

Summary Report on the Fulfilment of the 'Priorities and Procedures of the Government in Promoting the Equality of Men and Women' in 2005

Introduction

While considerable progress was made in the promotion of the equality of women and men in 2005, it should be noted that the public's approach to the promotion and enhancement of gender equality remains rather passive. A long-term public opinion poll revealed a belief among the public that in many areas the rights of one of the sexes are prioritized; however, the fall in clear agreement with practically all the monitored principles of equal opportunities was reaffirmed. (Factum Invenio, Trends in Social and Political Mechanisms Driving Gender Relationships IV, Prague, 2005).

Despite the headway made in legal areas, the principle of the equality of women and men is inadequately promoted in practice. This fact is connected in particular with the low level of awareness of issues related to the equal opportunities of women and men; poor knowledge or incomplete understanding can lead to insufficient interest among the population.

Core problem areas in safeguarding the equality of women and men are:

- the unequal opportunities of women and men in finding a job and achieving professional advancement,
- differences in the earnings of women and men (on average, women's income is 25% below that of men),
- the low percentage of women contributing to decision-making processes,
- problems in reconciling family and working life (caring for the household and the family is considered a task for women in prevalent gender stereotyping),
- violence perpetrated against women (domestic violence, trafficking in human beings with a view to sexual exploitation and organized prostitution),
- the placement of children into the care of men after a divorce and the approach to childcare in functioning families,

Success in promoting the equality of women and men requires unrelenting improvements in general awareness of the essence and content of the principle of the equal status of women and men, with a special emphasis on increased gender sensitivity among government officials responsible for the preparation of sub-policies.

The individual departments take differing approaches to the fulfilment of measures within the scope of the Priorities. Although the fulfilment of the Priorities and Procedures of the Government in Promoting the Equality of Women and Men is a long-term affair, some departments are not yet functioning at a level where we could safely say that measures under the Priorities are being implemented

satisfactorily, i.e. only a formal declaration is made concerning the equality of women and men. On the other hand, we should praise the fact that the work of other departments in ensuring the equality of women and men is active, unrelenting and exemplary.

In this respect, implementation and consistent promotion of the principle of equal opportunities in practice remains a basic priority. For the purposes of achieving this goal, efficient implementation of the gender mainstreaming method is an effective tool, i.e. subordination of conceptual, decision-making and evaluative processes to the aspect of the equal opportunities for women and men at all stages of preparation and implementation. Gender mainstreaming helps to raise the visibility of the issues of gender equality in society, thereby facilitating the identification of and subsequent consideration for differences between the sexes.

Therefore, it is useful to note that a universal discussion has been continuing throughout the media on the equality of women and men, leading to improved awareness in society of the issues of making equal opportunities for women and men a reality. This discussion has introduced a gender element into everyday life, thereby indirectly helping to erode gender stereotypes.

The **Ministry of Labour and Social Affairs** has prepared this summary report on the fulfilment of the 'Priorities and Procedures of the Government in Promoting the Equality of Men and Women', in its capacity of 'coordinator of the national agenda on the status of women in society', in accordance with Czech Government Resolution No 6 of 7 January 1998. The Government adopted the 'Priorities and Procedures of the Government in Promoting the Equality of Men and Women' in April 1998 as a national action plan for the creation of equal opportunities for women and men. From the outset, the national action plan was set up in accordance with the implementation of the conclusions reached by the **Fourth United Nations World Conference on Women** held in Beijing in September 1995. The conference resulted in the adoption of the **Beijing Platform for Action**, which focuses on eliminating the discrimination of women in twelve problem areas. The validity and relevance of the Beijing Platform for Action was reconfirmed by the 49th session of the UN Commission on the Status of Women in March 2005.

In keeping with the fulfilment of the goals adopted in the Beijing Platform for Action, two new measures were incorporated into the national action plan for the promotion of gender equality in 2006 which aim to unveil cases of gender inequality and identify existing problems in the fields of migration, integration and development cooperation. The absence of data in these fields prevents comparisons of the equal access of women and men here; by extension, it is impossible to prove that any problems exist and find ways of tackling them. Cooperation with other states within the European Union and elsewhere has made it possible, on an international scale, to view these fields as highly imbalanced and problematic from the aspect of gender equality – in the access women have to education, in the relationship between women and poverty, in the access women have to health, in traditional harmful practices injuring women, etc.

Of the twelve areas of concern set out in the Beijing Platform for Action, the national action plan for the promotion of gender equality in the Czech Republic focuses on the following seven areas relevant to the Czech Republic:

- promote the principle of gender equality as part of Government policy,
- ensure the legal prerequisites for gender equality and raise legal awareness,
- ensure equal opportunities for women and men in their access to economic activities,
- level out the social status of women and men caring for children and needy family members,
- take into account women's reproductive function and physiological differences,
- combat violence perpetrated against women,
- monitor and assess efficiency in applying the principle of the equal status of women and men.

The programming document 'Priorities and Procedures of the Government in Promoting the Equality of Men and Women' also emphasizes the goals contained in the **Millennium Declaration**. By 2015, the Member States of the European Communities intend to achieve progress in eight key development tasks, the **Millennium Development Goals**, which focus the attention of the global community on achieving a major, measurable improvement in the quality of human life. A considerable emphasis has been laid on Goal 3 – *Promote gender equality and empower women to assert themselves within society*.

In accordance with the implementation of gender equality, the Czech Republic has been making efforts, through the Ministry of Labour and Social Affairs as the national coordinator of the agenda on the status of women in society, to reduce the differences in the earnings of women and men and to enhance the position of women in decision-making processes.

A detailed knowledge of the situation in society is an essential requirement for the thorough fulfilment of these goals. There is roughly a 25% difference (to the detriment of women) between the average earnings of women and men (see Table No 2 – Average gross monthly wages), women are insufficiently represented among decision-makers in the private business community and the public sector (12.3% of Senators are women; 15.5% of the Chamber of Deputies comprises women; there is not a single female regional governor), the labour market is gender segregated, etc.

Compared to European Union Member States, the employment of women in the Czech Republic is high, but still remains below the employment rate of men (see Table No 3 – Economic activity rate). Women account for just 44% of the economically active population of the Czech Republic, even though 52% of the population of the Czech Republic over the age of 15 is female (see Table No 4 –

Economic status of the population). The economic activity rate of women is influenced in particular by maternity – initially anticipated, ultimately real. Among women of a childbearing age, the economic activity rate is lower than among men of the same age (see Table No 3 – Economic activity rate). As a result of the rising retirement age, the economic activity rate of women over 50 has increased in recent years.

The unemployment rate in the Czech Republic is lower than the EU average, and stood at 8.9% as at 31 December 2005. As at this date the unemployment rate for women was 10.5% and the unemployment rate for men was 7.6%. The greatest differences in the 'women versus men' unemployment rates can be found between 30 and 44 years of age, i.e. in the period associated with maternity (see Table No 5 – Unemployment by age).

According to information supplied by departments, there has been no major improvement in the status of women as decision-makers. As the promotion ladder goes higher, the share of women falls (see Table No 1 – Participation of women in the decision-making process). The departments satisfy themselves with the fact that award procedures take place focusing on qualifications, expertise and the ability to hold the required office, and in this respect they believe that the principle of the equal treatment of women and men in access to employment, vocational training and professional advancement is met. In terms of balancing the yawning gaps in the representation of women and men in decisive social activities, there is the issue of the appropriateness and expedience of adopting special temporary measures (positive discrimination). These measures are deemed to be an established and broadly applied method for the elimination of sex discrimination not only by the European Community, but also by other international organizations (the UN, the International Labour Organization and the Council of Europe). Most departments reject these special, temporary measures.

In 2005, a publicity campaign on the unacceptability of domestic violence continued. As in 2003, the campaign concentrated on young people aged 15-18 and was aimed at making it absolutely clear that the first signs of domestic violence in budding partnership relations are deplorable. The campaign takes the unconventional form of an educational computer game where young people learn how to act and behave in a partnership and other relations and differentiate the borders where 'normal behaviour' becomes domestic violence.

To gauge public opinion on domestic violence and on the equality of women and men in general, the Ministry of Labour and Social Affairs commissioned another survey called **Trends in Social and Political Mechanisms Driving Gender Relationships IV**. Since 2002, a representative sample of the Czech population has been asked identical questions on gender equality, and differences in opinions on this topic among the Czech public have been evaluated. The results obtained for 2005 reconfirmed that both genders increasingly perceive the situation regarding the right sort of job, remuneration and field of business as unfavourable for women. In addition, the declining rate of absolute agreement with practically all the monitored principles of equal opportunities, first recorded in 2003, was confirmed. This decline works against women more than men. Women continue to hold more reserved attitudes towards the concept of equal opportunities than back in 2002. A quarter of

those members of the public considered domestic violence – physical or mental – to be normal.

Another survey commissioned by the Ministry of Labour and Social Affairs was **Support for the access of women and men to jobs in fields unconventional for them**. The survey indicates that the public has noticed the much more frequent penetration by women into traditionally male professions (30%) than the penetration by men into traditionally female professions (12%). There is a relatively fixed notion in society of what professions are more suitable for women and which are more appropriate for men. According to information from parents, there is keener interest among girls in traditional boys' subjects, and it is becoming more common for girls to enrol in such fields of study. Personal experience of work in a profession which is not typical for one or the other sex is not particularly common among the public, but that is not to say that people are averse to such experience. The survey showed that problems or difficulties connected with gender atypical professions are mainly associated with people in the workplace (the working team) and that women rather than men tend to have problems. In the opinion of the Czech public, the prevailing female stereotype is of a woman who, besides her job, is heavily immersed in caring for her children and family; the overwhelming majority of respondents said that small children and maternity/parental leave are professional impediments for women only (see Table No 6 – Women and men collecting a parental allowance).

To determine the labour market situation of disabled persons from the aspect of gender equality, the Ministry of Labour and Social Affairs commissioned a survey called **Analysis of low employment among disabled women**. The survey revealed that disabled women are much more likely than disabled men to be rejected by potential employers due to fears of a higher sickness rate, the need to work shorter hours, and childcare responsibilities. Again, disabled women more than disabled men encounter negative reactions at the workplace from colleagues and employees due to their disability. In general, disabled people believe that their colleagues/employers prepare a pleasant environment for them at work, but they are not satisfied with the remuneration they receive. Otherwise, there are no major differences in access to employment by disabled women and disabled men. The attitudes, values and general approaches by disabled women and men, with the odd exception, are very similar. The disabled place a key emphasis on the social factor of employment, i.e. social contact, friendships and a pleasant working environment. Disabled women and men tend to cope with the negative impacts of their disability at work with the help of family and friends. Assistance from government institutions is considered to be marginal.

To ensure the fairer distribution of public finances in 2004, informative budgeting methodology was drawn up for gender equality. Prior to distributing public finances earmarked for the social services provided by the Ministry of Labour and Social Affairs, a survey was commissioned called **Analysis of expenditure on subsidies in selected MoLSA gender equality policies**. The authors arrived at the conclusion that it is not currently appropriate to introduce a gender criterion into the project proposal evaluation methodology because analyses to date have not provided information of such a quality that it can be used to reallocate funds by gender. The authors propose introducing an obligation where applicants are required to specify the composition of clients by sex and thus prepare the data required for

further analysis, but not together with the implementation of a gender criterion in the evaluation methodology, as this could be counter-productive in that the data might be distorted. The results of the analysis, in terms of the preservation and creation of equal opportunities for women and men, reveal that in the monitored fields – social services, family policy and the integration of foreigners – there is no major disproportion.

As has been mentioned above, the current situation in gender equality is developing positively, especially in the sphere of reinforcing the formal and legal requirements. Many legislative changes have been made that enhance the equal treatment of men and women. Setting up of a legislative framework is certainly an indispensable precondition in promoting the principle of equal treatment; however, no piece of legislation itself is able to guarantee the efficient promotion of the principle in real life. In order to make the process efficient, it is necessary to involve both women and men in the promotion of the equality principle and to stop considering the gender equality issues disparately, as just a 'woman's issue', and to approach and promote them as a society-wide matter instead.

The key goal of promoting a gender equality policy lies in the envisaged full and balanced participation by both women and men in all social activities and their outcomes. This is because women and men do not get the same benefit from current social advancements. The source of these inequalities is mainly the fact that women, on integrating into social activities, must cope with barriers imposed in the form of traditional roles, culture and social environment. The practical implementation of the gender equality principle calls for targeted enlightenment and a gradual change of behaviour, attitudes, standards and social values, with the aim to overcome stereotyped perceptions of women and men. The unequal positions of partners in a family is culturally ingrained by the social and cultural stereotype, according to which most responsibility within the family (i.e. related to housework, child care and care for seniors in the family) is laid on the woman's shoulders, while the man's role is that of breadwinner. This approach results in the excessive twofold burdening of women and lack of reconciliation between work and family life. In this respect, it is necessary to find resources and foster conditions to facilitate the reconciliation of work and family life and assist in the fair distribution of roles between partners.

The **Government Council for the Equal Opportunities of Women and Men** has also been very active in its work and submitted several recommendations to the Government:

In 2005, the Government Council for the Equal Opportunities of Women and Men presented the Government with the recommendation to adopt measures for an improvement in conditions for the fulfilment of the Government's priorities and procedures in promoting the equal opportunities of women and men. Within the scope of the existing systemization, the recommendation was made to members of the Government to add, as of 1 October 2005, at least one full-time job or two part-time jobs for a male or female employee focusing solely on issues related to the equal opportunities of women and men. The Government considered the recommendation on 20 April 2005 and approved it under Resolution No 464.

On 14 December 2005, the Government discussed the Government Council's recommendations concerning the promotion of Prague as the future seat of the European Institute for Gender Equality and took due note of them under Resolution No 1609.

Further to a recommendation of the Government Council for the Equal Opportunities of Women and Men, in 2005 the Government enjoined Government members, by 30 June 2006, to attend training in the equal opportunities of women and men for managers at ministries, including deputy ministers and executive directors. This recommendation was discussed on 14 December 2005 and approved under Government Resolution No 1610.

A recommendation of the Government Council for the Equal Opportunities of Women and Men concerning a publicity campaign on the equal opportunities of women and men was discussed by the Government on 14 December 2005; under Resolution No 1611, the Government enjoined the Deputy Prime Minister and Minister for Labour and Social Affairs, in collaboration with the Government Commissioner for Human Rights, to prepare this publicity campaign by 30 April 2006 and to implement it during 2006.

On 15 April, the Czech Republic presented its official candidacy to the European Union for Prague to be the seat of a new EU institution – the ***European Institute for Gender Equality***.

As has been regularly stated and emphasized, the organizations of social partners play an indispensable role in the promotion of gender equality on the labour market. The ***Bohemian-Moravian Confederation of Trade Unions*** and the ***Confederation of Industry and Transport of the Czech Republic*** were actively involved, via their European umbrella organizations (ETUC and UNICE), in the first joint programme of European social partners 2003-2005, part of which was the Framework of Actions on Gender Equality, focusing on the exchange of experiences and best practice in four core areas – doing away with gender stereotypes, supporting women in decision-making processes, reconciling family and working life, and eliminating differences in the earnings of women and men. The representatives of both organizations also contribute to tripartite activities within the International Labour Organization and to the preparation of relevant opinions in their advisory capacity within the European Economic and Social Committee. At the ***Confederation of Industry and Transport of the Czech Republic***, there is a working party on gender equality; the Confederation is also involved in the activities of the EQUAL II project concentrating on gender equality and on improving access to the labour market for groups which are hard to integrate. Regional economic chambers and trade associations incorporated into the ***Economic Chamber of the Czech Republic*** deal with the equal opportunities of women and men in connection with improvements in women's qualifications, including job and business training. This activity is generally carried out in cooperation with local government bodies. The issues of gender equality are also supported by the work of the ***Confederation of Art and Culture*** and the ***Confederation of Employer and Business Associations***, which also cooperate with NGOs.

Nongovernmental organizations hold a significant position in the promotion of the equal opportunities of women and men in society; they are generally the first to identify emerging problems. They play an important role in charitable and social work and especially in work with specific women – single mothers, victims of domestic violence or trafficking in women; they organize courses for mothers on and after maternity and parental leave and for women starting up in business. The significance of their unrelenting educational and awareness, whether for the general public as part of media activities, or for specific target groups and members of the professional public, is undisputable. Members of NGOs publish articles on gender issues and make appearances in the media, thus making an important contribution to the continuation and to the very existence of the society-wide discussion on gender equality. Their work in this respect significantly raises general awareness of gender equality. At this point, it should be noted that the problems of promoting gender equality are not tackled solely by women's NGOs, but also, and increasingly, by human rights organizations, where a positive shift has been observed.

The main goals to be achieved by the Czech Republic remain as follows:

- doing away with gender stereotypes in the mindset of the Czech population and raising awareness of equal opportunities for women and men, particularly among decision-makers,
- increasing the number of women in decision-making positions,
- improving conditions for the reconciliation of work and family life,
- eliminating discriminatory treatment on the labour market and at work,
- improving the prevention of and protection against domestic violence.

1. Promoting principles of the equality of women and men as part of Government policy

The key obstacle to promoting the principle of equality for women and men continues to be a low level of general awareness of and public sensitivity to the relevant issues that, as a rule, are not considered a genuine problem or priority in society. While a shift has occurred in recent years, namely with respect to the formation of the basic legal framework, the problem remains that legal provisions on gender equality are not fully implemented in practice.

Fulfilment of task 1. 1.

1.1. As part of its media policy and with regard to the cross-sectional nature of the policy of equal opportunities for women and men, emphasize this principle and supply information on measures contributing to its implementation within the competence of each department.

Responsible: members of the Government
Deadline: ongoing

There are major differences in the level of media activities reported by the individual departments. While some government departments organize educational events throughout the department, run publications in the trade press, hold press conferences and the like, other ministries have not even posted information on the fulfilment of their departmental Priorities and Procedures in Promoting the Equality of Women and Men on their websites.

The core theme for the **Ministry of Finance** in gender equality is gender budgeting. The Ministry supplied documentation for the publication of a special issue of the weekly *Veřejná správa* [Public Administration] (18/05) on gender issues, and an article on gender budgeting was published in the monthly *Moderní obec* [Modern Municipality] (3/05). Members of municipal assemblies were contacted to seek their experience of gender budgeting. These efforts culminated in a paper by a representative of the Ministry of Finance delivered at the conference 'Women and Business in the Regions' (3 October 2005), which was followed up by an appearance on the Czech Television programme 'Events and Comments'. A Ministry representative also gave a talk on gender budgeting at an international conference to mark International Women's Day (8 March 2005).

In addition, detailed information was prepared for the media on the prevention of discrimination on grounds of sex, in connection with the implementation of the results of an organizational, functional, procedural and information audit conducted at the Ministry of Finance in 2005.

The Ministry of Finance also contributed to the publication of an English version of the 'Informative methodology for gender budgeting'.

The promotion and media coverage of equal opportunities for women and men takes place at the **Ministry of the Interior** on several years. One channel is *Rádio*

Vnitro [Radio Interior], an information medium at the Ministry. This Internet state administration radio station doubled its listening figures in 2005; the news broadcasts are available in the Radio Vnitro archive. Many interesting contributions on the promotion of gender equality were aired on Radio Vnitro in 2005, including Domestic violence is not fun, What is a model for the support and protection of victims of trafficking in humans with a view to sexual exploitation (parts 1 and 2), and Government approves a prostitution regulation bill).

Another tool for the dissemination and promotion of gender equality at the Ministry of the Interior is the periodical *Policista* [Police Officer], which in 2005 ran several pieces on equal opportunities for women and men, the prevention of violence against women, etc.

The periodical *Veřejná správa* also featured articles on gender issues – Equal opportunities in practice, Prospects for family policy in the Czech Republic, Women take arms?, Gender equality in Europe, Gender budgeting in practice, Equal opportunities for women and men in budgeting and beyond, etc.

The following contributions on gender equality were posted on the website of the Ministry of the Interior in 2005: from the *Policista* periodical – Equal opportunities, Family slavery; from the *Veřejná správa* periodical – A quarter of crimes are related to domestic violence; from the *Kriminalista* [Criminologist] periodical – Psychological observations on the dangers of stalking; from the *Metropol* periodical – Family hearth, family hell.

In the media policy activities of the Czech Police Force, the fostering of equal opportunities for women and men is presented through the staff of preventive information groups and senior police officers in the national and local media, through the production and preparation of programmes for television (Czech Television, TV Prima) – Clue, On the trail in the regions, Good morning, through the publication of an informative bulletin for national and ethnic minorities focusing inter alia on domestic violence and the equal rights of women and men, through talks and meetings with citizens of all age categories, held in cooperation with municipal authorities, and through planned and special; preventive activities.

In this regard, it is worth noting the work done by preventive information groups, which support the promotion of equal opportunities for women and men in terms of prevention and media presentations on the one hand, and personal guidance on the other (e.g. the 'Vltavská Information Centre'). Preventive information groups arrange lectures for different age groups within the population. The themes covered in these training activities include themes connected with the issues mentioned above. They are primarily associated with violence against women, domestic violence, bullying and interpersonal relations. These themes are also included in the project 'Learning with the Police', which aims to standardize the lectures and talks organized by the Czech Police Force. This project covers a coherent set of lectures on social-pathological behaviour, including teaching aids, worksheets, tests, etc.

The project will be extended to cover the whole country in 2006. Some of the themes related to equal opportunities for women and men (violence, crime, victimization, interpersonal relations) are also covered in the national project Ajax's

Diary, which is designed for pupils from the second and third grades of primary school and is now in its fourth year in the Czech Republic.

The General Directorate of the Fire Brigade of the Czech Republic provided media coverage of equal opportunities for women and men in its periodical 112.

At the **Ministry of Agriculture**, the principle of the equality of women and men is promoted in accordance with Government Resolution No 533 of 4 May 2005 on the Priorities and Procedures of the Government in Promoting the Equality of Women and Men, and in line with European Union policies and law.

Every year, the publication *Zelená zpráva* [Green Report] provides comprehensive information about the situation at the Ministry of Agriculture in the past year. The Report for 2004 was published at the end of 2005. The following information is given in Chapter 8, '*Social situation in agriculture and in rural areas*': 'Reductions in employment in agriculture have continued in 2004 at a similar pace to that recorded in 2003'. The decline mainly affects women in this area. The share of women among agricultural workers is just 33.8%.

A high degree of agricultural women have problems finding jobs. They are also a significant sub-group among long-term registered job-seekers. Other established factors which reduce women's job prospects are the deteriorating age structure, the depopulation of rural areas and the lower levels of education achieved by women ('... compared to men, a higher proportion of women have primary education and full secondary education, whereas more men than women have an apprenticeship or university degree'), and other specific conditions of agricultural work. If we compare developments in the unemployment rate, based on evidenced quantitative data, the unemployment rate among women in 2004 more or less continued the trend established in previous years. There is practically nothing to suggest a major improvement in the situation. A more or less positive fact is that this rate has stabilized somewhat.

In spring 2005, a CD was released containing a collection of papers delivered at the conference 'Conditions for the entrepreneurship and employment of citizens in Member States in practice', held under the aegis of the Ministry in collaboration with the Association of Women Entrepreneurs and Managers in autumn 2004.

As part of the programme to fulfil the departmental Priorities, information is posted on the web about expert conferences under the aegis of the Ministry of Agriculture. In autumn 2005, information was published about conferences to be held in cooperation with NGOs on gender equality, events with media output (*Czech Union of Women – 'Women and Equal Opportunities'*, the Association of Women Entrepreneurs and Managers – '*Women, Business and Equal Opportunities*').

Since December 2003, the Intranet section 'Equal opportunities for men and women' has consistently published legal regulations and other documents associated with equal opportunities for men and women within the Ministry and in society in general, including general terms in the field of gender studies, the equal status of women and men in society, and information about conferences and seminars. The current departmental Priorities can also be found here.

In 2005, the **Ministry of Health** continued publishing the principles of equal opportunities for women and men on its website – ‘Priorities and Procedures of the Ministry in promoting the Equality of Women and Men in 2005’.

The principle of the equal status of women and men is reflected in all activities, including:

- the award of the ‘Life Prize’,
- an interview for the periodical Maminka [Mother] on life, upbringing and school,
- an interview on the theme ‘How pupils become teachers’,
- the publication of ‘Little Ant hurt himself... First aid for children’,
- a reinforcement in the Ministry’s focus on the work of nurses in Czech health care,
- the promotion of public awareness about healthy living, improvements in the reproductive health of women, the dietary habits of pregnant women, the support of breastfeeding, the prevention of cardiovascular and tumour diseases, etc.

On 18 October 2005, the **Ministry of Industry and Trade** hosted a press conference entitled ‘*Is business in the Czech Republic only for men? How do women affect the Czech economy?*’. At the press conference, representatives of the Ministry provided information about the departmental policy of equal opportunities for women and men and key tasks overseen by the Ministry in this field. Other conference participants were representatives of two nongovernmental organizations – Gender Studies, o.p.s. and the Moravian Association of Women Entrepreneurs and Managers, who profiled their activities to date and presented new projects in support of equal opportunities for women and men which are being implemented in cooperation with the Ministry of Industry and Trade.

A *press release* was prepared on the press conference and was handed out to all journalists who took part; this press release was also sent to the press agency ČTK for publication and was posted on the website of the Ministry of Industry and Trade.

An advertisement was placed in the industry periodical *HR Forum* inviting entries in the competition ‘*Best company with equal opportunities for women and men*’, which in 2005 carried the subtitle ‘*Women in managerial positions*’. An informative article was prepared by Gender Studies, o.p.s. in cooperation with the Ministry of Industry and Trade, which was the project partner in the competition and supplied prizes for the winners of the individual categories.

Information about individual events implemented by the Ministry in 2005 in cooperation with NGOs was published in almost 20 media, the largest of which included *Czech Radio 2*, *Hospodářské noviny*, *Prosperita*, *Business Info*, and ČTK.

All news about the policy of equal opportunities for women and men is also regularly published on the Intranet and the website of the Ministry of Industry and Trade.

Within the scope of the media policy of the **Ministry of Transport**, the principle of the equal status of women and men is actively promoted in myriad media outputs. The Ministry manages the *BESIP Foundation*, which runs several projects and is preparing a short awareness film in its *Women behind the wheel* series. Another campaign that enjoyed a successful media response was *Driver of the Year*, which sought out the best motorists in two categories – men and women.

Through its media policy, the **Ministry of Informatics** promotes the equal access of women and men to information and communication technologies. In the media, the Ministry supports the gender principle of the *National Computer Literacy Programme*, which guarantees equal access to training irrespective of sex.

The Minister for Informatics became personally involved in an international initiative running in countries throughout Europe and Latin America when she signed a petition in support of Cuban dissidents and their families. Prominent women Czech politics, culture and civil life declared their support for the wives and mothers of Cuban political prisoners grouped together in the movement *Women in White*, which is seeking a general amnesty for political prisoners from the Cuban government and calls on democratic countries to support the protection of human rights and democracy in Cuba. The petition was organized by People in Need (*Člověk v tísni*) as part of its campaign.

The basic tool for disseminating information about measures concerning the policy of equal opportunities for women and men at the **Ministry of Education, Youth and Sports** is the Ministry's website. The website is updated whenever new measures are adopted or changes are made.

On 7 September 2005, a press release was published called 'Analysis of curricula and textbooks to determine their contribution to the formation and reproduction of gender-based stereotypes and prejudices'.

On 25 November 2005, another press release was issued, called 'Research to improve women's status on sport'.

On 29 November 2005, the periodical *Učitelské noviny* [Teachers' News] published material from the Ministry as part of its campaign against domestic violence.

The **Ministry of Justice** regularly provided information in 2005 to the individual media on the number of women and men in the Ministry's various units. The ratio of women to men among judges and public prosecutors attracted the most attention. Usually, interactive dissemination was selected to ensure the speed and topicality of the information released.

Press conferences were held only in cases of highly topical and pressing information, which the Ministry releases in the presence of the Minister. Given the specific nature of the gender policy at the Ministry of Justice, and considering the system in place for the organization of press conferences, the Ministry opted for informal meetings between selected journalists and the Ministry's spokesperson. Towards the end of the year, a summary press release on the promotion of gender

equality at the Ministry was distributed; this document can be found on the Ministry's website.

A publication by the Ministry of Labour and Social Affairs – *Selected Judgments of the European Court of Justice on Equal Opportunities for Men and Women* [Výběr judikátů Evropského soudního dvora o rovných příležitostech mužů a žen] was distributed to the libraries of individual ministerial organizations.

The **Ministry of the Environment** stated that the principle of the equal status of women and men is part of the Ministry's media plan, even though it is not particularly emphasized. The Ministry of the Environment is preparing web pages on equal opportunities for women and men.

The **Ministry of Foreign Affairs** stated that, as in 2005, it was preparing web pages on gender equality issues. In the interests of improving its employees' awareness of equal opportunities, the Ministry is preparing a brief handbook for internal use that will include core terms and definitions in the field of equal opportunities for women and men. Preparations for an Intranet site are also in progress.

In its public communications, the **Ministry of Regional Development** consistently takes into account both the *Convention on the Elimination of All Forms of Discrimination against Women* and *Universal Declaration of Human Rights*, where the principles of the equality of rights and respect for human dignity are emphasized.

In 2004, a separate Intranet page was set up within the Ministry's public units called GENDER, designed for the publication of recent documents on equal opportunities for women and men.

Measures adopted by the **Ministry of Defence** to promote gender equality, including evaluation materials, are posted on its website at www.army.cz (under Legislation, NATO, 'Status of Men and Women'). These materials can also be found on the information network operated by the Ministry of Defence, including final reports of research and surveys.

In the reporting period, the issue of women soldiers and their status in the Czech Army attracted interest from the national media.

An extensive report was published in the periodical *Magazín Práva* and another is being prepared for publication in the periodical *Instinkt*. Some media, at home and abroad, rated the Czech Army's open doors policy for women in a positive light. This mainly focused on the introduction of the first ever Czech women to guard Prague Castle. The daily *Hospodářské noviny* ran an interview with the Chief of Staff of the Czech Army about the interest expressed by women and men in serving in the army. There was considerable media coverage of the new Defence Act which entered into effect on 1 January 2005. In connection with changes in defence obligations which affected the principle of the equality of women and men, interviews were conducted with representatives of the Ministry of Defence on television news and current-affairs programmes. The news server *Novinky.cz* was used to publish information on the professional service of women (the conditions of service for

women and men – differences, women and military expertise, women and peacekeeping missions, features specific to or excluded from the service of women, etc.).

There was media coverage of issues related to women in the army and the perception of gender equality in the Czech Army, while the defence duties of women were discussed at a conference called 'European Women's Day', held on 8 March 2005. The conference was organized by the French Embassy in the Czech Republic.

An international conference organized as part of quadrilateral cooperation between the personnel bodies of the armies of the Czech Republic, Poland, Hungary, and Slovakia, held in Poland in November, included a presentation of '*Women in the Czech Army and Features Specific to their Service*'.

In 2005, as in previous years, expert and popular articles on women professionals, women athletes, heroines and women veterans were published in the Ministry's fortnightly periodical *A-Report*; this task is carried out in accordance with the relevant provisions of an order issued by the Minister for Defence as part of the '*Promotion of the principle of gender equality in the competence of the Ministry of Defence*'.

A quarterly periodical published by the Ministry, *Czech Army Today*, ran articles on the Czech Army's membership of the *Committee on Women in the NATO Forces* and pieces on women serving in peacekeeping missions.

The publication '*Women and Men in Dates*' was widely distributed – especially to military schools – in a media campaign.

The **Ministry of Culture** stated that during 2005 there was no media interest in gender issues at the Ministry. The Ministry regularly publishes measures related to the priorities and procedures of the Ministry of Culture in promoting the equality of women and men on its website.

In 2005, the **Ministry of Labour and Social Affairs** issued the following publications as part of the Ministry's publishing plan:

- Information methodology – gender budgeting
- Statistical brochure — Women and men in dates 2005
- Statistical yearbook — Focus on women and men 2005

In addition, the following publications were distributed in line with the above-mentioned purposes:

- Selected judgments of the European Court of Justice on equal opportunities for women and men
- Selected judgments of the European Court of Justice on equal opportunities for women and men II
- Fulfilment of the Convention on the Elimination of All Forms of Discrimination against Women II

- Informative leaflet on the Government Council for the Equal Opportunities of Women and Men – English and Czech versions

In the ongoing publicity campaign to combat domestic violence, an English version of the educational game 'Game Over' was prepared; this will mainly be used as the Czech Republic's contribution to international projects aimed at combating domestic violence.

Based on the twinning project 'Improvement in the public institutional mechanism for the implementation, reinforcement and control of the promotion of equal opportunities for men and women', the following manuals were distributed for training on gender equality:

- Handbook on the way to equality for women and men
- Why and how to prepare a plan of equality for women and men

All publications were distributed to individual ministries and are also available from the Ministry of Labour and Social Affairs. These materials were also distributed to social partners, NGOs and other stakeholders (e.g. schools).

On 7 June 2005, the Government Council for the Equal Opportunities of Women and Men held a press conference and on 20 October 2005 the premises of the Czech Statistical Office were used for a joint press conference of the Ministry of Labour and Social Affairs and the Czech Statistical Office to mark the release of the joint publication *Women and Men in Dates*.

The website of the Ministry of Labour and Social Affairs offers numerous materials on gender equality, with a wide range of information on the state of equal opportunities for women and men in the Czech Republic.

Representatives of the Ministry of Labour and Social Affairs regularly appear in the media to comment on gender equality and participate in public discussions and seminars organized in cooperation with NGOs.

Fulfilment of task 1. 2.

1. 2. Provide active support, through specific measures, for the selection of suitable women candidates for positions in government bodies and senior positions in ministries, and in their subordinate administrative authorities and institutions. Evaluate the measures adopted to achieve the balanced representation of women and men in senior positions and work teams.

Responsible: members of the Government

Deadline: 31 December 2005 for the evaluation of measures

Deadline: ongoing for the active selection of candidates

Most government departments already regularly report that selection for senior positions is based on the qualifications and expertise of candidates, rather than on their sex. Some reluctance still persists towards the introduction of positive steps and certain government departments have still not adopted any specific measures to achieve the balanced representation of women and men in managerial positions and in work teams, as required by this task.

Gender analyses indicate that in 2005 there was a major rise (expressed as a percentage) in the percentage of women in senior positions throughout the **Ministry of Finance**. Due to the reduced number of senior positions at the Ministry in the wake of an organizational, functional, procedural and information audit, it is not possible to compare the absolute number of women in senior positions. As in the past, this success can be attributed to the personnel strategy adopted – under this strategy, managers evaluated themselves and were evaluated by others, and received various forms of training in HR management, the prevention of discrimination and other managerial skills. The whole system was accompanied by changes in the remuneration system as part of a plan to ensure fairer rewards for work done.

In addition, new employees receive training in equal opportunities and human rights, and support is provided for all types of management training. All these factors combined have helped to enhance the share of women in management.

No specific positive discrimination was applied; this was unnecessary given the current developments in the representation of women and men at the Ministry of Finance.

- Under Article 1 of Regulation of the **Ministry of the Interior** No 26 of 25 May 2004 laying down the priorities in the promotion of gender equality and the method to safeguard the fulfilment thereof, the priority is to ensure equal opportunities in all fields of labour-law relations for civil servants working with the Ministry and its organizational units, the employees of organizations partly financed from the public purse, the employees and members of the Police Force, and employees and members of the Fire Brigade of the Czech Republic assigned to the General Directorate of the Fire Brigade of the Czech Republic.
- All senior members of staff in the Police Force have gradually been acquainted with issues related to priorities in promoting gender equality (including a reference to the website of the Ministry of the Interior) with the requirement that they ensure the implementation of these factors in all key processes at their departments and in all police activities.
- With regard to the selection and appointment of senior officers, the Ministry of the Interior applies the principle of equal opportunities for women and men; the key parameters are (irrespective of gender) professional competency, qualifications, experience and the ability to perform a specific managerial role.
- As part of the gender statistics, the numbers of women and men at the Ministry are monitored annually, including their representation in senior positions. In the selection of employees and in the course of employment or service, there is no direct discrimination based on sex or other criteria not related to the performance

of the given work. This fact was underscored by the outcome of an anonymous questionnaire-based survey focusing on equal opportunities.

