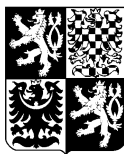


Government of the Czech Republic



RESOLUTION

Of The Government of the Czech Republic
14th June 2010, No. 464

On the Summary Report on Fulfilment of the Priorities and Policies of the Government in Promoting Equal Opportunities for Women and Men in 2009

The Government

I. **Acknowledge** the Summary Report on Fulfilment of the Priorities and Policies of the Government in Promoting Equal Opportunities for Women and Men in 2009, contained in parts III and IV of the material ref. 630/10

II. **Approves** the updated Measures for Priorities and Policies of the Government in Promoting Equal Opportunities for Women and Men, mentioned in the appendix to this resolution

III Charges

1. members of the Government and the Chairman of the Czech Statistical Office to ensure that the measures given in Point II of this resolution are met

2. the Prime Minister and the Chairman of the Government Council for Equal Opportunities for Women and Men to submit to the Government by 30th April 2011 a Summary Report on Fulfilment of the Priorities and Policies of the Government in Promoting Equal Opportunities for Women and Men in 2010, which will contain a Report on Equality of Women and Men in the Czech Republic in 2010 and a Strategy for Equal Opportunities for Women and Men for the period 2011 to 2015.

To be undertaken by:

Members of the Government

Chairman of the Government Council for Equal Opportunities for Women and Men

Chairman of the Czech Statistical Office

Prime Minister

Ing. Jan Fischer, CSc. (signed)

Government of the Czech Republic

Appendix

to the Government Resolution
dated 14th June 2010 No. 464

Updated measures

on the Priorities and Policies of the Government in Promoting Equal Opportunities for Women and Men

I. Promoting equal opportunities for women and men as part of government policy
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1. To assess on an annual basis the promotion of measures for the priorities and policies of the government in promoting equal opportunities for women and men for the year in question and by 31st January of the following year to present this assessment to the Prime Minister and the Chairman of the Government Council for Equal Opportunities for Women and men as the national coordinator of the agenda of equal opportunities for women and men.

Fulfilment indicator: Submission of an assessment of the completion of tasks for the year in question; for those tasks with completion dates in future years, submit on an annual basis an assessment of the ongoing activities leading to completion of the task.

Completion date: 31. 1. 2011

Accountable: Members of the Government

2. To assess on an annual basis the promotion of departmental measures for priorities and policies of the government in promoting equal opportunities for women and men for the year in question and by 31st January of the following year to present this assessment to the Czech Prime Minister and the Chairman of the Government Council for Equal Opportunities for Women and men as the national coordinator of the agenda of equal opportunities for women and men.

Fulfilment indicator: Submission of an assessment of the completion of tasks for the year in question; for those tasks with completion dates in future years, submit on an annual basis an assessment of the ongoing activities leading to completion of the task.

Completion date: 31. 1. 2011

Accountable: Members of the Government

3. Based on an analysis and assessment of the promotion of departmental measures for priorities and policies of the government in promoting equal opportunities for women and men for the previous year, prepare departmental priorities and policies for the promotion of equal opportunities for women and men for the following year in areas falling within the competency of the particular department, and by 31st January of the year in question to submit these to the Czech Prime Minister and the Chairman of the Government Council for Equal Opportunities for Women and men as the national coordinator of the agenda of equal opportunities for women and men.

Fulfilment indicator: Submission of the departmental priorities and policies for the year in question (e.g. for departmental priorities for 2011, submit the wording by 30.1.2011 and an assessment of them by 30.1.2012).

Completion date: 31.1. 2011 a 30. 1. 2012

Accountable: Members of the Government

4. Apply the standpoint of equal opportunities for women and men in all conceptual, decision-making and assessment work, at all levels of its preparation and execution.

Fulfilment indicator: The number of conceptual, decision-making and assessment materials with detailed elaboration of the equal opportunities for women and men standpoint, and their detailed description.

Completion date: 31. 12. 2010

Accountable: Members of the Government

5. With respect to the cross-sectional nature of the policy of equal opportunities for women and men, as part of public debate to provide information on this issue and on the measures contributing to its promotion, using the media policies of the particular department.

Fulfilment indicator: The number and detailed description of specific steps achieved in the area of media policy (interviews, articles, publications, information on equal opportunities for women and men on departmental websites, press conferences and so on).

Completion date: 31. 12. 2010

Accountable: Members of the Government

6. Arrange for individual departments and administrative offices, within their competency and priorities, to establish cooperation with the relevant non-governmental non-profit organisations dealing with equal opportunities for women and men and to continue to explore and expand such cooperation.

