



The Shadow Report
on the Implementation of the Beijing Platform for
Action in the Czech Republic (Beijing +15)

Executive Summary

Open Society, p.b.c. – ProEquality Centre
March 2010

The Shadow Report on the Implementation of the Beijing Platform for Action (Beijing +15) was published with the financial support of Friedrich-Ebert- Stiftung e.V. Prag..



Publisher: Open Society, p.b.c.

Editors: Petra Kubálková, Tereza Wennerholm Čáslavská

The author collective: Michaela Appeltová; Milena Černá; Blanka Hančilová, Barbara Havelková; Martina Hronová; Alexandra Jachanová Doleželová; Lucie Jarkovská; Eva Křížová; Petra Kubálková; Míla O'Sullivan; Zdena Prokopová; Linda Sokačová; Petra Sovová; Blanka Šimůnková; Veronika Šprincová; Hana Víznerová; Tereza Wennerholm Čáslavská; David Zahumenský

Preface: Dr. Erfried Adam, Director, Friedrich-Ebert-Stiftung

ISBN: 978-80-87110-19-5 cz

Series: The Policy Paper ProEquality



ABOUT THE EXECUTIVE SUMMARY

This document contains a summary of all 12 critical areas including the international level from the original extensive report *Women and the Czech Society* in Czech. The summary of the most important findings and conclusions is primarily intended for the foreign public and those interested in the state of fulfilment of the commitments in the area of gender equality in the Czech Republic. This version does not contain references to sources, quotations or a list of literature, unlike the original extensive Czech-language publication. If you would like to quote or use this document in any other way, please make references to the original document and contact the editors and/or authors of the individual chapters. For additional information, please contact us at www.proequality.cz

The Open Society is a non-profit organization supporting the consolidation of civil society in the Czech Republic by pursuing principles and promoting policies based on the culture of law and legal state, on a democratic form of administration as well as on human rights principles.

The Shadow Report on the Implementation of the Beijing Platform for Action is the fourth publication in the series focusing on the thematic analysis and reports issued by the Open Society – ProEquality Centre.

The ProEquality Centre www.proequality.cz

The Open Society, p.b.c. www.otevrenaspolecnost.cz

PREFACE

Friedrich-Ebert-Stiftung (FES) is an independent and non-government organisation committed to values such as social justice, gender equality and solidarity. Through its activities it supports human rights, which are a basic element in international development cooperation, while FES also monitors this very important aspect in its branches all over the world.

The current financial and economic crisis threatens to worsen the situation as regards human rights. According to the World Bank millions of people have found themselves in extreme poverty and their position continues to worsen in combination with armed conflicts, xenophobia and violence. Human rights are not fully respected, however, in European countries either – for example, if we take a look at the area of social security and the conditions for a dignified life.

According to this publication one group remains disadvantaged: women are affected by poverty and breaches of human rights more than men, and therefore they need more support from society and government policies. Friedrich-Ebert-Stiftung focuses on gender equality as the historic inheritance of social democracy. The international activities of FES support these values through close cooperation with local women's organisations and women's union committees with the aim of strengthening the role of women in society. This is not only needed in developing countries, but also in developed areas of the world where the economic and political elite remains the province of men and where women must still fight to enforce their rights in these countries, including the Czech Republic.

The Beijing Platform for Action calls for the protection of a wide spectrum of rights, including the right to the same remuneration for the same work or the right to participate in government. The Czech Republic has committed itself to enforcing these rights in the National Action Plan for the Promotion of Equal Opportunities, which is, apart from other things, a government priority. This shadow report monitors the implementation of the priorities of the Czech government in this area, critically assesses the activity of the government and whether the past 15 years of implementation of the action plan have led to the successful securing of equality for women and men in specific areas.

As the representative of FES in the Czech Republic I welcome this publication and thank the authors and the editors, namely Tereza Wennerholm Čáslavská and Petra Kubálková from the ProEquality Centre, for the implementation of this project. I believe that this shadow report will support discussion and lead to visible results in Czech policy.

Dr. Erfried Adam

Director, Friedrich-Ebert-Stiftung

Prague / Bratislava

INTRODUCTION

This September will mark the 15th year since the adoption of the key Beijing Platform for Action, which to this day represents one of the most extensive global political frameworks for attaining the targets of gender equality and strengthening the status of women. The Platform designates 12 pivotal areas of interest and presents targets and recommended steps to improve access for women to rights in these areas. The Czech Republic has politically committed to these targets and measures and on their basis has created the strategic government material Priorities and Procedures of the Government in Implementing the Equality of Men and Women.

A key role in the origin of the Beijing Platform for Action was played by the prodigious and long-term efforts of non-government women's/gender organisations, and therefore also the evaluation of fulfilment comes not only from governments, but in particular from civil society. This publication also presents a critical look by civil society at the practical fulfilment of the commitments declared 15 years ago in Beijing. The publication's aim is to assess the level of fulfilment of the individual critical areas of the Beijing Platform for Action with an emphasis on the 2004 to 2009 period, while it assesses the development of the standing of women in Czech society, extending into an international context. The Beijing Platform for Action does not contain any clear indicators that could be used to assess the level of fulfilment of the commitments in critical areas. We are therefore basing this assessment on indicators developed by the Council of the European Union.

Regarding the structure of the report, we have evaluated all 12 of the critical areas of the Beijing Platform for Action and we have specially incorporated a separate assessment of the international dimension. The Czech government does not officially have different action plans for domestic and foreign policy in the area of equality for women and men, and both levels are included in the mentioned national action plan. As there is not yet a firm understanding of the international impact, we have prepared this chapter independently and included 2 of the 12 critical areas into it, namely Women and Armed Conflict and Human Rights of Women.

The majority of the authors are from non-government organisations and/or from the academic sector and have focused on the individual themes for a long period of time. Civil society has a huge amount of expertise, experience and pioneering ideas available and it cannot be doubted that without non-government organisations, shifts and changes in the approach to the measures for achieving gender equality in public administration would not have occurred.

We hope that this publication will be of benefit for all those interested in the status of women (not only) in Czech society.

Tereza Wennerholm Čáslavská, The ProEquality Centre

Prague, March 2010

PART 1 – NATIONAL DIMENSION OF THE FULFILMENT OF THE BEIJING PLATFORM FOR ACTION

A. WOMEN AND POVERTY

Milena Černá

THE COMBINATION OF EMPLOYMENT AND MOTHERHOOD

The combination of employment and motherhood places serious disadvantages on Czech women. Even though the attitudes to gender roles in society have shifted towards recognition of the equality of the sexes over the past 10 years, public opinion surveys show a continuing conservative approach that is actually also shared by women themselves. Eurofond statistics for 2005 compared the average amount of time spent per week doing housework and the time spent doing paid work: for Czech women the ratio was 21:42 hours, while Czech men do 5.5 hours of housework and spend 47 hours a week at work. Women from Estonia, Greece and Cyprus work longer hours at home than Czech women while retaining the same length of the working week, while Lithuanian women work significantly less at home.

THE INCOMES OF MEN AND WOMEN

In the Czech Republic in the 1980s it was usual for women to earn 30% less than men doing the same work. As a consequence of the promotion of equal access for men and women to decision-making processes, the stipulation of remuneration for work and the removal of stereotyped attitudes to men and women over the past two decades, there has been a slight improvement in the situation (the difference in the Czech Republic is now around 25%) and this gap is tending to close (and may actually do so in one hundred years' time). Significant causes of the low incomes of women in general are lower qualifications resulting from less or insufficient education and preparation for work. The greatest difference in the incomes of men and women in the Czech Republic is seen in the 30 to 39 age group. Male employment is over 75% but only 58% for women. Women without children have a better chance to find employment than women with children; this discriminatory element is more evident in the Czech Republic than in other EU countries.

DIVORCE

Another phenomenon in the Czech Republic that makes women more vulnerable and at higher risk of poverty is divorce. Divorce has incomparably worse social and economic impacts for women. A two-income household usually becomes a single-income household, while all the burdens and responsibility for running the household and bringing up the children fall to the woman. Also, from the long-term perspective men tend to actually profit from a divorce, as their careers are no longer restricted by commitments to children and a family and even if they pay child maintenance and might have problems finding somewhere to live, in the majority of cases they do not suffer as large a fall in their standard of living as women do after a divorce. According to CSO data in 2008 50% of marriages ended in divorce. In the first year after a divorce the standard of living of women fell by 73% on average. After a divorce approximately 50% of women found themselves in the band threatened by poverty, meaning that incomplete households run by women/mothers after a divorce had incomes of

less than 1.5 times the minimum subsistence level. There are no statistics on the payment of alimony after a divorce.

POVERTY AMONG OLDER WOMEN

Men have on average better conditions for pension calculation than women. The concept of a pension is mainly protection against poverty in old age and the maintenance of the prior standard of life, and they are constructed on the one hand on the principle of solidarity between the younger and older generations, and on the other hand on pension insurance. The Czech Republic has retained the difference in retirement age dating from the socialist era that is influenced by the number of children a woman has. On the basis of a recommendation from the EU this difference in retirement age for men and women is gradually falling. CSO statistics for 2008 show unequal pensions for men and women in the Czech Republic. The difference in pensions for men and women in absolute terms is CZK 1 844. In percentage terms women's pensions are 80 to 82% of men's pensions (Gender Pension Gap). The Gender Pension Gap has remained approximately the same as in 2000 in spite of the fact that due to inflation and other factors the average pension is continually but slowly rising. According to Eurostat, SILC and national sources of statistical data the risk of poverty for older women and men (65+) in the Czech Republic is 8:2. Older women are also significantly more at risk of poverty because in the Czech Republic the pension amount is partially determined by the number of years in employment. In this regard women are always put at a disadvantage whenever they suspend their employment or work part time because they are looking after children or older, ill or handicapped family members. 70% to 80% of women look after their parents in their old age. Another significant factor in the change of social standing in old age is the increase in the age limit in the event of bereavement. Older women are more likely to find themselves living alone and in poverty towards the end of their lives. 3 out of 4 older people living in poverty are women, while around 80% of these did not live in poverty while their husbands were still alive. This is a result of lower education levels, less experience with employment and the greater responsibility that women feel for the security of their families.

INDEBTEDNESS

In the Czech Republic the issue of indebtedness is more and more urgent, and is increasing the share of people living in poverty. Both bank and non-bank institutions are very keen to take advantage of the lack of knowledge of financial terms relating to loans of groups of citizens with low incomes, single women, single mothers, the inhabitants of Roma ghettos, older people and other vulnerable target groups living in precarious financial situations. Indebtedness does not only affect the debtors. Unethical practices lead to social exclusion, criminality and, at the end of the day, increased costs to the public. Some social support benefits are subject to execution; while although benefits provided due to material poverty are not directly subject to execution, if they are sent to the beneficiary's bank account they may still be subject to "indirect" execution. This has led to a previously unimagined problem, namely that it is necessary to improve the financial literacy of the population to prevent social exclusion. In this respect these go beyond the competency of the Ministry of Labour and Social Affairs and come under the competencies of the Ministry of Education, Youth and Sport, the Ministry of the Interior, the Ministry for Regional Development and the Ministry of Justice.

CONCLUSIONS AND RECOMMENDATIONS

The impacts on women and men are not taken into account during the formation of economic and social policies. This is clear, for example, from the work of the Research Institute for Labour and Social Affairs, where the gender aspect is practically nonexistent. Not even the most recent reforms in 2008 brought about any special solutions. The only area where it is possible to see an improvement is in

advantages for women on maternity leave and an increase in flexibility in terms of the use of maternity benefits compared to the unified approach employed in the past. It is necessary to take the gender perspective into account during the creation of all policies, and not only in terms of the family policy.

As regards education, we would also like to mention the recommendations from the General Assembly of the UN on 5 to 9 June 2000, where in addition to the usual trends such as free, compulsory and universal primary education, in primary and secondary education it mentions encouraging boys away from violence in order to prevent subsequent violent and discriminatory acts against women.

Microcredits are new in the Czech Republic since 2008 (Mikrofinance a. s.), while it is not yet possible to assess their success due to the short time since their introduction. Nevertheless, it is important to continue to work on the concept of microcredits.

The gender aspect of pensions at national and European levels provides a sufficient analysis of the standing of men as the family breadwinners in the past and the independent operation of women on the labour market at the present time, and stipulates the essential steps that must be taken within the framework of pension reform. On the basis of EU recommendations it is necessary to reflect the gender principle in the pension reform currently under discussion.

During the formulation of social policies taking into account the financing of social services, unfortunately the Ministry of Labour and Social Affairs and the Ministry of Finance usually do not take gender mainstreaming into account. This situation should be changed.

B. EDUCATION AND TRAINING FOR WOMEN

Lucie Jarkovská

During the 20th century there was a sharp growth in the secondary and further education of women in the Czech Republic, to such an extent that in the 25 to 39 age group at the current time the percentage of women who have passed school-leaving examinations [*'maturita'* in Czech] significantly outstrips that of men (women 44.7%, men 32.4%). Female further education students are now only 1.5 percentage points fewer than male students in this age group, while in 2008 women made up 55% of the total population studying in further education.

As regards the so-called vertical structure of education, it appears that the position of women in the Czech Republic is very good. At the current time there are actually voices being raised about discrimination against boys in the education system, as boys express lower educational aspirations than girls and also a significantly lower number of them pass their school-leaving examinations. In the Czech Republic secondary education subjects ending in a school-leaving examination are taken by over 70% of secondary school pupils and more than half of them (around 55%) are girls. At eight-year grammar schools, which are considered as educating the elite that will progress to further education, the ratio of girls and boys applying is 55:45 in favour of the girls, while the success rate for both sexes is around 60 percent.

The gender inequality problem in the Czech Republic is more complex and a deeper gender analysis shows the following:

- Women come up against discrimination more at the apex of their educational careers (doctorates), while for men education operates as a mechanism keeping men from the elite social groups at the top and men from disadvantaged social groups at the bottom of the social ladder.
- For boys more than girls the opening scissors effect is stronger – the good ones rise rapidly while the worse ones do not succeed at all.
- The financial return on education for women is lower than that for men.
- The gender inequality problem in the Czech education system is not so much based around vertical segregation (inequality in the level of education attained), but rather in horizontal segregation, meaning occupational.

MEN AT THE TOP AND THE BOTTOM, WITH WOMEN IN THE MIDDLE

Men outnumber women in vocational subjects, but not only there. There are also more male students on the highest rungs of the educational ladder. Women make up around 35% of doctorate graduates. Even though women form the majority in further education, they are very much a minority in the upper echelons of the academic hierarchy.

Unlike young women, young men rise to the very top of the social ladder. In spite of this it remains true that young men with lower education levels make up a significant proportion of the unemployed. The current system thus operates in the education system to exclude boys from lower social origins and devaluates women's capabilities at the apex of the educational career.

The issue of the interplay between gender, class and ethnicity would be worth a separate chapter to itself. Czech surveys have so far only given this subject very little room, and also the theme of the segregation of Roma children and their guidance towards special schools, in other words an educational dead end, is only now starting to appear on the political agenda. In spite of the new Education Act (Act No. 561/2004 Coll.) of 2004, which cancelled special schools, civil society representatives systematically point to the reality that as yet very little has changed in the day-to-day situation in education.

FINANCIAL RETURN ON EDUCATION

The correlation hypothesis for the Czech Republic says: the higher the level of standardised education attained, the higher the position in standardised employment. Unfortunately, available data for the Czech Republic shows that the correlation hypothesis does not apply to both genders. The higher the level of education a woman has, the higher will be her income in comparison to a woman with a lower education level – not, however, in comparison with less well educated men.

The impact of education on income is significantly stronger for men than for women. The gender wage gap, meaning the difference between the average salary of women and the average salary of men, only increases with increased education and prestige. The gender wage gap is high for demanding jobs that require a high level of expertise (up to 40%), and lower for less demanding professions (around 15%). In general, the standing of women on the labour market is connected with lower salaries, less involvement in management and decision-making, less prestige and, on the contrary, greater risks to their current position and higher unemployment.

