that can really enforce the equality. The preparation of the specialist expertise was entrusted to doc. JUDr. Josef Blahož, DrSc., research worker of the Institute of the State and of the Law of the CR Academy of Sciences, in the field of constitutional law and the member of the International Academy of Comparable Law with the seat in Paris. The author prepared an introductory study of the topic in concern. It became a subject of a specialist seminar and at the same time became subject of a specialist discussion. In spite of the lack of interest of the legal experts, who mostly did not use the invitation to participate in the seminar, the results of the discussion were, at the end, in agreement with the results of this study. The author, on the basis of the responses of the seminar, prepared the final version of his expertise, which resulted in a conclusion unequivocally in favor of the preparation of a special act on the equality of men and women.

Coordination power of the Ministry of Labour and Social Affairs relating to the national scope of issues on the position of women in the society⁹ does not entail the authority to produce and submit, to

the Government, the drafts of legal regulations relating to the material fields for which the Ministry is not directly responsible. Due to the very broad effect of the act in concern, that should in fact cover all types of social relations, the regulation of which exceeds the legal competence of the Ministry of Labour and Social Affairs, it is proposed that the deadline for the fulfillment of the measure 2.2. is postponed with regard to the **necessity to consider within the framework of the Ministry of Labour and Social Affairs further steps with regard to the CR Government, including the determination of a responsibility for the preparation and drawing up of this special act.**

Measures for the part 2. Legal Safeguarding of the Prerequisites for the Equality of Men and Women and Raising the Level of Legal Awareness

Based upon the above mentioned the following is proposed:

1. To leave the measure under article 2.1. in validity.
2. In measure under article 2.2. to replace the fulfillment deadline of "April 2001" with the fulfillment deadline of "March 2002".

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

The share of women on the labour market remains as well as in the previous years relatively good, the rate of economic activity of women rates about 51.5 % and the unemployment rate of women amounts to 10.7 %. The Labour Offices continue in the expansion of the range of possibilities to participate in educational re-training and re-training programs. However, for the time being, there was no progress in the intent to enforce the participation of citizens, who take care of small children, in these programs, prior to their registration at the Labour Offices as applicants for employment. As opposed to the previous period, the situation of young graduates and of women with small children is getting worse. They are continuously forced out of the labour market. The rate of unemployment of these groups when compared to the unemployment of the average population continues to increase.

The Labour Offices realize special **re-training courses** for women only exceptionally, increased attention is paid mainly to women who register when finishing their maternity leave and to women who take care of children or a family member with a disability. The Labour Office in Zlín, for instance, develops interesting activities. The labour office organizes so-called semi-motivational courses emphasizing

socially psychological aspect, to which the usual re-training programs are linked. In 2000 women amounted to 55,5 % of the re-trained with 55,65 % success rate in terms of finishing the re-training.

The Ministry of Education, Youth and Sport considers the existing system of the fields of study as open and it can be regulated depending on the requirements of the labor market. **The Ministry of Education, Youth and Sport co-operates in this field with the Ministry of Labour and Social Affairs and with the Labour Offices.** This co-operation expanded to include the field of consulting as well. Currently, there is a transfer of the monitoring of the structure of the fields of study, attended by the unemployed graduates, from the district level to the level of the individual schools (measure 3.1.).

The above mentioned Guideline of the Minister of Education, Youth and Sport¹⁰, the adherence of which is monitored by the Czech Education Inspection according to a prepared methodology, contributed to the increase of the scope of information received. It also contributed to the raising of the interest of girls in **the preparation for a vocation in vocational and study fields, that are considered untypical for the particular sex.** The Ministry of Education, Youth and Sport states, based upon the statistical data, that girls start to assert themselves in untraditional fields of study.

The objectives of the state employment policy are realized by the means of the National Employment Plan, adopted by the Government in May 1999. Within the framework of the active employment policy, the Ministry of Labour and Social Affairs supports the employment of handicapped groups. This should be also contributed by activities realized based upon the Act No. 72/2000 Coll., on the investment incentives. The Pillar 4 of the National Employment Plan, that follows the fulfillment of measures of part 3 of the Priorities, deals with the field of equal opportunities of men and women.

The differences in average incomes of women and men persist. From 1996 to 1999 **deterioration of 4 % is reported.** The proportion of an average wage of women in the average wage of men amounts to 73.2 % (see part III.a - Annex no.2). According to the results of foreign and domestic surveys this difference is caused, beside other, by discrimination. The Research Institute of Labour and Social Affairs (VUPSV) was therefore authorized to produce **an analysis of the differences in the work incomes of men and women** and to draw and model a **procedure for the ascertainment of the proportion of the impact of**

discrimination on these differences. The research should ascertain the starting situation, propose a procedure, by which this differences would be regularly measured and a suitable unified method of the measuring of the discrimination proportion, ascertained. The final report of this research will be produced by June 2002.

The Ministry of Labour and Social Affairs was authorized by the Government to prepare a method of assessment of the individual types of work so that the equality in the remuneration can be objectively assessed. This method has been prepared, however its application is envisaged for the purposes of the Act on the Civil Service and for the classification of work performed in the organizations fully funded from the state budget and several other organizations by the newly introduced 16 income classes. The same method is applied in the entrepreneurial sphere for the classification of work into tariff scales and for the application of the minimum income tariffs. The catalogue of activities for the employees in administrative offices and the catalogue of work for employees in the public services, that are produced according to an analytical method of work assessment. They will become a part of the relevant Government Decrees that will come into effect on the 1st of January 2002. The application of the analytical method is not obligatory for the employers in the entrepreneurial sphere. However a broader application even in this sphere can be expected, with regard to the duties of the employers of providing wages to their employees according to criteria determined by the Act on wages. The criteria include the complexity, responsibility and the laboriousness of work, difficulty of work conditions, work effectiveness and achieved work results. Its broader application can be also expected with regard to the subsequent duty to ascertain the value of work with the aim to ensure the equality in remuneration of men and women for the same work and for work of the same value. To facilitate the progress of employers in the fulfillment of these legal obligations the analytical method of work assessment will be complemented by further aspects and adapted to their practical needs.