It is true that there are few women police officers in managerial positions within the Police Force of the Czech Republic. When tendering procedures are advertised to fill a managerial vacancy, in many cases no women apply even if they meet all the set conditions to enter the tender. Due attention will be paid to this matter in an analysis of the causes of the problem during 2006. Although, overall, fewer women than men serve in the police force, we can cite the example of the police administration authority in North Bohemia, where, of the seven members of staff in the foreign relations unit, only one is a man; another example is the preventive information groups where, taking the Czech Republic as a whole, there is a higher percentage of women police officers, even in managerial positions. A similar situation can be found in certain other workplaces. The proportion of women in an employment relationship (rather than service relationship) is much more favourable. This can be attributed primarily to the administrative and back-office nature of the work activities. In employment relationships, there are also many more women in managerial positions, especially at the level of head of group or head of unit. In conclusion, it should be noted that ensuring the fully balanced representation of women and men in the performance of police activities and operations within the Fire Brigade of the Czech Republic has always been and will always be problematical, as the nature of this work means it is hardly compatible with the ideas throughout society about the differing roles of women and men. This makes the Ministry of the Interior all the keener to popularize cases where women cope with the profession of police officer so well that they are equal partners to men or are better than them. The percentage of policewomen in the Czech Police is comparable to the police forces of the other EU Member States (approximately 16%).

No form of discrimination, whether based on gender or any other criteria unrelated to the performance of service, occurs either within Police departments during the selection of candidates for the service relationship or during the service relationship per se. The same applies to competitions to find suitable candidates for positions and managerial roles within the Police Force of the Czech Republic. The chief criterion is completion of the education required to fill the position and the extent to which previous training can be used in service or employment activities within the Czech Police Force. The set criteria do not discriminate against women at all.

Under a binding guideline of the Police President of 20 December 2005, new requirements concerning the assessment of the physical fitness of candidates are regulated. The differing requirements previously in place, with different time limits for women and men, were unified under this guideline. In evaluations of the 'physical fitness' results achieved, the age and sex of candidates are no longer taken into consideration. The police force welcomed the equal criteria for women and men in the physical fitness tests conducted during the selection procedure for those candidates wishing to enter into the service of the force. This has also been manifested in personnel guidance activities – in 2005, there was therefore a major change in conditions for the admission of candidates to the Czech Police Force.

The human resources policy of the **Ministry of Agriculture** is based on the Charter of Fundamental Rights and Freedoms, and ratified and promulgated international treaties on human rights and fundamental freedoms which are binding

on the Czech Republic, which must be adhered to directly and which prevail over the law. Respect for human rights and for the principle of non-discrimination on grounds of sex, sexual orientation, racial or ethnic origin, nationality or citizenship stems not only from the Labour Code. For all employees, an emphasis is placed on ethical values, the non-discrimination of different social groups, tolerance towards any differences in the two sexes, equal opportunities for women and men, and improvements in the quality of their cooperation. Specific steps are taken aimed at the practical implementation of Government resolutions connected with this area. In labour-law relations the points at issue are the principle of equal treatment on acceptance as an employee, adequate working conditions, fair remuneration, vocational training, further vocational training, and equal opportunities to achieve promotion or other professional advancement.

Human rights, ethical standards and equal opportunities are part of the training of employees at the Ministry – especially induction training. At the meetings of the individual sections and with the directors of the departments, this principle is constantly referred to, with an emphasis on practical adherence to equality for women and men in an employment relationship.

People are considered for employment relationships, including senior positions, in accordance with the tender procedure rules and with consideration for the specific needs of the Ministry of Agriculture. The outcome of tenders is in line with qualification requirements, experience and other factors governed by the principle of equal treatment, the above acts, and legislation on wages and salaries. A tender starts with the publication of the requirements concerning a specific vacancy on the website of the Ministry of Agriculture, where the position in question is stated in its masculine and feminine genders, e.g. 'we are seeking candidates for the position [male/female] director...'. Furthermore, prior to any tender, an interview is held with the selection committee members to stress equal opportunities, which is once again emphasized in the written record of the tender procedure: '... The members of the selection committee were reminded of the principle of gender equality when admitting an employee to a specific position, and of the principle of non-discrimination as set forth in Act No 65/1965, the Labour Code, the Employment Act, as amended, and other legal provisions.'

Observance of the full procedure and preservation of equal and fair conditions in the selection of women and men for all positions is monitored at the Ministry. All male and female employees are treated fairly; fundamental human rights and rights of women are not abused. All senior officers and other employees are kept regularly briefed on legislation with relevance to the principle of equality for women and men, on the unacceptability of any undesirable behaviour that would be discriminating or sexually biased, as well as any other forms of harassment at the workplace. They are also informed of the possibility and right to file a complaint with a contact point, i.e. the human resources department.

As regards temporary measures adopted by the employer to ensure the equal representation of women and men, all managers are informed of Section 1(5) of the Labour Code. In feedback from managerial staff, it was stated that so far these temporary measures had not been necessary.

Of the total number of employees at the **Ministry of Health**, approximately 71% are women; women account for 49% of all managers. Women enjoy the same pay conditions as men who perform the same work. When new employees are hired, there is no positive or negative discrimination of women; in accordance with Section 1(5) of the Labour Code, employees are hired for vacancies based on professional requirements, which results in the natural ebb and flow of employees with no distinction on grounds of sex. The equality of all individuals irrespective of sex is also enshrined in the Ministry's Code of Ethics.

When advertising vacancies and announcing tenders for senior positions, care is taken to use gender-neutral titles of positions. The application of principles of equality in the selection of suitable candidates for senior positions at the Ministry is also monitored within organizations directly managed by the Ministry.

Since 2004, the Collective Agreement of the **Ministry of Industry and Trade** has established the gender principle in appointments to senior positions. This is positive discrimination where women are prioritized in cases where several candidates have the same qualifications for the position. The same approach is enshrined in an internal provision, i.e. the Ministerial Measure issuing the Principles for the Recruitment, Selection and Engagement of Employees of the Ministry of Industry and Trade. Of the total 161 senior positions, 42 (i.e. 26.1%) are held by women.

Women accounted for 65% of the total number of employees of the **Ministry of Culture** as at 31.12 December 2005. This share is more or less the same as in previous years. In general, the share of women in senior positions has been relatively balanced in the long term.

A decisive factor in the selection of new employees is the level of education completed, the relevant professional experience, the demands of the work to be done and, in the selection of senior officers, suitable personal competencies for managerial work, as well as interest in holding down a job involving a high degree of responsibility. Neither women nor men are prioritized, and the principle of equal opportunities is adhered to.

When advertising vacancies, the Ministry is careful to ensure that the advertised posts are not discriminatory in any way and that they are based on the principle of equal opportunities for women and men.

The **Ministry of Transport** actively applies an HR policy in promoting gender equality during tenders for vacancies within the Ministry; however, the broader representation of women in managerial positions is objectively hampered by the predominantly technical nature of affairs covered by the Ministry of Transport and the education structure of women and men.

In non-legislative activities at the Ministry of Transport, equal treatment and protection against discrimination are taken into account not only in internal documents (e.g. Work Rules, the Code of Ethics of Employees in Public Administration), but also in tenders. Information on these themes is also supplied

during induction training for new employees of the Ministry, and employees receive ongoing training in the form of e-learning courses on equal opportunities for women and men. Active enlightenment is promoted through the distribution of brochures and other specialist publications.

All senior officers with decision-making authority, on the appointment of new employees, are familiarized with the principles of gender equality. Compliance with set principles on the appointment of staff and in selection procedures is safeguarded at the Ministry of Transport.

The principles of the human resources policy of the **Ministry of Informatics** are set out in the Ministry's Priorities and all employees are instructed to observe them under an internal communication of the Minister. This communication requires that systematic care be taken in the recruitment of employees and their nomination for senior positions to ensure the balanced representation of women and men.

Compared to 2004, the percentage of women decision-makers went up, especially among department directors (from 18% to 33%). In April 2005, a woman was appointed to head the Ministry (i.e. as the Minister).

At the **Ministry of Education, Youth and Sports**, this task is fulfilled in terms of selection procedures advertised for senior positions and when filling vacancies at departments caused by the fluctuation of employees. The human resources department keeps a database of the Ministry's job applicants, which managers may use to select their subordinates.

An instruction of the **Ministry of Justice** laying down the rules to ensure equal opportunities for women and men when filling vacancies has been drawn up but has not yet been issued. The prevailing opinion was that respect for valid generally binding documents is an entirely adequate condition in safeguarding the principle of the equality of women and men. Even so, methodological rules have been prepared by organizations in the competence of the Ministry (the Prison Service and the Probation and Mediation Service). A detailed analysis of the HR policy of all the Ministry's organizations reveals that the principles of equal opportunities for women and men are respected by all organizations and that the sole criterion in the selection of employees is their expertise and eligibility to carry out the work required of them.

The **Ministry of Environment** respects, when selecting employees and filling vacancies for senior positions, the principle of equal opportunities for women and men. The guiding factors when making nominations for senior positions are professional quality, expertise, and the ability to perform the tasks required of the managerial position concerned. At the same time, for those holding senior positions family duties are respected, i.e. the possibility of working shorter or atypical hours to accommodate child care.

An evaluation by the Ministry shows that the number of women in senior positions has risen since 2003, especially the number of women appointed as head of unit.

The **Ministry of Foreign Affairs** adheres to the principle of equal opportunities for women and men in the selection of employees and nominations for

senior positions. Prerequisites for candidates are professional knowledge, experience, the ability to perform the specific managerial position and integrity. Any employee, irrespective of gender, may take part in any advertised tenders.

In the selection of individuals to all positions, the **Ministry of Regional Development** respects the principle of equal opportunities; under the new organization rules, core duties of managers at the Ministry include monitoring and assessing the application of the principles of gender equality within their competence. In accordance with the Ministry's organization rules and a measure of the director of the Ministry's secretariat concerning the promotion of gender equality at the Ministry of Regional Development, senior officers are responsible for selecting suitable candidates.

In keeping with Act No 221/1999 on professional soldiers, as amended, and the related decrees of the Ministry of Defence, the **Ministry of Defence** promotes the principle of non-discrimination on grounds of sex throughout the service relationship. Women in a service relationship are guaranteed the same course of service as men, with the exceptions laid down in the law (features specific to the service relationship of women). With regard to civilian employees, equal opportunities of men and women are guaranteed by a generally binding regulation, i.e. the Labour Code, and by the Ministry's related work rules for civilian employees.

An equal approach is applied to women in service and employment relationships, as well as to job applicants, in HR operations, including their service and employment assignment to positions and participation in tenders. These legal guarantees are expanded in internal rules, e.g. in the order of the Minister for Defence concerning the '*Promotion of the principle of gender equality within the Ministry of Defence*'.

While no specific measures have been adopted to regulate the balanced representation of women and men in senior positions, the option of adopting a temporary measure (so-called positive discrimination) is provided for in the above-mentioned order of the Minister for Defence. Considering the results of gender analyses and the features specific to the Ministry of Defence, there is currently no need to adopt such measures.

A comparison of the results of previous years with 2005 shows that the number of women in top management is stable. The percentage of women in the position of section director or department director has risen, as has the share of women acting as head of unit. The representation of women in specialist operations at the Ministry of Defence has been highly favourable in the long term, considering the above-mentioned traits specific to this Ministry.

The principle of gender equality is adhered to at all times at the **Ministry of Labour and Social Affairs** during the selection of employees; none of the employee selection criteria in any way conflicts with gender equality principles. The Ministry has a balanced representation of women and men in senior positions. The shares of the sexes in the total number of Ministry employees are 33% men to 66% women. The following are taken account when recruiting employees: the level and field of education, qualifications, experience, competencies and skills of candidates; no forms of discrimination against women or men are applied or tolerated. In cases

where two male or female candidates obtain an absolutely identical evaluation, i.e. they both meet the defined requirements and are both evaluated as the most suitable for the respective position, the candidate who will contribute to the balanced representation of women and men will be chosen.

Fulfilment of task 1. 3.

1. 3. Promote the principle of the equal status of women and men in the meetings of the Council of Economic and Social Agreement and its work teams and groups, particularly with regard to remuneration and working conditions.

Responsible: Government representatives in the Council of Economic and Social Agreement of the Czech Republic
Deadline: ongoing

The powers of the **Ministry of Finance** dictate that the promotion of equal opportunities for women and men could not be a primary matter for discussion by the Ministry's representatives in the Council of Economic and Social Agreement. The promotion of equal opportunities for women and men, family policy and human rights in general were included in some of the meetings of the Council of Economic and Social Agreement attended by representatives of the Ministry of Finance. The key strategy of the 'National Concept of Family Policy' was incorporated into the discussions of the Council of Economic and Social Agreement only as material for information purposes, and the Ministry of Finance took due note of it.

The Ministry of the Interior stated that the head of the work team of the Council of Economic and Social Agreement of the Czech Republic for public services and public administration was the Deputy Minister of the Interior for Public Administration. This Deputy Minister also represents the Ministry of the Interior in the Government Council for the Equal Opportunities of Women and Men, and that is why the promotion of the principle of the equal status of women and men, especially in public administration, is an integral part of the Deputy Minister's work in the above body.

The **Ministry of Agriculture** is represented within the Council of Economic and Social Agreement in the work team for economic policy. This representative is the Deputy Minister for Economic Affairs, who applies the principle of equal opportunities for women and men in his work. The meetings of the Council of Economic and Social Agreement did not result in any specific measures for the Ministry of Agriculture, especially as regards remuneration and the working conditions of men and women.

Representatives of the **Ministry of Health** in the work teams of other central government bodies and at meetings of the health service work team of the Council of Economic and Social Agreement always pay most attention to professional assessments and the tackling of issues from the perspective of the possibilities and needs of the health service, irrespective of the advantages enjoyed by any group. In all cases, all the circumstances are taken into consideration with a view to avoiding any discriminatory action.

The promotion of the principles of the equal status of women and men in working conditions is an obligation imposed on public health protection bodies under Act No 258/2000 on the protection of public health and amending certain related laws. Public health protection bodies operating within the Ministry of Health represent the Ministry and regional hygiene departments through their area offices. The Ministry of Health, tasked with the preparation and implementation of legal provisions regulating the fundamental requirements of the work environment, workplace and the protection of employees' health at work, adheres, as a matter of principle, to procedures for the implementation of Community law; however, it respects the national customs of the Czech Republic, as emphasized by European law. In the creation of legal regulations, it also respects and adheres to the principle of not worsening occupational health protection conditions in force prior to the adoption of Community law.

These procedures and principles were reflected in the implementation of all legislation in force that regulates the requirements and conditions of occupational hygiene. A key piece of legislation in occupational health is Governmental Order No 178/2001 laying down the conditions for the protection of employees' health at work, as amended, which, in terms of content, corresponds to implemented directives of the European Communities, especially with regard to risk factors at work. As a matter of principle, the regulation of hygiene limits, admissible exposure limits and highest admissible concentrations is conceived for the standard population aged from 18 to 65 years old. This is because, as a general legal regulation, it cannot take into consideration specific deviations arising from differences in the physiological or personality requirements of the work in question. As a rule, the working conditions of women and men do not carry benefits for one or the other group that might be considered discriminatory. Conscious differences can be found only in cases where the viability of a specific burden, from the health aspect, is stressed and, on principle, they respect the physiological differences of both groups of employees. Similarly, limit values are different for girls and boys, defined in legislation as young people aged 15-18 years old. The settings of the limit values consistently assume that boys can sustain a higher physical burden than girls; for both groups of young people, their mental and physical immaturity is taken into account (i.e. young employees cannot be expected to be fully responsible for their actions and therefore they cannot be given work which would be inappropriate for their age.

The differences set out in the above governmental order only apply to different hygiene limits in energy output, pulse rate or the weight limits of manually transferred loads for all the above-mentioned groups of employees.

The group of female employees comprising pregnant women, breastfeeding mothers and mothers up to the end of the ninth month after birth, and young women for whom special conditions are set even during their vocational training requires special occupational hygiene, i.e. they are prohibited from certain forms of work and from working in certain settings. This is reflected in a separate legal provision, i.e. Decree No 288/2003 laying down work and workplaces that are prohibited for pregnant women, breastfeeding women, mothers up to the end of the ninth month after birth and young women, and the conditions under which young women may, in exceptional cases, perform such work within the scope of vocational training.

In the future, greater awareness of the specific effects of risk factors during pregnancy or breastfeeding could help improve the protection of women's health at work. The proposed expansion in the employer's obligation to disclose information will be applied from the moment a woman starts her new job. This procedure should enable women to familiarize themselves, in good time and prior to the actual pregnancy, with the scope and effects of the risk factors that could affect their health or that of their unborn child so that they can take responsible steps to protect their health as much as possible. Likewise, an emphasis is placed on the maximum awareness of this women over the period that they breastfeed their child.

The addressing of issues related to equal opportunities for women and men was a natural part of all talks held by representatives of the **Ministry of Industry and Trade** within all the bodies of the Council of Economic and Social Agreement during 2005. In the preparation of conceptual documents and processing of comments and suggestions on the conceptual documents of other government departments, the Ministry of Industry and Trade pays consistent attention to the way the principle of equal opportunities is incorporated.

The **Ministry of Foreign Affairs** stated that it has a representative in the Council of Economic and Social Agreement who, either personally or through his deputy, actively contributes to the promotion of the principle of gender equality.

At the **Ministry of Labour and Social Affairs**, the work team for employment, labour law and collective bargaining addresses these on an ongoing basis, while the Ministry's representatives in the Council of Economic and Social Agreement consistently promote equal opportunities for women and men.

In 2005, neither the **Ministry of Transport** nor the **Ministry of Regional Development** carried out specific activities concerning this task, or at any rate did not mention such activities in their report.

Fulfilment of task 1. 4.

1. 4. Ensure that individual ministries and administrative authorities establish, within the scope of their jurisdiction, cooperation with NGOs specializing in equal opportunities for women and men and continue their search for and expansion of such cooperation. This cooperation may also include requests for opinions on the legislation under way or on other fundamental decisions.

Responsible: members of the Government

Deadline: ongoing

After the **Ministry of Finance** published its gender budgeting methodology, close collaboration – especially with the Czech Association of Women and Gender Studies, o.p.s. – continued. The range of awareness programmes offered by Gender Studies, o.p.s. was posted on the Ministry's Intranet, which helped give gender issues a higher profile among the employees of the Ministry of Finance.

The position of the Ministry of Finance vis-à-vis NGOs is limited by the fact that the Ministry of Finance is not included in the list of central government bodies

that will provide assistance in gender equality from their budgets; nevertheless, it regularly supports this area in comment procedures as a field meriting the government support.

The **Ministry of the Interior**, as in previous years, nurtured ongoing cooperation with NGOs in the prevention, combating and punishment of trafficking in human beings, particularly women and children, the combating of domestic violence, and the training of police officers in how to treat victims of crime.

Within the scope of preventing, combating and punishing trafficking in human beings, especially women and children, cooperation was established with several NGOs specializing in this field (e.g. La Strada ČR, Bliss without Risk, the Czech Helsinki Committee, the Prague Archidiaconal Charity). The Ministry of the Interior, together with NGOs, helped prepare a leaflet on trafficking in human beings. It was designed as a normal advertisement offering attractive work abroad and providing information about all the pitfalls and dangers of such offers. It will be distributed to girls and women at every opportunity as they make their way to another country. Slips containing text in foreign languages can be used by the women to call for help in the event of an emergency. Nongovernmental organizations contributed to the preparation and distribution of the leaflet.

Besides the project described above, in 2005 other events took place with the assistance of nongovernmental organizations, e.g. a seminar for field social workers and police officers, which took place in Šlovice on 8 and 9 September 2005 and focused on working with the victims of human trafficking, a conference called *Trafficking in Human Beings – OSCE Priorities*, which was held on 4 October 2005 and discussed the themes of forced labour and human trafficking, and a series of seminars on human trafficking, which took place as part of the Phare programme and entailed the training of officers from the foreign and border police in specific procedures to identify victims of trafficking (this training was provided by Dutch police officers and took place in March and September 2005).

As part of police training in how to handle crime victims, the Ministry of the Interior is constantly developing activities to raise awareness of human trafficking among selected police units and is promoting the development of methodology on how to work with victims of crime, including trafficking in human beings; this activity takes the form of training programmes or seminars with drills and exercises. For example, on 16-18 March 2005, the Secondary Police School of the Ministry of the Interior (SPS) in Prague hosted a seminar for SPS teachers and instructors from Police Training Centres (PTC) on 'Work with Victims of Crime'; the lecturers were provided by the *White Ring of Safety [Bílý kruh bezpečí]*.

As part of the project to combat domestic violence, many programmes and activities are under way, e.g. CD-ROMs are available at the SPS in Prague on the themes of 'How to treat victims' and 'Domestic violence', including instructions on how to use them for the training of instructors.

In the teaching of criminal and family law, for all types of specialized courses and basic vocational training for university students within the Criminal Investigation Police themes related to domestic violence are covered; a new topic in this field is

stalking – a new type of psychological terror where the perpetrator tends to be a man and the victim a woman.

Some members of the Czech Police Force and teachers from the SPS are members of the non-profit organization 'White Ring of Safety', which provides legal and post-traumatic assistance in cases of domestic violence and care for the victims of crime.

In 2005, cooperation continued with NGOs (White Ring of Safety, KOORDONA) in monitoring the fulfilment of measures stemming from the Model interdisciplinary project to create a legal framework and methodological procedures for the establishment of interdisciplinary teams, bringing together medical, social and police assistance in detecting and prosecuting domestic violence.

The Czech Police Force cooperated with other administrative authorities, NGOs and foreign partners. In 2005, this cooperation was mainly with the representatives of municipal authorities, municipal wards, government and private institutions and organizations (schools at all levels, other training centres, the municipal police, social work departments and units, etc.), with NGOs – the White Ring of Safety, La Strada, the Silesian Diacony – ELPIS Advice Centre, shelters, charities, the Mutual Co-existence civic association, etc.

In connection with the monitoring of the fulfilment of measures related to domestic violence, a questionnaire survey was conducted to determine empirical data and to map out the services of NGOs that are offered to individuals at risk of domestic violence. The questionnaire was distributed to more than 90 non-profit organizations throughout the Czech Republic. The evaluation of this survey is included in an annex to the document 'Information about the fulfilment of measures to establish interdisciplinary teams combining health, social and police assistance in detecting and prosecuting cases of domestic violence in 2005', which was presented to the meeting of the Government of the Czech Republic on 8 March 2006 by the Minister of the Interior.

The **Ministry of Agriculture** cooperates with the NGOs below in the form of long-term projects under framework agreements, with specific addenda on concrete events. The content of these projects focuses on rural areas and the lives of women living in rural and urban localities, the preparation of seminars, specialist conferences and other events.

In 2005, in cooperation with NGOs, the following activities were prepared and implemented:

with the *Czech Association of Women* – a conference called *Women and Equal Opportunities* was held in October 2005, under the direct aegis of the Minister for Agriculture, as part of the celebrations of the World Rural Women's Day and the World Food Day.

with the *Union of Catholic Women* – two instalments of a computer course for women, called *Computers Don't Bite*, were held in January and December 2005; this

course is mainly designed for older women in various regions throughout the country, but also admitted older men.

with the *Association of Women Entrepreneurs and Managers* – a seminar on *Women, Business and Equal Opportunities* was held in October 2005.

The results of collaboration between the Ministry of Agriculture and NGOs are good, and this cooperation is set to continue.

The **Ministry of Health** had already previously made contact with the civic association White Ring of Safety, which published a 'Manual for doctors – an aid in preventing domestic violence'.

In 2005, there was a major expansion in cooperation between the Thomayer Teaching Hospital and Health Centre, as an organization directly controlled by the Ministry of Health, and the Committee against Torture ('Committee'), which is an advisory body of the Government Council for Human Rights. Members of various nongovernmental organizations (e.g. the Solomon Association, Citizenship Advice Centre) are represented in the Committee; the fruit of this cooperation is the support of committee members in establishing the institution of ombudsman at the hospital. In the future the Committee, by agreement with the hospital, will contribute to the preparation and comment procedure of various internal regulations of the hospital which are connected with human rights (e.g. concerning investigations into the stays of patients with multi-resistant TBC in 'isolated' healthcare facilities to determine their quality of life during treatment).

The Protection of Unborn Life association is regularly provided with a government grant to operate advice centres for women and girls in difficult situations in 16 towns and cities throughout the Czech Republic.

In support of public health, general cooperation has been established with nongovernmental organizations, mainly in the form of projects to promote health and projects to tackle HIV/AIDS issues, and also in the form of suggestions ventured during the comment procedure for legal provisions being drawn up. Besides specialist entities, professional organizations and trade unions are also approached to express their comments and suggestions, not only on legislation in preparation, but also on the Report on the activities of public health protection bodies in the field of occupational hygiene, which is submitted to the Government every year as a non-legislative document. Similarly, these entities are contacted if methodological procedures are prepared by the hygiene service which regulate certain activities associated with occupational hygiene.

One of the entities which takes part in comment procedure and discussions on draft legislation and other non-legislative materials is the National Home Care Centre. In the implementation of the Lisbon Process and the Health and Environment Action Plan of the Czech Republic, comments and suggestions were considered from the White Ring of Safety and ROSA, which besides assisting victims of violence also ensure their subsequent integration into social and working life.

In the preparation of legislation, all significant initiatives are accepted that are in line with the aim of fostering equal working conditions for women and men, while maintaining justified derogations.

Within the scope of its grant policy, every year the **Ministry of Industry and Trade** advertises an award procedure for the provision of non-capital grants from the national budget in *Support of Business Activities and the Promotion of Gender Equality for Non-Profit Organizations*. In the award procedure for 2005, projects presented by the following non-profit organizations were recommended for implementation:

- *Moravian Association of Women Entrepreneurs and Managers*
- *Zlín Regional Club of the Moravian Association of Women Entrepreneurs and Managers*
- *Central Bohemian Association of Women Entrepreneurs and Managers*
- *South Bohemian Association of Women Entrepreneurs and Managers*

Activities supported in this programme include:

- The provision of consultancy and information services for women entrepreneurs, the summing-up of lessons drawn and their popularization for use in general practice.
- The implementation of training events and activities with a special focus on the training of women entrepreneurs and managers and improving the skills required by women entrepreneurs and managers.
- The organization of or participation in conferences and seminars expanding knowledge and ensuring the exchange of experience from their activities by women entrepreneurs and managers in day-to-day practice.
- The release of publications and printed documents in paper and electronic format in support of activities as set out above.

In November 2005, a public competition for 2006 was advertised; the closing date for applications is 28 February 2006.

As part of the support of the EQUAL programme, a project by the Moravian Association of Women Entrepreneurs and Managers is being implemented called 'Assistance centres in support of women's business activities and risk minimization at the outset of business'. This project is being implemented in the Jihomoravsko and Zlínsko Regions. Besides foreign partners from Spain and Ireland, participants include other national partners, such as the Ministry of Industry and Trade. This is a project seldom seen in the Czech Republic which focuses on matters specific to the business activities of women, in the framework of which women will be offered a one-stop shop where they can receive expert information and observations on all aspects of business, and where they can benefit from a coherent system of expert seminars and training courses and thus plug the gaps in their expertise. The project is designed for women's startup enterprises, for women already in business (up to a maximum of three years), unemployed women, women who have recently completed their maternity leave and want to return to work, the graduates of secondary schools and universities, and disabled women.

On 14 November, a conference was held called 'The role of equal opportunities in the prosperity of enterprises – Women in management', which was organized by Gender Studies, o.p.s. in association with the Ministry of Industry and Trade and Zentiva, a.s. The conference included a prize-giving ceremony for the winner of a competition to find the best company in terms of equal opportunities for women and men in the Czech Republic in 2005.

The Ministry of Industry and Trade cooperates with all the nongovernmental organizations above in the form of expert, technical and organizational assistance and financial aid for their projects; draft legislation and proposals for other major decisions by the Ministry are not consulted with them.

The **Ministry of Culture** stated that it cooperated with numerous civic associations and many other institutions within its jurisdiction, but supplied no specific data.

In 2005, the **Ministry of Transport** again cooperated with NGOs, such as the *BESIP Foundation*, the *Malina [Raspberry] Foundation*, the *ÚAMK* association and *Autoklub of the Czech Republic*, which was mainly reflected in the preparation of media awareness campaigns which took into account the principle of the equality of women and men.

In the performance of the gender mainstreaming tasks of the **Ministry of Education, Youth and Sports**, NGOs are approached with offers of cooperation. This cooperation aims to tackle domestic violence and research for state administration, and also covers collaboration with NGOs in the training of employees at the education ministry. In 2005, these NGOs included the *White Ring of Safety*, *Rosa* and *Acorus*.

At the same time, officers assigned to handle gender issues within the competence of the Ministry of Education, Youth and Sports are members of various work groups set up for the purposes of both short-term and long-term projects within the jurisdiction of individual bodies, such as expert work groups at the Ministry of Interior, the Ministry of Finance and the Ministry of Labour and Social Affairs.

The **Ministry of Justice**, in its position of the central government body for the courts, public prosecutors' offices, the Prison Service, the Probation and Mediation Service, and research and training organizations, is physically limited in its cooperation with other ministries in addressing equal opportunities for women and men. The Ministry has not signed a standing cooperation agreement with nongovernmental organizations. Cooperation is flexible, e.g. in the preparation of legal regulations.

With regard to further cooperation in achieving gender policy goals, cooperation tends to take place with other government departments. This includes participation in the preparation of various documents for meetings of governmental and non-governmental entities. For example, this type of cooperation exists with the Ministry of Labour and Social Affairs in labour law matters, where certain aspects of gender policy are reflected. Cooperation is also established with the Ministry of Health for the establishment of detention institutions.

There has even been cooperation in the framework of the Prison Service, which participated in a joint interdepartmental project of the Ministry of the Interior, the Ministry of Defence and the Ministry of Finance called '*Ways to improve the conditions related to the performance of service by members of the security corps and armed units*', one of the aims of which was to analyse the current situation, plot the legislative framework for the performance of service, make suggestions on how to improve the quality of conditions for the performance of service by women, and not least enhance the legal awareness of women in the armed forces and security corps and improve the effectiveness of care for these employees. This project included a questionnaire survey, the results of which were published in *Equal opportunities for women and men in the armed forces and security corps from the aspect of the law [Rovné příležitosti pro ženy a muže v ozbrojených a bezpečnostních sborech z pohledu práva]*, which was used as a training aid.

Since 2003, the **Ministry of Regional Development** has cooperated with the non-profit organization **Gender studies o.p.s.** in issues concerning the promotion of equal opportunities within the Ministry. There has been no cooperation so far in the comment procedure during the preparation of draft legislation.

Cooperation between the **Ministry of Defence** and NGOs in 2005 was ad hoc. It entailed the distribution of publicity materials and participation in seminars and conferences.

The legitimacy of cooperating with NGOs is assessed and laid out in an order of the Minister for Defence. The drafters of legal regulations, internal normative acts and fundamental decisions have the option to cooperate under these provisions. However, so far no cooperation has been established. In the reporting period, the Ministry of Defence primarily cooperated with social partners or trade unions active within the Ministry, such as the *Bohemian-Moravian Trade Union of Civilian Employees of the Army* and *Autonomous Trade Union of Civilian Employees of the Ministry of Defence of the Czech Republic*, as they provide comments and suggestions in the discussion of legal regulations, internal normative acts and fundamental decisions concerning civilian employees.

The **Government Commissioner for Human Rights**, in his position of the chair of the Government Council for Human Rights and a member of the Government Council for the Equal Opportunities of Women and Men, cooperates on an ongoing basis with representatives of the nongovernmental sector.

The **Ministry of Labour and Social Affairs** cooperates closely with most of the leading NGOs involved in equal opportunities for women and men. Documents on gender equality are sent to these organizations for comments. The Ministry provides NGOs, free of charge, with myriad awareness publications on gender issues, which the nongovernmental organizations use in their informative and training events, conferences and seminars.

Within the scope of evaluating the projects of applicants seeking financial assistance from the European Social Fund for individual measures, representatives of NGOs participated in evaluation committees and in meetings of selection

committees for these measures because of the experience they had gained in the field. Their participation will be safeguarded in further rounds of selection processes. Cooperation is also developed based on the implementation of grant projects by NGOs, e.g. in expert training on equal opportunities within the European Social Fund and in establishing cooperation. The grant scheme of Measure 2.2 of the Human Resources Development Operational Programme focuses on activities promoting the equality of opportunities of both sexes on the labour market and the elimination of discrimination barriers.

The Ministry of Labour and Social Affairs supports many NGOs providing social services in its grant proceedings. These include, of course, nongovernmental organizations that help victims of domestic violence, trafficking in human beings, etc. (*Rosa, ProFem, Acorus, White Ring of Safety, Shard [Střep], La Strada*).

With a view to preparing and commenting on the National Concept of Family Policy, in 2005 the Ministry of Labour and Social Affairs approached the *Open Society Fund, the Maternity Centre Network, the National Family Centre, Gender Studies, o.p.s., Aperio – Society for Healthy Parenthood, the Fund for Children in Danger, Natamu – Institute of Alternative Family Care, Czech Union of Women, Trialog, YMCA, Shard, Rainbow, the Centre for Adoption and Foster Care, the Association of Foster Families, the Advice Centre for Citizenship, Civil and Human Rights, the Our Child Foundation and the Association of Advocates of Children's Rights* (primarily NGOs specializing in family issues and the rights of individual family members); these entities were asked for their opinions on the Concept.

In November 2005, the Ministry held an international conference on the theme of *The family and parenthood on the threshold of the 21st century – the shape and transformation of the family, partnership and parenthood in contemporary society as a challenge for the political arena*. The representatives of certain NGOs specializing in family issues and the status of individual family members were invited to participate actively in this conference. These organizations included *Aperio – Society for Healthy Parenthood, Association of Family Centres, White Ring of Safety, proFem, Gender Studies o.p.s., the Bohemian and Moravian Association of Twins and Multiplets, the Czech Association of Women, the Maternity Centre Network, the Union of Catholic Women, Lone-Parent Family, Shard, and Trialog*.

Cooperation with NGOs takes place in the form of consulting on employment projects (mainly related to further vocational training) that are being prepared or implemented. NGOs are among those organizations which cooperate with employment offices in the provision of retraining courses for job-seekers. The principle of equal opportunities is applied in keeping with legislation in force.

In the field of gender equality, the Ministry of Labour and Social Affairs cooperates with NGOs in comment procedures during the preparation of conceptual and other documents, and also uses opportunities for cooperation at various meetings (e.g. the meetings or conferences of these organizations). NGOs are invited to seminars, conferences and other events on gender equality. All publications published by the Ministry of Labour and Social Affairs in the field of gender equality are distributed free of charge to NGOs, which use them at seminars and other events to raise general awareness of gender equality.

The Ministry of Labour and Social Affairs is closely interconnected with the Government Council for the Equal Opportunities of women and Men and with the Government Council for Nongovernmental Organizations. This provides an opportunity, with regard to both of the above institutions, to learn of the opinions of NGOs regarding all fundamental decisions concerning the implementation of the gender equality policy by the Ministry of Labour and Social Affairs.

The **Ministry of Environment** stated that it worked with NGOs only on an informative basis.

The **Ministry of Informatics** cooperates with NGOs in the field of grant policy and the financial support of programmes related to information and communication technologies designed for women re-entering the labour market after maternity or parental leave and for families with young children.

The **Ministry of Foreign Affairs** did not carry out any specific activities in relation to this task, or did not mention them in its report.

Fulfilment of task 1. 5.

1. 5. Use the possibility of participating in activities and programmes of international organizations whose aim or declared principle is gender equality.

Responsible: members of the Government

Deadline: ongoing

In all programmes funded from the EU budget in which the **Ministry of Finance** participates (Phare and the Transition Facility), there is a passage on the application of equal opportunities for women and men. This rule is also applied within the financial mechanisms of the EEA/Norway. At an annual meeting with the Norwegian foreign ministry and other states providing assistance, held on 25 October 2005, the observance of gender equality as a guiding principle that would be applied was re-emphasized. In this respect, the Czech Republic stated this was accepted as a matter of course.

A representative of the Ministry of Finance regularly participates in various international conferences and workshops on gender equality which are held by international organizations.

The **Ministry of the Interior** stated that on 12-16 September 2005, an international CEPOL course called 'Trafficking in human beings' was held. A working meeting was attended by four experts from the designated support countries, i.e. Austria, Portugal, Spain and the United Kingdom. On behalf of the Czech Republic, members of staff from the Ministry of the Interior and the Czech Police Force contributed to the preparation of the course in association with the CEPOL national coordinator. The course was attended by 23 participants from 17 European countries and seven foreign schools; the Czech Republic was represented by 17 experts who made presentations and described case studies. At the end of the course, all

participants received a certificate, and a CD with selected presentations, lists and contact details of the instructors and participants.

