

Ministerial Action Plan on Gender Mainstreaming 2030

Supporting the operationalisation of OECD recommendations for the Ministry of Labour and Social Affairs of the Czech Republic

Introduction

There is growing awareness among countries, both within the European Union and the OECD, that gender-sensitive policymaking and how it can underpin inclusive growth, build economic resilience, and reinforce democratic values. Gender-sensitive policymaking needs a dual approach to gender equality, through (i) targeted measures to remove gender inequalities, and, (ii) gender mainstreaming in key government decisions, processes and actions. The Government of the Czech Republic, too, has made many domestic and international commitments to improve and ensure gender equality and gender mainstreaming. For instance, since 2000s, the Czech government has adopted horizontal gender equality strategies. It has introduced the requirement for assessing the gender impact of laws, policies and other key documents through the General Principles for Regulatory Impact Assessments (RIA Principles). To support its enforcement, the Czech Government has also adopted the 'Methodology on Gender Impact Assessment for Materials Presented to the Czech Government'.

Despite these commitments, analysis by the OECD and the Czech Gender Equality Department (GED) has identified barriers to attaining Government's horizontal gender equality objectives. These barriers include limited capacities, competencies, and allocation of resources; the marginalisation of the gender equality agenda by line ministries; the discontinuity of gender-related initiatives; and inconsistency in policy implementation due to transfers of the responsibility over the agenda between different cabinet members. OECD's baseline assessment report on gender equality and its implementation in the Czech Republic further confirms these gaps, including a lack of alignment of sectoral priorities and horizontal priority.

Given that gender inequalities are cross-cutting and transversal, tackling them also requires horizontal effort. Horizontal reforms as gender-sensitive and evidence-based policy making require genuine demand, identification, and mobilisation of capable staff from within each ministry and sustained adherence

to the principles. This implies that the institutional responsibilities for advancing gender equality goals are ideally distributed among various actors in the government. Line ministries are the one of the main actors responsible for gender mainstreaming, as they can integrate a gender perspective in their sectoral policymaking.

OECD's baseline assessment in the Report "Gender Equality in the Czech Republic: Strengthening Government Capacity for Gender-sensitive and Inclusive Recovery" proposes the following key recommendations:

- enhancing the autonomy and ownership of line ministries in implementing the Gender Equality Strategy 2021-2030 (Strategy 2021+) and integrating gender equality goals in strategic planning at the sectoral levels
- decreasing the reliance on external funding (e.g. EU funds) and increasing the reliance on internal and regular resource allocation (state budget) for the implementation of Strategy 2021+ to ensure continuity and impact in the medium and long term.
- systematic application of the Gender Focal Point (GFP) Standard in all line ministries, backed with greater clarity of the role of the GFPs as providers of gender expertise, would help support the whole-of-government effort for gender equality and mainstreaming;
- carrying out needs assessments and analyses to identify the most relevant sector-specific policy issues related to gender equality and conducting audits for mapping the availability and use of gender-disaggregated data across sectors would improve evidence-informed policy making
- adopting a staged approach to gender budgeting
- introducing various levels of accountability and oversight for the monitoring and follow-up of the government's gender equality and gender mainstreaming goals.

Based on the recommendations from OECD's baseline assessment, this present Ministerial Action Plan proposes actions to help optimise the strategic and institutional set-up for gender equality and gender mainstreaming in the Ministry of Labour and Social Affairs. It builds on the learnings from the implementation of the Strategy 2021+ so far, as derived through OECD's interviews and exchanges with various stakeholders within the Ministry, as well as the Czech Government more broadly.

Throughout the document, this action plan indicates key decision-making and policy-making moments where a gender perspective can be integrated. In order to do so, governments can use a wide variety of practices, as indicated in Box 1.

Box 1. How can policymakers integrate a gender perspective in their work?