GENDER SEGREGATION BY SUBJECT

Already at secondary school level we can see the segregation of boys and girls by subject and we come across so-called girls' and boys' schools. Girls form the majority at medical- and social-based schools and in services, such as hairdressing and cosmetics, while boys dominate in technical disciplines. Segregation in schools reflects the specialisation segregation on the labour market.

Unlike the level of education attained (vertical structure), gender segregation by subject (horizontal structure) after 1989 mainly tends to strengthen traditional models. According to data analysis from 2003, however, it has been shown that at the present time higher family social status places creates greater emphasis on the part of the parents on the role of education in success in life for boys than for girls.

CONCLUSIONS AND RECOMMENDATIONS

- Train Ministry of Education, Youth and Sports employees in gender issues;
- Strengthen the competencies and retain the working group established in 2008 at the Ministry of Education, Youth and Sports.
- In 2000 the Ministry of Education, Youth and Sports issued, as a statutory instrument at the level of a recommendation, a methodological instruction for equal treatment of girls and boys. The instruction is vague and contains essentialist foundations, for which it has been repeatedly criticised. Since 2004 the Ministry of Education, Youth and Sports has allegedly been preparing its revision, but this has not yet been issued.
- The inclusion of courses on gender-sensitive teaching into the range offered by the National Institute for Further Education.
- Equal opportunities for girls and boys in education are still, to a significant extent, promoted mainly by non-government organisations, whose situation is very bleak due to ever-more problematic financing and also, to a significant extent, their dependence on political will.

C. WOMEN AND HEALTH

Eva Křížová (the health situation of women in the CR), **David Zahumenský** (human rights and informed agreement), **Petra Sovová** (the reproductive health and maternity care) **Hana Víznerová** (migrant women and the Czech health care system)

Through the Ministry of Health of the Czech Republic, the Czech Republic registered for the World Health Organisation (WHO) programme that focuses on monitoring the health of women back in 1994/1995, when the Summary Report on the Health of Women in the Czech Republic was being prepared.

LIFE EXPECTANCY, MORTALITY RATES AND HEALTHY YEARS OF LIFE

From the perspective of the key indicator of the health of the population, namely life expectancy, in the Czech Republic, just like in all other industrialised countries, women live longer lives. Between 1990 and 2008 there was a significant extension of life expectancy for both the genders, while the increase in years was, however, larger for men. One of the possible explanations for this is that men have most benefitted from the technological modernisation of cardiac surgery, which has focused on the most progressive methods of treatment for acute myocardial infarction and other cardiovascular illnesses (in 2001 around 700 cardiac surgery operations were carried out for women and just under 2000 for men aged between 60 and 69, while in the 50 to 59 age category the number of operations on men is around four times higher). From the perspective of an international comparison, the Czech Republic has the second-best parameters for life expectancy after Slovenia, but still lags behind the EU-15 countries. In spite of the significant extension in the past 20 years, it still has not reached even the lowest value of this group of countries (Portugal).

The main causes of death in women are the same as for men: illnesses of the circulatory system (51.9%) and tumours (26.9%). While for Czech men (CzM) the death rate from malignant tumours in 2000 was lower than the European average (EA) (CzM 317.6/100,000 and EA 325.3/100,000 persons), the death rate of Czech women (CzW) from malignant tumours on the contrary exceeded this European average (CzW 240.1/100 000 persons and EA 177.4/100,000 persons).

Demographic studies have shown that the death rate for Czech women falls with along with higher education levels and this tendency is similar to that seen in the male population. Women with further education have the lowest mortality rate, followed by those with secondary education. With a more detailed analysis of the life expectancy indicator, it is clear that although women live longer, they also suffer from higher sickness rates and a lower quality of life. Women only have 2 more healthy years than men, while the difference in life expectancy is 6.2 years.

HEALTH COMPLICATIONS AND SICKNESS RATE

Women suffer from chronic illnesses almost twice as often as men. Oncological illnesses are increasing for both men and women, while breast cancer is most frequent for women. The increased incidence of cancer is not accompanied by an increased death rate, as thanks to quality diagnosis and treatment it can be stabilised or reduced. Women are treated at psychiatric facilities 50% more frequently than men. They suffer from neurotic and emotional disorders, including depression, approximately twice as frequently. Women take sick leave due to mental disorders up to twice as often as men. The increased sickness rate in women begins, probably in connection with gynaecological problems, at a young age (15 to 44), while in later life it is comparable to the sickness rate indicator for men.

REPRODUCTIVE HEALTH

Gynaecological and obstetric care, including assisted reproduction, is generally available. 78% of pregnant women commenced prenatal care in 2008 by the 12th week of gravidity, others (19.5%) later and this information was not obtained for only 2.5% of mothers. The maternal mortality rate has been very low now for a long time and hovers around 2 to 7 deaths per 100 000 live births. The proportion of mothers aged over 35 is rising and at the same time the share of caesarean section births is significantly rising. While in 2008 the share of mothers aged over 35 already exceeded 12% compared to around 4.5% in 1990, the share of caesarean sections in the total number of births rose in the same period from 8% to 21%.

PREVENTIVE SERVICES AND LIFESTYLE

Women show that they are able to lead a healthier lifestyle and to care more for their own health. Also in Czech women we can see better dietary habits from the perspective of proper nutrition, even if the BMI is reaching values for overweight and obesity for 50% of women over 60. Around 18% of women are regular and 6% occasional smokers (for men these figures are 31% and 7%). Women with further education and higher incomes and single women aged between 35 and 44 are considered to be an at-

risk group from the perspective of alcohol consumption. Women represent a group with a lower level of risk factors, with the exception of physical activity. 32% of men and 14% of women belonged in the group with a higher number of risk factors (3 and more risks). The risks for both genders were the highest for the middle-aged group (40 to 49).

SUBJECTIVE HEALTH OF WOMEN AND QUALITY OF LIFE

Women repeatedly assess their own state of health as significantly worse than men. One important tendency, however, is a continuous improvement in the subjective feeling of health for both genders between 1993 and 2008. The greatest difference between men and women to the benefit of men is in the 35 to 44 age group. The positive influence of education on the subjective assessment of their own health is even stronger for women than for men. Women with only primary education assessed their own health as poor or very poor up to nine times more frequently than women with further education, while this ratio was only 3.5 times for men.

HEALTH INSURANCE EXPENSES BY GENDER

The average expenses of health insurers for health care in 2007 reached CZK 16,418 per man and CZK 19,029 per woman, which is very probably due to caring for pregnant women and women giving birth. The higher average expenses per woman begin in puberty (10 to 14 years old) and continue until the end of the fertile age (50 to 54 years old). From the subsequent period (55 to 59) health insurers pay out more for men until the penultimate age category (80 to 84). We see the greatest difference in average expenses per man and woman in the 70 to 79 age category. From 85 years old the costs for both the oldest groups are once again the same, while this group contains more women according to demographic statistics.

UNCOVERED NEEDS AND WOMEN'S SATISFACTION WITH HEALTH SERVICES

From the perspective of legislation women in the Czech Republic have access to comprehensive healthcare under the same conditions as men. This comprehensive care includes preventive, curative as well as rehabilitation and post-treatment care, including dentistry, the use of which significantly grew between 2002 and 2008. No barriers to the use of care or any significant uncovered areas are known. We cannot discount that women have specific health needs or rather ideas about care provision that the existing health system satisfies worse than men's needs. However, the monitoring of the level of compliance by the health system in 2004, which also includes communication, shows a high level of satisfaction among women, which exceeds men's satisfaction rate. Similarly, women were also more satisfied than men with communication in inpatient departments. The sole item of inpatient care where women reported lower satisfaction than men was personal dignity and its protection.

SPECIAL SERVICES AND PROGRAMMES FOR WOMEN

Every woman has the right to an annual preventive gynaecological examination. Usage rates are at a high level, as in the past 3 years 82% of women have had a gynaecological examination and of these, 75% had a cervical smear test. Over the past 3 years almost half of women (45%) aged between 40 and 69 have had a mammography examination, and these are free of charge for women aged over 45. In the past 12 months 18% of women have had a mammography and 38% a preventive oncological cytology. Women with only primary education go for preventive examinations less frequently. Many self-help groups providing information and social support for ill women have been set up.

ILLEGAL STERILISATION OF WOMEN

Reproductive health includes, apart from other things, the fact that people are capable of having children and of freely deciding if, when and how often they will have them. From this perspective the

fundamental issue of illegal sterilisation, in particular of Roma women, in the Czech Republic was addressed in the period in question. In 2004 the ombudsman began, thanks in particular to an initiative from non-governmental organisations (in particular the European Roma Rights Centre, the League of Human Rights, Life Together and IQ Roma Service), to investigate the issue of sterilisation carried out illegally. The ombudsman received over 80 complaints regarding unauthorised sterilisation in 2005. He sent these complaints to the Ministry of Health, however the results of its investigation, which was performed by an advisory board, have attracted criticism. In the cases investigated the ombudsman arrived at the conclusion that there has been a serious breach of the right that sterilisation be carried out only with the informed agreement of the woman. According to the ombudsman, in the case of the Roma women before 1990 an element of pressure exerted by social workers was also involved. The ombudsman prepared several recommendations in the areas of legislation, methodology and compensation. On 23/11/2009 the government adopted a resolution that expressed “regret over the individual errors discovered during the performance of sterilisation in contradiction to the directive of the Ministry of Health of the Czechoslovak Republic”.

RESPECTING INFORMED AGREEMENT

The right of women to make decisions about their own bodies was breached in connection with the provision of healthcare and not only in the area of sterilisation. The increasing self-confidence of women is apparently leading to a situation in which injured women are turning in greater numbers to courts of law. In 2009 the Regional Court in Liberec ruled in favour of a woman who had her ovaries removed in 2006 without her informed agreement in personality protection proceedings and awarded the amount of CZK 80,000. The Supreme Court in Prague subsequently increased this compensation to CZK 150,000.

FREEDOM TO CHOOSE WHERE TO GIVE BIRTH AND THE OPTION TO LEAVE THE MATERNITY HOSPITAL AFTER THE BIRTH WITH THE CHILD

Free choice for women is also connected the choice of where to give birth. According to the Report on the State of Human Rights in 2008, in an effort to prevent births outside maternity hospitals Czech authorities are placing administrative obstacles in the way of midwives. So-called ‘birth centres’ are a normal alternative to giving birth in a maternity hospital or at home abroad.

Czech women a very restricted offer of care providers available. Although the law guarantees them the free choice of health facility, in practice this means that pregnant women can choose their gynaecologist, but midwives only with great difficulty. For the vast majority of women clients, care from registered midwives is not available. Gynaecologists still retain a monopoly on care for the health of women in the Czech Republic. In spite of the fact that here, just like everywhere else in the EU, midwives can work independently without expert supervision, namely to care for pregnant women, during spontaneous births and in the postnatal period, there are very few independent midwives. Although the demand for their services is still low, they are unable to meet it, which in some regions, for example, means that some women give birth completely without expert care. One obstacle is also the fact that this care is not covered by health insurers. Professional associations of physicians are aggressively active against the independent practice of midwifery, rejecting such care as dangerous and insufficiently professional, and in spite of the existence of Act No. 96/2004 Coll. they continue to try to limit the competencies of midwives at the Ministry of Health. They lean more on emotive justification instead of expert explanation (the most common argument is the unsupported assumption of an increase in prenatal deaths). The Czech Gynaecological Society has prepared the Fundamentals for the Provision of Care in Childbirth in the Czech Republic. This document places impossible conditions on birth centres, meaning the health facilities of midwives (an operating theatre, anaesthetic equipment and so on).

ACCESS TO MEDICAL CARE – FOREIGNERS FROM THIRD COUNTRIES (OUTSIDE THE EU)

One of the ongoing problems that not-for-profit organisations have been pointing to for several years now is access for foreigners from third countries (outside the EU) to health insurance. Pursuant to current legislation only foreigners with permanent residency or foreigners with temporary residency, who are employed in the Czech Republic, can use public health insurance and therefore also a greater range of covered care. In other cases they must arrange insurance from commercial insurers and pay for the insurance in a lump sum, however this insurance covers a significantly narrower range of medical care. In addition, they have no guarantee that an insurer will insure them, and they can thus remain uninsured (for example older people, newborns and other “risk” groups). Relatives and in the Czech Republic newborns without permanent residency find themselves in such a situation, for example. Basic commercial insurance, which is designed only for necessary and urgent care, does not cover prenatal and postnatal care for the mother or for a newborn child. If they receive medical help, the family finds itself in a situation where it must pay large amounts of money to the health facility. In practice, situations also often occur when contractual physicians (i.e. physicians who have a contract with a selected insurer) also refuse to treat patients even if they have concluded and paid insurance.

Migrants face discrimination in the health area as a consequence of their ethnicity and nationality. For many of them the availability of medical help is very restricted, as well as the choice of physician, which is totally in contradiction to a gender- and cultural-sensitive approach that must be applied during work with women from differing socio-cultural environments.

CONCLUSIONS AND RECOMMENDATIONS

Women in the Czech Republic are provided with comprehensive, accessible and quality healthcare within the framework of a modern, organised and continually developing health system. Over half of physicians are women and they make up the vast majority of nurses. It is, however, of interest that there are approximately 20% more men than women in obstetrics and men make up almost 90% of the management of the Czech Gynaecological and Obstetrical Society. Although women make up 100% of midwifery professional organisations, the representation of this profession in consultative bodies and structures is minimal. The health system as a whole was, however, built around principles and perspectives that may differ from the needs of today’s women (paternalism, partialisation, high efficiency and economic performance, and bureaucracy). Sufficient attention is not paid to the special prospects of women in the sense that possible paths to reform and how to make the health service more compatible with and more friendly towards women are not discussed and searched for. We can see the persisting disagreements between health workers and part of the population of young women regarding their ideas about care during pregnancy and birth. This disagreement sufficiently illustrates that a wide range of quality healthcare is provided to Czech women, yet special attention is not paid to the female perspective and gender aspects.

Generally speaking, we can thus recommend to the Czech government that it continues to focus also on the rights of women as healthcare consumers, in particular on respecting informed agreement, and this in the sense of informed choice as indicated in the commitments and recommendations of the Beijing Platform for Action.

- The Ministry of Health should assess the expenses of health insurers by gender.
- The Ministry of Health should take into account the differing health situations of women and men when creating programmes and measures in the health system.
- The Czech Republic should draw a line under the illegal sterilisations that were carried out within its territory. The recommendations of the ombudsman should be fulfilled, there should be a thorough investigation in health facilities and a law should be adopted on lump-sum compensation both for women who were sterilised in the communist period, and also for women sterilised against the law at a later date but who, as a result of the statute of limitations, cannot seek satisfaction at a court of law.
- The methodological measure “Procedure for Health Facilities when Releasing Newborn Infants to Home Care” published in part 7/2005 of the Bulletin of the Ministry of Health of the Czech Republic should be cancelled, as it only leads to legal uncertainty for both health

facilities and parents. The Ministry of Health should provide courses at maternity hospitals to ensure that women with healthy newborns are not prevented from leaving maternity hospitals earlier than 72 hours after the birth.

- The Czech Republic should reassess its approach to alternative births and should not restrict the options of women who, for whatever reason, do not wish to give birth at a health facility.
- Specifically in the area of obstetrics, the presence of a close person at the birth should be ensured for the psychological wellbeing of mothers, and this should be free of charge (the so-called manipulation fee that the maternity hospitals stipulate themselves). Women should not routinely be subjected to procedures that are not scientifically substantiated, and healthy newborns should be left with the mother after birth.