Further to the introduction of a European standard intended to strengthen the fight against trafficking in human beings (Phare CZ03/IB/JH/03), a project was prepared for a training programmes called '*Trafficking in human beings*' and a Manual (European curriculum) was drawn up on combating trafficking in human beings by ICMPD (International Centre for Migration Policy Development), which is designed for police officers in basic police positions within eight member states and two candidate countries. On 24-25 October 2005, a course was held on this issue at the Secondary Police School of the Ministry of the Interior in Holešov; this course was attended by police officers, teachers from secondary police schools of the Ministry of the Interior, instructors from police training centres and ICMPD staff. Pilot testing of the ICMPD Manual on trafficking in human beings will take place in the first half of 2006.

In 2004, a Phare twinning project for introducing the *Excellence Model* of the EFQM (European Foundation of Quality Management) within the Czech Police was completed; this project was implemented in cooperation with Holland. In 2005, the EFQM Excellence Model was implemented; in this model, attention was paid to the promotion of gender equality – equality is part of the EFQM self-evaluation report of the secondary police schools of the Ministry of the Interior.

In 2005, the Czech Police Force cooperated with foreign partners in jointly tackling certain projects ('Community policing', 'Development of the Czech Police Force 2015') and preventive activities – the police forces of Poland, Holland and Ireland. The principles of community policing have been implemented in many countries of the current EU since the 1960s, and more recently in the countries of Central and Eastern Europe. The results are reflected in crime prevention and in the improved efficiency of day-to-day policing in ensuring public order and safety, including the prevention and suppression of all types of crime violence against women.

International cooperation within the European Crime Prevention Network (EUCPN) is also significant. In the network, domestic violence is a horizontal theme, i.e. a theme which can be associated with at least one of the priority activities. The theme of December's Best Practice Conference, held within the scope of EUCPN activities, i.e. 'Violent street crime', was connected with the theme of violence against women to a certain extent. The observations obtained are presented to the professional public.

In the field of trafficking in human beings, cooperation has been established with UNODC (the United Nations Office on Drugs and Crime); further action is planned for March 2006.

The Ministry of Interior is the coordinator of the European Union programme *DAPHNE II*, and in this respect is required to supply information about the programme. The Ministry has devoted a page on its website to *DAPHNE II*, where basic programme information and documents can be found.

In 2005, the **Ministry of Agriculture** continued the project Leader of the Czech Republic and the European Agriculture Fund for Rural Development (EAFRD) in a separate sub-measure. Gender equality is guaranteed at all stages of programme implementation.

Another programme is the Rural Development and Multifunctional Agriculture Operational Programme. This programme is governed by rules which are also subject to the approval of bodies of the European Commission.

The ToS ECE/FAO – Gender and Forestry – institution is an organization supporting activities connected with international working meetings of women who work in forestry.

Employees of the **Ministry of Health** make use of offers made by the World Health Organization, the Council of Europe and the European Commission to go on placements and attend seminars or conferences. For example, the conference ‘Tackling Health Inequalities’, which was held in London on 17-18 October 2005; the guarantor was the United Kingdom. This conference was beneficial not only because it shed light on the current state and development of inequalities in health care (including gender inequality), but also because it was an opportunity to establish new contacts within Europe and in the United States.

The Ministry of Health is currently fulfilling obligations under the Public Health Action Programme, and is also participating in the Phare and Transition Facility programmes. Preparations are under way for the drawdown of resources from the Structural Funds, the financing mechanisms of the European Economic Area and Norway, and, in the longer term, from the financial aid offered by Switzerland. The only EU programmes that focus more specifically on equal opportunities are the Human Resources Development Operational Programme (the equal opportunities of men and women are crucial to the programme) and the Equal programme. In these programmes, the Ministry of Health figures only as a co-coordinator (for the sub-chapter on the handicapped and disabled).

In 2005, a new working party was set up within the Council of Europe. It is the Committee of Experts on the Inclusion of Gender Differences in Health Policy.

At the **Ministry of Industry and Trade**, within the scope of the Industry and Enterprise Operational Programme, which is partially supported from the Structural Funds, the declared programmes cover the horizontal priorities of the European Union, i.e. including gender equality. Within the scope of monitored indicators, the following are evaluated as part of the horizontal goal of ‘equal opportunities’: a gender-based unemployment index, the index of gross newly created jobs by gender and the number of SMEs established by women.

As part of the support of the EU’s EQUAL programme, a project by the Moravian Association of Women Entrepreneurs and Managers is being implemented called ‘Assistance centres in support of women’s business activities and risk minimization at the outset of business’.

The **Ministry of Transport** did not participate in EU programmes/projects or in any other international programmes declaring gender equality as a guiding principle.

The **Ministry of Informatics** joined the *e-Europe 2005* programme in support of information society development under a Joint Programme of EU Member States. In 2003, the Ministry launched the *National Computer Literacy Programme*, which continued in 2005. The goal of the training programme, delivered via Internet cafés, libraries and selected schools, is to enable any citizen to learn the basics of working with a computer and grasp the basics of working on the Internet. The Programme promotes an equal share of men and women in the relevant education and training in practical IT skills, thereby supporting increased opportunities for the success of women on the labour market. To date, 132,000 participants have taken the course, of whom 62% are women.

As part of the programme to help tackle the problem of overcoming differences in IT development between developed and developing countries, at the World Summit on the Information Society (WSIS) the Czech Republic committed itself to supporting specific IT development support programmes in Africa. The WSIS objectives to be achieved by 2015 include equipping all universities, secondary schools and primary schools with information and communication technology. As part of its foreign activities and based on an agreement between the ITU (International Telecommunications Union) and the Czech Republic, in 2005 the Ministry of Informatics implemented *Basic PC and Internet Course* projects in Kenya. In keeping with criteria promoting gender equality and supporting young girls, the school picked for the project was the Uthiru Viros High School in Nairobi. The project provided training in the rudiments of computing to 100 individuals (64 students and 36 teachers).

A representative of the **Ministry of Education, Youth and Sports** is a member of a working party at the European Commission's Research Directorate-General which addresses the status of women in science and research.

A representative of the Ministry of Education, Youth and Sports represents the Czech scientific community of women in the above issues, and cooperates with a Czech working committee on women and science set up at the Ministry to address the issues of women scientists, female research and development workers and young female scientific workers. This committee cooperates with the Czech Government Council for Science and Research.

The participation of women and men in international scientific activities is statistically monitored.

The Ministry of Education, Youth and Sports, as one of the key partners of the Managing Authority, contributes to the preparation of the document *Community Initiative Programme EQUAL (CIP EQUAL)*, whose key goal is to promote innovative tools to tackle current problem areas relating to discrimination and inequalities on the labour market.

A high participation rate has also been reported in the international training projects *Socrates* and *Comenius* (approximately 15% men versus 85% women).

Placements as assistants under *Comenius Lingua* for future language teachers at schools abroad are taken up at a rate of approximately 25% men versus 75% women.

Neither the **Ministry of Justice** nor its organizational units contributed to any projects funded from European Union programmes within the Ministry's jurisdiction.

Although the **Ministry of the Environment** is not currently involved in the activities and programmes of international organizations specializing exclusively in equal opportunities for women and men, in its international activities (e.g. in connection with the implementation of the conclusions of the Millennium Summit and the World Summit on Sustainable Development) it promotes the principle of equal opportunities for women and men.

The **Ministry of Foreign Affairs** stated that in 2005 it continued the process of appointing representatives of the Czech Republic to EU institutions and bodies. In most cases, such nominations were political and the Ministry therefore had no powers to intervene, except for its supervision of compliance with the defined nomination procedures.

A member of staff of the Ministry of Foreign Affairs is a member of the Steering Committee for Equality between Women and Men of the Council of Europe, which prepares summary CoE material on equal opportunities; the kernel of this material is the reports submitted by individual Member States. The material was presented in connection with UN talks on the implementation of the Millennium Declaration in autumn 2005.

In many cases, however, the Ministry had the chance to influence the definitions of criteria for the selection of some candidates, e.g. in cooperation with the Ministry of Regional Development, the Association of Regions and the Association of Municipalities, the criterion of the equal representation of women and men was included in the set of criteria for the selection of representatives of the Czech Republic in the EU Committee of the Regions. In 2004, work began on incorporating this procedure into the relevant institutional framework, and in 2005 the Ministry of Foreign Affairs continued this implementation in cooperation with the above-mentioned bodies. The Ministry is striving to maintain a similar approach to other institutions, bodies and agencies of the European Union.

The Ministry of Foreign Affairs deals with gender equality within the scope of its coordinating role in the Czech Republic's membership of the European Union. In this respect, discussions of the proposal for a Directive of the European Parliament and of the Council on the implementation of the principle of the equal treatment of women and men in employment and occupation are important. At EU level, discussions are also under way on a proposal for a regulation of the European Parliament and of the Council on the establishment of a European Institute for Gender Equality, to which the Czech Republic has given its full backing. This proposal is also connected with the Czech Republic's candidacy to have the new agency based in Prague. The Czech Republic also supports the European Commission's proposal to declare 2007 the year of new opportunities for everyone. Further to the Third Summit of the Council of Europe held in May 2005, the Czech

Republic also contributed to the preparation of the text of the Action Plan and Resolution, the two most important documents adopted at the summit.

The Ministry of Foreign Affairs is responsible for preparing the Czech Republic's position on the European Constitution, part of which is the European Charter of Human Rights, containing provisions on the protection and promotion of gender equality. The Ministry of Foreign Affairs prepares the report for the Czech Republic in cooperation with other departments. The Ministry also prepares the Czech Republic's positions on the issue of the further enlargement of the European Union to take in Croatia, Turkey, Romania and Bulgaria. In this area, the Ministry consistently monitors respect for the conditions of human rights, which also covers the principle of the equality of women and men. This material was submitted further to the 49th Meeting of the UN Commission on the Status of Women, which discussed the implementation of the Millennium Declaration.

In 2005, the **Ministry of Defence** did not participate in EU programmes/projects or in any other international programmes declaring gender equality as a guiding principle.

The Ministry of Defence took part in the survey '*Equal Opportunities and Differences between East and West: Gender Policy in the New Member States of the European Union*', which was conducted in the Czech Republic by a representative of McGill University Montreal. The aim of the survey is to create a detailed history of the adoption of EU directives. The purpose of this research is to describe positions and views of the adoption of these directives, inter alia by the representatives of ministries.

The **Ministry of Labour and Social Affairs** participates in activities organized by the United Nations (UN), the International Labour Organization (ILO), the Council of Europe (CoE), and the Organization for Economic Cooperation and Development (OECD), which declare gender equality as one of their principles in their key documents. To this end, the above-mentioned organizations have set up departments (commissions, committees, etc.) tasked with reflecting the gender equality policy in all strategies, policies and measures of the organization and its Member States, assessing the success of the policy, and coordinating activities related to equal opportunities with other international organizations.

United Nations

- The network of entities active in gender equality within the UN is far reaching, departments for gender equality have been set up throughout the UN infrastructure (departments within the Secretariat, committees and support bodies of the General Assembly, the operating and regional committees of the UN Economic and Social Council, programmes and funds, specialized agencies, intergovernmental bodies, research and training institutions)
- The key gender equality documents have a broad base and cover all aspects of this issue. At present, the policy of promoting gender equality as implemented by the UN and other international organizations is based primarily on the Millennium Development Goals (MDGs), in particular Goal 3: Promote gender equality and empower women.

International Labour Organization

- ILO Bureau for Gender Equality
- Four topical¹ conventions covering the following areas: Discrimination (Employment and Occupation) (No 111 of 1958), Equal Remuneration (No 100 of 1951), Workers with Family Responsibilities (No 156 of 1981) and Maternity Protection (revised; No 183 of 2000), Recommendations 12, 13, 90, 95, 111, 123, 165, and 191, and Resolutions adopted at International Labour Conferences (ILCs) on gender equality, equal remuneration and maternity protection (from 1975, 1985, 1991 and 2004).

When the ILO sends communications, all entities asked for a nomination are reminded of the resolution adopted at the 78th International Labour Conference in 1991, which calls for the inclusion of a larger number of women in national delegations (delegations are tripartite; the Government cannot intervene in the nominations of social partners' representatives). In 2005, the Czech delegation comprised 19 individuals, of whom 6 men and 3 women represented the Government, 3 men and 1 woman represented employers, and 5 men and 1 woman represented employees; i.e. overall there were five women (approximately 26.32%) and 14 men (approximately 73.14%).

Council of Europe:

- Steering Committee for Equality between Women and Men (CDEG)
- Declaration on the Equality of Women and Men, Directive on the preparation and implementation of national mechanisms in support of equality, including examples of best practice (7/2001).

Organization for Economic Cooperation and Development (OECD)

- Development Cooperation Directorate (DAC)

Gender Tipsheets, DAC Guidelines on Gender Equality and Women's Empowerment in Development Cooperation, DAC Source Book on Concepts and Approaches Linked to Gender Equality, DAC Policy Statement: Gender Equality: Moving Towards Sustainable, People-Centred Development, DAC Policy Statement: Progress towards gender equality in the perspective of Beijing +5 in international programmes, focusing primarily on social exclusion, in the framework of which an emphasis is placed on factors specific to women and men living on the margins of society. These include the *Peer Review*, which is one of the activities within the European Commission's *Community action programme to combat social exclusion*. The Peer Review programme is a tool for mutual teaching based on systematic evaluations of the best practice example laid down in the National Action Plan for Social Inclusion. The aim of the Peer Review is to determine whether the assessed political instruments or institutional safeguards that are effective in a national context can be transferred and applied in other Member States of the European Union.

¹ Other ILO conventions connected with women's issues are, for various reasons, considered outdated or partially resolved – Conventions 3, 4, 41, 45, 89, and 103

At international level, the Ministry of Labour and Social Affairs participates in a number of seminars, conferences and meetings concerning, inter alia, international conventions on human rights and the dignity of disabled persons which are being prepared. These events and meetings focus primarily on eliminating the discrimination of disabled persons and seniors, but they also pay considerable attention to disabled women and elderly women as persons who are faced with multiple discrimination and thus require extra attention.

The involvement of employment offices in the activities and programmes of international organizations is broadening. In the field of retraining and guidance, this involvement is mainly in the *Leonardo da Vinci*, *Phare 2003* and *EQUAL* programmes. In 2005, 1,412 participants were involved in these programmes, of whom 735 (57%) were women.

The Ministry is represented in the *working party of the Council of the European Union Council* on equality for women and men. In 2005, the Ministry contributed to the proposal for a Directive of the European Parliament and of the Council on the implementation of the principle of the equal treatment of women and men in employment and occupation. It also participated, within a working party on social affairs, in discussions on a regulation of the European Parliament and of the Council on the establishment of a European Institute for Gender Equality.

The Ministry of Labour and Social Affairs is represented in the CoE Committee of Experts on Children and Families. The main goal of the Committee's activities is to prepare guidelines on the support of parenthood in contemporary society. In the preparation of these guidelines, the compatibility of professional and family roles, the status of women and men in the family, the transformation of the population's family behaviour, the status of men as fathers within the family, etc., are taken into account and discussed.

The Ministry of Labour and Social Affairs actively contributes to international conferences on equal opportunities for women and men, e.g. in relation to the Millennium Development Goals, the implementation of the UN Beijing Platform for Action on women after ten years, traditional harmful practices perpetrated against women, the multilevel discrimination of women on grounds of age, ethnic origin and sex, and women in the mass media.

The **Ministry of Culture** stated that its representatives regularly take part in programmes and activities of international organizations that have declared gender equality as a principle, but did not go into further detail.

In 2005, the **Ministry of Regional Development** did not participate in any programmes of international organizations whose goal or declared principle is gender equality, or at least did not mention the performance of this task in its report.

Fulfilment of task 1. 6.

1. 6. Launch or continue training activities in human rights, with consideration for equal opportunities for women and men and methods designed to achieve

gender equality. Ensure that all conceptual workers and decision-makers, as well as other professional members of staff, attend such training.

Responsible: members of the Government
Deadline: 31 December 2005

In 2005, employees of the **Ministry of Finance** received induction training in the form of presentations and electronic instruction; both formats included a separate block on gender issues, rounded off with questions in a final test. Issues related to the prevention of various forms of discrimination and safeguarding equal opportunities for women and men at the workplace were also included in middle-management seminars held at the Ministry of Finance during 2005.

The training of management and conceptual staff has also long included discrimination – this subject is developed in the TaxTest programme for the staff of territorial financial authorities and in the systemic training of customs administration staff.

For example, a study document of several pages, prepared in cooperation with the Ministry of Labour and Social Affairs as methodology with a definition of basic terms in the field of equal opportunities, has been incorporated into the TaxTest system for the employees of territorial financial authorities. The system has been designed so that each participant in the training must study the material as it is covered in the final test.

Because gender seminars for the managers of the Authority on the Representation of the State in Property Matters were held at the end of 2004 and because the Ministry of Finance is preparing many other training activities in other areas of expertise for the employees of this institution in accordance with Act No 201/2002, no further seminar of this type was organized in 2005.

In addition, several training activities of the Ministry of Finance took place which were intended for the public (the participation of the Ministry's representatives at various conferences on gender issues).

The **Ministry of the Interior** followed up on Part I of its training course for management and conceptual workers about the European Social Model and on the commitment to promote gender equality and equal opportunities for women and men (2003), and on Part II of the training, called 'Mobbing, bossing sexual harassment' (2004), by holding another lecture in 2005 for management and conceptual staff, this time on the theme of '*Disadvantages faced by workers in current conditions of the labour system in the Czech Republic*'.

Issues related to equal opportunities for women and men are contained in the induction training of clerks at autonomous territorial units and in the training of chief clerks and managers of offices and authorities.

Further knowledge of equal opportunities for women and men and advanced training in human rights is also provided through the inclusion of these issues in the training of management at the Czech Police Force and the Fire Brigade of the Czech Republic.

At the **Ministry of the Interior**, a requirement was raised to add the study of domestic violence to the profile of graduates of specialized courses of secondary police schools of Ministry of the Interior and police academies of the Czech Republic.

In the third quarter of 2005, training was held on fundamental principles of equal opportunities for women and men, attended by the Director General of the Fire Brigade of the Czech Republic, his deputies, selected department directors and all directors of regional fire brigades, including their deputies.

Themes focusing on human rights and the equal status of women and men in society were broadened in the updated content of basic vocational training for police officers. As part of the curriculum of basic vocational training and education, pupils become professionally competent in the ethics of policing, in behaviour towards citizens, in legal awareness, in the performance of professional police activity and in the performance of police intervention. The equality of women and men and issues derived from this are included in the training objectives of the framework educational programme; they are fulfilled through various levels of taxonomic training goals in cognitive, affective and psychometric fields, which are reflected in individual subjects.

Further training was provided to the teaching staff of secondary police schools of the Ministry of the Interior and police training centres of the Czech Police Force. For example, on 16-18 March 2005, the Secondary Police School of the Ministry of the Interior in Prague hosted a seminar on 'Work with Victims of Crime'; the lecturers were provided by the White Ring of Safety. Other training events were organized by schools of their own accord in cooperation with nongovernmental organizations; schools also participated in training events organized by other entities.

Decision-makers and conceptual workers of both genders at the **Ministry of Agriculture** receive training in human rights and equal opportunities for women and men through seminars, awareness programmes, up-to-date information, self-study courses and specific publications of the Ministry of Labour and Social Affairs, the Czech Statistical Office and the European Union.

New employees are lectured on legal and ethical standards with regard to human rights and gender equality, including an explanation of basic terms in gender studies. Employees of the Ministry of Agriculture may also receive training through seminars on human rights, which are organized by the Institute of State Administration. In December 2005, a meeting of the directors of agricultural agencies and land offices was held where one section was devoted to this theme.

At the **Ministry of Health**, training activities in human rights are promoted in all meetings of interdepartmental committees on health education, and at meetings hosted by the Ministry of Education, Youth and Sports and the Ministry of Health. The Ministry focuses on the actual needs of further colleges of nursing and universities

with individual areas of expertise. Gender equality is fully accepted, e.g. the course 'Equality of men and women from the aspect of gender for specialist teachers of clinical subjects' at post-secondary vocational schools and secondary nursing schools, and courses on how to transport the injured, sick and expectant mothers (basic); these courses were attended almost 100% by males, whereas, paradoxically, the course of pre-attestation training in internal medicine was mainly attended by women. Within the scope of lifelong learning, attention focuses on students from post-secondary vocational colleges and secondary nursing schools, in both core fields of general nurse and midwife, and on the further education of non-doctors (other university graduates). Cooperation between NCONZO and Brno Teaching Hospital and the Medical Faculty of Masaryk University in Brno is established in specific practical training based on the relevant specializations.

The **Ministry of Industry and Trade** pays ongoing attention to equal opportunities through training. Since 2004, the Ministry's new employees are introduced, as part of the mandatory e-learning format of induction training, to equal opportunities for women and men. This is included in a block called '*Application of gender equality in working conditions*'.

The **Ministry of Culture** provides employee training in equal opportunities for women and men as part of the induction course, which also includes a final test in the knowledge acquired. For decision-makers and other conceptual employees, another seminar on this theme, called 'Policy of equal opportunities for men and women', was held in 2005. Under Government Resolution No 1610/2005, the minister and deputy ministers will receive training.

The **Ministry of Transport** continues to train all its employees in the principle of equal opportunities for women and men and in human rights; this training is given in an induction course for all new employees of the Ministry of Transport and in specialized e-learning courses on gender mainstreaming.

In 2005, e-learning training on *Equal opportunities for women and men* was held; this training was designed for managers and selected conceptual workers. The training was attended by 24 employees, of whom 21 were managers and three were conceptual workers.

The **Ministry of Informatics** supports the training of its own employees in their approach to gender issues and acting on their positive attitudes. In 2005, a seminar was prepared for the Ministry's employees and will take place in the first half of 2006.

In 2005, a seminar was prepared for the employees of the **Ministry of Education, Youth and Sports** and will take place in the first quarter of 2006. The event will be organized with consideration for the lector capacity and will follow up on a seminar held in the previous year.

The **Ministry of Justice** stated that possibilities of training employees in equal opportunities for women and men were repeatedly examined in 2005. Training in this area is not provided as part of central government administration either by training entities (the Institute of State Administration) or, officially, by trained lecturers. This type of training can be provided in a presentation form only by certain non-profit

organizations, but references indicate that the content is unsatisfactory. At present, a basic training module on equal opportunities is available in e-learning form that has been prepared by Rentel; however, available budget funds were a factor in the management's decision not to implement it. The training of employees took place, in much the same manner as in 2004, in cooperation with the Ministry of Labour and Social Affairs. A seminar was attended by 16 of the Ministry's employees (nine women and seven men) at the level of task managers. Seminar documentation was posted on the Ministry's Intranet under the training section (equal opportunities).

Managers were trained in this field in 2005. In this respect, training activities are planned for 2006 in connection with the fulfilment of the Government resolution on the *'Recommendation of the Government Council for the Equal Opportunities of Women and Men concerning the training of Government members and the managers of Ministries, including deputy ministers and executive directors, in equal opportunities for women and men'*.

In 2005, the distribution of printed materials on gender equality continued; these documents were supplied to all the Ministry's departments by the Ministry of Labour and Social Affairs.

The issues of equal opportunities for women and men are permanently incorporated into training seminars and courses for judges, public prosecutors, trainee judges and legal trainees which are held exclusively by the Judicial Academy. The director of the Judicial Academy was informed of the programming document and set priorities and procedures of the Ministry in promoting gender equality and recommended including this area in the education and training plan. This offer is taken up by courts and public prosecutors' offices as and when required; some courts and public prosecutors' offices cooperate with other training agencies too. All interested parties whose specialization is connected with the content of the course can take part in the training.

Training provided by the Judicial Academy is prepared in such a manner that the employees of the Ministry may also participate. No specialized seminar was included in the 2005 programme. The goals and priorities were covered in seminars on personnel management and stress. In the field of civil law, they were covered by a seminar on labour law issues.

In 2005, senior officers and employees of the Probation and Mediation Service responsible for communication with the media completed, under a Phare project, special training events this year led by experts from the United Kingdom. The training focused both on developing managerial skills and competencies and on establishing national and regional PR activities and communication strategies. Gender equality issues cropped up in the themes covered.

The **Ministry of Environment** included the issues of equal opportunities for women and men in its human rights training activities. This induction training for new employees, held regularly every two months, is mandatory for all new employees irrespective of the position they hold. At present, the Ministry of the Environment is preparing e-learning training for employees in gender equality.

Employees of the **Ministry of Foreign Affairs** posted abroad are trained, as part of their preparation, in human rights in accordance with the *UN Convention on the Elimination of All Forms of Discrimination against Women*.

Training of senior and other workers continues on an ongoing basis within the **European Affairs Course**, and gender equality issues were included in training courses organised by the *Diplomatic Academy*.

The **Ministry of Regional Development** has included equal opportunities for women and men in the compulsory induction training programme for all new employees as of 2003.

At the **Ministry of Defence**, as part of the fourth lecture series on the '*Equal status of men and women*', decision-makers, conceptual workers and other experts received the following training:

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In cooperation with the Institute of Sociology of the Academy of Sciences, a lecture on '*Demographic changes in the Czech Republic: social, economic and cultural impacts on the lives of women – perspectives – generation changes*' and '*The female soldier as an integral part of NATO operations*'. This series continued in cooperation with the Prague Police Academy on the theme of '*Violence at work – mobbing, bossing, harassment*'. The lecture cycle was attended by representatives of trade unions – the Bohemian-Moravian Trade Union of Civilian Employees in the Army, the Bohemian-Moravian Confederation of Trade Unions and the Autonomous Trade Union of Civilian Employees.

The agendas of commander meetings, methodological days of individual sections or vocational training of section members included a lecture about the equal status of women and men, called '*Perception of the equal status of military professionals*'. The lecture contained not only an overview of measures adopted at the Ministry of Defence to ensure the equality of women and men, but also the results of a sociological survey and selected results of a gender analysis, in particular the proportion of senior and other systemized positions held by women in the Czech Army and at the Ministry of Defence. These lectures were delivered by an employee specializing in this field (gender focal point).

At lower levels of management and command, commander training including the use of the training aid '*Equal treatment of men and women*', published for this purpose, and a new, widely distributed brochure called '*Equal opportunities for women and men in the armed forces and security corps from a legal aspect*'. This brochure was the result of interdepartmental cooperation between four ministries and was published by the Ministry of the Interior.

The methodological guideline '*Prevention of discriminatory tendencies in departments and facilities of the Czech Army*' was prepared for the training of teaching staff.

This academic/school year, training in the promotion of an equal approach to women and men was included under '*Organizational and methodological guidelines for military schools in the 2005/2006 academic/school year*'.

The Defence University coordinated the system of human rights teaching in all types of training at military schools for students, pupils, the command and teaching staff, and in basic officer, warrant officer, and technical sergeant courses. At the Defence University in Brno, non-discrimination on grounds of sex is an integral part of the subject 'Labour law and social security law'. The teaching material includes gender equality in service relationships and employment relationships.

In the monitoring period, the '*Concept for the training of staff at the Ministry of Defence, and for the construction and development of military training 2006-2011*' was drawn up, including the annex '*System of training and education in human rights*'.

At the **Ministry of Labour and Social Affairs**, human rights training, with consideration for equal opportunities for women and men, is part of the induction training of employees at central state administration authorities; this training is attended by all the Ministry's new employees. This induction training is provided by the Office of the Government of the Czech Republic.

The Ministry worked with the Centre for Social and Economic Strategy of the Faculty of Social Sciences, Charles University, Prague, to hold a seminar called '*How we are doing. And what next?*' The aim of the seminar was to shed light on the broader context of developments in the social situation of citizens in the Czech Republic. This seminar was designed for managers at the Ministry of Labour and Social Affairs and focused on the quality and sustainability of life, including social cohesion, and equal opportunities for women and men.

Fulfilment of task 1. 7.

1. 7. Make sure, when drafting legal provisions, to include means that will eliminate any potential disadvantages in the representation of men and women with regard to their participation in crucial social activities.

Responsible: members of the Government
Deadline: ongoing

The **Ministry of Finance** stated that it is not an authority directly responsible for tackling discrimination of any type, and the documents drawn up in its competence are gender neutral. Furthermore, during 2005 the gender aspect of materials submitted to the Government was monitored on an ongoing basis in line with Government Resolution No 1072 of 3 November 2004.

The **Ministry of the Interior**, in drawing up new legal provisions and amending legislation in force, monitors their impact on men and women on an ongoing basis. For that reason, the general principles of legal provisions and their drafts regularly include an opinion on equal opportunities for women and men. In this

respect, the inclusion of means to eliminate disadvantages in the representation of women and men (positive discrimination) is not necessary.

The Ministry of the Interior, in accordance with the Government's Legislative Plan for 2004, prepared a draft general principle of the Act on Elections and Referendums (the Election Code). The proposed Election Code, considering the measures adopted by the Government, envisaged legal provisions that would promote the balanced representation of women and men in elected bodies, specifically during the elections to the European Parliament and elections to the Czech Chamber of Deputies, where full candidate lists are submitted. The above draft Election Code, however, was not placed on the agenda of the Government meeting by a decision of the Prime Minister; this was to allow space for the contents of the proposal to be discussed at the level of representatives of political parties forming the coalition government. This discussion has not yet taken place and preparations for the general principle of the Election Code, which would inter alia promote the representation of women in elected bodies, have not been included in the Government's Legislative Plan for 2005 or 2006.

According to information from the **Ministry of Agriculture**, the Ministry is gradually reviewing the current legislation in its jurisdiction and internal normative acts, where this is physically possible. There has been no positive discrimination to eliminate the disadvantages in the representation of women and men. There are specific activities and expert matters within the scope of the forestry section which do not focus on men or women and therefore cannot result in disadvantages.

If the rights and obligations laid down in legislation ultimately affect natural persons, these are always rights and obligations related to owners, possessors or users of woodland, hunting districts, fishing districts, etc. Where absolutely necessary, individual sections ensure compliance with Community law in the field of the equal treatment of women and men and promote formulations preventing any discrimination.

The **Ministry of Health** stated that at present legal regulations created or emerging at the Ministry do not contain discriminatory clauses placing any disadvantages on women or men as regards their participation in social events.

The jurisdiction of the Ministry of Industry and Trade includes legal provisions on the regulation of the business environment. The Ministry proceeds, in the preparation of new legal provisions, in accordance with the principle of equal treatment, or relevant requirements of Community law.

In the formulation of fundamental documents of the **Ministry of Informatics**, care is taken to eliminate any disadvantages that women might be exposed to when participating in major social activities. In 2005, a review was performed of all fundamental documents within the jurisdiction of the separate departments, to ensure consistent application of a gender approach and elimination of any discriminatory elements.

In the preparation of the draft budget of the Ministry of Informatics for 2005, gender budgeting principles were applied.

Considering the new legislation at the **Ministry of Education, Youth and Sports**, in which the principle of the equality of opportunity for women and men is already reflected, and in measures applicable to women and men in the creation of implementing regulations for the new schools acts, consistent care is taken to ensure compliance with the principle of the equality of women and men, it is no longer necessary to correct regulations which contravene this principle.

In the scope of legislation in the competence of the **Ministry of Transport**, the principle of the equality of women and men is fully respected; in the preparation of new legal regulations, the promotion of equal opportunities for women and men is consistently ensured.

In the preparation of legal regulations at the **Ministry of Justice**, consistent care is taken to ensure that proposed provisions do not discriminate against women or men. These checks are conducted ad hoc during legislative activities. As regards the compliance of legal regulations with the principle of the equal status of women and men in society, or with the corresponding requirements of Community law, in 2005 the Ministry of Justice presented the Chamber of Deputies with a bill on equal treatment and on legal means of protection against discrimination (the Anti-Discrimination Act). Section 6 of the bill enshrines positive measures to ensure equal treatment in access to employment or occupation, labour matters, and the safeguarding of access to health care, education, and goods or services, including housing. Under the bill, positive discrimination can focus, for example, on the elimination of objective obstacles, including the promotion of the balanced representation of women and men or on the provision of reasonable discounts for goods and services to persons in a particular age group, to disabled persons, or to their benefit. The Chamber of Deputies passed the bill and at the beginning of 2006 the text of the bill was passed on to the Senate, which rejected the bill. The bill is now being debated by the Chamber of Deputies again.

The **Ministry of the Environment** stated that in the preparation of legal regulations, it takes account of the equality of opportunities for women and men. However, given the specialization of the Ministry of the Environment, in most cases adopted legislation does not affect gender relations.

At all workplaces of the **Ministry of Foreign Affairs**, in the preparation of internal legal regulations the principles of the equal status of women and men are thoroughly promoted which, together with consistent adherence to checks of labour-law regulations, precludes any inequality in the remuneration of women and men.

In 2005, the **Ministry of Regional Development** did not prepare any legislative proposals containing means to eliminate disadvantages in the representation of women and men.

At the **Ministry of Defence**, means to eliminate disadvantages in the representation of women and men are incorporated into an Order of the Minister for Defence. Senior officers may, within their competence, set and implement temporary extraordinary measures aimed eliminating any disadvantages in the representation of

women and men. So far (i.e. at any time up to or including 2005), no temporary extraordinary measures have been proposed or adopted.

In 2005, the **Ministry of Labour and Social Affairs** contributed to the preparation of the following legal regulations, during the creation of which thorough care was taken to promote the principle of equal opportunities for women and men.

- the Social Services Bill and a bill amending certain laws in connection with the adoption of the Social Services Act – this entails systematically new legislation in social services.
- the Sickness Insurance Bill and a bill amending certain laws in connection with the adoption of the Sickness Insurance Act – this entails systematically new legislation in sickness insurance. Under this legislation:
 - a policyholder who takes care of a child also has a title to maternity benefit in the scope and under the conditions laid down in the bill. The conditions governing a policyholder's entitlement to maternity benefit are more favourable in certain cases than in current legislation. For example, if a policyholder has a title to maternity benefit on the grounds of care for a child whose mother has died or on the grounds of care for a child placed in the policyholder's custody by a decision of the competent authority, the condition of whether or not the policyholder lives with his common-law wife will no longer be examined. A new provision will be introduced where the child's father or the husband of the child's mother may collect maternity benefit on the grounds of care for the child over the period that the child's mother has or had an entitlement to the benefit,
 - as regards the title to nursing benefit, there is a new provision that the nursing (care) may be taken over by another eligible person and the carers may therefore alternate. The purpose of this provision is to permit eligible persons to split the nursing (care) and, where appropriate, fulfil their employment obligations. Given the short support period (nine days), they may alternate only once.
- the Subsistence Minimum Bill and Tangible Need Bill – this is systematically new legislation in the subsistence level and benefits provided in cases of tangible need.
- the draft of the Labour Code – this is new legislation on labour-law relations that fully respects gender equality. The following documents of the European Communities on gender equality are incorporated into the provisions of the draft Labour Code: 1. Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation, 2. Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, as amended by Directive 2002/73/EC of the European Parliament and of the Council, 3. Council Directive 75/117/EEC on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women, 4. Directive 2003/88/EC of the European Parliament and of the Council concerning certain aspects of the organization of working time, 5. Council Directive 96/34/EC on

the framework agreement on parental leave, 6. Council Directive 97/81/EC concerning the Framework Agreement on part-time work.

- Amendment to Act No 117/1995 on state social support, as amended (the proposed changes include a higher birth allowance and the introduction of a new benefit – a school equipment allowance of CZK 1,000).
- Draft amendment to the Act on the Social-Law Protection of Children – the bill contains several provisions which, while respecting the principle of the child's best interests, also promote the equal rights of both parents in the performance of their parental responsibility.
 - Conditions are regulated under which a child may be placed in a facility requiring immediate assistance in cases where the family situation is unfavourable.
 - The protection of the child is expanded in cases of domestic violence.

The **Ministry of Culture** is gradually reviewing the current legislation and internal normative acts, where this is physically possible. No positive actions to eliminate disadvantages in the representation of men and women have been introduced.

Fulfilment of task 1. 8.

1. 8. Subordinate conceptual, decision-making and evaluation procedures, at all stages of their preparation and implementation, to equal opportunities for women and men.

Responsible: members of the Government

Deadline: ongoing

This measure has tasked all government departments with the consistent application of gender mainstreaming.

The application of gender equality at the **Ministry of Finance** and experience in the application of gender budgeting in public administration and local government were the subject of a meeting held in November 2005 at the Ministry of Finance of the Slovak Republic in Bratislava. The meeting took place as part of the preparations for the development projects of the Ministry of Finance.