- **Gender impact assessments:** The most commonly used tool in OECD countries, GIAs are a policy tool for the screening of a given policy (or programme or budget) proposal and to identify and assess its likely differential impact or effects on women and men from diverse backgrounds. This is known as ex ante assessment. GIAs may be also measuring programmatic impacts (i.e., results within the framework of public sector performance) rather than impacts at the level of societal change. These assessments can also be undertaken after the implementation of a given policy, programme or budget at the evaluation stage to understand its gender-specific impacts, which are also known as ex post assessments.
- **Gender-sensitive data and evidence:** Using gender-disaggregated data and gender-sensitive evidence can go a long way to inform the policy action with a gender perspective. Such data is absolutely vital for gender mainstreaming across every stage of the policy cycle (i.e., design, implementation and evaluation).
- **Gender budgeting:** Gender budgeting refers to the systematic application of analytical tools and processes as a routine part of the budget process in order to highlight gender equality issues and to inform, prioritise and resource gender-responsive policies.
- **Integrating gender into regulatory governance:** Various aspects of the regulatory cycle can be leveraged to greater advantage in the achievement of more substantive levels of gender equality. These can include, for example, decisions on where regulations are needed; ex ante and ex post evaluations of the impact of regulations including the implementation and enforcement, on gender equality; stakeholder engagement; and ongoing monitoring and evaluation of regulatory practices. One of the approaches through which countries can conduct GIAs is by integrating these assessments as a part of regulatory impact assessments.
- **Gender-inclusive public procurement:** Gender-inclusive public procurement involves the introduction of gender requirements and considerations into public procurement policies and practices to use public procurement as an instrument to advance gender equality.

Source: (OECD, 2021, *Policy Framework for Gender-sensitive Public Governance*, <https://www.oecd.org/mcm/Policy-Framework-for-Gender-Sensitive-Public-Governance.pdf>; (OECD, 2019, *Fast Forward to Gender Equality: Mainstreaming, Implementation and Leadership*, <https://doi.org/10.1787/g2g9faa5-en>; (OECD, 2021, "Promoting gender equality through public procurement: Challenges and good practice", *OECD Public Governance Policy Papers*, No. 09, <https://doi.org/10.1787/5d8f6f76-en>).

The framework for operationalisation of OECD recommendations

The Action Plan on Gender Mainstreaming 2030 identifies and operationalises a set of selected OECD recommendations from the report “Gender Equality in the Czech Republic: Strengthening Government Capacity for Gender-sensitive and Inclusive Recovery” that can be undertaken by various actors within the Ministry of Labour and Social Affairs. It looks at how to engage leadership, improve guidance and support as well as consolidate analytical capacity within ministries. It also pays particular attention to unlocking the potential of particular responsibilities which could be empowered and utilised more effectively to boost gender-sensitive policymaking.

The action plan is organised around three main pillars:

- **Strategic framework**, outlining the actions needed to strengthen the implementation of the Strategy 2021+ and sectoral strategic planning;
- **Enabling conditions**, detailing the actions to enable gender-sensitive policymaking through reinforced roles of the gender focal point(s), personnel and training, and better evidence and expertise; and
- **Tools of implementation**, namely the use of gender impact assessments (GIA) and gender budgeting practices.

It covers actions ranging from the immediate to long-term. Here, immediate term refers to the current implementing year, short-term refers to the current biennium (2023-24), medium-term pertains to the next four to five years, while long-term refers to the duration of the Strategy 2021+.

Note: Pillar II presents a proposal for reinforced roles (e.g., Sectional GFPs) to support gender equality and gender mainstreaming in the Ministry such, the pillars of the action plan refer to the proposed new roles when describing actions and responsibilities.

I. Strategic Framework

Strategic planning can serve as a frame of reference to achieve a country's shared vision for the gender equality policy. The Gender Equality Strategy 2021-2030 (Strategy 2021+) helps prioritise and clarify the key areas of focus for government action; and to identify objectives and targets for different time horizons in order to implement them. But its implementation faces several gaps, seen in OECD's baseline assessment. Unless sectoral strategic planning is aligned with the goals of Strategy 2021+, its implementation will suffer due to competing priorities. Noting these challenges, the main aim of this pillar is to presents key actions that can be undertaken in the areas of A. Implementation of the Gender Equality Strategy 2021-2030 (Strategy 2021+) and B. Sectoral Strategic Planning.

