

29 April 2003
Copy No:

For Meeting of the Government of the Czech Republic

Summary report on fulfilment of Government priorities and procedures for the enforcement of the equality of men and women in 2002

Reason for submission

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Based on Government Resolution No 486 of 15 May 2002	I. Draft resolution
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Submitted by:

Zdenek Skromach

Minister of Labour and Social Affairs of the Czech Republic

RESOLUTION

OF THE GOVERNMENT OF THE CZECH REPUBLIC

No 435 + Annexe of 7 May 2003

on Summary report on fulfilment of Government priorities and procedures
for the enforcement of the equality of men and women in 2002

The Government

- I. **acknowledges** 'Summary report on fulfilment of Government priorities and procedures for the enforcement of the equality of men and women,' as set out in Part III and IIIa of Document Ref. No 519/03,
- II. **approves** updated measures in 'Government priorities and procedures for the enforcement of the equality of men and women, as set out in the appendix to this Resolution;'
- III. **enjoins**
 1. Members of the Government, Chairman of Czech Statistical Office and Government Commissioner for Human Rights to ensure fulfilment of the measures set out in Section II of this Resolution,
 2. The Minister of Labour and Social Affairs to submit to the Government by 30 April 2004 'Summary report on fulfilment of Government priorities and procedures for the enforcement of the equality of men and women in 2003.'

To be executed by:

Members of the Government
Chairman of the Czech Statistical Office
Government Commissioner for Human Rights

Vladimir Spidla
Prime Minister

**Updated measures in Government priorities and procedures
in promotion of equality between men and women
(changes are marked in bold)**

1. Promotion of the principle of equality between men and women as part of Government policy

1.1 Within the framework of its media policy and in view of the sectional character of the policy of equal opportunities for men and women, emphasise this principle and inform about measures helping to support it in connection with the material competence of each ministry. **Incorporate concrete measures in media policy into ministerial priorities and procedures in the promotion of equality between men and women.**

Responsibility: Members of Government

Deadline: 30.6.2003 to supplement ministerial priorities

Deadline: ongoing for other activities

1.2 Actively support with **concrete measures** selection of suitable female candidates for posts in government agencies and managerial positions both in ministries and in administrative departments and institutions controlled by them. **Adopt concrete measures to achieve balanced representation of men and women in managerial positions and in working teams.**

Responsibility: Members of Government

Deadline: 30.9.2003 for adoption of measure

Deadline: ongoing for active selection of female candidates

1.3 In meetings of Council for Economic and Social Agreement and in its working teams promote the principle of equal status of men and women, in particular in the area of remuneration and working conditions.

Responsibility: Representatives of Government Council for Economic and Social Agreement of the Czech Republic

Deadline: ongoing

1.4 Ensure that individual ministries and administrative authorities within the framework of their competences enlist the cooperation of nongovernmental organizations dealing with equal opportunities for men and women and continue to seek and promote this cooperation. Part of this cooperation can be asking for opinions on statutory regulations in preparation or other significant decisions.

Responsibility: Members of Government

Deadline: ongoing

1.5 Exploit the possibility of participating in activities and programmes of international organizations, whose aim or declared principle is equality between men and women.

Responsibility: Members of Government

Deadline: ongoing

1.6 Start or continue educational activities in the area of human rights with a view to equal opportunities for men and women and methods devised to achieve gender equality. Make sure all conceptual workers and workers with decision-making powers take part in this education.

Responsibility: Members of Government
Deadline: 30.6.2003

1.7 In drafting statutory regulations ensure inclusion of institutes eliminating any discrimination in the representation of men and women and participation in significant social activities.

Responsibility: Members of Government
Deadline: ongoing

1.8 Subordinate conceptual, decision-making and evaluation processes in all phases of their preparation and execution to the principle of equal opportunities for men and women.

Responsibility: Members of Government
Deadline: ongoing

1.9 Continue public discussion of the issue of equal opportunities for men and women with the objective of familiarizing the Czech public with the State policy of equal opportunities for men and women and its goals.

Responsibility: Minister of Labour and Social Affairs, Government Commissioner for Human Rights
Deadline: **31.12.2003**

1.10 Prepare ministerial priorities and procedures for the promotion of equality between men and women **for 2004** in areas that come within the competence of the individual ministries and by **31 January 2004** submit them to Minister of Labour and Social Affairs in his capacity of national coordinator of the agenda of equal opportunities for men and women.

Responsibility: Members of Government
Deadline: **31.1.2004**

1.11 Assess the fulfilment of the measures of ministerial priorities and procedures in the promotion of equality between men and women **for 2003** and submit them to Minister of Labour and Social Affairs in his capacity of national coordinator of the agenda of equal opportunities for men and women.

Responsibility: Members of Government
Deadline: **31.1.2004**

1.12 Supplement ministerial priorities and procedures in the promotion of equality between men and women with key directions of Government policy for equal opportunities according to updated measures from Government Priorities and procedures in the promotion of equality between men and women.

Responsibility: Members of Government
Deadline: 30.6.2003

1.13 Incorporate results of gender analyses into conceptual materials coming within the competence of ministries.

Responsibility: Members of Government
Deadline: 31.12.2003

1.14 Prepare an assessment of the current situation and the impact of the proposed solution in relation to equality between men and women for preparation of materials for the Government or for informing members of the Government, and materials connected with the drafting of statutory regulations; in particular, define data and information that the assessment will contain and submit it for review to Chairman of the Government Legislative Council.

Responsibility: Minister of Labour and Social Affairs
Deadline: 30.6.2003

1.15 Submit to the Government a draft amendment to the Government Legislative Rules, or Government Rules of Procedure, on the basis of which all materials addressed to the Government or for informing members of the Government and materials connected with the preparation of statutory regulations would obligatorily contain an evaluation of the current situation and the impact of the proposed solution on equality between men and women.

Responsibility: Deputy Prime Minister, Minister of Justice and Chairman of Government Legislative Council
Deadline: 30.9.2003

2. Legal support for equality between men and women and raising legal awareness

2.1 Review continually statutory regulations in force in terms of their compliance with the principle of equal status of men and women in society and with applicable requirements of European law. Apply the results of this review to revoke, amend or supplement those statutory regulations in force that are at variance with this principle. In drafting new regulations consistently bear in mind the promotion of the above mentioned principle.

Responsibility: Members of Government
Deadline: ongoing

2.2 Prepare and submit to the Government draft legislation for protection against discrimination to implement 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.

Responsibility: **Deputy Prime Minister for Research and Development, Human Rights and Human Resources**
Deadline: **31. 8.2003**

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

3.1 To raise the level of competitiveness of women in the employment market support the creation of educational, training and retraining programmes facilitating finding suitable work for women, including the self-employed. Maintain the possibility of state support for retraining citizens, in particular women who have not been economically active for a longer period as they cared for children. **Pay special attention to the specific position of women living in rural areas.**

Responsibility: Minister of Labour and Social Affairs, Minister of Education, Youth and Sports
Deadline: **31.12.2003**

3.2 By monitoring compliance with industrial law focus on compliance with provisions forbidding discrimination on grounds of sex, including compliance with the principle of equal pay for the same work and for work of the same value, and compliance with the provisions on increased protection of women at work.

Responsibility: Minister of Labour and Social Affairs
Deadline: **31.12.2003**

3.3 Stimulate individual abilities and interests of girls and women, and boys and men, in vocational training in professions considered untypical on grounds of sex.

Responsibility: Minister of Education, Youth and Sports
Deadline: ongoing

3.4 By means of school curricula, teaching and other materials continue efforts to eradicate stereotype discriminatory views of the position of men and women in the family, in employment and in society and promote the principle of equality between men and women within the framework of activities related to National Programme for Development of Education in the Czech Republic – the White Book.

Responsibility: Minister of Education, Youth and Sports
Deadline: **31.12.2003**

3.5 Support access of women to professions employing information and communication technologies, in particular by increased participation of women in relevant education and training.

Responsibility: Minister of Labour and Social Affairs, Minister of Education, Youth and Sports, **Minister of Informatics**
Deadline: **31.12.2003**

3.6 Conduct an analysis of curricula, textbooks and teaching aids **for primary schools** to determine in what manner they contribute to the formation and

reproduction of gender-based stereotypes and prejudices, including preparation of future teachers and pedagogic workers and further education teachers.

Responsibility: Minister of Education, Youth and Sports
Deadline: **31.12.2004**

3.7 Continue implementation of educational programmes for teachers and pedagogic workers in the area of equal opportunities for men and women with the aim of giving them effective methods to carry on gender-sensitive teaching.

Responsibility: Minister of Education, Youth and Sports
Deadline: **31.12.2003**

3.8 Continue training vocational advisers at job centres in issues concerning equal opportunities for men and women and ensure that they make use of it in their advisory work.

Responsibility: Minister of Labour and Social Affairs
Deadline: **31.12.2003**

3.9 Organize for educational advisers in schools training in issues concerning equal opportunities for men and women, so that they can make use of it in their advisory work.

Responsibility: Minister of Education, Youth and Sports
Deadline: **31.12.2003**

4. Balancing social position of men and women caring for children and family members in need

4.1 Advocate that essential personal care for children and family members in need is taken into account in setting conditions and amount of claims to social benefits, social insurance, unemployment benefits; at the same time, ensure that this consideration is consistently directed at those providing such care irrespective of their sex.

Responsibility: Minister of Labour and Social Affairs
Deadline: **31.12.2003**

4.2 With future legal regulation of industrial relations allow the creation of variable working regimes to facilitate for employees caring for children and family the harmonization of employment with the exercise of family duties.

Responsibility: Minister of Labour and Social Affairs
Deadline: 31.12.2003

4.3 Within the framework of their legal competences support with **concrete measures** the establishment and operation of facilities for care for children and family members in need, especially if they supplement or substitute care provided to employed citizens.

Responsibility: Minister of Education, Youth and Sports, Minister of Health, Minister for Regional Development, Minister of Labour and Social Affairs
Deadline: **31.12.2003**

4.4 Support with **concrete measures** the development of sheltered housing for citizens caring for children in difficult situations.

Responsibility: Minister of Labour and Social Affairs
Deadline: **31.12.2003**

4.5 Support with **concrete measures** the construction of flat by communities for persons with special needs, including persons at risk, in particular persons with children not provided for in a difficult social situation and victims of domestic violence.

Responsibility: Minister of for Regional Development
Deadline: **31.12.2003**

4.6 Continue with methodical guidance of social security staff in respect of children **in connection with** the issue of equal opportunities for both parents in care for children in order to equalize the unequal position of men in relation to children.

Responsibility: Minister of Labour and Social Affairs
Deadline: **31.12.2003**

5. Considering women from viewpoint of their reproduction function and physiological differences

5.1 Help to inform women about different possibilities of providing health care during pregnancy, at childbirth and in the post-birth period, their advantages and disadvantages, and actively support their freedom to decide the method, place and provider of health care.

Responsibility: Minister of Health
Deadline: **31.12.2003**

5.2 With respect to the state budget develop the National Health Programme and support health-supporting projects focusing on improving reproduction health of women and prevention of cardiovascular and cancerous diseases.

Responsibility: Minister of Health
Deadline: **31.12.2003**

5.3 Issue a decree to specify work and workplaces forbidden to pregnant women, breastfeeding women and mothers up to ninth months after childbirth.

Responsibility: Minister of Health
Deadline: **30.6.2003**

6. Suppression of violence directed at women

6.1 Conduct a public information campaign on unacceptability of domestic violence and other forms of violence directed at women and allow nongovernmental organizations to participate in work group formed to carry out this task.

Responsibility: Minister of the Interior, Minister of Labour and Social Affairs, Minister of Education, Youth and Sports, Government Commissioner for Human Rights
Deadline: **31.12.2003**

6.2 Direct social work at helping victims of violent crimes and families, in which healthy development and upbringing of children are at risk. Within the framework of this assistance support expansion of the network of sheltered houses for women – victims of violence. Support construction of sheltered housing with a secret address and support nongovernmental organizations of women involved in these activities.

Responsibility: Minister of Labour and Social Affairs
Deadline: **31.12.2003**

6.3 Consider the possibility of adopting legislative and other measures directed at suppressing domestic violence and better protection of its victims, and review in this sense the ongoing re-codification of Criminal Law.

Responsibility: Minister of Justice, Minister of the Interior, Government Commissioner for Human Rights
Deadline: **31.12.2003**

7. Monitoring and assessing effectiveness of promotion of the principle of equal treatment of men and women

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

Responsibility: Members of Government
Deadline: ongoing

7.2 Assess the effectiveness of the measures promoting the principle of equality and submit them on request to the Government and to nongovernmental organizations concerned with the status of women and equality between men and women.

Responsibility: Minister of Labour and Social Affairs
Deadline: ongoing

7.3 Publish regularly every year a publication with maximum use of all available statistical and analytical data on participation of men and women in decisive social activities and the extent to which they contribute to their results.

Responsibility: Chairman of Czech Statistical Office
Deadline: **31.12.2003**

7.4 Within the framework of its grant policy support research into social phenomena leading to discrimination of women and endangering their dignity, health, or life.

Responsibility: Members of Government
Deadline: **31.12.2003**

Submission Report

This is the fifth submission to the Government of the annual Summary Report on the fulfilment of the measures laid down in the programme document **Government priorities and procedures in the promotion of equality between men and women** ("priorities"). This National Action Plan was approved by Government Resolution No 236 in April 1998 and it is updated every year. Ministry of Labour and Social Affairs drafts the Summary Report in its capacity of coordinator of the domestic agenda concerning the status of women in society according to Government Resolution No 6 of 7 January 1998 and submits it to the Government on the basis of Article II(2) of Government Resolution No 486 of 15 May 2002.

This Report is based on information provided by ministries, government agencies, social partners, nongovernmental organizations of women, information and experience obtained from foreign materials, conferences, and the experience of Ministry of Labour and Social Affairs, which has acted for six years now as coordinator of this policy.

Summary Report on fulfilment of Government priorities and procedures for the enforcement of the equality of men and women in 2002 contains:

- assessment of the current situation with regard to equal opportunities for men and women,
- information on activities of nongovernmental organizations in promotion of equality between men and women (social partners, nongovernmental organizations),
- assessment of the fulfilment of measures enjoined by the Government for promotion of equality between men and women,
- draft updated measures for promotion of equality between men and women.

The measures adopted by the Government for promotion of equality between men and women already cover all the problem areas, in which men and women do not have equal opportunities. As a result, it is not proposed to the Government to extend further the measures and their updating focuses on more consistent fulfilment of the existing measures.

Concerning the formal aspect, the Summary Report is drafted in the same way as last year and structured by priority. It describes the progress made in the fulfilment of the interim measures.

After an amendment procedure that took place in April 2003, **the draft is submitted without objections.**

**Summary Report
on fulfilment of
Government priorities and procedures in promoting equality between
men and women**

Introduction

The Czech Republic stands at present on the threshold of the European Union and the European Union is also preparing for the greatest expansion in its history. The success of this process will depend on the ability of the candidate countries to adopt the European Social Model, including the obligation to promote gender equality and equal opportunities for men and women. For the Czech Republic this does not mean in practice only the implementation of legislation in the area of equal opportunities, but also building an institutional mechanism sufficient for effective promotion of the principle of equal treatment for men and women.

In this respect, an important event was the launch of a PHARE twinning project under the name 2001 **Improvement of the public institutional mechanism for applying, enforcing and monitoring equal treatment for men and women**. The project was launched by Ministry of Labour and Social Affairs on 1 August 2002. The Czech Republic was partnered in this project by Sweden, which has many years' experience of policy of equal opportunities. The output will be in July 2003 a proposal for institutional support of equal opportunities taking into account the cultural and historical conditions in the Czech Republic. Specialist seminars will be held within the framework of the project in the area of equality between men and women addressed to civil servants, representatives of regions, job centres, trade unions and employers, journalists and politicians. The outcome of the project will be a proposal for the creation of an institutional mechanism for ensuring equality between men and women.

Although **the legal system of the Czech Republic assures equality between men and women, it is not being fully realized in practice.** A persistent problem is the **stereotype in the thinking of Czech society with regard to the role of men and women** (gender stereotype). It is clear that a change of the value orientation of Czech society and elimination of prejudices and stereotypes is a very slow process. Despite some non-negligible progress it has to be said again that no significant changes have taken place in public and legal awareness in respect of gender equality and methods of protection against discrimination on grounds of sex. This was confirmed by the public opinion poll ***Some aspects of social and political mechanisms influencing gender relations***, conducted by the agency Taylor Nelson Sofres Factum with a grant obtained from Ministry of Labour and Social Affairs in the first half of 2002. It emerged from the poll that although Czech society has a positive attitude to equality between men and women on the general level (discrimination on grounds of sex should not occur), in concrete situations it does not show much willingness to change the fixed gender roles and its attitude to affirmative actions (such as positive measures and quotas) in support of the sex discriminated against, especially in employment or politics. In the family the status of the partners is characterized with a traditional stereotype, according to which most responsibility (for example, housework, looking after children and seniors)

rests on the shoulders of women and the role of men is to support the family financially. This attitude leads to an excessive double burden on women and disharmony between family and professional life. Participation of men in family duties – mainly looking after children – and a partner approach to running the household is one possibility that could lead to greater professional self-realization of women. In this connection it is essential to find means and create conditions facilitating harmonization of family and professional life and helping to divide equitably common duties in the family and children between men and women, which is fair division of the partners' roles.

The actual inequality between the sexes at work is evidenced by a difference of almost twenty-five percent in the pay of men and women to the detriment of women. The Labour and Social Affairs Research Institute conducted in 2002 a detailed analysis of wages paid to men and women in the Czech Republic in order to determine the measure of discrimination factors causing unequal distribution of incomes. It was confirmed that most of the inequality in incomes was caused by segregation of professions to men's and women's, women's professions having as a rule lower incomes than men's professions (feminization of the health-care sector – one with traditionally low pay). Inequalities in incomes were directly proportional to education and the position held. The higher one's education, the bigger difference between men's and women's pay; the higher one's position, the bigger difference in pay to the detriment of women. In this respect too, the main cause of segregation is profession – university-educated women mostly work in the health-care sector or state administration in general, and university-educated men in information technologies or in industry. Women hold a minimum of managerial posts – the higher one's position, the fewer women. Last but not least, inequality in pay is caused by women interrupting their career because of their maternal role.

The research did not succeed in achieving the main goal, to determine the degree of discrimination in inequality of pay between men and women for lack of statistical data. In consequence, the research will continue in 2003, concentrating on the creation of a database for analyses of differences in working incomes (wages) men and women and for modelling (forecasting) these differences. In other words, the idea is to create a database of statistical and sociological data, comparable in terms of methodology and content, characterizing working and wage conditions for men and women and monitor them in state and ministerial policy.

Government Council for Equal Opportunities For Men and Women became operational in 2002. It had been set up by Government Resolution No 1033 of 10 October 2001 as the Government's advisory body. The intent of this governmental initiative was to help to eliminate shortcomings of an institutional character for the formulation and promotion of the policy and to create a platform for setting basic conceptual directions of this policy at the level of society as a whole. In addition to representatives of the executive at the level of deputy ministers the members of the Council are representatives of social partners and nongovernmental organizations. It clearly follows from the results of the practice to date that a requisite for the achievement of the governmental policy in this area is involvement of the public at large, including nongovernmental organizations, reinforcing cooperation between the State and the civic sector, and more involvement of the social partners. One of the aims of the council is to have represented on it civil servants with high decision-making powers (at the level of deputy minister), to be able to promote further equality between men and women, and resolutions of the Council in their departments. According to the statute of the Council, twelve of its members are

deputy ministers. The first meeting was attended by 8 of this number, the second by 3, and the third by 5. Deputy ministers mostly sent in their excuses and sent in as replacement an officer with lower decision-making powers.

In connection with the parliamentary elections in June 2002 a new term of office began for the Council, the chair was changed, and some changes were made in its composition. Intensive work was started and the Council has at present a good starting point to contribute to political and public discussion of equal opportunities for men and women.

Since a predominant part of discrimination of women takes place in the labour market – access to employment, promotion in employment, remuneration, harmonization of family and professional life – it is necessary to highlight the key role of the social partners. This fact is realized by ***Czech-Moravian Confederation of Trade Unions (CMKOS)***, whose activities in the promotion of equality between men and women are of considerable value for the creation of equal opportunities for men and women at work. Within the framework of the structures of Czech-Moravian Confederation of Trade Unions there is an Equality Committee, on which 20 trade union organizations are represented.