Fulfilment indicator: Number, titles, form and outputs from cooperation (regular and ad hoc) with non-governmental non-profit organisations dealing with equal opportunities for women and men“.

Completion date: 31. 12. 2010

Accountable: Members of the Government

7. Within the relevant grant-aid programmes, take into account the topic of equal opportunities for women and men, and on an annual basis by 31st January, submit a report on achievement of this task for the previous year to the Czech Prime Minister and the Chairman of the Government Council for Equal Opportunities for Women and men.

Fulfilment indicator: A brief description and assessment of projects promoting equal opportunities for women and men which have been supported by a department within the framework of grant-aid policy.

Completion date: 31. 1. 2011

Accountable: Members of the Government

8. Arrange for training activities targeted to the area of equal opportunities for women and men and to methods designed to achieve them. Arrange for the training in question to be attended on a compulsory basis by all newly employed and conceptual workers, employees with decision-making powers and other expert employees.

Fulfilment indicator: The number of activities, their brief description and the number of women and men involved in training events which emphasise the principle of equality of women and men.

Completion date: 31. 12. 2010

Accountable: Members of the Government

9. During the meetings of the Council for Economic and Social Agreement, and in its working teams and groups, to promote the principle of the equality of women and men.

Fulfilment indicator: Number of meetings, the issues discussed, results of meetings.

Completion date: 31. 12. 2010

Accountable: Members of the Government

10. On a regular annual basis, issue a publication with a maximum use of all available statistical and analytical sources containing data on the involvement of women and men in decisive social activities and on the extent to which they share in the results of these activities.

Fulfilment indicator: Publication/print run, distribution points

Completion date: 31. 12. 2010

Accountable: Chairman, Czech Statistical Office

11. Assess the current status and propose possibilities for expanding the monitoring of the indicators contained in Appendix No. IVe of the attached Summary Report (Part: Indicators according to the Beijing Platform for Action) and to submit information on the assessment to the Czech Prime Minister and the Chairman of the Government Council for Equal Opportunities for Women and men.

Fulfilment indicator: Expansion of the indicators being monitored.

Completion date: 31. 12. 2010

Accountable: Members of the Government

II. Balancing the number of women and men in power and in decision-making processes

12. Actively support the balanced representation of women and men in governmental bodies and senior positions, both in individual departments and in the administrative offices and institutions managed by the departments.

Fulfilment indicator: An assessment of the development of employee structure by function, job classification and gender for the previous ten years, giving the numbers of candidates for senior positions by gender. Adoption and assessment of the effectiveness of specific measures based on §16 para. 3 of the Labour Code supporting equal representation of women and men if the representation proportion of men or women in senior position is less than 30% and a proposal for methodological ensuring of the execution of this measure in bodies and institutions under management.

Completion date: By 31.12.2010

Accountable: Members of the Government

13. In state-owned enterprises and joint-stock companies with a participation of the state in Boards of Directors, Administrative and Supervisory Boards, monitor representation from the gender standpoint.

Fulfilment indicator: Assessment of the representation of women and men in the aforementioned Boards of Directors, Administrative and Supervisory Boards.

Completion date: 31. 12. 2011

Accountable: Minister of Trade and Industry

III. Support for institutional securing of

equality for women and men

14. Expand the range of training activities in the field of equal opportunities for women and men for local government offices and by the specific issues of government administration with the specific impacts on the practical work of individual departments. Develop an e-learning course focused specifically on this issue.

Fulfilment indicator: The number, topic and brief description of training events targeted on equal opportunities for women and men, an e-learning course and the number of women and men trained.

Completion date: 31. 12. 2010

Accountable: Minister of the Interior

15. Delegate the promotion of equality for women and men in government offices and labour inspectorates to the specific employee, where the programme of equality for women and men will be part of its job description.

Fulfilment indicator: The number of employees delegated and their job description.

Completion date: 31. 12. 2011

Accountable: Minister of Labour and Social Affairs

IV. Strengthening the economic independence of women, including the development of conditions within society as a whole for balancing work and private and family life

16. In the interests of improving the level of competitiveness of women in the labour market continue to support the development of the offer of training, qualification and re-qualification courses which enable women to find suitable work, including work done as a self-employed or undertaking. To pay special attention to women from disadvantaged groups, e.g. women living in the countryside, women more than 55 years old, single mothers, women from minorities including immigrant women. Arrange options for government support for the requalification of those women who have not been economically active for an extended period because of child care or caring for dependent family members.