A working party has been set up at the Ministry of Finance to promote gender equality. The main purpose is to contribute to the preparation of the Government's tasks and coordinate activities connected with gender equality at the Ministry of Finance. During 2005, the working party met three times, on each occasion shortly after a meeting of the Government Council for the Equal Opportunities of Women and Men. In the meantime, however, there was intensive cooperation in the fulfilment of tasks related to gender equality. The content of the working party's meetings always focuses on information from the meetings of the Government Council for the Equal Opportunities of Women and Men and the elaboration of its conclusions into conditions of the Ministry of Finance, the fulfilment of the priorities and procedures of the Government and the Ministry in promoting gender equality, information from the

working party of the Ministry of the Interior responsible for monitoring the working conditions of women in the armed forces and security corps, information on further developments in the public discussion on gender budgeting and, last year, information about the possible impact of the results of the organizational, functional, procedural and information audit on the balanced representation of women and men in working collectives and on the prevention of possible effects of the audit in all areas of discrimination.

To ensure the application of gender equality at the Authority on the Representation of the State in Property Matters, a (female) representative of this ministerial organization was nominated to work in the group at the beginning of 2005.

As regards the remuneration of employees, the principle of an equal approach to all employees is respected. Based on uniformly conducted assessments of employees, personal allowances are awarded; similarly, bonuses are granted depending on tasks fulfilled by employees.

The Ministry of Finance has provided long-term support for opportunities to reconcile the work and family life of employees by enabling them to shift or reduce their working hours to accommodate care for a child or needy family members. If employees submit a request for unpaid leave in order to take care of children during the holidays or in order to care of other family members, the Ministry grants this leave to the requested extent. Women on maternity leave who do not want to lose their professional eligibility over that period are offered the option of working by agreement, where possible at their workplace or in line with their expertise. Flexible working hours contribute to the better reconciliation of work and family life.

In the collective agreement for 2005, thorough care was taken to prevent any forms of discrimination. The work rules of the Ministry of Finance have been amended to comply with equal opportunities for women and men and the requirement of balanced representation in senior positions and in working collectives.

Throughout the **Ministry of the Interior**, gender equality is taken into account in conceptual, decision-making and evaluation processes. In the production of conceptual materials and their evaluation, one of the factors for the Ministry of the Interior is whether they are of a non-discriminatory nature, as its activities generally focus on human rights, an inseparable part of which is gender equality.

A key document enshrining equal opportunities throughout the Ministry of the Interior is Regulation of the Minister of the Interior 26/2004 laying down the priorities in promoting the equality of men and women and methods to ensure the fulfilment thereof.

The results of regular statistical surveys and an anonymous questionnaire survey did not uncover any employee discrimination on grounds of sex. The participation of women in the decision-making process is still not as extensive as it could be.

At the **Ministry of Agriculture**, the principle of gender equality has been integrated into the Rural Development and Multifunctional Agriculture Operational Programme, the CR Leader project, and the document on Tender Procedure.

Documents at the Ministry of Agriculture, however, are more or less of a different nature where this principle cannot be applied. For example, they deal with processes that, at all stages, are concerned with separate constituents of nature in their mutual contexts; where they include impacts on natural persons, they always focus on all such persons irrespective of their sex. The relevant processes are always subordinated to equal opportunities for women and men.

In its decision-making activities, the **Ministry of Health** respects obligations stemming from international law, and in its conceptual activities takes account of equal opportunities for women and men.

Gender policy from the aspect of the competence of public health protection bodies in the field of occupational health is monitored in the scope of the elimination of possible discrimination in working conditions and in the scope of the promotion of measures to protect the health of women, pregnant women, breastfeeding women and mothers shortly after giving birth.

A very useful instrument, not only in connection with assessments of health risks at work, but also with consideration for the specific physiological differences of various groups of employees, is the system of 'work categorization', which purposefully brings attention to any necessary different means of assessing workload, especially the physiological workload, as of the submission of a proposal for the classification of work into a particular category. The 'work categorization' system also provides integral data on the representation of women and men (expressed as numbers) in all areas of economic activity. These data then become an important source of information for the statistical treatment of data, used to analyse economic indicators of employment, the level of working conditions, and changes thereto.

As with the work categorization system, a Central Register of Occupational Diseases is maintained for the statistical evaluation of the conditions in which occupational diseases occur, including the proportion of individually diagnosed occupational diseases among women and men.

Although it has been declared that limitations in the access of men or women to certain activities or occupations is such a serious intervention in the principle of equal treatment that Member States are required to conduct periodical evaluations of whether such restrictions are justified in the light of social developments, limitations intended to protect women's health cannot always be considered discriminatory as their application is closely connected with the need to safeguard the maximum possible level of health for women, especially in connection with their maternal role. Where restrictions in free access to employment have existed so far in labour-law and similar relations, these are currently primarily laid down by the Labour Code. Although Directive 76/207/EEC provides Member States with relative freedom where it is expedient to determine whether the sex of an employee is a decisive factor in specific work activities, whether on the grounds of the nature of such activities or as a

result of the context in which they are performed, it can be stated that in legislation regulating the protection of health at work this provision is applied only in the field of differing physiological requirements.

The Ministry of Health and the National Centre of Nursing and Other Health Professions, through their representative in the Expert Committee of the Academic Council of the Internal Grant Agency – Nursing, Health Systems and Informatics, apply principles of gender equality when assessing applications for aid from the Internal Grant Agency of the Ministry of Health for projects related to medical research and development.

In the preparation of all conceptual documents, the **Ministry of Industry and Trade** takes account of equal opportunities, i.e. one of the eight key horizontal objectives of EU policy. For example, in the *'Industrial Policy'* currently being prepared, the gender principle is applied as much as possible. The same applies to materials prepared at other ministries and to which the Ministry of Industry and Trade contributes, e.g. the *Convergence Programme of the Czech Republic*.

The principle of equal opportunities, in accordance with EU regulations, is also reflected in operational programmes set up for the purpose of drawing on assistance from the European Structural Funds (the Industry and Enterprise Operational Programme in the case of the Ministry of Industry and Trade).

The **Ministry of Transport**, when issuing conceptual, decision-making and evaluation documents, consistently ensures the promotion of gender equality, such as in the document *Transport policy of the Czech Republic 2005-2013*. Equal opportunities for women and men were also applied in 2005 within the scope of evaluations of R&D projects under the programme 'Safe and economic transport'.

Men and women contributed to the preparation of new legal provisions and bills of the **Ministry of Informatics**; therefore the aspect of equality was respected. Documents are worded in a neutral manner and the gender principle gives women and men equal access to technologies and electronic communication services.

At the **Ministry of Education, Youth and Sports**, the equality of opportunity for women and men was incorporated into all framework educational programmes. This principle was taken into account with the general and compulsory content of education and is a monitored and consistently evaluated criterion.

The **Ministry of Justice** ensures that all conceptual, decision-making and evaluation procedures, at all stages of their preparation and implementation, are subject to equal opportunities for women and men.

It is not possible to prioritize the equal opportunities for women and men in the independent decision-making of the courts.

Under the worked a thematic , the civil supervision unit conducted a thematic inspection of older guardianship cases in the second half of the year. This inspection was carried out at six selected district courts. In proceedings on the upbringing and maintenance of minors, fathers who are not awarded custody of children under the court judgment tend to complain that in the overwhelming majority of cases these

matters are decided by female judges; they claim that this is why mothers are successful in these proceedings in the overwhelming majority of cases. However, this was not borne out at the inspected courts. Even if it was discovered that predominantly women judges delivered rulings in these cases, the ratio was not disproportionate to the overall ratio of male to female judges. Where the basic criterion is the child's interest and the court finds that the mother is capable of providing a better environment for the child to grow up in, then the child is placed in the custody of the mother. This fact, and the conduct of one of the parents after the court ruling, cannot be considered discriminatory.

At the **Ministry of Foreign Affairs**, the principles of equality for women and men, specifically with respect to remuneration and working conditions, are promoted in the preparation of internal legal provisions. Respect for labour-law regulations is consistently reviewed for compliance with the principle of the equal status of women and men in society, including compliance with the principle of equal pay for equal work. The remuneration rules expressly provide that women and men are entitled to the same pay for the same work or for work of the same value.

Equal opportunities for women and men are taken into consideration by all the coordinators at the **Ministry of Defence**.

'The competent senior officers, in their conceptual, normative and decision-making activities, monitor and evaluate measures adopted for the purposes of compliance with equal opportunities for women and men' – this is how the task is incorporated into the relevant provision of an Order of the Minister for Defence.

It is evident from the final reports of senior officers on the fulfilment of the Order of the Minister for Defence and ministerial priorities and procedures that the criterion of gender figures in the evaluation process.

In the field of the preparation, application and safeguarding of human resources, the document *Ministry of Defence Activity Plan* contains a sub-chapter on *Gender Equality*; this chapter is assessed in the document 'Evaluation of the 2005 Training Year at the Ministry of Defence'.

Gender issues are also incorporated into *Organizational and Methodological Guidelines for Military Schools in the 2004/2005 Academic/School Year*, a document that ranks among the fundamental management and planning documents and is of a binding nature.

Equal opportunities for men and women were also included in the 'Regulation on the Implementation of Military Vocational Training at Organizational Departments of the Ministry of Defence' in the 2006 training year.

According to information from the specialized departments of the **Ministry of Labour and Social Affairs**, all materials (such as decision-making, conceptual, legislative, economic and human resources documents), as well as conceptual, decision-making and evaluation processes respect, at all stages of preparation and implementation, gender equality.

As equal opportunities are one of the cross-sectional policies of the European Community and one of the main pillars of the European Employment Strategy, and hence of the European Social Fund, where they are one of the horizontal themes common to all programmes co-financed from the European Structural Funds, conceptual, decision-making and evaluation processes are subject to the factor of gender equality. The fulfilment of this principle is evident, in particular, at those workplaces which are more involved in the affairs of the European Union, which declares gender equality as one of its core objectives and, in practice, consistently promotes the creation of equal opportunities for women and men.

The **Ministry of Environment** stated that in the preparation of its fundamental documents it takes account of equal opportunities for women and men. Nevertheless, given the focus of operations of the Ministry of the Environment, the documents it adopts have no impact on gender equality.

The **Ministry of Culture** and the **Ministry of Regional Development** did not carry out any specific activities relating to the fulfilment of the above task, or did not mention them in their reports.

Fulfilment of task 1. 9.

1. 9. Continue the public debate on equal opportunities for women and men with the aim of informing the Czech public about the national policy on equal opportunities for women and men and its objectives.

**Responsible: Minister for Labour and Social Affairs,
Government Commissioner for Human Rights:
Deadline: 31 December 2005**

The **Ministry of Labour and Social Affairs** makes regular contributions to the public discussion by publishing new information on equal opportunities for women and men on its website; holding press conferences on topical issues in this field (see point 1.1.); and publishing and distributing materials on gender issues (see point 1.1.). In addition, as already noted in point 1.1., representatives of the Ministry of Labour and Social Affairs regularly appear in the media and comment on gender equality, and take part in public discussions and seminars organized in cooperation with NGOs; they also train the general public in equal opportunities for women and men.

The **Office of the Government Commissioner for Human Rights** did not carry out any specific activities relating to the fulfilment of the above task, or did not mention them in its report.

Fulfilment of task 1. 10.

1. 10. Prepare ministerial priorities and procedures in the promotion of gender equality for 2006 in the areas of the individual ministries' physical competence and submit them to the Minister for Labour and Social Affairs as the national

coordinator of the agenda of equal opportunities for women and men by 31 January 2006.

Responsible: members of the Government
Deadline: 31 January 2006

All ministries prepared their priorities and procedures in the promotion of gender equality for 2006 in the fields of their physical competence.

Fulfilment of task 1. 11.

1. 11. Evaluate the fulfilment of measures under the ministries' priorities and procedures in the promotion of gender equality for 2005 and submit them to the Minister for Labour and Social Affairs as the national coordinator of the agenda of equal opportunities for women and men.

Responsible: members of the Government
Deadline: 31 January 2006

All ministries sent evaluations of their priorities and procedures in the promotion of gender equality on time.

Fulfilment of task 1. 12.

1. 12. Supplement ministries' priorities and procedures in the promotion of gender equality by developing and specifying the key objectives of the government equal opportunities policy in accordance with updated measures under the Government's nationwide priorities and procedures in the promotion of gender equality.

Responsible: members of the Government
Deadline: 30 June 2005

All ministries completed the task by the set deadline.

Fulfilment of task 1. 13.

1. 13. Incorporate, on an ongoing basis, the results of gender analyses into conceptual materials in each respective ministry's physical competence.

Responsible: members of the Government
Deadline: ongoing

The **Ministry of Finance** stated that this measure, which is part of the amendment to the Governmental Rules of Procedure, was discussed at Meeting of the Ministry Management No 2/2005 and was then cited, in full, in the minutes from the meeting. During 2005, the measure was thoroughly fulfilled.

Measures under the organizational, functional, procedural and information audit conducted at the Ministry of Finance in 2005 were monitored under gender analyses. The gender analyses also monitored dependence in the parameters of the age, education and position of the Ministry's employees before and after the implementation of the Audit's results.

A gender-sensitive statistical survey was also carried out at the **Ministry of the Interior** in 2005. At present, the data are available for the period from 1995 to 2005. Compared to previous years (when women outnumbered men by about a third), the number of women employed at the Ministry has fallen and the present level is balanced. The number of policewomen is steadily rising, and at 1 June 2005 amounted to 16% of all police officers (in other EU Member States the percentage of policewomen in the armed forces and security corps was approximately 12-13%). As at the same date, women accounted for 14.46% of those in a service relationship at the Fire Brigade.

Some personnel groups conducted an analysis, for their own purposes, of gender equality according to measurable categories in comparable positions; they constantly monitor and evaluate the remuneration of women and men in comparable salary positions with the aim of eliminating any discriminatory differences (e.g. the Refugee Facilities Authority of the Ministry of the Interior).

The **Ministry of Agriculture** had no gender statistics available up to November 2003. In December 2003, trial operation of the Human Resources Information System was launched; basic data on both sexes are taken from this system. The system is undergoing further changes, but basic gender-relevant information can be extracted from it as necessary.

The **Ministry of Health** draws on data from the National Health Care Information System for its conceptual and legislative documents. Indicators are also processed separately for each sex. The Institute of Health Information and Statistics of the Czech Republic actively prepares and issues statistical publications at the Ministry. It cooperates closely on the preparation of documentation with the Czech Statistical Office, which manages and processes gender statistics. The IHIS director is an active member of the working party on gender statistics. 'Focus on women, focus on men in 2005' was published in close cooperation with IHIS.

The **Ministry of Industry and Trade** stated that, according to its statistics, women account for 26.3% of the total number of business entities. Of women in business, 21% are university graduates, which is 2.5 percentage points more than among men in business. Of the total number of employers, 22.3% are women, and of the total number of self-employed persons 27.6% are women. The highest share of women entrepreneurs is in the age category up to 24 years old. Entrepreneurs – male and female – are most frequently represented in the 35-49 age category, which accounts for 47.6% of all women in business and 43.5% of all men in business.

The successful development of the SME sector is boosted by the gradual implementation of the measure *Concept to support small and medium-sized enterprises in 2005-2006*, adopted by the Government under Resolution No 580 of 9

June 2004. The implementation of a measure offering direct assistance also furthers the development of business activities run by women.

In support of their business activities, women tend to draw on SME support programmes approved by the Government for 2005-2006 and announced by the Ministry of Industry and Trade. These programmes are *Guarantee [Záruka]*, *Market [Trh]*, *Progress [Progres]*, *Consulting [Poradenství]*, *Design, Alliance [Aliance]*, *Programme in Support of SME Participation in the Sixth Framework Programme*, and the *Industry and Enterprise Operational Programme* (in particular the programmes *Start*, *Credit [Kredit]*, *Marketing and Development [Rozvoj]*). These programmes promote consultancy services, training, participation in foreign exhibitions and trade fairs, certification, and access to capital in the form of guarantees for bank loans, soft loans and grants. The consolidated text of the programmes can be found on the website of the Ministry of Industry and Trade.

In 2005, these programmes provided assistance to 545 projects of women entrepreneurs totalling CZK 187 million. Of this, 273 (CZK 1.9 million) were consulting and training projects and 272 were investment projects (CZK 185.1 million). The investment projects of women entrepreneurs obtained most assistance from the *Start* and *Credit* programmes. The *Start* programme supports the implementation of the projects of startup enterprises by granting interest-free loans repayable within six years. Of the 381 projects supported in the *Start* programme in 2005, totalling CZK 169.5 million, 164 projects (CZK 70.9 million) were the projects of women entrepreneurs. The *Credit* programme provides credit for development projects at an interest rate of 3-4% and a maturity period of up to 6 years. Of the 386 projects supported, totalling CZK 749.8 million, 64 projects development projects (CZK 102.6 million) were the projects of women entrepreneurs.

A significant factor in the development of women's business activities is support for consultancy services and training in the Consulting programme. Of the 836 consultancy services (CZK 7.1 million) provided to natural persons engaged in business and persons preparing to start up in business, 269 preferential consultancy services were provided to women (CZK 1.6 million).

All conceptual documents within the competence of the **Ministry of Education, Youth and Sports** are also assessed from the gender point of view and current results from analyses are integrated into documents on an ongoing basis.

The springboard for the continued incorporation of results of analyses and research into conceptual documents within the Ministry's competence is the *Research Report*, prepared by a team of women research experts commissioned by the Ministry of Education, Youth and Sports - *Gender aspects of pupils' transition between education levels*, carried out by the Institute of Sociology of the Czech Academy of Sciences and defended in November 2005. The *Research Report* provides a basic insight into gender issues and their application in the analysed area of the education system in its comprehensiveness. This entails the mapping and gender analysis of the selection of candidates at individual levels of schools, the identification of stereotypes and facts which have a negative impact on the equal opportunities of women and men in relation to education.

The **Ministry of Justice** conducts a monthly analysis of human resources and a quarterly analysis of the proportional representation of women and men. Although the proportion of women falls as the management level rises, the number of women is satisfactory; in certain positions, we might even say a feminization process is in place. In terms of efficiency and expedience, current priorities and procedures in applying and promoting gender equality appear to be entirely adequate and satisfactory.

The **Ministry of Foreign Affairs** stated that respect for gender equality is also monitored in the scope of adherence to human rights. The incidence of initiatives and enquiries concerning gender discrimination within the Ministry is monitored. The current situation does not indicate that women suffer from discrimination.

The **Ministry of Defence** has regularly prepared a ministerial gender analysis since 2002. This analysis is a separate document expanded for comparative analysis with the previous period and including an evaluation of developments in individual indicators (the proportion of men and women in employment and service relationships; the proportion of men and women in senior systemized positions, in other professional positions; compliance with qualification requirements; the age structure; the rank structure; the proportion of men and women students at military schools; the proportion of men and women candidates applying to study at such schools; the proportion of men and women serving in international peacekeeping operations including a comparison with the database of candidates, and the ratio of average salaries granted to men and women in employment and service relationships analysed by wage constituent). Analysis results have so far not indicated a need to adopt positive discrimination.

Senior officers of the Ministry of Defence prepare their own gender analyses as part of the evaluation of the ministerial priorities and procedures.

The **Ministry of Labour and Social Affairs** has integrated the results of gender analyses into the following areas:

State social support and social care benefits

State social support and social care benefits are granted to supplement the income of families in predefined situations. These benefits are based on respect for the principle of gender equality and are designed to be gender neutral. The conditions and the amount of an entitlement to individual benefits and the award procedure are set not linked to gender but to the situation, especially with respect to the care of children and needy family members and coverage of their needs. For example, an entitlement to a parental allowance or foster-parent remuneration arises pursuant to parenthood or alternative family care, not gender. A parental allowance is provided to that parent who personally and duly cares, on an all-day basis, for a child aged up to 4 (or 7) years old. Similarly, foster-parent remuneration is due to a person caring for someone else's child within the scope of foster care.

With most state social support benefits, statistics are monitored by sex and data concerning state social support benefits where the criterion of the sex of the beneficiary/eligible person is meaningful (parental allowance, foster-parent

remuneration) show that the benefit recipients are mostly women. (For the sake of illustration: in September 2005, of the total number of beneficiaries, the proportion of men receiving a parental allowance was 1.4% and the proportion of men receiving foster-parent remuneration was 17.3%.) So far, the timeline of developments in the relevant indicators has been very short and any conclusions drawn based on their development when evaluating progress in the promotion of gender equality in child care can only be very tentative at this stage. Nevertheless, compared to October 2004 and 2003, when the proportion of men receiving a parental allowance amounted to 1.2% and 0.9% and the proportion of men receiving foster-parent remuneration amounted to 16.8% and 16.7% respectively, the situation has visibly improved.

With social care benefits, statistical data based on sex are not generally monitored (the share of women can be quantified, for example, in cases of repeat social welfare benefits based on social neediness, where the beneficiaries are families without dependant children, especially individuals), and this has not been proposed for the next year. The situation will be resolved when a new Tangible Need Act enters into effect (estimated effective date: 1 January 2007). It would be desirable to monitor all benefits by sex of the beneficiary where this criterion would be of any purpose so that indicators to evaluate progress achieved in relation to gender equality in the field of assistance for those in tangible need can be set and assessed.

Pensions

All statistical data relating to persons in the basic pension system and the state-subsidized supplementary pension insurance system are reported on the basis of gender. The values of indicators for men differ from the values for women. Measures to promote equality for women and men in the basic pension system are part of pension system reform, implementation of which is largely a political matter.

If we accept the possibility of measuring progress, the difference between the legal retirement age for men and women in the relevant year may be used as a specific measurable indicator for evaluating progress in gender equality. This gap is closing as a result of the gradual rise in the retirement age of men and women. Under legislation in force, the retirement age for men and childless women should be harmonized at 63 years; with other women, the retirement age will remain different for the time being (ranging from 59 to 62), based on the number of children they have brought up. A decision on further increases and the approximation of the retirement age for men and women, with the aim of reaching a uniform age limit, is contingent on finding political accord.

Earnings

The difference between the employment income of men and women is affected by a number of factors – those arising for objective reasons and those that, while no longer applicable, are still replicated within society (ingrained customs and social norms). A financial analysis of wage differences may, based on available statistical data, provide only a partial explanation prompted by an analysis of certain objective criteria (time worked, the complexity and demands of the work, responsibility); nevertheless, this analysis is of limited reach in capturing other variables affecting these relationships. When approaching these issues, a

combination of financial analyses and sociological surveys would be appropriate. According to available analyses, the percentage of the difference remaining as wage discrimination (employees with the same employer, assigned the same grade and performing the same work) is substantially lower than the overall value reported by statistics and hovers at around 2%.

Retraining

In 2005, a number of programmes were implemented which focused on women's participation in retraining. These programmes included: Advisory programme for mothers with children, Job clubs – incentive courses, Training – a chance of employment, Employ yourself, Integration of selected disadvantaged groups of job-seekers, 'How to find work' advisory programme, Return to work – Company economist, Restarting and developing competences, Computer literate secretary, Senior administrative assistant, and Computer-assisted accounting. These programmes drew the participation of 1,039 women.

The number of retraining courses completed is steadily rising. In 2005, 40,581 candidates took part in retraining, of whom 23,402 (57.6%) were women. Retraining courses aimed at acquiring knowledge and skills for self-employment were attended by 1,584 persons, of whom women accounted for 831 (52.4%); of the women, 17.4% (145) had not been economically active in the long term as they had been caring for children. As at 30 November 2005, 490,779 people were registered with employment offices, of whom women accounted for 261,766 (53.3%).

Employment

Equal treatment and the prohibition of discrimination in exercising the right to employment are laid down in Section 4 of Act No 435/2004 on employment. Measures to promote gender equality are continuously adopted in keeping with legal provisions in force; the same applies to the preparation of new legal regulations.

Data under individual indicators of employment policy are monitored for men and women. Statistical information is reported by gender. This includes statistics of job-seekers, the active employment policy, statistics of foreign nationals in employment and statistics of retraining courses, all at national and regional level. The information is used to provide a general description of the situation or as a starting point for analysis. Indicators that have not so far been reported broken down by women and men will be revised and future reporting will take account of the gender aspect. For the purposes of international comparison, statistical data used include those from the Czech Statistical Office, Eurostat and other international organizations. Indicators such as 'measure of result' are used to evaluate the situation over time.

To date, the **Ministry of the Environment** has not been prepared any gender-based statistics, except for an analysis of the staff structure of the Ministry. This analysis resulted in a higher number of women in senior positions as a priority in the field of equal opportunities for women and men in 2005.

The **Ministry of Informatics** conducts gender analyses in information literacy.

The **Ministry of Culture**, the **Ministry of Regional Development**, the **Ministry of Justice** and the **Ministry of Transport** did not carry out any specific activities relating to the fulfilment of the above task, or did not mention them in their reports.

Fulfilment of task 1. 14.

1. 14. Complement the range of training available for public administration staff and the employees of administrative authorities with gender equality, with the option of using the e-learning format of training designed for this purpose.

Responsible: Minister of the Interior, manager of the Office of the Government
Deadline: ongoing

The **Ministry of the Interior** prepared and tested an e-learning programme for regional government officers in 2004. In 2005, the course was incorporated into the range of training offered by the Prague Institute for Local Administration. All the Ministry's sections and the HR department, which includes a unit for the training of the Ministry's employees, were approached with the offer of the e-learning programme; however, take-up was minimal.

The **Office of the Government** stated that, based on a recommendation of the Government Council for the Equal Opportunities of Women and Men of 25 March 2005, on 7 April 2005 a letter was sent to the heads of HR departments at central public authorities with detailed information on the possibility of using this form of training in the relevant sphere as part of the range of training available to employees at administrative authorities.

In 2005, gender equality was again included in the training of employees at administrative authorities as a separate theme in the general induction training block incorporated in the range of training projects offered by the Institute of State Administration.

On 30 November 2005, the Government approved new rules for the training of employees at administrative authorities under Resolution No 1542, with effect as of 1 January 2006. Gender equality is included in these rules as a component of mandatory induction training under the theme of 'equal rights of women and men', which is in the part entitled 'Human resources in state administration'. The Institute of State Administration also included an e-learning course on 'Equal opportunities for women and men' in its range of training projects in 2006; this course will be used for the requirements of employees at administrative authorities in a limited number of purchased licences.

Fulfilment of task 1. 15.

1. 15. Support, as part of the grant policy, projects promoting equality for women and men.

Responsible: members of the Government
Deadline: ongoing

In January 2005, the working party of the **Ministry of Finance** on the promotion of gender equality discussed the report on the Ministry's capacity in relation to the grant policy. Government Resolution No 586 of 9 June 2004 approved the key areas of government grant policy for NGOs in 2005. One of the key areas of the grant policy is the 'Promotion of equal opportunities for men and women'. While the Ministry of Finance is not included in the list of central government bodies that will provide direct assistance to this area from their budgets, in the comment procedure on this material it nevertheless supported the area as deserving of government support.

The Ministry of Finance, whose status is defined by Act No 2/1969 on the establishment of ministries and other central state administration authorities of the Czech Republic, fulfils its budget tasks as stipulated in particular by Act No 218/2000 on Budgetary Rules and this Act's implementing regulations. The status of the Ministry of Finance is different in relation to the physically competent ministries, such as the Ministry of Education, Youth and Sports, the Ministry of Culture, and the Ministry of Labour and Social Affairs. The point is that the Ministry does not methodologically manage or commission relevant actions, and has no direct financial relationship to them.

Via the **Ministry of the Interior**, grants are assigned to projects within the National Committee on Crime Prevention, and accreditation is granted to organizations in accordance with the Voluntary Service Act – in 2005, 43 accreditations were granted, including several accreditation renewals for organizations originally accredited in 2003.

In 2005, grants were allocated in two regular rounds and one supplementary round. In the first round, CZK 7,475,000 was awarded, in the second round CZK 1,888,000, and in the third round CZK 435,000. In all, grants were awarded to 52 organizations for 71 projects.

The activities of the following organizations, which were granted accreditation or were financially supported, were related, directly or otherwise, to gender equality: the civic associations SKP-CENTRUM for the project 'Municipal shelter for mothers with children in Pardubice', Arkáda for the project 'Line of trust', and Jahoda [Strawberry] for the project 'JAHODA Clubs at shelters for mothers with children', as well as the Prague Archidiaconal Charity, the Brno Diocesan Charity for the projects 'Services provided by volunteers to the clients of social and healthcare facilities of the Brno Diocesan Charity' and 'Volunteers in collection and charity projects for disadvantaged groups of the population who use the services of the Brno Diocesan Charity', and the Veselí nad Moravou Charity for the project 'Citizen's Advice Bureau'.

In 2004, a Model Interdisciplinary Project to create a legal framework and methodological procedures for the introduction of interdisciplinary teams bringing together medical, social and police assistance in detecting and prosecuting cases of domestic violence was completed; this project was tackled under a guarantee of the Ministry of Interior and continued in 2005 with the monitoring of the fulfilment of

measures under Government Resolution No 794 of 25 August 2004. The activities of the interdepartmental monitoring expert team were supported by the Ministry of the Interior with funds totalling CZK 150,000.

In the grant policy of the **Ministry of Agriculture**, according to information from the Ministry grants are made in accordance with binding legal regulations. The principle of equality is respected.

In 2005, the **Ministry of Health** provided government grants totalling CZK 2,670,000 to the following projects with the relevant focus:

- the White Ring of Safety (an association to assist victims of crime) received CZK 870,000 for the publication of the newsletter BKB, which addresses the problems of crime victims, and for lectures and consulting for crime victims (Prague, Brno, Ostrava, Olomouc, Most),
- the Protection of Unborn Life [*Ochrana nenarozeného života*] association received CZK 1,800,000 to operate advice centres for women and girls in difficult situations in 16 towns and cities throughout the Czech Republic.

The Ministry of Industry and Trade runs a long-term programme called 'Support of business activities and the promotion of gender equality'. In 2005, this programme was re-announced by the Ministry of Industry and Trade in accordance with Government Resolution No 586 of 9 June 2004 on key areas of the grant policy in relation to NGOs for 2005. Under this programme, four NGO projects were supported which offered training events and activities focusing in particular on the training of women entrepreneurs and female managers in business, on the support of national and international cooperation in the promotion of gender equality in business, on the summing-up of observations from the provision of consulting and information services for women entrepreneurs and their dissemination in practice. The total amount of aid in 2005 came to CZK 395,960.

Specific activities supported under this area of grant policy included:

- the holding of an international workshop in cooperation with the Austrian organization 'Frau in der Wirtschaft', designed to pass on experience in the support of women entrepreneurs in cases where they fall ill or become mothers.
- the exchange of experience at national and international level in the professional business of women and the possibilities of establishing their business in society, organized in the form of work seminars and workshops and participation in regional, national and international events, including the publication of the book *How Women Entrepreneurs in South Bohemian Live* [*Jak se žije jihočeským podnikatelkám*] and a calendar – a catalogue of South Bohemian women entrepreneurs.
- the continued implementation of the *How to* project – a project in support of women's business activities in the Czech Republic, entailing the organization of seminars for the general public with a particular focus on women deciding whether to start up in business and who are interested in learning about the

initial phases of businesses, finding their way round business issues, including how to obtain a trade authorization, gaining practical knowledge of banking operations and sources of financing, etc.

The Ministry also held a conference on *Women's business in the 21st century – increasing the participation of women, women entrepreneurs and female managers in the executive bodies of companies and in the business sphere*, which was designed to nurture mutual cooperation between women and men who own or manage enterprises.

The **Ministry of Informatics** announced, in accordance with Government Resolution No 586/2004 on key areas of governmental grant policy for NGOs in 2005, a grant awarding procedure in support of projects in the *Information Society* and *Human Resources Training and Development* programmes. The evaluation committee recommended that aid be granted to projects on ICT training for women re-entering the labour market after maternity or parental leave and for families with young children.

The grant awarding procedure announced by the **Ministry of Informatics** in accordance with Act No 218/2000 on budgetary rules and amending certain related laws will support projects under the *National Computer Literacy Programme* which focus on supporting the training of women in information and communication technologies.

For nongovernmental organizations, the **Ministry of Education, Youth and Sports** runs a *Programme of State aid for work with children and young people*, where one of the horizontal themes respected in the selection of projects is equal opportunities for women and men.

In 2005, the **Ministry of Transport** ran several sub-campaigns designed primarily for women. One of these campaigns stressed the need to use child seats in vehicles. Future mothers encountered the campaign in the surgeries of gynaecologists and in maternity hospitals. A video accompanying the campaign centres on the speed limit in built-up areas and was also based on a female character.

The *BESIP Foundation* runs several projects and is preparing a short awareness film in its *Women behind the wheel* series. Another campaign that enjoyed a successful media response was *Driver of the Year*.

The **Ministry of Justice** does not have a grant policy, which is due in part to its scope of competence. At present, it does not support any projects, it only funds research carried out by the *Institute of Criminology and Social Prevention*, which covers various issues for the Ministry as a ministerial organization, from domestic violence to drug addiction.

The Ministry was an intermediary in the *Equal* programme project *Non-integration of persons released from prison into the labour market*, which was awarded to the Probation and Mediation Association.

In 2005, in the field of audiovisual and mass media projects the grant procedure at the **Ministry of Culture** supported a project by Gender Studies, o.p.s., called *Gender Tuesdays Through the Eyes of Women*, which received funding of CZK 50,000, and the *Radio Prohlas* series *What women want to say to women*, which received CZK 50,000.

In the grant procedure for libraries, a stress is placed on the availability of library services for the whole of society, with special attention being paid to the disabled, national minorities and disadvantages social groups. Projects promoting gender equality do not occur in the grant procedure for libraries due to the nature of these activities; there have been sporadic applications for a grant to run a series of lectures on literature with this theme.

In the field of museums and galleries, no project was presented that was directly related to equal opportunities, although the lives and status of women is strongly reflected in the projects of organizations partly financed from the public purse.

The **Ministry of Defence** focuses its grant policy on NGOs, especially on those nongovernmental organizations which are linked to the military environment or organizations with a close affinity to the military environment (e.g. *army sports unions* and *army sports clubs*).

In its grant policy, the **Ministry of Labour and Social Affairs** supports research projects that help combat discrimination against women. In all programmes (*Human Resources Development Operational Programme, Single Programming Document for Objective 3*, and *CIP EQUAL*) one of the support areas (measures) is devoted to balancing out the opportunities of women and men. At present, many projects are in place which active deal with this issue (e.g. in the *Human Resources Development Operational Programme* there were 26 projects seeking CZK 170.6 million in the first round – these projects were mainly presented by nongovernmental organizations).

For several years now, the Ministry of Labour and Social Affairs has supported nongovernmental organizations in the field of social services; some focus on gender equality, e.g. assistance for the victims of domestic violence and shelters for mothers with children. Since 2005, a grant programme has been set up to promote properly working families.

In 2005, the Ministry of Labour and Social Affairs also supported 22 projects on gender equality with total funding of CZK 6,899,800.

1	ACORUS, o.s.	Increasing the competence of social workers in the field of domestic violence	250,000
2	ADRA	Pyramid of assistance and development – advice centre for victims of violence and crime	48,300
3	Equal Opportunities Association	More women in politics – regional seminars	279,000

4	Family and Social Care Centre (church organization)	Support for women with children seeking access to the labour market	165,000
5	Czech Helsinki Committee	Promoting gender equality on the labour market – advice, activities to eliminate gender stereotypes	128,000
6	Czech Union of Women	More women in political life	265,000
7	'D' – civic association	Support for victims of violence and crime in Liberec	99,000
8	Econnect (civic association)	Civil society – Equal opportunities;	200,000
9	Gender Studies, o.p.s.	Fairy-tale repair shop or How it really was...	315,000
10	Gender Studies, o.p.s.	Roma women in the Czech Republic	127,900
11	Gender Studies, o.p.s.	Special Prize in a competition to find the best company with equal opportunities in the Czech Republic as regards the status of women in senior positions	142,300
12	Gender Studies, o.p.s.	Equal opportunities in companies - Newsletter	113,500
13	Unbent [Nesehnutí] (civic association)	Training on how to overcome gender stereotypes and inequality	261,700
14	Balance civic association	Balance Festival	128,000
15	WORD 21 civic association	Tearing down walls	160,000
16	Pansophia (civic association)	Support of the activities of non-profit organizations in South Bohemia focusing on gender equality	228,000
17	Litvínov co-existence	Roma women in the Czech Republic	128,000
18	Old Catholic Church in the Czech Republic (humanitarian church organization)	Increasing the self-respect of women, gender stereotypes	142,600
19	Silesian Diacony	Sára centre for abused women and children	1,402,700
20	Prague Archidiaconal Charity	Charity against violence perpetrated against women – victims of trafficking in human beings, victims of domestic violence	56,300
21	ACORUS civic association	Acorus psychosocial centre – assistance for victims of domestic violence	1,604,700
22	ÉLEKTRA, civic association	Provision of psychotherapy and crisis intervention for families where sexual abuse has occurred	654,800
		total	6,899,800

The Ministry of Labour and Social Affairs selects grant programme themes within its competence so that gaps in the support of NGOs concerning family support are filled. Within the scope of family support grant proceedings, a positive evaluation is given for projects which take account of the principle of gender equality, especially projects under the *'Programme for the support of facilities providing services for the*

prevention of social exclusion for parents caring for a child up to the age of six, which is intended primarily for applicants operating maternal and parental centres, and the *'Programme for the support of counselling and education for a responsible and harmonious partnership, marriage and parenthood'* which promote the involvement of fathers in active family life and co-responsibility for household care by both partners, etc. In 2005, CZK 26,485,000 was distributed in the first programme and CZK 8,155,100 in the second programme. These programmes will continue to be supported in 2006.

