

Updated Measures

in the Government Priorities and Practices in Promoting Gender Equality for 2018

Chapters of the Government Strategy for Gender Equality in the Czech Republic 2014–2020

Institutional security safeguarding of gender equality	2
Equal gender representation in decision-making positions.....	5
Gender Equality on the Labour Market and in Business	6
Balancing Career, Private and Family Life.....	9
Education, research and gender equality in the knowledge society	14
Dignity and Integrity of Women.....	18
Gender Equality in External Relations.....	20
Everyday life and lifestyle	22

Institutional safeguarding of gender equality

Measure 01: **Implement the Gender Equality Impact Assessment Methodology for the documents submitted to the Czech government**

Coordinator: **Office of the Government, government members**

Outputs	Indicator	Deadline and Coordinator
Training in the Gender Equality Impact Assessment Methodology for the documents submitted to the Czech government (the "Methodology") for departmental gender equality coordinators, the ministries' respective legislation department, and other stakeholders with legislation initiative.	(a) Training events (b) Persons trained	31 December 2018 OG CR (SLP)
Continuous analysis of how the Methodology is used, and suggestions as to measures (if any) to improve such a use.	Research report and recommendations for more effective implementation of the Methodology (and its revisions if any)	31 December 2018 OG CR (SLP)
Include the Methodology training in departmental training events for 2019 for the civil servants who take part in drafting legislation and non-legislation documents submitted to the Czech government.	Information about this inclusion in the training events plan	30 June 2019 government members
Include training in the Methodology (and civil service gender equality) in the training courses offered by the Public Administration Institute for service authority civil servants.	Information about the inclusion in the list of courses	30 June 2019 Ministry of the Interior working with OG CR (SLP)

Specific goal of the Government Strategy:

Create a framework for applying gender mainstreaming and assessing civil service gender equality impacts.

Government Strategy goal indicator:

The institutional gender mainstreaming framework is up and running, impacts on civil service gender equality are being assessed systematically and consistently.

Measure in more detail:

The measure is to take a systematic account of gender equality in preparing and detailing government policies and ensure overall and effective application of the Methodology.¹

Reasoning:

The Rules of Procedure of the Government as well as the Government Legislation Rules require that a gender impact assessment be part of any submission or explanatory report. This assessment must be included in every document dealing with the position of individuals and submitted at a Czech government meeting. Gender impact assessments are a precondition for effective application of the gender equality principle to drafting, implementing and evaluating public policies (gender mainstreaming²). Although a guiding Methodology has been prepared, its implementation has not been sufficient, the fact of which jeopardises attaining the goals of the Government Gender Equality Strategy for 2014–2020 (in particular as far as the institutional gender equality is concerned). Departments need methodology guidance and support in order to be able to actually and effectively introduce the Methodology to their practices. The measure seeks to provide training in the Methodology so that the competence to use the Methodology effectively is acquired by the maximum possible number of civil servants who take part in drafting the materials which are submitted to the Czech government.

¹ The Methodology is available from https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_Optimalizace/Metodika_GIA.pdf.

² See above and <http://eige.europa.eu/gender-mainstreaming/toolkits/gender-impact-assessment/what-gender-impact-assessment>.

Measure 02: **In the Operational Programme Employment, set up calls for projects addressing gender equality.**

Coordinator: **MLSA, Office of the Government**

Outputs	Indicator	Deadline and Coordinator
Ensure awareness, publicity and absorption capacity for the Operational Programme Employment calls for projects addressing the implementation of the Government Gender Equality Strategy for 2014–2020.	(a) Seminars held (b) Parties wishing to submit a project	31 December 2018 OG CR
Retain the allocation amount in investment priority 1.2. Operational Programme Employment gender equality.	Allocation Calls for projects announced	31 December 2018 Ministry of Labour and Social Affairs
If sufficient absorption capacity is confirmed, set up calls for projects focused on the implementation of the Government Gender Equality Strategy for 2014–2020.	Calls for projects announced and their allocations	31 December 2018 Ministry of Labour and Social Affairs

Specific goal of the Government Strategy:

Create conditions for financial sustainability of gender equality, in particular by setting a working system of funding the civil service and non-government non-profit organisations in relation to the state budget and structural funds.

Government Strategy goal indicator:

The funding of gender equality is secured and can be monitored in the state budget. The funding needs of non-government non-profit organisations are covered sufficiently.

Measure in more detail:

The measure wants to use the funds of the Operational Programme Employment (the “OP Employment”) to continue to support public administration bodies, non-government non-profit organisations and other relevant stakeholders in implementing the steps/recommendations resulting from the Government Gender Equality Strategy for 2014–2020 (the “Government Strategy”). This measure is to facilitate creating a comprehensive and working institutional structure for promoting gender equality policy and systematic application of gender mainstreaming in organisations.

Reasoning:

Observing the Government Strategy consistently may result in higher demands on many departments and other public administration bodies in terms of human resources and expertise and these demands have not yet been met in many instances since the Government Strategy was approved. The OP Employment supports gender equality as part of *Priority Axis 1* (Support of Employment and Labour Force Adaptability), *Investment Priority 1.2* (Gender equality in all areas including access to employment and career advancement, work/life balance, and the principle of the same pay for the same work). Also, the OP Employment should bring government departments and other public administration bodies an opportunity to get sufficient resources for securing HR and expert capacities for implementing the Government Strategy. This opportunity receives synergies from the possibility of project partnership (in particular, by teaming up with non-government non-profit organisations or public research institutes with long-standing experience and expertise in gender equality).³

Retaining the allocation in investment priority 1.2 Gender Equality is a necessary precondition for the OP Employment funds to be used effectively for the implementation of the Government Strategy. This precondition becomes even more important in connection with the discussions about re-allocations in the OP Employment. Any shift of funds from investment priority 1.2 seems to go counter the current concept because it would lead to worse gender equality on the labour market, higher differences in the pay for the same work or work of the same value, gender vertical, horizontal, departmental and corporate segregation, and an insufficient opportunities for flexible forms of labour.

³ Being implemented in partnership with the benevolent society Gender Studies, the *Ministry for Regional Development Equal Opportunities Strategy* is an example of such collaboration. (https://www.mmr.cz/getmedia/9050542d-3077-4633-a542-53cfc62855d/Plakat-projektu-Strategie-rovných-prilezitosti-MMR-CR_1.pdf).

Measure 03: **Preserve the subsidy programme *Support of Public-benefit Gender Equality Activities of Non-government Non-profit Organisations* with an allocation of CZK 7 million.**

Coordinator: **Office of the Government, Ministry of Finance**

Outputs	Indicator	Deadline and Coordinator
Announce the subsidy procedure for 2019 in the subsidy programme <i>Support of Public-benefit Gender Equality Activities of Non-government Non-profit Organisations</i> .	(a) Announce the call (b) Allocation proposed for 2019	31 December 2018 OG CR (SLP)
Ensure awareness, publicity and absorption capacity for the subsidy procedure for 2019.	(a) Seminars held (b) Aid applications	30 September 2018 OG CR (SLP)
Preserve the subsidy programme's allocation of CZK 7 million for 2019.	The 2019 state budget bill.	31 December 2018 OG CR (SLP), MF

Specific goal of the Government Strategy:

Create conditions for financial sustainability of gender equality, in particular by setting a working system of funding the civil service and non-government non-profit organisations in relation to the state budget and structural funds.