D. VIOLENCE AGAINST WOMEN

Martina Hronová and Zdena Prokopová (domestic violence), **Barbara Havelková and Tereza Wennerholm Čáslavská** (rape), **Blanka Hančilová and Barbara Havelková** (prostitution and trafficking)

Between 1995 and 2010 in the Czech Republic it has been possible, in particular thanks to NNOs, to successfully draw attention to the issue of violence against women and also to promote the adoption of legislative measures. Unlike the rhetoric from the UN and the Council of Europe, which speaks of zero tolerance for violence against women and gender-conditional violence, in the Czech Republic at governmental level as well as in the National Action Plan the wide term “domestic violence” is used, which indicates a shift in the Czech Republic to only a criminological view of violence.

LEGISLATION IN THE CZECH REPUBLIC

On 1 June 2004 the new crime of ‘abuse of a person living in the same abode’ came into effect. This change permitted the criminal prosecution of perpetrators of domestic violence.

On the basis of repeated initiatives from the non-profit sector, the long-discussed Act No. 135/2006 Coll., on Protection from Domestic Violence, was adopted with effect from 1 January 2007. This Act, the aim of which is mainly to provide effective protection for victims of domestic violence, has brought about a comprehensive reaction to the problem of domestic violence and for the first time has transferred attention from the perpetrator to the victim of domestic violence as a person threatened by violent behaviour and has brought about protective measures to the benefit of victims of domestic violence.

The new Act No. 273/2008 Coll., on the Police of the Czech Republic, came into effect on 1 January 2009. It contains the institute of expulsion as one of the fundamental pillars of the legislation. The police also obtained the possibility of providing threatened people with personal protection, meaning on the basis of expulsion the violent person must not only immediately leave the location that the decision applies to, and refrain from re-entering it, but must also refrain from contact or establishing contact with the threatened person.

With effect from 1 January 2010 Act No. 40/2009 Coll., the Criminal Code, came into effect. This has shifted the regulation of the issue of domestic violence, including violence against women, further.

After long discussions it has also been possible to address through legislation another form of violence, namely stalking.

PROTECTION FOR THE VICTIMS OF VIOLENCE – NETWORK OF SERVICES

Help for the victims of domestic violence has been provided by NNOs since the 1990s. Intervention centres as a supplement to the Act on Expulsion and part of Act No. 108/2006 Coll., on Social Services, have been established in the individual regions of the Czech Republic since 2007. Their establishment was fully within the competency of the regions and nobody defined the criteria for the selection of the organisations that would provide this service. In some cases already existing institutions were selected, while existing NNOs could operate only three intervention centres. Organisations providing legal aid, which is of fundamental importance for the victims of violence, were thus excluded from support.

STATISTICS FOR VIOLENCE AGAINST WOMEN IN THE CZECH REPUBLIC

According to a representative study by the Academy of Sciences of the Czech Republic, 38% of women in the Czech Republic experience violence from a partner during their lifetimes. The majority of the victims of domestic violence are women (95%), while the perpetrators are their current or former partners. Women in the 30 to 44 age group are most active in seeking help in relation to domestic violence. Statistics repeatedly show that domestic violence is experienced by people irrespective of their education or social standing. Women on maternity leave form a statistically significant group – 27.6% of female clients. Another almost 15% of women are not economically active or are excluded from the labour market (female students, unemployed women, retired women, women at home). Overall therefore, 42.5% of women – victims of domestic violence – live in total or partial economic dependence on their partner. All the victims have had experience of psychological violence, while over 80% of them have had experience with physical violence. A sobering statistic is that almost 17% of women have been beaten when pregnant.

EXPULSION STATISTICS

In 2007 NNOs registered a total of 862 cases of police expulsion through the network of intervention centres in the Czech Republic, while in the same year civil courts accepted 500 petitions to issue a preliminary ruling on a petition for expulsion or its extension. In 2008 679 cases of police expulsion were registered and 400 petitions to issue a preliminary ruling were delivered to courts. The figure had fallen by over 20%. In 2009 the 15 intervention centres associated in the Association of Intervention Centres in the Czech Republic registered a total of 778 police expulsions. Although in the Czech Republic there are laws permitting the prosecution of violent behaviour (battering a person in a joint abode, expulsion and, since January 2010, also dangerous stalking), violent behaviour in a family is not always assessed as violence. It has been shown that if violence is not assessed as violence right from the start, other decisions follow that can victimise the victim and thus harm both her and the children who live in the family.

CHILDREN – WITNESSES OF VIOLENCE IN THE FAMILY

In families where violence occurs, children are witnesses to it in up to 95% of cases. Unfortunately 40% to 60% of fathers who are violent towards their partners, also batter their children. These children are psychologically battered and physically attacked directly by their fathers, or when trying to defend their mothers. In addition it is frequently precisely the children who become, as a means to manipulate

or regain control over the mother, victims of domestic violence. In spite of this the authorities and courts do not always take into account the presence of children in relation to violence in the Czech Republic. This is a demonstration of a lack of understanding of domestic violence and its consequences for the victim – for the women, but also for the children who are witnesses to domestic violence.

RAPE

By its nature the phenomenon of rape is, similarly to domestic violence, the subject of taboos and a series of myths. This is evident, for example, through the fact that this crime displays an extremely high latency, meaning a low level of reporting of cases. Both domestic and foreign experts estimate that only 3% to 10% of rapes are reported to the police (this figure is significantly lower for relationship rapes than for rapes where the person is attacked). 530 rape crimes were reported in the Czech Republic in 2006 according to police statistics. Over the long term, rapes form around 30% to 38% of the category of crimes against morality, making rape the second-most commonly reported crime after sexual abuse in this category. Apart from the latency, another problem is “attrition rate” of cases - meaning when they are dropped after being reported, where either no prosecution is initiated or the case is subsequently deferred or halted. In recent years, out of the annual average of 500 to 600 reported rapes only around 150 perpetrators have been convicted. It is shocking that in one-third of the cases they only received suspended sentences (in spite of recognition of the perpetrator’s guilt, the perpetrator was not “locked up” for the rape he committed).

Until 2009 the crime of rape was regulated by Act No. 140/1961 Coll., the Criminal Code, which defined this crime in particular using the terms “violence”, “forced” and “coitus or a similar form of sexual intercourse”. From the historical perspective it is interesting that until 2001 it was only possible to rape a woman, and then only in the form of coitus. Since 2001 it is an offence not only to force somebody into coitus (meaning the joining of sexual organs), but also to force them into a different oral or anal sexual act.

In the new Criminal Code, Act No. 40/2009 Coll., which came into effect on 1 January 2010, the various forms of sexual violence are differentiated. The Code newly focuses on any type of sexual intercourse – meaning behaviour during which the perpetrator gratifies their sexual desire on the body of another person (in particular touching genitalia and breasts). However the fact that rape occurs in two situations remains problematic: if the victim is “forced” or if “their defencelessness is abused”. According to jurisprudence, in the first case “resistance” is required from the victim, and in the second the inability to manifest their will or the inability to resist (meaning a psychological or physical state such as unconsciousness, the influence of alcohol or drugs, deep sleep, insufficient maturity due to age and so on). This has opened up a debate regarding whether an act against which the victims could not resist or did not consent to qualifies as rape. The second problem is the lower limit of the sentences at two years, which permits the suspended sentences to be issued. This is used to an excessive degree by Czech courts if we take into account the fact that rape is considered by experts as one of the most serious crimes.

From the perspective of procedural law, Czech law is notoriously inadequate as regards protection for victims – the victim is mainly seen as a witness, meaning a piece of evidence. Many victims of violent crimes thus appear in criminal proceedings without any support and legal aid. The Czech criminal process does not take into account the specifics of the victim’s situation from the perspective of the psychological or moral harm that arose as a result of the crime. Non-material, emotional or psychological harm to a victim cannot be compensated. Experience from Czech practice also demonstrates the lack of readiness and prejudicial behaviour of the expert public (the police, physicians and expert witnesses) as regards the victim, but also those who commit rape. Regarding

the victims, these can be the classic myths (she did not put up sufficient resistance, she behaved provocatively and so on) and regarding the perpetrators once again the presumption predominates that only pathological and deranged individuals commit rapes. According to experts, only around one-quarter of perpetrators suffer from sexual deviance. Current practice is that mainly patients suffering from deviation are sent for treatment, unlike the situation abroad where deviant and non-deviant patients are not differentiated.

PROSTITUTION

Policy makers and subjects influencing public opinion in the Czech Republic are currently wrestling with the problem of stipulating appropriate reactions to the phenomenon of prostitution, which remains insufficiently discussed and lacks a legal definition.

Unlike in the period before 1989, when prostitution was regulated through a set of repressive criminal and administrative regulations, in the Czech Republic prostitution is not currently either criminalised (it is not illegal), nor is it expressly legalised (i.e. regulated as a profession). Its performance remains regulated through various public decrees and other regulations. In general the debates on the legal reaction to prostitution are motivated mainly through concerns for public order, public health and concerns over organised crime.

Without the nationwide regulation of prostitution, municipalities where prostitution is considered to be a problem began as long ago as in 1992 to adopt bylaws to address public order on the basis of restricting the performance of prostitution in public areas. In 2007 the Czech constitutional court concluded that the interest of the municipality for the protection of good morals and public order took precedence over the constitutional rights of prostitutes to own and peacefully enjoy property. On the basis of this decision several municipalities such as Prague or the town of Dubí in western Bohemia adopted a complete ban on (street) prostitution. According to available information, prostitutes are genuinely prosecuted and fined wherever possible. Prostitutes are, however, often unable to pay. This means that situations arise where the prostitutes are in debt to state administration bodies, which can prevent them from potentially escaping from prostitution. Many involuntary prostitutes can find themselves in such a situation as a consequence of the inability of investigative, prosecuting and adjudicating bodies to identify the victims of trafficking in human beings.

2009 saw the return of criminal prosecution connected with prostitution. The Criminal Code of 2009 introduced the crime of “prostitution threatening the moral development of children”. It sanctions “persons who perform prostitution” and “persons who organise, protect or otherwise enable prostitution near to schools or similar facilities or places that are reserved or intended to be visited by children”. A definition of what constitutes prostitution, however, is not given. The provisions criminalise the prostitute and the procurer, but remain silent regarding the client.

TRAFFICKING IN HUMAN BEINGS

The Czech Republic has not (yet) ratified the Palermo Protocol or the Council of Europe Convention on Action against Trafficking in Human Beings. In 2002 the provision on the “trafficking in women for the purpose of sexual intercourse” was made gender-neutral and in 2004 the provision on “trafficking in human beings” was amended to also cover other forms of exploitation such as forced labour. The new Criminal Code of 2009 adopts the same provision and stipulates prison sentences of between two and ten years for trafficking in human beings without aggravating circumstances and between five and sixteen years for various categories of trafficking in human beings with aggravating circumstances. Concurrently with the expansion of the definition of trafficking in human beings, the definition of the

crime of procuring was made more precise. The number of cases of both crimes has been relatively low: on average around fifteen cases of trafficking in human beings were “solved” between 1998 and 2007 (in other words investigated and successfully prosecuted) in comparison with the annual average of hundreds of cases of procuring. Possible causes of the low number of prosecutions of trafficking in human beings are difficulties relating to evidence, while last but not least there are difficulties with testimonies from witnesses, the very complicated nature of the crime, the relatively recent introduction of this crime into the body of laws, the frequent changes in the legal definition, the insufficient clarification of the body of the crime and the overlapping nature of the crime with other crimes, in particular procuring.

According to available information the most widespread purpose of trafficking in human beings in the Czech Republic is for forced labour in sectors other than the sex industry and exploitation in the sex industry. One serious problem is, however, the fact that forced labour is not defined or described in much detail in national legislation. The term “other forms of exploitation” is not even defined in law. Both of these concepts must be clarified by courts. The same difficulties are caused by the fact that the term “other forms of exploitation”, which is part of the definition of trafficking in human beings, is not defined elsewhere. For the purpose of the implementation of the requirements of Council Directive 2004/81/EC on the residence permit issued to victims of trafficking in human beings, the Czech Republic introduced a new type of residency permit in 2006. The Directive contains, in particular, provisions on the right of victims of trafficking in human beings to a period of time to consider whether they will cooperate with investigative, prosecuting and adjudicating bodies. According to some experts, however, the actual transposition and its practical impact in relation to the provision on the deadline for this consideration is actually unusable because the police inform the victim of their right to this time period for consideration only if they have sufficient reasons to consider that the information that the victim has will be of importance for the criminal proceedings. For long-term residency permits, this legal regulation assumes the “protection permits” for “assumed victims” under the conditions that they cooperate in the criminal proceedings and break off contact with the traffickers in human beings. Another sore point is the position of the victim in the criminal proceedings. The institute of the undisclosed witness is only used rarely and victims are often confronted with the people who trafficked in them. Generally speaking the position of victims of trafficking in human beings, who are citizens of third countries, remains highly problematic in particular as regards their right to remain on Czech territory and their standing before courts.

The experience of Czech non-government organisations that provide services to victims of trafficking in human beings shows that when forced labour/work-related exploitation is being assessed, it is easier to discover exploitation of men than of women.

CONCLUSIONS AND RECOMMENDATIONS

It is thus clear that in recent years in the area of gender-based violence the issue of domestic violence has come to the forefront of interest of Czech society, non-profit organisations and, at last, also the state, but also that a series of significant changes have been implemented in this area, with the enshrinement of a legislative framework for protection from domestic violence, as well as the retroactive projection of practical experience into legislation.

RECOMMENDATIONS FOR THE AREA OF DOMESTIC VIOLENCE:

- Together with the new Criminal Code there is an awareness of the need to create a new Criminal Procedure Act. The plan for a new Criminal Procedure Act was approved by the government on 20 July 2008, but as yet the Ministry for Justice has not submitted the

articulated wording of the new Criminal Procedure Act, so it is difficult to believe that it could come into effect on 1 January 2012 as originally planned. The new Criminal Procedure Act, apart from an increase in the protection of injured parties who should also receive additional rights (e.g. the right to written information about the rights of the injured party, the right to file a protest against a criminal order), should assume the introduction of so-called preliminary rulings into the criminal proceedings as an analogy of the preliminary rulings used in civil proceedings.

- It is necessary to adopt a clear position as regards violent people, as this issue is currently addressed on an individual basis by the individual non-profit organisations and comprehensive work is not carried out with the perpetrator to prevent socially dangerous and undesirable behaviour. In this area no fundamental progress has been made.
- The state still has much to do regarding the comprehensive education of workers in all professions in daily contact with the victims of domestic violence, when such education is to a great extent only provided by the non-profit sector.
- It is necessary to open the issue of children as secondary victims of domestic violence. Although they have recently come to the forefront at various meetings of experts regarding the issue of domestic violence, however so far the state authorities have not formulated a unified conception that would clearly stipulate the priorities in this area.
- Last but not least it is necessary to increase awareness not only in terms of the individual bodies, but also to shift the connected social stereotypes about domestic violence, both in terms of the public and also the media and advertising. Domestic violence must not be tolerated by society and misused for marketing purposes any longer.
- Recommendations to combat the crime of rape:
 - The Ministry of the Interior and the Presidium of the Police of the Czech Republic should monitor and assess statistics not only in cases of the reporting and the detection rate of cases of rape, but in the case of the level of the attrition rate of cases.
 - Strengthen the standing of injured parties in the Criminal Procedure Act to ensure that they can seek compensation for moral harm, and this during criminal proceedings. Ensure this possibility also for victims of crimes where the perpetrator is not known or caught.
 - Educate the expert public that comes into contact with victims and perpetrators of sex crimes; this specifically means judges, the public prosecutor, the police and social workers in social services, physicians, clinical psychologists and expert witnesses.
 - Prepare recommendations and ensure their implementation into practice for investigative, prosecuting and adjudicating bodies to ensure that victims are not exposed to secondary victimisation. This means, for example, interviews in special interview rooms, the use of audio and video recordings to reduce repeat interviews, witness testimonies via video-links, the possibility of removing the accused from the courtroom during the trial (not only in connection with endangering the truthfulness of a testimony), interviews carried out by psychologists or psychiatrists, compulsory representation of the accused by a lawyer for interviewing victims or the possibility of concealing the address and other personal information as long as this does not affect the right of the accused to proper defence.