In 2005, a number of programmes were also implemented which focused on women's participation in the labour market. These programmes included: Advisory programme for mothers with children, Job clubs – incentive courses, Training – a chance of employment, Employ yourself, Integration of selected disadvantaged groups of job-seekers, 'How to find work' advisory programme, Return to work – Company economist, Restarting and developing competences, Computer literate secretary, Senior administrative assistant, and Computer-assisted accounting. These programmes drew the participation of 1,039 women.

The **Ministry of the Environment**, the **Ministry of Regional Development**, the **Ministry of Foreign Affairs** did not carry out any specific activities relating to the fulfilment of the above task, or did not mention them in their reports.

Fulfilment of task 1. 16.

1. 16. Recommend the e-learning format of training in the issues of equal opportunities for women and men for use by local government officials.

Responsible: Minister of the Interior

Deadline: 31 December 2006

The e-learning course on equal opportunities for women and men was updated in 2005 and is included in the Catalogue of training projects published by the Institute of State Administration (enhancing the depth of training).

Conclusion:

Most of the ministries have grasped the principle of gender mainstreaming and are able to apply it in the preparation of legal provisions and conceptual documents. However, distinct differences are still evident in the approach taken by individual ministries in performing their tasks, from highly active, committed and autonomously working ministries to a passive approach characterized by the observation that 'the task is fulfilled on an ongoing basis'.

The Czech Republic, as a Member State of the European Union and a member of the international community of democratically and economically developed countries, acknowledges the principle of solidarity among people and among states and accepts its share of responsibility in tackling global problems. One of the ways this stance is manifested is in international development cooperation, which is an integral part of Czech foreign policy.

Within the scope of gender mainstreaming, i.e. subordination of conceptual, decision-making and evaluative processes of all current policies to the aspect of gender equality at all stages of preparation and implementation, it is necessary to ensure gender equality in foreign development cooperation too. For the Czech Republic's international development cooperation in 2002-2007, the framework goal has been set to contribute, in accordance with the efforts of the international community, to restrictions in poverty in less developed parts of the world by means of economic and social sustainable development.

Gender equality as one of the cross-sectional themes and a priority in the implementation of foreign development cooperation is taken into consideration in all projects, whether sector or geographically oriented. The National Gender Equality Action Plan of the Czech Republic has been supplemented with a new measure **1.17 – Consideration for the principle of gender equality in the creation of the concepts of general policies and projects of development cooperation in all institutional structures and at all levels of the decision-making process**, the fulfilment of which is designed to ensure the gradual elimination of the discrimination of women in connection with critical areas defined in two fundamental documents – the Millennium Development Goals and the Beijing Platform for Action (e.g. women and poverty, training for women, women and health, women and the economy, the human rights of women, institutional mechanisms to improve the status of women).

Unlike other European countries, the Czech Republic cannot be considered a country with longer-term immigration experience or with a long-standing integration policy. The problem of integration foreigners in the Czech Republic has been handled at government level only in the past few years, and Czech society still shows signs of pronounced national homogeneity. Nevertheless, the Ministry of Labour and Social Affairs is aware of the need to help draw up and implement a policy for the economic, social and cultural integration of foreigners that conforms to the needs and possibilities of the Czech Republic and that will comply with obligations stemming from EU membership and obligations under myriad international conventions ratified by the Czech Republic. As the Foreign Integration Policy states, the situation of female foreigners in host countries is generally considered an important area, primarily because, as experience from throughout the world shows, female foreigners are one of the most disadvantaged groups on the labour market. Participation in the labour market and the attainment of economic self-sufficiency are perceived as one of the determinants of successful integration. As female foreigners, for various reasons, often find it more difficult to access the labour market in the host country than their male counterparts, they are more frequently socially excluded and at risk of poverty. A related problem can be found in multiple forms of discrimination, where female foreigners are faced not only with discrimination on grounds of ethnic origin or race or on grounds of sex, but are also

commonly exposed to discrimination on grounds of religion, disability, sexual orientation or age.

Although no relevant surveys have been conducted in this field, we can assume that female foreigners in the Czech Republic encounter similar problems as in other states. In a Joint Memorandum of Women from Ethnic Minorities, which was issued in 2005 based on an international conference of female foreigners supported by the European Commission, foreign women identified six areas as basic problem areas in this field. The main areas were health care and social services, education and access to education, open racism and discrimination in public and in employment, insufficient information, problems related to dependence and loss of dignity during long-term stays in asylum camps, and illegal migration

Based on the information above, a new task (1.18) has been incorporated into the National Action Plan for the Promotion of Gender Equality, i.e. **Draw up an analysis of the relevant aspects of migration and integration policy from the aspect of gender equality with the aim of detecting inequality and identifying current problems. Keep statistics of illegal migration and the stay of foreigners on the territory of the Czech Republic with regard to gender.**

This task should gradually reveal inequalities between foreign women and men and identify current problems in society, which is required in order to find a solution in line with the policy of the equality of foreign women and men in the Czech Republic.

Proposals for Part 1. Promoting principles of the equality of women and men as part of Government policy

Based on what is mentioned above, the following proposals are made (changes are emphasized in bold):

Update the deadline for task 1. 2.

1. 2. Provide active support, through specific measures, for the selection of suitable women candidates for positions in government bodies and senior positions in ministries, and in their subordinate administrative authorities and institutions. Evaluate the measures adopted to achieve the balanced representation of women and men in senior positions and work teams.

Responsible: members of the Government

Deadline: 31 December **2006** for the evaluation of measures

Deadline: ongoing for the active selection of candidates

Rephrase task 1.4.

1. 4. Ensure that individual ministries and administrative authorities establish, within the scope of their jurisdiction, cooperation with **nongovernmental non-profit organizations** specializing in equal opportunities for women and men and continue their search for and expansion of such cooperation. This cooperation may also

include requests for opinions on the legislation under way or on other fundamental decisions.

Responsible: members of the Government
Deadline: ongoing

Update the deadline for task 1. 6.

1. 6. Launch or continue training activities in human rights, with consideration for equal opportunities for men and women and methods designed to achieve gender equality. Ensure that all conceptual workers and decision-makers, as well as other professional members of staff, attend such training.

Responsible: members of the Government
Deadline: 31 December **2006**

Update the deadline for task 1. 9.

1. 9. Continue the public debate on the issues of equal opportunities for women and men with an aim to inform the Czech public on the national policy on equal opportunities for women and men and its objectives.

Responsible: Minister for Labour and Social Affairs,
Government Commissioner for Human Rights:
Deadline: 31 December **2006**

Update the deadline for task 1. 10.

1. 10. Prepare priorities and procedures of the ministries in the promotion of gender equality for **2007** in areas of the competence of the individual ministries and submit these to the Minister for Labour and Social Affairs as the national coordinator of the agenda of equal opportunities for women and men **by 31 January 2007**.

Responsible: members of the Government
Deadline: 31 January **2007**

Update the deadline for task 1. 11.

1. 11. Evaluate the fulfilment of measures under the priorities and procedures of ministries in the promotion of gender equality for **2006** and submit these to the Minister for Labour and Social Affairs as the national coordinator of the agenda of equal opportunities for women and men.

Responsible: members of the Government
Deadline: 31 January **2007**

Update the deadline for task 1. 12.

1. 12. Supplement ministries' priorities and procedures in the promotion of gender equality by developing and specifying the key objectives of the government equal opportunities policy in accordance with updated measures under the Government's nationwide priorities and procedures in the promotion of gender equality.

Responsible: members of the Government
Deadline: 30 June **2006**

Rephrase task 1.14.

1. 14. **Incorporate**, into the range of training available for public administration staff and the employees of administrative authorities, gender equality, with the option of using the e-learning format of training designed for this purpose.

Responsible: Minister of the Interior, manager of the Office of the Government
Deadline: ongoing

Add new task 1.17.

1. 17. **Take account of the principle of gender equality in the creation of the concepts of general policies and projects of development cooperation in all institutional structures and at all levels of the decision-making process.**

Responsible: Minister for Foreign Affairs
Deadline: ongoing

Add new task 1.18.

1. 18. **Draw up an analysis of the relevant aspects of migration and integration policy from the aspect of gender equality with the aim of detecting inequality and identifying current problems. Keep statistics of illegal migration and the stay of foreigners on the territory of the Czech Republic with regard to gender.**

**Responsible: Minister for Labour and Social Affairs,
Minister of the Interior**
Deadline: 30 June 2007

2. Ensure the legal prerequisites for gender equality and raise legal awareness

In accordance with assumed international obligations and the preparation of the Czech Republic for accession to the European Union, a series of major steps were taken in labour law over the period 1998-2000 to combat discrimination. While the basic legal framework was established back in 1998-2000, in the subsequent period it was improved and, in 2005, proposals were made for amendments to certain legal provisions that are relevant to issues of equality for women and men.

Fulfilment of task 2. 1.

2. 1. Review legal provisions in force on an ongoing basis with respect to their compliance with the principle of the equal status of women and men in society, or with the relevant requirements of the Community law. Further to the results of the above review, cancel, amend or supplement those legal provisions in force that conflict with the principle. In the preparation of new legal provisions, consistent ensure the promotion of the aforementioned principle.

Responsible: members of the Government
Deadline: ongoing

The **Ministry of Finance** stated that it is not an authority directly responsible for tackling breaches of human rights, and that the documents drawn up in its competence are gender neutral. Furthermore, during 2005 the gender aspect of materials submitted to the Government was monitored on an ongoing basis in line with Government Resolution No 1072 of 3 November 2004.

However, based on an initiative of the Ministry of Finance, there was a change in the government bill on protection against discrimination. The constitutional law committee discussed the bill and, on 10 November 2005, issued a resolution containing a precise definition of different treatment in private insurance based on discrimination. In addition, the Ministry of Finance constantly monitors compliance with the equal status of women and men in the rules drawn up by other ministries and referred to the Ministry for opinion.

In 2005, the **Ministry of the Interior** assessed numerous documents within its jurisdiction that were related to equality for women and men. Both in the creation of new legal provisions and in the amendment of the current legal provisions, the Ministry of the Interior consistently ensures their compliance with the principle of the equal status of women and men and the transposition of EU provisions, including the elimination of potential discriminatory elements.

In connection with the fulfilment of the task of promoting equal opportunities for women and men, the Police Presidium of the Czech Republic prepared an amendment to Binding Guideline of the Police President Nos 96 and 97 from 2002 on the implementation of interim evaluations of police officers and work assessments of employees of the Czech Police Force. The amendment refers to the 'Code of Ethics of the Czech Police Force' of 21 January 2005. This Code requires that police

officers, in relation to citizens and other officers of the Czech Police Force, unconditionally maintain an open approach as regards sex, age, ethnic groups, etc. The amendment also takes into account changes associated with the new Act No 361/2003 on the service relationship of members of security corps. With regard to the fact that the effectiveness of this Act has been shelved, the prepared amendment of the above-mentioned binding guidelines is still pending.

The Code of Ethics of the Czech Police Force (issued by Order of the Police President No 1 of 21 January 2005) contains one of the Czech Police Force's basic obligations towards society: 'the application of an equal and correct approach to all persons without distinction etc.'. Equality here means not only tolerance of difference, but also an equal approach by individual officers to colleagues within the Czech Police Force, and equal approach and uniform conditions for the selection of new employees and equal status in terms of promotion.

The **Ministry of Agriculture** incorporates into its new proposals the principle of the equal status of women and men where this is logical. Fundamental documents are the current Government Resolution on Priorities and other government programmes which concern the principle of the equal status of women and men.

The **Ministry of Health** cooperates with the Ministry of Labour and Social Affairs in reviewing legislation in force, in particular by means of interdepartmental comment procedure, where it has the possibility to express comments on suggestions on the relevant matters.

The Ministry of Health has issued Regulation No 288/2003 laying down the work and workplaces which are prohibited for pregnant women, breastfeeding women, mothers up to the end of the ninth month after birth, and young people, and the conditions under which young people may, in exceptional cases, perform this work as part of their vocational training.

The Ministry of Health has also issued Regulation No 432/2003 laying down the conditions for the classification of work into categories, limit values of the indicators of biological exposure tests, conditions for the sampling of biological material for the performance of biological exposure tests, and particulars for the reporting of work with asbestos and biological factors.

Governmental Order No 178/2001 lays down the conditions for the protection of the health of employees at work.

The Ministry of Health plays a coordinating role in ensuring compliance of national legal provisions with the *acquis communautaire*.

Bills drawn up in the competence of the **Ministry of Industry and Trade** which regulate the starting-up of business are gender neutral, i.e. they do not contain any discriminatory provisions requiring qualifications or other requirements that would place either women or men at an advantage. These regulations do not expressly enshrine the principle of the equality of women and men as the observations made to date do not indicate any problems of this kind in practice. The Ministry of Industry and

Trade stated that, based on this information, there is no need to amend legal regulations in the competence of the Ministry.

In the preparation of new legal provisions, the Ministry of Industry and Trade proceeds in accordance with the principle of equal treatment and with the corresponding requirements of Community law.

The strategic documents of the **Ministry of Informatics** concerning electronic communications, i.e. the Electronic Communications Bill, the draft government policy of high-speed access, and the government information and telecommunication policy, are formulated neutrally from the aspect of preferences for women and men; the gender neutral approach ensures equal access to technology.

The **Ministry of Education, Youth and Sports** stated that the new Schools Act entered into effect on 1 January 2005. As at this date, new implementing regulations were issued and all regulations concerning regional education whose validity had been extended were reviewed. Since this date, compliance with the principle of the equal status of women and men in society in legal provisions has been monitored and safeguarded by the Ministry.

The **Ministry of Justice** stated that the principle of the equality of women and men is regulated in provisions that are not coordinated by the Ministry (these are primarily Council Directive 2004/113/EC and Directive 2002/73/EC of the European Parliament and of the Council). The transposition of these regulations on equal opportunities is coordinated by other ministries, in particular the Ministry of Labour and Social Affairs. The result of such transposition is the adoption of the corresponding Czech legislation or the corresponding amendments to existing regulations.

Nevertheless, at the beginning of 2005 the Ministry of Justice presented a bill on equal treatment and on legal means for protection against discrimination (the Antidiscrimination Act). At the beginning of 2006, the Chamber of Deputies approved the bill and forwarded the text of the law to the Senate, which rejected the bill. The Chamber of Deputies is now debating the bill again. The Antidiscrimination Bill defines the terms connected with the right to equal treatment, lays down admissible forms of unequal treatment, establishes certain legal means for protection against discrimination which had been missing, and grants new powers to the ombudsman in the field of discrimination. This bill will incorporate into Czech law Community directives that regulate the equal status of persons irrespective of their race or ethnic origin, sex, sexual orientation, age, disability, belief or religion, or lack of religion.

The **Ministry of Foreign Affairs** ensures the representation of the Czech Republic in the *Council of Europe's Steering Committee on Equality for Women and Men* and monitors international commitments of the Czech Republic in human rights, which include the prohibition of discrimination on the grounds of gender. The Ministry of Foreign Affairs, in close cooperation with the Ministry of Labour and Social Affairs, strives to ensure the gradual transposition of European Union standards on equal opportunities for men and women into legal provisions within the competence of the Ministry of Foreign Affairs.

The **Ministry of Defence** stated that this task is fully handled within the Ministry and is continuously fulfilled both through the internal normative acts and other internal rules.

Since 1 January 2005, the new Act No 585/2004 of 4 November 2004 on conscription and the safeguarding thereof (Conscription Act) has been in force; this Act covers the equal treatment of women and men and the prohibition of discrimination, as, unless provided otherwise by law, compulsory enlistment applies to all citizens in cases where the country is endangered or at war.

In 2005, preparations commenced for a bill on the service of professional soldiers. Antidiscrimination measures (including non-discrimination on grounds of sex) were fully included in this bill.

New work rules were also drawn up for civilian employees in which, within the scope of general provisions, a separate article was prepared on non-discrimination, including non-discrimination on grounds of sex (at present this internal regulation is passing through the approval process).

An internal normative act, an Order of the Minister for Defence entitled 'Promotion of the principle of the equality of men and women in the competence of the Ministry of Defence', was amended. The amendment focused on the establishment and composition of a new advisory and initiative body of the Ministry of Defence in promoting the principle of the equality of women and men; this body will have a mandate to implement relevant measures and will cooperate with the Ministry's Committee on the Prevention of Anti-Social Behaviour.

The **Ministry of Labour and Social Affairs**, in accordance with the harmonization of Czech legal provisions with those of EU, integrated the following into the Act No 435/2004 on employment: Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (31976L0207); Directive 2002/73/EC of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (32002L0073); and Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

The non-discrimination principle ensuing from the law is also applied in the preparation of provisions and documents implementing the active employment policy and related tasks. Below is a list of key laws prepared in 2005, in preparation of which thorough care was taken to promote the principle of equal opportunities for women and men.

- the Social Services Bill (Act No 108/2006) and an Act amending certain laws in connection with the adoption of the Social Services Act – this entails systematically new legislation in social services.

- the Sickness Insurance Bill and a bill amending certain laws in connection with the adoption of the Sickness Insurance Act – this entails systematically new legislation in sickness insurance.
- the Subsistence Minimum Act (Act No 110/2006) and the Tangible Need Act (Act No 111/2006) – this is systematically new legislation in the subsistence level and benefits provided in cases of tangible need.
- the draft of the Labour Code – this is new legislation on labour-law relations that fully respects gender equality. The following documents of the European Communities on gender equality are incorporated into the provisions of the draft Labour Code: 1. Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation, 2. Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, as amended by Directive 2002/73/EC of the European Parliament and of the Council, 3. Council Directive 75/117/EEC on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women, 4. Directive 2003/88/EC of the European Parliament and of the Council concerning certain aspects of the organization of working time, 5. Council Directive 96/34/EC on the framework agreement on parental leave, 6. Council Directive 97/81/EC concerning the Framework Agreement on part-time work.
- Amendment to Act No 117/1995 on state social support, as amended (the proposed changes include a higher birth allowance and the introduction of a new benefit – a school equipment allowance of CZK 1,000).

The **Ministry of Transport**, the **Ministry of Regional Development**, the **Ministry of Culture** and the **Ministry of the Environment** did not carry out any specific activities relating to the fulfilment of the above task, or did not mention them in their reports.

3. Ensure equal opportunities for women and men in their access to economic activities

As is regularly reported, the situation of women on the labour market has remained practically unchanged for many years. The Czech market is characterized by its high employment rate among women on the one hand, and on the other by the fact that women are often exposed to discrimination by employers, and it is usually women who agree to take up a lower-paid work under less favourable conditions.

There is no clear evidence that women are forced to work out of financial necessity, although the average Czech family could not get by without two incomes. Public opinion polls have proved that, for most Czech women, work ranks second on the scale of the most important values in life and that women are not different from men in the degree of importance they attach to work.

Fulfilment of task 3. 1.

3. 1. Continue to support, in the interests of the increased competitiveness of women on the labour market, the creation of a range of skills and retraining programmes facilitating the suitable employment of women, including the application of their skills on the labour market through self-employment. Ensure the possibility of State aid for retraining courses intended for citizens, particularly women, who have been economically inactive for a prolonged period due to child care.

**Responsible: Minister for Labour and Social Affairs,
Minister for Education, Youth and Sports
Deadline: 31 December 2005**

At the **Ministry of Labour and Social Affairs**, retraining as one of the tools of the active employment policy is used by all employment offices. The range on offer has steadily expanded, as documented by the number of courses held. In 2005, a number of programmes were implemented which focused on women's participation. These programmes included: Advisory programme for mothers with children, Job clubs – incentive courses, Training – a chance of employment, Employ yourself, Integration of selected disadvantaged groups of job-seekers, 'How to find work' advisory programme, Return to work – Company economist, Restarting and developing competences, Computer literate secretary, Senior administrative assistant, and Computer-assisted accounting. These programmes drew the participation of 1,039 women.

In 2005, 40,581 candidates took part in retraining, of whom 23,402 (57.6%) were women. Retraining courses aimed at acquiring knowledge and skills for self-employment were attended by 1,584 persons, of whom women accounted for 831 (52.4%); of the women, 17.4% (145) had not been economically active in the long term as they had been caring for children. (As at 30 November 2005, 490,779 people were registered with employment offices, of whom women accounted for 261,766, or 53.3%.)

Some time ago, the **Ministry of Education, Youth and Sports**, made all branches of study in the education system equally accessible to both girls and boys. For the purposes of improving the success rate of women on the labour market, training programmes have been set up for vocational training that can be attended on an individual study basis.

The principle of equality for women and men will be consistently reflected in the development of future framework training programmes in accordance with the criteria of the Schools Act in force as of 1 January 2005.

For the requirements of employees, a broader range of courses was offered by the Institute of State Administration, and courses were also held by the Ministry.

For new employees (primarily women) with responsibility for the European Social Fund, support was provided for a project financed from ESF technical assistance for further (especially language) training, which will be continued extensively in the next three years.

In 2005, the Ministry of Education, Youth and Sports drew up a legal and methodological framework enabling various types of schools to organize efficient supplementary training in their field of specialization. Directly controlled organizations (the Research Institute of Education, the National Institute of Vocational Training) were tasked with the creation of conditions for the provision of expert assistance to educational bodies and organizations in accomplishing this task. Because the powers of the Ministry of Education, Youth and Sports in the field of educational management were transferred to school promoters and the fulfilment of this task can no longer be required of the authority, this matter is regularly placed on the agenda of mutual informative meetings with the education departments of regional authorities.

Fulfilment of task 3. 2.

3. 2. Focus reviews of compliance with the labour-law legislation on respect for the prohibition of discrimination on grounds of sex, including the principle of equal pay for equal work and for work of equal value, as well as on respect for the increased protection of women at work. Keep records of and statistically process the reviews of compliance with the provisions on the prohibition of discrimination on grounds of sex.

**Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2005**

Further to Act No 251/2005 on labour inspection, which entered into effect on 1 July 2005, this area is consistently covered by the State Labour Inspection Office, as the competent administrative authority, and by the competent district labour inspectorates during all inspections – whether planned in advance or conducted on the basis of a complaint.

In cases of deficiencies in the prohibition of discrimination on grounds of sex which are discovered during labour inspections, for statistical purposes these facts

can now be identified from inspection reports registered in the operating information system on the work of the inspection bodies of the labour inspectorate in which breaches of legal regulations are recorded.

Also, the reconstruction of the information system has been proposed so that it covers new inspections activities in keeping with the expanded powers of labour inspection bodies as set forth in Act No 251/2005.

In the inspections they conduct of employers, employment offices inter alia check respect for the relevant provisions (Sections 4 and 12) of Act No 435/2004 on employment that lay down the principles of equal treatment and the prohibition of discrimination in the exercise of the right to employment. The inspection findings are assessed every quarter, and in the 'Report on inspections by employment offices' they are broken down into direct and indirect discrimination, women and men, and, in a more detailed structure, into individual signs of discrimination. This report is regularly submitted to the management of the Ministry of Labour and Social Affairs and then to the Plenary Session of the Council of Economic and Social Agreement.

Fulfilment of task 3. 3.

3. 3. Encourage individual abilities and interests of girls and women on the one hand and boys and men on the other in vocational training for occupations that are not considered typical for one or the other gender.

Responsible: Minister for Education, Youth and Sports
Deadline: ongoing

In addition to the issues of studying unconventional subjects, the specialist departments of the Ministry of Education, Youth and Sports also pay attention to the study of selected humanity subjects, forms of cooperation between schools (including cooperation with non-governmental entities) and science and research.

The National Institute of Vocational Training, as a directly managed organization of the Ministry, oversees the operation of the Career Guidance Centre, which maps out the range of study options offered by vocational schools and provides advice and information to education advisors, pupils and parents. It also operates the website www.startnathprace.cz, which offers support in relation to the above issues.

Individual regions send long-term plans for education and the development of the education system to the Ministry for its opinion. These plans contain an analysis of the education system in the region and, based on estimated demographic developments, developments on the labour market and the plans for the further development of the region, lay down goals and tasks for individual areas of education and the structure of the education on offer. Regional education departments were notified of the need to focus on the equality of women and men in the preparation of these plans.

Fulfilment of task 3. 4.

3. 4. Continue, through the school syllabus, teaching and other materials, efforts to eliminate stereotypical discriminatory perceptions of the status of women and men in the family, at work and in society, and promote the principle of equality for women and men as part of activities linked to the National Programme for the Development of Education in the Czech Republic (the 'White Paper').

**Responsible: Minister for Education, Youth and Sports
Deadline: 31 December 2005**

In the preparation of the new legal environment and in the drafting of curricular changes, the permanent need to implement this plan was envisaged. For each branch of study, a framework training programme is set up that inter alia defines the objectives, forms, duration and content of training according to the focus of the given branch of study (the equality principle and the status of women and men in the family, at work and in society is an integral part of the school leaver's profile). Framework training programmes are binding not only for the preparation of school training programmes and the evaluation of the results of training, but also for the production and assessment of textbooks and teaching materials. Considering the large number of branches of study, new training programmes will be developed gradually over the years. During this time, the original teaching documents will be used; where necessary, the law will allow them to be amended to factor in the current practical requirements of society.

Pupils are provided with the information required to select their profession or further education; girls and boys have equal access in this selection process. Schools strive to involve girls in computer studies, as well as in other compulsory, optional and extra-curricular subjects and clubs.

Fulfilment of task 3. 5.

3. 5. Support the access of women to employment involving the use of information and communication technologies, in particular by increasing the participation of women in the relevant education and training.

**Responsible: Minister for Labour and Social Affairs,
Minister for Education, Youth and Sports, Minister for
Informatics
Deadline: 31 December 2005**

The **Ministry of Labour and Social Affairs** stated that retraining courses focused on information technologies rank among the most frequently held. These courses are directly designed to pass on knowledge and skills for work with information technology. In 2005, 16,665 people participated in retraining courses focusing on the use of information and communication technology. Of these, 12,364 (74.1%) were women.

Employment offices organize, as part of the active employment policy, retraining courses designated inter alia for women re-entering the labour market e.g. after their maternity leave. In 2005, An emphasis was also placed on the specific requirement of promoting the information society for projects submitted under Measure 2.2. of the Human Resources Development Operational Programme.

The **Ministry of Education, Youth and Sports** stated that this measure is implemented on an ongoing basis, mainly as part of the further vocational training of employees at the Ministry, which is planned to continue in future years.

The **Ministry of Informatics**, in accordance with its strategic objective to achieve expand computer literacy within four years, launched the *National Computer Literacy Programme*. The Programme's goal is to provide access for all citizens interested in learning the basics of computing and basic orientation in Internet use. The Programme promotes gender equality in the corresponding education and training in practical skills and supports the improved options for women as they seek to enter the labour market. The Project is carried out in Internet cafés, libraries and certain schools. Two-lesson intensive courses are conceptually designed so that even for those who have no previous computer experience can cope with them. To date, 132,000 participants have taken the course; of these 62% are women.

Fulfilment of task 3. 6.

3. 6. Develop the conducted analysis of syllabuses, textbooks and teaching aids for primary schools so that its results serve as a basis for determining criteria for textbooks and teaching aids and so that a more pronounced educational effect be achieved with respect to gender equality.

**Responsible: Minister for Education, Youth and Sports
Deadline: 31 December 2005**

Paying greater attention to equal opportunities for women and men and eliminating stereotypical discriminatory perceptions of the position of women in the family, at work and in society during the process of approving new teaching documents for various fields of study and in the granting of approval clauses for textbooks and teaching texts is a permanent task.

An approval clause may only be granted for a textbook which respects the Constitution of the Czech Republic and laws in force in the Czech Republic; in particular, it must respect fundamental rights and freedoms that are guaranteed for everyone irrespective of their race, skin colour, language, belief or region, or membership of a national or ethnic minority, and must promote equal opportunities for women and men.

As part of career guidance at the Educational and Psychological Counselling Institute (IPPP), an analysis was conducted of the calendar Career Path – for pupils of primary schools – and the necessary modifications (including general approaches) respecting the rights of girls and boys when choosing an occupation were proposed. The modified calendar was published in 2005. In this respect, a course called *Career*

Guidance for Pupils with Disabilities was held. The Faculty of Teaching, Masaryk University, Brno was a cooperating entity.

During career guidance for Roma pupils from special needs primary schools (Educational and Psychological Counselling Institute), a research survey monitored the reasons for the lack of success recorded by these boys and girls in their further education, how they differ in their choice of occupation, and their chart of life values.

A qualitative analysis of the family systems of various ethnic groups living in the Czech Republic focused inter alia on the impact that the family systems have in relation to the equal rights of girls and boys.

At a national seminar hosted by the Ministry of Education, Youth and Sports, a workshop was organized called *Specifics of work with national minorities and ethnic groups in connection with the updating of strategy*, part of which was gender issues.

All textbooks and fields of study in secondary vocational training and fields of study in post-secondary vocational training are available without discrimination to men and women, irrespective of their physical or mental demands. If the health of women might be endangered or even damaged during training, e.g. in physical training or during work experience (e.g. by lifting excessively heavy loads), the head teacher is obliged to ensure that these women are not exposed to such dangers.

Fulfilment of task 3. 7.

3. 7. Continue implementing training programmes for teachers and pedagogical workers in equal opportunities for women and men with the aim of providing them with effective procedures for gender-sensitive teaching.

Responsible: Minister for Education, Youth and Sports

Deadline: 31 December 2005

The monitoring and evaluation of the effectiveness of measures for the application of the principle of the equality of women and men in tertiary education is part of a project run by the Centre for Higher Education Studies at national and international level. The following studies were drawn up during the fulfilment of research plan tasks in 2005:

- Equal opportunities for women and men in academic positions and science.
- University students in the Czech Republic in 2005.
- Equal opportunities for women and men in the Czech Republic and abroad.
- The status of women in academic positions at universities in the Czech Republic.
- A social portrait of students on doctoral study programmes in the Czech Republic.

At the Ministry, the equality of opportunities for women and men was also included in educational activities carried out in the first half of 2005:

- Talented pupils and students, Gender issues with gifted children, gifted girls –a series of lectures aimed at identifying gifted pupils and students.

- The creation of educational counselling programmes – includes gender issues in ordinary schoolwork, the interpersonal relations of boys and girls, sexual equations of behaviour.
- Methods and procedures – The methodology of work in lessons of sex education. Crisis intervention in education. A visual test of professional orientation – its use among boys and girls.
- Equal opportunities for all children – Protection against discrimination.
- Education and counselling work with children and pupils with specific learning needs – The specifics of sexuality and sex education for the mentally disabled.
- Organization and management – Course for educators at educational facilities designed for institutional or protective care. Aspects of sex education in the context of crime among children and young people. Planned parenthood as prevention of sexual abuse.

Fulfilment of task 3. 8.

3. 8. Continue the training of careers advisers at employment offices in equal opportunities for women and men and ensure that they apply this knowledge in their counselling services.

**Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2005**

The training centres of employment offices – methodologically and conceptually managed by the Ministry of Labour and Social Affairs – regularly hold training for careers advisers. Equal opportunities for women and men are included among the training objectives.

Fulfilment of task 3. 9.

3. 9. Continue the training of education advisers at schools in equal opportunities for women and men, so that these advisers can apply this knowledge in their counselling activity.

**Responsible: Minister for Education, Youth and Sports
Deadline: 31 December 2005**

The programmes referred to in point 3.7 are also intended for educational advisers from all types of schools.

Related to this measure is the content of the constantly revised Guideline of the Minister for Education, Youth and Sports on the promotion of equality for men and women in the educational and training process at schools and educational facilities and in science and research.

Within the scope of research, an *Analysis of the activities of educational care training centres* (SVP) was conducted which inter alia covered the share of women and men in SVP work collectives in connection with the provision of identification patterns. It centres on the proportion of boys and girls using SVP services.

Fulfilment of task 3. 10.

3. 10. Support the formation a range of qualification and retraining programmes, facilitating the identification of a suitable occupation, including use of skills through self-employment and enterprise, specifically for women living in rural areas.

**Responsible: Minister for Labour and Social Affairs,
Minister for Education, Youth and Sports, Minister for
Industry and Trade, in cooperation with the Minister for
Agriculture
Deadline: 31 Deadline 2005**

The **Ministry of Labour and Social Affairs** has reported that the Labour Offices, through their branch offices, provide information on the offered range of retraining courses, i.e. including courses with a focus on the enterprise, also for the citizens living in the rural areas. Job-seekers are enrolled on courses based on their own interest in using skills in the form of an independent trade.

Employment offices may cover the cost of travel, accommodation, etc., for job-seekers with a poor transport service to the training venue; as a result the participation of citizens from rural areas is supported.

The **Ministry of Education, Youth and Sports** stated that the task was included in the strategic plan of the Ministry and in the conceptual plan of the further education of pedagogical workers. The continuation of the task in 2006 has been ensured.

The **Ministry of Industry and Trade** contributes to training and qualification programmes designed for women entrepreneurs as part of its grant policy. The programmes are technically organized by the Association of Women Entrepreneurs and Managers, with which the Ministry enjoys long-standing cooperation.

Proposals related to Part 3. Ensuring equal opportunities for women and men in their access to economic activities

Based on what is mentioned above, the following proposals are made (changes are emphasized in bold):

Rephrase task 3.3.

3. 3. Encourage **and support** individual abilities and interests of girls and women on the one hand and boys and men on the other in vocational training for occupations that are not considered typical for one or the other gender.

Responsible: Minister for Education, Youth and Sports
Deadline: ongoing

Rephrase task 3.4.

3. 4. Continue, through **framework educational programmes**, teaching and other materials, efforts to eliminate stereotypical discriminatory perceptions of the status of women and men in the family, at work and in society, and promote the principle of equality for women and men as part of activities linked to the National Programme for the Development of Education in the Czech Republic (the 'White Paper').

Responsible: Minister for Education, Youth and Sports
Deadline: 31 December 2006

With tasks 3. 1., 3. 2., 3. 5.,3. 6., 3. 7., 3. 8., 3. 9. and 3. 10., it is proposed only to update the deadline to 2006.

4. Levelling out the social status of women and men caring for children and needy family members

As has been mentioned, the Ministry of Labour and Social Affairs commissioned a sociological survey on *Promotion of parental leave taken by men*. This survey analysed the status of women and men in the Czech family and indicated that the mother often holds a dominant position in the family in terms of bringing up children. However, there are increasing numbers of situations where both parents play equal roles in the upbringing of children more frequently than before. The general population continues to perceive the role of mother as that of the caring one. Women themselves perceive the importance of their role and are keen to retain it. The man, for his part, is seen mainly as the breadwinner, although a significant proportion of the population is ready to admit that men may be capable of caring for a small child. The population's attitudes towards parental roles are significantly differentiated by age and education.

Fulfilment of task 4. 1.

4. 1. Ensure that the necessary personal care of children and needy family members is considered when laying down the conditions and amounts of entitlements to social benefits, social insurance, unemployment benefits, etc.; ensure that these considerations are consistently directed at carers, regardless of their gender.

**Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2005**

Sickness insurance

The sickness insurance system is regulated by Act No 54/1956 on the sickness insurance of employees, Act No 32/1957 on sickness care in the armed forces, Act No 100/1988 on social security, and Act No 88/1968 on an extension to maternity leave, maternity benefits and child allowances under sickness insurance, as amended. At present, the Parliament of the Czech Republic is debating a new Sickness Insurance Bill, which should supersede the above-mentioned laws with effect as of 1 January 2007.