Government Strategy goal indicator:

The funding of gender equality is secured and can be monitored in the state budget. The funding needs of non-government non-profit organisations are covered sufficiently.

Measure in more detail:

The measure wants to use a dedicated subsidy programme to provide for financial sustainability of gender equality activities of non-government non-profit organisations (NGOs). The measure also suggests that the current allocation, which has proved adequate, should be preserved.

Reasoning:

The specifics of the *Support of Public-benefit Gender Equality Activities of Non-government Non-profit Organisations* (the "Subsidy Programme")⁴ lie in that the Government Strategy should be implemented in all its strategic areas whereas the OP Employment and similar subsidy schemes closely focus on one or two areas, such as labour market, and do not allow receiving aid for activities covering (most) other main strategic areas. Consequently, the Subsidy Programme is the only one to reflect the full complexity of the Government Strategy and permits aid for a diverse range of activities promoting gender equality.

The role of NGOs in gender equality cannot be substituted. As a result, for the gender equality policy to be enforced effectively, it is critical that all the stakeholders – public administration institutions and bodies as well as the representatives of the non-profit, profit and academic sectors – cooperate and exchange information. The diversity and flexibility of organisations and the diverse range of activities make non-government organisations important players in promoting gender equality. Given the benefits of this activity, which is also a contributing factor in the attainment of the goals defined in the Government Strategy, NGOs are supported through the Subsidy Programme.⁵

4 For more details see <http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dotace/dotacni-program-podpora-verejne-ucelnych-aktivit-nestatnich-neziskovych-organizaci-v-oblasti-rovnosti-zen-a-muzu-123043/>.

5 Examples of the activities that receive aid: legal assistance and psychological counselling for domestic violence victims and children who witness domestic violence, and counselling targeted at the violator; aid to victims of rape, sexual violence and human trafficking; support, education and emancipation of Romany women and female migrants in order to reduce the degree of their vulnerability and eliminate the risk of multiple discrimination they are exposed to; activities aimed at labour market equality and eliminating gender wage differences; support of balanced representation of women in politics; elaboration of the UN campaign *He For She* and involvement of men in gender equality promotion; and primary prevention seminars at primary and secondary schools. Last but not least, the activities which receive aid contribute to compliance with the international obligations the Czech Republic acceded to in order to achieve gender equality (particularly the UN Convention on the Elimination of All Forms of Discrimination against Women).

Equal gender representation in decision-making positions

Measure 04: Take targeted measures to promote more balanced women/men representation in diplomacy decision-making positions

Coordinator: **Ministry of Foreign Affairs**

Outputs	Indicator	Deadline and Coordinator
Analyse the low representation of women among ambassadors and make recommendations for achieving a higher ratio of female ambassadors	Analysis published	31 December 2018 Ministry of Foreign Affairs
Departmental strategy to promote higher representation of women in diplomacy positions in order to achieve at least one-third representation of women by 2025.	Departmental strategy in place	30 June 2019 Ministry of Foreign Affairs

Specific goal of the Government Strategy:

Adopt and apply positive measures for more balanced women/men representation in decision-making positions in both the public and the private sectors.

Government Strategy goal indicator:

Positive measures ensuring balanced women/men representation in decision-making positions in both the public and the private sectors have been adopted.

Measure in more detail:

Following up an AMO's policy paper (Women in the Czech Republic's European, Foreign and Security Policies)⁶, the measure wants to analyse the low representation of women in diplomacy positions and use to the findings to make adequate recommendations, that is, propose specific action to promote women in diplomacy. The analysis should be followed by a departmental strategy to promote higher representation of women in diplomacy in order to achieve at least one-third representation by 2025.

Reasoning:

Balanced gender representation in decision-making positions is a major strategic area of the Government Strategy. The diplomatic service in general (and ambassadors in particular) is an important part of the Czech foreign policy that ministers to relations with partner countries and represents the Czech Republic with international organisations. In 2017 women accounted for nearly 17% of ambassadors, which is a slight decline as the 2015 share was 20%. The share of female ambassadors has not been rising over the long term although there are more female than male diplomats. The promotion of women's participation in public life is a goal of the Czech Republic Foreign Policy Scheme. The promotion of the participation of various groups of population (including women) was among the priorities of the Czech presidency over the Committee of Ministers of the Council of Europe and the Czech presidency over the ECOSOC. Although the Czech government has been externally promoting the participation of women in public decision-making over the long term, the representation of women in the decision-making positions in the Czech diplomacy has been rather low. Therefore, the absence of targeted action to address this situation may undermine trust in the Czech government's foreign policy priorities in this area.

A study of the British diplomatic service may serve as an example of good practice in promoting a balanced women/men representation in diplomacy decision-making positions; the study stresses the importance of gender analysis as a useful tool for uncovering discrimination practices rooted in the hierarchy of diplomacy. The study also provides recommendations and practices that may contribute to higher engagement of women in diplomacy.⁷

6 For more details refer to: https://www.amo.cz/wp-content/uploads/2017/09/AMO_zeny-v-ceske-evropske-zahranicni-a-bezpecnostni-politice.pdf

7 For more details refer to: http://www.unc.edu/depts/diplomat/item/2011/0104/comm/rahman_women.html

Gender Equality on the Labour Market and in Business

Measure 05: **Undertake a gender audit in all governmental departments and implement the audit's recommendations**

Coordinator: **government members**

Outputs	Indicator	Deadline and Coordinator
Undertake a gender audit at the ministry (or at all governmental departments)	Final gender audit report exists.	31 December 2019 government members
A plan for the gender audit implementation	Implementation plan exists.	30 June 2020 government members

Specific goal of the Government Strategy:

3.6. Promote and introduce gender audits in the public and the private sectors and implement audit findings in the running of the organisation.

Government Strategy goal indicator:

Specific action is supported and gender audits are introduced to the public and the private sectors; gender audit guidelines have been prepared and gender audit findings are implemented.

Measure in more detail:

The measure wants to use gender audits in order to promote gender equality on the labour market in general and that in the public sector in particular. Funds from the OP Employment are available for funding gender audits. It is advisable to choose an independent organisation with people trained in gender issues and gender audits. Final report is the primary output. It is also recommended that a plan is prepared with the assistance of the auditing organisation that sets out how the final report's recommendations should be put into practice. This the way for gender audits to be an effective tool for bringing about positive changes to the audited organisation.

Reasoning:

The need for gender audits is primarily motivated by identified gender inequality in society in general and that on the labour market in particular, and the need to eliminate this inequality. Gender audits are a type of social audit which may be used, being a gender mainstreaming strategy tool, for promoting gender equality. Gender audits analyse organisation's internal processes and structure from the gender point of view. Critical areas and barriers are identified. Progress is monitored and evaluated and recommendations are made to improve in a range of areas the organisation's practices affecting gender equality. Auditors pay special attention to the organisation's internal environment but do not omit to monitor the impacts of the organisation's operations on its environment.

A gender audit leads to suggesting specific changes aimed at promoting gender equality in practice, among other things. However, making a gender audit without implementing the suggested changes is not sufficient. Implementing the recommendations suggested by a gender audit usually results in a fairer approach to the organisation's employees, that is, better employee satisfaction and loyalty and better performance and efficiency of work⁸.

These gender audit benefits are applicable to both the government and the private sectors. Moreover, gender audits in civil service enhance the gender aspects of the civil service law and facilitate interdepartmental comparison of the conditions of women with those of men and using examples of good practices. A gender audit is under way at MF (until May 2018) and is planned to be done at OG CR, MC, MRD and MT.