A. Implementation of the Gender Equality Strategy 2021-2030

No	Implementing Actions	Actors (roles)	Indicator	Timeline	Relevant OECD recommendations
1	<p>Make a "prioritisation document" to enhance implementation efficiency of the Strategy 2021+</p> <p>This document will create clusters of measures of the Strategy 2021+ based on their time frame (short term, medium term, long term) to enhance its efficiency.</p>	<ul style="list-style-type: none"> - Directors General of each Section (approval of the prioritisation document by the ministerial management) - Directors of Departments/Heads of Units (cooperate in the preparation of the proposal) -Working Group of Gender Equality (discussion and finalisation to send to Directors General) - Ministerial and Sectional GFPs (Prepare the proposal of prioritisation) 	Prioritisation document approved	Immediate-term	An important first step could be the prioritisation of actions of the Strategy 2021+ as short-, medium- and longer-term objectives.

2	Appoint dedicated personnel at the technical and senior levels responsible within each Section/Department/Unit for the implementation of the Strategy 2021+ using the prioritisation document (see Area II.A)	<ul style="list-style-type: none"> - Directors General (appointment/allocation of relevant staff) - Ministerial and Sectional GFPs (advisory capacity – GFPs are consulted) 	Relevant personnel appointed in each section/department/unit	Immediate-term following the approval of the prioritisation document as above	Establishing managerial accountability mechanisms within line ministries can help making progress in gender equality objectives.
3	Link the implementation of the Strategy 2021+ with internal financial planning of the Ministry in order to allocate funding for the implementation of the Strategy 2021+	<ul style="list-style-type: none"> - Director General of the Economic and Operational Section (Responsible for allocating the funds) - Directors within the Economic and Operational Section and within other relevant departments responsible for budget proposals throughout the ministry (identify and allocate the funding required for measures for each year in the prioritisation document) - Ministerial and Sectional GFPs (provide regular consultation) 	Financial planning for the next financial year clearly allocates funding for the implementation of the Strategy 2021+	Medium-term (start of the next financial year)	The sustainability of the implementation of gender equality commitments can be improved by strengthening linkages to the state budget process since implementation of Strategy 2021+ relies overwhelmingly on funding from external sources such as the European Union. While this
4	Apply for the call of the Ministry of Labour and Social Affairs dedicated to the implementation of the Strategy 2021+, funded by the European Social Fund, concretely OP Employment+	<ul style="list-style-type: none"> - Minister (approves and submits the application) - State Secretary/Directors General (mandate public servants to 	Application submitted	Immediate-term (08/08/2023)	financing mechanism has crucially provided impetus to institutionalise

	(Implementace Strategie rovnosti žen a mužů na léta 2021-2030 - Přehled výzev - www.esfcr.cz)	<p>participate/cooperate in preparation of the application and approve the application)</p> <ul style="list-style-type: none"> -Working Group on Gender Equality (discuss, comment, and approve the application) -Ministerial and Sectional GFPs (prepare the application) -GED (advisory role) 			Strategy 2021+, it is also a sustainable and regular resource allocation that can ensure continuity and impact in the medium and long term.
5	Introduce performance targets for the measures of the Strategy 2021+ for every section of the ministry on the basis of the prioritisation document	<ul style="list-style-type: none"> - Representative of the Ministry to the Government Council for Gender Equality (responsible for the introduction) - Directors General (approval of the targets by the ministerial management) -Working Group on Gender Equality (propose the targets) - Sectional GFPs (provide consultation) - Ministerial GFP (supervises the process) 	Performance targets for every section of the ministry approved	Short-term, renewed annually	Establishing managerial accountability mechanisms within line ministries can help making progress in gender equality objectives.
6	Introduce a reporting mechanism for Directors General of every section of the ministry to report to the Minister on the performance targets for the implementation of the Strategy 2021+	<ul style="list-style-type: none"> - Minister (approves the internal directive and holds Directors General accountable) - Directors General (report to the Minister) 	Reporting mechanism introduced through the internal directive establishing performance targets	Short-term, renewed annually	

	(on the basis of the prioritisation document)	- Working Group on Gender Equality (propose the reporting mechanism)			
7	Working Group on Gender Equality serves as a coordination body for the implementation of the Strategy 2021+ and meeting performance targets (on the basis of the prioritisation document). The status of the implementation is revised/discussed at its regular meetings.	<ul style="list-style-type: none"> - Chair of the Working Group (holds members of the Working Group accountable) - Members of the Working Group (actively attend, discuss progress and challenges, and make proposals) - Ministerial GFP (provides solutions in case of bottlenecks) - Sectional GFPs (advisory role) 	Regular meetings (at least 4 times per year) of the Ministerial Working Group with all members in attendance	Ongoing	Efforts are needed to gradually enhance the autonomy and ownership of ministries and coordinating bodies for the implementation of the Strategy 2021+.