Apart from long-term attention paid to collective bargaining and the education sector, Equality Committee of CMKOS concentrated last year on systematic raising of awareness of the issue of equal opportunities for men and women on all levels of trade union work. This resulted in more intensive cooperation with regional trade union councils and further deepening of cooperation with social partners, in particular Confederation of Industry and Transport of the Czech Republic.

CMKOS became through the Equality Committee an active participant in the twinning project of the Czech Republic and Sweden, focusing on improving the public institutional mechanism for application, promotion and control of equal treatment of men and women in the Czech Republic. Within the framework of this twinning project CMKOS organized jointly with Confederation of Industry and Transport of the Czech Republic the first joint seminar of social partners on the theme of promotion of equal opportunities for men and women. The two social partners collaborate on other projects and events that will take place in 2003.

Regional trade union councils within the framework of their territorial competence ensure the influence of trade unions associated in CMKOS on formulation and realization of employment policy in a given region. Through representatives of trade unions in advisory bodies in job centres regional trade union councils endeavour to address the issue of retraining and better access to the employment market for women who have not been economically active for a longer period (for example, mothers after parental leave, women looking after ill family members).

Attention is paid to the question of promotion of the principle of equality between men and women in particular within the framework of collective bargaining. Collective agreements are perceived as a necessary instrument for promotion of the principle of equality as far as working, wage or social conditions and concerned. According to findings by the Sociological Institute of the Academy of Sciences of the Czech Republic, promotion of equality between men and women in collective bargaining was insufficient in 2001 and therefore efforts to increase the importance of equality in collective bargaining are to be welcomed. Problematic sectors are

those without organized trade unions, without the possibility of collective bargaining, especially in areas with high unemployment, where there are people willing to accept work under any conditions.

On the other hand, employers, specifically *Confederation of Industry and Transport of the Czech Republic*, changed in 2002 their attitude to equal opportunities and began to see it as a challenge for the future. The goal of Confederation of Industry and Transport of the Czech Republic is to increase awareness of all member corporations and their employers of promotion of the principle of equal opportunities for men and women in the workplace. In April 2003 an expert group for equal opportunities attached to the Commission for Industrial Relations began its work. It is going to follow the activities of Government Council for Equal Opportunities for Men and Women, on which employers have their representative. CIT CR became actively involved in 2002 and 2003 with programmes and projects having to do with equal opportunities and it collaborates in a number of projects with CMKOS to highlight the joint interest of the social partners in improving the situation in the Czech Republic, fulfil the principle of equality between men and women in practice, and eliminate the existing gender stereotypes.

For tripartite negotiations between the Government, employers and trade unions there is *Council for Economic and Social Agreement*, which should discuss the issue of equality between men and women in employment. Plenary Session of Council for Economic and Social Agreement of the Czech Republic as the supreme body of this tripartite body consists of 7 representatives of the Government, 7 representatives of trade unions, and 7 representatives of employers – but altogether only two women.

A very important part in the promotion of equality between men and women is also played by *nongovernmental organizations*. They cover areas beyond the competence of state administration, intervene where there is no suitable legislation, addressing this issue. It is necessary to appreciate their assistance given to victims of domestic violence, victims of trade in women, and their public education and training activities. Nongovernmental organizations are frequently the first to be able to identify and bring to light problematic areas, in which discrimination of either sex may occur, or where legislation is nonexistent, insufficiently used or violated. To achieve the objective – true equality between men and women in all spheres of society – it is vital to have close cooperation between the State, political power on one side, and the nongovernmental sector on the other side.

Most nongovernmental organizations have problems with finding Czech sponsors and depend on funding from abroad.

The key priority for the Government continues to be the fulfilment and consistent promotion of the principle of equal opportunities in practice. As stated in the Report for 2001, the basic means for achieving this goal is effective practice of *gender mainstreaming*¹ in all material policies that affect everyday life of men and women. Gender mainstreaming helps to bring to light the issue of gender equality in society, thus helping to identify and take into account differences between the sexes.

¹ Gender mainstreaming – a procedure in which the decision-making process takes into account, apart from certain factors (for example, legal, financial), the impact (positive or negative) of the chosen solution on men and women.

Consistent and active application of this method will help prepare those in top positions in the ministries for creation and application of their own material concepts of policy of equal opportunities in their departments. Effective promotion of equality between men and women must be carried on in practice across all policies. Given more detailed knowledge of the issue, the individual departments are able to set their own priorities and the ensuing measures, and see to their fulfilment. More concrete and detailed performance and promotion of priority tasks in the area of gender equality, which is demanded especially by nongovernmental organizations, is therefore expected at the ministerial, regional and local, or corporate level, as is the standard practice in west European countries. Such interrelated application presupposes close cooperation of all the entities concerned. The governmental (national) conception should only focus on basic and common aims of these conceptions.

Government Resolution No 456 of 9 May 2001 ordered all departments to create from 1 January 2002 one vacancy, at least half-time, for an employee (gender focal point), who would dedicate all time in his or her work to equal opportunities for men and women.

The departments have familiarized themselves with the promotion of gender equality, specialized workers began to find their way in the area of equal opportunities, and underwent a set of training courses organized by Friedrich Ebert Foundation in association with Ministry of Labour and Social Affairs. The drafting and fulfilment of ministerial priorities is of differing qualities – from partial and formal fulfilment of assigned tasks to very detailed analyses of the gender issue and concrete proposals to improve the actual situation. Especially the 'power' Ministries of Defence and of the Interior, traditionally the province of men, took equal opportunities for men and women very seriously and drafted highly qualified materials mapping in detail the situation in their department. They were willing to admit to shortcomings that the given department was struggling with in gender equality. At the same time, there is evidence of will and effort to eradicate all discrimination factors present in these departments.

Similarly it is necessary to appreciate the approach of Ministry of Agriculture, which, together with the Czech School of Agriculture and some nongovernmental organizations drew attention to a somewhat neglected issue: rural women. Women living in countryside make up a non-negligible part of the Czech population and they have to cope with different problems and are much more exposed to gender stereotypes in public opinion than women living in towns.

If the policy of equal opportunities for men and women is to be successful, this necessitates continuous raising of general awareness of the essence and content of the principle of equal opportunities for men and women with a special stress on increasing sensitivity of civil servants responsible for the formulation of intermediate material policies. Education and enlightenment among conceptual workers on all management levels is the first step to effective application system of instruments and methods to eliminate discrimination on grounds of sex, in particular methods of adopting equalization measures (affirmative actions) and methods of gender mainstreaming.

The main goals that the Czech Republic should achieve in the field of equality between men and women remain unchanged from last year:

- improve the institutional mechanism to ensure equality between men and women,
- strengthen public awareness of equal opportunities,
- strengthen awareness of equal opportunities for men and women in persons in decision-making positions,
- achieve gradual change of stereotype thinking and behaviour of Czech society,
- continue with cooperation and exchange of information both with EU Member States and candidate countries.

1. Promotion of principle of equality between men and women as part of Government policy

The main obstacle to the promotion of the principle of equal treatment is still the low level of general awareness of and public sensitivity to this issue, which is not usually regarded as a real problem or priority in society. Although there has been a change in the last few years in the area of building a basic formal legal framework, there is still the problem that rights provided by law are not fully put into everyday practice. A legal prohibition of discrimination can only regulate individuals' behaviour externally, not their internal attitudes and opinions.

It is evident that achieving permanent social changes is a long-term process which does not require only intermediate changes, but also structural changes. There include revaluation and change of the content of male and female (gender) roles, elimination of cultural and social stereotypes and prejudices. Public education and raising general awareness of the issue of equal opportunities for men and women is therefore a key requisite for achieving permanent changes in society.

Fulfilment of Task 1.1

1.1 Within the framework of its media policy and with a view to the sectional character of the policy of equal opportunities for men and women emphasise this principle and inform about measures contributing to its promotion in connection with the material competence of each department.

Responsibility: Members of Government

Deadline: ongoing

One of the steps that have been taken (with some exceptions) is the publication of ministerial priorities for the promotion of men and women on the websites of the ministries. This declares the fact that equality between men and women concerns all departments and is a problem for all areas of social life. Websites inform the public as well as public control over the fulfilment of these priorities.

Generally speaking, departments do not give much space in their media policy to equality between men and women and the fulfilment of this Task contains no concrete measure. An exception is Ministry of Defence, which actively expresses its opinion of employment of women in the Army. The Army is being more and more opened to women, even in such typically masculine professions as pilot and reconnaissance and the Minister employs a woman as bodyguard. The quarterly magazine *A - report* has carried a number of ground-breaking articles about the possibility of women serving in the Army and legal aspects of this service. **Ministry of Defence** greatly contributes with its approach to revaluation of fixed gender

stereotypes, It shows women in unusual situations as active individuals and help by this to present a policy of equal opportunities. At least in part it thus refutes the objection of nongovernmental organizations towards the Government, that it tends to seeing the woman only in the context of the family, in the role of mother, and not as an independent individual in the public sphere.

Ministry of the Interior endeavours within the framework of its material policy to bring to light the problem of domestic violence. Exhaustive information about this phenomenon can be found on its website and it has distributed to all police departments the bulletin *Behind Closed Doors*, also dedicated to the fight against domestic violence.

Ministry of Agriculture has deal with women living in rural areas in its *Report on the State of Agriculture in the Czech Republic for 2001*. Ministry of Agriculture is preparing for the year 2003 an information **Vademecum** – a guide which will define the key technical terms from the area of gender and equal opportunities for men and women, which should raise awareness of this area.

Ministry of Health identified in its media policy no moment, when equality between men and women was denied. With the advent of the new female minister the media carried a series of articles treating the female element in Czech politics and the political influence of women. The issue of equality between men and women in Ministry of Health has not yet been treated explicitly in the media.

Ministry of Culture limited itself to presentation of *Ministerial priorities and procedures department in the promotion of equality between men and women* on its website. It took no other steps in the area of media policy to promote gender equality.

Ministry of Industry and Trade focuses on support for and development of women's business in the implementation of the policy of equal opportunities for men and women.

Ministry of Finance focuses on preparation of staff of customs and tax administration in the implementation of the policy of equal opportunities for men and women.

Ministry of the Environment is preparing at the moment to put on its website information about equal opportunities for men and women.

Media policy of **Ministry of Foreign Affairs** does not stress in any way the principle of equal treatment for men and women, but it supplies regularly to the media statistics indicating the representation of women middle and higher diplomatic posts. Equal opportunities for men and women are presented within the framework of communication strategy of the Czech Republic before accession to the EU. Association for Equal Opportunities and Czech Women's Union have received in comparison with other organizations high subsidies for information campaigns dealing with equality between men and women.

Ministry of Transport drafts in association with *Centre for Transport Research* an article about equality between men and women in the Ministry of Transport, for the magazine *Transport*.

The principle of equality between men and women at **Ministry of Justice** was only presented in 2002 in the daily Pravo within the framework of its topical page dedicated to equality between men and women. Ministry of Justice supplied information on personnel representation of women in the Ministry. Ministry of Justice has published on its website ministerial priorities for promotion of equality between men and women.

Ministry for Regional Development emphasises in its media policy the importance of housing for families and other target groups.

Ministry of Labour and Social Affairs as coordinator has on its website a link to equality between men and women, where various materials and documents concerning equality between men and women can be found. There is also a list of nongovernmental organizations concerned with equality between men and women. Experts from Ministry of Labour and Social Affairs regularly speak in the press on the status of women in the employment market and the issue of equal pay. Minister for Labour and Social Affairs organized for 3 September 2002 a press conference on the occasion of launching a PHARE project focusing on equality men and women.

Ministry of Education, Youth and Sports and the Office of the Czech Republic Government did not report any activities in the media.

It follows from assessment of the fulfilment of Task 1.1 that most departments do not give much space to media presentation of equality between men and women. It would be therefore useful to supplement this task with concrete measures in the area of media policy in the ministerial priorities in conformity with the sphere of competence of a given department, for example on websites, information materials about the department, and press conferences according to the specifics of the department.

Fulfilment of Task 1.2

1.2 Actively support the selection of suitable female candidates to posts in government agencies and senior posts in ministries and administrative authorities and institutions controlled by them.

Responsibility: Members of Government

Deadline: ongoing

In the promotion of women to senior posts there is in all departments a clear unwillingness to introduce any positive measures. They emphasise the necessity of such objective criteria as highest education achieved, practical experience, and the like, which is quite natural, but it bears witness to utter misunderstanding of the substance of positive measures. For example, if selecting from two candidates of the same quality for a vacancy, a man and a woman, a positive measure is if the candidate chosen is of the sex who is under-represented in the given team or management level.

If we compare the representation of women in the decision-making process in the individual departments in 2002 with 2001 (see Table 1), we can identify a trend, where in the lower decision-making positions (head of section) the number of women rises, and in higher decision-making positions (head of department, deputy

minister) it goes down. For example, the number of men in posts of deputy ministers and senior councillors has increased from 62 to 77, and the number of women holding these posts has not increased proportionally, but remained unchanged in 2002 in comparison with 2001.

On the other hand, in posts of heads of ministerial institutions and heads of detached workplaces there is clearly an increasing tendency to representation of in comparison with the preceding periods.

Ministry of Defence laid down the principle of equal treatment for men and women and equal treatment in employment in Order of Minister of Defence *Promotion of the principle of equality between men and women within the competence of Ministry of Defence*. No standalone document that would regulate or support selection of women to senior posts has been drafted.

Ministry of the Interior reflects the fact that in the police and fire brigade there are traditionally more men serving than women. The situation has now changed in the police from the viewpoint of equal opportunities. In selection of male and female candidates for service with the Police of the Czech Republic or employment it gives priority to the selection of suitable female candidates. It pays the same attention to filling posts of senior officers. At present there are sections in which representation of men and women in senior posts is balanced, or predominant in favour of women (for example, Administration of Refugee Facilities at Ministry of the Interior).

Ministry of the Environment defines personnel policy methods in support of selection of women to posts as one of the values governing dealings with people and dealings of senior officers in personnel matters. Indicators for Ministry of the Environment in Table 1 for 2002 are less auspicious in comparison with 2001.

Ministry of Foreign Affairs is conscious of the problem of assigning women to senior posts, especially in foreign embassies. In conformity with the development trends and the current professionalization of the Foreign Service it expects the number of women to rise.

Ministry of Justice did not prepare any document to regulate active support for the selection of suitable female candidates to posts in government agencies or regulate promotion in the selection of candidates for senior posts. In relation to court and public prosecutor's offices it prepared no methodical instruction in respect of selection of suitable female candidates.

Women are represented in senior posts across the department, both in the highest posts and in posts at lower levels (President of Supreme Court, Director of Public Prosecutions, President of District Court, Public Prosecutors, Director General of Prison Service of the Czech Republic, Deputy Minister of Justice).

Ministry of Agriculture, of Health, of Culture, of Industry and Trade, of Transport, Finance, of Labour and Social Affairs and the Office of the Czech Republic Government monitor observance of equal conditions in the selection of men and women to all posts. They do not use any special instruments to promote women to senior posts.

Ministry for Regional Development supports selection of women for senior posts from among the able current female employees. This was reflected in an increased number of women in posts of head of department.

Ministry of Education, Youth and Sports did not report activities in fulfilment of Task 1.2.

Ministry of Labour and Social Affairs carried out a gender analysis of its employees which indicated that the number of men and women in senior posts was relatively balanced. There were more women than men in higher management posts at the level of heads of department. It had a certain reserve in a lower number of women in posts of directors of ministerial institutions.

To fulfil more effectively Task 1.2 in the future it would be desirable for the to adopt a concrete active measure to increase the share of the under-represented sex in senior posts at a given level, for example, as part of its human resource development plan. The objective should be to have balanced working teams in which members of one of the sexes will be represented until a certain time in a given post at least 30%. Since each department is specific in terms of representation of men and women, the measures are different in each one. Nonetheless, there are some instruments of general validity in support of balanced representation of and women, such as:

- gender-balanced formulation of advertisements, for example, 'male/female manager wanted,' motivate both men and women to apply for a vacancy,
- mixed composition of selection boards from men and women in interviews for new managers,
- the rule that with the same quality of two candidates (men and women) for a given post priority will be given to person of the sex, which is under-represented in the post or in the team,
- internal measures in selection of male and female staff for professional education (specialist seminars, language courses), focusing on balanced representation of men and women,
- to increase participation of women in decision-making posts it is possible to adopt a measure to harmonize family and professional life, for example, organize training courses and seminars at the workplace or in a place near the workplace, not start working meetings shortly before the end of working hours.

Other possible concrete measures that can be adopted by employers in the promotion of equality of men and women are published on the website of Ministry of Labour and Social Affairs in the section 'Equality between men and women' in the part concerning the twinning project.

Fulfilment of Task 1.3

1.3 In meetings of Council for Economic and Social Agreement of the Czech Republic and in its working teams and groups promote the principle equality between men and women, in particular in questions of pay and working conditions.

Responsibility: Representatives of Government Council for Economic and Social Agreement of the Czech Republic
Deadline: ongoing

The Government is represented on Council for Economic and Social Agreement by Ministries of Labour and Social Affairs, of Health, of Agriculture, of Industry and Trade, of the Environment, of Foreign Affairs. It promotes requirements for equal access to employment opportunities and equal pay for work to which equal value is attributed. No activities are reported on the part of the representatives of the ministries in the working teams in support of equality between men and women, with the exception of Ministry of Labour and Social Affairs.

Ministry of Labour and Social Affairs drafted in June 2002 a document about equality between men and women and ensuring it in the area of equal pay. The document was discussed in July 2002 by a working team of Council for Economic and Social Agreement for wages, salaries and related questions, and by a working team of Council for Economic and Social Agreement for collective bargaining and employment. It was stated that the problem of differences in the pay between men and women was a complex problem, which requires new initiatives and innovation approaches in many directions, including joint courses of action of the State and social partners. At the time when the working teams met (July 2002) the results of the research in the matter of equal pay were not yet available and it was therefore decided to return to the problem once the outcome of the research was known. In drafting the working schedule for Council for Economic and Social Agreement it is desirable to include among the regular activities of Council the issues of equal access to employment, equal working conditions and equal pay for men and women to achieve a uniform and effective course of action to eliminate unwarranted inequalities in pay for men and women.

Fulfilment of Task 1.4

1.4 Ensure that the ministries and administrative authorities within the framework of their competences establish cooperation with nongovernmental organizations concerned with equal opportunities for men and women and continue in their search for and expansion of this cooperation. Part of this cooperation may be asking for opinions of regulations in preparation or other key decisions.

Responsibility: Members of Government
Deadline: ongoing

Mutual information links are established between individual departments and nongovernmental organizations in common areas of interests or problems within the competence of the departments. The ministries generally continue with deepening cooperation begun in the past. They say they have the closest links with organizations that fulfil specific missions in areas of public interest, such as protection of women against violence providing care for single mothers, and traffic in people. The ministries also cooperate amply with these organizations in organizing education for their staff in the area of equal opportunities for men and women (in particular, with **Gender Studies o.p.s.**).

Ministry of Defence enlisted the cooperation of the centre Gender Studies o.p.s. Approved ministerial priorities and procedures in the promotion of equality between

men and women were forwarded on request to the Czech Women's Union. No opinions of regulations in preparation were sought from nongovernmental organizations but this right is laid down in an applicable ministerial directive.

An important activity is involvement with **Committee on Women in NATO Forces (CWINF)**, which is an advisory body for the administration of NATO and in member countries in questions related to women in uniform. Ministry of Defence has appointed a professional female soldier as permanent delegate to this advisory body with the right to vote. The common objective of all the countries represented in CWINF is to improve the position of women, strengthen their position in the organization and improve overall quality of their life in the armed forces.

Ministry of the Interior enlisted the cooperation of nongovernmental organizations:

1. On the platform of ***Comprehensive cooperation programme for prevention of criminality at the local level***. The objective of this programme is to prevent criminality through state-sponsored projects. In 2002 this programme covered 88 towns, and it was implemented in many cases by nongovernmental organizations working with socially disadvantaged or risk groups, including girls and women finding themselves in critical situations.
2. In 2002 the initial phase of the United Nations Organization project ***Prevention, suppression of and punishing traffic in people, in particular women and children*** took place. It is intended to enhance the possibility of criminal prosecution of traffic in people and protection of its victims, in particular women and children, in close cooperation with the organizations **La Strada** and **Czech Catholic Charity**. These organizations send regularly their representatives to a working group concerned with traffic in people coordinated by the section of prevention of criminality at Ministry of the Interior. They also participate in commenting and consultations about the model for protection of victims and witnesses to trading in women.
3. Ministry of the Interior coordinates the work of an interministerial working group of representatives of the departments and the nongovernmental sector, which prepared in 2002 a project, whose objective is to draft a concept of a coordinated and effective system for fight against violence against women in the Czech Republic. The organizations **White Circle of Safety**, **ProFem** and **Rosa** are represented in this group.