The inspection activity of the Labour Offices has become slightly more intensive in 2000 in this field. **The inspection of the adherence to the provisions prohibiting discrimination on grounds of gender** in terms of the assertion of right for employment has become part of inspections aimed at the adherence to the labor law regulations. Inspections aimed only at this field are less frequent. They relate mostly to the cases of discriminative advertisements. With most of the cases however the violation of the prohibition of discrimination

on grounds of gender was not proved. In 2000 the Labour Offices imposed 42,000 CZK in fines for the prohibition of discrimination on grounds of sex.

Within the framework of inspections of adherence to the newly adopted amendments to the remuneration regulations, the task to monitor adhering to the principle of the same wage for the same work will be incorporated into the program of inspection activity.

Measures for the part 3. Ensuring equal opportunities for women and men in the access to the economic activity:

Based upon the above mentioned the following is proposed:

1. Measure under article 3.2. to be replaced with a measure of the following text:

Adapt the assessment method of the individual types of work to the practical application so that it effectively contributes to the elimination of discrimination in remuneration and so that it provides the judicial and inspection practice with the documentary grounds for the proceeding against discrimination.

Responsible: Minister of Labour and Social Affairs Deadline: March 2002
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2. To supplement a new measure designated as article 3.5. of the following text:

By the means of school curriculums, school and other materials to continue in the effort to eliminate the stereotype discriminative view of the position of a man and a woman in the family, employment and society and further to enforce the principal of equality of men and women within the framework of activities associated with the National Plan of Education Development in the CR - so-called "White Paper".

Responsible: Minister of Education, Youth and Sport Deadline: continuously

3. To supplement a new measure designated as article 3.6. of the following text:

To support the access of women to employment, where information and communication technologies are used, especially by the

increasing of the participation of women in the relevant education and training.

By the means of school curriculums, school and other materials to continue in the effort to eliminate the stereotype discriminative view of the position of a man and a woman in the family, employment and society and further to enforce the principal of equality of men and women within the framework of activities associated with the National Plan of Education Development in the CR - so-called "White Paper".

Responsible: Minister of Labour and Social Affairs, Minister of Education, Youth and Sport

Deadline: continuously

It is proposed to leave the remaining measures in part 3. valid.

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

Most of measures from this part of Priorities falls under the material competence of the Ministry of Labour and Social Affairs, that fulfills the assigned tasks continuously. Measure (4.1.) reflects mainly in the amendment of the Labour code (effective since 1.1. 2001), by the means of which **the position of both parents with the construction of employment rights on the grounds of care for children was equalized.** This applies mainly to the transformation of the existing further maternity leave into the parental leave, the equalization of the position of employed mothers and fathers of small children in terms of dispatching for business trips or in terms of relocation, in terms of termination of employment relationship and in terms of the possible adjustments to work hours. Analogous amendment was introduced for the members of the armed service within the framework of their function. The Act on the State Social Benefits was amended by the same amendment. And as a consequence to the above mentioned alterations in the Labour Code, the concurrence of a claim for a benefit in case, when at the same time the wife is on a maternity leave and the husband is on paternal leave, is being solved. The codification of the Labour Code, that is being newly prepared, accounts for the enlargement of the possibilities of the employers when applying the flexible forms of employment, that would facilitate the employed women and men with an easier harmonization of their employment and family duties.

The system of network of state and public facilities for the care of small children, of children in pre-school age and of children in after-school care satisfies in principle the demand for this type of services. A specific situation develops in the provision of services of care for the youngest children, which is for the time being provided by the nursery establishments. Nurseries still fall under the system of health care establishments. Within the system of the health care establishments the nursery institutions, children's homes for children up to the age of 3 years, nurseries and short stay wards are considered as special children's establishments. Costs of this care are covered from the means of the establisher, i.e. mostly from the budgets of town and municipal authorities. The Act on the Health Care System, that is being newly prepared, envisages the withdrawal of nurseries from the system of health care establishments, because they do not provide a specific health care. Since 1 March 2000 a new regulated trade "Care of children within the age of 3 years in daily mode" has come into existence for the provision of children by the age of 3 years. In association with the decline of the birth rate and with a frequent use of the institute of the family benefit - up to the age of 4 years of the child - in 1989 based upon the opinion of the Ministry of Health a marked decrease in number of these establishments occurred. Kindergartens belong to education establishments that form the support system of schools. According to the statement of the Ministry of Education, Youth and Sport, the range of the openings for children in kindergartens, that fulfill the function of a pre-school education, is mostly sufficient, however often difficult to access.

Care for **other needy family members** of the employed citizens is provided by the services of social care, provided mainly by the state establishments and establishments operated by the district or municipal authorities. The philosophy of the state in the field of the social services is expressed in the material content of the bill on the Social Services and it can be unequivocally defines as a gradual de-institutionalization and provision of social services to citizens in their natural environment. Beside this, the legal embodiment of the social services will also bring about a new position of the users of the social services, with the emphasis on the services aimed at the aid to families. The said material went through the amendment procedure in fall 2001 and was published on the Internet pages of the Ministry of Labour and Social Affairs. The Act on Social Services is expected to become effective on 1st of January 2002.

The status of the services of emergency accommodation of mothers with children in a form of accommodation in so-called asylum houses, operated by citizens' associations and charity church organizations, is not satisfactory due to small capacity and insufficient territorial availability with regard to the demand. Funds for the support to the asylum houses development are currently limited by the possibilities of the state budget as well as the possibilities of the public budgets.