B. Sectoral strategic planning

No	Implementing Actions	Actors (roles)	Indicator	Timeline	Relevant OECD recommendations
1	Include the gender perspective (see Box 1) in the implementation activities of existing strategies (e.g. calls of OP Employment+, calls of National Recovery Plan, implementation of Family Policy Strategy and other implementation activities).	<ul style="list-style-type: none"> - Directors General (enable and responsible for gender mainstreaming) - Public servants (conduct gender mainstreaming in the implementation of the strategies) - Sectional GFPs (consultation, supervision) 	Gender perspective is integrated in the implementation activities of the strategies (including through regular consultation of GFPs or GED in relation to the OP)	Ongoing	Developing a systematic approach for ministries to incorporate gender-related objectives as a part of their sectoral strategies, can play a key role in advancing the

		<ul style="list-style-type: none"> - Ministerial GFP (advisory capacity) - GED (advisory capacity in relation to Operational Programmes in coordination with the Ministerial GFP) 			goal of horizontal alignment and implementation for gender equality.
2	Update relevant internal directive(s) (e.g. the Organizational Rules, Internal Directive on Internal Comment Procedure) to specify the competencies of Ministerial and Sectional GFPs to appropriately engage them in the relevant work of the ministry (e.g. in the legislative and strategic materials, funding programs, etc.)	<ul style="list-style-type: none"> - Minister or State Secretary (update the internal directive) - Directors General (enable and responsible for gender mainstreaming) - Public servants (conduct gender mainstreaming) - Sectional GFPs (supervision) - Ministerial GFP (advisory capacity) 	Updated relevant internal directive(s)	Ongoing	
3	Ensure that strategic priority-setting of the Ministry aligns with gender equality priorities as outlined in the Strategy 2021+, e.g., through participation of Ministerial GFP as a member of working groups/teams preparing/setting the ministerial priorities.	<ul style="list-style-type: none"> - Directors General (responsible for ensuring gender priorities are reflected) - Members of Working Group on Gender Equality (contribute within their area of competence) - Ministerial GFP (advisory capacity) 	Ministerial priorities align with Strategy 2021+ priorities	Ongoing	

II: Enabling environment

There is a range of enabling elements that can support the integration of gender equality in the routine policymaking work of the Ministry. First is boosting the personnel dedicated to fulfilling the gender equality goals as well as those trained in basic gender awareness and skills for gender mainstreaming (e.g. how to conduct GIAs). Ideally, a gender mainstreaming ecosystem within line ministries implies the involvement of the staff responsible for research, policy development, programme design, evaluation, financial and people management, procurement, and front-line delivery. The main aim of this pillar is to propose a reinforced institutional set-up within the Ministry for the work related to gender equality, noting resource and capacity constraints. It identifies actions to strengthen the role of the GFP(s), as well as the coordination between the Ministry and the Gender Equality Department (GED). Finally, it also proposes actions to improve the expertise and evidence that can be fed into gender-sensitive policymaking, as the foundational elements for better gender mainstreaming.

A. Personnel and training for the fulfilment of the gender equality agenda

No	Implementing Actions	Actors (roles)	Indicator	Timeline	Relevant OECD recommendations
1	Create a new position (part time – 0,5) dedicated to the coordination for gender equality commitments (at the national and international level) and receiving adequate training in every section (located in the Offices of the Directors General) of the Ministry (Sectional GFPs) that coordinate with the Ministerial GFP	<ul style="list-style-type: none"> - State Secretary (responsible for creating the positions) - Ministerial GFP (coordinating the work of the “Sectional GFPs”) 	In every section Sectional GFPs are established and trained	Medium-term	Reinforced personnel capacities devoted to the coordination of the gender equality goals and gender mainstreaming could be considered.
2	Train at least one public servant in every relevant unit in basic skills for gender mainstreaming and conducting the GIA process. These public servants consult and are supervised by the Sectional GFPs.	<ul style="list-style-type: none"> - Heads of unit (identify the public servant) - Human Resources Unit (mandatory training of at least one public servant per unit in cooperation with Ministerial GFP) - Sectional GFPs (provide advice to trained staff as needed) 	Identification and training of one staff per unit is completed	Immediate-term, and ongoing	There is scope to consider measures to ensure at least one public servant within every relevant unit would receive adequate training in gender mainstreaming tools/gender equality topics in the given policy areas.