Ministry of Agriculture cooperates with the **Czech Women's Union** in addressing the issue of rural areas and rural women in the preparation of seminars, expert conferences and other events. In 2001 these included the conference **Rural Women**, in 2002 a congress of Czech Women's Union in Benesov – **Activities of Rural Women**, and an expert conference is planned for 2003 with World Nutrition Day. Ministry of Agriculture also collaborates with **Union of Catholic Women** – together they held a seminar with international participation, ***Women of Small Towns and Villages***.

Ministry of Health supported in 2002 projects of the organizations **White Circle of Safety** and **Rosa**. They were advise centres for victims of criminal violence, convalescent stays for victims of criminal violence, lectures and publishing, including publishing a newsletter of **White Circle of Safety**. Ministry of Health also collaborated actively with the nongovernmental organization **Pleasure without**

Risk. In the area of health educational programmes it supported the **Czech Association of Midwives** with the sum of 200,000 Czech crowns.

Ministry of Culture made contact with **Gender Studies o.p.s.** at the request of the Embassy of the Czech Republic in the US for information on the most prominent women in Czech history for the Washington National Museum.

Ministry of Industry and Trade focuses on cooperation with organizations of female entrepreneurs. They are **Association of Female Entrepreneurs and Manageresses**, **Moravian-Silesian Association of Female Entrepreneurs and Manageresses**, **South Bohemia Association of Female Entrepreneurs and Manageresses** and **North Bohemia Association of Female Entrepreneurs and Manageresses**. The main objective of this cooperation is to support development of commerce by women in industry, trade and services, especially in areas with high unemployment. Ministry of Industry and Trade supplies to the associations up-to-date information on support for business in the Czech Republic, possibilities of foreign aid, overviews of state programmes, and statistics on the sector of small and medium-sized enterprises. Within the framework of programme Consulting the Association of Female Entrepreneurs and Manageresses was given 73 grants from service subsidies totalling 81,400 Czech crowns.

Ministry of the Environment showed interest in cooperation with the nongovernmental organization **Gaia**, which is concerned the environment and the issue of equality between men and women. No agreement has been reached to date, for the organization Gaia is demanding an unreasonable sum for cooperation in this area.

Ministry of Foreign Affairs collaborates with the organization **La Strada**. and the civic association **White Circle of Safety** in the matter of commercial abuse of women and children. Ministry of Foreign Affairs organized in May 2002 the 26th conference European Forum of Services for Victims of Criminal Offences. One of the problems discussed there was domestic violence.

Ministry of Transport is for the moment in the phase of familiarizing itself with the activities of nongovernmental organizations. It has begun ad hoc cooperation with **Czech Women's Union** (it attends its conferences and seminars).

Ministry of Justice has concluded no agreement on permanent cooperation with nongovernmental organizations. There is some ad hoc cooperation, however, within the framework of the legislative process, where representatives of nongovernmental organizations are asked for assistance with drafting new regulations. In 2002 the need arose to cooperate in connection with re-codification of criminal law. It consisted in initiatives from **White Circle of Safety** and **La Strada**. The *Probation and Mediation Service of the Czech Republic* also cooperates with nongovernmental organizations within the framework of its activities in contact with clients – victims of domestic and other violence.

Ministry of Finance did not cooperate in 2002 with any nongovernmental organization concerned with equal opportunities for men and women.

Ministry of Education, Youth and Sports began to cooperate with **White Circle of Safety**.

Ministry for Regional Development did not supply any documentation on the fulfilment of this Task.

The Office of the Czech Republic Government cooperates with nongovernmental organizations within the framework of *Government council for NGOs* – a member is representative of **Association for Equal Opportunities for Men and Women**. The *Government Council for Research and Development* was contacted by the **national contact centre Woman and Science**.

Government Council for Coordination of Anti-Drug Policy allocated in 2002 subsidies for re-socialization of mothers with children in the total amount of 4,310,000 Czech crowns.

Ministry of Labour and Social Affairs keeps in contact with nongovernmental organizations. Ministry of Labour and Social Affairs sends to most nongovernmental organizations concerned with equality between men and women for comment materials pertinent to this the issue. Representatives of Ministry of Labour and Social Affairs participate in a number of seminars, conferences and other events organized by nongovernmental organizations. Ministry of Labour and Social Affairs provides subsidies for social services, such as sheltered housing, crisis centres, social counselling. Nongovernmental organizations (Czech Women's Union and others) are engaged as project implementators within the framework of European Union programme EQUAL, which focuses on harmonization of family and professional life. Representatives of the non-profit sector are members of selection board for grants for research and development in the area of equality between men and women and jointly decide on grants. Representatives of nongovernmental organizations are also members of Steering Committee for the PHARE twinning project *Improving public institutional mechanisms for introduction, reinforcement and control of promotion of equal opportunities for men and women*. Ministry of Labour and Social Affairs collaborates with the Friedrich Ebert Foundation in gender education.

Within the framework of *Government Council for Equal Opportunities between men and women* 5 female representatives of nongovernmental organizations (**Association For Equal Opportunities, Network of Maternity Centres, Czech Women's Union, Union of Catholic Women**) will be able to jointly influence the formulation of the national policy in this area. One of the contributions of this Council is reinforcement of mutual links and dialogue with the non-government sector in the area of equal opportunities for men and women.

Government Council of the Czech Republic for Human Rights (part of the Office of the Czech Republic Government) comprises *Committee for Elimination of All Forms of Discrimination of Women*, whose members are representatives of central state administration, nongovernmental organizations expert circles (universities).

Most ministries therefore successfully develop cooperation with nongovernmental organizations although there are considerable differences in their approach to nongovernmental organizations, and vice versa.

Fulfilment of Task 1.5

1.5 Make use of the possibility of participating in the activities and programmes of international organization, whose objective or declared principle is equality between men and women.

Responsibility: Members of Government

Deadline: ongoing

The Czech Republic continued in 2002 with *European Initiative EQUAL*, which is part of employment policy of the European Union. It is financed from European Social Fund and it strives to increase and improve employment. Its main objective is to support equal access to employment, develop and verify steps suppressing discrimination and inequalities in the employment market. The initiative is financed in the Czech Republic from the budget of Ministry of Labour and Social Affairs, which is responsible for its realization, and from PHARE funds. In the area of equal opportunities for men and women Czech Women's Union together with more than 20 organizations launched in October 2002 a project directed at harmonization of family and professional life. It is planned to end the project in 2005.

One of the important events was the defence of the 2nd periodic report of the Czech Republic on the application of *UN Convention on the Elimination of All Forms of Discrimination of Women* (CEDAW). It took place on 8 August 2002 in New York and it was attended by representatives of Ministry of Labour and Social Affairs, Ministry of the Interior, Ministry of Health, Ministry of Justice, Ministry of Education, Youth and Sports, and Government Commissioner for Human Rights.

The Committee rated highly the clear political efforts made by the Czech Republic to ensure the implementation of the Convention, legislative situation, National Action Plan for equality between men and women, shift in building the national mechanisms, cooperation with nongovernmental organizations, and the high standard of education of Czech women.

The Committee expressed some concern about the low number of women in high elected bodies (Parliament), in Government, civil and diplomatic service and international organizations, high incidence of violence against women, including domestic violence and traffic in people, lower pay for women in comparison with men's pay men, and low enforceability of law.

UN Convention on the Elimination of All Forms of Discrimination Against Women rated the defence in comparison with 1998. The Czech Republic had made much progress in the promotion of equality between men and women from the viewpoint of the UN.

Ministry of the Interior was very active in international cooperation in 2002. It concentrated on the issue of domestic violence and traffic in people. It participated in *UN Global Programme against Trafficking in Human Beings*. The project was launched in November 2002. It is not concerned only with the repressive aspect of the matter; it also applies the principle of assistance to victims and their protection during criminal proceedings.

A representative of Ministry of the Interior took part in seminars on exchange of experiences of the promotion of the policy of equality, gender mainstreaming, protection against domestic violence and violence against women held in Vienna (together with a representative of Ministry of Labour and Social Affairs).

A representative of Ministry of the Interior also attended *Ministerial Conference in Santiago de Compostela, Spain*, whose main topic was equality of opportunities for men and women and fight against violence against women.

A representative of Ministry of the Interior took part in the seminar *Managing Gender Equality; Polices, Tools and Best Practices in Europe*, organized by European Regional Centre and European Institute for Public Administration in Barcelona. The seminar focused on the latest developments in the area of gender equality in the European Union, gender and social exclusion, violence against women and trade in women, domestic violence, gender mainstreaming in social policy and employment policy, and the significance of gender statistics and gender-sensitive indicators.

Within the framework of *PHARE 01* project (training for teachers of police schools run by Ministry of the Interior), a total of 20 teachers and 5 directors of police schools underwent a training course focusing on the content and methods of teaching in police schools during three study trips to the United Kingdom, county of Lancaster, in 2002. The programme comprised the chapters 'Prejudices and Discrimination' and 'Equal Opportunities and Human Rights'.

Ministry of Health did not take part in any international programmes in the area of equality between men and women with the exception of the defence at UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

Ministry of Industry and Trade within the framework of programme *PHARE 2002* participated in programmes targeted at specific ministerial issues. Nevertheless, in *Sector Operational Plan Industry* the issue of equal opportunities is followed up in order to incorporating in the most effective way the principle equal opportunities in the issue of subsidies. It follows from the analyses that the problem is not employment of women in the industrial sector, but the representation of women in the management hierarchy and to an ever greater degree, discrimination of women expressed by the disproportion of pay in the individual branches of industry employing traditionally women or men with a view to the character of the work. Since they are closely related to regional disparities, the developments are monitored in the individual regions with the objective of equalising these disparities.

Ministry of Justice again implemented the project *PHARE 94 Legal Approximation* concerning the Probation and Mediation Service. There within the framework of educational activities an emphasis was laid on equal opportunities.

Ministry of Education, Youth and Sports is a participant in international research programmes, both within the framework of *5th and 6th Framework Programme of the European Union* (programme *EUPRO*), and the programme *Contact: Creating a supranational political environment*, which is an international comparative research project, which looks into the process of expansion of the

European Union. The emphasis is on research into the ways in which women, as political actors in the countries under review participate in the supranational political environment, and in what ways they jointly create it. ***European Union, Eastern Expansion and Women's Issues***. A national contact centre Women and Science was set up within the framework of this programme with financial assistance from the Ministry of Education, Youth and Sports at Institute of Sociology. Both programmes will continue in 2003.

Part of international cooperation is the membership of representative of Ministry of Education, Youth and Sports in ***Helsinki Group*** established by the General Directorate for Science of the European Commission in support of addressing the issue of women in science, research and further education.

Ministry for Regional Development only incorporates the principle of equality between men and women (gender balance) in concrete programmes, as the European Commission demands it.

Ministry of Defence, of Agriculture, of Culture, Ministry of the Environment, Ministry of Foreign Affairs, Ministry of Transport, Finance and the Office of the Czech Republic Government did not participate in 2002 in any programmes of the European Union concerned with equality between men and women.

Ministry of Labour and Social Affairs began talks with the European Commission in 2002 in the matter of involvement of the Czech Republic with the Community Programme ***European Commission Framework Strategy for Equality between Men and Women*** (Fifth Community Programme). At the close of 2002 it was agreed that the Czech Republic would join this programme in 2003 and once the admission fee of EUR 30,000 has been paid (April 2003), preparations can start in cooperation with the European Commission for the project activities. Only a limited range of activities is open to the candidate countries in the first year of their participation in the (for example, organization of a European conference, creating a database of men and women in the decision-making process, support for implementation of Community legislation, designing website). After expected accession of the Czech Republic to the European Union in 2004 it will have access to all the activities provided for the programme by Member States.

In August 2002 Ministry of Labour and Social Affairs launched a twinning project directed at improving institutional safeguards for equal opportunities for men and women within the framework of a PHARE programme. This project will review the existing institutional safeguards and their proposed vertical and horizontal structure at the national and local level. Sweden was chosen for the implementation of the project since its practical results in the promotion of equality between men and women are generally recognized. The project comprises seminars on equal opportunities for men and women for civil servants, representatives regions, job centres, trade unions and employers, for journalists and politicians. It is not possible to pay Czech experts, as Czech nongovernmental organizations sometimes demand, from twinning projects, whose objective is technical assistance by foreign experts,. It is planned to end the project in July 2003.

Fulfilment of Task 1.6

1.6 Start or continue with educational activities in the area of human rights with a view to equal opportunities for men and women and methods devised to achieve gender equality. Make sure all conceptual workers and officers with decision-making powers take part in these educational activities.

Responsibility: Members of Government

Deadline: 30. 6.2003

The process of education civil servants in the matter of equal opportunities between men and women, including methods of gender mainstreaming, has begun in most ministries. Most of them have already run at least basic training courses in cooperation with Ministry of Labour and Social Affairs, Department of Social Work at Faculty of Philosophy of Charles University and the organization Gender Studies o.p.s. An important contribution to the education of civil servants in gender equality was made by the Friedrich Ebert Foundation, which promised Ministry of Labour and Social Affairs further cooperation in 2003.

Education in **Ministry of Defence** was provided in cooperation with Ministry of Labour and Social Affairs and Centre for Gender Studies Faculty of Philosophy of Charles University. This series of lectures was addressed to senior officers directly subordinated to the Minister of Defence, other senior officers, and conceptual workers.

Ministry of the Interior educates in equal opportunities the ministry staff (*Human Rights and Education* – 313 persons, including 49 senior officers, were trained), students of police schools, civil servants, and members of the fire brigade. In the police the issue of equality between men and women is transformed into the content of educational programmes implemented in the system of basic professional training for new members of the police force and in the system of further professional training. Police schools of Ministry of the Interior have included the issue of equality between men and women men and women in society in training courses for teachers at the police school of Ministry of the Interior.

Employees of **Ministry of Agriculture** are educated in the area of human rights. Part of the educational programmes is a module dealing with promotion of the principle of equal opportunities. The seminars are addressed to senior officers and conceptual workers. In December 2002 Ministry of Agriculture started a series of seminars under the name *Day of Personal Growth* for women Ministry of Agriculture. The objective is to boost the professional confidence of women and enhance positive communication, social skills and creative solving of problems.

Senior officers **Ministry of Health** attended in April 2002 a seminar *Government priorities and procedures in the promotion of equality between men and women*. The seminar was led by a staffer from the Office of the Czech Republic Government.

Ministry of Culture and **Ministry for Regional Development** did not hold any training course in respect of equality between men and women in 2002.

Ministry of Industry and Trade included in 2002 in its modular training course for senior officers at the level of heads of departments and selected specialists a

seminar that covered the key legislation of the European Union on equal treatment of men and women, examples of discrimination (cases and rulings), comparison between men and women in the world of work, gender mainstreaming, and the role of corporate culture in the promotion of equality between men and women.

Ministry of the Environment has only trained new workers to date. A training course for senior officers is in preparation.

Ministry of Foreign Affairs deals with the issue of equal opportunities for men and women within the framework of education of junior diplomats and trainees at Diplomatic Academy I and II.

Ministry of Transport is holding at present training courses on equality between men and women for senior officers and officers with decision-making powers. All employees of Ministry of Transport should undergo training courses by the end of 2003.

Ministry of Justice carries out most educational activities through the Justice Academy, which incorporated the issue of equal opportunities into its educational plan for 2003. A specialized seminar for senior officers on the theme of human rights and equal opportunities focused on experience from this area within the framework of the European Union was held as part of the component *Development of human resources*. Preparations are under way at the moment for incorporation of the issue of equal opportunities for men and women in the form of a separate module into the education system for employees of Ministry of Justice.

Confederation of Art and Culture voiced its demand to the Ministry of Justice within the framework of education of its staff in the issue of gender equality to organize or make more intensive the education of judges in this matter, since court decisions on discrimination have considerable influence on public opinion and legal awareness of citizens.

Ministry of Labour and Social Affairs organized for its staff a training course in equal opportunities – first as a general introduction to the issue, explanation of the term ‘gender’ and the issue of promotion of equal opportunities, and then more specifically during a meeting with a representative of the European Commission, who treated the question equal equal opportunities from the perspective of the European Union.

Ministry of Finance prepared an educational project called *Updated project of education in human rights with a focus on the promotion of the principle of equal opportunities for men and women*. The pilot event for the project was the seminar *Promotion of equal opportunities for men and women*, which was held in November 2002 and was attended by 23 senior officers. This event will be followed by the seminar *Gender issue in practice*, focusing on motivation to change attitudes to the gender issue, identification of possible shortcomings leading to discrimination on grounds of sex, and setting intermediate objectives leading to elimination of such shortcomings. In addition, seminars for senior officers in the customs administration were held in 2002 within the framework of training and methodical preparation. Their topic was the question of human rights with a view to equality between men and women and prohibition of discrimination.

In 2002 **Ministry of Education, Youth and Sports** and the **Office of the Czech Republic Government** did not draft any training plan concerning this issue for their staff for 2003.

Fulfilment of Task 1.7

1.7 In drafting of regulations see to it that institutes are incorporated to eliminate any discrimination in the representation of men and women in decisive social activities.

Responsibility: Members of Government

Deadline: ongoing

Ministry of Defence incorporated a legal institute to eliminate unequal representation of men and women into its internal Order of Minister of Defence No 29/2002 *Promotion of the principle of equality between men and women within the competence of Ministry of Defence*. It says that 'in conceptual, normative and decision-making work competent senior officials monitor and evaluate measures laid down to comply with equal opportunities for men and women.' It will eliminate obstacles to equal working conditions, in particular in access to education, professional training, promotion and equal pay. To this end they can lay down and adopt special transitional measures to eliminate any discrimination between men and women within the framework of their competence.

Ministry of the Interior analysed the existing legal provisions and identified in them some discriminatory measures and is working on their elimination. For example, Act No 186/1992, on service relationship of members of the Police Force of the Czech Republic, where some disparities were identified in the position of men and women. Specifically, the Act did not conform to Commission Directives 76/207/EEC on the Implementation of the Principle of Equal Treatment for Men and Women and 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. These disparities are eliminated by a Bill service relationship of members of security corps. This Bill was discussed and approved by the Government in March 2003. Now (April 2003) the Bill is in the legislative process in the Parliament of the Czech Republic.

Act No 312/2002 Coll., on local authority officials, amending certain Acts, was passed in 2002 and entered into force on 1.1.2003. This Act created in Article 38 a framework for the adoption of positive measures. (For more details see Part 2 on legal safeguards for equality between men and women and on raising the level of legal awareness).

Ministry of Labour and Social Affairs incorporated positive action into a draft amendment to the Employment Act which entered into force on 28 May 2002. (For more details see Part 2 on legal safeguards for equality between men and women and on raising the level of legal awareness).

The other ministries did not report any concrete measures in fulfilment of this Task and limited themselves to saying that they were fulfilling Task 1.7 on an ongoing basis or that their regulations were gender-neutral.

Fulfilment of Task 1.8

1.8 Subordinate conceptual, decision-making and evaluation processes in all phases of their preparation and execution to the principle of equality of opportunities for men and women.

Responsibility: Members of Government

Deadline: ongoing

Task 1.8 enjoins the ministries to apply gender mainstreaming. The ministries say that they are fulfilling this Task in an ongoing fashion, but some documents received by Ministry of Labour and Social Affairs suggest that fulfilment is for the greater part only formal. Deputy Prime Minister of the Czech Republic, Minister of Justice and Chairman of Government Legislative Council admitted in his letter to Minister of Labour and Social Affairs of 13 January 2003 that without a suitable methodology presenters of legislative and non-legislative proposals will not be able in most cases to assess the submitted documents in terms of their impact on equality between men and women.

Ministry of Defence, for example, worked the principle of equal opportunities for men and women into the document *Organizational and methodical instructions for military schools for school/academic year 2002 – 2003*, which comprise the issue of equal opportunities for men and women within the framework of the general curriculum.

Ministry of the Interior is conscious of its reserves in the application of gender mainstreaming. As a result, it carried out a statistical survey to identify problems that will be the subject of other gender analyses. Another survey will be carried out in 2003. Sorted data with brief information on the issue of equality and gender mainstreaming, together with recommended measures, will be presented to all senior officers (Ministry of the Interior, police and fire brigade).

Ministry of Culture participated in the drafting of Act No 192/2002 Coll., amending Act No 484/1991 Coll., on Czech Radio, in which the provisions of Article 2 oblige it to create and broadcast balanced programmes to all groups of population, with regard to sex.

Ministry of the Environment is preparing an amendment to State Policy of the Environment and Strategy for Sustainable Development and the principle of equal opportunities incorporated in both these documents.