- Increase the capacity of intervention centres and non-profit organisations that provide help (asylum housing, legal and psychological aid) to the victims of violence, and use their expertise and experience during the preparation of recommendations.
- Recommendations for the area of prostitution and trafficking in human beings:
 - Improve in the Czech Republic awareness among policymakers and subjects that adopt decisions about the various possibilities of policies in the area of the regulation of prostitution and, on the basis of the assessment of the possible regulatory systems, prepare proposals that will take into account the position of persons engaged in prostitution.
 - Delimit and define in more detail the national legislation for forced labour, which is in direct contradiction to the commitments arising from the Constitution of the International Labour Organization.
 - Strengthen the position of victims of trafficking in criminal proceedings, and make increased use of the institute of the undisclosed witness, the possibility of the provision of immunity when giving evidence and financial compensation.
 - Cancel the “notification obligation” connected with the crimes of trafficking in human beings, which arose with the adoption of the new Criminal Code in 2009.

F. WOMEN AND THE ECONOMY

Alexandra Jachanová Doležalová and Hana Víznerová (migrant women’s access to the labour market)

Although female employment is 57.3% in the Czech Republic, which means that it has almost reached the target for 2010 in the Lisbon Strategy, namely 60% female employment, women are at a disadvantage on the labour market. The main deficiencies that remain and that place women at a disadvantage on the Czech labour market are the segregation of the labour market by sector, specialisation and position, discrimination, difficult reintegration onto the labour market after parental leave and the difficulty of combining family and working lives. All of these factors have an influence on salary inequality, which for some groups of women (single mothers, women after parental leave, women with small children in general, older women, women from ethnic and national minorities) represent a high risk of social exclusion.

COMBINING THE PERSONAL AND WORKING LIVES

In the Czech Republic there is the highest difference between the employment of childless women and the employment of women with small children in the whole of the EU. If we compare the level of participation on the labour market for women aged between 20 and 50, we find that in the Czech Republic the difference between the economic activity of mothers with children aged up to 6 and other women is almost 40%. This phenomenon is caused by various factors, e.g. that women on the labour market are discriminated on the basis of their parenthood, the impossibility of flexible working hours, a lack of childcare facilities and the non-existence of a long-term state concept in the area of family policy.

Many surveys have shown that mothers of small children are very much interested in part-time work, which in their opinion in combination with appropriate childcare would help them combine their working and family lives and would enable them to return to the labour market earlier than after three, four or more years. Only a small percentage of them, however, have the possibility of taking advantage of such arrangements. Flexible working hours are used by 27% of employed fathers and 17% of employed mothers. A total of around 8% of women and 2% of men have the possibility of working part-time, while around 10% of fathers and 5% of mothers have the possibility of working from home.

The disadvantaging of women is increased by the inadequate sharing of housework and care for children between men and women. The share of fathers taking parental leave remains very low – ranging from 0.78% in 2001 to 1.30% in 2007. In the past two years (2006 to 2007) the share of men on parental leave has even slightly fallen. Persons caring for a family member (e.g. ill parents) are also disadvantaged

DISCRIMINATION

Women come up against discrimination right from the time they commence employment: at job interviews; they do not receive the same remuneration for the same work; they do not have the same opportunities for career growth; and they face sexual harassment.

At job interviews women most commonly face questions from potential employers regarding how many children they have and their childcare options (63%), job rejection (43%) and a refusal to permit anything less than full-time employment (35%).

Czech legislation forbids discrimination in employment. The Antidiscrimination Act has been valid since September 2009. In formal terms the legislative changes indicate that the Czech Republic is reacting to the strategic measure to eliminate all forms of discrimination in employment. It is, however, necessary to focus on how legislative measures are applied in practice and what their real impacts are. In the Czech Republic there has long been a problem of low levels of enforceability of rights through courts as well as a certain deprecation of discrimination on the part of audit authorities.

The general awareness of discrimination on the labour market is very low. In the Czech Republic there has not yet been any government campaign aimed at discrimination on the labour market. This confirms the fact that according to the Eurobarometer (2006) only 31% of Czechs would know their rights if they became victims of discrimination.

INEQUALITY IN SALARIES

The inequality of salaries for women and men is, to a certain extent, a consequence of the fact that women and men occupy differing positions on the labour market, but also to a certain extent this is pure discrimination. In 2007 the median salary for women was 80.2% of the median salary for men. The average salary of women is 75.2% of the average salary for men. Feminised disciplines, e.g. education or the health service, are significantly worse paid compared to better-paid disciplines such as information and communications technology, where the representation of women is at a very low level. The low representation of women in management positions serves to reduce the average salary of women.

FAMILY POLICY

For the purpose of improving the standing of women on the labour market there has been a reform of the drawing of the parental allowance, when the so-called three-speed drawing of the parental allowance became valid in January 2008. Some groups are disadvantaged through the three-speed parental leave system. These are e.g. female students, who are not entitled to the higher or the basic contribution (i.e. the two-year or three-year one), but may only choose the four-year lowest option. Only women with a high income can choose the two-year parental leave option.

The conception of maternal and parental leave (including the drawing of financial aid in maternity and the parental contribution), in connection with childcare facilities, has a fundamental impact on the (non)participation of women on the labour market. In the Czech Republic around 1% of children are currently placed in day-care centres, as this is the maximum capacity of the day-care centres. The lack of use of day-care centres is also due to the fact that parents who place their child in them more than 5 times a month lose their parental contribution.

POSITION OF FEMALE MIGRANTS ON THE LABOUR MARKET AND THE POSSIBILITY OF COMBINING PARENTAL AND WORKING LIVES

Statistics show that female foreigners are economically active more as employees than as entrepreneurs. As of 30/6/2009 a total of 34,688 women had valid work permits, i.e. 34.1% of the total number of foreigners, while there were 7,643 women among employed foreigners from third countries, i.e. 48.04% of the total number in this category of foreigners, and among foreigners with trade licences were 23,878 women (i.e. 28.59%).

In practice female migrants face the problem of multiple discrimination and disadvantages (the reasons being age, gender, ethnicity, nationality, social status, education level and others), and this when looking for work, but also in access to education and information that is an essential step for arrivals in terms of increasing the chance for (not only) economic integration.

In terms of the work they find, female migrants are to a large extent restricted to the secondary labour market (low-grade, unqualified, poorly paid jobs) or work in the grey or black economies (bogus self-employment (the “švarcsystém”), inadequate protection of working rights, work without an employment contract and so on).

For female foreigners in the Czech Republic access to institutional childcare is generally problematic (day-care centres, kindergartens or maternity centres that could also be used as spaces for female foreigners to meet women from the majority population), while in addition their lack of awareness and socio-cultural differences are increased (the language barrier, values, the way of family life, gender roles in the family and so on).

Pregnancy and care for newborn infants represent very complicated and risky situations for female foreigners without permanent residency. They are exposed to the danger that they will lose their residency permit, which is tied to their employment (the great majority of both male and female foreigners work on contracts for specified periods and employers will not extend their employment due to pregnancy, so women cannot extend their work permits and thus lose the purpose for their residency in the country).

CONCLUSIONS AND RECOMMENDATIONS

- Over the past 15 years there has been a visible and clear advance in the issue of women and economics. Women have improved awareness of the concept of discrimination on the labour market and of their rights, while more and more employers are beginning to reflect equal

opportunities. There has also been a fundamental shift in the awareness of the issue by the media. On the other hand, even if the economic activity of women is a theme that in the Czech Republic is accorded the highest attention in the area of gender equality, and this mainly thanks to the influence of the European Union – through both legislation and also financial resources, it has still not been possible to remove fundamental inequality. The main active players in the field of equal opportunities for women and men on the labour market are the non-profit organisations.

- Create new Priorities and Procedures of the Government in Implementing the Equality of Men and Women that will include clear indicators in the area of removing horizontal and vertical segregation, lowering the difference in salaries and combining the personal and working lives along the lines of the Shadow Report on Equal Treatment and Equal Opportunities for Women and Men 2008.
- Create a long-term family policy concept that will take into account equal opportunities for women and men. This concept should include the systematic support of public childcare facilities, possibilities for alternative childcare facilities, flexibility in terms of maternal and parental leave and the drawing of financial aid in motherhood and the parental contribution, and the inclusion of fathers in childcare.
- Motivate employers to offer flexible forms of work (e.g. part-time jobs, job-sharing, flexible working hours and jobs). Motivational measures must include clear checks as to whether negative flexibility is being used (part-time work at a lower hourly wage, the impossibility of transferring to full-time employment, retaining the same quantity of work to be done while reducing the number of hours worked, incommensurate benefits or access to education and career progression).
- Cooperate with non-profit organisations and academic bodies to remove inequalities on the labour market. NNOs and academic bodies have a high level of know-how available from both research and also work with employers, male and female employees, parents on maternity and parental leave and the unemployed.
- Positively motivate employers (both state and private) to maintain equality at the workplace, check employers (through audits) to see whether they are discriminatory and that they provide the same salaries for the same work.
- Systematically monitor and evaluate the impacts of the financial crisis and government measures in reaction to the crisis from the perspective of various groups of citizens, in particular taking into account the gender structure of society.

G. WOMEN IN POWER AND IN DECISION-MAKING

Michaela Appeltová and Veronika Šprincová

Decision-making bodies in the Czech Republic are considerably unbalanced from the perspective of gender. It is not simply that there is a strong predominance of men in decision-making positions and women in more administrative positions, but that there exists a relatively high degree of concentration of women and men in other areas that are “traditional” to them.

Back in 2006 the UN, in its report for the Czech Republic, “repeats and stresses its dissatisfaction with regard to the insufficient representation of women in parliament, government, standing committees, at an international level and in the private sector”.

In spite of public opinion, which is in favour of greater representation for women, the Czech Republic occupies one of the lower echelons in other areas of decision-making in which the representation of women and men is not regulated by any rules due to the low level of (political) will. Therefore, the aims of the Beijing Platform for Action from the perspective of gender equality in decision-making processes and democratic principles, such as equality of opportunity to access decision-making or the passive voting rights of women, are not being met and are in need of significant reinforcement.

ELECTED POSITIONS

There has been a reduction in the number of female MPs elected to the Chamber of Deputies of the Parliament of the Czech Republic and to the European Parliament since 2005. On the other side of the coin, however, the number of candidates and the representation of women in regional assemblies and at the Senate have risen.

A number of situations are characteristic in relation to the representation of women in elected positions in the Czech Republic. First, there are generally around 30 % women on candidate lists, but women tend to occupy positions in the lower and consequently non-elective spectrum of these. Second, it is almost a rule that when the leading candidate is a woman, another woman generally appears in second or third place and always in fourth or fifth. Third, with one exception there is no binding rule among the political parties for putting together candidate lists with regard to the representation of women and men. And fourth, the number of women in the member bases of political parties is somewhere between 30 % and 50 %, but this situation is not reflected in the representation of women in elected positions (they generally occupy non-elective positions on candidate lists) or in the management of political parties themselves. The Czech Republic finished in second to last position, only ahead of Malta, in the number of women elected to the European Parliament in the elections of 2009. It should be noted that for the second term now Malta is without a single female representative. The number of Czech women at the European Parliament fell by one, or two percentage points, to four, or 18 %. The situation is no different on the national scene. No government in the history of the Czech Republic has ever had more than three women (around 17 %). Even then, we are generally talking about a caretaker government having 3 female ministers. These women are in charge of the departments of education, youth and sport, health and justice, the “typical” departments for women, the exception being a female minister of computer science in 2005-2006 and a female minister of defence in 2006-2009. In addition to a higher number of women in government, the Czech Republic also awaits its first prime minister and president.

The number of female MPs in the Chamber of Deputies of the Parliament of the Czech Republic after the elections in 2006 fell from 34 to 31, meaning that the representation of women fell from 17 % to 15.5 %. This means that the Czech Republic has fallen to 78th position in the table put together by the Inter-parliamentary Union behind Ethiopia, Cambodia and Uzbekistan. Apart from the low numbers of female MPs at the Chamber of Deputies of the Parliament of the Czech Republic, the make-up of the individual chamber committees is also imbalanced. Women and men are separated into “traditional” areas – there is one woman in the budget committee or the committee for security, but by contrast a majority of women in the Standing Committee for Equal Opportunities or in the Standing Committee for the Family.

In contrast to the situation regarding female MPs (deputies), the number of female senators regularly shows a slight upward trend, both in terms of the overall number of candidates and the final number of

female senators. The number of women at the Senate rose from 11 to 14 (from 13.5 % to 17 %) at the last elections.

The municipal level is far more favourable for women and female representation at this level of politics continues to rise slightly. Indeed for the first time in its history the Czech Republic has two female occupants of the post of president of the region following elections to regional assemblies in 2008. Almost 31 % of the people on the candidate lists for municipal elections in 2006 were women, but again, in spite of this relatively high number, women were predominantly placed in non-elective positions. An average of 25 % of the seats in municipal assemblies fell to women, only 23.3 % in town assemblies and only 19.5 % in the assemblies of chartered towns. There is therefore an informal rule that the larger the community, the lower the representation of women. The communities of Otmíče and Žerůtky in the Blansko area are unique in the Czech Republic in having assemblies made up entirely of women.

Horizontal gender segregation is typical for advisory bodies, whereby institutions for science and research, energy or economics are almost exclusively composed of men and bodies devoted to human rights are mostly made-up of women.

As for the armed forces, the army and the police, female representation is stable, with the number of female soldiers around 11 %. Female representation in management positions, however, is only around 6 %. The same figures apply to the Police of the Czech Republic, but at the fire rescue service and the prison service the number of women in leading positions is between 15 % and 20 %.

The area of justice is one in which the overall numbers of female representatives is higher than the overall numbers of men (there have been around 20 % more female judges than male judges over the past five years). There are almost twice as many female judges than male at the district level, but this difference decreases as the level of court gets higher. The ratio is almost identical at the high courts and is in favour of men, with almost seventy-five percent representation, when it comes to the Supreme Court of the Czech Republic. Only the Supreme Court of the Czech Republic has a female presiding judge, with the Supreme Administrative Court and both high courts chaired by men. It is also important to mention the Supreme Public Prosecutor's Office, which has been continually led by women since 1999.

The uneven representation of women and men in decision-making processes is also seen in the area of science and research. The overall number of scientists, male and female, has risen continuously since 2005, but the ratio of women to men only slightly. The total percentage of women in research throughout the period under consideration was somewhere around 35 %, whereby the number of women involved in the management of science institutions is considerably lower. The horizontal gender segregation in Czech science (reflecting the thematic segregation of the labour market) should be noted in this regard, where there exist whole sectors that are exclusively male or female.

The first gender yearbook of education was published at the end of 2009, drawing on data from 2006 to 2008. It can be read from the information within that the representation of women and men is subject to vertical and horizontal segregation. The size of the difference in salaries paid to women and men in the same positions is also clear. Most alarming are on the one hand the situation in the management of nursery schools, which is entirely in female hands, and the situation in tertiary education on the other. University education is one of the most segregated sectors on the labour market, an area in which the number of women rapidly declines the higher up the ladder you go and where there is a considerable predominance of men in specialized positions and of women in administrative and operational positions.