Fulfilment indicator: The number and description of training programmes offered, including the specific programmes which have been added to the offering, and information on how the expansion of the offering is supported.

Completion date: 31. 12. 2011

Accountable: Minister of Labour and Social Affairs, Minister of Education, Minister of Trade and Industry

17. Targeted the checks of adherence of labour regulations to the adherence of the provisions on prohibition of discrimination on the grounds of gender, including adherence to the principle of equal pay for the same work and the provision of other monetary rewards and rewards in kind, specialist training and the opportunity to achieve functional or other progress in employment. To record and provide statistical analysis of the checks on adherence of the provisions on prohibition of discrimination on the grounds of gender.

Fulfilment indicator: Preparation of a methodology, the number of checks and their results, maintenance of statistics.

Completion date: 31. 12. 2010

Accountable: Minister of Labour and Social Affairs

18. Continue to train careers counsellors, work advisors and other employees at Labour Offices on the issue of equal opportunities for women and men and arrange for them to apply this in their work.

Fulfilment indicator: The number of careers counsellors, work advisors and other employees at Labour Offices trained in the issue of equal opportunities for women and men, the method of applying knowledge thus acquired and a description of the manner in which it is ensured that their knowledge of the issue of equal opportunities for women and men gained in training is applied in their counselling work.

Completion date: 31. 12. 2011

Accountable: Minister of Labour and Social Affairs

19. Adopt specific measures to overcome horizontal gender segregation in the labour market, e.g. by increasing the prestige and financial rewards in branches in which women predominate (e.g. by publicising the exchange of best practice, support for the choice of an "atypical" career for a given gender, activities combating stereotypes in this area, improving the quality and range of care for dependents, and so on).

Fulfilment indicator: The number, description and evaluation of specific measures to overcome horizontal gender segregation in the labour market, and the portion of persons employed in branches with predominant numbers of men or women.

Completion date: 31. 12. 2011

Accountable: Minister of Labour and Social Affairs, Minister of Education

20. Prepare an informative brochure on the options for supporting the balancing work and family life for employers, i.e. on alternative forms of employment (e.g. working from home, part-time work, flexitime work and so on) and support for parents on parental and maternity leave.

Fulfilment indicator: Print run and type of distribution of the brochures.

Completion date: 31. 12. 2010

Accountable: Minister of Labour and Social Affairs

21. Support active fatherhood via information instruments.

Fulfilment indicator: Number and type of information instruments used.

Completion date: 31. 12. 2010

Accountable: Minister of Labour and Social Affairs

22. Further to Government Resolution No. 284 date 19th April 2010, use specific measures to support the development of accessible child care services (e.g. kindergarten and pre-schools) and to support the establishment, operation and development of social services (e.g. community care services, day care services, personal helpers etc.), if these complement or replace the care provided by employed people. Evaluate developments in the area in question and assess the current network of individual types of these establishments as regards frequency, density and accessibility.

Fulfilment indicator: Evaluation of the means, scope and effectiveness of government support for the establishment and operation of governmental and non-governmental establishments which arrange for, or support, care for children or family dependents and the development of social services, including the amount of funds expended over the last 10 years, the proportion of children up to three years of age in formal care (up to 30 hours/ more than 30 hours in a normal week), the number of other children and family dependents and the number of unsatisfied requests for support.

Completion date: 31. 12. 2011

Accountable: Minister of Labour and Social Affairs, Minister of Education, Minister of Health

23. Using specific measures to introduce develop and evaluate the growth in use of flexible work loads within particular department.

Fulfilment indicator: The number and effectiveness of specific measures, the types and forms of flexible work loads offered, the proportion of employees working on a flexible work loads as a fraction of total employees.

Completion date: 31. 12. 2011

Accountable: Members of the Government

V. The dignity and integrity of women, eliminating gender-based violence and human trafficking

24. Adopt specific measures leading to the elimination and prevention of gender-based violence, domestic violence and human trafficking; elaborate these measures into departmental priorities.

Fulfilment indicator: Departmental priorities with specific measures including fulfilment indicators.

Completion date: 31. 12. 2010

Accountable: Minister of the Interior

25. Emphasise the unacceptability of gender-based violence and human trafficking and publicise this question in connection with the practical work of every member of the government (interviews, articles, publications, information on equal opportunities for women and men on departmental websites, press conferences and so on).

Fulfilment indicator: Description (number, form, intensity) of media output emphasising the unacceptability of gender-based violence and human trafficking.