⁸ For more details see: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_Optimalizace/Standard_genderoveho_auditu_CJ.pdf

Measure 06: **Adopt targeted measures to close the gap between women's and men's average income**

Coordinator: **government members, MLSA**

Outputs	Indicator	Deadline and Coordinator
Prepare an overview of average salaries at the ministry broken down by salary class, gender, mandatory salary component, and non-mandatory salary component. Publish the data on the department's intranet.	Data analysed and published.	31 December 2018 government members
Share the outputs of the 22% TO EQUALITY Project on the project's website and publicise.	Output sharing and publicising up and running.	31 December 2018 and continually after this date government members
Consider participation in Logib pilot testing as part of 22% TO EQUALITY.	Tool pilot testing in the department's environment	31 December 2018 and continually after this date government members
Inspection of the right to equal pay to be put on the State Labour Inspection Authority's annual inspection list for 2019.	Number of actual inspections in 2018. Putting on the 2019 list.	31 December 2018 Ministry of Labour and Social Affairs

Specific goal of the Government Strategy:

3.3. Employ all means to comply with the legislation pertaining to the principle of the same pay for the same work or the work of the same value.

Government Strategy goal indicator:

Compliance with the legislation pertaining to the principle of the same pay for the same work or the work of the same value has reduced the gender pay gap to the EU average.

Measure in more detail:

The measure wants to improve the wage transparency in the public and private sectors, which is one of the causes of gender pay inequality. Therefore, governmental departments are to continue to keep records of average salary in each salary class broken down by gender. Logib is an electronic tool allowing organisations to test gender pay equality without having to share wage and salary data or other personal data with third parties.⁹ The State Labour Inspection Authority's inspections of compliance with the equal pay right are becoming a common practice; however, these inspections also need to be included in the 2019 annual inspection plan. In connection with the European Commission's recommendations as to enhancing the principle of gender-equal pay by better transparency, it is recommended that legislation changes should be adopted that would result in introducing a duty for large employers to publish regularly information about the average wage in each employee category and job position broken down by gender.¹⁰

Reasoning:

The gender pay gap has been about 22% in the Czech Republic over a long term. The causes of this are multiple and are closely interrelated. The study *Current Gender Pay Gap in the Czech Republic* suggests that low pay transparency is one of the root causes of pay inequality.¹¹ Strict inspections of the equal pay right play an important role in closing the gender pay gap. According to the State Labour Inspection Authority, employers tend to violate this right quite often. In 2017 regional inspectorates made a total of 236 inspections focusing on equal treatment of employees, of which 50 addressed gender pay equality. Violations were found in 48 employers.¹²

9 For more details see: http://www.rovnaodmena.cz/?page_id=359

10 For more details see: https://www.ochrance.cz/fileadmin/user_upload/DISKRIMINACE/aktuality/Doporuceni.pdf

11 For more details see Křížková, A., M. Vohlídalová, K. Pospíšilová, H. Maříková. Aktuální rozdíly v odměňování žen a mužů v ČR. Hloubková analýza statistik a mezinárodní srovnání. 2017. Available here: <http://www.rovnaodmena.cz/wp-content/uploads/2017/12/Aktu%C3%A1ln%C3%AD-rozd%C3%ADly-v-odm%C4%9B%C5%88ov%C3%A1n%C3%AD-%C5%BEen-a-mu%C5%BE%C5%AF-v-%C4%8CR.pdf>

12 For more details see <http://www.suip.cz/files/suip-8a3730532ffa1d8e5d5388c7274da57c/rocn%C3%AD-program-kontrolnich-akci-suip-na-rok-2018.pdf>

Measure 07: **Submit amendment to pension insurance act in order to adopt faster valorization of bottom-level pensions**

Coordinator: **Ministry of Labour and Social Affairs**

Output	Indicator	Deadline and Coordinator
Pension insurance act amendment providing for faster valorization of bottom-level old-age pensions.	Submit the bill to the Czech government.	31 December 2018 Ministry of Labour and Social Affairs

Specific goal of the Government Strategy:

3.4. Reduce the risk of women falling into poverty, particularly those looking after dependants, shortly before the old-pension age and elderly women.

Government Strategy goal indicator:

Measures have been adopted that reduce the risk of women falling into poverty, particularly in the specified groups of women.

Measure in more detail:

The measure wants to amend the pension insurance law in order to provide faster valorization of bottom-level old-age pensions and thus improve the position of elderly women who are in a marked risk of income poverty.

Reasoning:

In December 2016 the average old-age pension for women and men was CZK 10,400 and 12,661, respectively¹³. The Czech Statistical Office (CZSO) reports a long-standing old-pension gap of 18% between women and men. The CZSO reports the 2016 monthly boundary for single person income poverty exposure was CZK 10,691¹⁴. Therefore, the average women with old-age pension is the typical person vulnerable to poverty. Faster valorization of the bottom-level pensions will have beneficial impacts on women and reduce their exposure to income poverty vulnerability in old age.

13 For more details see CZSO. 2017. Zaostřeno na ženy a muže 2017. [online] [cit. 2018-03-03] URL: <<https://www.czso.cz/documents/10180/45709978/300002175501.pdf/7704afe0-8f77-46e2-b1ba-0fc626ace3cd?version=1.1>>.

14 CZSO. 2017. Příjmy, výdaje a životní podmínky domácností – Prezentace a tiskové konference. [online] [cit. 2018-03-03] URL: <https://www.czso.cz/documents/10180/56281215/csu_tk_silc_prezentace.pdf/ce4dbc80-d746-4f59-aeaa-2449df95ae28?version=1.0>.

Balancing Career, Private and Family Life

Measure 08: **Promote better access to child care and education services. Evaluate the development in this area in each administrative region and assess the current network of these facilities in terms of frequency, density and availability. And generate new jobs where applicable.**

Coordinator: **Ministry of Labour and Social Affairs, Ministry of Education, Youth and Sports, Ministry for Regional Development**

Outputs	Indicator	Deadline and Coordinator
Monitor the availability of pre-school facilities (kindergartens, micro nurseries, children's groups, nature kindergartens) and evaluate the overall capacity for 2019 and estimate the capacity available for 2020.	Report on pre-school facility availability.	31 December 2018 Ministry of Labour and Social Affairs, Ministry of Education, Youth and Sports, Ministry for Regional Development
Better availability of pre-school facilities for children under three years of age	Number of children that can be accepted by children's groups, micro nurseries, kindergartens for up to 3-year-olds	31 December 2018 and continually after this date Ministry of Labour and Social Affairs, Ministry of Education, Youth and Sports, Ministry for Regional Development

Specific goal of the Government Strategy:

4.1. Ensure sufficient capacity and quality in pre-school child care and education facilities. Have a single governmental department be in charge of child care and education services.

Government Strategy goal indicator:

4.1. Sufficient capacity of pre-school child care and education is ensured that meets the standard of the Barcelona objectives. Have a single governmental department be in charge of child care and education services. Regular monitoring and planning of the availability and quality of these services is ensured.

Measure in more detail:

The measure wants to assess the current capacity in kindergartens and other pre-school facilities and make an estimate for 2019–2020. This assessment will be the basis for preparations to ensure sufficient capacity so that it meets the criteria defined by MEYS. This measure builds on the school act, which plans to phase in the duty for pre-school facilities to accept two-year-olds.