The unbalanced representation of women and men is also seen prominently in the management of enterprises and organizations with state involvement. Men control the administrative and supervisory board at VZP (General Health Insurance Company), which is partly appointed by the Government of the Czech Republic and partly by the Chamber of Deputies of the Parliament of the Czech Republic. In other enterprises too the role of women in management (if they are represented at all) is reserved for the area of personnel. One example is the ČEZ group, whose supervisory board and board of directors are purely male domains, whilst there is only one woman in senior management and she is the manager of the personnel division. There is not a single woman involved in the management of Czech Rail, Czech Post has two ordinary female members (of a total of twelve members) in its supervisory board and there is one female manager at Lesy ČR (Czech Forestry Commission) from the six members in total, again the personnel manager. Prague Airport has one woman on its five-member board of directors and one woman on its nine-member supervisory board. There is also minimal female representation in the management of banks. There are 7 members of the bank board of the Czech National Bank, but only one of these is a woman. The situation is similar in the management or board of directors of the largest commercial banks (Česká spořitelna, Komerční banka, Československá obchodní banka). There is not a single woman on the boards of directors of these companies and a maximum of two women on the nine-member supervisory boards, these invariably in the role of ordinary members.

CONCLUSIONS AND RECOMMENDATIONS

- To adopt an amendment to the election laws containing quotas for the representation of women and men on candidate lists for elections to the Chamber of Deputies of the Parliament of the Czech Republic, regional assemblies and the City of Prague.
- To determine specific indicators and a time framework for increasing the representation of women in decision-making positions in all areas of decision-making – ministries, governmental advisory bodies, various commissions and councils, in education, the armed forces, energy etc.
- To compile a system of motivational and education programmes for bringing women into decision-making positions.
- To reinforce the mandate of the Department for Equal Opportunities at the Office of the Government to include inspection powers and the possibility of imposing sanctions for not observing the rules of equal representation of women and men in the decision-making positions of ministries; to ensure sufficient funds and human resources for the Department of Equality.
- To ensure a system of financing non-profit organizations dedicated to the equal representation of women and men in senior positions.
- To compile a system of education and enlightenment in the sphere of gender equality in decision-making that applies to all levels of public administration, the media and the public.

H. INSTITUTIONAL MECHANISM FOR THE ADVANCEMENT OF WOMEN

Petra Kubálková

According to a Report by the ad hoc working committee of the 23rd special sitting of the General Meeting of the UN (Beijing + 5), the primary obstacles in the sphere of institutional mechanisms are insufficient financial and personnel resources and a lack of political will. Gender stereotypes and gender-based discriminatory action remain in the Czech Republic, thus hampering the furthering of equal opportunities. Institutional mechanisms for improving the position of women are also of peripheral interest in national and governmental structures. This situation logically brings with it a weak mandate and decision-making powers.

NATIONAL ACTION PLAN

The Czech Republic compiled its first national action plan in 1998 under the name of Priorities and Procedures of the Government in Furthering Equality for Women and Men ("Priorities"). The Priorities are updated every year and a so-called Summary Report of Achieving the Priorities and Procedures of the Government in Furthering Equality for Women and Men ("Summary Report") is compiled. The Priorities should logically reflect the 12 critical areas defined in the Beijing declaration and Platform for Action.

Since the very beginning, however, the Priorities and the Summary Report have been subject to criticism from non-governmental non-profit organizations. Three critical assessment documents entitled "Shadow Reports" were issued between 1998 and 2009. The most common recommendation in such reports is to rework the concept of Priorities, which in its current form is not a sufficient tool with which to realize gender mainstreaming. Criticism is also regularly levelled at the quality of the content of the Priorities and Summary Reports. Tasks (measures) are also criticized. The non-governmental non-profit sector considers the documents in question to be too vague and superficial. The Shadow Reports also include recommendations in individual areas, both in terms of changing the Priorities and on the manner of preparing an action plan for individual departments. However, these proposals are not generally reflected.

INSTITUTIONAL ASSURANCE

THE GOVERNMENT COUNCIL FOR EQUAL OPPORTUNITIES FOR WOMEN AND MEN 2001 - 2010

The Government of the Czech Republic set up an advisory body entitled the Government Council for Equal Opportunities for Women and Men (the "Council") in 2001. According to its Statutes, the Council is responsible for preparing measures, instruments and policies with which to further equal opportunities for women and men. The Council's main remit is the preparation of action plans/concepts for the Government of the Czech Republic, the coordination of activities at individual departments in the sphere of equal opportunities, the approval of a national action plan, i.e. the Priorities, analytical activity to result in the identification of current problems in the Czech Republic and, primarily, to evaluate the effectiveness of equal opportunity policy. The Council currently consists of 29 members (13 women, 10 men). The activity of the members of the Council is unpaid and is an honourable position. Finances for the Council are taken from the budget of the Office of the Government of the Czech Republic.

The expert staffing of the Council and its committees. At the personnel level, there is a relatively high degree of overlapping of the people on the Council and on its committees (the greatest overlapping is in the Harmonization Committee, with eight experts involved in the overlapping). This situation restricts to a relative extent the innovation, capacity and activity of the whole Council. What is more, work and the provision of know-how in dealing with problems in furthering questions of equal opportunities are predominantly drawn from the sphere of non-governmental non-profit organizations and are not financially rewarded. Non-governmental non-profit organizations in the Czech Republic are databases of knowledge in the sphere of gender issues; nonetheless their position in the Czech Republic is not strong enough, something seen in the fact that their highly specialized activity is not financially rewarded even at the advisory body of the Government of the Czech Republic.

The Government Council was a very unstable body in the past, one influenced to a considerable extent by the political affiliation of the minister for human rights. It is clear from reports on its activity that the functioning of the Council depends on whoever is chairman/chairwoman; i.e. on active involvement and perceptions of the importance of the sphere of equal opportunities.

Another weakness of the Council is the insufficient personnel involved and the lack of money for its activity. We do not learn of the Council's budget for activities in individual years from Annual Reports, evidently due to the fact that the budget only consists of the pay documents of employees at the secretariat of the Council.

GENDER FOCAL POINT 2002-2010

The position of gender focal point (GFP) was set up at all ministries in 2002. According to the requirements of the position the GFP is responsible for the following tasks: support in implementing gender mainstreaming, cooperation with the Government Council for Equal Opportunities for Women and men, providing consultation in the area of gender mainstreaming, training and education activities, the promotion of gender mainstreaming at the department (not just within the organization), cooperation on the national action plan, distributing knowledge and instruments in support of gender mainstreaming at the department and a whole host of other activities.

According to the findings of Shadow Reports published by non-governmental non-profit organizations, the activity of the GFP only merited a single part-time position at the ministry at that time. However, information obtained by asking around various ministries has it that the position was a single, full-time post by 2009. From 2002 onwards, therefore, each ministry is duty-bound to compile its own departmental priorities and procedures for the furthering of equality for men and women to take into consideration the specifics of that department and sets out the tasks that have to be achieved in accomplishing equality for men and women. The work content of the GFP might not be achieved by classifying the GFP under personnel divisions.

THE MINISTER FOR HUMAN RIGHTS 2007-2010

A post was created at minister level in 2007 whose scope of activity takes in human rights and minorities, including gender business and business involving equal opportunities for women and men. The work of this minister encompasses the area of abiding by human rights, the development of civil society and the non-governmental non-profit sector, matters to concern the Romany community and national minorities and simplifying the lives of people with handicaps.

The post of minister for human rights has the status of minister without portfolio, meaning that the minister in question does not occupy the same level as those of other departments and therefore lacks the authority to push through equal opportunities policy. The minister for human rights comes under

the wing of the Office of the Government of the Czech Republic, which does not have the same powers as individual ministries. A minister without portfolio does not have secure continuity after the elections in 2010, does not have his/her own defined department and does not have a special departmental budget for activity, meaning that the mandate of the minister for human rights is very weak.

DEPARTMENT OF THE SECRETARIAT OF THE GOVERNMENT COUNCIL FOR EQUAL OPPORTUNITIES FOR WOMEN AND MEN 2008 - 2010

This Department is currently preparing proposals for the national action plan for equal opportunities for men and women entitled “Priorities and Procedures of the Government in Furthering Equal Opportunities for Women and Men” and the assessment of this, the task being to update this in cooperation with the gender focal point. The Department is the main coordinator of cooperation among individual departments, non-governmental non-profit organizations, the Government of the Czech Republic and trades unions. It is also the task of the Department to incorporate equal opportunities for women and men into legislation and to analyze the situation of the positions of women and men and collect data on the position of women in society, including gender statistics. The Department currently has four employees (3 women and 1 man) and is financed by the budget of the Office of the Government of the Czech Republic.

However, it does not have a strong enough procedural or political mandate or decision-making powers. For the Department to be able to effectively ensure gender mainstreaming it would need its own budget for outside experts and more expert capacity for taking care of all required business for which it is responsible. The person occupying the position of minister for human rights, a position that could disappear after the elections in 2010, has considerable influence on the position of the Department.

OMBUDSMAN 2009-2010

The year 2009 saw the ratification of the Antidiscrimination Act (Act No. 198/2009 Sb. on equal treatment and on the legal means of protection from discrimination and on the amendment of certain acts) and Act No. 349/1999 Sb. on the Ombudsman, which defines the ombudsman as the so-called Equality Body for the Czech Republic. The Antidiscrimination Act imposes on the ombudsman the duty to provide methodical legal assistance, the duty to carry out research, to publish reports, to issue recommendations on questions relating to discrimination and to ensure the exchange of available information with the relevant European bodies. However, the law does not currently provide him/her with sufficient instruments or means to realize these tasks. Debate and dispute over the extent of the assistance provided to the victims of discrimination raged from the very beginning of preparing the Antidiscrimination Act.

The ombudsman does not have sufficient powers or a sufficient enough mandate for the creation of system changes. The Antidiscrimination Act does assign these tasks to him, but realistically the Office of the Ombudsman does not have either the funding or the expert capacity. What is more, the ombudsman is only conceived as an ombudsman for the victims of discrimination and not as a creator of policy or system changes.

STANDING COMMITTEE OF THE CHAMBER OF DEPUTIES: STANDING COMMITTEE FOR THE FAMILY 2002-2010

The Standing Committee was appointed at the Chamber of Deputies of the Parliament of the Czech Republic in July 2002. The committee's task is to organize education and training seminars and to prepare draft legislative changes. The committee consists of eight women and four men (1 chairman, 1 vice-chairman, 1 vice-chairwoman). Content-wise the committee concentrates on family policy.

STANDING COMMITTEE OF THE CHAMBER OF DEPUTIES: STANDING COMMITTEE FOR EQUAL OPPORTUNITIES 2006-2010

The Standing Committee was set up at the Chamber of Deputies of the Parliament of the Czech Republic in June 2006. This committee was separated from the Standing Committee for the Family and Equal Opportunities. Business at the committee does not simply focus on equal opportunities for women and men, but on other factors such as age, sex, race, handicap, nationality, ethnic origin and sexual orientation. The working party is made up of ten women and four men (1 chairwoman, 1 vice-chairman). Most activities concentrated on antidiscrimination legislation and on equal representation for women and men in politics.

Given that deputies (MPs), both male and female, from across the political spectrum meet on these committees, they are a suitable instrument for reinforcing political involvement and political resolve for the implementation of gender mainstreaming. Unfortunately, it would seem from the minutes to sessions that not one such committee makes full use of this potential. Both committees have room for greater cooperation with government advisory bodies and with non-governmental non-profit organizations and to work proposals into prepared laws, but do not take full advantage of this. One reason for this is perhaps the peripheral interest shown in equal opportunities policy for women and men.

CONCLUSIONS AND RECOMMENDATIONS

To create a separate government agency in line with the model already in existence at Agentura pro sociální začleňování (Agency for Social Inclusion). Such a new institution would work in the area of equal opportunities, just as the existing Agency does, and would be directed at the needs of regional and local self-governing bodies. The Agency would support the collection of data and offer methodical support for the introduction of gender mainstreaming at a regional and local level. The Agency could also assume certain project challenges of the ESF from the Ministry of Labour and Social Affairs, the Ministry for Regional Development and the Ministry of the Interior that concentrate on regions and towns in the sphere of supporting equal opportunities for women and men. Its powers should include gender mainstreaming at a regional and local level and it would also act as the consultancy and advisory point for regions, towns and communities.

To create a permanent position of minister for human rights, something to be embedded in competence law. The post of minister should be at the same level as at other departments. His/her activity requires him/her to have a sufficient mandate to push through policy on equal opportunities for women and men and indeed the same powers other departments. The position of minister for human rights is an important instrument in maintaining continuity in the area of strengthening human rights. The provision of a separate departmental budget is related to the creation of the post of minister for human rights. In addition to dealing with equal opportunities for women and men, the minister would administer the area of human rights as a whole, as is the case now. Recommendations for the minister or for the current Department of the Secretariat of the Government Council for Equal Opportunities for Women:

- To rework the Priorities and to compile a long-term action plan for a term of over 4 years which takes into consideration the current, initial status of the position of women and men in the Czech Republic and which creates a framework for the target status. The long-term action plan should have a number of levels with different terms of performance and ought to contain the 12 critical areas, on which the relevant departments would cooperate. Measures should be determined for each target and each measure should have specific indicators of performance and term of performance. Priorities conceived in this way would guarantee to a greater extent the cross-sectional nature of topics of equal opportunities and would not be affected to such a degree by a change in whoever the minister is; i.e. they would be more transparent and non-political.
- To reinforce data collection: there is a need to set aside funds for a governmental analysis of the current position of women in society and the functioning of institutional mechanisms for improving the position of women. There is a similar need to update statistical data. The updating of the analysis created during the 1990s is a necessary part of creating a long-term concept for promoting the position of women in the Czech Republic.
- To change the position of experts, both male and female, in advisory bodies of the Government of the Czech Republic. Advisory bodies must be professionalized and expert work should be financially rewarded. There is also the need to review the mechanism of nomination to the Council and committees such that there is no unnecessary overlapping of experts on the Council and on committees.
- To strengthen the position of ombudsman as the Czech Equality Body. The ombudsman is currently the only body embedded in the Anti-discrimination Act with the competence to deal with discrimination; unfortunately neither his capacity nor the current content of his position includes conceptual work or education and training and enlightenment in the sphere of equal opportunities for women and men. His job is more legally oriented at helping people to have suffered from discrimination. The ombudsman does not himself define the prevention of discrimination or the strengthening of the positions of men and women in society.
- To create an expert network at a national level to unite all institutions working on implementing equal opportunities. The communication network would link institutions and gather data and documents. The network could strengthen the building of close cooperation between the Council for Equal Opportunities for Women and Men, gender focal points, the Agency set up, the Czech Statistical Office and the ombudsman, universities, parliamentary committees and other institutions from the ranks of non-governmental non-profit organizations. This would mean the creation of a broad forum for sharing information, for example on government bills. Membership of the network ought to be formalized.

I. HUMAN RIGHTS FOR WOMEN

Linda Sokačová, Hana Víznerová (the Czech migrant integration policy)

One very important event in the sphere of ensuring equality and eliminating discrimination from the law is the approval of specialized anti-discriminatory standards, the so-called Antidiscrimination Act (Act No. 198/2009 Sb. on equal treatment and the legal means of protection from discrimination and on the

amendment of certain acts), which defines the ombudsman as the antidiscrimination office (Equality Body) of the Czech Republic.

The stance of Czech political representation to antidiscrimination measures is very contradictory and in many cases antidiscrimination measures are rejected at a legislative level. A number of politicians took a strong stance against this legal rule or only acceded to its final acceptance because of obligations arising from the accession of the Czech Republic to the European Union.

Specialized non-governmental organizations are currently among the most important and largest providers of legal advice to people to have suffered from discrimination.