As well as in the previous years the Ministry for Regional Development supports the **construction of houses with home nursing and services for elderly citizens**. The construction should be funded by investment grants for the construction of smaller flats, designed for citizens with health disabilities and for elderly citizens and supplemented with the social services. In 2000 479 million CZK from the state budget were allocated for this type of grant. A new Government Decree is being prepared for the regulation of conditions for the providing of financial grants for the so-called supported housing. The program will be aimed not only at the support to the construction of flats for citizens with a health handicap, but also at the threatened women, persons from disadvantaged social and cultural environments, etc..

Drafts of measures for part 4. Equalization of the social status of women and men caring for children and needy family members:

The following is being proposed based upon the above mentioned:

1. To supplement a new measure designated as article 4.5 of the following text:

To support the establishment of flats by the municipalities for the persons with special needs, including threatened persons, and mainly persons with children without provision in social distress and victims of domestic violence.

By the means of school curriculums, school and other materials to continue in the effort to eliminate the stereotype discriminative view of the position of a man and a woman in the family, employment and society and further to enforce the principal of equality of men and women within the framework of activities associated with the National Plan of Education Development in the CR - so-called "White Paper".

Responsible: Minister for Regional Development
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Deadline: continuously

Remaining measures of the part 4. are proposed to remain valid.

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

Measure that should, in employment relationships, assert the **increased protection of women**, especially of pregnant women and of mothers with small children, envisages, within the contexts of the European law, a **consistent revision**. The law of EC requires an increased protection of women from the member states, however in a different personal extent of the final addressees of this protection and in a different level of this protection. Unlike the personal extent defined by the valid Labour Code and by the Decree of the Ministry of Health No. 261/1997 Coll., that stipulates the work and workplaces that are **prohibited to all women**, pregnant women, mothers by the end of the ninth month after a child birth and to juveniles, and conditions under which the juveniles exceptionally can execute such work for the purpose of vocational preparation, the Community Law guarantees¹¹ this sort of protection **only to pregnant women, and women shortly after a childbirth and to breast feeding women**. The standard of protection exceeding the requirements of the Directive is admitted by the Community Law, however, only if it is not enormous and if in its' consequence does not exclude women without a reason from the participation in professional and educational activities. From the recent findings it arises that the current educational system, with regard to the above mentioned Decree of the Ministry of Health, does not facilitate girls to be educated in about 12 groups of vocational and study fields (i.e. in total more than 100 of these fields of study). Provision¹² presented by the Ministry of Education, Youth and Sport to support the **restriction of the education of girls** follows a different objective than the protection of their health. This finds a support in another provision¹³, whilst in the intent of the above-mentioned provision this protection should be aimed at women mainly in special periods of their life. The amendment of the Labour Code therefore beside the prohibition of work under the ground to all women with the exceptions defined in the Act, defines or authorizes for defining work prohibited only to pregnant women, women shortly after a child birth and breastfeeding women.

With the purpose of not to impose restrictions without a reason for the access of women to vocational education and employment, it is proposed to proceed within the confines of the European Law¹⁴. And to continue in the process of assessment, whether during the continuing development of the use of new technologies and organizations of work the application of the relevant restrictions is still justified. Fulfillment of this measure assumes the finding of **a balanced approach that will provide women with such protection**, that in its consequence will not have a **counter-productive effect**.

The Ministry of Health continues in the **National Health Program**, the objective of which is to achieve positive changes in the behavior of people and their life conditions, in the development of healthy life style. In 2000 118 projects were realized within the framework of the Program. These were for instance "Healthy non-smoking woman - healthy child of the year 2000", "Healthy pregnancy, healthy generation" and other. Within the framework of IGA, the program "Improvement of the reproduction health" is being solved. The Ministry of Health also supports programs for the prevention of cancerous and cardiovascular diseases.

At the conclusion it is proposed to leave the measures in part 5. valid.

6. Suppression of Violence Perpetrated against Women

Based upon the measures 6.1. the Ministry of Interior, the Ministry of Labour and Social Affairs and the CR Government Commissioner for Human Rights should realize **the information campaign on the fact that domestic violence against women** is unacceptable by the end of 2001. The preparatory meetings were started and co-operation was entered with the NGOs, that are dealing with the issues in concern, and the activity of which is more than beneficial (ProFem, Rosa, La Strada, Bílý kruh bezpečí [The White Circle of Safety] and other). Unfortunately the Government is limited by the restricted financial means, that it can release for the realization of the campaign. This can negatively influence its progress and its results. The interconnection and the mutual provision of information on activities, that both the bearers of the campaign and the NGO's in this field undertake, are very important.

Within the framework of media activities of the Police Headquarters of the CR, there were several discussions, information on these issues will be included in the organized courses and seminars aimed mainly at policemen. Basic information is published on the Internet

and the departmental periodic press also pays attention to these issues. The Ministry of Interior co-operates with the NGOs, mainly with the Bílý kruh bezpečí (The White Circle of Safety), because the extent of its activities covers all victims of criminal activity and is therefore a partner of the Ministry of Interior in a whole range of other tasks. Violence against women represents a very important part of these tasks, however only exactly specified part. The Ministry of Interior, provides equal opportunities for co-operation to all non-governmental non-profit organizations, that are interested in it and that show abilities to be constructive and elaborate partners in the co-operation.

