

# GOVERNMENT OF THE CZECH REPUBLIC

Annex  
to the Government resolution  
of 14<sup>th</sup> May, 2008 No. 540

## Updated Measures

### Of the Priorities and Procedures of the Government in Promoting Equal Opportunities for Women and Men

#### **1. Promotion of equal opportunities for women and men as part of the government policy**

1. 1. Within the framework of its medial policy and with regards to the cross-section character of the policy of equal opportunities for women and men emphasise this principle and issue information on measures contributing to the ensuring of this in connection with real competence of each member of the Government.

Persons responsible: members of the Government  
Deadline: continuously

1. 2. Through concrete measures to actively support an equal representation of men and women in governmental bodies and in top posts at ministries and administration offices and institutions run by them.

Persons responsible: members of the Government  
Deadline: December 31, 2008

1. 3. In the meetings of the Council of Economic and Social Agreement promote the principle of the equal standing of women and men, especially in matters concerning remuneration and working conditions.

Persons responsible: Government representatives in the Council of Economic and Social Agreement of the Czech Republic  
Deadline: continuously

1. 4. To ensure that the individual ministries and administrative offices establish within their competencies cooperation with non-governmental organisations dealing with equal opportunities for women and men and continue to identify and expand this cooperation. Part of this cooperation may also be entitlement to demand standpoints on the drafted legislation or on other fundamental decisions.

Persons responsible: members of the Government  
Deadline: continuously

1. 5. To use the opportunity to take part in the activities and programmes of international organisations with equal opportunities for women and men as their goal or one of the stated principles.

Persons responsible: members of the Government  
Deadline: continuously

1. 6. To start or continue educational activities in the field of human rights with regards to the equality of opportunities for women and men and to the methods for reaching them. To ensure that all the conceptual employees and employees with decision-making powers and other experts take part in the education.

Persons responsible: members of the Government  
Deadline: December 31, 2008

1. 7. To pay attention to the inclusion of the institute for eliminating any possible disadvantages in the representation of women and men in the decisive social activities when drafting legal regulation.

Persons responsible: members of the Government  
Deadline: continuously

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

Persons responsible: members of the Government  
Deadline: continuously

1. 9. To continue the public debate on equal opportunities for women and men with the aim to acquaint Czech public with the state policy of equal opportunities for women and men and its objectives.

Person responsible: Minister in charge of Human Rights  
and National Minorities  
Deadline: December 31, 2008

1. 10. To evaluate the fulfilment of measures of departmental priorities and Procedures in promoting equal opportunities for women and men in 2008 and submit them by January 31, 2009 to the Minister for Human Rights and National Minorities, who is the coordinator of the agenda of equal opportunities for women and men.

Persons responsible: members of the Government  
Deadline: January 31, 2009

1. 11. To work out departmental priorities and Procedures in promoting equal opportunities for women and men in 2009 in the areas that fall within the real competencies of the individual ministries and submit them by January 31, 2009 to the Minister for Human Rights and National Minorities, who is the national coordinator of the agenda of equal opportunities for women and men.

Persons responsible: members of the Government  
Deadline: January 31, 2009

1. 12. To complete the departmental priorities and Procedures in promoting equal opportunities for women and men in 2008 with elaborated and concrete updated measures taken from the national Priorities and Procedures of the Government in promoting equal opportunities for women and men.

Persons responsible: members of the Government  
Deadline: July 31, 2008

1. 13. Continuously incorporate the results of gender analysis into the conceptual materials under the competency of the Ministry.

Persons responsible: members of the Government  
Deadline: continuously

1. 14. To include in the offer for education of public administration officers and employees in administration bodies the topic of equal opportunities for women and men with the possibility of using the form of e-learning. To recommend e-learning in equal opportunities for women and men for use to employees of self-administration units.

Person responsible: Minister of Interior  
Deadline: continuously

1. 15. Within the endowment policy support projects promoting equal opportunities for women and men.

Persons responsible: members of the Government  
Deadline: continuously

1. 16. To take the gender aspect into account when drafting budgets if possible.

Persons responsible: members of the Government  
Deadline: December 12, 2008

1. 17. To take into account the principle of equal opportunities for women and men when drafting the concepts of the development cooperation in all institutional structures and at all levels of the decision-making process.

Person responsible: Minister of Foreign Affairs  
Deadline: continuously

1. 18. To develop into concrete measures the recommendations from the analysis of relevant aspects of migration and integration policies from the viewpoint of equal opportunities for women and men with the aim to eliminate the detected inequality.