		- GED (supports training in coordination with the Ministerial GFP))			
3	<p>Ensure regular training and knowledge exchange meetings for:</p> <ul style="list-style-type: none"> - Ministerial GFP - Sectional GFPs appointed under action III.A.1 - dedicated public servants within each unit as identified under action III.A.2 -members of Working Group on Gender Equality 	<ul style="list-style-type: none"> - Human Resources Unit (organising trainings externally, especially for GFPs) - GED (support the Unit of Human resources in ensuring trainings in coordination with Ministerial GFP) - Ministerial GFP (trains dedicated public servants, Sectional GFPs and members of Working Group in the area of her/his expertise, and organises knowledge exchange meetings) 	Two trainings and knowledge exchange meetings per year are conducted	Immediate-term, renewed biannually	
4	<p>Consider having informal meetings for exchanging lessons learnt of Ministerial and Sectional GFPs with representatives of other units dealing directly with gender equality agenda (e.g. the Unit of Equal Opportunities within the European Funds and International Cooperation section)</p>	<ul style="list-style-type: none"> - Ministerial and Sectional GFPs (initiate the meetings) - Relevant public servants (attend the meetings) 	Organized meetings at least 4 per year	Immediate-term, ongoing	Developing systematic training modules on gender mainstreaming can help overcome the limitations related to low capabilities across the government to implement this strategy.

B. Gender Focal Points

[Note: Several actions pertinent to the role of the GFPs are also presented in the other pillars. These should be read in conjunction with this section.]

No	Implementing Actions	Actors (roles)	Fulfilment Criteria/indicator	Timeline	Relevant OECD recommendations
1	Change the location of the Ministerial GFP to the Cabinet of the Minister to better reflect the horizontal nature of the gender equality commitments (at the national and international level)	- State Secretary (responsible for changing the location)	GFP located in the Cabinet of the Minister	Short-term	Gender Focal Points (GFPs) System supports gender mainstreaming but efforts should be taken to ensure that its fit-for-purpose.
2	Assign at least one fulltime position for GFP (complemented by Sectional GFPs and other public servants trained in gender mainstreaming at relevant units as discussed in Area II.A)	- State Secretary (responsible for the assignment)	The GFP is a full-time position	Immediate-term	
4	Introduce a system of coordination and supervision for sectional GFPs by Ministerial GFP	- Ministerial GFP (supervision and coordination) - Sectional GFPs (consultation and reporting to Ministerial GFP)	Regular meetings of GFPs at ministerial and sectional level	Ongoing	

C. Coordination between the Ministry and the Gender Equality Department

No	Implementing Actions	Actors (roles)	Indicator	Timeline	Relevant OECD recommendations
1	Ensure regular participation of the Ministry in the meetings of the Government Council for Gender Equality	- Representative of the Ministry within the Council (attends the Council meetings)	Regular attendance of the Representative of the Ministry within the Council	Ongoing, renewed four times a year	Enhancing the representation of Deputy Ministers within the Council could also be more effective when it comes to translating the recommendations of the Council to action in line ministries.
2	The GED is invited to attend at least one meeting of the ministerial Working Group on Gender Equality per year improve strategic coordination and knowledge sharing	- Ministerial GFP (invites the GED) - GED representative (provides expertise and advice)	GED attends one meeting of the Working Group per year	Ongoing, renewed four times a year	The GED is well placed within the Office of the Government to carry out a strategic coordination role for the cross-cutting gender equality policy.
3	Conduct a minimum of four meetings per year between the GED and the Ministerial GFP to improve strategic coordination and knowledge sharing	- GED (invites the GFP for a meeting) - Ministerial GFP (gives overview and seeks advice on bottlenecks as needed)	Four meetings between the GED and the GFP per year	Ongoing, renewed four times a year	
4	Ensure regular participation of the GFP(s) in meetings of the Committee for the Institutional Framework for Gender Equality (four times per year) and other committees/working groups if relevant and needed	- Ministerial GFP (attends the Committee meetings) - Ministerial or Sectional GFPs (attend other committee/working group meetings as relevant and needed)	Regular attendance of GFP(s) in Committee meetings	Ongoing, renewed four times a year	Better define the roles, responsibilities and location of the GFPs vis-a-vis other actors within line ministries in a way that ensures their systematic involvement in the policymaking process.