Activities in the field of violence against women are extensive. The Ministry of Interior prepared, in co-operation with BKB, a legal analysis of the issues of the domestic violence against women. The Ministry of Justice prepares a research relating to these issues. The Ministry of Labour and Social Affairs established a work group for these issues with the Republic Committee for Children, Youth and Family in 2000. The section of equal opportunities within the framework of the CR Government Council for Human Rights initiated a proposal for the enlargement of section 215 cruelty against a person in custody (close person) - the Ministry of Justice however did not support this initiative within the preparation of the new penal code. Therefore it is proposed that a new measure 6.4. is added for the Ministry of Justice to consider the said **draft of an amendment to the provision of section 215 of the penal code (cruelty against a person in custody) and other statutory measures relating to violence against women.**

Bílý kruh bezpečí (The White Circle of Safety) prepares the launching of the operation of a nationwide telephone line with nonstop operation for the victims of domestic violence for September 2001. The organization, in association with this, plans their own information campaign aimed at the fact that domestic violence is unacceptable and at the opening of the line. ProFem and Rosa are preparing a tv spot. A one-year project of La Strada, Rosa and ProFem "Advocates for women" has been launched. One of its work groups is aimed at the problems relating to domestic violence; beside this, the legal consulting line for the victims of violence against women in Prague will start working on the 18th of April 2001. ProFem also launched the news reporting Internet pages with the title Bulletin against domestic violence (izpravodaj.profem.cz). ProFem beside the mentioned tv spot organizes further informative activities (leaflets, stickers, etc.). Organizations ProFem and Rosa are preparing a two-year intervention project against the domestic

violence. In its first phase all involved spheres of the society (NGOs, The Police of the CR, representatives of the municipal and regional authorities, representatives of the relevant departments) should repeatedly meet at a round table. La Strada, which deals with the prevention of the trade with women, a specific kind of violence against women, develops preventive and information activity. The information and SOS line started operation within the framework of the project of a prevention campaign "Your Body Belongs Only to You". It provides social assistance including the provision of the asylum accommodation within the framework of social support campaign.

NGOs draw attention to the insufficient number of asylum houses and insufficient support on the part of the state (for instance Rosa operates 5 asylum rooms with a confidential address with a minute assistance of the state). All social services, which these issues fall under, are not entitled (for the receiving state budget funds) and their financial support is provided within the framework of the grant policy of the Ministry of Labour and Social Affairs.

The Ministry of Labour and Social Affairs realizes that this field requires an increased attention, and therefore it has proposed to amend the measure 6.3 with the intent to provide **larger effort for the enlargement of the network of asylum houses for women - victims of violence and victims of trafficking in women; to support the creation of asylum houses with a confidential address and at the same time to actively seek the possibilities of support to the women's NGOs dealing with these activities.**

Measure 6.2., for the support to **work of interdisciplinary teams** encompassing health, social, legal and police assistance for the detection and prosecution of cases of violence against women, is still insufficiently fulfilled and therefore it is proposed to postpone the deadline of the fulfillment from April 2001 to April 2002.

The Ministry of Health, with regard to the above mentioned, supported with the amount of 826.900 CZK the BKB projects aimed at the advisory centers for the victims of criminal activities in the CR. Interdisciplinary teams of specialists work there. A project, aimed at the improvement of the effectiveness of the prevention and prosecution of trading with people, will be realized under the management of the Ministry of the Interior. A meeting called the Round table on the trafficking in women and on the commercial sexual abuse of children was held with an interdisciplinary participation. A project for the enhancement of the education of the

members of the CR Police (e.g. treating the victims of criminal acts in order so that they are not further victimized, this relates mainly to the victims of domestic violence and victims of sexually motivated violent crimes against women). The Ministry of Interior points out to the possibility of application of the approach in the field of violence against women, used by the Ministry of Labour and Social Affairs based upon the National Plan for the Fight Against Commercial Sexual Abuse of Children. It is proposed to amend in this regard measure 6.2.

Drafts of measures in part 6. Suppression of violence against women:

The following is proposed based upon the above mentioned:

1. In measure under article 6.1 to expand the task by co-operation with NGOs, to replace the deadline of fulfillment of "by 2001" with the deadline of fulfillment "by 2002" and to increase the responsibility to include the Ministry of Education, Youth and Sport: 6.1. To realize a public information campaign on the fact that domestic violence and other kinds of violence against women are unacceptable, and to facilitate the NGOs with the possibility to participate in the work group formed for this fulfillment of this task.

Responsible: Minister of Interior, Minister of Labour and Social Affairs, Minister of Education, Youth and Sport, Commissioner of the CR Government for Human Rights Deadline: by the end of 2002
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2. Measure under article 6.2. to be replaced with the measure of the following text:
To establish a work group composed of the representatives of the responsible departments and representatives of the non-governmental sector with the aim to design methods of implementation and work of the interdisciplinary teams encompassing the health, social, legal and police assistance for the detection and prosecution of cases of violence against women; to use information of the Ministry of Labour and Social Affairs acquired for the realization of the National Plan for the Fight Against Commercial Sexual Abuse of Children.

Responsible: Minister of Interior, Minister of Labour and Social Affairs, Minister of Health
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Deadline: April 2002

3. Measure under the article 6.3 to amend in the following text:
To aim the social work as assistance to victims of violent crimes, at families, where the healthy development and bringing up of children is threatened. Within the framework of this assistance to support increasing the network of asylum houses for women - victims of violence. To support the establishment of asylum houses with confidential address and to support the women's NGOs dealing with these activities.

Responsible: Minister of Labour and Social Affairs
Deadline: March 2002

4. To add a new measure designated as article 6.4. of the following text:
To consider the amendment of the provision section 215 of the penal code (cruelty against a person in custody), so that it criminally sanctions also the cruelty against other persons than only the persons in custody, and to consider the possibility of adopting other statutory and other measures aiming at the suppression of the domestic violence and at the improvement of its victims protection.

Responsible: Minister of Justice, Minister of Interior, CR Government
Commissioner for the Human Rights
Deadline: April 2002

The remaining measures are proposed to remain valid.

7. Monitoring and Evaluation of the Effectiveness of Implementation of the Principle of the Equal Status of Men and Women

The regular and all year monitoring and evaluation of effectiveness of the individual measures relating to the application of the principle of equal position of men and women was, according to the opinions of most of the departments, ensured. This is carried out to a large extent by the means of analyses presented to the management, relevant departments, and by the means of methodological and inspection activities. The Ministry of Defense, beside its section of HR and social policy fulfilling the coordination function, established a work group,

an auxiliary and consulting body for the solution of the issues relating to the equality of men and women in 1998. The adherence to the equality of men and women is also monitored within the framework of the inspections of the Inspection of the Ministry of Defense. A special monitoring of responses relating to the discrimination on the grounds of gender, received in the Open line of the Army was introduced in 2001.