Section for equality between men and women at **Ministry of Labour and Social Affairs** always strives to take into account the principle of equality between men and women in its internal amendment procedure. **Ministry of Education** also consults a coordinator for equal opportunities at Ministry of Education about the drafting of all documents concerning the principle of gender equality.

The other ministries said without further details that they were fulfilling the Task on an ongoing basis.

Fulfilment of Task 1.9

1.9 Continue public discussion of the issue of equal opportunities for men and women with the objective of introducing to the Czech public state policy for equal opportunities for men and women and its goals.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs, Government Commissioner for Human Rights

Deadline: 31.12. 2002

Within the framework of public discussion of the issue of equal opportunities Ministry of Labour and Social Affairs held in September 2002 a press conference on the occasion of launching the PHARE twinning programme *Improving institutional mechanism for introduction, reinforcement and control of equal treatment with men and women*. It was attended by Minister of Labour and Social Affairs and representatives of foreign embassies. Ministry of Labour and Social Affairs included in 2002 in its magazine Social Policy the regular column *Public Discussion*, which is dedicated to equality between men and women. A requisite for a public discussion sufficient information given to the public, and the Ministry therefore updates and expands almost weekly its website (www.mpsv.cz) concerning the issue of equality between men and women. Ministry of Labour and Social Affairs also publishes and expands handbooks with information necessary to put into practice the policy of equal opportunities for men and women. In 2002 it published a detailed handbook entitled *Gender Mainstreaming* (124 pages), the handbook *Principles of non-discrimination in law of the European Union* (160 pages) containing as set of European Union Directives and other documents on equality between men and women and a basic handbook for the wide public, *Equal rights and opportunities for men and women in the European Union* (22 pages). Staff of ministries regularly participate in such events as conferences and seminars on the theme of equality between men and women organized by various organizations and take part in public discussions at these forums. A conference on the theme of equality between men and women was held on 3 October 2002 with much interest on the part of the public within the framework of the PHARE twinning project, which is realized in 2002/2003 by Sweden and Ministry of Labour and Social Affairs. Swedish experts on equal opportunities for men and women spoke in a panel discussion about their findings and experiences.

Participation of the Commissioner for Human Rights in the public discussion was limited in 2002 because of lack of funds to his appearance in the media and publishing fundamental documents about gender equality on the website of the Office of the Czech Republic Government.

Although an information campaign was launched in the media related to the accession of the Czech Republic to the European Union, which also covers equal opportunities for men and women, it must be said that public awareness of this issue is still low. For 2003 nongovernmental organizations (Association for Equal Opportunities, Czech Women's Union) were granted in the form of subsidy from the state budget a total of some 900,000 Czech crowns for communication strategy concerning gender equality in connection with accession of the Czech Republic to the European Union.

Fulfilment of Task 1.10

1.10 Prepare ministerial priorities and procedures in the promotion of equality between men and women for 2003 in areas within the competence of individual ministries and submit them before the end of 2002 to First Deputy Prime Minister and Minister of Labour and Social Affairs in his capacity of national coordinator of the agenda of equal opportunities for men and women.

Responsibility: Members of Government

Deadline: 31.12. 2002

All the ministries assessed the fulfilment of their priorities in the promotion of equality between men and women for 2002. The new Ministry of Informatics has already been told of its obligation to prepare its priorities and procedures in the promotion of equality between men and women and to create one vacancy, at least halftime, for the agenda of equal opportunities.

Fulfilment of Task 1.11

1.11 Assess the fulfilment of measures, ministerial priorities and procedures in the promotion of equality between men and women for 2002 and submit the assessment to the First Deputy Prime Minister and Minister of Labour and Social Affairs in his capacity of national coordinator of the agenda of equal opportunities for men and women.

Responsibility: Members of Government

Deadline: 31.1.2003

The assessment of ministerial priorities was sent in on schedule only by Ministry of Defence, of the Interior, of Agriculture, of Culture, of Justice, of Health, of Industry and Trade, of Education, Youth and Sports, and the Office of the Czech Republic Government. Some ministries sent in the assessment on schedule by the end of January only in electronic form with a subsequent paper copy in early February 2003.

Fulfilment of Task 1.12

1.12 Supplement ministerial priorities and procedures in the promotion of equality between men and women with fundamental directions of policy of equal opportunities according to updated measures from national Government Priorities and procedures in the promotion of equality between men and women.

Responsibility: Members of Government

Deadline: 30.6. 2002

The Task was fulfilled by all ministries on schedule.

Fulfilment of Task 1.13

1.13 Within the competence of the ministries use gender-sensitive statistics to analyse the current situation with regard to equality between men and women.

Responsibility: Members of Government

Deadline: 31.12. 2002

Gender analyses department **of Defence** are conducted from various angles and structures and are still being evaluated or require a longer period for their evaluation. This applies in particular to the pay of men and women in employment and service broken down by pay scale, management bonus, the scale for special allowances, incentive payments and bonuses according to applicable provisions of the Government Ordinance.

Ministry of the Interior conducted an internal gender-sensitive statistical survey with subsequent qualitative interpretation of the data (for the period 1995 – 2001). Ministry of the Interior has at present 16,337 civil employees, including 9,755 women, and 45,823 police officers, including 5,505 policewomen. The number of policewomen comparable with that in the European Union countries.

Ministry of Agriculture has no gender-sensitive statistics for the moment. Its report on the state of Czech agriculture for 2001 states that the number of women has been decreasing in the course of the transformation period. In 2001 – after a four-year period of stabilization at 35% – it dropped to 32.5%. Unemployment rate for women working in agriculture reached 11.4% and was 2.4 times higher than the unemployment rate for men working in agriculture – 4.8%.

Ministry of Health employs the Institute for Health-Care Information and Statistics of the Czech Republic on an ongoing basis to compare men and women in relation to health and sickness rate for the population and in relation to health-care workers.

Ministry of Culture prepared an internal *Analysis of the current situation in equality between men and women*, which documents the current situation in terms of women's employment and their positions in Ministry of Culture.

Ministry of Industry and Trade limited itself to supplying details of average gross monthly wages paid to men and women in sectors within the competence of Ministry of Industry and Trade for 2001, because the figures for 2002 have not yet been produced. These are official figures from the Czech Statistical Office with which MIT supplemented its overview of the situation in the ministry, i.e. sectors within the competence of the Ministry.

Ministry of the Environment did not prepare any gender analyses and it is asking for details of data that are to be monitored.

Of the total 2,080 persons employed by **Ministry of Foreign Affairs**, 751 are women (36%). A total of 391 women work in the centre (of the total of 827 employees in the centre) and 360 women are at present assigned to work abroad (of the total of 1,253 employees assigned to work abroad). Ministry of Foreign Affairs is not monitoring at present the average pay in terms of sex. In general, there are no indications of pay discrimination on grounds of sex or any cases of sexual harassment.

Ministry of Transport prepared a gender analysis from the viewpoint of representation of women in the department, women's pay, and the number of female workers in senior posts.

Ministry of Justice prepared a gender analysis and found the situation satisfactory apart from the fact that the higher a senior post, the fewer women fill it.

Ministry of Finance identified after gender analyses a similar trend as Ministry of Justice – predominance of men in senior management posts and an increasing number of women in lower management posts, and corresponding level of men's and women's salaries in Ministry of Finance, where women's pay amounts to c. 77% of men's pay.

One of the priorities of Ministry of Finance was to keep records of complaints and legal disputes involving discrimination and unequal opportunities for men and women in Ministry of Finance. General Customs Administration dealt with three complaints involving sexual harassment at work. No such complaints in the departments contacted.

Ministry for Regional Development had 180 male and 223 female employees in 2002., including 51 male and 29 female senior officers. The average salary of women amounted to 90% average salary of men. No instances of sexual harassment were noted in the Ministry.

Ministry of Education, Youth and Sports prepared in the interests of high quality and professional standard a gender analysis with renowned gender department at Institute of Sociology of Academy of Sciences of the Czech Republic. This department was set up in 1990 and it is a firm foundation for gender studies in the Czech Republic.

The Office of the Czech Republic Government analyzed all components of wages paid to men and women in all positions and found that at the level of heads of sections women's pay amounted to 99.3% of men's pay, at the level of ministerial heads 94.3% of men's pay, and at deputy level 111.3% of men's pay.

Ministry of Labour and Social Affairs performed a gender analysis in basic fields of its activity – employment, social insurance and social security. The results of the analysis will be used to formulate concepts and draft regulations and to adopt practical measures.

Fulfilment of Task 1.14

1.14 Discuss with Chairman of Government Legislative Council initiative for supplementing Government Legislative Rules and Government Rules of Procedure with the objective of having materials for Cabinet meetings and materials related to the preparation of regulations (for example, analyses of legal and factual state, preambles to bills) contain gender analyses and assessments of impacts of the proposed solution on men and women.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs in association with Deputy Prime Minister and Chairman of Government Legislative Council.

Deadline: 31. 12. 2002

Minister of Labour and Social Affairs presented in December 2002 to the Deputy Prime Minister, Minister of Justice of the Czech Republic, Chairman of the Government Legislative Council an initiative. During the nearest discussion of

amendments to Government Legislative Rules and Rules of Procedure, at any rate by the end of 2003, documents for Cabinet meetings or for informing members of the Government and materials related to the preparation of statutory regulations must obligatorily contain an assessment of the current situation and impacts of the proposed solution on equality between men and women.

Deputy Prime Minister answered by letter of 13 January 2003. In his opinion the incorporation of these demands into Government Legislative Rules and Rules of Procedure would be quite ineffective from the viewpoint of the expected benefits in the absence of a concrete methodology as to what aspects are to be subject to analyses of the current situation and impacts of the proposed solution on equality between men and women, i.e. the content of the assessment, and presenters of the proposals would be unable to do the assessment.

Deputy Prime Minister advised Minister of Labour and Social Affairs to prepare an assessment of the current situation and impacts of the proposed solution on equality between men and women, including the data that would constitute its obligatory part. Ministry of Labour and Social Affairs will prepare this document.

Proposals to Part 1 Promotion of the principle of equality between men and women as part of Government policy

On the basis of the foregoing it is proposed (changes are marked in bold):

Supplement the text of Measure 1.1

1.1 Within the framework of media policy and with a view to the sectional character of the policy of equal opportunities for men and women emphasise this principle and inform about measures contributing to its support in connection with the competence of each ministry. **Incorporate into ministerial priorities and procedures in the promotion of equality between men and women concrete measures in the area of media policy.**

Responsibility: Members of Government

Deadline: 30.6.2003 for supplementing ministerial priorities

Deadline: ongoing for other activities

Supplement the text of Measure 1.2

1.2 Actively support with **concrete measures** selection of suitable female candidates to posts in government agencies and senior posts in ministries and administrative agencies controlled by them. **Adopt concrete measures for to achieve balanced representation of men and women in senior posts and in work teams.**

Responsibility: Members of Government

Deadline: 30.9.2003 for adoption of measure

Deadline: ongoing for active selection of female candidates

Update Measure 1.10

1.10 Prepare ministerial priorities and procedures in the promotion of equality between men and women **for 2004** in areas within the competence of the ministries and submit them by **31 January 2004** to Minister of Labour and Social Affairs in his

capacity of national coordinator of the agenda of equal opportunities for men and women.

Responsibility: Members of Government
Deadline: **31.1. 2004**

Amend the text of Measure 1.13

1.13 Integrate the results of gender analyses into conceptual materials within the competence of the ministries.

Responsibility: Members of Government
Deadline: **31.12.2003**

Replace Measure under 1.14 with one in the following wording:

1.14 Prepare the content of assessment of the current situation and impacts of the proposed solution on equality between men and women for preparation of materials for Cabinet meetings or for informing members of the Government and materials related to the preparation of statutory regulations; in particular, define data that the assessment will contain and submit for review to Chairman of the Government Legislative Council.

Responsibility: Minister of Labour and Social Affairs
Deadline: **30. 6.2003**

Insert new Measure 1.15 in the following wording:

1.15 Submit to the Government draft amendment to Government Legislative Rules and Rules of Procedure, on the basis of which all materials for Cabinet meetings for informing members of the Government and materials related to the preparation of statutory regulations obligatorily contain an assessment of the current situation and impacts of the proposed solution on equality between men and women.

Responsibility: Deputy Prime Minister, Minister of Justice and Chairman of Government legislative Council
Deadline: **30. 9.2003**

It is proposed to keep the remaining measures and because it will be necessary to fulfil them in 2003, it is proposed that the deadlines be updated.

2. Legal safeguards for equality between men and women and raising the level of legal awareness

The Czech Republic took a number of significant steps in the area of employment law in the fight against discrimination in conformity with its international obligations and with preparation for future membership of the European Union in 1998-2000. Although the basic legal framework was created in 1998-2000, it continued to be improved in the subsequent period. Some regulations were amended in 2002 and some new regulations were passed concerning the issue of equality between men and women.

Fulfilment of Task 2.1

2.1 Gradually review the legislation in force with in terms of its compliance with the principle of equal treatment for men and women in

society and the requirements of European law. Apply the results of this review to abolish or amend those regulations in force at variance with this principle. In the drafting of new regulations consistently see consistently to the application of the above principle.

Responsibility: Members of Government

Deadline: ongoing

Act No 1/1991 Coll., Employment Act, as amended, was amended several times in 2002. From the viewpoint of equality between men and women the most important amendment is Act No 220/2002 Coll., which entered into force on 28 May 2002. This amendment added in Article 1(1) to the existing prohibition of discrimination for a number of reasons explicit prohibition of indirect discrimination and explicit prohibition of abetting discrimination. (*Any course of action is also prohibited that does not discriminate directly but in its consequences, as well as abetting discrimination.*) This amendment also created a legal framework for adoption of positive measures. Positive measures are defined in the area of equality between men and women defined in Article 141(4) of the Treaty establishing the European Communities as measures providing for specific advantages in order to make it easier for the under represented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers, whose purpose is full equality in practice between men and women in the working process. This amendment to the Employment Act laid down a provision according to which support for state policy of employment comprises inter alia measures in support of equal treatment for men and women, the handicapped and other groups of citizens with disadvantaged position in the employment market in terms of access to employment, retraining, vocational training and specialized training courses, and measures for employment of the handicapped and other groups of citizens with disadvantaged position in the employment market (Article 3(2)(h) and (i) of Employment Act). This amendment also explicitly emphasises a principle of crucial importance for a correct understanding of positive measures, namely that these measure cannot be regarded as discriminatory.

A new Employment Bill has just been drafted (March 2003). It is to take over all that is positive and all that works from the employment regulations in force, and elaborate the legislation so that it meets fully the requirements of law of the European Communities.

An amendment has also been drafted to the Labour Code and if it is approved by Parliament, it will bring certain changes in the area of equality between men and women. This amendment to the Labour Code incorporates the latest anti-discriminatory Directive of the European Communities – Council Regulation 2000/43/EC, which implements the principle of equal treatment between persons regardless of their racial or ethnic origin, Council Regulation 2000/78/EC, which lays down a general framework for equal treatment in employment and Parliament and Council Regulation 2002/73/EC, amending Council Directive 76/207/EEC on the introduction of equal treatment for men and women, with regard to access to employment, professional education and promotion in employment and working conditions.

The law on professional soldiers was amended several times in 2002. The most important amendment from the viewpoint of equality between men and women is

Act No 254/2002 Coll., which entered into force on 28.6.2002 (for details see Article 2(3) and (4) of the law on professional soldiers). This amendment extended the principle of equal treatment to candidates for military service (previously the principle of equal treatment only applied to soldiers). This amendment supplemented prohibition of discrimination with these reasons: nationality, pregnancy, maternity, or the fact that a female soldier is breastfeeding. This amendment also laid down express prohibition of abetting discrimination. This amendment made more detailed the prohibition of abuse of the rights and obligations in service relationship to the prejudice of another soldier or degrading his or her dignity. The amended law on professional soldiers regards as humiliation not only undesirable conduct of sexual nature, but also some specified forms of harassment which have not sexual character.

As far as the instruction of the principle of reversed burden of proof is concerned in cases of discrimination on grounds of sex, the promulgation of Act No 309/2002 Coll., amending certain Acts related to civil servants and their remuneration (Civil Service Act), was of crucial importance. This Act with effect from 1.1.2004 amended Professional Soldiers Act (Article 150a), Act on service of members of the Police of the Czech Republic (Article 123a) and Act on the Security Information Service (Article 126a). Since then, in proceedings before a service body conducted according to these Acts the service body has established that the claim that the party to the proceedings was directly or indirectly discriminated against on grounds of his or her sex, nationality or race, unless the contrary is proved in the proceedings.

In 2002 a major amendment to the Code of Civil Procedure was passed (Act No 151/2002 Coll.), and entered into force on 1.1.2003. The amendment allows a party to proceedings in the matter of protection against discrimination on grounds of sex, racial or ethnic origin, religion, conviction, world view, handicap, age or sexual orientation to be represented by a legal entity established under special legislation, whose objects listed in the articles of association include protection against such discrimination (Article 26(3) of Code of Civil Procedure).

Service Act passed in 2002 (Act No 218/2002 Coll., civil servants and their remuneration), which will enter into force on 1.1.2004, contains the principle of equal treatment for all civil servants, as far as their service, pay and other payments, education, and promotion are concerned. The Act prohibits direct or indirect discrimination in service relations for a number of reasons (inter alia, on grounds of sex). In service relations there must be no abuse of rights and obligations ensuing from the service relationship to the prejudice of another civil servant or his or her degradation. Degradation also covers undesirable conduct of sexual nature as defined in the Act. There is also explicit prohibition of any punishment or discrimination of civil servants if they claim in a legal manner their rights ensuing from their service relationship. The Act regulates rights that can be claimed by a civil servant if his or her rights or obligations ensuing from the prohibition of discrimination in service relations were violated (Article 80 of Service Act).

Service Act lays down the principle of equal pay for equal work or work of equal value for men and women (Article 152, Article 166, Article 185 of Service Act).

Service Act lays down the principle of *reversed burden of proof* for cases of discrimination on grounds of sex, nationality or race (Article 208(4) of Service Act).

In proceedings conducted according to the Service Act a service body has established that claims that a party to the proceedings was directly or indirectly discriminated on grounds of his or her sex, nationality or race, unless the contrary is established in the proceedings.

Act No 312/2002 Coll. was passed in 2002, concerning officials in local government, amending certain laws, and it entered into force on 1.1.2003. This Act created a framework for the adoption of positive measures (Article 38 of the Act). Under this Act local government adopts a measure ensuring that in the engagement of officials or appointment of senior officials they consistently take into account the interest in obtaining and maintaining equal representation on grounds of sex between officials or on a certain management level. Measures adopted by a local council which would otherwise amount to discrimination on grounds of sex, are not regarded as discrimination if there is a reason for them consisting in unequal representation of the sexes between officials or on a certain management level. A measure thus adopted must not prejudice persons of the opposite sex whose qualities are better than the qualities of persons being engaged at the same time or senior officials appointed. This regulation fully meets the principles of law of the European Communities in the area of positive measure, which are laid down and interpreted in detail in decisions of European Court of Justice (Cases C-450/93 Kalanke, C-409/95 Marschall, C-158/97 Badeck, C- 407/98 Abrahamsson).

In the new concept of sickness insurance conditions of cash assistance paid in employment to women will be compared with the conditions cash assistance paid to male employees from the viewpoint of equality between men and women.

In the future it will be necessary to consider whether the protection of women in employment (for example, prohibition of certain work for mothers up to 9 months after childbirth or prohibition of their working under ground) is not too protective and does not restrict women's right to free choice of profession and employment.

Ministry of Justice is at present (April 2003) working on a new wording of the Criminal Act, which will be submitted to the Government the Czech Republic in the 2nd quarter 2003 together with an expose of the Penal Code. A working commission for the re-codification of the Criminal Act and the Penal Code of the Czech Republic pays special attention within the framework of the issue of equality and non-discrimination in law to the formulation of new criminal offence of domestic violence, which will facilitate the position of victims of domestic violence and their evidential situation.

Fulfilment of Task 2.2

2.2 Prepare and submit to the Government draft legal protection which will implement Directive No 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.