COURTS

Specialists in discrimination consider the judicial resolution of discrimination to be something of an extreme – more than three-quarters of discrimination cases are resolved out of court. Not even following the adoption of the Antidiscrimination Act is a fundamental increase of judicial disputes expected (talk is of between 4 and 10 cases a year). Experts, both male and female, often emphasize the problematic nature of drawn-out judicial proceedings and also talk from the quality perspective of very questionable judgments that problematizes the resolution of discrimination cases in the Czech Republic. Discrimination cases may take a number of years, which reduces the effectiveness of protecting victims from discrimination through corrective action and also disproportionately increases the funds needed to administer cases; here we do not refer simply to the direct cost of legal representation (which is in many cases provided by specialized non-governmental non-profit organizations), but to the risk of having to pay court fees and costs to the other party in the event of losing the case. The costs of court fees can run into the hundreds of thousands. What is more, according to experts Czech courts are very unpredictable in their decision-making and it more often depends on the local jurisdiction of the court than on the circumstances of the cases and the presentation of argumentation. The strong belief of Czech society (and consequently of courts too) in the superiority of the rights of the employer works against the position of the victims of discrimination in judicial proceedings. The Czech public is also characterized by a low level of legal awareness, which acts retrospectively against the victims of discrimination, who are not used to recording and collecting evidence of discriminatory behaviour. Such a lack of evidence again works against the victim in the production of evidence in court. Courts often consider such cases to have been fabricated and stand on the side of the employers and other respondent parties without giving any evidence produced a chance. The non-existence of written evidence is often a reason that leads to the decision to resolve a case outwith the courts, as discrimination is difficult to prove.

THE INSPECTION ACTIVITIES OF ADMINISTRATIVE INSTITUTIONS

One important inspection institute in the sphere of discrimination on the labour market is the labour inspectorate. Such a body has powers of inspection and sanction in cases in which it identifies discriminatory conduct by an employer. Penalties can reach up to CZK 1 million, although in practice such figures are not applied to breach of labour relations relating to or affecting the issue of discrimination. The issue of discrimination is on the very periphery of interest of labour inspectorates. Negative experiences of their inspection activities have been expressed by experts in the field and by the victims of discrimination. Among the reasons for the low interest shown by inspectorates is an underestimation of the impacts of discrimination, a lack of finance and personnel for such inspection institutions and insufficient methodical management by the Ministry of Labour and Social Affairs.

THE POSITION OF LESBIAN, GAY, BISEXUAL, TRANSGENDER (LGBT) PEOPLE IN SOCIETY

The Act on Registered Partnership came into force on 1st July 2006, allowing couples of the same sex (and only they) to officially “marry”. However, people carrying out this legal act still do not have the same rights and position as people entering into marriage (for example, they are not entitled to a widow’s/widower’s pension etc.). One such shortcoming is the fact that persons in a registered partnership are not allowed to adopt children. Every woman and man in the Czech Republic has the right to adopt a child irrespective of sexual orientation. However, the situation changes fundamentally at such time as gays and lesbians enter registered partnerships since by law registered persons may not adopt children as a pair or as individuals. It ensues from analyses that the said provision of the Act on Registered Partnership is somewhat at odds with the European Convention on Human Rights and Fundamental Freedoms, since it discriminates on the basis of sexual orientation. Given that judicial decisions of the Constitutional Court of the Czech Republic are such that ratified and published international conventions and treaties on human rights and fundamental freedoms are part of the Czech constitutional order, the provision in question is also in conflict with the constitutional order of the Czech Republic.

THE INTEGRATION POLICY OF THE CZECH REPUBLIC FROM THE GENDER PERSPECTIVE

The Czech Republic has become a destination for migrating persons in recent years. There has been a continual rise in the number of foreigners in the country and the number of people wanting to remain here over the long term or to settle here permanently is growing. The topic of the gender aspect of the integration of migrants, consideration for gender specific interests and the needs of incomers is still not the subject of more in-depth public debate, neither is it pointedly reflected in legislative measures or conceptual documents.

The fundamental document to define the state integration policy in the Czech Republic is the Concept of Integrating Foreigners from 2005. This document and annual reports on its implementation deal with specific problems and areas of integration, stressing gender specifics and the situation of female migrants only peripherally. The need to take into consideration the specific position of women as a vulnerable group is emphasized (indeed it is from this that ministry grant programmes take their lead, e.g. the Ministry of Labour and Social Affairs). The concept itself looks at the position of female migrants only very generally and does not resolve specific problems during the integration process. Only recommendations in support of women/mothers having access to Czech language courses are presented in any detail.

CONCLUSIONS AND RECOMMENDATIONS:

- To raise the legal awareness of the public, which will contribute to a proper understanding of the concept of discrimination and to knowledge of the possibilities of legal defence against such illegal conduct, to use information and education campaigns focusing on various target groups (the victims of discrimination, experts, courts, etc.) and the overuse of this expression.
- To reinforce the cooperation of various organizations in the sphere of eliminating the expressions of discrimination – non-governmental non-profit organizations, public administration and self-governing bodies, social partners, academic communities etc.
- The state ought to assume an activation role in the sphere of (anti-)discrimination measures and to determine a clear and transparent system of financing non-governmental non-profit organizations, which are the main providers of services for people suffering from discrimination.

- To amend the Antidiscrimination Act (after an assessment of its year-long effect) with the aim of reinforcing measures against discrimination and improving the situation for the victims of discrimination when enforcing the law.
- To increase accessibility to legal aid and the capacities of legal advice centres.
- The thorough mainstreaming of antidiscrimination.

J. WOMEN AND THE MEDIA

Tereza Wennerholm Čáslavská

The Czech Republic has a sufficiently constructed (self-)regulatory media system and media space is sufficiently handled by laws in line with examples from abroad. Nonetheless, the regulation of the content of public media in relation to equal opportunities and support for diversity is low. All laws which regulate the media (television and radio broadcasting, including commercials) are transposed by the EC Directive on audiovisual media services, meaning that audiovisual communication may not instigate “hatred on grounds of race, gender, religion or nationality” and commercial communication (advertising) may not contain or promote “discrimination on the grounds of gender, race or ethnic origin, nationality, religion or creed, disability or sexual orientation”. The Standing Committee of the Chamber of Deputies for the Media and the Standing Committee of the Senate for the Media operate in regulating and monitoring the media in the Czech Republic at the government administration level. Over and above the legislation in place, the audiovisual media and advertising in the Czech Republic are governed by voluntarily accepted codes of ethics (the Czech Television Code, the Czech Radio Code and the Advertising Code). The Code of Ethics published by the Syndicate of Journalists makes reference to the area of discrimination in the press. According to this Code printed content “may not create or depict a topic that would instigate discrimination on grounds of race, colour of skin, religion, gender or sexual orientation”.

None of the codes of ethics mentioned above feature recommendations to promote non-stereotypical depictions of women and men and/or the balanced involvement of both sexes in decision-making positions in the media. Self-regulatory standards only make reference to the legal requirements of non-discriminatory conduct. Practice from abroad shows that recommendations for the depiction of women and men and of balanced representation are not unusual. What is more, global and national monitoring of the Czech media confirms a certain imbalance in the representation both sexes have to the detriment of women, as well as gender stereotypes in the news industry and in other areas of the media.

The principle of equal treatment for women and men is often misunderstood and ridiculed by the media. Deep-rooted stereotypes predominate in the Czech environment from the perspective of depicting men and women in advertising and marketing.

THE REPRESENTATION OF WOMEN IN THE MEDIA AND IN DECISION-MAKING POSITIONS

According to an analysis from 2003, women were represented at Czech Television (ČT) in a ratio of 2 to 7 women to men, none of the significant daily newspapers had a women in the post of editor-in-chief and men stood at the head of the majority of divisions at Czech Radio (ČRo). Neither had there

been a single women in management at Czech Television or Czech Radio since 1992. Data from the Czech Statistical Office from 2005 makes it clear that women find work in the following proportions: in the position of editor in general (51.9 %), as commentators or reporters (47.9 %) and as journalism editors (40 %); however the percentage of articles contributed by women in daily newspapers and other media is only around 20 – 30 %. Moreover, only 10 % of appraisal commentaries are written by women. It also ensues from analysis that the percentage of women quoted is somewhere around 20 %. According to the websites of individual editorial teams at Czech dailies in 2009, women were still represented in senior positions only rarely (there was not a single woman in the position of editor-in-chief at four of the best read weeklies/dailies), whilst women only make up one-third of the staff on editorial teams and one half of employees in general.

The exception here is the Board of the Czech News Agency (ČTK), which is chaired by a woman (the vice-chair is a woman and the remaining five members are men). Of course executive management at the Czech News Agency is entirely male. By contrast, the staffing of senior editors is balanced (five women and five men).

THE MEDIA AND EQUAL OPPORTUNITIES POLICY

The Czech government and the bodies it entrusts in the sphere of promoting equal opportunities for women and men are not primarily concerned with the media. Obligations, for example increasing the participation and access of women to expressing opinions and decision-making in the media and support for balanced and non-stereotypical depiction in the media, are not separately formulated in basic documents. The media is seen in government documents as a means of spreading government policies and as suitable for campaigns to provide information on activities in the field of equal opportunities for women and men.

A lack of interest in the issue of women and the media also affects MPs elected to the Chamber of Deputies and the Senate. Not once in the course of their meetings did the Standing Committee of the Chamber of Deputies for Media and the Standing Committee of the Senate for the Media discuss the question of the participation and access of women in expressing opinions and in decision-making or in a balanced and non-stereotyped depiction of women in the media or in advertising. All the same, in terms of the representation of women parliament does have a direct influence on the composition of media boards in decision-making positions given that it appoints such boards.

ICT AND THE CZECH REPUBLIC

More than half the adult population of the Czech Republic was using the Internet in 2008, or more specifically 54 % of individuals older than 16 years, the first time such a figure had been reached. This increase in the number of users took in all sociodemographic groups. The highest number of Internet users is found among young people and people with university education. If we look at division by gender, 46 % of women use the Internet (as active users) in the Czech Republic (52 % of men), which is 9 % below the EU average, and around 52 % of women use a PC (58 % of men), which is around 8 % below the EU average. The biggest difference in the use of information technology, such as the use of the Internet and PCs, is not between men and women, but between age groups of the population and levels of education. The biggest gender difference in the use of PCs and the Internet is evident in the 55 – 64 age group, where the gender difference is 6 % for PCs and 7 % for the Internet, and similarly in the 65 – 74 age group, where the gender difference is 9 % for PCs and 8 % for the Internet.

The share of women in the sphere of ICT is also considered alongside access to information and communication technology and the possibilities of their use for women and men. The number of ICT

experts has almost doubled in the Czech Republic since 1993. However, the representation of women in ICT continues to decline. Women made up 36 % of ICT experts in 1993, but by 2008 this figure had fallen to just 13 %.

There has also been a decline in the number of young women studying ICT-related subjects at state-run universities. It is clear from data from the Institute for Information in Education that whereas in the 1996/1997 school year the classes taking these subjects were made up of 20 % women, ten years later in the 2006/2007 school year the figure had fallen to 10 percent, with only 2 – 4 percent in purely computer science specializations. Even though ICT is one of the most prospective and lucrative disciplines, fewer young women opt for this field of study than do for other technical subjects – chemistry, construction, transport, architecture and nuclear physics. These figures rank the Czech Republic among those countries in which women, compared to men, least use the possibility of a prospective and lucrative career in the field of ICT – the Czech Republic was in 22nd position among the countries of the European Union in terms of the ratio of female representatives in IT in 2004.

Apart from the low number of women in ICT professions, there are also major differences in pay depending on gender. This is partly based on the fact that the growth tempo of pay for ICT experts is higher than is the case in overall average pay. The average year-on-year increase in pay in this area between 2002 and 2008 was 9 %. This is four percent more than the average increase in wages in all branches over the same period (5 %). The average monthly wage for women in ICT in 2008 was 77 % of the amount paid to their male colleagues. Women earned 83 % of the salaries paid to men in the “scientists in ICT” category and 72 % in the “technicians” category. Female ICT experts earn 92 % of the salaries paid to male ICT experts in the public sector and 77 % in the private sector. The reason for these differences is the system of fixed payments in the public sector based on special tables.

The only government document that explicitly formulates requirements in the sphere of women and ICT is the national action plan entitled Priorities and Procedures of the Government in Furthering Equal Opportunities for Women and Men, which has since 1998 imposed the need to support access to employment for women, in particular by increasing the participation of women in the relevant education and training. The question is whether these courses are of a decent quality and what sort of continuity they provide in the sphere of education. The courses are intended for the unemployed and for people (women) on or following maternity/parental leave and therefore deputies for employment policy. No department has explicitly had this issue within its remit since the dissolution of the Ministry of Computer Science in 2006.

CONCLUSIONS AND RECOMMENDATIONS

To ensure that there is a shift in the depiction and representation of women in the media we need the cooperation of a whole range of actors - the public (making complaints), the government (issuing recommendations, conducting information campaigns) and civic and academic communities (pointing to gender stereotypes and sexism in advertising/the media). Political representation ought to become actively involved in work through the committee in parliament intended for this.

- We recommend broadening the organizational structure of the Council for Radio and Television Broadcasting (Rada pro Rozhlasové a televizní vysílání) to include a department that will work with the providers of radio and television broadcasting in the sphere of the self-regulatory operation and development of the media. The Council for Radio and Television Broadcasting should become the advisory body when creating and observing codes of ethics. It should provide advice and education in the sphere of content in accordance with political support for diversity in broadcasting and providing information (and therefore in accordance with the policy of equal opportunities for women and men). This principle should also be taken

into consideration when granting broadcasting licences to other operators of audiovisual broadcasting.

- In terms of the press, it is important to strengthen and expand the role of the Syndicate of Journalists (Syndikát novinářů) (the journalist community is not currently seen as a representative organization), which should impress on editorial teams and publishers of printed media the need to incorporate the gender perspective in their own affairs and in codes of ethics. The Syndicate of Journalists should also promote more actively the principle of a balanced representation of women and men in editorial teams.
- The Board for Advertising ought to explicitly formulate recommendations of how to evaluate sexism in advertising or how the depiction of women and men is damaging. We recommend defining terms such as gender stereotypes, advertising that objectifies and sexualization in advertising.
- The lack of women in ICT has not yet been resolved at a nationwide level; there is no comprehensive concept of how to solve this problem, but instead a number of more or less random and time-restricted projects – at commercial and non-profit organizations, universities and one at regional level.
- We recommend reinforcing the instruction of computer science at primary schools (best of all before the age of 11; experts recommend compulsory programming lessons, which could arouse interest among girls because girls avoid optional programming clubs for the same reasons as they avoid ICT), the active promotion of equal opportunities on the labour market and greater promotion of the employment that the field of information and communication technology offers women. Educational advisors could play an important role in the selection of an ICT discipline, arousing or supporting the interest of talented girls in studying computer science. Universities could adapt information for those interested in studying to female students. More practical orientation in teaching – very little information concerns the practical use of ICT and possible employment in the field. Teachers also play a role – the vast majority are men, for whom it is easier to devote their time to more technically competent boys.
- Companies should make efforts to create as positive conditions as possible for women with young children, which could help female students decide on ICT for a future career – the option of working from home, flexitime and company care for young children, something that is now common in many world companies. Companies advertising positions in Czech should use both male and female forms (e.g. manager and manageress).
- Universities and companies could organize open doors days especially for girls, who would then get a clearer picture of specific professions in ICT and the feeling that they are welcome in ICT.

K. WOMEN AND THE ENVIRONMENT

Michaela Appeltová

The areas of the environment and gender equality are generally conceived separately and unsystematically in the Czech Republic, with analyses of only partial aspects of their interrelationship

existing at the very most. Nonetheless it is positive that there are women's organizations in operation here dedicated to environmental topics (for example Prague Mothers Dedicated to Motor Transport in Prague, see below) or environmental organizations with programmes and separate projects that focus on promoting equality for women and men. In such cases both topics are linked by the fact that they are subjects whose aims are both equality for women and men and a better environment. The principle of gender mainstreaming, one of the main aims of the Beijing Platform for Action, has yet to be realized.