The current and proposed legislation regulates participation in sickness insurance irrespective of whether the policyholder is a woman or a man.

The following benefits are currently provided under sickness insurance: sickness benefit, support for the care of a family member, a compensatory allowance in pregnancy and maternity, and maternity benefit. The same group of benefits is proposed in the bill currently being debated, with the exception of the fact that the benefit 'support for the care of a family member' will be renamed 'nursing benefit'. These are short-term benefits of a financial nature (care requiring treatment is covered by the health insurance system).

Sickness benefit is provided in cases of temporary incapacity or quarantine irrespective of whether the policyholder is a woman or a man. The status of insured

persons (women and men) is the same as regards entitlement to the sickness benefit and the period for which the benefit is provided and its amount.

Further, in terms of support for the care of a family member ('nursing benefit' in the new legislation), the status of insured persons (women and men) is the same as regards entitlement to the benefit and the period for which the benefit is provided and its amount. The conditions concerning the establishment of the entitlement to benefit do not differentiate between men and women; where several eligible persons exist, they must agree which of them, will claim the benefit. The law does not enshrine, directly or otherwise (e.g. different percentage-based rates for the calculation of a benefit), any mechanisms establishing preferential treatment for women or men (e.g. the mothers of children).

Under legislation in force governing the provision of assistance in cases of care for a family member, policyholders who apply for benefit and are granted the benefit have the right to receive the benefit over the whole duration of the entitlement. In the sickness insurance bill, in the case of nursing benefit there is the possibility for eligible persons to alternate if they are nursing (caring for) a child. As the benefit-paying period is short (9 days) for nursing benefit, only a one alternation is possible under the bill.

The compensatory allowance in pregnancy and maternity is only available to women employees who, due to their pregnancy/maternity, are transferred to different work and as a result have lower earnings; the difference arising on the basis of the conditions for this benefit is justified by the protection of the maternal mission of women.

Maternity benefit is also available to male employees under the name of 'financial assistance' in order to ensure care for a child after its birth provided that preset conditions are met (this assistance is granted, for example, to a male lone parent caring for a child on the basis of a court judgment or to a man whose wife cannot or must not care for the child according to a medical opinion). However, current legislation does not form a legal basis for mutual agreement on the provision of this benefit to a man in cases where the woman, on expiry of a certain period after the birth, plans to continue her gainful activity, as it anticipates the purpose of maternity benefit as a sickness insurance benefit serving to compensate for the lost income of a female policyholder who, due to her pregnancy, childbirth, and immediate child care after the birth, is unable to work.

In the sickness insurance bill, compared to current legislation, more advantageous conditions exist for the entitlement of a male policyholder to financial assistance in keeping with the requirement of the equal status of women and men. Thus, for example, if a policyholder is entitled to this benefit on the grounds that he is caring for a child whose mother has died or on the grounds that he is caring for a child placed into his custody by a decision of the competent authority, the condition of whether or not he is living with a common-law wife will no longer be investigated. Another new provision will be introduced where the child's father or the husband of the child's mother, based on an agreement with the child's mother, may take over the childcare and the claim to the benefit over the period that the child's mother has or should have an entitlement to maternity benefit. However, with a view to protecting the mother's health, this substitution may take place only on completion of the puerperium [i.e. the initial six weeks after birth]; after this, repeated alternation is possible.

Pension insurance

Pension insurance legislation (Act No 155/1995, as amended) is void of any provisions creating the unequal status of women and men. Article 7 of Council Directive 79/7/EEC (hereinafter referred to as 'Directive') excludes from its jurisdiction determination of pensionable age for the purposes of granting old-age and retirement pensions and the possible consequences thereof for other benefits and advantages of systems of old-age pensions granted to persons who have brought up children.

The retirement age for a claim to old-age benefit differs for women and men. For women, the retirement age is further differentiated by the number of children they have brought up. The condition of bringing up a child is fulfilled in respect of a woman's claim to old-age benefit if the woman personally cares, or has cared, for a child below the legal age for a period of at least ten years. However, if a woman takes over the upbringing of a child after it has reached the age of eight years old, the condition of bringing up the child is fulfilled if the woman personally cares for the child for at least five years before it reaches the legal age; this does not apply in cases where the woman stops caring for the child before it reaches legal age. Article 7(a) of the Directive excludes such national provisions of a Member State from its jurisdiction.

Article 7(a) also excludes from the scope of the Directive the possible consequences of setting a retirement age for other benefits. The ramifications of the different retirement age for women and men are manifested primarily:

- in the amount of the percentage-based assessment of the full or partial invalidity benefit (in the Czech system, pensions are composed of a basic assessment and percentage-based assessment) because this assessment takes into account a period calculated as the period from the date of commencement of full (partial) invalidity until retirement age. For these purposes, when calculating this period for women, we use the retirement age for women who have not brought up any children; even so, given the higher retirement age of men compared to women, the percentage-based assessment of benefits returns a different amount which works in favour of men,
- in the preferential treatment of women over men in gainful activity on reaching retirement age (provided that they do not collect old-age benefit in this time) to make up for the fact that they have a lower retirement age,
- in the fact that women have an earlier claim to premature old-age benefit.

These direct consequences of the different retirement age of women and men could be considered different treatment over the force of the legislation permitting a different retirement age, but the Directive excludes them from its scope in Article 7(a).

Under legislation in force, the retirement age since 1996 is gradually rising at different paces for men (by two months a year) and women (by four months a year) – until it reaches 63 years – for men born in 1953 and after and for childless women born in 1956 and after; men will reach this age in 2016 and women in 2019. For other

women, the retirement age will be differentiated by the number of children they bring up and ranges from 59 to 62 years; women born between 1957 and 1960 or later will reach this age in 2019. The advantage of a reduced retirement age for women who have brought up children does not apply to men. However, there are men who are widowers and who personally raise their children for ten years up to the time they reach legal age or who take over the upbringing of a child after it has reached the age of eight and care for it until it reaches legal age; some men are granted custody of a child by a court after a divorce and care for the child for the above-mentioned time and it can be proved that they have personally cared for the child as a woman would. The fact of the matter is that men also personally care for children in the scope of a working partnership, but unlike their partner they are not entitled to a reduced retirement age. National legislation can be excluded from the scope of the Directive in accordance with Article 7(b) or (a).

Although, according to Article 3(2) of the Directive, the Directive does not apply to provisions concerning survivors' benefits and does not provide protection from hidden inequality between women and men in issues of social security, we note, above this framework, that after one year of the unconditional collection of widow's (widower's) benefit there is a different retirement age for further collection thereof. For women the age is 55 and for men 58.

Another difference is the setting of an administrative condition for men for the crediting of care for a child up to the age of four. Within two years of the end of childcare, a man must submit an application form for pension insurance and submit an instigation for the District Social Security Administration to commence proceedings to determine the period and scope of childcare; a woman proves the period of care for such a child only when submitting an application for a pension (by means of an affirmation).

These issues concern the basic compulsory pension insurance system, which in the Czech Republic is uniform for all persons who have gainful activity on the territory of the Czech Republic, irrespective of their citizenship or place of residence. This means that it applies to persons carrying out dependent activities (employees), including civil servants, as well as own-account workers and members of the armed forces. There is no other mandatory system regulating pension insurance in the Czech Republic.

Supplementary pension scheme

The state-subsidized supplementary pension scheme, based on an individual civil principle, does not distinguish between women and men in terms of the entitlement to a pension, and therefore it complies with Article 141 of the Treaty establishing the European Communities, Article 2 of Council Directive 76/207/EEC, Article 2 of Council Directive 2000/43/EC, Article 2 of Council Directive 2000/78/EC, and Articles 4, 5 and 7 of Council Directive 98/49/EC.

For 2006, a bill has been drawn up to transpose Directive 2003/41/EC of the European Parliament and of the Council in such a manner that undertakings established in the Czech Republic can contribute to institutions for occupational retirement provision established in any EU Member State. The bill contains the

requirement that the retirement benefit plans of institutions operating in the Czech Republic must determine the provision of an old-age pension in the same manner for women and men.

Occupational supplementary pensions, which in EU terminology comprise the second pillar of the pension system and as such are a collective system, have not been introduced in the Czech Republic. Under Government Resolution No 1425 of 9 November 2005, whereby the Government approved the bill on the activities of Member States' institutions for occupational retirement provision in the Czech Republic, the Minister for Labour and Social Affairs was enjoined, in collaboration with the Minister for Finance, to draw up and present to the Government, by 31 May 2006, an analysis of the possibilities of introducing occupational supplementary pension schemes in the Czech Republic. It will be necessary to deal with the matter of implementing this type of scheme and transpose Council Directive 86/378/EEC, as amended by Council Directive 96/97/EEC, into Czech national law.

Employment

As part of the harmonization of Czech legal provisions with EU law, the following were integrated into the current wording of Act No 435/2004 on employment: Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (31976L0207); Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (31992L0085); and Directive 2002/73/EC of the European Parliament and of the Council of 23 September 2002 (32002L0073) amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.

The non-discriminatory approach laid down in the law is applied in the preparation of regulations and documents on the implementation of the active employment policy.

Cooperation with NGOs takes place in the form of consulting on employment projects (mainly related to further vocational training) that are being prepared or implemented. NGOs are among those organizations which cooperate with employment offices in the provision of retraining courses for job-seekers. The principle of equal opportunities is applied in keeping with legislation in force.

In the field of gender equality, the Ministry of Labour and Social Affairs cooperates with NGOs in comment procedures during the preparation of conceptual and other documents, and also uses opportunities for cooperation at various meetings (e.g. the meetings or conferences of these organizations). NGOs are invited to seminars, conferences and other events on gender equality. All publications published by the Ministry of Labour and Social Affairs in the field of gender equality are distributed free of charge to NGOs, which use them at seminars and other events to raise general awareness of gender equality.

Fulfilment of task 4. 2.

4. 2. Through future legislation on labour relations, enable the creation of variable work regimes that will facilitate the reconciliation of work and family obligations for employees who care for children and family.

**Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2005**

On 27 September 2005, the Chamber of Deputies of the Parliament of the Czech Republic was presented, via the Minister for Labour and Social Affairs, with the bill of the new Labour Code, which the Chamber of Deputies approved on 8 February 2006 and which, after being rejected by the Senate of the Czech Republic, was returned to the Chamber of Deputies of the Parliament of the Czech Republic.

A key principle of the new Labour Code laying down that entities may do anything that the law does not prohibit them from doing creates more room for the regulation of the work regimes of employees who care for children and family.

Section 241 of the bill takes into account the needs of employees caring for children or other persons. Employers are required to allow these employees to work shorter hours or to modify their working hours by other suitable means, provided that serious operating reasons do not prevent this. Pregnant women and employees caring for a child under the age of one year must not work overtime.

Fulfilment of task 4. 3.

4. 3. Support, through specific measures, within legal competencies, the incorporation and operation of facilities designed to provide care for children and needy family members and support the development of social services (in particular the home care service, day-care short-stay centres, personal assistance, etc.), in particular if such facilities supplement or replace the care otherwise provided by employed citizens.

**Responsible: Minister for Education, Youth and Sports,
Minister for Health, Minister for Regional Development,
Minister for Labour and Social Affairs
Deadline: 31 December 2005**

The **Ministry of Education, Youth and Sports** does not have the jurisdiction to support, through specific measures, childcare facilities because it is not the promoter of such facilities. The inclusion of this task is a formality for the Ministry because methodological support for preschool facilities does not affect their operation or incorporation. However, it can have a methodological influence in support for the establishment of after-school care centres and school clubs at primary schools.

The **Ministry of Regional Development** stated that it is not competent to set up or operate any facilities of this type.

The **Ministry of Health** stated that, in accordance with Section 38 of Act No 20/1966 on human health care, as amended, crèches belong among special children's facilities which care for the all-round development of children aged up to three years old. Under the bill on healthcare facilities which is currently being prepared, crèches will no longer belong among healthcare facilities. In accordance with Act No 455/1991, the Trade Licensing Act, as amended, day care for a child up to the age of three can be operated in the Czech Republic as a regulated trade; the Ministry of Health places an emphasis on the performance of the relevant occupation from the aspect of safeguarding adequate care for children. In the operation of these facilities, it is necessary to adhere to measures against the occurrence and spread of communicable diseases when admitting children to preschool facilities which are issued in the form of a methodological guideline in Bulletin of the Ministry of Health No 7/1976. The promoters of these facilities, previously predominantly district authorities, are now regional authorities in most cases.

The existing network of children's in-patient healthcare facilities and children's out-patient facilities is sufficient and adequate. In particular, the numbers of beds in children's wards are fully sufficient. The newly appointed Ministry of Health Committee on Care for Children and Adolescents will tackle the restructuring of children's in-patient healthcare facilities, including specialist treatment institutions for children, spa treatment facilities for children and recuperation facilities.

The Ministry of Health is preparing the optimization of health care in all types of children's in-patient facilities, including infant care facilities, children's homes up to 3 years of age and children's psychiatric institutions and wards. The goal of optimizing children's in-patient facilities is to achieve the efficient provision of health care, safeguard the best quality and maintain affordability in accordance with the Convention on the Rights of the Child and the Charter of In-patient Children's Rights.

As part of the optimization process, the transformation of infant care institutions and children's homes up to 3 years of age into family-type facilities is in progress. This process also involves new trends in institutional care at infant care facilities, children's homes for children up to three, and ordinary children's homes, such as day care and week-term short-stay centres, crisis and other centres, programmes for parents and children with the aim of ensuring adequate assistance to families with disabled children.

The **Ministry of Labour and Social Affairs** supports the establishment and operation of facilities providing care for children and needy family members, in particular through financial assistance in grant procedures. A contemporary trend in social services is to enable clients to live in their natural environment, while the social service reform clearly focuses on supporting those services that will retain the client within her or his natural environment. Naturally, the Social Services Bill, approved by the Chamber of Deputies, can be grasped as support for the development of these services. This bill legislatively enshrines the performance and financing of all types of social services and will be a boon and support for system users, providers and promoters.

Fulfilment of task 4. 4.

4. 4. Support, through specific measures, the development of the possibility of shelters for citizens caring for children in difficult life situations.

**Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2005**

The **Ministry of Labour and Social Affairs** provided financial assistance to numerous shelters through its grant procedures, especially in the subprogramme ***Support of activities focused on social prevention and crime prevention***. Operators of these shelters are generally nongovernmental organizations of a charitable description. In 2005, CZK 39,321,700 was released for the operation of these establishments.

Fulfilment of task 4. 5.

4. 5. Support, through specific measures, the establishment of flats by municipalities for people with special needs, including people at risk, in particular people with dependant, socially needy children and domestic violence victims.

**Responsible: Minister for Regional Development
Deadline: 31 December 2005**

The **Ministry of Regional Development** announced the following grant titles in the sub-programme of *Support for the Construction of Subsidized Flats in 2005*:

- *sheltered flats* – for persons with health problems and persons of advanced age. The provision of social care services must be arranged in these flats.
- *halfway flats* – for persons and households with social handicaps who live a conflict-based life or in a risky environment. The provision of social intervention services must be arranged in these flats.
- *starter flats* – for persons who, as a result of adverse circumstances in their life, do not have access to housing, even with the application of all current instruments of social and housing policy, but are able to lead an autonomous life, especially from the aspect of the fulfilment of obligations stemming from letting arrangements.

The Ministry of Regional Development released CZK 397,895,000 the construction of 577 subsidized flats as part of the implementation of the programme *Support for the Construction of Subsidized Flats in 2005*. These funds were used to construct 561 sheltered flats, 8 halfway flats and 8 starter flats.

Fulfilment of task 4. 6.

4. 6. Continue the methodological guidance of social workers of bodies responsible for the social-law protection of children in connection with equal opportunities of both parents in child care with the aim of balancing the unequal status of men in relation to children.

**Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2005**

Within the scope of its powers, the **Ministry of Labour and Social Affairs** draws on the Charter of Fundamental Rights and Freedoms, the Convention on the Rights of the Child, the Family Act and the Act on Social-Law Protection of Children, which declare and regulate the right of a child to care and upbringing from both parents and the right and obligation of both parents to bring up their child together. Bodies for the social-law protection of children are guided towards encouraging parents, in cases where parents do not live together, to respect the rights of the child, and towards encouraging the parent who does not have custody of the child to maintain regular personal relations, these bodies are also steered towards providing a parent with information about their child.

Proposal relating to Part 4. Levelling out the social status of women and men caring for children and needy family members

Rephrase task 4.3.

4. 3. Support, through specific measures, within legal competencies, the incorporation and operation of facilities designed to provide care for children and needy family members and support the development of social services (e.g. the home care service, day-care short-stay centres, personal assistance.), in particular if such facilities supplement or replace the care otherwise provided by employed citizens.

**Responsible: Minister for Education, Youth and Sports, Minister for Health, Minister for Labour and Social Affairs
Deadline: 31 December 2006**

As the **Ministry of Regional Development** stated that it is not competent to set up or operate any facilities of this type, it was relieved of responsibility for the fulfilment of this task.

Rephrase task 4.4.

4. 4. Support, through specific measures, the development of the possibility of shelters for citizens in difficult life situations caring for children.

**Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2006**

For the other tasks, the update of deadlines to 2006 is proposed.

5. Take into account women's reproductive function and physiological differences

Women's health merits consistent attention, particularly with regard to their reproductive health. The protection of women's biological function includes the consideration of this function in the creation of appropriate working conditions for women and health and safety at work. Permanent attention is paid to the protection of health of women, including pregnant women, particularly at work. The formal and legal framework for women's health care, including pregnant women, is of a high level. The state's interest currently focuses on creating conditions the implementation of health protection at work.

Fulfilment of task 5. 1.

5. 1. Contribute to raising women's awareness of various options of health care provided during pregnancy, at childbirth and in the post-natal period, their strengths and weaknesses, and actively support these women's own choice of the means, place and provider of health care.

**Responsible: Minister for Health
Deadline: 31 December 2005**

As part of the care in prenatal outpatient facilities women can find information on the possibilities offered by the relevant health service facility, such being through direct enquiries or via leaflets. Another option is prenatal courses (where partners can also receive information), part of which includes visits to labour wards and video recordings. The information network has been further expanded thanks to websites posting both general and professional information, including information specific to individual healthcare facilities. In this way, every woman can decide for herself, based on the information obtained from the above sources, on the facility she will attend prior to childbirth and to actually give birth. The Ministry of Health fully supports all forms of information provided to pregnant women in prenatal courses, at outpatient wards and in the media.

Fulfilment of task 5. 2.

5. 2. Further to the national budget, develop the National Health Programme and support health support projects focused on improving the reproductive health of women and on cardiovascular and tumour disease prevention.

**Responsible: Minister for Health
Deadline: 31 December 2005**

Since 2002, public health insurance resources have been used to cover breast screening checks every second year for women from 45 to 69. Similarly, preparations are being made to introduce screening for cervical cancer throughout the Czech Republic.

The Ministry of Health has continued to pay increased attention to the provision of perinatologic care. Pregnant women in whom delivery of a foetus of a low birth weight may be anticipated continue to be placed in the care of perinatologic centres, of which there are currently 12 in the Czech Republic. These workplaces are equipped with cutting-edge diagnostic and treatment technologies and are manned by highly qualified and skilled staff. Closely related to these workplaces are specialist centres of neonatal care for premature babies or newborns with low birth weight.

In 2005, a project was implemented on the prevention of colorectal carcinoma and, among men, a project focusing on the prevention of colorectal carcinoma and on screening for prostatic carcinoma was implemented as part of the prevention of tumour diseases.

In 2005, 118 health support projects received funding under the grant-based *National Health Programme – Projects in Support of Health*. Specifically, this grant programme supported six projects focusing on improvements in women's reproductive health, including improvements in the dietary habits of pregnant women and the promotion of breastfeeding.

As regards projects directly and specifically focusing on the prevention of tumour and cardiovascular diseases, seven projects were supported under the grant programme. In 2005, 40 comprehensively focused projects were implemented dealing with support for a healthy lifestyle, the creation of an active relationship and responsibility towards health, including health reinforcement in communities (schools, cities, etc.).

The success and efficiency of all grant-receiving health promotion projects implemented in 2005 will be evaluated by the selection committee for health promotion projects in March 2006.

Proposals related to Part 5. Take into account women's reproductive function and physiological differences

The update of deadlines to 2006 for existing tasks is proposed.

6. Combat violence perpetrated against women

Fulfilment of task 6. 1.

6. 1. Conduct a publicity campaign on the unacceptability of domestic violence and other forms of violence committed against women and enable nongovernmental organizations to be represented in the working party set up to fulfil this task.

**Responsible: Minister of the Interior, Minister for Labour and Social Affairs, Minister for Education, Youth and Sports, Government Commissioner for Human Rights
Deadline: 31 December 2005**

The Ministry of the Interior contributed to the preparation of a publicity campaign on the unacceptability of domestic violence in 2005. The campaign complements and supports the previous campaign 'Game Over' from 2003/2004, where attention was brought to (acceptable and unacceptable) conduct in the relationships of young partners in the form of a computer game. As the game had been so successful, the Ministry of Labour and Social Affairs decided to repeat its support for the campaign and raise its public profile again. The campaign took place from the end of 2005 and extended into 2006.

Activities aimed at the prevention of violence against women were mutually supported by the following two activities:

a) the publication of the informative leaflet *How to avoid danger and not become a victim*, which carries warning stories to highlight real situations which could happen to young girls and women in everyday life. The stories are followed up by three sets of practical advice and recommendations, which bring attention to dangerous situations in everyday life, including during journeys abroad. The end of the leaflet contains the necessary telephone numbers for the police and organizations which specialize in assistance to the victims of domestic violence and crimes, as well as the victims of trafficking in human beings etc.

The leaflet had a print run of 40,000 copies and, through crime prevention managers in individual towns, will continue to be distributed to gynaecologist surgeries, secondary vocational colleges and secondary schools specializing in fields of study traditionally associated with girls. The leaflet will also be published in the periodicals *Policista* [Police Officer] and *Policejní zpravodaj Správy Východočeského kraje* [Police Bulletin of the East Bohemian Administration], the daily *Metro* and the monthly *Hlásí se policie* [This is the Police]. It will also be posted on the website of the Ministry of the Interior. Distribution of the leaflet among the female population benefited immensely from the assistance of AVON Cosmetics, spol. s. r. o., which distributed 80,000 copies of the leaflet in its Christmas bulletins.

b) the most extensive project helping to combat violence in general is the bracelet campaign *NO VIOLENCE!*, which is implemented by means of charity silicon bracelets. The black-and-purple bracelets symbolize bruises, a frequent sign of

physical violence. The campaign slogan NO VIOLENCE! is printed on the bracelet along with references to the website of the Ministry of the Interior and the civic association COOLHELP, where the public can learn more about the project. By wearing the bracelet, wearers make it clear that they are opposed to violence. The campaign is run in cooperation with the above-mentioned civic association COOLHELP, which organizes the production, graphic design and distribution of the bracelets for the Ministry.

The bracelets, along with the accompanying text, will be packaged into special bags and then attached to all *Story* magazines sold in February 2006. Overall, 85,000 bracelets have been produced. The price of bracelet production and distribution is CZK 1,195,950. For the presentation of this social problem, the campaign used a modern trend – colourful silicon bracelets. Another side presentation for the campaign will be its media coverage in the magazine *Story*, other periodicals and newspapers, and in the direct contributions of crime prevention experts in early morning slots on the television programmes *Good Morning with Czech Television* and *Breakfast with Nova*.

The **Ministry of Education, Youth and Sports** stated that two mutually independent media campaigns were organized in 2003 – a governmental and nongovernmental campaign- intended to familiarize the public with and make it aware of the unacceptability of domestic violence and other forms of violence committed against women, as well as related issues. In 2003-2005, the Ministry cooperated on a government campaign on the unacceptability of domestic violence, which focused on adolescents. This campaign is under way and will continue in 2006; the Ministry of Education, Youth and Sports will continue to provide assistance.

As the **Ministry of Labour and Social Affairs** stated in the previous Summary Report on the Fulfilment of the 'Priorities and Procedures of the Government in Promoting the Equality of Men and Women' in 2004, and has been mentioned by other ministries, on 1 October 2003 a publicity campaign was launched – running into 2004 – on the unacceptability of domestic violence, which focused on prevention among young people aged 15-25. The key message for this age category in which first partner relationships are established, was to say a clear NO to initial signs of domestic violence. The campaign was aimed to provide young people with the core facts on domestic violence and they should learn how to detect the signs in the initial stages of the relationship. The rest of the message conveyed to them was that a relationship in which one of the partners shows inclinations towards domestic violence should be terminated as soon as possible.

The publicity campaign on the unacceptability of domestic violence continued in autumn 2005 and the start of 2006. Through a working party composed of representatives of the Ministry of the Interior, the Ministry of Education, Youth and Sports, the Office of the Government and the Ministry of Labour and Social Affairs, a decision was taken on how to continue the publicity campaign. The working party decided to redistribute newly printed informative materials to secondary schools and to continue the publicity campaign by raising the awareness of students of secondary schools throughout the Czech Republic. The theme of gender equality was also recommended to secondary school teachers, who were able to provide

students with information on the equality of women and men in a non-forceful way (via the Game Over computer game).

The form of the publicity campaign was also discussed with representatives of NGOs, some of which helped distribute the information materials (the White Ring of Safety).

All materials produced in connection with the campaign are posted at www.domacinasili.cz.

The Ministry of Labour and Social Affairs has been using its website to provide information on the phenomenon, issues and current legal protection to punish domestic violence. The website also includes links to organizations specializing in assistance to domestic violence victims.

In 200t, the **Government Commissioner for Human Rights** stated that there was no funding available to run the campaign on the unacceptability of domestic violence against women. Therefore, resources and materials developed during the campaign on the unacceptability of domestic violence against women in 2003 were used for the campaign.

The campaign was implemented by the Ministry of Labour and Social Affairs. The Secretariat of the Czech Government Council for Human Rights made an expert contribution and assisted in the coordination of campaign activities. The informative leaflets produced in the campaign on the unacceptability of domestic violence against women in 2003 were passed on to all secondary schools. A computer game, used as an entertaining way of bringing attention to domestic violence and teaching young people (the target group of the campaign on the unacceptability of domestic violence against women) what domestic violence actually is and how to prevent it, remains available on the website run by the NGO White Ring of Safety at www.domacinasili.cz.

Fulfilment of task 6. 2.

6. 2. Focus social work on assistance for the victims of violent crime, on families in which the healthy development and upbringing of children is at risk. Support, as part of this assistance, an expansion in the network of shelters for female victims of violence. Support the establishment of shelters with secret addresses and support women's nongovernmental organizations involved in these activities.

**Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2005**

In Act No 108/2006 on social services, drawn up in 2005 by the Ministry of Labour and Social Affairs, there is a proposal for the introduction of a register of social service providers, including shelter operators, which will enhance the quality of all the social services provided, i.e. including those focusing on the victims of domestic violence.

In its grant proceedings (on the provision of social services), in 2005 the Ministry of Labour and Social Affairs supported four projects totalling CZK 5,282,600, which focused directly on '*shelters for victims of domestic violence*'.

The Ministry agrees with the need to specify shelters with secret addresses, intended for victims of domestic violence, in an implementing regulation for the Social Services Act. Nevertheless, the processing of this requirement was postponed to the second quarter of 2006 because of the long duration of the legislative process accompanying the adoption of the law.

In 2005, one of the grant programmes proposed for 2006 was the *Programme for the Remediation of Families with Children at Risk of Dysfunction*, in which projects are supported that focus on the provision of field and out-patient services for families with a child whose development is endangered as a result of the impacts of the family's unfavourable social situation, which the family is unable to overcome without assistance and where other risks to the child's development exist. In this respect, projects were supported which are intended to help the victims of violent crime and families where the upbringing and healthy development of the child is at risk, including situations where the child is an 'indirect' victim of domestic violence.

In the amendment bill for the Act on the Social-Law Protection of Children, drawn up in 2005, the Ministry of Labour and Social Affairs proposes the following in connection with reinforcing social work to help victims of violent crime and families where the healthy development and upbringing of children is at risk: '*The body for the social-law protection of children shall be required to notify the law enforcement agency of circumstances indicating that a crime has been committed against a child, or that a child has been used to perpetrate a crime, or that violence occurs between parents, other persons responsible for bringing up a child, and other individuals in a household with children*', and that the social-law protection of children should focus on children '*who are at risk of violence between parents or other persons responsible for bringing up a child, or violence between other individuals*'.

In 2006, the Ministry of Labour and Social Affairs will launch the systematic training of members of staff of bodies for the social-law protection of children, focusing on the prevention of domestic violence.

The Ministry of Labour and Social Affairs is also in long-term cooperation with organizations assisting domestic violence victims – *Acorus*, *Střep (Shard)*, *AdvoCats*, *Ženy v tísní (Women in Distress)*, *Ženy bez násilí (Women without Violence)* and *La Strada, o.p.s.* and supports their activities through its grant procedure.

Fulfilment of task 6. 3.

6. 3. Adopt legislative and other measures to combat domestic violence and improve the protection of domestic violence victims, and reflect legislative measures in the recodification of the Criminal Code.

**Responsible: Minister for Justice, Minister of the Interior,
Minister for Labour and Social Affairs, Government
Commissioner for Human Rights
Deadline: 30 June 2005**

The **Ministry of Justice** stated that combating domestic violence is regulated in legislation in force by Section 215 of the Criminal Code – the crime of battering a person entrusted to one's care, and Section 215a of the Criminal Code – the battering of a person living in a shared dwelling.

Similar criminal offences are contained in the recodified Criminal Code (Section 171 – battering a person entrusted to one's care, and Section 172 – the battering of a person living in a shared dwelling). The basic prison sentence for a crime under Section 171 of the Criminal Code was increased from three to five years. The conditional use of a higher prison sentence is regulated in the third paragraph, where it is possible to imprison an offender for between five and twelve years in cases where severe personal injury is caused to at least two persons, or death, due to battery.

For the criminal offence under Section 172 of the Criminal Code, the sentences were also made harsher, rising in the first paragraph from three to four years. In cases of death or severe personal injury to at least two persons, the offender is subject to a prison sentence of between five and twelve years. In legislation in force, the maximum punishment is eight years.

The Chamber of Deputies did not approve the draft Criminal Code returned by the Senate of the Czech Republic.

The bill, amending certain laws in protection from domestic violence, was signed by the President of the Czech Republic on 31 March 2006 and is now awaiting promulgation in the Collection of Laws. The bill concerns an amendment to the Criminal Code in Section 171 – the crime of frustrating the execution of an official decision, which is amended to punish an offender who perpetrates serious or repeated conduct to frustrate an expulsion decision issued in accordance with a separate legal regulation or on the basis of an interim order of a court.

Another change to the draft prepared by the Chamber of Deputies is reflected in Section 163 of the Rules of Criminal Procedure, which regulates criminal prosecution with the consent of the injured person. Under the proposed amendment, the consent of the injured person would not be required for the criminal prosecution of a person who is, or at the time of the crime was, the husband or common-law husband of the injured party, where prosecution is for crimes of violence against a group of the population and against an individual as laid down in Section 197a, personal injury as laid down in Section 221, illegal restraint as laid down in Section 231(1) and (2), blackmail as laid down in Section 235(1) and rape as laid down in Section 241(1) and (2). The aim of this amendment is the greater protection of children.

At present, data sheets are drawn up focusing on offenders, but not the victims (it is possible to ascertain how many people have been prosecuted, accused, convicted, and the gender of the offender). To monitor the situation in the field of domestic violence (in accordance with Section 215a of the Criminal Code), with effect as of 1 January 2006 there has been an amendment to the instructions on how to fill in data sheets, so that it is possible to monitor the relationship between the victim and

the perpetrator – married couples, former married couples, common-law husband and wife, unrelated persons, and whether the victim is a man, woman or child.

In 2004, 44 people (of which one woman) were prosecuted; so far, one man has been convicted. Final data for 2005 are not yet available. In the period from January to November 2005, 359 people were prosecuted (of which 348 men and 11 women). In this period, 121 persons were convicted (of which 118 men and three women).

The **Government Commissioner for Human Rights** was involved in the fulfilment of this task on an ongoing basis by drawing up qualified opinions on new draft legislation. In 2004, as a presenter, the Commissioner contributed to the preparation of a parliamentary bill amending certain laws in the field of protection from domestic violence. This bill was discussed by the Chamber of Deputies of the Parliament of the Czech Republic in 2005 and was approved in its third reading on 7 December 2005.

The issue of domestic violence is reflected in a prepared amendment to the Act on the Social-Law Protection of Children, drawn up by the **Ministry of Labour and Social Affairs** in 2005, in such a manner that bodies for the social-law protection of children are required to notify the law enforcement agency of circumstances indicating that *'violence occurs between parents, other persons responsible for bringing up a child, and other individuals in a household with children'*. The amendment also contains a provision laying down that *'social-law protection focuses in particular on children... who are at risk of violence between parents or other persons responsible for the upbringing of the child, or violence between other individuals'*, and that: *'The employees of a body for social-law protection and the employees of a municipality with extended competence assigned to the municipal authority are... obliged to keep confidential the place of stay of a parent who has become a victim of domestic violence in a family with a child, and they are obliged to keep confidential information about persons to whom a child is placed in care as future adopters, and about the place where such a child is staying.'*

Domestic violence issues were taken into consideration in the preparation of the National Family Policy Concept, specifically in the task 'By 2007, propose effective measures to prevent domestic violence perpetrated against disabled persons, with consideration for the increased risk of social isolation of these persons'.

In 2005, the **Ministry of the Interior** intensively monitored developments in the regulation of domestic violence in Czech law. On 7 December 2005, the Chamber of Deputies of the Parliament of the Czech Republic approved a proposal presented by the MP Jan Kasal and others for the issue of a law amending certain laws in the field of protection from domestic violence. If this bill becomes part of Czech law, it will introduce the new legal institute of 'expulsion'. Based on this law, at the site of domestic violence police officers will be able to expel the aggressor from the dwelling jointly inhabited with the at-risk person for ten days. Another new provision should be the introduction of the possibility of issuing an interim order at the request of the at-risk person within the scope of civil judicial proceedings.

During 2005, the Ministry of the Interior focused on identifying ways in which it would be possible, within the Ministry, to improve the situation of domestic violence

victims under existing law. In September 2004, a methodological guideline was issued by the Director of the Criminal Investigation Police Bureau of the Police Presidium of the Czech Republic to amend the procedure of the Czech Police in the reporting, verifying and investigation of domestic violence cases. Under this methodological guideline, police officers are acquainted with domestic violence issues and with instructions on how to handle these cases. The publication of a methodological guideline handling the procedure in cases of domestic violence and a methodological guideline on how to keep records of call-outs to domestic violence cases is one of the measures under Government Resolution No 794 of 25 August 2004. At the end of 2005, work began on work to revise the methodological guideline on the procedure for cases of domestic violence. They are classified as procedure for the Public Order Police, so that this guideline does not apply solely to the activities of the Czech Police Force.

The guideline for police officers intervening in domestic violence situations is an Opinion of the Ministry of the Interior of November 2004 on the procedure of the Czech Police Force under Section 14 of Act No 283/1991 on the Police Force of the Czech Republic, as amended, regulating the authorization of a police officer to arrest a person in cases of domestic violence. Interpretive opinions are provided for application in policing practice via the Police Presidium of the Czech Republic.

Under Order of the Director of the Brno Municipal Police Section of the Czech Police Force No 31/2005, as at 1 April 2005 a working party on domestic violence was set up at the Municipal Headquarters of the Czech Police Force in Brno; this working party has been operating since 1 May 2005. Its activities focus on detecting domestic violence throughout Brno, investigating crimes containing an element of domestic violence, handling the agenda of misdemeanours containing an element of domestic violence, preventive action against the possible risk to victims of domestic violence from the perpetrator, the centralized receipt of notifications of conduct containing symptoms of domestic violence from victims and third parties, participation in call-outs to cases where there is a suspicion of domestic violence and the guidance of police officers taking part in such a call-out, the procedure against perpetrators of domestic violence in accordance with the relevant regulations, efforts to ensure the safety of victims of domestic violence, records of individual cases of attacks within the scope of domestic violence discovered during its own activities or by notification from other police officers (in particular on the basis of interventions), the provision of methodological guidance for police officers assigned to departments which encounter domestic violence, close cooperation with all governmental and nongovernmental institutions for the protection of victims of domestic violence, and the statutory procedure against perpetrators of domestic violence. The specialized group was set up because of the need to tackle domestic violence with a specific approach, and in this respect staff were chosen to be active within the group. Another important reason for establishing this group is the need to centralize cases containing elements of domestic violence in Brno to ensure a uniform approach and the improved registering of individual incidents, which so far have often been handled separately, which has made it impossible to consider cases of ongoing battery and the long-standing nature of such behaviour. At the same time, this centralization of cases of domestic violence should help establish better and closer contact with all institutions concerned and should improve the exchange of information on cases

where a coordinated approach is required, which is to be covered inter alia by a new interdisciplinary team.