**Responsibility: Deputy Prime Minister and Chairman of Government
Legislative Council in association with First Deputy Prime Minister and
Minister of Labour and Social Affairs, Minister of Justice, of the Interior, and
Government Commissioner for Human Rights**

Deadline: 31.12.2002

From the viewpoint of future regulation a major initiative is Government Resolution No 170 to report on viable measures eliminating discrimination of 20 February 2002, on the basis of which an interministerial working group was formed in April 2002 for formulation of an anti-discrimination law, which should provide a uniform regulation of protection against discrimination on different grounds. According to the original formulation of Government Resolution No 170 the Government was to be presented with a draft regulation against discrimination by 31 December 2002. Government Resolution No 8 of 8 January 2003 on Government schedule for legislative work for 2003 set a new deadline for the legislative design of the Act on protection against discrimination - March 2003 – and a new deadline for the submission of the articulated text – September 2003. This Resolution also changed the presenter to Deputy Prime Minister for Research and Development, Human Rights and Human Resources. The Act on protection against discrimination was expected to enter into force after July 2004. but because of the complicated situation in the drafting of this Act the deadlines were further moved in March 2003 and the new deadline for the presentation of the legislative design is 31 March 2003 and that for the articulated version is 31 August 2003.

Proposals to Part 2 Legal safeguards for equality between men and women and raising the level of legal awareness

On the basis of the foregoing it is proposed:

Change the deadline and person responsible for fulfilment of Measure 2.2

2.2 Prepare and submit to the Government draft legal protection against discrimination, which will implement 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.

Responsibility: **Deputy Prime Minister for Research and Development, Human Rights and Human Resources**

Deadline: **31. 8.2003**

3. Ensuring equal access to economic activity for men and women

As stated in last year's Report, traditional high women's employability persists in the Czech Republic and this situation remains almost unchanged. The labour market has long been adjusted to female labour force which remains an extraordinarily flexible component. Nevertheless, the position of women in the labour market shows distinct inequalities to their detriment. Persistent discrimination of women includes segregation of the labour market by gender, including feminisation of some sectors, lower women's wages and their wage discrimination, more difficult achievement of management and decision-making positions both in the business and public sector, latent discrimination of persons taking care of children (mostly women), and last but not least, a tendency to dismiss first women. Unfortunately, stereotypes concerning lower competence of female workers still persist in the Czech society due to fixed social roles (mother, caring person and housewife). They are reinforced by women's tendency to self-depreciation, resignation to equal treatment, and refusal to describe women's own work situation as unequal. The most visible sign of the unequal status of men and women in employment remains the difference in remuneration.

Women's standards of education are high and this contributes to their high employability. However, a traditional division into the so-called 'feminine' and 'masculine' jobs still persists. Social stereotypes concerning such jobs arise and multiply in the course of socialisation in the educational process. Segmentation of the future labour market appears in the selection of fields of study, which is influenced especially by the family, teachers and educational counsellors. Boys and girls are selected in different educational fields. In schools and later in employment girls predominate in the humanities, whereas boys tend more to technically oriented fields. To eliminate segregation in the labour market it is necessary to focus on the phase when one's future career is chosen. We need especially to educate present and future teachers in the area of non-stereotype views that do not predetermine men and women to perform particular occupations and the development and extension of flexible study opportunities. To eliminate the consequences of this situation it is necessary to promote individual skills and interests, especially of girls but also of boys, in the choice of career in fields considered untypical with regard to their gender.

In 2002 **Ministry of Labour and Social Affairs** prepared a gender-based employment analysis, which brought to light the unequal position of men and women in the labour market to the detriment of women.

- Despite a higher percentage of women citizens, women make up lower proportion of economically active citizens. Among economically active population, men predominate among employed citizens (men 56.7%, women 43.3%) and women predominate among unemployed citizens.
- The level of economic activity of citizens is high (59.9%), lower among women as a whole (51.0%), in lower-age groups in addition to vocational training, economic inactivity results from child-care.
- The proportion of the employed in citizens over the age of 15 is 55.2%, whereas the proportion of men is 56.7 %, women account for the remaining 43.3% (see table 3a).

- The proportion of men engaged in business is substantially higher (both as employers and as working individuals), women are more often engaged (except for employees) in the role of assisting relatives (see Table 3b).
- The proportion of men is higher in Sectors I (agriculture and forestry) and II (industry and civil engineering), especially in civil engineering, whereas in Sector III (services) women are more often engaged (especially in the area of schooling).
- The proportion of men in full-time jobs is higher (97.2%) than that of women (89.8%). Only 2.1% of men work part time and the proportion of women working part time is higher – 7.9%. The most frequent reason for women working part time is that it suits them and often it is their employer's initiative.
- Women account for 75% of the under-employed (involuntarily employed part time).
- Compared with men, women have higher unemployment rate, especially in lower age categories.
- It clearly follows from social security benefits calculated according to the last pay that men are still better paid than women (higher men's employment rate in industries with higher average wages and salaries, women have shorter working life due to economic inactivity or part time work).
- On average, women stay registered as job seekers for longer than men, also the long-term unemployment rate, especially in the category over 24 months of registration, women's rates are a little higher than those of men.

It follows from these figures that:

- Though men's and women's access to employment is equal, women are actually handicapped. At an age when men are typically most economically active, women are usually out of the work process due to child-care. If they lose their job, they find it harder to get a new one, their job opportunities are limited, working shifts is impossible, there are problems with commuting, and employers are not interested in women working for potential unavailability, as when they care for a family member. This results in higher women's unemployment in general, and compared with men, their unemployment is longer.
- In case of unemployment women are at a disadvantage in relation to the amount of social security calculated according to the last pay. And men are better paid in their jobs than women – this is a result of unequal remuneration, but there are also other factors visible that may affect equality – higher men's employment rate in branches with higher average pay, shorter working life of women caused by their economic inactivity or part time work.

In compliance with targets of *Economic strategy of the Czech Government for EU accession* Ministry of Labour and Social Affairs prepared **National Employment Plan**, approved by the Government of the Czech Republic following the Resolution No 418 of 5 May 1999. This **National Action Plan for Employment** is a medium-term employment strategy based on needs of the Czech Republic and at the same time, on the preparation for our membership in the European Union. A particular goal of this plan is to define and implement a co-ordinated employment strategy, i.e. strategy linked with the total economic, social, educational and regional policy of the Government. Its structure therefore corresponds with the European Union methodology, while its content is focused on the circumstances and situation of the Czech Republic. The structure according to the European Union rests on four pillars:

1 Employability – promoting the effort of each person entering the labour market with the necessary skills and motivating him or her to take and keep a job.

2 Business development – promoting the creation of conditions for the establishment, operating and development of companies providing jobs.

3 Adaptability – promotion of corporate flexibility and innovation to enhance effectiveness and competitiveness and thus create and keep jobs.

4 Equal opportunities – promotion of elimination of any sex discrimination in relation to access to all kinds of work and remuneration for the work.

National Action Employment Plan is updated every year and assessed in a separate document. Its assessment is not therefore the subject of this Report.

Fulfilment of Task 3.1

3.1 In the interest of increasing women's competitiveness in the labour market further promote offers of vocational training and retraining programmes facilitating women's search for adequate self-realisation at work, including in own business. To ensure state subsidy in the form of training to citizens, especially women who were economically inactive for a long period due to child-care.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs, Minister of Education, Youth and Sports

Deadline: ongoing

Ministry of Labour and Social Affairs monitors continuously the access of both sexes to retraining and participates actively in the development of new educational and retraining courses.

By 31 December 2002 job centres registered 514,435 job seekers – 257,438 women and 256,997 men. Of this number of job seekers approximately 8.7% underwent retraining. Women in retraining courses accounted for 60%. Job seekers are placed in retraining courses according to their qualifications, personal prerequisites, skills, and health condition required in the new job. If a retraining course is attended only by men or women, it results from the nature of the job and lack of interest in the performance of a particular activity. (Men are not interested in such professions as nurse, cosmetician, pedicurist, secretary; women are not interested in such professions as founder, tool-maker, bricklayer and other blue collar professions) Increased attention is paid to women who return to the job centre register of job seekers after maternity/child-care leave – selected job centres organize special courses for this group of women.

The offer of retraining courses is traditionally high, job centres organize retraining courses and other educational activities with regard to labour market requirements and if job seekers intend to carry on a business, they take their interests and business plans into consideration.

Successful retraining of women is approximately at the same level as total successful retraining (over 55%). Successful retraining means finding a job after the completion of the retraining course.

Ministry of Education Youth and Sports develops and approves educational programmes, including retraining courses, which enable women to be more competitive in the labour market and facilitate the start-up of businesses.

Fulfilment of Task 3.2

3.2 Adjust the method of individual job assessment to practical application, so that it may effectively contribute to eliminating discrimination in remuneration and may provide supporting materials for measures to be taken against discrimination in judicial and inspection practice.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs

Deadline: 30 June 2002

To increase inspection effectiveness performed by job centres, Ministry of Labour and Social Affairs has prepared *Methodology for men's and women's pay reviews* and *Methodology for equal opportunities review*. Both methodologies are included in Methodical Instruction No 9/2002 for job centres in effect since 1 January 2003.

Fulfilment of Task 3.3

3.3 Examinations of compliance with industrial regulations should be focused on compliance with provisions related to the ban on sex discrimination, including the principle of the same wage for the same work and work of the same value, and on compliance with the provision on increased protection of women at work.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs

Deadline: ongoing

Between 2000 and 2002, a total of 63 fines have been imposed on employers within inspections performed by job centres on compliance with provisions related to the ban on discrimination, including the principle of the same wage for the same work and work of the same value. The total fines amounted to CZK 386,300. The discrimination related mostly to age and sex. At the same time this manifestation of discrimination mostly appeared to have a hidden form and was difficult to identify and prove. Job centres therefore reviewed a number of employers' acts suspicious of discrimination but none were proven. In 2002 job centres performed altogether 10,583 inspections. The following acts of discrimination were detected: 76 breaches of the Employment Act, 193 breaches of the Labour Code and 57 breaches related to the Act on wages and salaries, remuneration for operating emergency and on average income. These figures include a number of breaches of statutory regulations concerning discrimination, regardless of the reason for discrimination – they include discrimination on grounds of age, health, and other reasons.

Fulfilment of Task 3.4

3.4 Promote individual girls' and women's as well as boys' and men's skills and interests in career development in fields considered untypical for each sex.

Responsibility: Minister of Education, Youth and Sports

Deadline: ongoing

Task 3.4 is performed by Ministry of Education, Youth and Sports on an ongoing at meetings of Ministry staff with teachers and other officials responsible for vocational guidance at elementary schools. At Ministry of Education, Youth and Sports the instruction of the Minister of Education, Youth and Sports is included in the agenda (2000) concerning the promotion of equality between men and women in the educational process at schools and school institutions, included among the tasks of Ministry of Education, Youth and Sports in the year 2003 for amendment.

Fulfilment of Task 3.5

3.5 By means of curricula, teaching and other material continue in the efforts to eradicate the stereotype discriminatory view of man's and woman's position in the family, employment and society and to further promote the principle of women's and men's equal position in activities related to the National Programme for Development of Education in the Czech Republic – The White Book.

Responsibility: Minister of Education, Youth and Sports

Deadline: ongoing

Concerning this Task, Ministry of Education, Youth and Sports has reported that it is being fulfilled by all Ministry of Education, Youth and Sports departments and by organisations directly controlled by the Ministry.

Fulfilment of Task 3.6

3.6 Promote women's access to employment, where information and communication technologies are used, especially by increasing women's participation in relevant education and training.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs, Minister of Education, Youth and Sports

Deadline: ongoing

In relation to the establishment of the new Ministry of Informatics as at 1 January 2003 prominent attention is also given to the increase of computer literacy of the whole population, especially of women who lag behind in this respect. Ministry of Informatics, in compliance with its objective to achieve an increase in computer literacy within four years, has initiated the ***National educational programme of computer literacy***. Its goal is to facilitate the learning of basic computer skills and basic orientation in working with the Internet to anybody who is interested in it. The project was prepared in co-operation between the State and the private sector and will be carried out in Internet cafés, libraries and selected schools in approximately 100 towns and municipalities of the Czech Republic. The emphasis has been placed on straightforwardness and understandability.

On the basis of retraining courses analysis **Ministry of Labour and Social Affairs** has found out that courses focused on information technology belong among the most frequently implemented, because computer literacy is an important factor for work assertion. These courses include PC operation, Auto Cad operation, computer network administration, PC graphics applications, PC operation according to ECDL

syllabus, designing, developing and administering computer networks using Cisco Networking Academy. In addition to these special courses, computer skills are taught in retraining courses focused on particular professions. They include accounting, marketing, business basics, and the jobs of assistant – secretary, dealer, stores manager, and shop-assistant. If we consider all retraining courses, where computer issues are involved, the percentage of job seekers attending courses with such orientation is approximately 50% of the total number of job seekers attending retraining in 2002. The percentage of men and women in retraining with this orientation is similar.

Ministry of Education, Youth and Sports has only reported that women's access to information and communication technologies is considered in all projects sponsored by Ministry of Education, Youth and Sports, including the education of women employed in the department.

Fulfilment of Task 3.7

3.7 Conduct an analysis of curricula, textbooks and teaching aids for primary schools to determine in what manner they contribute to the formation and reproduction of gender-based stereotypes and prejudices, including preparation of future teachers and pedagogic workers and further education teachers.

Responsibility: Minister of Education, Youth and Sports
Deadline: 31 December 2002

Ministry of Education, Youth and Sports has not succeeded in performing the analysis of curricula, text books and teaching aids from the aspect of their participation in constituting and reproducing gender-based stereotypes and prejudices. It was impossible to fulfil the task within the given deadline for its extent and necessary co-operation of several professional institutions. The issues are considered within the framework of educational programmes. Continuation of the task became part of priorities of Ministry of Education, Youth and Sports in 2003.

Fulfilment of Task 3.8

3.8 Develop and implement educational programmes for pedagogues and pedagogical staff in the area of equal opportunities for men and women with the objective to provide them effective procedures for performing gender-sensitive tuition.

Responsibility: Minister of Education, Youth and Sports
Deadline: 31 December 2002

Ministry of Education, Youth and Sports in co-operation with teaching centres prepared educational programmes concerning equal opportunities for men and women for teachers, whose implementation is planned in the year 2003. A three-day course project *Media education at secondary and vocational schools*, accredited by the Ministry of Education, Youths and Sports, has been prepared.

Fulfilment of Task 3.9

3.9 Ensure the training of counsellors performing guidance on the choice of career at job centres in issues related to equal men and women

opportunities and application of the knowledge achieved during their guidance activities.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs

Deadline: 31 December 2002

Training of counsellors providing guidance on the choice of career was organized on an ongoing basis. In 2002 two courses for counsellors were run and the Ministry of Labour and Social Affairs intends to continue in this activity.

Fulfilment of Task 3.10

3.10 Ensure the training of counsellors performing guidance on the choice of career at schools in issues related to equal men and women opportunities and application of the knowledge achieved during their guidance activities.

Responsibility: Minister of Education, Youth and Sports

Deadline: 31 December 2002

Teaching centres initiated the preparations by identification of lecturers and development of methodology, the training itself will take place in the first six months of the year 2003.

Institute for Pedagogical and Psychological Guidance prepared and issued the publication **Multi-cultural and equal opportunities in Czech schools**.

Amendments to Article 3 Ensuring equal access to economic activity for men and women

On the basis of the above the following amendments were suggested (changes are highlighted):

The wording of Article 3.1 should be completed and the deadline changed from 'ongoing' to 31 December 2003

3.1. In the interest of increasing women competitiveness in the labour market to further promote offers of educational training and retraining programmes facilitating women the search for adequate realisation at work, including own business. To ensure state subsidy in the form of training to citizens, especially women, who were economically inactive for a substantial period of time due to child-care. **Pay special attention to the situation of women living in rural areas.**

Responsibility: Minister of Labour and Social Affairs, Minister of Education, Youth and Sports

Deadline: 31 December 2003

Article 3.2 has been fulfilled and it therefore should be omitted.

Article 3.3 should be renumbered to 3.2 and the deadline should be changed from 'ongoing' to 31 December 2003

3.2 Examinations of compliance with industrial instructions should be focused on compliance with provisions related to the ban on gender discrimination, including the principle of the same wage for the same work and the work of the same value, and on the compliance with the provision on increased protection of women at work.

Responsibility: Minister of Labour and Social Affairs

Deadline: 31 December 2003

Article 3.4 should be renumbered to 3.3

3.3 To promote individual girls' and women's as well as boys' and men's skills and interests in the career development in fields considered untypical for particular genders.

Responsibility: Minister of Education, Youth and Sports

Deadline: ongoing

Article 3.5 should be renumbered to 3.4 and the deadline for fulfilment should be changed from 'ongoing' to 31 December 2003

3.4. By means of curricula, teaching and other material continue in the effort to eradicate the stereotype discrimination view of men and women position in the family, employment and society and to further promote the principle of women and men equal position in activities related to the National programme of educational development in the Czech Republic – so called White Book

Responsibility: Minister of Education, Youth and Sports

Deadline: 31 December 2003

Article 3.6 should be renumbered to 3.5, the deadline for fulfilment should be changed from 'ongoing' to 31 December 2003, and the Ministry of Informatics is responsible for fulfilment of the task

3.5 Promote women access to employment, where information and communication technologies are used, especially by means of increase the women participation in relevant education and training.

Responsibility: Minister of Labour and Social Affairs, Minister of Education, Youth and Sports, **Minister of Informatics**

Deadline: 31 December 2003

Article 3.7 should be renumbered to 3.6 and the deadline should be updated:

3.6 Perform analysis of curricula, text books and teaching aids for elementary schools from the aspect of their participation in constituting and reproducing gender-based stereotypes and prejudices, including the preparation of future pedagogues and pedagogical staff and further education of pedagogues.

Responsibility: Minister of Education, Youth and Sports

Deadline: 31 December 2004

Article 3.8 should be renumbered to 3.7 and the deadline for fulfilment should be changed

3.7 Continue in the implementation of educational programmes for pedagogues and pedagogical staff in the area of equal opportunities for men and women with the objective to provide them effective procedures for performing gender-sensitive tuition.

Responsibility: Minister of Education, Youth and Sports
Deadline: **31 December 2003**

Article 3.9 should be renumbered to 3.8 and its wording should be changed as follows:

3.8 Ensure the training of counsellors performing guidance on the choice of career at job centres in issues related to equal men and women opportunities and application of the knowledge achieved during their guidance activities.

Responsibility: Minister of Labour and Social Affairs
Deadline: **31 December 2003**

Provision 3.10 should be renumbered to 3.9 and the deadline for fulfilment should be updated:

3.9 Ensure the training of counsellors performing guidance on the choice of career at schools in issues related to equal men and women opportunities and application of the knowledge achieved during their guidance activities.

Responsibility: Minister of Education, Youth and Sports
Deadline: **31 December 2003**

4. Equalising men's and women's social status during their care for children and family members in need

As in the 2001 Assessment Report, many documents draw attention to the fact that a traditional family model is still persisting in Czech society – the man as the main supporter of the family and the woman caring for the family and children. The woman works to keep up the family's living standard requiring two parallel incomes. Unfavourable social impacts triggered by the child and family care affect especially women that must exercise parallel family and work duties. Women in the Czech Republic spend almost three times more time on the household (including child-care) than men. The double burden of Czech women affects negatively their wages and salaries and opportunities for career development at work. Women's gainful work is marginalised in the context of the housework. Even though women's status may be formally considered equal, their actual situation is not automatically equal. Equal opportunities for both sexes may be achieved only if there are guarantees that no sex will be discriminated against during child and family care, or that adequate provisions alleviating the unfavourable social impact of this care will not apply only to women. Therefore, the linkage between the role of mother and employee increasing substantially the prestige of women in society, as well as the strengthening of men's role in families, is very important.

Restructuring of parenthood on partnership basis is a must. Emphasis should be put on the contribution of equal men and women opportunities for the whole society, especially the advantages for men. It is necessary to point out the advantages resulting from a close relationship with children and purposefulness of sharing family duties. Men must not be exposed to insuperable obstacles if they ask their employer for leave due to child-care. Active participation in parenthood should be considered a natural part of men's identity. It is necessary to remove the burden of men's responsibility for being traditionally considered only family supporters. Men are still defined in society by their position in the job market and their professional career. This makes it more difficult for them to choose other than the traditional social role. Discrimination of women in the job market results from their assumption of parental and family duties. Equal distribution of these duties between the partners, together with the creation of friendly conditions to harmonise family and work life, is an important step towards equal rights for men and women not only in the area of the job market and family.