According to measure 7.2. the Minister of Labour and Social Affairs and the Chairwoman of the Czech Statistical Office should ensure the **periodic publishing of a publication** containing statistical data sorted by genders, that inform on the participation of men and women in the decisive social activities. The first periodic issue of the publication "Women and Men in Numbers" was published at the end of 2000.

Financial means within the framework of the departmental **grant policy** (measure 7.4) in 2000 were provided by several ministries. The Ministry for Industry and Trade supports mainly the activities relating to the development of the entrepreneurial activities of women.

The Institute for Criminology and Social Prevention of the Ministry of Justice includes the research of social phenomena leading to the discrimination of women into the regular yearly plans of research activities. A survey was carried out with the topic "Socially pathologic aspects of drug abuse of the youth in Prague", where it continues in the research aimed at the processing of data with regard to the specific nature of the drug carrier of women and girls. Within the framework of the research program "Status and trends of the development of criminality and of social pathology in the CR, the possibilities and forms of prevention", the task Domestic violence - several criminological aspects is solved. The Institute is the guarantor of the international comparable research within the framework of this program. A part of the program is aimed at the problems relating to the violence against women.

In 2000 the Ministry of Interior supported the preparation of the legal analysis of the position of the victims of the domestic violence in the broadest legal and procedural context. The National Plan for the Fight against the Commercial Sexual Abuse of Children was approved. Its framework assumes the support to the research aimed at the commercial sexual abuse of children.

The Ministry of Interior, in spite of the absence of a grant policy, emphasizes the usefulness of thus aimed projects that could considerably influence the gender perception of the broad public.

Based upon the above mentioned the measures in part 7. are proposed to remain valid.

Annexes to the summary report

Table no. 1 - Participation of women and men in the senior positions in the individual ministries

Table no. 2a - Proportion of the average wage of women to the average wage of men

Table no. 2b - Proportion of the average wage of women to the average wage of men by sectors

Notes for the tables 2a and 2b:

1. The cause for the difference between the incomes of men and women cannot be exclusively viewed as based on unequal treatment of men and women - other factors of non-discriminatory nature participate in the income difference (e.g. deliberate decision of a woman to execute occupation less demanding in terms of time even at the cost of a lower income)
 2. Disproportion in line "Entrepreneurial sphere" and "Non-entrepreneurial sphere" in table 2a when compared to the line "in total" in table 2b in all monitored years, especially in the column "improvement, deterioration" resulted, according to the statement of the Czech Statistical Office, from very different "scales" derived from the number of women and men in the entrepreneurial and non-entrepreneurial spheres.
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1. PARTICIPATION OF WOMEN IN THE DECISION-MAKING PROCESS

Table no. 1 - Participation of men and women in decision-making in the individual ministries as of 31.12.2000

(Source: statements of the ministries)

Position	Minister	Deputy Minister		Head of department			Head of units			Other expert staff			Director of controlled institutions			Head of a detached work place		
		M/W	M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W
Transport and Communications	M	3	2	14	2	12,5	33	12	26,7	133	129	49,2	3	0	0	6	0	0
Finance	M	7	0	34	10	22,7	93	62	40,0	355	679	65,6	-	-	-	-	-	-
Culture	M	3	1	4	9	69,2	13	15	53,6	57	129	69,2	-	-	-	-	-	-
Regional Development	M	7*	0	20	8	28,6	28*	17	37,8	114	195	63,1	3	1	25	9	0	0
Defense: professional soldiers, civil employees***	M	13	0	63	0	In total 1,4	98	1	In total 4,9	409	28	In total 32,0	-	-	-	-	-	-
Labour and Social Affairs	M	6	1	10	10	50,0	29	26	47,3	142	339	70,4	86	21	19,6	6	8	57,1

Industry and Trade	M	5	1	43	13	23,2	70	24	25,5	364	344	48,6	456	56	10,4**** *	-	-	-
Justice****	M																	
Education, Youth and Sport****	M																	
Interior	M	3	2	38	8	17,3	127	69	35,2	1143	757	39,8	8	3	27	-	-	-
Foreign Affairs	M	8	2	23	5	17,9	45	15	25	218 736	371 290	63 28,3	6	0	0	- 9 9	- 1 7	- 14,6
Health****	M																	
Agriculture	M	7	0	81	12	14,9	50	24	48	345	451	76,5	135	11	7,5	-	-	-
Environment	M	5	2	19	35	64,8	34	17	33,3	175	250	58,8	13	1	7,1	7	2	22,2
The Office of the CR Government: Minister Deputy Prime	M M M	1	1	20	7	25,9	29	18	38,3	126	138	52,3				5	1	16,6

- * including managerial posts
 - ** including deputies to section managers
 - *** including the general management
 - **** department did not provide data
 - ***** includes state companies, companies in liquidation, budgetary and contributive organizations
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Table no. 2a - Proportion of the average wage of women to the average wage of men
 Ministry of Labour and Social Affairs
 Income Policy section

Proportion of the average wage of women to the average wage of men (in %)
 Data of the Czech Statistical Office

Type of economic activity	1996	1997	1998	1999	Improvement + Deterioration - 1999 - 1996		
Entrepreneurial sphere		75,6	74,6	73,9	73,6	-2,0	
Non-entrepreneurial sphere		71,6	73,7	71,9	74,9	3,3	
Ownership							
Private		74,6	71,0	71,7	72,1	-2,5	
Co-operative		78,9	76,4	74,3	76,6	-2,3	
State		79,5	78,2	71,3	74,0	-5,5	
Municipal		76,1	73,4	77,9	81,9	5,8	
Community		86,6	81,8	81,7	75,2	-11,4	
Foreign		60,0	61,8	59,7	60,4	0,4	
International		72,5	74,2	72,4	71,7	-0,8	
Mixed		75,6	77,9	77,5	74,9	-0,7	