Reasoning:

Even though the number of children not accepted to kindergartens has been reporting a year-on-year decline, kindergartens' capacity is not yet sufficient. In 2016 about 30,000 applications for having a child accepted to kindergarten were rejected. Kindergartens and other pre-school facilities are a major tool of balancing career and personal life that enables parents to return to work and enhances children's socialisation. Therefore, the Czech government should be consistent in developing pre-school care and create conditions that make this care accessible.

In this context a frequent issue is that the employer has to keep the job position for the parent-employee who is taking parental leave throughout the term of this leave (that is, by the child's third year of age at maximum). As a result, the parent-employee has to return to work the very day after the child turns three. If the parent-employee does not return to work by that day, the employer does not have to guarantee their original job position. If a two-year-old is not accepted to kindergarten, it is often the case that the parent loses their job.

Measure 09: **Draft an advance maintenance and support payments bill in accordance with an analysis of current maintenance and support issues**

Coordinator: **Ministry of Labour and Social Affairs, Ministry of Justice, Ministry of Finance**

Output	Indicator	Deadline and Coordinator
Substance of the advance maintenance and support payments bill	Submit the substance of the bill to Czech government	30 June 2019 MLSA working with MJ and MF

Specific goal of the Government Strategy:

4. 8. Ensure better enforcement of maintenance and support payments and make them match the actual expenses on children's education and maintenance and support.

Government Strategy goal indicator:

4. 4. Parents are systematically encouraged to enforce their rights to receive maintenance and support payments for their children, these payments match the actual expenses on children's education, maintenance and support and are strictly enforced.

Measure in more detail:

This measure wants to prepare a substance of the advance maintenance and support payments bill. It is a tool for the government to pay maintenance and support where the obligated parent fails to pay, and recover these payments from such a parent. The substance of the bill will be prepared while taking account of the existing Ministry of Justice's analysis of current maintenance and support issues.

Reasoning:

Failure to pay maintenance and support is a crime under current legislation and may result in suspending the offender's driving licence or imprisonment. According to statistics, 'maintenance and support defaulters' are the second largest group of criminal prosecution. In 2016 criminal information was lodged in respect of 10,611 maintenance and support defaulters. Even though this number has been the lowest since 2012, it can be expected that the actual number of defaulters is much higher. Judicial hearing with the debtor costs money and generates obstruction for the beneficiary, who, quite often in need, cannot afford it and are likely to not report the defaulting parent to the police.

Introducing advance maintenance and support payments, that is, maintenance and support paid by the government and then recovered from the debtor, would be immediate help to families in need in general and single mothers in particular. Criminalisation of maintenance and support defaulters has proven ineffective. Imprisoned defaulters cannot have a paid job, which makes the payment of maintenance and support effectively impossible and in fact punishes the injured party.

Measure 10: Cooperate with the Department of Gender Equality to create a media awareness plan following up the Department's campaign targeted at higher men's involvement in child care

Coordinator: **Ministry of Labour and Social Affairs, Office of the Government of the Czech Republic**

Outputs	Indicator	Deadline and Coordinator
Begin the cooperation with the Department of Gender Equality	Meetings held in 2018	31 December 2018 MLSA working with OG CR (SLP)
Prepare a media awareness plan following up the Gender Equality Department's media campaign	Existing media awareness plan	30 June 2019 MLSA working with OG CR (SLP)
Implement the media awareness campaign	Summing up the outputs of the media awareness campaign	30 June 2019 and continuously MLSA working with OG CR (SLP)

Specific goal of the Government Strategy:

4.7 Open up the topic of men participating in taking care of babies, dependants and household in terms of gender equality and fairness.

Government Strategy goal indicator:

The general public is aware of the topic of men participating in taking care of babies, dependants and household.

Measure in more detail:

The measure wants to ensure synergies between MLSA and the Gender Equality Department of OG CR in awareness activities aimed at higher participation of men in taking care of babies, dependants and household, in connection with the main goal of the current Gender Equality Department's media campaign, which is to be implemented in 2019 and 2020 and funded from the OP Employment. The campaign will build on the current OG CR campaign *To je rovnost! (That's Equality!)* and strive for higher participation of men in taking care of children.

Reasoning:

Low gender equality in the Czech Republic is also attributable to low participation of men in taking care of children and household. As few as just 1.5–1.8% of men apply for parental allowance over a long term even though in practice they can alter with the child's mother in parental leave without any restriction. The outputs of the Fatherhood in the Czech Republic research suggest that the vast majority of household chores and everyday child care are done by women. The 2017 Eurobarometer survey shows that as few as 58% of the Czech population believe that men should spend some of parental leave by taking care of children (62% of women and 54% of men) whereas the EU average is 84% and the Austria's share of population who believe this is 76% (70% of men). The survey also shows that 85% of women feel they enjoy less freedom because of child care; the EU average is 67%.

Higher involvement of men in child care may contribute to undermining the stereotype that connects child care solely to women. Active fatherhood brings particularly the opportunity to have freer choice of life strategies, when men and women can make their own decisions to match their actual needs instead of following established stereotypes. Moreover, active fatherhood enhances tolerance and respect for care, which promotes family cohesion and reduces divorce rate. Last but not least, more balanced care distribution between parents makes it easier for women to go back to work.¹⁵

¹⁵ See <http://www.otevrenaspolecnost.cz/knihovna/otevrenka/prosazovani-genderove-rovnosti/legislativni-moznosti-aktivniho-otcovstvi.pdf>

Measure 11: **Promote better access to care of children, the elderly and dependants. Evaluate the development in this area in each administrative region and assess the availability of facilities.**

Coordinator: **Ministry of Labour and Social Affairs**

Outputs	Indicator	Deadline and Coordinator
Assess the effectiveness of the introduction of long-term care allowance and make changes where required in order to improve the position of persons taking long-term care of others, such as extend the allowance's eligible period.	Assessment report	31 December 2018 Ministry of Labour and Social Affairs
Ensure better availability of elderly care in the planning of welfare services	Number of the elderly that can be accepted to elderly care facilities	31 December 2018 and continuously Ministry of Labour and Social Affairs
Enhance field welfare services and social work providing support for informal carers	Number of social services provided	31 December 2018 and continuously Ministry of Labour and Social Affairs

Specific goal of the Government Strategy:

4.2. Ensure sufficient capacity of services providing care of dependants and their improvement, particularly by extending existing capacities, enhancing field and relief services and the collaboration with non-government non-profit organisations.

Government Strategy goal indicator:

4.2. Sufficient capacity is ensured and the services are being improved, sufficient funds are allocated to fund these services.

Measure in more detail:

This measure wants to assess the current capacity of the care of the elderly and dependants and make a prediction for up to the year 2020. Using this report, MLSA will prepare a strategy document to discuss the options for increasing this capacity and providing aid to social service facilities.

Reasoning:

Currently, the population 65+ accounts for about one seventh of all the Czech Republic's population, that is 1.4 million, and is likely to account for one third (nearly 3.2 million) by 2050.¹⁶ As the 65+ population increases, the number of people in need of care will also increase; for instance, the 85+ population will equal to nearly 0.6 million, which will be three times the current number.¹⁷ The ageing of population will bring about higher demands on the *sandwich generation* in general and particularly on women, who are the primary carers of not only children but also other dependant persons in the household. One third of the 50+ population was taking care of next of kin outside their household in the last 12 months. As many as 18% of men and 28% of women in the 18+ population were providing care for a family member who was older, ill or helpless. The population that takes most care was women between 55 and 64 (37% of women aged 55–64 are providing care regularly).¹⁸ These women must then cope with serious difficulty on the labour market and if they have left a job to take care of family member(s), it is very hard for them to be find a new job at a later time.