Fulfilment of Task 4.1

4.1 Enforce considering of necessary child-care and care for family members that require it at defining conditions and level of social allowance, social security, unemployment benefits etc. and at the same time to see to it that these benefits are consistently provided to people ensuring the care regardless of their gender.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs

Deadline: 31 December 2002

Ministry of Labour and Social Affairs prepared an analysis of all social benefits provided in the CR. Social security and social welfare benefits are structured as

gender-neutral and they are not paid according to sex, but to one's situation, taking into account child-care and care for members of the family. All existing provisions on social security benefits and welfare benefits are based on respecting the principle of gender equality and newly proposed measures are not supposed to focus on only one sex. In 2002 Ministry of Labour and Social Affairs started to monitor statistical data concerning majority of state social security benefits by sex (the system is undergoing pilot testing). Payment of benefits is based on an assessment of the family as a whole and it is not important who applies for a benefit on behalf of the family. The situation is different in relation to parent's contribution, which belongs to the parent who takes personal, daily and due care for one child up to 5 or 7 years of age, where the gender aspect may already be applied – the parent's contribution is taken in absolute majority by women (98% - 99%)². It would be appropriate to apply the gender aspect – provided the nature of the data is respected – also during the collection and procession of data in the area of social security benefits.

In the area of basic pension insurance some discrepancies may be found concerning gender equality.

- Different age limit for men and women for claiming retirement pension in the basic system. However, on 1 January 1996 a gradual increase of the age limit for retirement for men (by 2 months per year) and women (by 4 months per year) was introduced. Consequently, in 2007 the retirement age limit should be 62 years for men and for women according to the number of children from 57 to 61 years.
- The different age limit for claiming widow's and widower's pension after one year of its unconditional drawing. The title to widow's and widower's pension is unified, however for renewal of the title to these pensions after one year of their drawing, different age limits have been stipulated. 55 years of age or retirement age for women, if the retirement age is lower, and 58 year or retirement age, if the retirement age is lower for men.
- Participation in pension insurance due to care for a child up to the age of four. Men are equal with women with regard to care for a child up to the age of four. Law differentiates between man and woman only on a special condition, according to which a man may be considered a person taking care of a child: men must submit an application for insurance, whereas women need not do that.

The different retirement age limit for old-age pension may be removed either by the decreasing the limit for men (which is not planned), or by increasing it gradually for women. The difference in the age limit according to the number of children brought up will be eliminated during the next 20 years.

In the area of health insurance the law allows the payment of a cash allowance to an employee according to predetermined conditions (e.g. a single man taking care of a child on the basis of a court decision, or a man whose wife is not allowed to take care of a child following a medical opinion). The law does not take into account the equal position of men and women if the parents swap their traditional roles, i.e. if after a short period of time after childbirth (such as 3 months), the woman returns to work and the man stays at home with the child. In such cases the man cannot

2. According to current statistical data concerning welfare benefit (for August 2002), 2,307 benefits were paid out of the total 266, 417 parent's contributions, which represents 0.9%.

claim a cash contribution from health insurance in the same amount as a woman in the same situation (69% of the assessment basis – wage), but he can draw only parent's contribution in the amount of CZK 2,552 per month from the state welfare benefit system.

Fulfilment of Task 4.2

4.2 By means of legal regulations adopted in the future concerning employer-employee relations to constitute variable work schemes enabling the employees who take care for child and family to better harmonise their family life with work.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs
Deadline: 31 December 2002

To execute the Government Statement of Policy, the Employment Bill which incorporates the regulations in force, specifies some institutions and harmonises them with EU law, is circulating for comments. The Ministry of Labour and Social Affairs will submit the Bill to the Cabinet by the end of April 2003.

The present Labour Code includes a number of provisions reflecting the need to harmonise family life with work, especially for reasons concerning child-care. Equal opportunities for men and women in the labour market are based on equal terms and conditions for both sexes in legal relations concerning employment. A draft amendment to the Labour Code approved by Government Resolution of 12 March 2003 and now in the legislative process in the Parliament of the CR, responds to the new regulations of the EU in this area.

The preparation of the new Labour Code is under way and the need of working men and women to harmonise family life with work is taken into account. In the Government Statement of Policy the Government undertakes to prepare an amendment to the Labour Code while legal protection of dependent work will be retained. The protection will also apply to untypical forms of work. In December 2002 the social partners reached a general agreement on some selected issues.

Fulfilment of Task 4.3

4.3 Within legal competence to promote the establishment and operation of facilities providing child-care and care for needy members of the family, especially when they complete or substitute the care provided by employed citizens.

Responsibility: Minister of Education, Youth and Sports, Minister of Health, Minister for Regional Development, First Deputy Prime Minister and Minister of Labour and Social Affairs
Deadline: ongoing

In the Czech Republic the demand for this type of service is sufficiently met with regard to the number of placed children through a system of state and private pre-school and after-school child-care facilities. A problem in some regions is the accessibility of pre-school facilities by public transport.

A network of crèches and nursery schools, registered as special children's facilities, is a traditional form of assistance to employed women caring for children. Regional

or municipal councils – since 1 July 2002 district councils – are the founders of these facilities. A specific situation is developing in child-care services concerning babies of the earliest age, so far provided in facilities of the crèche type. So far crèches have been included in health-care facilities. The health-care system classifies nursery homes, homes for children up to the age of 3, crèches and nursery schools as special children facilities. The costs of this care are covered by the founder, i.e. most often from municipal authorities budgets. The new Health Care Act however plans to exclude crèches from the health-care system since no particular health care is provided there. Since 1 March 2000 newly regulated trade to care for children up to 3 years ***daily care for children up to 3 years*** has been established. Since 1990 the number of crèches has been decreasing due to low interest in placing children in these facilities (it relates inter alia to decreasing birth rate and unemployment of young women – mothers of children up to the age of 3).

Nursery schools belong among school facilities that have the function of pre-school education. In recent years the number of all such facilities for pre-school children, with the exception of child wards, has decreased. The decrease in the number of these facilities is caused by relatively lower demand due to more favourable parental leave, and decrease in the birth rate. For families on a low income the increase of tuition in facilities for pre-school children is a problem, as its affordability and accessibility by means of transport has generally decreased. Especially women in small communities pay for the changes. A system of school facilities exists for children of school age.

Fulfilment of Task 4.4

4.4 To promote the development of asylum stays for citizens taking care for children in difficult life situations.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs

Deadline: 31 December 2002

Ministry of Labour and Social Affairs pays millions of crowns in subsidies every year to operate sheltered homes for mothers with children in distress or in crisis situations. These shelters are usually run by private charities. In the year 2002 a subsidy of CZK 25m was paid out for the operation of these facilities.

Care for needy members of employed citizens' families is provided by social security services through state institutions and institutions operated by district (municipal) and local councils, or by private organizations. Current European trends in the area of social services promote the gradual de-institutionalisation of these services and their provision in natural family environments.

Districts, municipalities and nongovernmental organisations establish sheltered facilities for single mothers with small children. They provide to mothers and exceptionally to pregnant women accommodation, educational and vocational guidance, and other social services.

Fulfilment of Task 4.5

4.5 Promote development of housing by municipalities for persons with special needs, including threatened persons, especially persons with

dependent children in difficult social situation and victims of violence in families.

Responsibility: Minister for Regional development

Deadline: 31 December 2002

In 2001 the Government of the Czech Republic approved Principles of Promoted Housing Programme presented by the Ministry for Regional Development. The Promoted Housing Programme is focused on promoting the construction of tenements or sub-tenements for specific groups, such as the handicapped and disabled people, seniors, asylum seekers, people coming from child homes or ex prisoners.

The programme was not launched in 2002 due to lack of fund. In 2003 the programme was pronounced in the form, when construction is possible with a state subsidy within the programme of the so-called sheltered housing, half-way houses, and facilities for the handicapped. The volume of financial coverage is CZK 150m in 2003.

Fulfilment of Task 4.6

4.6 To include the issues related to equal opportunities of both parents in the child-care to balance unequal position of men in relation to children in the system of methodology management of welfare workers of bodies ensuring social and legal protection of children.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs

Deadline: 31 December 2002

Lectures on equal opportunities for both parents in child-care are given to the staff of organizations concerned with social and legal protection of children to prepare them for examinations in special professional competence, especially in relation to the performance of collisional custody in proceedings concerning children's education. This issue is also discussed at methodical meetings organised for district council staff by the Ministry of Labour and Social Affairs.

When assessing each parent's precondition for providing child-care and education, the child's priority is unquestionable. In the year 2001 in more than 90% of cases the child was put in charge of his/her mother, in 6% of the father, in 2 % in shared or alternate charge of both parents, and in 1% in the charge of another person than parents (these figures are court decisions on the upbringing of a child after divorce). These figures are a long-term trend in the Czech Republic and the striking difference in assessing mothers' and father's preconditions raises certain doubts, whether in some cases, in contradiction to the child's interest in the best educational environment, mothers' skills and preconditions are not overestimated compared with the skills and preconditions of fathers, in compliance with traditional stereotypes, even during the guidance provided at addressing the family crisis. The Family Act recognises the right of a child to both parents' care and the statutory regulations related to employment enable men as well as women to care for children (e.g. adjustment of working hours, parental leave, business trips), and it is particularly (but not exclusively) the traditional assignment of family roles which constitutes an obstacle to more intensive engagement of men in child-care. Especially in providing

guidance on family crises welfare workers have the opportunity to assist in eliminating these unwarranted differences in the position of mothers and fathers.

Amendments to Article 4 Equalising men's and women's social status during their care for children and family members in need

On the basis of the foregoing the following amendments have been suggested (changes are highlighted).

The wording of Article 4.3 should be completed and the deadline for fulfilment should be changed from 'ongoing' to 31 December 2003

4.3 Within legal competence promote **by means of particular measures** the establishment and operation of facilities providing child-care and care for needy members of the family, especially, when they complete or substitute the care provided by employed citizens.

Responsibility: Minister of Education, Youth and Sports, Minister of Health, Minister for Regional Development, Minister of Labour and Social Affairs

Deadline: **31 December 2003**

The wording of Article 4.4 should be completed and the deadline for fulfilment updated

4.4 Promote **by means of particular measures** the development of asylum stays for citizens taking care for children in difficult life situations.

Responsibility: Minister of Labour and Social Affairs

Deadline: 31 December 2003

The wording of Article 4.5 should be completed and the deadline for fulfilment updated:

4.5 Promote **by means of particular measures** development of flats by municipalities for persons with special needs, including threatened persons, especially persons with dependent children in difficult social situation and victims of violence in families.

Responsibility: Minister for Regional Development

Deadline: **31 December 2003**

The wording of Article 4.6 should be completed and the deadline for fulfilment updated

4.6 Continue in methodical management of welfare workers of bodies ensuring social and legal protection of children related to equal opportunities of both parents in the child-care to balance unequal position of men in relation to children in the system of methodology management.

Responsibility: Minister of Labour and Social Affairs

Deadline: **31 December 2003**

5. Considering women from the point of view of their reproduction function and physiological differences

Women's state of health deserves substantial and permanent attention especially with regard to their reproduction health. The protection of women's biological functions includes the consideration of creating adequate conditions at work and ensuring safety and protection of health at work. Permanent attention is given to the protection of women's health, including pregnant women, especially at work. The legal system for women's health care, including pregnant women, is at of a high standard. The State's interest is focused on creating suitable conditions for implementation of protection of health at work.

Ministry of Health has already prepared a draft decree stipulating which work and work places are forbidden to pregnant women, breast-feeding women, mothers up to the end of the ninth month after childbirth and adolescents, and the conditions under which adolescents may exceptionally work to prepare for their future career. The draft is to be presented to working committees of the Government Legislative Council by June 2003. The draft was prepared on the basis of the enabling provisions of Article 150(2) and Article 167(2) of the Labour Code. The Labour Code (in force since 1 January 2001) in Article 150(2) authorizes the Ministry of Health to issue a decree defining work and workplaces forbidden to breastfeeding women, pregnant women and mothers up to the ninth month after childbirth. The publication of this decree will eliminate the undesirable state, when the current decree of the Ministry of Health in force does not correspond to the above enabling provisions of the Labour Code. (Decree of the Ministry of Health No 261/1997 Coll., stipulating which work and workplaces are forbidden to pregnant women, breastfeeding women and mothers up to the end of the ninth month after childbirth, and adolescents, and conditions under which adolescents may exceptionally work to prepare for their future career, as amended by Ministry of Health Decree No 185/1998 Coll.).

Fulfilment of Task 5.1

5.1 Promote women's knowledge of various opportunities in providing health care during pregnancy, childbirth and in after-birth period, inform about their advantages and disadvantages and actively promote these women's free choice of form, place and provider of the health care.

Responsibility: Minister of Health

Deadline: 31 December 2002

Ministry of Health considers the promotion of women's knowledge of various opportunities in providing health care during pregnancy, childbirth and in the post-natal period one of its priorities. It co-operates in the development and broadcasting of the TV programme *What I can do for myself, or how to remain a woman for the whole life*. Women have many opportunities to receive information in prenatal outpatients' departments, prenatal courses, or on web pages. On the basis of such information each woman may decide what facility she will attend before childbirth and where she will give birth.

Health-promoting activities focused on enhancement of reproductive health in women:

Ensuring access of adolescents to information and services related to sex and reproductive health.

Compared with developed countries, the ratio of adolescent girls to numbers of pregnancies is lower in the CR. Since 1990 the number of abortions substantially decreased among women of all age categories. A risky life-style to which premature pregnancies of girls belong is not reflected in our society in its complexity.

Association for Planned Parenthood and Sex Education is actually the only nongovernmental organisation concerned with reproduction health issues. In the years 2001 and 2002 programmes of the Association focused on a task set by WHO, 'From Abortion to Contraception', i.e. prevention of unwanted pregnancies and venereal diseases. An annual national congress on sex education is organised and proceedings from conferences are published. The Association operates a telephone line providing guidance on contraception. International Federation for Planned Parenthood provides information on the website of the Association for Planned Parenthood and Sex Education.

Fulfilment of Task 5.2

5.2 Following the State Budget to develop the National Health Programme and promote projects promoting health focused on reproduction health in women and prevention of cardiovascular and cancerous illnesses.

Responsibility: Minister of Health
Deadline: 31 December 2002

The objective of **National Health Programme** is long-term development of conditions for improvement of health of Czech citizens. Statutory regulations in the area of public health protection do not differentiate by sex, with the exception of maximum burden in physical work in the protection of health at work. Increased attention will be given to sexual and reproduction health and reproduction rights of women, planned parenthood and application of contraception methods as well as increased knowledge of men and their responsibility for the planned parenthood.

The National Health Programme, including long-term programme for improvement of health of citizens of the CR **Health for everybody in the 21st century** also integrates pregnancy issues. This issue is covered by Target 3 of the programme **Sound Life Start** and its part Task **Better approach to prenatal and prenatal care**. This Task involves prenatal care for immigrants from areas where no prenatal care is provided.

A draft of another National Plan concerning HIV/AIDS is prepared for the period from 2003 to 2007. In this plan there is men's or women's discrimination in the procedure addressing this issue. The plan envisages examinations of pregnant women for HIV/AIDS to provide, in case of positive results and in case the woman completes her pregnancy term, timely treatment to reduce the risk of transmission to the foetus. Special guidance is provided to women prostitutes focused on reduction of origination and spreading of HIV/AIDS and other venereal diseases, in co-operation with nongovernmental organisations (e.g. *Pleasure Without Risk*). A total of 107 health-promoting projects have been implemented under the National Health Programme in 2002.

In 2002 projects for the improvement of reproduction health in women, improvement of eating habits of women, including pregnant women, were launched, as well as projects promoting breastfeeding.

Amendments to Article 5 Considering women from the point of view of their reproduction function and physiological differences

On the basis of the foregoing the following amendments have been suggested:

Insert a new Article 5.3

5.3 Issue a decree stipulating which work and work places are forbidden to pregnant women, breastfeeding women and mothers up to the end of the ninth month after childbirth.

Responsibility: Minister of Health

Deadline: 30 June 2003

The other provisions should be retained and the deadlines for fulfilment should be updated.

6. Suppressing violence against women

Fulfilment of Task 6.1

6.1 Organise a public information campaign on unacceptability of domestic violence and other forms of violence against women and allow nongovernmental organisations to participate in a work group established to fulfil the task.

Responsibility: Minister of Interior, First Deputy Prime Minister and Minister of Labour and Social Affairs, Minister of Education, Youth and Sports, Government Commissioner for Human Rights

Deadline: 31 December 2002

In April 2002, in relation to the fulfilment of provisions adopted in the area of suppressing of violence against women, an interdepartmental working group was set up at the Ministry of the Interior for health, social and police assistance with detecting and prosecuting violence against women. It prepared *Model interdepartmental project to establish a legal framework and methodical procedures to introduce interdisciplinary teams linking health, social and police assistance with detecting and prosecuting domestic violence*. The group includes representatives of the Ministry of the Interior, Ministry of Labour and Social Affairs, Health, Education, Youth and Sports, Ministry of Justice, representatives of the Police of the Czech Republic, and nongovernmental organisations (Rosa, ProFem, White Circle of Safety). The objective of the project is to contribute to the national view of domestic violence as an unacceptable phenomenon, to contribute to effective protection against domestic violence and dealing with its consequences, and in the legislation to create conditions for co-operation of ministries concerned, and at the practical level, to enlist the co-operation of local authorities and nongovernmental organisations.

The project's objectives include:

- initiate a discussion among decision-making bodies in the state administration, local government, nongovernmental organisations and professional associations on an inter-disciplinary approach to stop accidental co-operation of responses to domestic violence,
- reach consensus in the short-term and long-term strategy of responding to domestic violence,
- formulate methods of prevention of domestic violence, its timely detection, intervention and dealing with the consequences at the social, psycho-social, economic and legal level,
- lay down principles for co-operation between State and nongovernmental institutions to address problems related to domestic violence.

The project outputs should be concretised in:

- Bills and amendments related to:
 - criminal, civil and family law,
 - the Act on the Police of the CR, the Act on Social and legal protection of children and Acts on state social security benefits and social needs,
- methodology instructions
 - methodology instructions for police assistance during detecting and establishing evidence of domestic violence,

- methodology instructions for the social and legal services for victims of domestic violence,
- methodology instructions for co-operation between the State and nongovernmental organisations, in particular between the police, prosecution and courts, health facilities, social departments, on one side, and advice bureaux and sheltered facilities, on the other side.

Since the Ministry of the Interior is also responsible for protecting the victims of social pathological phenomena in the society, its officials participated together with nongovernmental organisations in the preparation of educational and specialist materials, most of which were placed on the website of the Ministry of the Interior dedicated to domestic violence (www.mvcr.cz).

The website focuses not only on advice for persons in need of assistance, but it also provides information on the social, psychological and legislative aspects of these issues that might be useful to the professional public (doctors, welfare workers and policemen), through whom the issue gets from the private to the public sphere, and it also provides information on the social, psychological and legislative aspects of these issues.

In 2002 the Criminology Prevention Department of the Ministry of the Interior prepared another information bulletin. It will follow up in 2003 on the previous successful publication **Behind Closed Doors**, addressed to the general public. It is intended to overcome the generally wide-spread myths on reasons for domestic violence.

Another action in this area was the establishment of **Alliance against Domestic Violence** on 10 October 2002 on the grounds of the Parliament of the CR following an initiative of the White Circle of Safety, which wants to achieve legal condemnation of domestic violence and co-ordinated social assistance to its victims by the year 2004.

The project **ANNA** is another important activity focused on suppression of violence against women in relation to trafficking in women and children. It was prepared by the Administration of Refugee Facilities of the Ministry of the Interior in 2002. Internal regulation of **Strategy of internal safety in asylum facilities of the Ministry of the Interior – protecting threatened groups of applicants for asylum**, regulating the procedure in protecting specific client groups, e.g. minors not accompanied by their legal representatives, single mothers, and persons physically or socially handicapped. This strategy defines technical, organisational, personal and preventative provisions introduced to meet the above purpose.

Fulfilment of Task 6.2

6.2 To focus social work on the assistance to victims of criminal acts, to families, where sound development and education of children is threatened. Within this assistance promote the extension of network of asylum houses for women – victims of violence. Promote the establishment of asylum houses with secret address and promote nongovernmental organisations of engaged in these activities.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs

Deadline: **31 March 2003**

The Ministry of Labour and Social Affairs deals intensively with problems of children exposed to domestic violence. In an amendment to Act No 359/1999 Coll., on social and legal protection of children, as amended, currently in preparation, the Ministry of Labour and Social Affairs proposes an express provision on the fact that social and legal protection of children focuses on children threatened by violence between their parents, other persons responsible for their upbringing and other individuals. These issues are included in the long-term training of social and legal protection workers for the purposes of acquiring special professional skills.

The imperfect system of protection of and assistance to victims of domestic violence remains a fact. Non-governmental organisations have assumed the role of the State in this respect, having focused on assistance for female victims of domestic violence.