Person responsible: Minister of Labour and Social  
Affairs  
Deadline: August 31, 2008

1. 19. To create a website devoted to the government policy in equal opportunities for women and men.

Person responsible: Director of the Office of the Government

Deadline: July 31, 2008

## **2. Legal Safeguarding of the Prerequisites for Equal opportunities for Women and Men and Raising the Level of Legal Awareness**

2. 1. To revise continuously the valid legal regulations with regard to their accord with the principle of equal opportunities for women and men in society, or with the corresponding requirements of EU law. Following the results of the revision abolish, alter or amend the valid legal regulation, which is at variance with this principle. Then, in the preparation of new regulations pay consistent attention to the promotion of the above-mentioned principle.

Persons responsible: members of the Government

Deadline: continuously

2. 2. To incorporate into the system of education of judges, state attorneys, police and other legal experts the issue of equal opportunities for women and men, including its legal regulation and to monitor the application of the regulation in practice.

Persons responsible: Minister of Justice, Minister of Interior

Deadline: December 31, 2008

## **3. Ensuring the Equal Opportunities for Women and Men in the Approach to Economic Activity**

3.1. In the interest of raising the extent of the ability of women to compete in the labour market continue to support the creation of a range of educational qualification and re-qualification programmes facilitating the finding of suitable jobs for women, including work in the form of self-employment. To devote special attention to women living in the countryside, to women over 55, single mothers and Roma women. To provide re-qualification to women who, due to the rearing of their children, have not been economically active for a lengthy period of time.

Persons responsible: Minister of Labour and Social Affairs, Minister of Education, Youth and Sports, Minister of Industry and Trade

Deadline: December 31, 2008

3. 2. To order inspections on the observance of labour-legal regulations at the observance of the provisions forbidding discrimination from the viewpoint of sex, including the observance of the principle of equal wages for equal work and for work of the same value, and on observing the provision on the increased protection of women at work. To register and statistically process inspections on observing the provisions forbidding gender discrimination.

Person responsible: minister of Labour and Social Affairs  
Deadline: December 31, 2008

3. 3. To promote through targeted programmes individual abilities and interests of girls and women and boys and men in preparation for employment, which is considered atypical from the viewpoint of gender.

Person responsible: Minister of Education, Youth and Sports  
Deadline: December 31, 2008

3. 4. Through the frame educational programmes, teaching and other materials continue in the effort to exterminate the stereotype discriminatory view on the status of a man and a woman in a family, at work and in society and continue to push through the principle of equal opportunities for women and men as part of the activities related to the National Programme of Education Development in the Czech Republic, the so-called White Book.

Person responsible: Minister of Education, Youth and Sports  
Deadline: December 12, 2008

3. 5. To support women's access to employment, where information and communication technologies are used, particularly by increasing the participation of women in the relevant education and training.

Persons responsible: Minister of Labour and Social Affairs, Minister of Education, Youth and Sports, Minister of Interior  
Deadline: December 12, 2008

3. 6. To elaborate the analysis of the curriculum, text books and teaching aids for elementary schools in such a way that its results serve as the basis for setting the criteria for text books and teaching aids so that a more expressive educational influence from the viewpoint of equal opportunities for women and men occurs.

Person responsible: Minister of Education, Youth and Sports  
Deadline: December 31, 2008

3. 7. To continue the implementation of educational programmes for teachers and pedagogical employees in the field of equal opportunities for women and men with the objective to provide them with effective Procedures to be able to carry out gender-sensitive teaching. To continue to train pedagogical advisers in matters of equal opportunities for women and men and to ensure that the advisers are able to apply them in their advisory.

Person responsible: Minister of Education, Youth and Sports

Deadline: December 31, 2008

3. 8. To continue to train advisers advising on employment selection, employment agents and other employees at labour offices in matters of equal opportunities of women and men and to ensure they are able to apply them in their work.

Person responsible: Minister of Labour and Social Affairs

Deadline: December 31, 2008

#### **4. Equalising the Social Standing of Women and Men Caring for Children and the Needy Members of the Family**

4.1. To promote that the essential execution of personal care for children and needy members of the family be taken into account in determining the conditions and the level of entitlement to social benefits, social insurance, unemployment benefits, etc.; at the same time to ensure that this taking into account is aimed consistently at the citizens doing the caring, regardless of their sex.