Source: Selective surveys of the Czech Statistical Office "Wages of employees in 1996,1997,1998 a 1999"
 Prepared by: Ing. Dostálová

In Prague on the 2nd of August 2000

Table no. 2b - Proportion of the average wage of women to the average wage of men by sectors
Income policy sector

Proportion of the average wage of women to the average wage of men (in %)

Data of the Czech Statistical Office

Type of economic activity	1996	1997	1998	1999	Improvement + Deterioration - 1999 - 1996
In total	77,2	75,7	72,0	73,2	-4,0
Agriculture and game management, forestry	86,4	78,7	78,1	77,2	-9,2
Mining of mineral resources	69,8	71,9	71,6	72,2	2,4
Processing industry	68,3	68,1	67,5	67,8	-0,5
Production of electricity, gas and water	78,2	78,7	77,7	80,1	1,9
Industry in total	68,2	68,5	67,7	68,1	-0,1
Building industry	79,0	80,1	81,3	84,9	5,9
Trade, repairs of motor vehicles and consumer goods	65,8	63,0	60,5	60,9	-4,9
Catering and accommodation	75,8	71,3	70,6	63,4	-12,4
Transport, storage, posts and telecommunications	83,3	84,9	83,2	86,0	2,7
Financial and insurance services	68,0	66,6	65,6	53,9	-14,1
Public administration, defense, social security	77,3	71,4	76,6	76,5	-0,8
Education	68,7	78,3	68,5	71,9	3,2
Health industry, veterinary and social activities	66,4	66,2	66,4	68,2	1,8

Source: Selective surveys of the Czech Statistical Office "Wages of employees in 1996,1997,1998 a 1999"

Prepared by: Ing. Dostálová

In Prague on the 2nd of August 2000

Results of the amendment procedure

Draft of this material was sent for the interdepartmental amendment procedure at the beginning of April 2001 (ministries, the Office of the CR Government, the CR Government Commissioner for Human Rights, Czech Statistical Office). Eight of fifteen ministries that gave their opinion on the material, did not propose any amendments or slight formulation amendments (Ministry of Finance, Ministry of Industry and Trade, Ministry of Transport and Communications, Ministry of Health, Ministry of Agriculture, Ministry of Foreign Affairs, Ministry of Defense, Ministry of Environment, Czech Statistical Office). Other departments proposed more extensive formulation amendments of the text, by which they more closely described and supplemented their activity in the field in concern, specified the text of the tasks, etc. These amendments were mostly accepted, with the exception of supplementation of texts that by its level of detail exceeded the scope of the material submitted to the Government. The Ministry for Regional Development recommended with a view to the generally low level of understanding of the issues of the equality of men and women to consider the postponement of the deadline for the production of departmental priorities (task 1.10). The recommendation was to postpone the deadline to the time after the Government Committee for equal opportunities and the independent section for the equality of men and women of the Ministry of Labour and Social Affairs are established. And to postpone the deadline to the time when the departments have specialists for the issues in concern. After the consideration of all circumstances the preference was given to the decision that the deadline would not be postponed. This was due to the fact that already now, in spite of the existing level of knowledge of issues of the equality of men and women, it is possible to start with at least some of the steps within the framework of the individual ministries, for instance to start educating.

A fundamental amendment was proposed by the Ministry of Interior that requested a formulation alteration to the text relating to the cooperation of the ministry with the NGOs, especially with La Strada. The amendment was accepted.

A fundamental amendment was proposed by the Government Commissioner for Human Rights for the formulation of task 6.4 relating to the consideration of a new labor legislation with regard to

the sanctions of the domestic violence - the amendment was accepted. The proposal of the Ministry of Justice for the postponement of the proposed deadline for the consideration of the new legal regulation from April 2002 to December 2002, so that the deadline corresponds to the submission of the new penal code bill to the Government on 31.12.2002, was not accepted. The reason for the keeping of the deadline of April 2000 is the fact that the requirement for the design of the penal sanction of the domestic violence is socially very urgent. The manner of the new legal regulation should be considered by April 2002 (the method of material solution must be found). The need to deal with the issues in concern has been known to the Ministry of Justice since the previous years.

The draft of the summary report was sent as information and to be amended to the Czech and Moravian Chamber of Trade Unions, Association of Independent Unions, Association of Industry and Transport, and to the Confederation of Employers' and Entrepreneurs' Associations in the CR. Its consideration by the Council of the Economic and Social Agreement of the CR is anticipated May 2001. The Czech and Moravian Chamber of Trade Unions gave its opinion on the material and does not have any fundamental amendments and it informs about activities of the departments with regard to the issues in concern.

The draft of the material was sent as information and for amendments to fourteen non-governmental non-profit organizations that deal with the issues of the equality of men and women, with the situation of women in the society, and the activity of which relates to the issues given in the report. Center for Gender Studies gave its opinion on the report - does not have any principal amendments, only describes in bigger detail the possible effective method for the fulfillment of the tasks.

Draft of the updated "Government Priorities and Procedures for the Enforcement of the Equality of Men and Women"¹⁵

1. Enforcement of the principle of the equality of men and women as a part of the government policy

- 1.1. Within the framework of its media policy **and with regard to the profile nature of the policy of the equal opportunities for men and**

women, to emphasize this principle and inform on the measures contributing to its securing **in association to the competence of each ministry**.

Responsible: Members of the Government
Deadline: continuously

- 1.2. To actively support the selection of suitable female candidates for the positions in Government bodies and for the senior positions both in ministries and in administrative offices run by them.

Responsible: Members of the Government
Deadline: continuously

- 1.3. During the meetings of the Council for Economic and Social Agreement to enforce the principle of the equal position of men and women, mainly in the issues relating to remuneration and working conditions.