Although the Czech government has recently introduced some measures to provide aid to persons taking care of elderly people, such as the introduction of long-term care allowance, this aid has not been enough. In addition, the continuing ageing of the Czech population will stretch the budget of government's support.

¹⁶ For more details see <https://www.czso.cz/documents/10180/20567167/402013u.pdf/3cdc1b6f-9334-429e-99e6-f72b4047bee3?version=1.0>

¹⁷ For more details see https://www.mpsv.cz/files/clanky/28437/Koncepce_rodinne_politiky_5.1.pdf.

¹⁸ For more details see https://www.mpsv.cz/files/clanky/28437/Koncepce_rodinne_politiky_5.1.pdf.

Measure 12: **Promote work-life life balance measures in justice**

Coordinator: **Ministry of Justice**

Output	Indicator	Deadline and Coordinator
Analyse the availability of childcare services (children's groups) and other measures to balance career and private life in justice	Prepare an analysis	31 December 2018 Ministry of Justice
Recommendations addressed to courts' presidents as to setting up children's groups and supporting the adoption of other measures to balance career and private life, and provision of related guidance	(a) Information that recommendations have been sent (b) Information that guidance has been provided	31 December 2018 Ministry of Justice

Specific goal of the Government Strategy:

4.1. Ensure sufficient capacity and quality in pre-school child care and education facilities.

4.3. Support flexible forms of work (part time jobs, home office work, flexible working hours etc.) while preserving job security, in particular by monitoring the number of parents resuming their jobs after maternal/parental leave, and sharing good practice examples.

Government Strategy goal indicator:

4.1. Sufficient capacity of pre-school child care and education is ensured that meets the standard of the Barcelona objectives.

4.4. Flexible forms of work are supported (through legislation and otherwise) in a way as to ensure the degree of job security and employee benefits is preserved. Statistics are maintained to monitor the offer of flexible forms of work and how it is used, and the number of parents resuming their jobs after maternal/parental leave. Good practice examples are shared.

Measure in more detail:

The measure wants to get a picture of and improve the conditions for balancing career and private life in justice. The task is to analyse the current situation and make recommendations to courts' presidents as to setting up children's groups and providing more effective support for court employees to balance their career and private life.

Reasoning:

The prevalence of female judges has been a long-term trend in the Czech Republic (1828 female judges against 1177 male judges). However, the more prestigious a court is or the fewer judges a court has, the lower is the share of female judges. In the case of district courts, women occupy 66% of all posts, whilst 32% of judges at the Supreme Administrative Court of the Czech Republic are women, however at the Supreme Court of the Czech Republic only 19% of judges are women. Two female judges serve with the Constitutional Court, which is comprised of a total of 15 judges. Females account for 41.7% and 25% of district and regional court presidents, respectively. It is thus clear that, although women form the majority of judges, they are not adequately represented in court proceedings.

Consequently, it is quite likely that female judges face gender-specific obstacles in developing their career. The main obstacles are identified in connection with child care and insufficient offer of measures to balance career and private life. The proposed measure should address these obstacles.

Education, research and gender equality in the knowledge society

Measure 13: Take account of gender equality principles in the educational strategy, content and objectives in revising the Framework Educational Programmes (FEPs)

Coordinator: **Ministry of Education, Youth and Sports**

Outputs	Indicator	Deadline and Coordinator
Current revisions and related analyses of PV FEP, ZV FEP and G FEP, SOV FEP, SV FEP and ZUV FEP will assess the existing content of FEPs in terms of gender and make recommendations as to enhancing the enforcement of FEP gender equality. This assessment will be included in the analysis of each FEP.	Underlying analytical reports for the FEPs listed (underlying in terms of FEP revisions)	31 December 2018 and continuously as per the MEYS FEP revision schedule (in collaboration with NÚV)
Analysis-based recommendations to be integrated in FEP.	Number of revised FEPs	according to the implementation of the FEP revision schedule
Training in preparing school educational programmes in connection with updated FEPs with focus on gender equality and related issues.	Number of training events / e-learning course	according to the implementation of the FEP revision schedule

Specific goal of the Government Strategy:

5.4. Provide systematic gender-equality education and methodology guidance for teachers at any level of the educational system, revise syllabuses and learning material, replace gender-sensitive curriculum, and consistently use gender-sensitive learning texts.

Government Strategy goal indicator:

Systematic gender-equality education and methodology guidance for teachers at any level of the educational system are ensured. Syllabuses and learning material are revised and steps are taken to replace gender-sensitive curriculum and gender-sensitive learning texts are consistently used.

Measure in more detail:

The measure wants to update FEP so as to create consistent gender equality concept in FEP after making an in-depth gender-equality analysis of each FEP. Consult with experts and prepare recommendations to be a basis for updating FEPs. Training events and e-learning course will be held to integrate effectively gender equality in school educational programmes.

Reasoning:

In its final 2016 recommendation¹⁹ the Committee on the Elimination of All Forms of Discrimination Against Women (CEDAW) recommends that the Czech Republic should adopt a comprehensive educational framework to ensure that all education is delivered in accordance with human rights in general and women's rights in particular. By now gender equality issues have only been integrated in some FEP spheres to a limited degree, and the Czech government needs to integrate gender equality across all spheres in order to fulfil the recommendation. FEP requires that teaching should also focus on developing key competences, such as the body of knowledge, abilities, skills and values. However, unless the process is sensitive to gender equality, it is likely that the horizontal segregation in education will become worse. Some current formulations can be interpreted in multiple ways and it is often the case that teachers do not receive systematic communication on gender issues, which may result in seeing women and men in FEPs in stereotypes²⁰.

¹⁹ For more details see CEDAW, 2016. Available from:

http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/CZE/CO/6&Lang=En

²⁰ For more details see Genderovou optikou: zaměřeno na český vzdělávací systém. Available from:

<http://genderstudies.cz/download/vzdelavani.pdf>

Measure 14: Take account of the gender-equality principles in assessing textbooks and learning material in MEYS approval clause granting procedure

Coordinator: **Ministry of Education, Youth and Sports**

Output	Indicator	Deadline and Coordinator
Analyse the process of granting approval clauses in terms of gender equality.	Analysis published	31 December 2018 Ministry of Education, Youth and Sports
Training for reviewers in order to facilitate assessing textbook gender balance more effectively.	Number of training events and trained persons / e-learning	30 June 2019 Ministry of Education, Youth and Sports
Underlying document for revising the process of granting approval clauses.	Document prepared.	31 December 2019 Ministry of Education, Youth and Sports
Annual system of monitoring granted clauses.	System exists.	31 December 2020 Ministry of Education, Youth and Sports

Specific goal of the Government Strategy:

5.4. Provide systematic gender-equality education and methodology guidance for teachers at any level of the educational system, revise syllabuses and learning material, replace gender-sensitive curriculum, and consistently use gender-sensitive learning texts.

Government Strategy goal indicator:

Systematic gender-equality education and methodology guidance for teachers at any level of the educational system are ensured. Syllabuses and learning material are revised and steps are taken to replace gender-sensitive curriculum and gender-sensitive learning texts are consistently used.