Person responsible: Minister of Labour and Social Affairs

Deadline: December 31, 2008

4.2. Through legal and other arrangements to enable the creation and promotion of variable working hours which would make it easier for employees caring for children and family to combine the execution of employment with the execution of family responsibilities.

Person responsible: Minister of Labour and Social Affairs

Deadline: December 31, 2008

4.3. Within the framework of their legal competencies to support the establishment and operation of facilities for the care of children, including children up to three years of age. To support the establishment and operation of facilities for the care of needy members of the family and support the development of social services (day care, personal assistance, etc.), especially if they supplement or replace the care provided by employed citizens.

Persons responsible: Minister of Labour and Social Affairs, Minister of Education, Minister for Local Development

Deadline: December 31, 2008

4.4. To support the development of the possibility of sheltered housing for citizens caring for children under difficult situations in their lives.

Person responsible: Minister of Labour and Social Affairs

Deadline: December 31, 2008

4. 5. With concrete measures to support the development of flats by the municipalities for persons with special needs, including endangered persons, particularly persons with children without means in a difficult social situation and for victims of domestic violence.

Person responsible: Minister for Local Development

Deadline: December 31, 2008

4. 6. To continue to methodically control social workers from the bodies of social legal protection of children in connection with matters of equal opportunities for both parents in their care for children with the aim to balance the uneven position of men in relation to their children.

Person responsible: Minister of Labour and Social Affairs

Deadline: December 31, 2008

4. 7. Through legislative and other measures to support an active approach toward fatherhood, utilization of parental leave by men and their increased involvement in the care for the household.

Person responsible: Minister of Labour and Social Affairs

Deadline: December 31, 2008

## **5. Respecting Women with Regard to their Reproduction Function and Physiological Differences**

5.1. To contribute to women's awareness about the possibilities for providing health care during pregnancy, delivery and during the post-delivery period, on its advantages and disadvantages and actively support the possibilities of these women to decide on the way, place and health care provider.

Person responsible: Minister of Health

Deadline: December 31, 2008

5. 2. To develop - based on the state budget - the National Health Programme and support the health promoting projects focusing on the improvement of the reproductive health of women and on the prevention of cardiovascular diseases and tumours.

Person responsible: Minister of Health

Deadline: December 31, 2008

## **6. Combating Violence Perpetrated Against Women**

6. 1. To continue to inform the public on the unacceptability of domestic violence and other forms of violence perpetrated against women.

Persons responsible: minister of Interior, Minister of Labour and Social Affairs, Minister of Education, Youth and Sports

Deadline: December 31, 2008

6.2. To concentrate social work on prevention and assistance to victims of domestic crime and victims of violent crimes, on families where the healthy development and education of children is at risk, and on domestic violence offenders. To support the establishment of asylum homes and asylum homes with a secret address for victims of domestic violence, to set the standards for providing social services in these homes and to support non-governmental organisations focusing on these activities.

Person responsible: Minister of Labour and Social Affairs

Deadline: December 31, 2008

6. 3. To continue to adopt legal and other measures focusing on suppressing domestic violence and on a better protection of its victims, including children – the witnesses of domestic violence. To ensure that the existence of domestic violence in the family be taken into account when determining a child's contact with a violent parent.

Persons responsible: Minister of Justice, Minister of Interior, Minister of Labour and Social Affairs

Deadline: December 31, 2008

6. 4. In order to carry out the measures leading to the interdisciplinary solution of domestic violence and to the creation of an integrated assistance system to continuously monitor and prepare steps toward the fight against domestic violence and regularly submit information to the Government.

Person responsible: Minister of Interior

Deadline: continuously

## **7. Study and Evaluation of the Efficiency of the Implementation of the Principle of the Equal Standing of Women and Men**

7.1. Within the framework of their authority to study and evaluate the efficiency of the measures for the implementation of the principle of equal opportunities for men and women and submit their results on request to the Minister for Human Rights and National Minorities.

Persons responsible: members of the Government

Deadline: continuously



7.2. To evaluate the effectiveness of the measures for the implementation of the principle of equal opportunities for women and men and on request submit this to the Government and publicize them.

Person responsible: Minister for Human Rights and National Minorities

Deadline: Continuously

7.3. To put out a publication annually with the maximum use of all the available statistical and analytical data including the information on the participation of women and men in the decisive social activities and on the extent they share in the results of these activities.

Person responsible: Chairman of the Czech Statistical Office

Deadline: December 31, 2008

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

Persons responsible: members of the Government

Deadline: December 31, 2008