Completion date: 31. 12. 2010

Accountable: Minister of the Interior, Minister of Education, Minister of Labour and Social Affairs, , Minister of Health, Minister of Justice, Minister for Foreign Affairs

26. When preparing conception of immigration policy, take into account the issue of gender-based violence and human trafficking.

Fulfilment indicator: Specific measures in the area of immigration policy which take into account the issue of gender-based violence and human trafficking.

Completion date: 31. 12. 2011

Accountable: Minister of the Interior

VI. Overcoming gender stereotypes
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27. Prepare an analysis of the education system from the standpoint of equality of women and men and on this basis identify problem areas and propose the solutions.

Fulfilment indicator: Conduct of the analysis and publication of its results.

Completion date: 31. 12. 2011
Accountable: Minister of Education

28. Use targeted programmes to support the individual abilities and interest of girls and women, as well as boys and men, in preparing for careers in those fields which are considered atypical from a gender perspective.

Fulfilment indicator: The number and description of specific measures aimed at informing women and men of the possibilities, and motivating them to prepare for atypical careers, and the number of people involved, data on the number of boys and girls who have started secondary and tertiary education, divided by field of study and an evaluation of developments over the last 10 years.

Completion date: 31. 12. 2011
Accountable: Minister of Education

29. Using framework teaching programmes, teaching and other materials, continue in the effort to overcome stereotypical views of the position of the man and the woman in the family, in employment and in society and continue to promote the principle of equal opportunities for women and men.

Fulfilment indicator: The number, description and evaluation of specific measures within education aimed at overcoming the stereotypical view of the position of a man and a woman in all areas of life, and the method for promoting the principle of equal opportunities for women and men.

Completion date: 31. 12. 2011
Accountable: Minister of Education

30. Implement training programmes for current and future teaching employees in the area of equal opportunities for women and men, with the aim of providing them with effective methods for using gender-sensitive teaching. Continue to train school careers advisors in the issue of equal opportunities for women and men and arrange for them to be able to apply it in their advisory work.

Fulfilment indicator: The number, description and outputs from programmes implemented for current teaching employees, for students preparing for teaching careers and for careers advisors, as well as outputs from these programmes including the numbers of people involved.

Completion date: 31. 12. 2011
Accountable: Minister of Education

31. Prepare a methodology for assessing educational institutions from the point of view of the equality of women and men and use it during audits of the Czech Schools Inspectorate.

Fulfilment indicator: Preparation of a methodology for assessing educational establishments from the point of view of the equality of women and men and implementation of audits based on it; inclusion of a separate chapter on the equality of women and men in Inspectorate reports on a given educational establishment.

Completion date: 31. 12. 2010
Accountable: Minister of Education

VII. Promotion of the equality of women**and men in external relations**

32. Using specific measures to support the participation of women in foreign military operations and include the gender issue in the preparation of military personnel in accordance with Resolution No. 1325 of the UN Security Council.

Fulfilment indicator: Inclusion of the issue of the equality of women and men in the preparation of military personnel, the number of women and men sent to foreign military operations, and proposals for further measures.

Completion date: 31. 12.2010

Accountable: Minister of Defence

33. Take into account the principle of equal opportunities for women and men in developing and implementing foreign policy concepts and in implementing actual policies in development cooperation and transformation cooperation in all institutional structures and at all levels of the decision-making process, including practical application in approving projects.

Fulfilment indicator: Systematic evaluation of gender aspects in selection of projects for financing.

Completion date: 31. 12. 2010

Accountable: Minister of Foreign Affairs

VIII. Other current tasks

34. Using educational events, informational material and so on, increase awareness of the prevention of eating disorders.

Fulfilment indicator: Number of publications issued and their means of distribution; number of seminars/number of participants.

Completion date: 31. 12. 2010

Accountable: Minister of Health

35. Increase the awareness of prevention and health protection focused on reproductive health including sexually transmitted diseases, using educational events, informational material etc.

Fulfilment indicator: Number of publications issued and their means of distribution; number of seminars/number of participants.

Completion date: 31. 12. 2010

Accountable: Minister of Health

36. Prepare a methodology for the inclusion of a standpoint of the equality of women and men into projects and plans with a significant impact on the environment, e.g. civil construction, urban greenery, transport availability.

Fulfilment indicator: Preparation of a methodology and the means for its distribution.

Completion date: 31. 12. 2010

Accountable: Minister of the Environment

37. Prepare a report on the position of women immigrants in the Czech Republic and submit it to the Government Council for Equal Opportunities for Women and men.

Fulfilment indicator: Submission of the report.

Completion date: 31. 12. 2010

Accountable: Minister of the Interior