D. Evidence and Expertise

1	<p>Conduct a gender needs analysis* for the most important work areas of the Ministry, through broad-based consultation and in collaboration with external experts and civil society organisations</p> <p>*Gender needs analysis refers to the variety of methods used to understand the relationships between men and women, their access to resources, their activities, different needs and the constraints they face relative to each other. Various methodologies to conduct gender needs analysis exist. See, for instance: https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-analysis</p>	<ul style="list-style-type: none"> - Minister (commissions the gender needs analysis) - Ministerial and Sectional GFPs (support the exercise) -Working Group on Gender Equality (discuss the gender needs analysis, provide the results to the Minister, and disseminate them in the area of their competence within the Ministry and other relevant organisations) 	Gender needs analysis is conducted in line with a defined methodology and disseminated	Short-term, renewed periodically (every five years)	Policymakers in line ministries – with the support of gender focal points – can carry out (e.g., once every few years) evidence-based needs assessments and analyses to outline sector-specific policy issues related to gender equality.
2	Consider creating a roster of experts and organisations working on gender equality in the areas of labour and social affairs to have a ready pool of expertise as when needed (e.g. Czech Women’s Lobby, RILSA)	<ul style="list-style-type: none"> - Director General (considers scope for engaging the expertise providers) - Sectional GFPs (recommend the expertise providers) -Ministerial GFP (advisory role) GED (cooperates in creating the roster) 	At least one expertise provider is engaged by each section	Immediate-term, renewed annually	Collaboration with experts in academia and NGOs, as well as citizen accountability for GIA, could be further strengthened through their more active participation in interagency commenting procedure in eKLEP.
3	Conducting a “data audit” to understand where gender-disaggregated data is available and where it is missing	- Minister (commissions the data audit)	Audit is performed	Medium-term	An audit of gender-disaggregated data, mapping where they are available and

		<ul style="list-style-type: none"> - Director of Programme Funding and Statistics Department (leads the data audit) - Ministerial and sectional GFPs (support the exercise) -Members of the Working Group on Gender Equality (provide expertise in their area of competence) - Czech Statistical Office and the GED (provide feedback) 			lacking, can be beneficial to have an informed assessment of where the most critical gaps are.
4	Following up on the audit with relevant measures to improve the availability of gender-disaggregated data	<ul style="list-style-type: none"> - Statistics and Analysis Department (provides following steps and ensure its implementation) -Working Group on Gender Equality (discuss the following steps, make suggestions, approve them) -Ministerial GFP (advisory capacity) 	Relevant measures implemented	Medium-term	As the next step, the development of a gender-disaggregated data strategy can help focus efforts to improve the extent to which official statistics and administrative data provide insights into gender gaps.
5	Hold at least one meeting per year of the Working Group on Gender Equality that discusses gender-disaggregated data with experts within and outside of the government	<ul style="list-style-type: none"> - Chair of the Working Group (convenes a meeting of the Working Group where data is discussed) - Ministerial GFP (invites the GED and the Czech Statistical Office and external experts) 	At least one meeting of the WG every year discusses the topic	On-going, renewed annually	There is important scope to enhance analytical capacities to identify where the needs are and to produce and use this data to underpin analysis.

III. Tools of implementation

Gender-sensitive policymaking requires reflecting on and representing the needs and realities of diverse groups in society, including groups facing particular barriers to representation and participation in public life and potential discrimination, such as women. Policymakers have a wide range of tools at their disposal for this. The main aim of this pillar is to strengthen the use of the use of adequate tools in the implementation of gender mainstreaming, focusing on gender impact assessments (as the main tool available in the Czech Republic) and gender budgeting (as a commonly used tool in OECD countries, holding potential for its reintroduction in the Czech Republic). For the latter, the pillar suggests a staged approach to the introduction of gender budgeting in the Czech Republic, recognising the need to develop buy-in from the Ministry of Finance over time. It also recognises the limited resources that are available, and the importance of embedding practices over time as institutional buy-in and capacity grows.