Responsible: representatives of the government in the CR Council for Economic and Social Agreement
Deadline: continuously

- 1.4. **To ensure, that the individual ministries and administrative offices within the framework of their competencies entered into co-operation with the NGOs dealing with the equal opportunities for women and men, and that they continue in seeking and expanding this co-operation.** Part of this co-operation may also be entitlement to demand standpoints prepared legislation or other fundamental decisions.

Responsible: Members of the Government
Deadline: continuously

- 1.5. To exploit the possibilities of participation in activities and programs of the international organizations, **the objective of one of the declared principles of which is the equality of men and women.**

Responsible: Members of the Government
Deadline: continuously

- 1.6. **To launch or continue in the education activities** in the field of human rights with regard to the equality of men and women. **After the finishing of the educational project of the agency EuroProfis and of the Ministry of Labour and Social Affairs, to use the gained knowledge of the nominated representatives during the conceptual process within the ministries.**

Responsible: Members of the Government
Deadline: continuously

- 1.7. **During the preparation of new legal regulations to see to it that the institutes for the elimination of the possible discrimination in terms of representation of men and women participating in the key social activities are incorporated.**

Responsible: Members of the Government
Deadline: continuously

- 1.8. To subject the conceptual, decision-making and assessment processes in all phases of their preparation and implementation to the aspect of the equality of men and women.

Responsible: Members of the Government
Deadline: continuously

- **1.9. To launch a public discussion on the issue of the equal opportunities of men and women with the aim to meet the Czech public with the state policy of the equal opportunities of men and women and with its objectives.**

Responsible: Minister of Labour and Social Affairs, Commissioner of the CR
Government for Human Rights
Deadline: **December 2001**

- **1.10. To prepare the priorities and procedures for the enforcement of the equality of men and women within the ministries, that fall under the material competence of the individual ministries and to submit them by the end of 2001 to the Minister of Labour and Social Affairs, as the national coordinator of the the equal opportunities for men and women.**

Responsible: **Members of the Government**
Deadline: **December 2001**

- **1.11. To submit a proposal for the establishment of the Government Committee for equal opportunities of men and women.**

Responsible: **Minister of Labour and Social Affairs**
Deadline: **December 2001**

2. Legal Safeguarding of the Prerequisites of the Equality of Men and Women and Raising the Level of Legal Awareness

- **2.1. To continuously review the valid legal regulations with regard to their compliance with the principle of the equal position of women and men in society, or with the relevant requirements of the European Community law. In line with the results of this review to cancel, alter or amend the valid legal regulations that contradict this principle. During the preparation of new regulations to consistently see to the enforcement of the above-mentioned principle.**

Responsible: **Members of the Government**
Deadline: **Continuously**

- 2.2. To consider the possibility of adoption of a special act regulating the equality of men and women, the right for equal opportunities and equal treatment and procedures, that can enforce the equality in practice. In case of the positive result of this consideration to submit proposal for further steps to the Government.

Responsible: Minister of Labour and Social Affairs
Deadline: **March 2002**

3. Ensuring Equal Opportunities for Men and Women in the Access to economic activity

- 3.1. With the purpose of increasing the competitiveness rate of women on the labour market to further support the creation of the selection of the educational training and re-training programs facilitating the finding of a suitable work realization for women, including work realization by the execution of the independent gainful activities. To ensure the possibility of state support to the re-training of citizens, mainly women, who due to the care for children were not economically active for a longer period.

Responsible: Minister of Labour and Social Affairs, Minister of Education, Youth and Sport
Deadline: continuously

- **3.2. To adapt the assessment method of the individual types of work to the practical application so that it effectively contributes to the elimination of discrimination in remuneration and so that it provides especially the judicial and inspection practice with the documentary grounds for the proceeding against discrimination.**

Responsible: Minister of Labour and Social Affairs
Deadline: **March 2002**

- 3.3. Inspections of the adherence to the employment legislation to aim at the adherence to the provision on the prohibition of discrimination on the grounds of gender, including the adherence to the principle of equal wage for the same work and for

work of the same value, and at the adherence to the provisions of the increased protection of women at work.

Responsible: Minister of Labour and Social Affairs
Deadline: continuously

- **3.4. To raise the individual abilities and interests of both girls and boys, in the preparation for vocation in the fields, which are in terms of their gender considered atypical.**

Responsible: Minister of Education, Youth and Sport
Deadline: continuously

- **3.5. By the means of school curriculums, school and other materials to continue in the effort to eliminate the stereotype discriminative view of the position of a man and a woman in the family, employment and society and further to enforce the principle of the equality of men and women within the framework of activities associated with the National Plan of Education Development in the CR - so-called "White Paper".**

Responsible: Minister of Education, Youth and Sport
Deadline: continuously

- **3.6. To support the access of women to employment, where information and communication technologies are used, especially by the increasing of the participation of women in the relevant education and training.**

Responsible: Minister of Labour and Social Affairs, Minister of Education, Youth and Sport
Deadline: continuously

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

- 4.1. To enforce, that the vital performance of personal care for children and needy family members is taken into respect during the determination of conditions and amount of entitlements for social benefits, social insurance, unemployment benefits, etc.; at the same to make sure that this respect consistently aims at the caring citizens regardless of their sex.

Responsible: Minister of Labour and Social Affairs
Deadline: continuously

- 4.2. To facilitate by the future legal regulation of employment relationships the creation of variable working patterns, that would make it easier for the employees caring for children and family to reconcile family and work duties.

Responsible: Minister of Labour and Social Affairs
Deadline: continuously

- 4.3. Within their statutory competencies to support the establishment and operation of establishments for the care of children and needy family members, especially if they supplement or replace the care provided by the employed citizens.

Responsible: Minister of Education, Youth and Sport, Minister of Health, Minister for Regional Development, Minister of Labour and Social Affairs
Deadline: continuously

- 4.4. To support the development of possibilities of asylum stays for citizens caring for children in difficult life situations.