To record call-outs to incidents containing an element of domestic violence, at the end of April public order police officers were provided with a specimen of a structured official record, enabling them to gather all basic information promptly at the scene of the intervention. Based on these administrative records, further activities are pursued by the group, and bodies for the social-law protection of a child are notified if a child is present in a violent relationship.

The issue of victims of trafficking in human beings can be classified in the field of the promotion of gender equality and the elimination of violence. From the international aspect, the Czech Republic is a recipient country, a source country and a transit country. A large part of organized prostitution falls within trafficking in human beings. Victims of trafficking in human beings are usually women. For law enforcement agencies, it is very difficult to enter into cooperation with them, because these women are worried about the safety of their families in their country of origin and they are also concerned that information could surface in their country of origin about the activities they have been forced into. A problem remains trafficking in human beings for forced labour; this has not been mapped in the Czech Republic or abroad. Two surveys carried out in 2005 are rare examples of accurate sources of information (IOM Prague – *‘Pilot research into trafficking in human beings on the territory of the Czech Republic’* and Internuncia – *‘Research into trafficking in human beings primarily for purposes of forced labour’*). Nevertheless, in practice these surveys had to tackle the actual definition of the term ‘trafficking in human beings’, and therefore they primarily describe the environment of the labour-based exploitation of foreigners in the Czech Republic and the ‘client system’, which, however, is closely connected with trafficking in human beings for purposes of forced labour. Victims of this crime are foreigners illegally working in the Czech Republic, who are forced to work in oppressive conditions and receive minimal or no pay. Both surveys are an essential basis for an evaluation of the measures taken and for continuous assessment of the situation in this field.

The conceptual framework for combating trafficking in human beings in the Czech Republic is created by the *National Strategy to Combat Trafficking in Human Beings 2005-2007*), which was approved under Resolution of the Government of the Czech Republic No 957 of 20 July 2005. It followed up on a previous document called *National Strategy to Combat Trafficking in Human Beings for Sexual Exploitation in the Czech Republic’*. The *National Strategy to Combat Trafficking in Human Brings (2005-2007)* summarizes the available information on trafficking in human beings in the Czech Republic, assesses the legislative and administrative conditions for the criminal prosecution of perpetrators of trafficking in human beings, discusses the status of victims and proposes effective measures to improve the situation. In 2005, work continued on fulfilling tasks laid down in the *Plan of Tasks for the Implementation of the National Strategy*. The Plan of Tasks is an annex to the above-mentioned Government Resolution. In 2004, the *Programme for the Support and Protection of Victims of Trafficking in Human Beings* (*‘Programme’*), which had been launched as a pilot programme in 2003 under the UN project *Preventing, suppressing and punishing trafficking in human beings, particularly women and children*, was institutionalized. In 2005, this Programme was institutionalized and

enshrined in the internal management acts of the Ministry of the Interior (Guideline of the Minister of the Interior No 28/2005 and the related Methodological Instructions of the First Deputy Minister of the Interior on the functioning of the Programme). The Ministry of the Interior entered into contracts with nongovernmental organizations (La Strada and the Czech Catholic Charity Association), which ensure care and social services for victims within the scope of the Programme. The Programme is currently funded from the budget of the crime prevention department and has been expanded to include the victims of other forms of trafficking in human beings, e.g. victims of forced labour.

Two women representatives of the Ministry of the Interior are members of the Committee on the Elimination of all Forms of Discrimination against Women, part of the Government Council for Human Rights, and share actively in the efforts of the Committee aimed at combating violence against women and domestic violence.

Information on the procedures followed by the Ministry with respect to the combating of domestic violence and the protection of its victims is presented from time to time to the Government Council for Equal Opportunities of Women and Men.

František Bublan, the Minister of the Interior, became a member of the Alliance against Domestic Violence, founded in October 2002 on the initiative of the White Ring of Safety. For the purpose of promoting the necessary legislative changes, an expert group was set up under the Alliance, in which the Ministry of the Interior had its representatives. The group drew up a general principle for the Act on Protection against Domestic Violence, and also made the efforts to integrate into the Czech legal system the institution of expulsion, known from the 'Austrian Model'.

Fulfilment of task 6. 4.

6. 4. With respect to the implementation of measures leading to an interdisciplinary solution to domestic violence issues the establishment of an integrated system of assistance for victims, continuously monitor steps aimed at combating domestic violence and submit regular information to the Government.

Responsible: Minister of the Interior

Deadline: ongoing

In accordance with measures stemming from the 'Priorities and Procedures of the Government in Promoting the Equality of Women and Men', in 2001-2004 a project was implemented called 'Model interdisciplinary project to create a legal framework and methodological procedures for the establishment of interdisciplinary teams, bringing together medical, social and police assistance in detecting and prosecuting domestic violence'. This project became the first step on the way to preparing a concept and implementing a system of coordinated interdepartmental cooperation aimed at eliminating violence against women in the Czech Republic. Information about the implementation of the project was presented to the Government of the Czech Republic.

Further to the above-mentioned Government Resolution, the Ministry of the Interior continuously coordinates and monitors the fulfilment of measures aimed at finding an interdisciplinary solution to domestic violence issues and at creating an integrated system of assistance for victims. To this end, at the beginning of 2005 an interdepartmental working party was set up, composed of reps of the Ministry of the Interior, the Ministry of Justice, the Ministry of Labour and Social Affairs, the Ministry of Health, the Ministry of Education, Youth and Sports, the Police Force of the Czech Republic, and representatives of NGOs (KOORDONA and the White Ring of Safety). This team of experts coordinates the activities of the departments involved and monitors the fulfilment of legislative and methodological measures in the field of prosecuting and punishing domestic violence in the Czech Republic. The First Deputy Minister of the Interior is kept informed of the expert group's work.

The Minister of the Interior submits an annual report to the Government of the Czech Republic on the current situation and progress made in protection against domestic violence, the remediation of its consequences, and any lingering deficiencies. The first document 'Information on the fulfilment of measures to establish interdisciplinary teams combining health, social and police assistance in detecting and prosecuting cases of domestic violence' was presented to the Government in April 2005; the next report will be submitted in the first quarter of 2006 as part of the Government's non-legislative agenda.

Proposals related to Part 6. Combat violence perpetrated against women

Rephrase task 6.1.

6. 1. Conduct a publicity campaign on the unacceptability of domestic violence and other forms of violence committed against women and enable **nongovernmental non-profit organizations** to be represented in the working party set up to fulfil this task.

Responsible: Minister of the Interior, Minister for Labour and Social Affairs, Minister for Education, Youth and Sports, Government Commissioner for Human Rights
Deadline: 31 December **2006**

Rephrase task 6.2.

6. 2. Focus social work on assistance for the victims of violent crime, on families in which the healthy development and upbringing of children is at risk. Support, as part of this assistance, an expansion in the network of shelters for female victims of violence. Support the establishment of shelters with secret addresses and support women's **nongovernmental non-profit organizations** involved in these activities.

Responsible: Minister for Labour and Social Affairs
Deadline: **31 December 2006**

For Task 6.3, the update of the deadline to 2006 is proposed.

7. Monitor and assess efficiency in applying the principle of the equal status of women and men.

Fulfilment of task 7. 1.

7. 1. Within the relevant body's competence, monitor and assess the efficiency of measures on the application of the principle of the equality of women and men and submit results to the Ministry of Labour and Social Affairs on request.

Responsible: members of the Government

Deadline: ongoing

Measures under the organizational, functional, procedural and information audit conducted at the **Ministry of Finance** in 2005 were evaluated via gender analyses. The gender analyses also monitored dependence in the parameters of the age, education and position of the employees of the Ministry of Finance before and after the implementation of the audit's results.

One of the tools used to monitor the effectiveness of measures for the application of the equality principle at the Ministry of Finance is evaluations of the drawdown of the Ministry's welfare fund, and the resultant gender analyses are used on an ongoing basis in the preparation of employee welfare projects and programmes. This measure is also one of the tasks falling within the Ministry's priorities.

The HR department at the **Ministry of the Interior** is responsible for the equality of women and men at the Ministry. The management of the Ministry of the Interior and the above-mentioned department foster optimal conditions for the activities of the gender focal point, and where necessary facilitate the participation of other members of staff in tasks connected with the safeguarding of equal opportunities for women and men and in assessments of their fulfilment.

A team composed of women representatives of the Czech Police Presidium, the Office of the General Directorate of the Fire Brigade of the Czech Republic, the Department of Public Administration Workers Training, and the Unit of Records and Statistics cooperates with a member of staff delegated to handle the agenda of gender equality (a gender focal point). The working party participates in the fulfilment of tasks in the field of equal opportunities for women and men, puts into practice new findings and information relating to gender equality, and monitors them for efficiency.

In cooperation with the Ministry of Defence, the Ministry of Finance (Customs Administration), the Ministry of Justice (Czech Prison Service) the General Directorate of the Fire Brigade of the Czech Republic, in 2005 an equality plan focused on improving the quality of conditions for women's service in the armed and security forces was implemented. At this stage, a brochure was prepared for the requirements of the departments above, entitled 'Equal opportunities for women and men in the armed forces and security corps from the aspect of the law' [Rovné příležitosti pro ženy a muže v ozbrojených a bezpečnostních sborech z pohledu práva], which had a print run of 6,000 copies and was distributed to departments. In

December 2005, the brochure was published as a supplement to the periodical *Policista* and is also available on the Ministry's website.

As at 1 January 2002, the **Ministry of Agriculture** established the part-time position of a female contact worker for the equal opportunities of women and men (gender focal point). This member of staff continued to work throughout 2005, performing tasks relating to the gender equality agenda in accordance with the strategy and policies of the Ministry. The worker is also a member of the work subgroup of the Coordination Group of the Ministry of Labour and Social Affairs on issues of equal opportunities, and a member of the Committee on the Elimination of All Forms of discrimination against Women at the Government Council for Human Rights.

The **Ministry of Health** stated that, from the quantitative aspect, one of the parameters monitored in connection with evaluations of the activities of some of the above-mentioned measures was the number of subsidized health promotion projects focusing generally on the target group of women and on improvements to reproductive health and the prevention of cardiovascular and tumour diseases.

In terms of occupational hygiene, it was stated that legislation in force does not give preferential treatment to any of the named groups of employees. Exceptions were justified for certain hygiene limits different for women and men, and it was described in detail why these differences were legitimate.

The fulfilment of measures to protect the health of pregnant women, breastfeeding women and mothers who have recently given birth, with consideration for the implementation of Directive 92/85/EEC, was drawn up separately.

In the current Labour Code and in the draft of the new Labour Code, there is a list of work prohibited for all women, in connection with work underground – during the extraction of minerals and tunnelling, with the exception of women who hold responsible and senior positions and do not perform manual labour, healthcare and social services, work experience during studies, work which is not manual but which occasionally needs to be performed underground, especially work connected with supervisory, inspection or study activities. From the general point of view, it was noted that women must not be employed with work which endangers their maternity.

As at 1 January 2002, the **Ministry of Industry and Trade** established the position of a women employee assigned to the processing of the gender equality agenda (gender focal point). In 1997, the female worker had been appointed by the Minister as a member of the interdepartmental commission for the coordination of national and international contacts in the field of equal opportunities for women and men; in 2002 she was assigned to perform activities safeguarding the gender equality agenda. At the same time, other employees from expert departments were appointed to carry out and monitor activities relating to the above issues.

The **Ministry of Culture** stated that an employee has been appointed at the Ministry to perform the above measures; this employee ensures, within the set scope, the monitoring and evaluation of the efficiency of measures on the promotion of the equality of men and women as adopted by the Government and the Ministry.

The **Ministry of Education, Youth and Sports** stated that the task was fulfilled on an ongoing basis through the submission of the required information to the national gender focal point.

The application of the principle of equality for women and men within the **Ministry of Defence** is covered by a woman employee who, as part of her job description, processes the issues of equal opportunities for women and men. In 2005, a working party was in operation at the Ministry of Defence to tackle gender equality issues.

Considering the recommendation of the Government Council for the Equal Opportunities of Women and Men regarding the adoption of measures to improve conditions for the fulfilment of the priorities and procedures of the Government in promoting the equal opportunities of women and men at individual ministries (Government Resolution No 464 of 20 April 2005), the Order of the Minister for Defence '*Promoting the principle of gender equality in the competence of the Ministry of Defence*', was amended. The amendment focused on the establishment and composition of a new advisory and initiative body of the Ministry in promoting the principle of the equality of women and men; this body will have a mandate to implement relevant measures and will cooperate with the Ministry's Committee on the Prevention of Anti-Social Behaviour.

Observance of the principle of the equality of women and men is monitored by the Inspectorate of the Minister for Defence and by a female employee delegated as the gender focal point; in 2005, two women who had encountered inappropriate or discrimination among colleagues and superiors contacted her for advice.

Every year, the **Ministry of Informatics** assesses the effectiveness of the measures adopted under the Priorities and Procedures of the Ministry of Informatics in Promoting the Equality of Women and Men and submits these reports to the Ministry of Labour and Social Affairs on request.

The **Ministry of the Environment**, the **Ministry of Foreign Affairs**, the **Ministry of Regional Development**, the **Ministry of Justice**, the **Ministry of Transport** and the **Office of the Government** did not carry out any specific activities relating to the fulfilment of the above task, or did not mention them in their reports.

Fulfilment of task 7. 2.

7. 2. Assess the efficiency of measures for the application of the principle of equality and, on request, submit such evaluations to the Government and nongovernmental organizations that deal with the status of women and equality of men and women.

Responsible: Minister for Labour and Social Affairs
Deadline: ongoing

Every year, the Ministry of Labour and Social Affairs performs a regular evaluation of the fulfilment of the 'Priorities and procedures of the Government in promoting equality for women and men' and submits it to the Government for discussion, together with proposals for new measures. Even without a request the document is also submitted to the NGOs that may, should they be so interested, express their comments, ideas or suggestions. Following approval by the Government, the evaluation is made available to the general public on the website of the Ministry of Labour and Social Affairs as the Summary Report on the Fulfilment of the 'Priorities and Procedures of the Government in Promoting the Equality of Women and Men.'

Fulfilment of task 7. 3.

7. 3. Issue, on a regular annual basis, a publication making maximum use of all available statistical and analytical documentation containing data on the participation of women and men in core social activities and on the degree of their contribution to the results of such activities.

**Responsible: Chairman of the Czech Statistical Office
Deadline: 31 December 2005**

In 2005, the Czech Statistical Office, in cooperation with the Ministry of Labour and Social Affairs, again prepared a statistical publication called *Focus on Women, on Men*, which continues the series of statistical data published on the status of women and men in various areas of the life of society in the Czech Republic. The publication was released at the end of 2005 with a print run of 500 copies.

In the final quarter of 2005, the Czech Statistical Office also published the second edition of its *Women and men in data – 2005*. This publication contains tables, charts and comments on the status of women and men in various areas of life. The publication is produced by an editorial board in which a number of ministries are represented, in particular the Ministry of Labour and Social Affairs, the Ministry of the Interior, the Ministry of Education, Youth and Sports, the Ministry of Health, the Ministry of Culture and the Ministry of Justice. This publication was released in Czech with a print run of 40,000 copies. Besides the usual users, this publication will be distributed to households within the scope of statistical monitoring conducted by the Czech Statistical Office in households and where the publication is distributed by interviewers from the Czech Statistical Office. At the beginning of 2006, this publication was also released in English for use at an international forum.

Fulfilment of task 7. 4.

7. 4. Support, as part of the grant policy, research into social phenomena that result in discrimination against women, or threaten their dignity, health or life.

**Responsible: members of the Government
Deadline: 31 December 2005**

The **Ministry of Finance** is not a body running a grant policy; it only determines budgetary rules for individual areas of the economy. Within the scope of its subsidization policy, the Ministry of Finance supported certain organizations specializing in human rights in general; no organization specializing in the discrimination of women and gender equality was among them. In addition, the Ministry of Finance (through a representative of the Customs Headquarters) takes part in the research project 'Ways to improve the quality of conditions for the performance of women's service in the armed forces and security corps', the aim of which is to monitor working conditions in these units. One of the outputs of this project was the publication 'Equal opportunities for women and men in the armed forces and security corps from the aspect of law', which was published by the Ministry of the Interior in 2005. Another output is a questionnaire intended to plot in detail the situation of women in the armed forces and security corps.

Research is not supported by grants in the policy of the **Ministry of Agriculture**. The Ministry's activities focus specifically on forestry and water management, flora and fauna commodities, the protection and welfare of animals, etc.

Current research programmes at the Ministry of Health focus on clinical medical research. The support of research activities does not expressly concentrate on gender. Social-science aspects are stressed to a certain degree in research into management and organization within the health service, ethical aspects of medical research, etc.

In 2005, the **Ministry of Industry and Trade** participated in the project *The role of equal opportunities in the prosperity of undertakings*. This project involved a sociological survey of the application of the gender equality policy in companies. The survey was carried out by the non-profit organization Gender Studies, o.p.s. The Ministry of Industry and Trade participated in the project mainly by providing technical assistance in approaching respondents, the appointment of the Ministry's representative for the evaluation committee, the organization of a press conference, co-financing and active involvement of representatives of the Ministry in the above conference and the subsequent press conference.

Within the scope of its competence, the **Ministry of Informatics** does not contribute to research into phenomena leading to the discrimination of women or threatening their dignity, health or life, nor does it commission research projects on gender issues.

Within the scope of its grant policy, the **Ministry of Education, Youth and Sports** initiated a publicity campaign targeting organizations cooperating with the Ministry in science and research. These organizations had the chance to become involved in the 7th EU Framework programme *Science and Society*, which has a separate chapter called *Women and Science*. The Ministry of Education, Youth and Sports hosts the Czech Steering Committee, which originated at the Ministry and represents women working in science and research. These primarily include women representatives of the *Association of Research Organisations*, the *Czech Academy of Sciences* and the *Universities Council*; at regular intervals they pass on information

from the Ministry to their organizations and cooperate with the Ministry in the submission of suggestions for research projects.

The Ministry of Education, Youth and Sports, as part of its grant policy, has supported (since 2001) a grant under the EUPRO programme, which is handled by the Sociological Institute of the Czech Academy of Sciences. The *National Contact Centre for Women and Science*, as an advisory body to the Ministry, has been set up on that basis.

As part of the Science and Research programme, the Ministry of Education, Youth and Sports supported a research project on *Gender aspects of pupils' transition between education levels*. The Institute of Sociology of the Czech Academy of Sciences worked on the project from February 2004 to November 2005. Findings from the project should serve the Ministry as one of the starting points in the preparation of conceptual drafts and for strategic decisions on training programmes for expert departments within the Ministry, specifically in modifications of education programmes, tests, entrance examinations and with respect to choice of vocation and introduction to the world of work.

The Ministry of Education, Youth and Sports is also represented in the *Women and Sport* Czech Olympic Committee. On this basis, the Ministry contributed to a project addressing the status of women in society and in senior positions in the field of sport. The aim of the project was to gather knowledge on the influence and significant of relations between the sexes in the lives of female athletes in the Czech Republic. The project results should be used to set measures aimed at increasing the proportion of women in sports activities in all roles and at all levels of sport.

The **Ministry of Justice** does not run any grant proceedings for the support of research into phenomena leading to the discrimination of women. As regards grants provided by the European Union, the Ministry of Justice was not offered any grants for these purposes.

The **Ministry of Defence** conducted an extensive representative survey on the perception of equality by military professionals in the Czech Army in 2004 in cooperation with the STEM agency. The results of the research were drawn up at the end of the year and presented within the scope of employee training at commander meetings and methodological days held by sections of the Ministry of Defence during 2005.

In 2005, the continuous survey '*Military Professional 2005*' focused on job satisfaction in the Czech Army, especially on the working and living conditions of military professionals. This research was conducted by the Ministry of Defence in cooperation with Markent, s.r.o., and included a battery of questions on interpersonal relations and the standard of management within the army. It revealed that the most important working conditions are considered to be relations between people within the same department. With regard to the results of this research, within the scope of training activities for senior employees and other experts at the Ministry, a lecture was incorporated on the theme of *Violence in the workplace – mobbing, bossing, harassment*.

In 2005, the **Ministry of Labour and Social Affairs** provided grants to four research projects on gender equality:

- **Trends in social and political mechanisms driving gender relationships IV.**

This project was implemented by Factum Invenio s.r.o. The research was a follow-up to the surveys carried out in 2002, 2003 and 2004 and 2006 and will be continued in 2006. The objective of the research is to monitor public opinion in the field of gender equality.

- **Analysis of the causes of low employment among disabled women**

This project was implemented by Factum Invenio s.r.o. The research mapped out the employment of disabled women and men from the aspect of equal opportunities for women and men. It also identified stances of society to the low employment of disabled women and proposed measures which, if applied, could increase employment among disabled women.

- **Support of access for women and men to jobs in fields unconventional for them**

The organization responsible for implementing the project was the STEM agency. The research identified the attitudes of women and men to mechanisms affecting the selection of an occupation and training for such a career. It evaluated the satisfaction with the choice of occupation, covering the satisfaction of women in professions typical for women and men in professions typical for men on the one hand, and the opinions of women in professions typical for men and men in professions typical for women on the other hand.

- **Analysis of expenditure on grants in selected policies of the Ministry of Labour and Social Affairs from the aspect of gender equality**

This project was implemented by Michaela Foltysová. The survey, involving a gender analysis of funds expended on grants, identified how much funding is actually released to women and how much to men. Measures were proposed to amend the grant methodology which should make the grant process more efficient and give women and men equal access to financial resources.

Activities supported in the grant scheme under Measure 2.2 of the Human Resources Development Operational Programme facilitate research into social phenomena in the field of equal opportunities on the labour market. At the same time, they are a horizontal theme of all grant schemes to limit discrimination in the activities performed.

In 2005, the Ministry received the output of the studies *Socio-demographic analysis of lone-parent families with dependant children* and the *Comparison of family policies in Central Europe*. This latter study included an analysis of the

conditions leading to better compatibility of work and family roles. The output of both studies will be taken into account in the updating and implementation of the National Concept of Family Policy.

In 2005, within the scope of research for government requirements, Gabal analysis & consulting implemented a project on the *Quality and availability of the system of services for victims of domestic violence*. The aim of the research was to draw up a summary report on the condition of social services provided to victims of domestic violence in the Czech Republic. The results achieved offer fundamental information about the types of social services which appear to be the most effective in coping with the consequences of domestic violence. Output will be used to determine the Ministry's priorities in its conceptual work. This output will be of fundamental significance for grant proceedings whereby the Ministry of Labour and Social Affairs safeguards the routine operations of social service providers, and for grant proceedings which are advertised as pilot (innovative) projects.

Within the scope of its competence, the **Ministry of Informatics** does not contribute to research into phenomena leading to the discrimination of women or threatening their dignity, health or life, nor does it commission research projects on gender issues. The **Ministry of Informatics** commissions analyses in the field of information technology, including the gender approach.

The **Ministry of Foreign Affairs**, the **Ministry of the Environment**, the **Ministry of Culture**, the **Ministry of the Interior**, the **Ministry of Regional Development**, and the **Ministry of Transport** did not carry out any specific activities relating to the fulfilment of the above task, or did not mention them in their reports.

Proposals related to Part 7. Monitor and assess efficiency in applying the principle of the equal status of women and men.

Rephrase task 7.2.

7. 2. Assess the efficiency of measures for the application of the principle of equality and, on request, submit such evaluations to the Government and **nongovernmental non-profit organizations** that deal with the status of women and equality of men and women.

Responsible: Minister for Labour and Social Affairs
Deadline: ongoing

Rephrase task 7.4.

7. 4. Support, as part of the grant policy, research into social phenomena that result in discrimination against **women or men**, or threaten their dignity, health or life.

Responsible: members of the Government
Deadline: 31 December **2006**

For Task 7.3, only the update of the deadline to 2006 is proposed.

List of annexes

Table No 1: Participation of women in the decision-making process in 2005

Table No 2: Average gross monthly wages

Table No 3: Economic activity rate

Table No 4: Economic status of the population

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Table No 6: Women and men collecting a parental allowance

PARTICIPATION OF WOMEN IN THE DECISION-MAKING PROCESS AS AT 31 DECEMBER 2005 (source: ministries) Table No 1

position ⇒	Minister		Deputy Minister			Department Director			Head of Unit			Other experts			Director of a Ministerial Institution			manager of a detached office		
	M / F	M	F	M	F	%F	M	F	%F	M	F	%F	M	F	%F	M	F	%F		
Ministry ↓																				
transport	1/0	4	1	19	2	9.5	32	16	33.3	184	197	51.7								
informatics	0/1	3	1	8	4	33	5	7	58	52	61	54								
finance	1/0	5	1	33	15	31	64	60	48	394	649	62	18	2	10					
culture	1/0	3	1	9	4	31	7	15	68	72	149	67	25	5	17					
regional development	1/0	5	2	18	9	33	39	22	26	140	259	65								
defence: professional soldiers	1/0	10	1	82	3	3.5	227	42	15.6	623	633	50.4	70	18	20.5	4	4	50		
civilian employees																				
labour and social affairs	1/0	4	2	13	13	50	39	36	48	179	427	70.5								
industry and trade ²	1/0	5	0	35	6	14.6	69	35	33.7	278	276	49.8	10	1	9					
justice	1/0	5	0	12	5	29.4	18	19	51.4	70	163	70	5	0	0					
education, youth and sport	0/1	5	1	22	7	24.1	15	15	50	111	296	72.7	0	1	0					
interior	1/0	6	1	54	12	18.2	149	65	23.7	1737	1471	30	8	2	20					
foreign affairs - central	1/0	7	1	32	13	28.9	52	23	30.7	244	346	58.6	5	0	0	95	16	14.4		
- abroad										664	528	44.3								
health	1/0	4	0	11	10	48	16	18	53	95	223	70	71	15	17	0	3	100		
agriculture	1/0	4	1	82	18	18	97	51	35	694	1080	61	6	0	0					
environment	1/0	7	1	28	12	30	50	36	41.8	180	299	62.4	14	0	0					
Office of the Government:	1/0	2	0	20	11	35	29	19	40	120	227	65	0	0	0	5	1	17		
Minister	1/0																			
Deputy Prime Minister	1/0																			
Prime Minister	1/0																			
Total																				

1 – including the General Staff; 2 - organizations fully and partly financed from the public purse are included under ministerial institutions

Note: **executive director/office director** – include in the 'Deputy Minister' column if subordinate directly to the Minister

Table No 2

Average gross monthly wages

Indicator = Average wage	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total (CZK)	11069	12572	13361	14097	15187	16353	18133	19510	20545
Women (CZK)	9449	10730	11036	11793	12641	13755	15217	16404	17256
Men (CZK)	12245	14166	15323	16109	17251	18481	20404	21983	23044
Proportion of women's average wage in relation to men's average wage (%)	77.2	75.7	72	73.2	73.3	74.4	74.6	74.6	74.9

Source: Czech Statistical Office - sample survey

Publication: 'Employee wage structure in 2004'

Table No 3

Economic activity rate (%)

Age group	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Women	52.3	52.6	52.3	51.8	51.8	52	52.1	51.6	51.3	50.9	50.8	50.5
15 - 19	33.1	32.1	25.5	22.2	19.8	19.6	18.1	13.9	10.1	8.5	8.4	7.7
20 - 24	53.8	56.9	59.1	58.2	57.9	60.3	60.8	61.8	60.7	57.7	56.4	53.2
25 - 29	64.4	63.6	64.6	61.6	61.7	63.8	64.6	64.9	63.7	64.5	64.1	64.1
30 - 34	80.2	80.3	78.5	76.9	77.2	78.2	76.4	76.5	76.1	73.8	73.8	72.8
35 - 39	89.8	89.7	89	87.4	86.8	86.4	87.4	86.7	87.1	87.5	87	86.7
40 - 44	91.4	92	92	91.3	91.6	90.8	92	91.3	92.3	91.2	89.6	90.9
45 - 49	91.9	91.1	90.7	90.6	90.5	89.6	90.6	91.1	91.5	91.5	91.2	90.1
50 - 54	78.2	78.4	79.5	81.2	82.1	81.8	81.5	82.1	83.5	84.3	84.9	86.1
55 - 59	26	27.7	29.7	33	34.6	32.8	32.9	32.6	33.3	37.7	42.1	45.5
60 +	6	5.7	5.8	5.7	5.4	5	5.3	4.5	4.7	4.8	5.1	5
Men	71.3	71.4	71.5	71.4	71.1	70.8	70.6	69.8	69.4	69.3	68.7	68.4
15 - 19	37.9	37.5	32.9	28.7	25.9	25.5	22.8	16	12.9	11.3	10.4	9.6
20 - 24	86.2	85.2	85.5	84.9	82.4	80.5	78.9	79.4	76.9	73	70	67.6
25 - 29	96.4	96.6	96.9	96.8	96.4	96.2	95.8	95	95	94.8	94.7	93.6
30 - 34	97.8	97.3	97.7	97.7	97.2	97.9	97.6	97.4	97.5	97.2	96.8	97.4
35 - 39	97.3	97.3	97.4	96.9	97.3	97.1	96.5	97.3	97.3	97.3	97	96.6
40 - 44	96.9	96.5	96.5	96.4	96.3	95.7	96.5	96.2	96.1	96.1	94.5	95.9
45 - 49	93.6	94.7	94.3	94	94.5	95	94.7	94.7	94.1	94.4	93.8	93.5
50 - 54	88.3	88.1	88.8	89	89.5	89.2	90	89.9	90.4	90.1	90.1	90.6
55 - 59	71.1	73	75.9	77.4	77.9	75.3	76.9	75.8	76.9	79.5	80	81.4
60 +	14.9	14.7	14.8	15.7	14.8	13.9	12.8	11.8	11.8	13.6	14.2	14.1

Source: Sample survey of the Czech Statistical Office, publication: 'Focus on Men and on Women 2005'

Note: The economic activity rate is determined in accordance with ILO and Eurostat methodology
i.e. as the share of the total workforce in the number of persons aged 15 or over.

Table No 4

Economic status of the population

Number of persons (thousands)

	Women		Men		Total	
Number of inhabitants	5243,7		4990,7		10234,3	
Population more than 15 years old	4509.4	100.0%	4215.0	100.0%	8724.4	100.0%
Economically active population	2293.8	50.9%	2908.1	69.0%	5201.8	59.6%
Economically inactive population	2215.6	49.1%	1307.0	31.0%	3522.6	40.4%
Employed	2068.0	45.9%	2729.2	64.7%	4797.2	55.0%
Unemployed	225.7	5.0%	178.9	4.2%	404.6	4.6%

	Women		Men		Total	
Number of inhabitants	5243.7		4990.7		10234.3	
Population more than 15 years old	4509.4	51.7%	4215.0	48.3%	8724.4	100.0%
Economically active population	2293.8	44.1%	2908.1	55.9%	5201.9	100.0%
Economically inactive population	2215.6	62.9%	1307.0	37.1%	3522.6	100.0%
Employed	2068.0	43.1%	2729.2	56.9%	4797.2	100.0%
Unemployed	225.7	55.8%	178.9	44.2%	404.6	100.0%

Source: Czech Statistical Office, Employment and unemployment in the Czech Republic based on the results of a sample survey of the workforce in the third quarter of 2005

Table No 5

Unemployment by agePersons
(thousands)

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Women												
Age groups:												
15 - 19	20.5	19.5	15.6	14.4	15.5	21.2	22.1	17.6	14.5	12.2	12.2	10.9
20 - 24	15.8	16.2	15	14	19	29.8	40	36.4	34	31.2	32.2	30.7
25 - 29	19.5	20.6	18.3	16.2	20.1	26.9	36.2	36.8	35.4	32.1	30.7	33.8
30 - 34	15	16.6	14.3	15	20.1	26.4	34.3	35.1	31.1	26.8	33.4	32.8
35 - 39	14.2	13.8	11.7	11.2	13.2	19.5	26.8	26.2	28.6	26.6	30	26.4
40 - 44	14.3	12.1	12.7	11.5	15.4	21.7	26	26.7	23.1	19.4	22.8	24
45 - 49	10.4	10.2	10.6	10.5	15	20.5	27.5	30.8	23	22.6	23.7	22.7
50 - 54	6.2	4.8	6.3	7	10.5	15.9	21.5	24.9	25.6	24.6	28.5	29.5
55 - 59	3	2.1	3	3.2	3.5	3.1	4.6	5.5	5.9	6	9.4	11.9
60 +	4.2	2.7	2.4	3.1	3.2	4.5	4	2.9	3.7	3.3	1.6	1.9
Men												
Age groups:												
15 - 19	17.7	21.7	17.6	13.8	14.5	21.5	24.6	17	14.8	11.6	11.9	13.1
20 - 24	17.5	19.1	19.2	18.5	22	29.8	46.7	51.2	44.6	38.7	38.9	46.6
25 - 29	10.3	10.8	11.6	11.4	12.9	18.1	25.9	26.8	27.9	24.3	27.8	29.9
30 - 34	10	10.2	8.8	7.7	11.1	14.1	21.4	20.6	17.5	15	14.7	16
35 - 39	9.3	10	10.2	8.9	11.2	12	16.6	18.9	19.1	15.1	15.4	18.2
40 - 44	9.1	8.2	9.6	9.3	12.3	14.4	20.5	19	16.9	14.9	13.8	17.5
45 - 49	9.2	8.2	7.7	9	10.8	13.5	21.5	21.8	19.2	18.2	16.6	18.7
50 - 54	4.1	4.8	5.3	6	8.3	11.4	19.4	21.4	18.9	18.3	19.6	21.8
55 - 59	3	4.7	3.2	4.6	5	7.1	10.5	12	11	10.2	12.3	16.4
60 +	6.8	4.8	5	6.1	4.8	4.4	4.1	2.9	3.4	3.1	3.7	3.1

Source: Czech Statistical Office, publication: 'Focus on Men and on Women 2005'

Table No 6

Women and men collecting a parental allowance

as at 31 December 2005

Child	up to 3 years	3 to 7 years inclusive	Total	%
Women	225 607	58964	284 571	98.6%
Men	2834	1080	3914	1.4%

Source: Ministry of Labour and Social Affairs, System of State Social Support (OKSTAT), Payment of regular benefits pertaining to November 2005

Draft of the updated 'Priorities and Procedures of the Government in Promoting the Equality of Men and Women'

(Proposed changes are highlighted in bold.)

1. Promoting principles of the equality of women and men as part of Government policy

1. 1. As part of its media policy and with regard to the cross-sectional nature of the policy of equal opportunities for women and men, emphasize this principle and supply information on measures contributing to its implementation within the competence of each department.

Responsible: members of the Government
Deadline: ongoing

1. 2. Provide active support, through specific measures, for the selection of suitable women candidates for positions in government bodies and senior positions in ministries, and in their subordinate administrative authorities and institutions. Evaluate the measures adopted to achieve the balanced representation of women and men in senior positions and work teams.

Responsible: members of the Government
Deadline: 30 December 2006 for the evaluation of measures
Deadline: ongoing for the active selection of candidates

1. 3. Promote the principle of the equal status of women and men in the meetings of the Council of Economic and Social Agreement and its work teams and groups, particularly with regard to remuneration and working conditions.

Responsible: Government representatives in the Council of Economic and Social Agreement of the Czech Republic
Deadline: ongoing

1. 4. Ensure that individual ministries and administrative authorities establish, within the scope of their jurisdiction, cooperation with **nongovernmental non-profit organizations** specializing in equal opportunities for women and men and continue their search for and expansion of such cooperation. This cooperation may also include requests for opinions on the Legislation under way or on other fundamental decisions.

Responsible: members of the Government
Deadline: ongoing

1. 5. Use the possibility of participating in activities and programmes of international organizations whose aim or declared principle is gender equality.

Responsible: members of the Government
Deadline: ongoing

1. 6. Launch or continue training activities in human rights, with consideration for equal opportunities for women and men and methods designed to achieve gender equality. Ensure that all conceptual workers and decision-makers, as well as other professional members of staff, attend such training.

Responsible: members of the Government
Deadline: 31 December 2006

1. 7. Make sure, when drafting legal provisions, to include means that will eliminate any potential disadvantages in the representation of men and women with regard to their participation in crucial social activities.