Measure in more detail:

The measure wants to make sure that textbooks and learning texts promote gender equality and the impact of hidden curriculum on creating gender identity is reduced. The process of granting approval clauses will be reviewed, focusing on the existence of gender inequality and stereotypes. Textbook and learning text reviewers will be trained so as to improve their gender sensitivity in the approval clause process. Using the aforesaid analysis, a transparent approval procedure will be defined. Also, a monitoring system will be set up to review annually the approval clauses granted and their gender equality compliance. The results obtained can be an indicator of gender equality assessment in schooling.

Reasoning:

Value statements in learning material influence how pupils form their identity. In textbooks men tend to be depicted in more roles than women and women tend to be depicted in roles connected with care and household rather than job positions²¹. Textbooks often show gender stereotypes and thus contribute to these stereotypes to be carried over. Hidden curriculum may have impact on a pupil's choice of further study and thus unintentionally add to horizontal segregation in schooling.

21 For more details see Global Education Monitoring Report, 2016, Textbooks pave the way to sustainable development. Available from: <http://unesdoc.unesco.org/images/0026/002615/261593E.pdf>

Measure 15: **Ensure support of ICT training in accordance with gender equality.**

Coordinator: **Ministry of Education, Youth and Sports**

Outputs	Indicator	Deadline and Coordinator
Analyse and revise the 2020 Digital Education Strategy in terms of gender equality.	Analysis and recommendations if any	31 December 2018 Ministry of Education, Youth and Sports
Educate teachers and prepare methodology guidance for ICT teaching in accordance with gender equality	(a) Training events (b) Methodology guidance	31 December 2019 Ministry of Education, Youth and Sports
Gender-sensitive campaign concentrated on supporting and enhancing advanced ICT skills.	Campaign delivered	31 December 2019 Ministry of Education, Youth and Sports

Specific goal of the Government Strategy:

5.4. Provide systematic gender-equality education and methodology guidance for teachers at any level of the educational system, revise syllabuses and learning material, replace gender-sensitive curriculum, and consistently use gender-sensitive learning texts.

Government Strategy goal indicator:

Systematic gender-equality education and methodology guidance for teachers at any level of the educational system are ensured. Syllabuses and learning material are revised and steps are taken to replace gender-sensitive curriculum and gender-sensitive learning texts are consistently used.

Measure in more detail:

The measure wants to close the digital gender gap at the very beginning. This should be done in two ways: first by reviewing the 2020 Digital Education Strategy as the key ICT training document. Can also be integrated in revised FEPs (see Measure 12). As the Strategy's goals include teacher education, it should be designed as gender-sensitive. Second, a campaign taking account of gender equality will be run at secondary schools to train in advanced digital skills.

Reasoning:

The digital gap between women and men is to some degree attributable to that fewer women opt for technical and science branches, in which men prevail. A UNESCO study²² shows that the women-men digital gap is broader in more advanced digital skills – for example, 25 women per 100 men can code, the fact of which ranks the Czech Republic along with Hungary and Austria at the very end of the gender ICT skill parity. The problem lies in that women use digital technology differently than men do, rather than access to digital technology. The 2017 EIGE study shows that improving gender equality and straightening the gender gap in science, engineering, engineering and mathematics education (STEM disciplines) can significantly improve productive capacity and improve the competitiveness of the European economy in the long term²³. For this reason it is important to support ICT skill development with gender sensitivity.

²² For more details see Global Education Monitoring Report (2017), Gender Review. Available from: <http://unesdoc.unesco.org/images/0026/002615/261593E.pdf>

²³ For more details see European Institute for Gender Equality (EIGE) (2017), Economic Benefits of Gender Equality in the EU: EU and EU Member States overviews, Publications Office of the European Union, Luxembourg, Available at: http://eige.europa.eu/sites/default/files/documents/ti_pubpdf_mh0116183enn_pdfweb_20170518162039.pdf

Measure 16: **Use targeted measures to promote equal approach to female and male students and take account of gender equality in primary and secondary education.**

Coordinator: **MEYS working with the Czech School Inspectorate**

Output	Indicator	Deadline and Coordinator
Include a pilot thematic survey of gender differences in pupil assessment by primary and secondary school teachers (and the causes of the differences if any) in the Czech School Inspectorate's master action plan	Information that the survey has been included	30 June 2019 Ministry of Education, Youth and Sports
Have a system of periodic thematic surveys of assessment gender differences and monitor results	System exists.	31 December 2019 Ministry of Education, Youth and Sports
Methodology guidance for primary and secondary school teachers on gender-neutral pupil assessment and removing gender-stereotyped approach to pupils	Number of published and distributed methodology guidance papers	31 December 2019 Ministry of Education, Youth and Sports

Specific goal of the Government Strategy:

5.3. Ensure gender-sensitive approach by teachers, create equal conditions for and equal treatment of girls and boys in education.

Government Strategy goal indicator:

Gender-sensitive approach by teachers is ensured, in particular through targeted teacher-training schemes that promote equal treatment of girls and boys in education.

Measure in more detail:

The measure wants to bring about more objectivity in evaluating (marking) girls and boys at primary and secondary schools and reduce conscious and unconscious bias in teachers motivated by gender stereotypes. The measure includes a pilot thematic survey of gender-motivated marking differences, setting up a system for conducting the surveys periodically (in order to monitor and interpret results and make recommendations if need be) and preparing methodology guidance for teachers on gender-neutral pupil assessment.

Reasoning:

Foreign studies generally show that girls and boys are not always assessed (marked) objectively, but with a bias motivated by gender stereotypes and the pupil's social and emotional skills. The 2018 CERGE-EI study has corroborated that situations where a girl and a boy with the same study results receive different marks from a teacher take place in a fair number of cases also at Czech (primary) schools.²⁴ The study has shown that on average boys receive worse marks in mathematics than girls with the same test results, by up to 0.6 mark.

Gender differences in marking girls and boys has also been addressed by the Czech School Inspectorate.²⁵ However, the Inspectorate has not yet conducted any specific thematic survey of pupil marking gender bias. According to the CERGE-EI Study, school report marks are an established educational result feedback and are an aspiration factor and a factor in pupils' decisions about their further study. Marking bias and wrong interpretation of marks may adversely affect the study path of young people.

Consequently, projecting gender stereotypes into marking may contribute to reproducing these stereotypes and affect career decisions. Therefore, the gender bias in marking pupils may be reflected in the continuing high degree of horizontal labour market segregation, such as the low share of women in technical branches.

²⁴ For more details see Münich, D., Protivínský, T.: Co skrývají známky na vysvědčení?. Available at: https://idea.cerge-ei.cz/files/IDEA_Studie_1_2018_Co_skrývají_znamky/files/downloads/IDEA_Studie_1_2018_Co_skrývají_znamky.pdf.

²⁵ For more details see ČSI: Výběrové zjišťování výsledků žáků na úrovni 5. a 9. ročníku základních škol ve školním roce 2016/2017. Available at: http://www.csicr.cz/html/Vyberove_zjistovani_vysledku_zaku_2016_2017/html5/index.html?&locale=CSY&pn=1.

Dignity and Integrity of Women

Measure 17: **Enhance the capacity of public administration bodies to implement the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (the Istanbul Convention), through a Norwegian Funds project and other tools**

Coordinator: **OG CR (SLP)**

Outputs	Indicator	Deadline and Coordinator
Submit a Norwegian Funds project addressing the enhancement of the capacity of public administration bodies to implement the Istanbul Convention and deal with domestic and gender-motivated violence by holding training events, providing methodology guidance and awareness communication for public administration employees.	Project submitted.	30 June 2019 OG CR (SLP)
Prepare a follow-up action plan for the prevention of domestic and gender-based violence that would aim at consistent implementation of the Istanbul Convention and other objectives.	Action plan submitted.	31 December 2018 OG CR (SLP)

Specific goal of the Government Strategy:

6.1. Reduce latent and actual domestic violence by reinforcing the collaboration between all stakeholders, providing better protection for victims including children, reinforcing primary prevention schemes, setting up a system for working with violent persons and raising awareness of domestic violence.