In a government report on the realization of the Beijing Platform for Action in 2002, reference is made to the higher risks to health for women associated with polluted atmosphere, to the environmentally-conscious conduct of women (a higher percentage in favour of recycling, less in favour of consumption) and to the lower representation of women in decision-making processes to concern the environment and access to resources. From that time on, however, there has been silence on this topic in Reports and at the level of government gender equality policy as such. Higher representation for women in decision-making positions is repeatedly requested of departments; however the chapter dedicated to decision-making positions makes reference to the fact that over the past five years, since the last Report, there have been almost no changes, a situation also true at the Ministry of the Environment. Only in 2009 was the Ministry of the Environment given the task of compiling a specific methodology for incorporating equality for women and men in the topic of the environment into the subject of the environment in the areas of "public transport, greenery etc.". This is the first time this has happened in the ten-year existence of the national plan for furthering equality for women and men. It is currently impossible to assess the degree of achievement of this task as the deadline for the delivery of the methodology is the end of 2010.

Neither are gender aspects in the environment taken into consideration in strategic documents to concern the environment, such as the State Environmental Concept, Local Agenda 21 or the strategy of sustainable development. Nonetheless, the Ministry of the Environment provides misleading information on the incorporation of equality in the conceptual documents of the ministry in annual governmental reports which assess the achievement of the principle of equality for women and men. This might mean a number of things: the competent bodies do not place any special significance on this topic and/or do not understand it too well and deal with this by remaining silent. What is more, there is no institution in the Czech Republic that combines the environment and equality of opportunity for women and men comprehensibly and understandably for the general public such that it could sufficiently strongly refer to the necessity to include the gender perspective in conceptual materials.

It is therefore evident that the cross-sectional topic of equal opportunities for women and men and the strategy of gender mainstreaming in the sphere of the environment promoted by international and governmental institutions, and similarly the horizontal topic of the environment in gender organizations, has not yet been comprehensively conceptualized and realized.

As in other areas of decision-making, it is also the case that the representation of women and men in decision-making on the environment is unbalanced. In contrast to the areas of energy or transport, however, the situation is considerably more positive and the Ministry of the Environment is somewhere in the middle of the notional scale of the number of women in senior positions at the department. Women are also significantly represented in environmental non-profit organizations, although it is evident that the most prominent (Greenpeace, Friends of the Earth etc.) are run by men. The Ministry of the Environment has never been headed by a woman and only one woman is in charge of one of the fourteen departmental institutions.

The Czech government has three councils that are relevant to the environment: the first is the Government Council for Health and the Environment, which is headed by the Ministry of Health. This

Council has 16 members, 5 of whom are women. The second body is the Government Council for Sustainable Development, which is headed directly by the Ministry of the Environment. At 1.12.2009 there were four women among the twenty members, i.e. 20 %. In contrast to bodies concerned with the environment, the Government Council for Transport Safety, which is not directly related, has a single female member, the secretary. At the same time, one of the unincorporated associations involved in this area, Prague Mothers, is, in the view of the media and beyond, one of the most active organizations in the sphere of transport and traffic safety.

Another entirely male advisory body is the Independent Special Committee for Evaluating the Energy Needs of the Czech Republic over the Long-term, which came up with the controversial state energy concept. The fact that there is at least one environmental scientist among the nine members of the commission is positive.

THE CIVIL SECTOR

There have been two “female” organizations dedicated to environmental topics in the Czech Republic since the end of the 1980s: the Prague Mothers and the South Bohemian Mothers. Predominantly women work in both organizations. However, neither association works according to the principle of gender mainstreaming. The Prague Mothers mainly concentrate their activities on making the city more negotiable for “mothers with prams” (or indeed people in wheelchairs), whilst the South Bohemian Mothers do not thematize a gender dimension whatsoever.

Last but not least, the Independent Social Environmental Movement (“Nesehnutí”) is active in the Czech Republic. One of the areas on which Nesehnutí concentrates is women’s rights and gender equality, but such activity is part of a separate programme in the organization’s activities. The campaign, which contains information about environmentally-friendly sanitary products for women or nappies for children, is directed at women. Not even this organization works with a concept of gender mainstreaming as such, but the female staff of the women’s rights programme do class themselves as environmental feminists.

EVALUATING THE EFFECT OF POLICIES TO CONCERN THE ENVIRONMENT ON WOMEN

The officially appointed organizations comment on laws in the Czech Republic; for legislation that could have an influence on equality for men and women the relevant organization is the Office of the Government of the Czech Republic, or more specifically its Department of Gender Equality. We can therefore legitimately anticipate that appraisals of the influence of policies relating to the environment either do not happen at all (or that there is no public access to potential analyses) or are carried out unsystematically, randomly and without concept.

CONCLUSIONS AND RECOMMENDATIONS

The topic of the environment is becoming more and more important in both the Czech and the international context, and not simply in relation to global climate change. The quality of life and health of the people is in itself a value that is championed and it is in the general, public interest to attempt to improve the quality of the environment. However, we do not live in a gender-neutral society and the end result is that the poorer condition of the atmosphere and the rise in motor transport have different direct and secondary effects on women, men and children. There is also the fact that the uneven representation of women and men in decision-making positions is just as evident here as it is in all other areas. The environment is therefore one of those topics for which we need an inter-disciplinary

approach and subsequent adherence to the principle of gender mainstreaming. Compile a gender analysis of policies to concern the environment;

- create a methodology for linking the environment and equality for women and men (gender mainstreaming);
- draw up indicators for increasing the representation of women in decision-making positions to concern the environment;
- include a programme dedicated to gender equality in the education programmes of environmental studies and in training courses relating to the environment.

L. THE GIRL CHILD

Petra Kubálková, Tereza Wennerholm Čáslavská

There are no statistics in the Czech Republic to comprehensively separate children into girls and boys and to look at the specific problems and requirements of girls and boys; these requirements are only elaborated in the sphere of education. The position of women in the Czech Republic is considered in the other chapters of this report and more or less accounts for girls over the age of 15.

Gender stereotypes remain in the Czech Republic in terms of the socially assigned roles of girls and boys. This situation is greatly affected by the unwillingness of society to actively change its stance and on the status of the media, which continually generates stereotypical expectations and requirements on the position of girls and women. The position of girls is also considerably affected by their upbringing in the family.

The most active body in the sphere of education is the Ministry of Education, Youth and Sport, which appointed a working party to deal with gender issues, with most activity directed at gender-correct Czech language and gender-correct textbooks for primary schools. Non-governmental non-profit organizations are and have always been the most active in this area, using their projects to work with primary and secondary schools and promote the gender perspective both in teaching itself and in the approach to girls and boys in other activities, such as the selection of further study paths and occupations.

SELECTED AREAS INVOLVING GIRLS

The principal problem is the occurrence of obesity and anorexia in girls. Obesity brings with it secondary discrimination of girls based on their appearance (weight), anorexia the deterioration of health and the unpreparedness of society to deal with this illness. According to a study carried out by the Ministry of Health and the Federation of the Food and Drink Industries of the Czech Republic in 2009, 11 % of children between the ages of 13 and 17 were obese. The study also pointed to another serious phenomenon; i.e. the relatively frequent occurrence of being underweight, which the study identified among 7 % of adolescents and 10 % of girls. A total of 20 % of children aged between 6 and 12 were identified as being obese or overweight.

Research also has it that in the Czech Republic there are considerably more girls hospitalized as being addicted to drugs. The Child and Youth Detox Centre (Dětské a dorostové detoxikační centrum) has said that up to 1000 children to the age of 15, around ¾ of them girls, undergo treatment in the course of a year. According to experts, greater burdens and demands are placed on girls in terms of appearance, education and keeping up with new trends than are placed on boys.

THE PROBLEM OF CHILD TRAFFICKING, SEXUAL EXPLOITATION AND PROSTITUTION AND VIOLENCE AGAINST CHILDREN

According to information from the International Labour Organization, adolescent girls make up the vast majority of child victims of trafficking in people for the purpose of commercial sexual exploitation, for example prostitution and the production of child pornography. Indeed the fight against people trafficking and the sexual abuse of children, sexual exploitation and child pornography has become one of the main priorities of the European Union. The Czech Republic has earned a somewhat negative label in this area. This picture of the Czech Republic abroad has been formed by the fact that until 2007 possession of certain types of pornography (depicting children, disrespect, violence or sexual intercourse with animals) was only a criminal offence if the purpose of possession was criminal activity related to distribution. This made it very difficult to fight this criminal offence. Then in 2007, the mere possession of child pornography was newly classified a criminal offence.

The Czech Republic has a document entitled “Strategy of preventing violence against children in the Czech Republic 2008 – 2018”, which summarizes the current situation of compliance with international conventions and Czech laws. In this strategy, in the opening report in fact, basic problems are identified in the sphere of violence against children, including the non-existence of comprehensive data on violence against children that would offer a clear picture of the size of the problem in the Czech Republic.

SEX EDUCATION AT SCHOOLS

Among the indicators of the European Union created specially for the area of “Girls” in the Beijing Platform for Action is an assessment of the system of sex education and relationships at primary and secondary schools. According to the International Convention on the Rights of the Child, children have the right to “information of all kinds”.

Sex education is currently understood in the education process in the Czech Republic as a so-called trans-subject topic, which is embedded in a specific area of education according to the framework education programme. The tradition of Czech education is such that the model of family upbringing includes sex education. This arrangement carries the risk that emphasis is placed more on parenthood rather than sexual topics (for example, the problems of pre-marital sex, masturbation, homosexuality and the emphatic prevention of the sexual abuse of children).

ABORTIONS AMONG YOUNG GIRLS

Another indicator is the number of abortions performed on girls in the Czech Republic. According to the Czech Statistical Office, 54 abortions were performed in 2008 on girls under the age of fourteen and 2370 on girls aged between fifteen and nineteen. Official health statistics (Institute of Health Information and Statistics of the Czech Republic 2008) have it that there was a fall in the number of abortions from 107 131 in 1990 to 32 530 in 2000, a drop of 70 %. However, there has been a gradual increase in the total number of abortions in the past two years after the long-term period of decrease.

The Czech Republic is one of the countries of the EU with the lowest demonstrated rates of abortion among girls of twenty years of age and under.

CONCLUSIONS AND RECOMMENDATIONS

Given the difficulties faced in obtaining information and the non-existence of studies in the sphere of the position of girls in Czech society, and indeed their incorporation in the category of "women", we recommend that studies be compiled and research carried out to map the current situation of girls in the following areas:

- The compilation of statistics and analyses that focus on girls/boys in the areas of child criminality, violence and sexual violence, child trafficking, migration, forced work (with respect to the children of migrants) and bullying at school.
- Statistics on preferred subjects at primary school to the age of eleven (the first grade of Czech primary schools) in comparison with preferred subjects after the age of eleven (the second grade of Czech primary schools, similar to a middle school or junior high) and an analysis of the data gathered.
- There is a need for gender-sensitive educational advice from the Ministry of Education, Youth and Sport, with emphasis on active support for girls (and boys) in choosing non-stereotyped future careers. Here it is important to support secondary schools in accepting pupils of both genders, predominantly at those types of schools that are considered more for boys and those more for girls.
- We need to promote education and enlightenment campaigns at primary schools and apprentice training centres relating to sex education and health (obesity, anorexia etc.), in support of strengthening self-confidence amongst girls and non-stereotypical career choices and against sexual violence against young people etc.
- It would be a good idea to open up a grant programme for projects aimed at reinforcing self-confidence in girls to help achieve this and to promote healthy development.
- Another recommendation comes in the form of financial and methodical support for existing and new crisis lines and crisis centres for girls, adolescent mothers, child victims of domestic and sexual violence, girls addicted to drugs etc.
- To achieve this aim it is also important to monitor the media and check sexist and gender-stereotyped advertisements and educational television programmes for gender-incorrect expression and depictions of women and girls (this also applies to the press).

PART 2 - INTERNATIONAL DIMENSION OF THE FULFILMENT OF THE BEIJING PLATFORM FOR ACTION

Míla O'Sullivan, Blanka Šimůnková

EXAMINATION OF THE GOVERNMENT EVALUATION REPORTS FOR THE 1998 TO 2009 PERIOD

The fulfilment of the international dimension of the BPfA is related to the implementation of the foreign policy of the Czech Republic, where the main player is the Ministry of Foreign Affairs which, within the framework of Czech Development Cooperation (CZDC), multilateral cooperation, security policy, human rights policy or EU policies, may directly or indirectly participate in the fulfilment of commitments arising from the BPfA. The other ministries that participate in particular in CZDC and the security activities of the Czech Republic are also active internationally. The Office of the Government should also play an inseparable and fundamental role, specifically the Gender Equality Unit, the Human Rights and Minorities Unit, related Councils and the Government Commissioner for Human Rights.

Under a more thorough analysis the declarative level of consideration of the gender dimension in foreign policy remains disputable. Data from the Ministry of Foreign Affairs, including data in the Summary Reports on Implementing Priorities (hereinafter only the "Summary Reports"), mostly relates to individual (small) projects focusing on strengthening the standing of women in CZDC countries, meaning the second part of the BPfA twin-track strategy. Nevertheless, the fulfilment of the first part, i.e. the cross-sectional incorporation of the gender aspect, is already given minimal space, unlike the Priorities, where it is precisely this principle that is tasked.

EVALUATION OF THE FULFILMENT OF COMMITMENTS BY THE CZECH REPUBLIC IN THE 2004 TO 2009 PERIOD

MINISTRY OF FOREIGN AFFAIRS

The activities of the Ministry of Foreign Affairs, where it is possible to trace contributions to the fulfilment of the BPfA, include in particular CZDC by the Development Cooperation Department (DCD) and within the framework of the human rights policy falling within the competency of the Human Rights and Transition Policy Department (HRTPD). In the context of the fulfilment of the BPfA, as part of multilateral cooperation a single organisation was supported, in 2004 and 2005, accounting for 0.05% and 0.04% of the total CZDC budget for the year in question, when a financial amount (USD 50,000) was provided to UNIFEM. No other institution or targeted programme focusing on strengthening the standing of women or gender integration was supported within the framework of multilateral cooperation.

Projects to strengthen the standing of women were implemented within the framework of bilateral cooperation, nevertheless for the mapped period no comprehensive list of them or total financial amount is available. There is no evaluation of these projects, and therefore it is difficult to assess the impacts of the individual activities, or whether the good intentions actually contributed towards increasing the burden on the women themselves. It is, however, necessary to note that in the

monitored period the DCD financially supported several initiatives that incline towards a more systematic approach to the theme of gender integration and strengthening the standing of women, such as the NGO Caritas Czech Republic project outcome “Gender Policy of Caritas Czech Republic”. In addition to this, the DCD section of the Ministry of Foreign Affairs took part in the comments procedure and subsequently adopted the decisive document – Strategy for Mainstreaming Gender into the Czech Development Cooperation: More than a Fashion - a Prerequisite to an Effective Development (2009), which was produced in cooperation with a gender-based NGO and a research organisation.

The theme has not been grasped at the level of strategic documents stipulating the CZDC policy. The sole specific mention of gender equality as a cross-sectional theme is within the framework of the Programme Documents of the Eight Programme Countries (hereinafter only the “Programmes”), nevertheless without any subsequent guide as to how to work with this theme. All the strategic documents can be called gender-blind. Nevertheless, by 2011 the transformation of the whole CZDC system will be carried out and the strategic documents and policies should also be updated.

OTHER PLAYERS

Another government body, the already mentioned Gender Equality Unit, only focuses on the theme within the framework of the preparation of the Summary Reports and the Priorities. The Government Council for Equal Opportunities for Women and Men does not address the international dimension, which is also confirmed by the fact that none of its four committees covers that theme. Other players are described in more detail in the following parts.

This theme is new for the non-government sector, mainly represented by development NGOs, and so far not grasped. During the monitored period no organisation had deeper expertise in gender and development, or guidelines for incorporating gender into its projects and programmes. At the end of 2009 there was a shift in the issue, when the Gender Working Group was set up within the framework of the platform of development NGOs. At the present time one gender organisation is also systematically involved in the theme, and its active lobbying together with a research institute has opened up the theme in the development constituency.