Responsible: members of the Government
Deadline: ongoing

1. 8. Subordinate conceptual, decision-making and evaluation procedures, at all stages of their preparation and implementation, to equal opportunities for women and men.

Responsible: members of the Government
Deadline: ongoing

1. 9. Continue the public debate on equal opportunities for women and men with the aim of informing the Czech public about the national policy on equal opportunities for women and men and its objectives.

Responsible: Minister for Labour and Social Affairs,
Government Commissioner for Human Rights:
Deadline: 31 December 2006

1. 10. Prepare ministerial priorities and procedures in the promotion of gender equality for 2006 in the areas of the individual ministries' physical competence and submit them to the Minister for Labour and Social Affairs as the national coordinator of the agenda of equal opportunities for women and men by **31 January 2007**.

Responsible: members of the Government
Deadline: 31 January 2007

1. 11. Evaluate the fulfilment of measures under the ministries' priorities and procedures in the promotion of gender equality for **2006** and submit them to the Minister for Labour and Social Affairs as the national coordinator of the agenda of equal opportunities for women and men.

Responsible: members of the Government

Deadline: 31 January 2007

1. 12. Supplement ministries' priorities and procedures in the promotion of gender equality by developing and specifying the key objectives of the government equal opportunities policy in accordance with updated measures under the Government's nationwide priorities and procedures in the promotion of gender equality.

Responsible: members of the Government

Deadline: 30 June 2006

1. 13. Incorporate, on an ongoing basis, the results of gender analyses into conceptual materials in each respective ministry's physical competence.

Responsible: members of the Government

Deadline: ongoing

1. 14. Complement the range of training available for public administration staff and the employees of administrative authorities with gender equality, with the option of using the e-learning format of training designed for this purpose.

Responsible: Minister of the Interior, Head of the Office of the Government

Deadline: ongoing

1. 15. Support, as part of the grant policy, projects promoting equality for women and men.

Responsible: members of the Government

Deadline: ongoing

1. 16. Recommend the e-learning format of training in the issues of equal opportunities for women and men for use by local government officials.

Responsible: Minister of the Interior

Deadline: 31 December 2006

1. 17. Take account of the principle of gender equality in the creation of the concepts of general policies and projects of development cooperation in all institutional structures and at all levels of the decision-making process.

Responsible: Minister for Foreign Affairs

Deadline: ongoing

1. 18. Draw up an analysis of the relevant aspects of migration and integration policy from the aspect of gender equality with the aim of detecting inequality and identifying current problems. Keep statistics of illegal migration and the stay of foreigners on the territory of the Czech Republic with regard to gender.

Responsible: Minister for Labour and Social Affairs, Minister of the Interior

Deadline: 30 June 2007

2. Ensure the legal prerequisites for gender equality and raise legal awareness

2. 1. Review legal provisions in force on an ongoing basis with respect to their compliance with the principle of the equal status of women and men in society, or with the relevant requirements of the Community law. Further to the results of the above review, cancel, amend or supplement those legal provisions in force that conflict with the principle. In the preparation of new legal provisions, consistently ensure the promotion of the aforementioned principle.

Responsible: members of the Government

Deadline: ongoing

3. Ensure equal opportunities for women and men in their access to economic activities

3. 1. Continue to support, in the interests of the increased competitiveness of women on the labour market, the creation of a range of skills and retraining programmes facilitating the suitable employment of women, including the application of their skills on the labour market through self-employment. Ensure the possibility of State aid for retraining courses intended for citizens, particularly women, who have been economically inactive for a prolonged period due to child care.

Responsible: Minister for Labour and Social Affairs, Minister for Education, Youth and Sports

Deadline: 31 December 2006

3. 2. Focus reviews of compliance with the labour-law legislation on respect for the prohibition of discrimination on grounds of sex, including the principle of equal pay for equal work and for work of equal value, as well as on respect for the increased protection of women at work. Keep records of and statistically process the reviews of compliance with the provisions on the prohibition of discrimination on grounds of sex.

Responsible: Minister for Labour and Social Affairs

Deadline: 31 December 2006

3. 3. Encourage **and support** individual abilities and interests of girls and women on the one hand and boys and men on the other in vocational training for occupations that are not considered typical for one or the other gender.

Responsible: Minister for Education, Youth and Sports
Deadline: ongoing

3. 4. Continue, through **framework educational programmes**, teaching and other materials, efforts to eliminate stereotypical discriminatory perceptions of the status of women and men in the family, at work and in society, and promote the principle of equality for women and men as part of activities linked to the National Programme for the Development of Education in the Czech Republic (the 'White Paper').

Responsible: Minister for Education, Youth and Sports
Deadline: 31 December 2006

3. 5. Support the access of women to employment involving the use of information and communication technologies, in particular by increasing the participation of women in the relevant education and training.

Responsible: Minister for Labour and Social Affairs, Minister for Education, Youth and Sports, Minister for Informatics
Deadline: 31 December 2006

3. 6. Develop the conducted analysis of textbooks and teaching aids for primary schools so that its results serve as a basis for determining criteria for textbooks and teaching aids and so that a more pronounced educational effect be achieved with respect to gender equality.

Responsible: Minister for Education, Youth and Sports
Deadline: 31 December 2006

3. 7. Continue implementing training programmes for teachers and pedagogical workers in equal opportunities for women and men with the aim of providing them with effective procedures for gender-sensitive teaching.

Responsible: Minister for Education, Youth and Sports
Deadline: 31 December 2006

3. 8. Continue the training of careers advisers at employment offices in equal opportunities for women and men and ensure that they apply this knowledge in their counselling services.

Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2006

3. 9. Continue the training of education advisers at schools in equal opportunities for women and men and ensure that these advisers can apply this knowledge in their counselling activity.

Responsible: Minister for Education, Youth and Sports
Deadline: 31 December 2006

3. 10. Support the formation a range of qualification and retraining programmes, facilitating the identification of a suitable occupation, including use of skills through self-employment and enterprise, specifically for women living in rural areas.

Responsible: Minister for Labour and Social Affairs, Minister for Education, Youth and Sports, Minister for Industry and Trade, in cooperation with the Minister for Agriculture
Deadline: 31 December 2006

4. Levelling out the social status of women and men caring for children and needy family members

4. 1. Ensure that the necessary personal care of children and needy family members is considered when laying down the conditions and amounts of entitlements to social benefits, social insurance, unemployment benefits, etc.; ensure that these considerations are consistently directed at carers, regardless of their gender.

Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2006

4. 2. Through future legislation on labour relations, enable the creation of variable work regimes that will facilitate the reconciliation of work and family obligations for employees who care for children and family.

Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2006

4. 3. Support, though specific measures, within legal competencies, the incorporation and operation of facilities designed to provide care for children and needy family members and support the development of social services (e.g. the home care service, day-care short-stay centres, personal assistance.), in particular if such facilities supplement or replace the care otherwise provided by employed citizens.

Responsible: Minister for Education, Youth and Sports, Minister for Health, Minister for Labour and Social Affairs
Deadline: 31 December 2006

4. 4. Support, through specific measures, the development of the possibility of shelters for citizens in difficult life situations caring for children.

Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2006

4. 5. Support, through specific measures, the establishment of flats by municipalities for people with special needs, including people at risk, in particular people with dependant, socially needy children and domestic violence victims.

Responsible: Minister for Regional Development
Deadline: 31 December 2006

4. 6. Continue the methodological guidance of social workers of bodies responsible for the social-law protection of children in connection with equal opportunities of both parents in child care with the aim of balancing the unequal status of men in relation to children.

Responsible: Minister for Labour and Social Affairs
Deadline: 31 December 2006

5. Take into account women's reproductive function and physiological differences

5. 1. Contribute to raising women's awareness of various options of health care provided during pregnancy, at childbirth and in the post-natal period, their strengths and weaknesses, and actively support these women's own choice of the means, place and provider of health care.

Responsible: Minister for Health
Deadline: 31 December 2006

5. 2. Further to the national budget, develop the National Health Programme and support health support projects focused on improving the reproductive health of women and on cardiovascular and tumour disease prevention.

Responsible: Minister for Health
Deadline: 31 December 2006

6. Combat violence perpetrated against women

6. 1. Conduct a publicity campaign on the unacceptability of domestic violence and other forms of violence committed against women and enable **nongovernmental non-profit organizations** to be represented in the working party set up to fulfil this task.

Responsible: Minister of the Interior, Minister for Labour and Social Affairs, Minister for Education, Youth and Sports, Government Commissioner for Human Rights

Deadline: 31 December 2006

6. 2. Focus social work on assistance for the victims of violent crime, on families in which the healthy development and upbringing of children is at risk. Support, as part of this assistance, an expansion in the network of shelters for female victims of violence. Support the establishment of shelters with secret addresses and support women's **nongovernmental non-profit organizations** involved in these activities.

Responsible: Minister for Labour and Social Affairs

Deadline: 31 December 2006

6. 3. Adopt Legislative and other measures to combat domestic violence and improve the protection of domestic violence victims, and reflect Legislative measures in the recodification of the Criminal Code.

Responsible: Minister for Justice, Minister of the Interior, Minister for Labour and Social Affairs, Government Commissioner for Human Rights

Deadline: 31 December 2006

6. 4. With respect to the implementation of measures leading to an interdisciplinary solution to domestic violence issues the establishment of an integrated system of assistance for victims, continuously monitor steps aimed at combating domestic violence and submit regular information to the Government.

Responsible: Minister of the Interior

Deadline: ongoing

7. Monitor and assess efficiency in applying the principle of the equal status of women and men.

7. 1. Within the relevant body's competence, monitor and assess the efficiency of measures on the application of the principle of the equality of women and men and submit results to the Ministry of Labour and Social Affairs on request.

Responsible: members of the Government

Deadline: ongoing

7. 2. Assess the efficiency of measures for the application of the principle of equality and, on request, submit such evaluations to the Government and **nongovernmental non-profit organizations** that deal with the status of women and equality of men and women.

Responsible: Minister for Labour and Social Affairs
Deadline: ongoing

7. 3. Issue, on a regular annual basis, a publication making maximum use of all available statistical and analytical documentation containing data on the participation of women and men in core social activities and on the degree of their contribution to the results of such activities.

Responsible: Chairman of the Czech Statistical Office
Deadline: 31 December 2006

7. 4. Support, as part of the grant policy, research into social phenomena that result in discrimination against **women or men**, or threaten their dignity, health or life.

Responsible: members of the Government
Deadline: 31 December 2006

Result of comment procedure

The draft document was dispatched for external comment procedure on 13 March 2006; the deadline for the submission of comments was 29 March 2006. Fifty comment points were approached (e.g. ministries, central authorities, social partners and nongovernmental organizations).

The comments received mainly concerned rephrasing and additions to the text, and in most cases they were accepted. The fundamental comments and suggestions of the ministries regarding the form of the text were also accepted or the reasons for the proposed solution were explained and then the ministries did not insist on the fundamental comments and suggestions they had raised.

The document is submitted to the Government without conflict.

HANDLING OF COMMENTS AND SUGGESTIONS ON THE DOCUMENT ENTITLED:

Body of material: IV.

Summary report on the fulfilment of ‘The s priorities and procedures of the Government in promoting equality for men and women’

In accordance with the Governmental Rules of Procedure, the document was distributed for interdepartmental comment procedure by means of a letter of the Deputy Prime Minister and Ministry for Labour and Social Affairs on 13 March 2006; the deadline for the delivery of standpoints and opinions was 29 March 2006. An evaluation of this procedure is provided in the following table:

Source of comment	Comments	Settlement
Minister Responsible for Legislation, Pavel Zářecký	no comments or suggestions	
Ministry of the Interior on Part III Fundamental comment	In the introduction, we recommend altering the text of the fourth and fifth indents within the scope of the list of basic problem areas in ensuring the equality of women and men. Domestic violence is a form of violence perpetrated against women, it is not connected with the reconciliation of family and working life. We believe it would be more systematic to cover the whole issue of violence perpetrated against women in a single indent - domestic violence, trafficking in human beings and organized prostitution (need not be the same). Therefore we propose rephrasing the text as follows: <ul style="list-style-type: none"> • problems in reconciling family and working life (caring for the family is considered a task for women in prevalent gender stereotyping), • violence perpetrated against women (domestic violence, trafficking in human beings with a view to sexual exploitation and organized prostitution), 	Accepted and changed.

<p>on Part III</p> <p>Fundamental comment</p>	<p>On page 132, Measure 1.14, we request that the perfect form of the verb 'incorporate' be replaced by the imperfective. It is a completed task; the e-learning programme is permanently incorporated into the range offered by the Institute for Local Administration.</p>	<p>Accepted and replaced.</p>
<p>on Part III</p> <p>Fundamental comment</p>	<p>On page 78 and page 133 – new task 1.18. Draw up an analysis of the relevant aspects of migration and integration policy from the aspect of gender equality with the aim of detecting inequality and identifying current problems.</p> <p style="text-align: center;"><i>Responsible: Minister for Labour and Social Affairs, Minister of the Interior</i></p> <p style="text-align: center;"><i>Deadline:</i></p> <p style="text-align: center;"><i>31 December 2006</i></p> <p>The Ministry of the Interior does not consider the formulation of the task to be relevant – especially as regards the immigration policy and the related requirement that the Minister of the Interior participate in the implementation of the proposed task. In the relevant part of the document (page 78, paragraph 2 – six basic problem areas), which inter alia should clarify the reasons for imposing the task on the Minister of the Interior, there is only a statement on the dependence and loss of dignity in the long-term stays of foreigners in asylum camps (facilities) and illegal migration, without a specification – except the emphasis of the possibility of analogy with international problems - of what the inequality of men and women foreigners consists of within the</p>	<p>Not accepted and after mutual agreement rephrased as follows:</p> <p>1. 18. Draw up an analysis of the relevant aspects of migration and integration policy from the aspect of gender equality with the aim of detecting inequality and identifying current problems. Keep statistics of illegal migration and the stay of foreigners on the territory of the Czech Republic with regard to gender.</p> <p>Responsible: Minister for Labour and Social Affairs, Minister of the Interior</p> <p>Deadline: 30 June 2007</p>

scope of their immigration to the Czech Republic.

The Asylum Act (Act No 325/1999 on asylum, as amended) and the Act on the Stay of Foreigners (Act No 326/1999 on the stay of foreigners in the Czech Republic, as amended) do not distinguish foreigners by sex, nationality, race, belief or other elements (if we ignore the classification into EU nationals and their family members and third-country nationals, which stems from European law); the same approach is applied to each foreigner. As regards the situation of female foreigners in asylum facilities, experience indicates that they are not disadvantaged in any way compared to men.

As regards the disadvantages of women within the scope of 'illegal migration', it should be noted that even in this respect the procedure is in line with the law (the Act on the Stay of Foreigners). Furthermore, decisions on administrative deportation cannot be issued (Section 119(7) and Section 120(3) if the consequence would be an inordinate intervention in the private or family life of the foreigner. At the same time, according to Section 120a(1) of this Act, an investigation is conducted to determine whether any obstacles precluding travel to another state apply to foreigners in accordance with Section 179.

Therefore, in these respects, the Ministry of the Interior considers the participation of the Minister of the Interior in the analysis of these problems related to the migration of foreigners to be unnecessary and proposes that the focus of task 1.18 'Updated measures under the Priorities and procedures of the Government in promoting the

	<p>equality of women and men in 2006' and its coordination be rephrased as follows:</p> <p>1.18. Draw up an analysis of the relevant aspects integration policy from the aspect of gender equality with the aim of detecting inequality and identifying current problems.</p> <p>Responsible: Minister for Labour and Social Affairs</p> <p>Deadline: 31 December 2006</p>	
on Part III recommending proposal	On page 20, in the final paragraph, we recommend modifying the text of the first sentence as follows: 'The promotion and media coverage of equal opportunities for women and men takes place at the Ministry of the Interior on several years. One channel is Rádio Vnitro [Radio Interior], an information medium at the Ministry.'	Accepted and modified.
on Part III recommending proposal	On page 37, the final sentence concerning the Ministry of the Interior should read: The evaluation of this survey is included in an annex to the document 'Information about the fulfilment of measures to establish interdisciplinary teams combining health, social and police assistance in detecting and prosecuting cases of domestic violence in 2005', which was presented to the meeting of the Government of the Czech Republic on 8 March 2006 by the Minister of the Interior.	Accepted and modified.
on Part III recommending proposal	On page 72, we recommend modifying the text of the second paragraph as follows in the interests of accuracy of the presented information: 'Via the Ministry of the Interior, grants are assigned to projects within the National Committee...'	Accepted and modified.

Ministry of Foreign Affairs	no comments or suggestions	
Ministry of Justice on Part III complementing comment	In the opening chapter of the 'Summary Report on the Fulfilment of the Priorities and Procedures of the Government in Promoting the Equality of Women and Men', the brief results of the research entitled 'Trends in social and political mechanisms driving gender relations IV' are not expressed sufficiently clearly. For example, it is not clear what is meant by the 'monitored principles of equal opportunities' or whether the word 'ordinary' [/'common'], in connection with the assessment of domestic violence examined on a sample of the public means 'very often' or 'normal' in this case.	By agreement over the telephone not accepted.

<p>on Part III complementing comment</p>	<p>In the evaluation of the task under point 1.2, which concerns the active support of the selection of suitable female candidates for positions in government bodies and for senior positions, the Ministry of Labour and Social Affairs and the Ministry of Industry and Trade state that they have achieved a balanced representation of men and women in senior positions by preferring the under-represented sex in cases where multiple candidates have identical qualifications for the performance of the given job description. In practice, however, it is hard to imagine that two candidates vying for a specific position will have exactly the same education, the same experience, the same language skills, etc. There will always be one who is more suitable and one who is less suitable, and then the preferential treatment of the other candidate solely on grounds of sex will work against a candidate of the opposite sex who, despite having better qualities, is not accepted; this is inadmissible not only under Section 1(5) of the Labour Code, but also under the constitutional order of the Czech Republic, irrespective of the fact that this procedure ultimately results in tension between the sexes and the debasement of women's achievements.</p>	<p>By agreement over the telephone not accepted.</p>
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<p>on Part III complementing comment</p>	<p>In the content of the evaluation of the tasks set out in points 1.1., 1.2, 1.4, 1.5., 1.6., 1.7., 1.8., 1.13., and 1.15., where members of the Government are responsible for their fulfilment, there is an evident imbalance in the specification of the achievements and failures at individual ministries (e.g. in point 1.4, some ministries state which gender equality NGOs they work, others do not, in point 1.2, the evaluations by some ministries contain the percentage of women in work teams or in senior positions, but others do not). We believe that in the future it would be advisable to specify in more detail the information required in the ministerial reports on the fulfilment of the priorities and procedures of the Government in promoting the equality of women and men, as otherwise the results on the fulfilment of individual tasks could be misrepresented.</p>	<p>By agreement over the telephone not accepted.</p>
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<p>on Part III complementing comment</p>	<p>We propose rephrasing the task of the Priorities and Procedures of the Government in Promoting the Equality of Women and Men set out under point 7.1: 'Within the relevant body's competence, monitor and assess the efficiency of measures on the application of the principle of the equal opportunities of women and men and submit results to the Ministry of Labour and Social Affairs on request.' This task is phrased too vaguely, as evidenced by the variation of themes contained in the reports delivered by the individual ministries concerning this task, and also by the fact that many ministries did not supply any information at all about this point in their reports. In the above-mentioned wording, this task appears to be almost a duplicate of the task under point 1.11, which lays down the obligation to evaluate the fulfilment of measures under ministries' priorities and procedures in promoting gender equality in 2005, the only difference being that the results of the monitoring and evaluation need not be provided on an ongoing basis, but in summary by 31 January of the following year. Considering the predominant theme of the content of the fulfilment of task 7.1. provided by the individual ministries, we propose the following new wording of the task for 2006: 'Set up and, on an ongoing basis, improve the human resources used to monitor and evaluate the effectiveness of measures for the application of the principle of the equality of women and men (gender focal point).' As regards point 1.11, the following phrase should be added: 'on an ongoing basis and on the request of the Ministry of Labour and Social Affairs.'</p>	<p>By agreement over the telephone not accepted.</p>
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Ministry of Transport	no comments or suggestions	
Jiří Havel, Deputy Prime Minister for Economics	no comments or suggestions	
Ministry of Finance	no comments or suggestions	
Ministry of Informatics on Part III Fundamental comment	The Ministry of Informatics requests that the claim regarding the fulfilment of task 1.4, i.e. that the Ministry of Informatics did not carry out any specific activities in the fulfilment of this task or did not provide this information in its report, be deleted and that the following wording be attached to this task: 'The Ministry of Informatics cooperates with NGOs in the field of grant policy and the financial support of programmes related to information and communication technologies designed for women re-entering the labour market after maternity or parental leave and for families with young children.'	Accepted and replaced.
on Part III Fundamental comment	In Task 1.5, it is stated that the 'National Computer Literacy Programme' has been attended by 100,000 participants, of which 68% women. This figure needs to be corrected to 132,000 participants, of which 62% women. This number of participants is repeated in the text on the fulfilment of task 3.5. Please adjust the figure here too.	Accepted and modified.
on Part III Fundamental comment	In the text on the fulfilment of task 1.6, we request that the final sentence in the paragraph on the Ministry of Informatics be modified as follows: 'In 2005, a seminar was prepared for the Ministry's employees and will take place in the first half of 2006.'	Accepted and modified.

on Part III Fundamental comment	In task 1.13, delete the claim that the Ministry of Informatics has not carried out any activities in relation to this task. It should be added that the Ministry of Informatics conducts gender analyses in the field of information literacy.	Accepted and added.
on Part III Fundamental comment	In the text on the fulfilment of task 7.1, we request the addition of information that every year the Ministry of Informatics evaluates the effectiveness of measures under the priorities and procedures in the application of new opportunities for women and men and submits them to the Ministry of Labour and Social Affairs on request, and therefore the claim that no activities are carried out needs to be deleted.	Accepted and added.
on Part III Fundamental comment	We request that the text on task 7.4, in the paragraph concerning the Ministry of Informatics, be amended as follows: 'Within the scope of its competence, the Ministry of Informatics does not contribute to research into phenomena leading to the discrimination of women or threatening their dignity, health or life, nor does it commission research projects on gender issues, but commissions IT-related analyses, including gender access.'	Accepted and added.
Ministry of Culture	no comments or suggestions	
Ministry of Defence	no comments or suggestions	
Ministry of Regional Development	no comments or suggestions	

<p>Ministry of Education, Youth and Sport on Part I</p> <p>Fundamental comment</p>	<p>On page 6, point 3.1 – the Ministry of Education, Youth and Sports requests that the ministry’s responsibility for qualification and retraining programmes facilitating the finding of suitable jobs for women be removed. The ministry only accredits retraining courses, but cannot influence the range offered by the entities seeking accreditation. Also, the ministry does not have the means to influence and motivate the provision of retraining programmes.</p>	<p>Not accepted, and by mutual agreement and with the consent of the Ministry of Education, Youth and Sports this task remains.</p>
<p>on Part I recommending comment</p>	<p>On page 7, point 3.3, we recommend replacing the word ‘encourage’ with the word ‘support’ or adding the words ‘and support’.</p>	<p>Accepted and replaced.</p>
<p>on Part I Fundamental comment</p>	<p>On page 7, point 3.4 needs to be rephrased so that it complies with Act No 561/2004 on preschool, primary, secondary, further vocational, and other education (the Schools Act). According to the new Schools Act, syllabuses do not exist; they have been replaced by ‘educational programmes’ for each field of education. The Ministry of Education, Youth and Sports issues framework educational programmes after discussion with the relevant ministries.</p>	<p>Accepted and rephrased.</p>
<p>on Part I Fundamental comment</p>	<p>On page 7, point 3.6, different phrasing is required; an analysis of textbooks and teaching aids for primary schools has been conducted.</p>	<p>Accepted and rephrased.</p>
<p>on Part I Fundamental comment</p>	<p>On page 7, point 3.5 – we request the removal of the ministry’s responsibility; education in information and communication technology is carried out within the scope of education at primary schools, secondary schools, post-secondary vocational colleges and universities; the ministry cannot influence supply or demand in further education.</p>	<p>Not accepted, and by mutual agreement and with the consent of the Ministry of Education, Youth and Sports this task remains.</p>

on Part I Fundamental comment	On page 8, point 3.10 – we request that the ministry’s responsibility be removed.	Not accepted, and by mutual agreement and with the consent of the Ministry of Education, Youth and Sports this task remains.
on Part I Fundamental comment	On page 9, point 4.3 – we request that the ministry’s responsibility be removed as it is not the promoter of nursery schools and is not responsible for their operation; this is in the competence of their promoters (municipalities). It is debatable whether this point concerns the Ministry of Education, Youth and Sports at all.	Not accepted, and by mutual agreement and with the consent of the Ministry of Education, Youth and Sports this task remains.
Ministry of Industry and Trade	no comments or suggestions	
Ministry of Agriculture	no comments or suggestions	
Ministry of Health	no comments or suggestions	
Ministry of the Environment on Part I recommending comment	Add the following measure to the Government resolution annex: „1.19. Within the scope of foreign development cooperation, an organic part of each project must be a corresponding part focusing on equal opportunities for indigenous women, including their involvement in the project solution, training in technologies, and equal involvement in the education process. Responsible: members of the Government Deadline: ongoing	By agreement over the telephone not accepted. This comment by the Ministry of the Environment merits long-term incorporation and discussion with other ministries. It will be taken into consideration on future measures under the ‘Priorities and Procedures of the Government in Promoting the Equality of Women and Men’.
Office of the Government	no comments or suggestions	
Office of the Government – Compatibility Department	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	

Czech National Bank	no comments or suggestions	
Bohemian-Moravian Confederation of Trade Unions	no comments or suggestions	
Association of Autonomous Trade Unions	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
Confederation of Art and Culture fundamental opinion	<p>The KUK delivered the following opinion: In public services financed from the public purse, there should be comparable conditions in remuneration based on the difficulty of activities, irrespective of whether, practically, the employer is the 'state', 'territorially autonomous unit', a 'public limited company', a charity or any other form of legal organization. As the state has legislative power, including, for example, the redistribution of tax revenues, even though it does not redistribute them sufficiently in favour of territorially self-governing units, employees of the state, or the organizations it sets up and partly finances, de facto receive preferential treatment, and employees of regions and municipalities and the organizations they set up and partly finance suffer from discrimination. We bring attention to the fact that in this manner the Government de facto sets the intelligentsia of the Czech Republic against it.</p> <p>An essential part of this problem is the status of organizations providing services in the public interest, financed from public funds but providing remuneration in accordance with the Wages Act. In these cases, this is often a waste of public money, running into hundreds of thousands in wage costs, simply because these are contract-</p>	<p>The opinion of the Confederation of Art and Culture was delivered to the secretariat of the Wage Police Department of the Ministry of Labour and Social Affairs for comments at 2.22 p.m. on 29 March 2006. The opinion delivered by the Wage Policy Department of the Ministry of Labour and Social Affairs is as follows: The system used for the remuneration of employees in the public sector is based on classification into a pay class based on the type of work and, in this framework, based on the most demanding work that can be required and the fulfilment of qualification requirements. These is a system of pay classes graded according to gender-neutral assessments of work based on complexity, responsibility and difficulty. It is true that the classification of groups of employees into individual pay scales is often non-transparent and imbalanced. However, as regards the employees of self-governing units (regions and municipalities), we can state that they are remunerated based on the same scale of pay tariffs (No 3) as state employees, which in Section 73 of the Labour Code carries a higher scope of obligations and restrictions and therefore there are no grounds for their discrimination. The third scale of pay tariffs can essentially be characterized as compensatory, as the increased pay tariffs for compensate employees for the increased scope of obligations and restrictions compared to other employees.</p>

based salaries, as, by coincidence, these employers are in a different organizational and legal position, i.e. outside the scope of organizations financed in part or in full from the public purse.

The current structure of the pay policy, which thanks to political and social narrow-mindedness in public services, where the pressuring of certain trade unions and the lobbying interests of public officials have established a set of activities which are equal and some are more equal, is discriminating for certain employees, which is in direct contravention of one of the leading principles of the proposed and actually already valid Labour Code, and even of the guaranteed prohibition enshrined in the constitutional Charter of Fundamental Rights and Freedoms. The presented draft of the Labour Code, which (the irony of it) has made its way through the Chamber of Deputies, makes a mockery of the wage policy, especially as regards the pay scales according to pay classes and pay grades for the employees specified, in particular, in Annex No 1 of the relevant governmental order. The creation of a basic scale and further scales 10%, 17% and 20% higher, and the narrow-minded specification of employees classified in them, is evidence of the general collapse of morals in our society and of the resignation of the guarantors of Czech legislation as regards fundamental constitutional principles.

The remuneration system under the Wages Act (Act No 1/1992 on wages, remuneration for work stand-by and on average earnings, as amended) really is different from the remuneration system laid down in the Pay Act (Act No 143/1992 on pay and on remuneration for work stand-by in budgetary organizations and in certain other organizations and bodies, as amended). In essence, the Wages Act should primarily regulate the remuneration of employees in the business community and the Pay Act should regulate pay for employees in public services and administration. The problem is that there are cases where, in organizations linked to the national or other public budgets, the procedure under the Wages Act is applied. In the specific determination of which legal regulation will apply to a particular organization (e.g. in the case of universities, health insurance companies, research institutions, organizations partly financed from the public purse) this is a relatively complex matter, both from the expert aspect – determining the criterion – and politically – pressure from various lobbying groups.

The Wage Policy Department is striving to reduce the number of scales of pay tariffs for employees in public services and administration. As soon as the relevant financial basis is formed, a proposal will be presented to the Government, for discussion, concerning the cancellation of the basic scale, which we consider to be the first step culminating in a reduction in the number of scales of pay tariffs. Employees remunerated according to this scale would then be placed in pay tariffs based on the next higher scale of pay tariffs, i.e. the scale increased by 14% of the highest pay grade in the relevant pay class. This solution would help eliminate the unfavourable pay relations of employees classified in the lowest pay

		<p>classes and would significant help reduce the number of pay tariffs the amount of which is not even at the level of the minimum wage. The lower number of scales of pay tariffs could also prevent the current non-systematic interventions caused by pressure from certain trade unions which complicate the pay system. The ever increasing number of scales of pay tariffs is genuinely viewed as unsubstantiated preferential treatment for particular groups of employees in relation to other employees with the same qualifications and performing work of comparable complexity and difficulty.</p>
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<p>Confederation of Industry</p> <p>on Part III</p> <p>complementing comment</p>	<p>Modify the paragraph on social partners as follows: The Bohemian-Moravian Confederation of Trade Unions and the Confederation of Industry and Transport of the Czech Republic were actively involved, via their European umbrella organizations (ETUC and UNICE), in the first joint programme of European social partners 2003-2005, part of which was the Framework of Actions on Gender Equality, focusing on the exchange of experiences and best practice in four core areas – doing away with gender stereotypes, supporting women in decision-making processes, reconciling family and working life, and eliminating differences in the earnings of women and men. The representatives of both organizations also contribute to tripartite activities within the International Labour Organization and to the preparation of relevant opinions in their advisory capacity within the European Economic and Social Committee. At the Confederation of Industry and Transport of the Czech Republic, there is a working party on gender equality; the Confederation is also involved in the activities of the EQUAL II project concentrating on gender equality and on improving access to the labour market for groups which are hard to integrate.</p>	<p>Accepted and modified.</p>
<p>Confederation of Employer and Business Associations</p>	<p>The Ministry of Labour and Social Affairs did not receive any comments or suggestions</p>	
<p>Union of Towns and Municipalities of the Czech Republic</p>	<p>no comments or suggestions</p>	

Altisa recommending suggestion	Greater pressure on the fulfilment of indicators related to the fulfilment of Priorities at individual ministries and state institutions	These suggestions merit longer-term processing and deeper elaboration, and will be used in the future conceptual activities of the Ministry of Labour and Social Affairs.
recommending suggestion	Greater emphasis on the involvement of the media as the voice of the public in the fulfilment of the Priorities.	These suggestions merit longer-term processing and deeper elaboration, and will be used in the future conceptual activities of the Ministry of Labour and Social Affairs.
recommending suggestion	Greater pressure on changes in the patterns of behaviour of politicians and other public officials (especially their active and visible support of the fulfilment of the Priorities).	These suggestions merit longer-term processing and deeper elaboration, and will be used in the future conceptual activities of the Ministry of Labour and Social Affairs.
White Ring of Safety	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
Union of Catholic Women	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
Association for Equal Opportunities of Women and Men	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
Czech Union of Women complementing suggestions	Enshrine positive discrimination in the law. Within the scope of safeguarding equal opportunities for women and men in access to economic activity and the reconciliation of working and family life, the Unions proposes an amendment to the Labour Code.	These suggestions merit longer-term processing and deeper elaboration, and will be used in future conceptual activities.
Czech Helsinki Committee	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	

Academy of Sciences of the Czech Republic	no comments or suggestions	
Ombudsman	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
ČSSD Parliamentary Club	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
US-DEU Parliamentary Club	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
KDU-ČSL Parliamentary Club	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
Committee on Social Policy and Health Care	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
Committee on Health Care and Social Policy	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	

<p>Czech Statistical Office on Part III</p> <p>recommending comment</p>	<p>The Czech Statistical Office recommends, within the scope of the updated measures in the annex to the draft Government Resolution, making an addition to point 7.3 that the Chairman of the Czech Statistical Office and the Minister for Labour and Social Affairs are jointly responsible for the fulfilment of the measures. The publication in question containing data on the participation of women and men in core social activities and on the degree of their contribution to the results of such activities is published in cooperation with the Ministry of Labour and Social Affairs, which also provides budgetary coverage.</p>	<p>Not accepted; the issue of statistical publications is a matter for the Czech Statistical Office, and the individual ministries, naturally, contribute to the preparation of documentation, but they are not responsible for the task.</p>
<p>Association of Regions of the Czech Republic</p>	<p>no comments or suggestions</p>	
<p>Government Commissioner for Human Rights</p>	<p>The Ministry of Labour and Social Affairs did not receive any comments or suggestions</p>	
<p>Union of Employers Unions</p>	<p>The Ministry of Labour and Social Affairs did not receive any comments or suggestions</p>	
<p>Union of Enterprises in Construction</p>	<p>no comments or suggestions</p>	
<p>Economic Chamber of the Czech Republic</p>	<p>The Ministry of Labour and Social Affairs did not receive any comments or suggestions</p>	
<p>Union of Trade and Tourism of the Czech Republic</p>	<p>no comments or suggestions</p>	

Central Bohemian Association of Women Entrepreneurs and Managers	The Ministry of Labour and Social Affairs did not receive any comments or suggestions	
Moravian Association of Women Entrepreneurs and Managers complementing suggestion	In the opinion of the Moravian Association of Women Entrepreneurs and Managers, the Ministry of Education, Youth and Sports should place a much greater emphasis on the quality of texts in teaching materials for primary schools, where there are still stereotypes concerning men and women.	Not accepted; the Ministry of Education, Youth and Sports has been working on the task for a long time and regularly provides information about the fulfilment of the task, as is regularly stated, for example, in the Summary Report on the Fulfilment of the Priorities and Procedures of the Government in Promoting the Equality of Women and Men.
complementing suggestion	The Association believes that it would be useful to ensure the broader involvement of the representatives of non-profit organizations which specialize in promoting gender equality in the Government Council for Equal Opportunities.	Not accepted; this suggestion exceeds the content scope of the document and will be forwarded to the Chairwoman of the Government Council for the Equal Opportunities of Women and Men.
complementing suggestion	From the aspect of the much broader involvement of women in politics and state structures, the Association considers it important to introduce the positive discrimination of women, i.e. quotas, as is the case in some EU countries, where the implementation of quotas launched the natural involvement of women in the management of the state.	This suggestion merit longer-term processing and deeper elaboration, and will be used in the future conceptual activities of the Ministry of Labour and Social Affairs.

<p>complementing suggestion</p>	<p>As the Association states, the suggestion is for the Ministry of Finance – if I am to speak directly on behalf of our members, who are women entrepreneurs, mothers and managers, they find no support in current legislation for the reconciliation of business and the family – several times we have spoken at our events about the fact that these women would benefit tremendously if it was enshrined in the law that the cost of child care (babysitting and child minding) and household care could be tax deductible.</p>	<p>This suggestion merit longer-term processing and deeper elaboration, and will be used in the future conceptual activities of the Ministry of Labour and Social Affairs.</p>
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