A. Use of Gender Impact Assessments (GIA)

No	Implementing Actions	Actors (roles)	Indicator	Timeline	Relevant OECD recommendations
1	Annotate the annual inventory of planned legislative and non-legislative materials created by the Sections to identify those where GIA is absolutely necessary (to prioritise them when conducting GIA) or not necessary (explaining why not)	<ul style="list-style-type: none"> - Directors General (responsible for the annotation) - Heads of units (enable the annotation) - Ministerial and Sectional GFPs (identify those that are highly gender-relevant) - Working Group on Gender Equality (discuss and approve the annotated inventory) 	Annual inventory of planned legislative and non-legislative materials is annotated on the level of gender-relevance	Immediate-term (for the next work year), renewed annually	Pursuing such a prioritisation can provide an important impetus for the institutionalisation of GIAs as part of a gradual approach. Such an exercise can also help better communicate the value-added of GIAs based on emerging good practices across ministries.
2	Develop a mapping document to clearly outline gender-relevant issues, challenges and needs within each of the sector-specific priorities of the ministry. *This foundational exercise can be	<ul style="list-style-type: none"> - Working Group on Gender Equality (discuss the document, responsible for dissemination) - Sectional GFPs (identify gender-relevant issues in their respective Sections) 	Mapping document created and disseminated	Immediate-term, renewed every five years	In anticipation of the GIA requirement for the cabinet proposals and before policy proposals are developed, policymakers in line

	<p>annexed to the GIA Methodology to help policymakers determine whether their material needs to undergo GIA. It can be conducted every five years when the sector-specific strategic planning is defined at the Ministry.</p> <p>This exercise can also draw upon the Strategy 2021+, gender analysis outlined in Action II.D 1, and data mapping exercise outlined in Action II.D 3.</p>	<ul style="list-style-type: none"> - Ministerial GFP (coordinates the exercise) 			<p>ministries – with the support of gender focal points - can carry out (e.g., once every few years) evidence-based needs assessments and analyses to outline sector-specific policy issues related to gender equality.</p>
3	<p>Make GIA a standard part of preparation of legislative/strategic/other materials through the Regulatory Impact Assessment (RIA) process</p>	<ul style="list-style-type: none"> - Minister (formalises GIA as part of RIA through an internal directive) - Heads of Units (responsible for GIA being conducted) - Sectional GFPs (support public servants in relevant units conduct GIA) - Ministerial GFP (advisory capacity) 	<p>Internal directive formalises GIA as a standard part of the RIA process in preparation of legislative and non-legislative materials</p>	<p>Immediate-term</p>	<p>Improving the institutional set-up for GIAs, through systematic involvement of GFPs in the RIA process, could bring the needed gender expertise to improve the effectiveness of GIAs.</p>
4	<p>Mandate public servants who prepare legislative/strategic/financial materials attend the online training and/or in person training on GIA Methodology prepared by the GED (see Action III.A.2)</p>	<ul style="list-style-type: none"> - State Secretary (makes the training mandatory) - All public servants (attend the training) - GED (provides the training) 	<p>Training is mandated through an internal directive</p>	<p>Immediate-term</p>	<p>It is important to communicate both the social and economic value-added of GIAs and clarify expectations from line ministries in its implementation in order to make progress on national gender equality</p>