Government Strategy goal indicator:

Both latent and actual domestic violence are reduced and mechanisms are set up to reinforce collaboration of all stakeholders, domestic violence best practices are set up and domestic violence issues are communicated to the public.

Measure in more detail:

The measure wants to provide methodology guidance and enhance the capacity of public administration bodies to cope with domestic and gender-motivated violence in accordance with the Istanbul Convention and building on current preparations for the Czech government to ratify the Convention.

Reasoning:

The Istanbul Convention is an international law document which defines comprehensive standards for preventing and fighting domestic and gender-motivated violence. It has been the first international human rights convention specifically addressing domestic and gender-motivated violence. The Czech government signed the Istanbul Convention on 2 May 2016 and is now finishing the final steps for ratification, which is expected in early 2019. However, current evaluations of the progress in the Action Plan for the Prevention of Domestic and Gender-based Violence for 2015–2018 suggest that the capacity of public administration bodies to deal with domestic and gender-motivated violence remains rather low, particularly because of the absence of expert training in these issues and insufficient methodology guidance.

What seems to be an effective solution is enhance the capacity of public administration bodies to implement the Istanbul Convention and deal with domestic and gender-motivated violence in accordance with the Convention during the next Norwegian Funds programming period, which will specifically address domestic and gender-motivated violence; in this field enhancing the public administration's capacity to effectively fight domestic and gender-motivated violence in connection with the implementation of the Istanbul Convention and the Council of Europe standards is considered a key aspect.

The project could provide relevant public administration bodies with the necessary expert training, methodology guidance and awareness campaign. Also, it could be possible to use the already established and successful bilateral collaboration with Alternative til Vold (the previous Norwegian Funds project by OG CR), and through expert consultations (the implementation of the Action Plan for the Prevention of Domestic and Gender-based Violence and the Istanbul Convention) and joint activities use Alternative til Vold's

expertise and continue to respond to the demand for the Angry Man educational film, which addresses domestic violence.

Measure 18: Prepare methodology guidance to define a uniform procedure to deal with sexual harassment at central state administration bodies

Coordinator: **OG CR (SLP)**

Outputs	Indicator	Deadline and Coordinator
Methodology guidance to define a uniform procedure to deal with sexual harassment at central state administration bodies	Submit the guidance to the Czech government	30 June 2019 OG CR (SLP)

Specific goal of the Government Strategy:

6.6. Reduce other latent and actual forms of violence in the public by reinforcing collaboration between all stakeholders, providing better protection for victims and raising awareness

Government Strategy goal indicator:

Both latent and actual violence in the public are reduced and mechanisms are set up to reinforce collaboration of stakeholders, best practices to deal with other forms of violence in the public are set up and these issues are communicated to the public.

Measure in more detail:

The measure wants to uniform the procedure at service authorities for dealing with sexual harassment at the workplace. The information from governmental departments about departmental questionnaire surveys, their evaluation and adoption of follow-up measures suggests that each department's practices are quite different and employees quite often do not know whom they should report sexual harassment incidents and how they should be dealt with. Some departments have not yet adopted any effective sexual harassment measures. The measure will build on a sexual harassment prevention manual (currently being prepared by the Gender Equality Department of OG CR) and be implemented in cooperation with the Government Council for Gender Equality. Sexual harassment prevention and fighting in the civil service law will be consulted with the Ministry of the Interior (the Civil Service Section).

Reasoning:

Sexual harassment is illegal conduct that has many negative impacts on both individuals and organisations. If there is a sexual harassment incident at the workplace, it can be 'just' a failure of an individual who harasses. If sexual harassment continues and is not addressed, then it becomes a failure of the whole organisation. Impacts of repeated and prolonged sexual harassment are even more serious because they change the overall climate at the organisation and thus affect all employees. Moreover, they make managing the organisation more difficult and generate more expenses.

Many foreign and international institutions pay consistent attention to the prevention of sexual harassment at the workplace. Sexual harassment prevention regulations, guidance and information material have been issued or published by the European Parliament²⁶, the World Bank²⁷, the EU Agency for Fundamental Rights²⁸, the U.S. Equal Employment Opportunities Commission²⁹ or the United Nations High Commissioner for Refugees³⁰. The civil service deputy minister issued a civil service regulation in 2015 to define the civil servant's code of conduct.³¹ However, this code does not explicitly cover sexual harassment. What appears the most expedient solution is a uniform direction for ministries that would specifically cover sexual harassment at the workplace, its prevention and methods to deal with sexual harassment incidents.

²⁶The brochure is available at: https://static.lecho.be/upload/brochure_mep_0_harassment_en_5992599-859966.pdf.

²⁷For more details see <http://www.un.org/womenwatch/osagi/pdf/wbsh.pdf>.

²⁸For more details see https://fra.europa.eu/sites/default/files/eb_decision_2009_2_anti-harassment.pdf.

²⁹For more details see https://www.eeoc.gov/eeoc/task_force/harassment/upload/report.pdf.

³⁰For more details see [http://www.un.org/womenwatch/osagi/UN_system_policies/\(UNHCR\)policy_on_harassment.pdf](http://www.un.org/womenwatch/osagi/UN_system_policies/(UNHCR)policy_on_harassment.pdf).

³¹13/2015 – civil service deputy minister's service regulation of 14 December 2015

Gender Equality in External Relations

Measure 19: **Ensure systematic application of gender mainstreaming in the project cycle of the Czech foreign development cooperation**

Coordinator: **Ministry of Foreign Affairs**

Outputs	Indicator	Deadline and Coordinator
Build on the Gender Equality in Czech Foreign Policy and Development Cooperation project and appoint a gender equality coordinator at the Czech Development Agency and integrate this position in the organisational chart.	The position is integrated in the Czech Development Agency organisational chart.	31 December 2018 Ministry of Foreign Affairs
Adopt and implement specific measures, such an action plan, to reinforce gender equality application in the project cycle of the foreign development cooperation.	The number of specific measures.	30 June 2019 Ministry of Foreign Affairs

Specific goal of the Government Strategy:

7.2. Define a long-term systematic uniform approach to supporting international development cooperation schemes which enhance the position of women.

Government Strategy goal indicator:

A long-term systematic uniform approach to supporting international development cooperation schemes which enhance the position of women is defined.

Measure in more detail:

Building on the Gender Equality in Czech Foreign Policy and Development Cooperation project of the International Relations Institute and the Czech Development Agency, enhance the capacity to take account of gender equality in planning, implementing and assessing Czech foreign development cooperation. Specifically, a job position is to be set up that will be responsible for gender mainstreaming at the Czech Development Agency (CDA), and specific measures are to be adopted to reinforce gender mainstreaming.

Reasoning:

Although a Foreign Development Cooperation Project Cycle Methodology exists (and includes the gender equality aspects as an overall principle), the application of the gender equality aspects is not sufficient, also because of an insufficient number of staff and experts at the CDA. This is addressed also by the Gender Equality in Czech Foreign Policy and Development Cooperation project. The aforesaid measures are suggested to build on this project.