Responsible: Minister of Labour and Social Affairs
Deadline: continuously

- **4.5. To support the establishment of flats by the municipalities for the persons with special needs, including threatened persons and mainly persons with children without provision in social distress and victims of domestic violence.**

Responsible: Minister for Regional Development
Deadline: continuously

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

- 5.1. To assess, whether with the continuing development of the use of new technologies and organizations of work, it is still vital to preserve the employment legal protection of the women's health in the extent and under conditions determined by the Labour Code and by the Decree of the Ministry of Health No. 261/1997 Coll., which determines work and workplaces, that are prohibited to all women, pregnant women, mothers by the end of ninth month after a child birth and to juveniles, and conditions under which the juveniles exceptionally can execute such work on the grounds of vocational preparation.

Responsible: Minister of Health, Minister of Labour and Social Affairs
Deadline: by the end of 2001

- 5.2. In line with the state budget to develop the National Program of Health and to support projects for the support of health aimed at improving the reproduction health of women and the prevention of cardiovascular and cancerous diseases.

Responsible: Minister of Health
Deadline: continuously

6. Suppression of Violence Perpetrated against Women

- **6.1. To realize a public information campaign for the promotion of the fact that the domestic violence and other kinds of violence against women are unacceptable and to facilitate the NGOs with the possibility to participate in the work group established for the fulfillment of this task.**

Responsible: Minister of Interior, Minister of Labour and Social Affairs, **Minister of Education, Youth and Sport**, Commissioner of the CR Government for Human Rights
Deadline: **by the end of 2002**

- **6.2. To form a work group composed of the representatives of the responsible ministries and representatives of the non-governmental sector with the aim to design methods of implementation and work of the interdisciplinary teams encompassing the health, social, legal and police assistance for the detection and prosecution of cases of violence against women; to use information of the Ministry of Labour and Social Affairs acquired for the realization of the National Plan for the Fight Against Sexual Abuse of Children.**

**Responsible: Minister of Interior, Minister of Labour and Social Affairs,
Minister of Health
Deadline: April 2002**

- **6.3. To aim the social work as assistance to victims of violent crimes, at families, where the healthy development and bringing up of children is threatened. Within the framework of this assistance to support the increasing of the network of asylum houses for women - victims of violence. To support the creation of asylum houses with confidential address and to support the women's NGOs dealing with these activities.**

**Responsible: Minister of Labour and Social Affairs
Deadline: March 2002**

- **6.4. To consider the amendment of the provision section 215 of the penal code (cruelty against a person in custody), so that it criminally sanctions also the cruelty against other persons than only the persons in custody, and to consider the possibility of adopting other statutory and other measures aiming at the suppression of the domestic violence and at the improvement of its victims protection.**

**Responsible: Minister of Justice, Minister of Interior, CR Government
Commissioner for Human Rights
Deadline: April 2002**

7. Monitoring and Evaluation of the Effectiveness of the Implementation of the Principle of the Equal Status of Men and Women

- 7.1. Within the framework of the competence to monitor and assess the effectiveness of the measures for applying the principle of the equality of men and women and their results present to the CR Ministry of Labour and Social Affairs on request.

Responsible: Members of the Government
Deadline: continuously

- 7.2. To assess the effectiveness of the measures for applying the principle of equality and to present them to the Government and NGOs dealing with the position of women and with the equality of men and women on request.

Responsible: Minister of Labour and Social Affairs
Deadline: continuously

- 7.3. Regularly, yearly to produce a publication, containing data on the participation of women and men in the key social activities and on the rate by which they share in the results of these activities.

Responsible: Chairwoman of the Czech Statistical Office
Deadline: continuously

- 7.4. Within the framework of the grant policy to support the research of social phenomena, that lead to the discrimination of women, or as the case may to a threat to their dignity, health or life.

Responsible: Members of the Government
Deadline: continuously

* * *

Poznámky

1)	Convention on the Elimination of All Forms of Discrimination of Women, European Social Charter, Conventions of the International Labor Organization, Conventions of the European Council, both the UN Pacts on Human Rights etc.
2)	Council Directive 2000/43/EC on applying the principle of equal treatment, regardless of race or ethnic origin
3)	Council Directive 2000/48/EC defining the general framework for the equal treatment in employment and in the performance of professions
4)	Council Directive 2000/43/EC on implementing 76/207/EEC on the realization of the principle of equal treatment, regardless of race or ethnic origins of men and women in terms of access to employment, vocational education and functional progress in employment and in terms of work conditions
5)	With regard to its contents the meeting is unofficially called "Beijing + 5".
6)	See Article 4 of the Convention on the Elimination of All Forms of Discrimination of Women, published in the Collection of Laws under No. 62/1987, article 141, section 4 of the Treaty establishing the European Community, that legalizes the adoption of positive actions for the elimination of the inequality of men and women within the framework of the EU, and the Recommendation of the European Council No. 84/635/EEC on the support to the positive actions for women.
7)	See Article 7 of the Council Directive No. 75/117/EEC, on the harmonization of the acts of the member states relating to the application of the principle of the equal remuneration of men and women and Article 8 of the Council Directive No.76/207/EEC on the application of the equal treatment of men and women in terms of the access to employment, vocational training and progress in career and on the work conditions.
8)	in line with Article No.141 of the European Community Treaty
9)	see note no. 5
10)	see note no. 5

11)	Council Directive no. 92/85/EEC on the implementation of the measures for the improvement of safety and health protection during work of pregnant women, women after a child birth and breast feeding women
12)	Article 2, section 2 of Council Directive 76/207/EEC excluded from the scope of its effect such work activities, for which due to their nature or context in which they are executed, the gender represents the decisive factor
13)	Article 2, section 3 of Council Directive 76/207/EEC
14)	Council Directive No. 76/207/EEC on the introduction of a principle of equal treatment of men and women in terms of access to employment, vocational preparation and progress in carrier and on work conditions, Article 9, section 2
15)	Newly proposed alterations or amendments are marked in bold