					goals and broader economic goals.
5	Systematically involve Ministerial GFP and the relevant Sectional GFPs in conducting GIA through mandatory consultation meetings at the beginning of the development of any legislative or non-legislative material	<ul style="list-style-type: none"> - Heads of Units (sets up the meeting(s) with GFPs) - Public servants (sets up the meeting(s) with GFPs) - Ministerial GFP and relevant Sectional GFP (provide expert feedback) 	At least 1 meeting between a unit and sectional and ministerial GFPs for each prepared material	Ongoing; long-term	Improving the institutional set-up for GIAs, through systematic involvement of GFPs in the RIA process, could bring the needed gender expertise to improve the effectiveness of GIAs.
6	Update the internal directive on Internal Comment Procedure to ensure that the Ministerial GFP can use it to verify the quality of GIA done	<ul style="list-style-type: none"> - Minister (responsible for updating the internal directive on Internal Comment Procedure) - Heads of units (responsible for GIA being properly conducted) - Ministerial GFP (check GIA) 	Internal directive on Internal comment procedure has been updated to formally include the Ministerial GFP	Immediate-term	Improving the institutional set-up for GIAs, through systematic involvement of GFPs in the RIA process, could bring the needed gender expertise to improve the effectiveness of GIAs.
7	Introduce GIA as a part of ex-post evaluation of strategies/funding programmes and other relevant instruments in a staggered manner (prioritisation of most relevant materials)	<ul style="list-style-type: none"> - Minister (responsible for updating the internal directive) - Heads of Unit (responsible for GIA being properly conducted) - Public servant trained in GIA (conducts GIA) -Sectional GFPs (consultation) - Ministerial GFP (supervision) 	Ex-post GIA is introduced in a staggered manner	Medium-term	There is scope to expand the use of GIAs to cover the full policy-making cycle, including the ex-post phase, in line with the Government's Programme Statement that commits to evaluate laws, decrees and bylaws on 5 year rolling basis.

B. Gender budgeting

No	Implementing Actions	Actors (roles)	Indicator	Timeline	Relevant OECD recommendations
1	Organise trainings on gender budgeting for relevant public servants (those preparing budget proposals), Ministerial and Sectional GFPs and relevant members of Working Group on Gender Equality	<ul style="list-style-type: none"> - State Secretary (makes the training mandatory) - Human Resources Unit (coordinates the training) - All GFPs, relevant public servants and members of the Working Group (attend the training) - GED and Ministry of Finance potentially in cooperation with OECD (provide training to relevant public servants across the administration) 	Training attended by all relevant public servants	Short-term and further ongoing	Alongside the pilot exercise, the GED and the Ministry of Finance can cooperate to organise seminars which help increase awareness of gender budgeting and highlight different approaches for consideration in the medium-longer term
2	Pilot the introduction of GIA as a tool for gender budgeting, requiring new budget proposals with a potential impact on gender equality to be accompanied by a GIA	<ul style="list-style-type: none"> - Minister (includes it in the relevant internal directive) - Public servants formulating budget proposals (conduct GIA and adjust design of proposal to mitigate negative impacts if needed) - Sectional GFPs (provide first validation of GIAs) 	Relevant internal directive updated	Short-term	Steps to strengthen the capacity for gender impact assessment will help provide a more secure foundation for gender impact assessment to be used as a tool of gender budgeting in the future.

		- Ministerial GFP (secondary validation of GIAs)			
3	<p>Conduct gender budget tagging* exercises to identify how budget measures contribute to gender equality objectives</p> <p>*At a basic level, budget items could be tagged according to their impact on gender equality. The information gathered through tagging should be used in decision-making and reported in a statement accompanying the budget</p>	<ul style="list-style-type: none"> - Director General of Economic and Operational Section (lead the gender budget tagging) - Public servants putting forward budget proposals (do gender budget tagging exercise) - Sectional GFPs (provide first validation of tagging) - Ministerial GFP (provide secondary validation of tagging) - GED (supervision) - Working Group on Gender Equality (discuss the results of the exercise and propose following steps) 	Gender Statement accompanying the budget provides summary information from gender budget tagging	Short-term	Piloting gender budget tagging will provide insights into the ease with which line ministries can tag budget items, the support and guidance that they need, and its effectiveness at sensitising policy managers to the impact of their programmes on gender equality.

Conclusion

Gender equality is not merely a number's game. Greater gender equality will not only enhance women's empowerment, but in turn support economic resilience and growth by helping to unleash labour supply in the Czech Republic, reinforce its democratic values by improving women's representation, and strengthen its resilience in the face of future crises. This action plan is indicative of a list of actions that would reinforce the practical implementation of gender mainstreaming and improve gender equality outcomes through the work of the Ministry of Labour and Social Affairs. It is encouraged that the Ministry officials provide feedback as relevant to strengthen this draft and improve its ownership and eventual implementation. It is important to note that if risks and bottlenecks are not actively addressed, these gaps in policy implementation will also manifest themselves in the future and the expected benefits will not materialise in the short to medium timeframe.