As in the 2002 Report it is necessary to mention the laudable activities of nongovernmental organisations operating in large numbers in the Czech Republic. We set out only a random selection of several organisations here. The presenter does not intend to make a selection and prioritise certain organisations, even though they were of top quality, but information on all activities of all organisations operating in the given area is not available. A complete list of nongovernmental organisations working with victims of domestic violence and other nongovernmental organisations working for equality between men and women may be found on the website of the Ministry of Labour and Social Affairs (www.mpsv.cz – source: Gender studies o.p.s.).

Since 1998 the civic association **ROSA** has been operating the crisis SOS telephone line ROSA for women – victims of domestic violence. Counselling in crises, safety plans, advice, information and possibility of individual consultations in the ROSA counselling centre is provided to callers on this line, including the possibility of sheltered housing. A ROSA staffer has been lecturing on issues related to violence against women at medical colleges for several years.

The civic association **White Circle of Safety** has been providing assistance to victims of criminal acts for twelve years. In 6 towns of the CR it operates advice bureaux for victims of criminal acts with combined legal and psychological assistance from qualified professionals. White Circle of Safety has been running a non-stop nation-wide crisis line DONA to assist victims of domestic violence for more than one year. The line is meant to provide assistance to victims of domestic violence. It includes immediate professional, psychological, legal, organisation and moral support and guidance in the system of governmental and nongovernmental organisations. In distress it mediates quick help. DONA provides information to professionals who in their profession encounter victims of domestic violence, it helps witnesses to domestic violence, to relatives and friends of the victims. The line co-operates with a vast network of governmental and nongovernmental organisations. To assist victims of domestic violence it uses advice bureaux of White Circle of Safety of the Czech Republic.

It is further necessary to mention ProFem o.p.s. – a consulting centre for women (www.profem.cz), within the legal project of AdvoCats for Women, a legal advice centre for women – victims of domestic violence. This centre provides legal consultations free of charge and helps to prepare supporting documents for law suits

to women – victims of domestic violence. Women lawyers accompany their clients as general representatives and if necessary, provide professional legal representation. The network operates in Prague, Brno and Most. Since the beginning of 2002 legal and social training courses have been run for welfare workers nation-wide within the project and a detailed textbook entitled *Legal aspects of violence in family and household (domestic violence)* has been prepared. In autumn 2002 a legal guidance brochure was published for women affected in some way by domestic violence. It is called *Domestic violence and your rights*.

La Strada o.p.s. draws attention to problems in the area of trading with women, where the Czech Republic is the country of origin, of transit, or of destination. Czech women are victims of trafficking in people in the Czech Republic always more often than foreign nationals. These women have no legal claim to any social assistance and protection.

This organisation is involved in the prevention of trafficking in women by giving lectures to elementary schools, secondary schools and vocational training schools. It organises workshops for future welfare workers at all extended vocational schools with social orientation and at universities. The prevention includes the operation of an information telephone line. In the year 2002 information posters and stickers were prepared and the publication 'Human Rights in Practice' was published. La Strada co-operates in its distribution with partners in regions, municipal police in Prague, the Ministry of Labour and Social Affairs, and street-work organisations.

Assistance to victims includes the first contact with client, consultation and offer of social welfare. Social welfare includes sheltered housing, psychological and social counselling, psychotherapy services, medical treatment and care, financial aid, legal consulting, interpreting, assistance with communication with state authorities, re-socialisation, and contacts with welfare organisations in the countries of origin.

The services are provided for the period of six months and their main goal is to normalise the client's situation and to attempt to re-socialise the client.

Ministry of Labour and Social Affairs funds these services.

A number of nongovernmental organisations provide assistance to victims of domestic violence in the form of telephonic or personal counselling in the legal and welfare area, e.g. Women in Distress and Women Without Violence in Brno. Czech Catholic Charity runs a nation-wide sheltered homes network for women in distress, such as Acorus in Prague.

Fulfilment of Task 6.3

6.3 Consider the amendment of provision of Article 215 of the Criminal Law (maltreatment of charge) to prosecute also the maltreatment of other persons than charges, and further consider the adoption of further legislative and other measures leading to suppressing domestic violence and to better protect its victims.

**Responsibility: Minister of Justice, Minister of the Interior, Government Commissioner for Human Rights
Deadline: 31 December 2002**

As mentioned before in the assessment of Article 2.1, the Ministry of Justice continues in the preparation of a new wording of the Criminal Law with a deadline for submitting to the Government in the second quarter of the year 2003. In this connection special attention is paid to the definition of domestic violence which will facilitate the situation of victims of domestic violence and their probative situation. Currently (April 2003) a Senate proposal for the Criminal Law amendment aiming at stricter prosecution of domestic violence is being discussed.

Amendments to Article 6 Suppressing of violence committed to women

On the basis of the foregoing the following amendments have been suggested:

The wording of Article 6.3 should be changed:

6.3 Consider the adoption of further legislative and other measures leading to suppressing domestic violence and to better protection of its victims, assess in this sense also the running re-codification of the Criminal Law.

**Responsibility: Minister of Justice, Minister of the Interior, Government
Commissioner for Human Rights**

Deadline: 31 December 2003

The other provisions should be retained and the deadlines for fulfilment should be updated.

7. Monitoring and assessing effective application of equality between men and women

Fulfilment of Task 7.1

7.1 Within own powers monitor and assess effectiveness of provisions adopted to apply men and women equal position principle and present the results on demand to the Ministry of Labour and Social Affairs.

Responsibility: Members of the Government

Deadline: ongoing

On the basis of the comments of majority of ministries regular annual monitoring and assessment of the effectiveness of individual provisions on equality between men and women has been organized. It is mostly performed in the form of analyses presented to the management, relevant departments. It is performed in the form of methodological or supervisory activity. The establishment of a half-time job position for an employer whose job description includes the administration of equal opportunities for men and women in the given ministry.

There is an exception. **Ministry of Foreign Affairs** has not established the job position since the Ministry of Foreign Affairs was not allotted a system job vacancy, nor was this job position completed in the job list. *(Presenter's note: in compliance with Government Resolution No 456 Article 11.3 the Government has instructed members of the Government to establish as of 1 January 2002 one job vacancy, at least half-time, in the current system in each ministry, for an employee who would fully concentrate on the administration of equal opportunities for men and women. The job list provides for this activity.*

Ministry for Regional Development did not set up the required job position as of 1 January 2002. The issue will be addressed as soon as possible within the ministry.

Ministry of Industry and Trade assigned further staff from specialist departments to perform and monitor activities related to gender equality. Currently, the Ministry of Industry and Trade is preparing an internal regulation on the basis of which members of the team to address men and women equality issues will be appointed.

Ministry of Defence is monitoring compliance with the principle of equality between men and women as part of human rights compliance monitored by the Ministry of Defence Inspection. Any indication of a breach of the principle is investigated.

Subordinated to the Chief of the General Staff of the Army of the Czech Republic in the public relations department is a **Feedback Information System** and **Army Open Line**. It is another control mechanism monitoring, inter alia, complaints, and helping to resolve cases of discrimination on grounds of sex.

Fulfilment of Task 7.2

7.2 Assess the effectiveness of provisions adopted for application of the equality principle and present the assessment on demand to the Government and nongovernmental organisations addressing women position and equality of men and women.

Responsibility: First Deputy Prime Minister and Minister of Labour and Social Affairs

Deadline: ongoing

Ministry of Labour and Social Affairs performs regular assessments of the fulfilment of Government priorities and procedures in the promotion of equality between men and women and presents it to the Government for comments together with proposals for new measures. Proposals are presented for comments even without any application for comments from nongovernmental organisations that, if interested, express their opinion on the given issues. The assessment approved by the Government is available to the public on the website of the Ministry of Labour and Social Affairs as *Summary report on fulfilment of priorities and steps in the promotion equality between men and women*.

Fulfilment of Task 7.3

7.3 Issue regularly, on an annual basis, a publication using at maximum all available statistical and analytical supporting documents including data on women and men participation in key social activities and on the level of their participation in these activities results.

Responsibility: Chairperson of Czech Statistical Office

Deadline: 31 December 2002

Following Article 7.3 the Chairperson of the Czech Statistical Office should regularly, on an annual basis, issue a publication including gender-based statistical data informing about the participation of men and women in key social activities. In December 2002 (the delay was caused by floods) the third publication of the Czech Statistical Office *Focused on women, focused on men* was prepared for printing and was distributed in January 2003. The Czech Statistical Office will continue in annual issuing of this type of publications.

Fulfilment of Task 7.4

7.4 Within its grant policy to promote research of social phenomena leading to discrimination of women, or threatening their dignity, health or life.

Responsibility: Members of the Government

Deadline: 31 December 2002

The Ministry of Justice funds from its budget activities of the Institute for Criminology and Social Prevention, which in 2002 continued in a long-term criminological research focused especially on domestic violence issues, young delinquents and trafficking in people. Research in the area of trafficking in people is a joint project of UNO and governments of the Czech Republic and Poland with participation of other European countries. The project focused on the response of criminal justice on trading with women. The Institute for Social Prevention is responsible for field-work concerning the research. A study has been prepared of available professional sources, analysis of criminal records related to Article 246 of the Criminal Law on trafficking in people has been performed, statistical data of the Ministry of the Interior and the Ministry of Justice related to the above issues are analysed. Questionnaire survey has not been completed yet, since international organisations co-ordinating the study have not provided the necessary funds or

unified methodical tools in time. Talks on removing the obstacles only advanced at the end of the year 2002.

Following the information received from the **Ministry of Defence** a regular bi-annual survey *Army Professional* is conducted in the Army. With regard to the topicality and increased importance of the gender issue, this survey was extended to women in the Army of the CR in 2002.

The grant task of the Institute for Strategic Studies of the Military Academy in Brno was focused on the analysis of current knowledge obtained from surveys performed among the military and civil public in the CR and abroad. Its objective is to identify future development trends, especially in relation to the increase in the number of women in armed forces.

The Research Institute of Labour and Social Affairs is engaged in the research of a family and women position in society on an ongoing basis. In 2000 its founder – **Ministry of Labour and Social Affairs** – assigned it an analysis of the differences in men's and women's pay and the proposal of a model procedure for observing the discrimination in these differences. The survey provided a large, gender-based analysis of men's and women's income from work. Due to lack of quality statistical material it did not succeed in identifying the level of participation of discrimination factors in the almost seventy-five percent difference between men's and women's pay to the detriment of women.

The Research Institute of Labour and Social Affairs will continue this analysis in 2003 in the form of a study called *Development of information basis for analysing factors affecting differences between men's and women's income from work and for modelling (forecasting) these differences*.

Within its grant policy concerning research and development the Ministry of Labour and Social Affairs commissioned a sociological survey to find out the opinion of general public in the area of sex relations. The public opinion survey *General survey concerning reflection of social and political mechanisms affecting sex relations* was conducted by the Taylor Nelson Sofres Factum agency at the end of March 2002. The survey disclosed a relatively positive approach to equality between men and women but only at the general level. In particular situations the public (especially the male public) did not show much tolerance of the enforcement of equality (e.g. resistance against positive actions). To adopt effective measures in the area of men's and women's equality the approach of public to this issue and changes of these attitudes in the course of time should be known. The Ministry of Labour and Social Affairs is therefore planning a repeat of the survey.

A team of researchers focused on gender issues has been long working in the Sociological Institute of the Academy of Sciences of the Czech Republic. The research is funded by the Grant Agency of the Czech Republic from the state budget for science and research. The researchers forward the results to central bodies of the state administration that use them within their competence. Via the EUPRO programme, in co-operation with the Sociological Institute of the Academy of Sciences of the Czech Republic, Gender Studies Department, **the Ministry of Education, Youth and Sports** provided a subsidy for the project, whose objective was the establishment of a national contact centre for women and science that will play the role of an information, co-ordination and service organisation for integration

of women engaged in science and research into European networks. *The National Contact Centre – Women and Science* commenced successfully its activity in January 2002 (www.zenyaveda.cz).

Other ministries did not report any activities concerning this provision.

Amendments to Article 7 Monitoring and assessing effective application of equality between men and women

All the provisions should be retained and the deadlines for fulfilment should be updated.

List of Appendices

Table No 1 – Participation of men and women in management positions in individual ministries

Table No 2a – Proportion of men's and women's average pay by age

Table No 2b – Proportion of men's and women's average pay in the business and non-business sector

Table No 2c – Proportion of men's and women's average pay by KZAM classification

Table No 2d – Proportion of men's and women's average pay by education

Table No 3a – Proportion of employed people by age

Table No 3b – Proportion of employed people by job position

Notes to tables 2a - 2d:

1. *The reason for different pay of men and women may not be seen only and exclusively in their unequal treatment – other factors of non-discriminatory nature also contribute to the differences (e.g. deliberate decision of a woman to hold a less time-demanding job even at the price of lower pay).*
2. *According to the Czech Statistical Office, the disproportion between the line 'business sector' and 'non-business sector' in Table 2b and the line 'Total' in Table 2c in all years under review, especially in the column 'improved' and 'worsened' is caused by different scales derived from the number of women and men in the business and non-business sector.*

Table 1

PARTICIPATION OF WOMEN IN DECISION MAKING PROCESS

<i>position</i> ⇒	<i>Minister</i>	<i>Deputy Minister</i>		<i>Director of Depart.</i>			<i>Head of Depart.</i>			<i>other specialists</i>			<i>Director of resort institution</i>			<i>Head of det. work place</i>			
		M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	
Ministry↓	M/W																		
Transport	M	3	2	15	3	16,7	43	11	20,4	176	129	42,3	-	-	-	-	-	-	
Finance	M	8	2	28	9	24,3	91	71	43,8	400	735	64,8	2	1	33,	323	111	25,	
Culture	M	2	1	4	7	63,6	10	17	63	61	138	69,3	33	6	15,	-	-	-	
Regional Development	M	7	1	13	8	38,1	31	20	39,2	107	133	55,4	2	1	33,3	3	1	25	
Defence: professional soldiers civil employees ¹	M	1 5	0 1	52 53	1 1	1,9 1,9	102 108	0 21	0 16,3	358 564	30 918	7,7 61,9	-	-	-	-	-	-	
Labour and Social Affairs	M	5	2	9	12	57,1	32	26	44,8	146	292	66,7	79	12	13,2				
Industry and Trade ²	M	5	0	35	5	12,5	66	33	33,3	387	198	33,8	328	45	12,1	-	-	-	
Justice	M	2	1	13	1	7,1	18	17	48,6	68	169	71,3	4	0	0	-	-	-	
Ed., Youth and Sports	W	4	1	23	8	25,8	15	12	44,4	106	256	70,7	-	-	-	-	-	-	
Interior	M	5	1	36	11	23,4	105	48	31,4	121	123	50,5	6	4	40	-	-	-	
Foreign Affairs - centre - abroad	M	9	1	28	10	26,3	56	19	25,3	536	347	39,3	5	0	0	100	17	14,5	
Health	W	4	1	10	11	52,4	12	15	55,6	71	185	72,3	-	-	-	-	1	100	
Agriculture	M	8	0	64	12	15,8	53	25	32,1	336	457	57,6	6	0	0	-	-	-	
Environment	M	7	1	29	9	23,7	38	28	42,4	186	272	59,4	13	1	7,1	-	-	-	

Office of the CR Government: Vice-premier Premier	4M M	2	1	25	10	28, 6	19	18	48, 6	121	198	62, 1	-	-	-	-	-	-
Total in the year 2002	12 M 2W	77	16	437	118	21, 3	799	381	32, 3	483 6	569 3	54, 1	478	70	12,	426	130	23, 4
Total in the year 2001	14M	62	16	416	112	21, 2	710	376	34, 6	484 8	503 6	51	518	71	12,	94	16	14, 5

1 – including the General Staff; 2 – includes state companies, companies in liquidation, state-funded organisations

Note: **Office General Director/Office Director** – is in the field 'deputy minister', if subordinated directly to the Minister;

Office General Director/Office Director - is set out in the field of 'director of department' if subordinated to Deputy Minister.

Table 2a

Ministry of Labour and Social
Affairs
Income Policy Section

Proportion of men's and women's average pay (%)

Data of the Czech
Statistical Office

Age Category	1988	1996	1997	1998	1999	2000	2001	2001- 1988
total	70,6	77,2	75,7	72,0	73,2	73,3	74,4	3,8
up to 19 years	83,1	95,7	91,4	84,6	88,3	88,7	86,7	3,6
20 - 24 years	75,3	89,6	85,0	82,6	84,4	84,5	87,1	11,8
25 - 29 years	70,3	79,1	76,3	73,4	79,2	80,7	82,4	12,1
30 - 34 years	67,9	73,7	70,5	67,1	66,9	67,0	69,5	1,6
35 - 39 years	68,5	74,6	72,6	68,4	67,9	67,4	68,0	-0,5
40 - 44 years	70,4	74,5	73,0	69,4	70,3	70,9	71,6	1,2
45 - 49 years	71,1	75,4	74,4	70,6	72,0	72,0	72,7	1,6
50 - 54 years	71,6	76,3	76,8	74,1	74,2	74,6	74,9	3,3
55 - 59 years	66,8	84,3	84,9	77,4	83,7	83,6	85,3	18,5
60 and more years	67,5	69,8	68,0	65,5	64,2	x	x	x
60 - 64 years	x	x	x	x	x	61,7	65,2	x
over 65 years	x	x	x	x	x	71,8	72,2	x

Source: Selected survey of the Czech Statistical Office 'Employees wage survey for the year 1988' and 'Employee wage survey for the years 1996, 1997, 1998, 1999, 2000 and 2001'

Note: In 1988 pay for June of employees who worked in this month 160 and more hours. In 1996, 1997, 1998, 1999 and 2000 average monthly pay for the year of employees with 1 700 and more hours paid and in 2001 with 1 592 and more hours paid.

Prepared by: Olga Dostálová
6 June 2002

Table 2b

Proportion of men's and women's average pay (%)

Data of the Czech Statistical Office

Type of economic activity	1996	1997	1998	1999	2000	2001	2001-1996
Business sphere	75,6	74,6	73,9	73,6	74,5	73,8	-1,8
Non-business sphere	71,6	73,7	71,9	74,9	77,3	78,4	6,8
<i>with the following type of ownership</i>							
private	74,6	71,0	71,7	72,1	72,7	72,4	-2,2
co-operative	78,9	76,4	74,3	76,6	76,4	76,2	-2,7
state	79,5	78,2	71,3	74,0	73,0	75,2	-4,3
municipal	76,1	73,4	77,9	81,9	80,2	81,3	5,2
social organisation	86,6	81,8	81,7	75,2	94,3	84,5	-2,1
foreign	60,0	61,8	59,7	60,4	63,8	59,7	-0,3
international	72,5	74,2	72,4	71,7	73,3	72,5	0,0
mixed	75,6	77,9	77,5	74,9	79,5	81,2	5,6

Source: Selected survey of the Czech Statistical Office 'Wage survey for years 1996,1997,1998, 1999, 2000 and 2001'

Note: In the years 1996, 1997,1998,1999 and 2000 an average monthly pay for the year of employees with 1 700 and more hours paid
and in the year 2001 with 1,592 and more hours paid

Prepared by: Ms Dostálová
6 June 2002

Table 2c

Proportion of men's and women's average pay (%)

Data of the Czech Statistical Office

Main KZAM classes	1996	1997	1998	1999	2000	2001	2001-1996
total	77,2	75,7	72,0	73,2	73,3	74,4	-2,8
legislators, top management	63,4	58,1	54,0	52,6	54,2	55,0	-8,4
scientists and professional intellectuals	79,5	72,7	68,6	66,8	68,3	70,8	-8,7
technical, health and teaching staff	75,2	73,6	71,3	72,1	70,4	71,5	-3,7
lower administrative staff	81,9	81,7	80,4	78,3	78,0	78,9	-3,0
operational staff in services and business	72,1	59,3	70,6	74,3	74,5	74,5	2,4
skilled workers in agriculture, forestry and fishery	86,2	82,7	83,5	83,6	84,7	85,6	-0,6
craftsmen, qualified producers and processors	68,6	70,3	67,7	68,0	69,2	68,3	-0,3
machine and equipment operators	71,5	72,6	71,4	72,5	74,9	74,7	3,2
unskilled labour and support	77,3	77,1	75,9	76,0	77,5	78,4	1,1

Source: Selected survey of the Czech Statistical Office 'Wage survey for 1996, 1997, 1998, 1999, 2000 and 2001'

Note: In years 1996, 1997, 1998, 1999 and 2000 an average monthly pay for the year of employees with 1 700 and more hours paid and

in the year 2001 with 1 592 and more hours paid

Prepared by: Ms Dostálová

6 June 2002

Table 2d

Proportion of men's and women's average pay by education(%)

Data of the Czech Statistical Office

Education	1988	1996	1997	1998	1999	2000	2001	2001-1988
total	70,6	77,2	75,7	72,0	73,2	73,3	74,4	3,8
elementary with certificate of apprenticeship and secondary without school-leaving exams	73,1	76,1	74,9	74,6	74,7	74,3	74,9	1,8
completed secondary with school-leaving exams	69,0	69,5	69,1	71,6	69,5	70,1	70,8	1,8
university extended vocational secondary and university education	81,4	74,7	68,9	64,9	62,3	63,4	65,4	16
	x	x	x	x	x	69,5	73,5	x

Source: Selected survey of the Czech Statistical Office 'Wage survey for 1988" and Wage survey for 1996, 1997, 1998, 1999, 2000 and 2001'

Note: In 1988 pay for June of employees who worked in this month 160 and more hours.
In 1996, 1997, 1998, 1999 and 2000 average monthly pay for the year of employees with 1 700 and more hours paid and in 2001 with 1 592 and more hours paid.