Measure 20: Pro-actively promote gender equality in the activities of the UN, the Council of Europe and their bodies.

Coordinator: **Ministry of Foreign Affairs, Office of the Government of the Czech Republic**

Outputs	Indicator	Deadline and Coordinator
Make sure that the Czech delegation (along with the representatives of NGOs) takes an active part in the UN Commission on the Status of Women meetings in 2019 and organises side and other accompanying events	(a) Number of Czech delegation members at UN Commission on the Status of Women meetings (b) Number of the side events held	31 March 2019 MFA working with OG CR (SLP)
Ensure existing funding for the UN WOMEN agency	Amount of the financial contribution	31 December 2018 Ministry of Foreign Affairs
Make sure Czech representatives attend the meetings of the bodies of the Council of Europe (particularly the Council of Europe Gender Equality Commission) and take an active part in promoting the Council of Europe's gender equality instruments	(b) Number of Council of Europe bodies' gender equality sessions attended (b) Number of sessions where the Czech government takes an active part in promoting new gender equality instruments of the Council of Europe	31 December 2018 OG CR (SLP) working with MFA

Specific goal of the Government Strategy:

7.3. Ensure cooperation with and support (including funding) for the international institutions dealing with gender equality.

Government Strategy goal indicator:

Sufficient capacities and funding are allocated to ensure cooperation with and support for the international institutions dealing with gender equality.

Measure in more detail:

The Czech Republic has been taking an active part in a range of international gender equality forums and so contributing to fulfilling its human rights and gender equality commitments. Annual meetings of the UN Commission on the Status of Women are among the most important international platform of collaboration in this field. The measure wants to build on the Czech delegations attending these meetings and continue to present the Czech Republic as a country pro-actively addressing gender equality. The measure also wants to preserve the existing voluntary funding to UN WOMEN (CZK 400,000) and ensure that the Czech Republic takes an active role at the Council of Europe bodies in gender equality issues.

Reasoning:

Promoting gender equality has been a priority of the Czech foreign policy and has traditionally been a priority in the Czech Republic's presidency over various bodies, such as the Committee of Ministers of the Council of Europe or ECOSOC. In order to preserve the continuity of gender equality support in foreign policy, it is proposed that the current active participation of the Czech Republic in the UN and the Council of Europe should be preserved.

Everyday life and lifestyle

Measure 21: **Implement measures to prevent sexual harassment on public transport and make women feel safer**

Coordinator: **OG CR (SLP)**

Outputs	Indicator	Deadline and Coordinator
Analyse sexual harassment on public transport	Analysis conducted and recommendations made	30 June 2019 OG CR (SLP)
Hold a seminar on sexual harassment on public transport	Seminar	30 June 2019 OG CR (SLP)

Specific goal of the Government Strategy:

8.4. Systematically analyse the specific needs of women and men and take them into account in creating measures for public transport, raise awareness and share good practice examples (locally in the first place). Measures taking account of gender-specific needs in using public space.

Government Strategy goal indicator:

The respective public transport needs specific to women and men are systematically analysed. This topic is sufficiently communicated.

Measure in more detail:

The measure wants to improve public transport sexual harassment prevention. Specifically, an analysis will be made addressing sexual harassment on public transport and how safe women and men feel when travelling on public transport. The analysis will include specific recommendations. A seminar about analysis results will be held and will include good practice examples.

Reasoning:

No specific research in public transport sexual harassment has been carried out in the Czech Republic. Yet it can be assumed that in the Czech Republic women face sexual harassment on public transport to no lesser degree than that in other countries of the EU. Generally speaking, the safety of women in the public space in the Czech Republic is lower than that in the rest of the EU – the EU Agency for Fundamental Rights reports that 55% of women (the largest portion in the EU) have avoided a public space out of fear.³² A number of sexual harassment incidents on trains or other means of public transport has been disclosed in the Me Too initiative.

Foreign countries offer examples of good practices for the prevention of public transport sexual harassment. For instance, it is the campaigns delivered in Paris³³ and Toronto³⁴, the possibility of getting off outside stops at night, the development of a mobile application to report sexual harassment incidents³⁵ and training drivers and/or train guards in the skills to respond to sexual harassment. The Czech Railways has implemented a measure already (reserving a women-only car).

³² For more details see <http://fra.europa.eu/en/publications-and-resources/data-and-maps/survey-data-explorer-violence-against-women-survey>

³³ For more details see <https://www.telegraph.co.uk/news/2018/03/05/paris-launches-shock-poster-campaign-against-sexual-harassment/>.

³⁴ For more details see <https://www.thestar.com/news/gta/transportation/2017/09/06/ttc-launches-anti-harassment-campaign-app.html>.

³⁵ For more details see <https://www.irishtimes.com/news/world/europe/rotterdam-launches-app-to-combat-sexual-harassment-1.3332913>.

Measure 22: Acting on UNESCO recommendations, adopt and implement measures to promote gender equality in cultural policy

Coordinator: **Ministry of Culture**

Outputs	Indicator	Deadline and Coordinator
Include the conclusions and recommendations of the UNESCO's <i>Gender Equality: Heritage and Creativity</i> and the <i>Report on Gender Equality in the Media Sector in the EU</i> in the Ministry of Culture's Gender Equality Policy for 2017–2020 and the culture and art promotion policies.	Information that the conclusions and recommendations have been included	31 December 2018 Ministry of Culture
Have a grant title to promote balanced gender representation in the decision-making positions in the media	(a) Information the grant title exists (b) Funds allocated to the grant title	31 December 2018 Ministry of Culture
Preparing the 2020+ national cultural policy, consistently apply the gender equality aspect and get the Board involved in the preparations	Having Board members involved in the preparations of the 2020+ national cultural policy	31 December 2019 Ministry of Culture working with OG CR (SLP)

Specific goal of the Government Strategy:

8.5. Systematically analyse women's and men's cultural needs and take them into account in the sphere of art and culture.

Government Strategy goal indicator:

Women's and men's cultural needs are systematically analysed and taken into account in the sphere of art and culture.

Measure in more detail:

The measure wants to enhance the application of the gender equality aspect in national cultural policy and the business of the Ministry of Culture. Specifically, the conclusions and recommendations of the UNESCO's *Gender Equality: Heritage and Creativity*³⁶ and the *European Parliament's Report on Gender Equality in the Media Sector in the EU*³⁷ are to be integrated in the Ministry of Culture's policies. Also, the existing funding opportunities for journalist support projects (including mentoring and leadership) are to be preserved in order to have a gender-balanced representation in the decision-making positions in the media.

Reasoning:

These measures build on the aforesaid specific goal of the Government Strategy and address the fact that women and men often have different cultural needs, which are not sufficiently satisfied. The continuing gender inequality has been surveyed by the UNESCO study, for example, which also made recommendations for more consistent application of gender equality in cultural aid. Containing a range of media gender equality promotion recommendations addressed to member countries, the recent *European Parliament's Report on Gender Equality in the Media Sector in the EU* is important to the media policy. Given the current insufficient knowledge base of the respective culture needs specific to women and men in the Czech Republic, it is proposed that these needs should be analysed as part of preparing the 2020+ national cultural policy. This analysis should provide a basis for taking a more effective account of women's and men's needs in the national cultural policy.

³⁶ For more details see <http://unesdoc.unesco.org/images/0022/002294/229418e.pdf>.

³⁷ For more details see <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+REPORT+A8-2018-0031+0+DOC+XML+V0//CS>