Prepared by: Ms Dostálová
6 June 2002

Table 3a

Proportion of employed people by age (%) – monitored period – Q4 2001

	<i>total</i>	<i>men</i>	<i>women</i>	<i>total</i>	<i>men</i>	<i>women</i>
Total	100,0	56,7	43,3	100,0	100,0	100,0
15 to 19 years	100,0	66,5	33,5	1,0	1,2	0,8
20 to 29 years	100,0	60,1	39,9	23,7	25,1	21,8
30 to 39 years	100,0	57,2	42,8	24,4	24,6	24,2
40 to 49 years	100,0	51,4	48,6	26,6	24,0	29,8
50 to 59 years	100,0	57,3	42,7	21,3	21,5	21,0
60+	100,0	65,9	34,1	3,0	3,5	2,4

Source: Czech Statistical Office

Table 3b

Proportion of employed by job position (%) - period monitored – Q4 2001

	<i>total</i>	<i>men</i>	<i>women</i>	<i>total</i>	<i>men</i>	<i>women</i>
Total	100,0	56,7	43,3	100,0	100,0	100,0
Employees	100,0	53,9	46,1	84,3	80,2	89,7
Employers	100,0	77,0	23,0	3,7	5,1	2,0
Independent gainfully employed persons	100,0	72,4	27,6	10,6	13,5	6,8
Members of production co-operatives	100,0	71,1	28,9	0,8	1,0	0,6
Assisting family members	100,0	20,2	79,8	0,5	0,2	0,9

Source: Czech Statistical Office

Results of amendment procedure

The draft material was sent for external review of proposed amendments on 28 March 2003 with a deadline for comments on 9 April 2003. More than 60 institutions were asked for comment (ministries, central administrative bodies, district commissioners, social partners and non-governmental non-profit organisations). Their comments mostly concerned formulations of amendments and were accepted. Essential comments of ministries on the text format were either accepted or explanations of reasons for proposed solutions were provided to the ministries and they did not insist on these amendments. Non-governmental non-profit organisations provided a number of topics for further measures in the promotion of equality between men and women. A portion of these measures needs more demanding negotiations with other ministries and professional bodies and their implementation is impossible before this material is submitted to the Government. The topics will be on the agenda of the next meeting. The material has been submitted to the Government without objections.

Most ministries filed an essential comment on completing the provision under Article 1.1 by the task *To organise semi-annually a press conference on the situation with regard to equal opportunities for men and women within the competence of the relevant ministry.* Ministries mentioned that the issue concerning equal position of men and women in their department is not an independent topic to such an extent that it would be sufficient for two conferences per year, but their media activities include equality between men and women as a sub-item of a press conference agenda on another issue, or they use the Internet or publications. These comments were accepted and Article 1.1 was supplemented by adopting concrete measures in the promotion of equality between of men and women in the area of media policy as priorities of individual ministries. Ministries thus have the opportunity to use such tools to enforce equality between men and women that they will consider the most effective from their point of view.

Most ministries made another comment in respect of Article 1.2 "To develop plans for equal participation of men and women in managerial positions so that at least 30% participation of both genders at a given management level is achieved by the year 2004". The comments were accepted since some ministries, with regard to their specific position (especially the 'power' ministries of the Interior and of Defence) cannot change managerial positions to comply with the declared minimum of 30% participation of the under-represented sex in these

positions. Therefore, in Article 1.2 the part “to achieve by the year 2004 at least 30% participation of both sexes at a given management level”. Only the task to adopt a concrete measure has been retained and the deadline and form adopted to ensure the effectiveness of these measures depend on the ministries.

The Ministry of Justice commented the updated Article 1.14 “Prepare a procedure for an assessment of the current situation and the impact of the proposed solution in relation to equality between men and women for preparation of materials for the Government or for informing members of the Government, and materials connected with the drafting of statutory regulations; in particular, define data and information that the assessment will contain and submit it for review to Chairman of the Government Legislative Council”, saying that the Chairman of the Government Legislative Council does not have the authority to approve or register any procedures. This procedure will be presented to the Chairman of the Government Legislative Council not for approval or registration but for information.

Ministry of Finance expressed fundamental disagreement with Article 1.15 “Submit to the Government a draft amendment to the Government Legislative Rules, or Government Rules of Procedure, on the basis of which all materials addressed to the Government or for informing members of the Government and materials connected with the preparation of statutory regulations would obligatorily contain an evaluation of the current situation and the impact of the proposed solution on equality between men and women”. The proposed provision only monitors consistent introduction of the gender mainstreaming procedure in ministries and Government activities and is continuation of Article 1.8, which all ministries unanimously say to be in compliance with (“Subordinate conceptual, decision-making and evaluation processes in all phases of their preparation and execution to the principle of equal opportunities for men and women”). Ministry of Labour and Social Affairs considers the refusal to apply the method of gender mainstreaming so important that it prepared for objection proceedings, but following the comment negotiations with the Ministry of Finance on 22 April 2003 it was made clear that the comment was raised on the basis of a misunderstanding of the task and after the explanation the Ministry of Finance did not insist on the comment any more.

Ministry of Education, Youth and Sports raised an essential objection against Article 3.6 “Conduct an analysis of curricula, textbooks and teaching aids for all levels of schools to determine in what manner they contribute to the formation and reproduction of gender-based stereotypes and prejudices, including preparation of future teachers and pedagogic workers and further education teachers.” It objected that this task is very demanding from the capacity point of view and it

may be fulfilled only gradually and to a limited extent and over a longer span of time. The comment has been accepted and in Article 3.6 the wording "for all levels of schools" was replaced with "for elementary schools" and the words "and types of education ..." were omitted. The deadline for the fulfilment of this task has also been extended.

The Government Commissioner for Human Rights also raised an essential objection in which he required extension of Article 6 "Suppression of violence against women" with Article 6.4 "In processing of statistics on violence against women monitor the gender relation between the victim and the offender, whether they share a household, and their closeness". The presenter agreed with this comment from the objective point of view and supported the intention to include in the statistics the information on the victim's and offender's sex and their relationship and other gender-sensitive indicators. However, since this issue should be addressed in co-operation with several ministries (Interior, Justice), and there is not enough time left for formulating this task before its submission to the Government, this task is not included in the provisions for the year 2003. However, in May 2003 the presenter will initiate negotiations with relevant ministries on possibilities of including these data in current statistical records.

Association for Equal Opportunities raised formulation and matter-of-fact comments that were mostly accepted. In addition, the standpoint includes a number of new stimulating topics that the Association did not apply in January 2003, when non-governmental non-profit organisations were asked for proposals for provisions. With regard to their complexity and linkage to activities of other ministries present suggestions of the Association from 15 April 2003 may not be processed within this amendment procedure for lack of time, and they will be submitted to the following negotiations outside the amendment procedure.

In the amendment procedure the Czech Union of Women criticised the current institutional mechanism for ensuring equal opportunities for men and women in the CR. The Government of the Czech Republic is aware of insufficient institutional protection and consequently, within the EU PHARE programme it initiated the provision of technical aid for the development of institutional protection of the policy concerning equal opportunities for men and women. The proposal for a new institutional model of equal opportunities will result from a CR-Sweden twinning project. A one-year project was launched on 1 August 2002 and its results should be available in July 2003.

The Czech and Moravian Confederation of Trade Unions declared strictly against the draft anti-discrimination law mentioned in Article

III/2 hereof. This comment cannot be addressed within this summary report since Ministry of Labour and Social Affairs is not presenter of the above draft. The Ministry has recognised the essential comment of the Czech and Moravian Confederation of Trade Unions (CMKOS) as the information on the standpoint and expects that CMKOS will present this essential comment directly in the amendment procedure to the draft anti-discrimination law.

At its meeting on 29 April 2003 the Government Council for Equal Opportunities for Men and Women discussed the draft "Summary report on fulfilment of Government priorities and procedures for the enforcement of the equality of men and women" and recognised the incorporation of Council members' comments in the material. The Council further recognised that conceptual suggestions of some non-governmental organisations delivered after the end of the amendment procedure and requiring co-ordination of several ministries, could not be incorporated in the material. In May 2003, the Ministry of Labour and Social Affairs will initiate negotiations with relevant ministries.

V.

Updated provisions concerning Government priorities and procedures for the enforcement of the equality of men and women (changes and amendments are highlighted)

1. Promotion of the principle of equality between men and women as part of Government policy

1.1. Within the framework of its media policy and in view of the sectional character of the policy of equal opportunities for men and women, emphasise this principle and inform about measures helping to support it in connection with the material competence of each ministry. **Incorporate concrete measures in media policy into ministerial priorities and procedures in the promotion of equality between men and women.**

Responsibility: Members of the Government

Deadline: 30 June 2003 for completing ministerial priorities

Deadline: ongoing for other activities

1.2. Actively support with **concrete measures** selection of suitable female candidates for posts in government agencies and managerial positions both in ministries and in administrative departments and institutions controlled by them. **Adopt concrete measures to achieve balanced representation of men and women in managerial positions and in working teams.**

Responsibility: Members of the Government

Deadline: 30 September 2003 for adoption of provision

Deadline: ongoing for active selection of candidates

1.3. In meetings of Council for Economic and Social Agreement and in its working teams promote the principle of equal status of men and women, in particular in the area of remuneration and working conditions.

Responsibility: Representatives of Government Council for Economic and Social Agreement of the Czech Republic

Deadline: ongoing

1.4. Ensure that individual ministries and administrative authorities within the framework of their competencies enlist the co-operation of non-governmental organisations dealing with equal opportunities for men and women and continue to seek and promote this co-operation.

Part of this co-operation can be asking for opinions on statutory regulations in preparation or other significant decisions.

Responsibility: Members of the Government
Deadline: ongoing

1.5. Exploit the possibility of participating in activities and programmes of international organisations, whose aim or declared principle is equality between men and women.

Responsibility: Members of the Government
Deadline: ongoing

1.6. Start or continue educational activities in the area of human rights with a view to equal opportunities for men and women and methods devised to achieve gender equality. Make sure all conceptual workers and workers with decision-making powers take part in this education.

Responsibility: Members of the Government
Deadline: 30 June 2003

1.7. In drafting statutory regulations ensure inclusion of institutes eliminating any discrimination in the representation of men and women and participation in significant social activities.

Responsibility: Members of the Government
Deadline: ongoing

1.8. Subordinate conceptual, decision-making and evaluation processes in all phases of their preparation and execution to the principle of equal opportunities for men and women.

Responsibility: Members of the Government
Deadline: ongoing

1.9. Continue public discussion of the issue of equal opportunities for men and women with the objective of familiarising the Czech public with the State policy of equal opportunities for men and women and its goals.

Responsibility: Minister of Labour and Social Affairs, Government Commissioner for Human Rights
Deadline: **31 December 2003**

1.10. Prepare ministerial priorities and procedures for the promotion of equality between men and women **for 2004** in areas that come within the competence of the individual ministries and by **31 January 2004** submit them to Minister of Labour and Social Affairs in his capacity of

national coordinator of the agenda of equal opportunities for men and women.

Responsibility: Members of the Government
Deadline: **31 January 2004**

1.11. Assess the fulfilment of the measures of ministerial priorities and procedures in the promotion of equality between men and women **for 2003** and submit them to Minister of Labour and Social Affairs in his capacity of national co-ordinator of the agenda of equal opportunities for men and women.

Responsibility: Members of the Government
Deadline: **31 January 2004**

1.12. Supplement ministerial priorities and procedures in the promotion of equality between men and women with key directions of Government policy for equal opportunities according to updated measures from Government Priorities and procedures in the promotion of equality between men and women.

Responsibility: Members of the Government
Deadline: **30 June 2003**

1.13. Incorporate results of gender analyses into conceptual materials coming within the competence of ministries.

Responsibility: Members of the Government
Deadline: **31 December 2003**

1.14. Prepare an assessment of the current situation and the impact of the proposed solution in relation to equality between men and women for preparation of materials for the Government or for informing members of the Government, and materials connected with the drafting of statutory regulations; in particular, define data and information that the assessment will contain and submit it for review to Chairman of the Government Legislative Council.

Responsibility: Minister of Labour and Social Affairs
Deadline: **30 June 2003**

1.15. Submit to the Government a draft amendment to the Government Legislative Rules, or Government Rules of Procedure, on the basis of which all materials addressed to the Government or for informing members of the Government and materials connected with the preparation of statutory regulations would obligatorily contain an evaluation of the

current situation and the impact of the proposed solution on equality between men and women.

Responsibility: Deputy Prime Minister, Minister of Justice and Chairman of Government Legislative Council
Deadline: 30 September 2003

2. Legal support for equality between men and women and raising legal awareness

2.1. Review continually statutory regulations in force in terms of their compliance with the principle of equal status of men and women in society and with applicable requirements of European law. Apply the results of this review to revoke, amend or supplement those statutory regulations in force that are at variance with this principle. In drafting new regulations consistently bear in mind the promotion of the above mentioned principle.

Responsibility: Members of the Government
Deadline: ongoing

2.2. Prepare and submit to the Government draft legislation for protection against discrimination to implement 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.

Responsibility: Deputy Prime Minister for Research and Development, Human Rights and Human Resources
Deadline: 31 August 2003

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

3.1. To raise the level of competitiveness of women in the employment market support the creation of educational, training and retraining programmes facilitating finding suitable work for women, including the self-employed. Maintain the possibility of state support for retraining citizens, in particular women who have not been economically active for a longer period as they cared for children. **Pay special attention to the specific position of women living in rural areas.**

Responsibility: Minister of Labour and Social Affairs, the Minister of Education, Youth and Sports
Deadline: 31 December 2003

3.2. By monitoring compliance with industrial law focus on compliance with provisions forbidding discrimination on grounds of sex, including

compliance with the principle of equal pay for the same work and for work of the same value, and compliance with the provisions on increased protection of women at work.

Responsibility: Minister of Labour and Social Affairs

Deadline: 31 December 2003

3.3. Stimulate individual abilities and interests of girls and women, and boys and men, in vocational training in professions considered untypical on grounds of sex.

Responsibility: Minister of Education, Youth and Sports

Deadline: ongoing

3.4. By means of school curricula, teaching and other materials continue efforts to eradicate stereotype discriminatory views of the position of men and women in the family, in employment and in society and promote the principle of equality between men and women within the framework of activities related to National Programme for Development of Education in the Czech Republic – the White Book.

Responsibility: Minister of Education, Youth and Sports

Deadline: 31 December 2003

3.5. Support access of women to professions employing information and communication technologies, in particular by increased participation of women in relevant education and training.

Responsibility: Minister of Labour and Social Affairs, Minister of Education, Youth and Sports, **Minister of Informatics**

Deadline: 31 December 2003

3.6. Conduct an analysis of curricula, textbooks and teaching aids **for primary schools** to determine in what manner they contribute to the formation and reproduction of gender-based stereotypes and prejudices, including preparation of future teachers and pedagogic workers and further education teachers.

Responsibility: Minister of Education, Youth and Sports

Deadline: 31 December 2004

3.7. Continue implementation of educational programmes for teachers and pedagogic workers in the area of equal opportunities for men and women with the aim of giving them effective methods to carry on gender-sensitive teaching.

Responsibility: Minister of Education, Youth and Sports

Deadline: 31 December 2003

3.8. Continue training vocational advisers at job centres in issues concerning equal opportunities for men and women and ensure that they make use of it in their advisory work.

Responsibility: Minister of Labour and Social Affairs

Deadline: 31 December 2003

3.9. Organize for educational advisers in schools training in issues concerning equal opportunities for men and women, so that they can make use of it in their advisory work.

Responsibility: Minister of Education, Youth and Sports

Deadline: 31 December 2003

4. Balancing social position of men and women caring for children and family members in need

4.1. Advocate that essential personal care for children and family members in need is taken into account in setting conditions and amount of claims to social benefits, social insurance, unemployment benefits; at the same time, ensure that this consideration is consistently directed at those providing such care irrespective of their sex.

Responsibility: Minister of Labour and Social Affairs

Deadline: 31 December 2003

4.2. With future legal regulation of industrial relations allow the creation of variable working regimes to facilitate for employees caring for children and family the harmonisation of employment with the exercise of family duties.

Responsibility: Minister of Labour and Social Affairs

Deadline: 31 December 2003

4.3. Within the framework of their legal competencies support with **concrete measures** the establishment and operation of facilities for care for children and family members in need, especially if they supplement or substitute care provided to employed citizens.

Responsibility: the Minister of Education, Youth and Sports, Minister of health, Minister for Regional Development, Minister of Labour and Social Affairs

Deadline: 31 December 2003

4.4. Support with **concrete measures** the development of sheltered housing for citizens caring for children in difficult situations.

Responsibility: Minister of Labour and Social Affairs

Deadline: 31 December 2003

4.5. Support with **concrete measures** the construction of flat by communities for persons with special needs, including persons at risk, in particular persons with children not provided for in a difficult social situation and victims of domestic violence.

Responsibility: Minister for Regional Development
Deadline: **31 December 2003**

4.6. Continue with methodical guidance of social security staff in respect of children **in connection with** the issue of equal opportunities for both parents in care for children in order to equalise the unequal position of men in relation to children.

Responsibility: Minister of Labour and Social Affairs
Deadline: **31 December 2003**

5. Considering women from viewpoint of their reproduction function and physiological differences

5.1. Help to inform women about different possibilities of providing health care during pregnancy, at childbirth and in the post-birth period, their advantages and disadvantages, and actively support their freedom to decide the method, place and provider of health care.

Responsibility: Minister of Health
Deadline: **31 December 2003**

5.2. With respect to the state budget develop the National Health Programme and support health-supporting projects focusing on improving reproduction health of women and prevention of cardiovascular and cancerous diseases.

Responsibility: Minister of Health
Deadline: **31 December 2003**

5.3. Issue a decree to specify work and workplaces forbidden to pregnant women, breastfeeding women and mothers up to ninth months after childbirth.

Responsibility: Minister of health
Deadline: **30 June 2003**

6. Suppression of violence against women

6.1. Conduct a public information campaign on unacceptability of domestic violence and other forms of violence against women and

allow non-governmental organisations to participate in a work group formed to carry out this task.

Responsibility: Minister of the Interior, Minister of Labour and Social Affairs, Minister of Education, Youth and Sports, Government Commissioner for Human Rights

Deadline: **31 December 2003**

6.2. Direct social work at helping victims of violent crimes and families, in which healthy development and upbringing of children are at risk. Within the framework of this assistance support expansion of the network of sheltered houses for women – victims of violence. Support construction of sheltered housing with a secret address and support non-governmental organisations of women involved in these activities.

Responsibility: Minister of Labour and Social Affairs

Deadline: **31 December 2003**

6.3. Consider the possibility of adopting legislative and other measures directed at suppressing domestic violence and better protection of its victims, and review in this sense the ongoing re-codification of Criminal Law.

Responsibility: Minister of Justice, Minister of the Interior, Government Commissioner for Human Rights

Deadline: **31 December 2003**

7. Monitoring and assessing effectiveness of promotion of the principle of equal treatment of men and women

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

Responsibility: Members of the Government

Deadline: ongoing

7.2. Assess the effectiveness of the measures promoting the principle of equality and submit them on request to the Government and to non-governmental organisations concerned with the status of women and equality between men and women.

Responsibility: Minister of Labour and Social Affairs

Deadline: ongoing

7.3. Publish regularly every year a publication with maximum use of all available statistical and analytical data on participation of men and women in decisive social activities and the extent to which they contribute to their results.

Responsibility: Chairman of Czech Statistical Office

Deadline: **31 December 2003**

7.4. Within the framework of its grant policy support research into social phenomena leading to discrimination of women and endangering their dignity, health, or life.

Responsibility: Members of the Government

Deadline: **31 December 2003**