E. WOMEN AND ARMED CONFLICT

In spite of the fact that adequate attention has been paid to this issue at institutional level internationally, implementation remains weak. The Czech Republic has also lagged behind in the implementation of its commitments on the issue. The following report shows that the Czech Republic is only fulfilling this critical BPfA area at a marginal level and not in any systematic manner; fulfilment is not mapped in the Czech context and there is no specific policy for implementation into practice.

EXAMINATION OF THE GOVERNMENT EVALUATION REPORTS FOR THE 1998 TO 2009 PERIOD

Not one of the 3 government reports on the fulfilment of the BPfA addresses the critical area of Women and Armed Conflict; it is only referred to in a limited form in later reports on the fulfilment of the Priorities. The issue of women and armed conflict is first explicitly mentioned within the framework of the updating of the Priorities for 2009, where one of the priorities for the Ministry of Defence is “[s]upport the participation of women in military operations abroad and incorporate the gender issue

into the preparation of military personnel in accordance with Resolution No. 1325 of the United Nations Security Council”, while the fulfilment indicator is restricted to a quantitative monitoring of the “number of women and men sent”. For the other relevant ministries, in particular the Ministry of Foreign Affairs, no tasks relating to this theme are defined in the Priorities.

Apart from the mentioned priorities for the Ministry of Defence for 2009, information from this ministry indirectly relating to the issue had already appeared in earlier Summary Reports, specifically on questions of the standing of women in the army. In the Summary Reports several projects focusing on women and connected to the critical area are repeated, for example the project for the construction of a support centre for victims of domestic violence implemented by the Adra organisation in Serbia.

EVALUATION OF THE FULFILMENT OF THE COMMITMENTS OF THE CZECH REPUBLIC IN THE 2004 TO 2009 PERIOD

EVALUATION OF SUPPORT FOR THE CRITICAL AREA WOMEN AND ARMED CONFLICT

The Czech Republic has taken in recent years several steps at international level in relation to this critical area. The Czech Republic has cosponsored the already mentioned UN Security Council Resolutions No. 1820 (2008) and No. 1888 (2009) and UN General Assembly Resolution No. 62/134 (2008). The Czech presidency saw the commencement of the monitoring of the implementation of the long-term EU Guidelines on Violence against Women and Girls and Combating all Forms of Discrimination against Them.

Regarding expert preparation: with the exception of the Ministry of Defence training is usually limited to a general introduction to gender issues, without addressing the international context. Regarding the representation of women and men in foreign missions: according to available information, at the current time 40 male and 5 female police officers have been sent on service abroad, meaning 11% women. Women currently make up 50% of the civilian Provincial Reconstruction Team (PRT) in Afghanistan. In the management of field offices of the Ministry of Foreign Affairs there were 12% women in 2009, 15.9% in 2008, 12.3% in 2007, 10.6% in 2006, 14.4% in 2005 and 10.8% in 2004. At the present time the Czech Republic has two female ambassadors in post-conflict areas, particularly in Iraq and Kosovo. In military operations abroad the percentage representation of female soldiers in the period from 2004 to 2008 rose from 4% to 8.8%.

The indicator for total financial aid for gender equality in countries affected by armed conflicts or in a post-conflict situation in the given period cannot be determined in the Czech context. Regarding the specific example of the PRT in Afghanistan, the Ministry of Foreign Affairs has stated that within the framework of support for good governance the PRT is cooperating with the Afghan Ministry of Women's Affairs and adds that the Czech PRT is supporting the education of girls through projects for the construction and reconstruction of girls' schools. However, one aspect that remains problematic is the fact that evaluation of the projects has not been established and strategic documents such as the Informational Material “Perspectives for the Participation by the Czech Republic in Stabilisation in Afghanistan 2010-2012” fails to mention either the human rights of women or the cross-sectional incorporation of the gender aspect.

Within the framework of specific projects supported by the Czech Republic, it is also possible to trace positive steps in the issue in question. 2009 saw support for humanitarian projects by People In Need and Medecins Sans Frontieres focusing on help for the victims of sexual violence in the Democratic Republic of Congo.

MAIN OBSTACLES TO THE FULFILMENT OF COMMITMENTS

The Czech Republic has not so far addressed UN Security Council Resolution No. 1325 and the connected regulations especially systematically and has not created either any national action plan or any other strategic document. In 2009, upon instigation from non-governmental organisations, the Ministry of Foreign Affairs began to address the problem when it initiated the mapping of the level of implementation of tasks arising from Resolution No. 1325 and the related regulations by the relevant ministries, i.e. the Office of the Government, the Ministry of Foreign Affairs, the Ministry of Defence and the Ministry of the Interior. Subsequently, in February 2010 an inter-ministerial working group met on the issue for the first time and it is anticipated that the material under preparation could form the basis for a future strategic document. One of the first activities at non-government level was the Women in Armed Conflicts and Peace Processes conference, held in December 2009 by the Czech Women's Lobby.

Generally speaking, the themes connected with the mentioned resolutions (post-conflict reconstruction and its main aspects of peacebuilding and peacekeeping) are new in the Czech context. The Czech Republic lacks the necessary research and expertise in this area, as well as the linking of the theoretical and practical levels. Research into the issue in the Czech Republic is in its infancy and as yet has not extended to include the gender dimension.

HUMAN RIGHTS OF WOMEN – INTERNATIONAL DIMENSION

In the Czech Republic the issue of human rights in an international context falls within the competency of the Ministry of Foreign Affairs. Within the framework of its activities it is possible to assume support for the human rights of women at two levels: within the framework of the CZDC within the competency of the DCD, which potentially represents the economic, social and cultural rights of women and within the framework of the HRTPD, in terms of civil and political rights, presented as one of the main priorities of Czech foreign policy.

EXAMINATION OF THE GOVERNMENT EVALUATION REPORTS FOR THE 1998 TO 2009 PERIOD AND THE STRATEGIC DOCUMENTS OF THE HUMAN RIGHTS POLICY OF THE CZECH REPUBLIC

MINISTRY OF FOREIGN AFFAIRS – THE MAIN PLAYER

None of the three government reports addresses the foreign policy of the Czech Republic, and therefore either the fulfilment of the human rights of women in that context. The five evaluation reports on implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and one prepared by the civil society take a similar line.

Only the Summary Reports refer to the issue in a limited manner. Nevertheless, the validity of the information presented is very debatable. For example, it is stated that the “Ministry of Foreign Affairs through its Transformation Cooperation Unit, continuously monitored the gender balance of participation in transformation cooperation projects... [a]cquired information shows that women in the target countries are actively involved in transformation cooperation projects, and in a series of cases

(e.g. in educational projects) they are also achieving comparably better results". However, from communication with the HRTPD it has been shown that there is no systematic evaluation.

OTHER GOVERNMENT PLAYERS

The other players that should play an active role in support for the given theme include the Government Commissioner for Human Rights at the Office of the Government (hereinafter only the "Commissioner"). The Commissioner chairs the Government Council for Human Rights, which has competency for monitoring the fulfilment of CEDAW commitments and the coordination of the preparation of government reports. Although the tasks for the Commissioner already appeared in the Priorities for 2004 and subsequent, nevertheless they only apply to national questions. None of the eight committees of the Government Council for Human Rights figure in the commented critical area in the international context. When the Secretariat of the Council was questioned, it confirmed that the theme had been transferred to the Government Council for Equal Opportunities for Women and Men or the Ministry of Foreign Affairs. The Government Council for Human Rights, or more precisely its Secretariat, likewise coordinates the regular annual Report on the State of Human Rights in the Czech Republic, nevertheless not even they focus on compliance with the commitments arising from CEDAW in the foreign policy of the Czech Republic. The Government Council for Equal Opportunities for Women and Men does not address the theme and the Gender Equality Unit is more or less restricted only to the administrative level of coordination of the Summary Reports.

STRATEGIC DOCUMENTS OF THE HUMAN RIGHTS POLICY OF THE CZECH REPUBLIC

The strategic documents of the human rights policy of the Czech Republic do not include any specific statement, and therefore do not support the human rights of women. Namely the Czech Republic Foreign Policy Concept for 2003 to 2006 (2003), the Transition Policy Concept (2005) and an internal document, the Manual for the Ministry of Foreign Affairs of the Czech Republic: Human Rights (2007) do not mention this theme. The first and basically the only mention can be found in the Thematic Priorities of the Foreign Policy of the Czech Republic in the Area of Human Rights (2007), which states that the inclusion of the rights of women belongs to category C other themes, while "[for the] named themes the Ministry of Foreign Affairs does not see, for various reasons, space for the systematic and long-term involvement of the Czech Republic. Later it is stated that "some of them are sufficiently discussed in the format of the collective processes of the EU or of individual partner countries (e.g. the death penalty) and for others the Ministry of Foreign Affairs does not have, for capacity, historic or other reasons, the potential to provide added value to the activities of other players". It is of course necessary to add that the documents are now outdated, and therefore have only limited informational value. An update to the Concept of Human Rights is planned for 2010.

EVALUATION OF THE FULFILMENT OF COMMITMENTS BY THE CZECH REPUBLIC DURING THE 2004 TO 2009 PERIOD

EVALUATION OF SUPPORT OF THE CRITICAL AREA HUMAN RIGHTS OF WOMEN

At HRTPD level, specifically its human rights part, within the framework of the Universal Periodic Review of the UN Human Rights Council the Czech Republic has criticised the state of human rights of sexual minorities in other countries several times. On the other hand, the Czech Republic was one of the first countries to be inspected in 2008 and neither the Czech government report nor the report of other non-government players made any statement regarding the state of compliance with the human rights of women in the foreign policy of the Czech Republic.

The transition policy, which officially began in 2006, is a relatively new part of the general human rights policy of the Czech Republic. It is based around the “creation and consolidation of democratic institutions, the legal state, civil society and the fundamentals of the proper administration of public affairs” in nine priority countries and implementation is mainly carried out through NGO projects. The methodology for commissioning projects, their selection by an expert commission, annual and final assessments and monitoring does not require, and therefore neither does it assess, the cross-sectional incorporation of gender aspect or the empowerment of women.

MAIN OBSTACLES TO COMPLIANCE WITH COMMITMENTS

The critical area of the Human Rights of Women is in and of itself a relatively complex issue, as it relates to economic, social and cultural, as well as civil and political rights. Within the framework of the foreign policy of the Czech Republic, the theme of human rights and the transition policy are relatively new, and are therefore searching for their direction, institutional and financial security and political support. The obsolescence of the strategic documents, in particular the Concept of Human Rights, is connected with this.

Civil and political rights, which are a clear projection of the transition policy, are seen as gender ‘neutral’, while they however only minimally reflect and combat the differences between women and men built up over a long period of time. In government and non-government circles the opinion predominates that it is first necessary to address the state system and support good governance, and only then to focus on the other themes. With this fact is also linked a certain inclination towards so-called cultural relativism in the circles of development NGOs, or agreement with the assertions that in some countries of the Global South it is not possible to interfere with local traditions that discriminate against women. This is clearly connected to the lack of expertise, tools and institutional support for a better grasping of the theme.

CONCLUSIONS AND RECOMMENDATIONS ON THE INTERNATIONAL DIMENSION OF THE FULFILMENT OF THE BEIJING PLATFORM FOR ACTION

The International Dimension of the Fulfilment of the BPfA part has shown that the theme of gender equality and the empowerment of women is only at the start of its entrance into policy and implementation within the framework of the foreign policy of the Czech Republic. Direct evidence for this is the fact that the existing three government reports on the fulfilment of the platform do not take account of this theme. In spite of this, this part has described not only the general perspective of the theme in question, but has also analysed with the use of examples the two selected critical areas – Human Rights of Women and Women and Armed Conflict.

The overall approach at government level represented mainly by the Ministry of Foreign Affairs has not been mastered in a systematic manner and so far does not have sufficient political attention. Of the other ministries, the Ministry of Defence is showing activity, particularly in the area of education, yet an assessment of these activities would nevertheless require a more thorough qualitative analysis. The other ministries have incorporated the theme into their work at a minimal level. The Gender Equality Unit at the Office of the Government and the relevant government councils do not address gender issues at international level. Civil society is currently only getting acquainted with the theme in question. The following recommendations, split according to the individual players, have been prepared on the basis of these findings.

RECOMMENDATIONS

Ministry of Foreign Affairs of the Czech Republic¹

- Stipulate gender as a cross-sectional theme in all strategic CZDC documents and human rights policies.
- Give priority in multilateral development cooperation to those international organisations that incorporate gender and empower women in their activities.
- Identify, implement, monitor and assess development and human rights issues in cooperation with women's/gender organisations and the relevant state and local administration departments in the target countries of CZDC.
- Stipulate gender equality as one of the criteria for assessing projects in tenders for bilateral (also including trilateral) cooperation and the transition policy and support projects focusing on women.
- Stipulate a methodology for gender indicators and report CZDC programme statistical reporting according to gender and inform the public of this.
- Participate in coordination with the Office of the Government and other ministries in the creation of a strategic document for fulfilling UN Security Council Resolution No. 1325 and related regulations.
- Allocate funds to the theme and strengthen the capacity of the Ministry of Foreign Affairs in the issue of gender and development.

Office of the Minister for Human Rights

- Request that the government updates Article III of the Statute of the Council for Development Cooperation so that its representative becomes a member of the Council and ensure the mainstreaming of gender into CZDC and human rights policies.
- Create, within the framework of the Council of the Government of the Czech Republic for Equal Opportunities for Women and Men, a committee for the international dimension of equal opportunities. Charge the Gender Equality Unit with active involvement in the theme in question and increase its capacity for this purpose.
- Actively involve the Commissioner for Human Rights and the related Council in conceptual work on the human rights of women in the foreign policy of the Czech Republic and expand the reports on the state of human rights in the Czech Republic to include this theme.

Other ministries

¹ The following recommendations partially draw on the recommendations from the Strategy of Mainstreaming Gender into the Czech Development Cooperation: More than a Fashion - a Prerequisite to an Effective Development (2009)

- Participate, through the Ministry of Defence and the Ministry of the Interior, in the creation of a strategic document for compliance with UN Security Council Resolution No. 1325 and the related regulations.

Development and human rights non-government non-profit organisations and their platforms

- Implement a gender audit of internal and external activities and use the findings to improve the capacities of organisations in the area of gender and during the stipulation of the gender policy of the organisations.
- Use gender analysis of poverty when proposing development intervention and, as a priority, focus on projects focusing on the empowerment of women. Mainstream the gender perspective into all the phases of the project cycle.
- Support, within the framework of international platforms (for example CONCORD) and partnerships (e.g. within the framework of the Visegrad Group) the transfer of good practice in the area of gender and development.
- Cooperate with the relevant ministries in the creation of a strategic document for the fulfilment of UN Security Council Resolution No. 1325 and the related regulations.

Women's/gender non-government non-profit organisations

- Participate in the promotion of systematic changes in the area of gender in the international context within the framework of Czech state administration bodies.
- Cooperate with development and human rights NGOs in the building of gender expertise, tools and policies.
- Cooperate with the relevant ministries on the creation of a strategic document for the fulfilment of UN Security Council Resolution No. 1325 and the related regulations.
- Participate in the promotion of gender equality and the empowerment of women in countries of the Global South within the framework of international platforms and partnerships, for example WIDE and Karat Coalition but also EU structures and international organisations.

AUTHOR TEAM

Mgr. Michaela Appeltová – o. s. Fórum 50%

A representative of the Fórum 50%, NGO, whose main aim it is to balance out the representation of women and men in politics and in decision-making positions and to promote equal opportunities for women and men in politics. The Fórum 50% organization is a member of Zelený kruh, an association of environmental organizations.

MUDr. Milena Černá – European Anti-Poverty Network (EAPN)

A doctor specializing in dermatology and venereology. Director of the “Goodwill Committee” of the Olga Havlová Foundation (Výbor dobré vůle - Nadace Olgy Havlové) since 1993, member of the Government Council for Non-governmental Non-profit Organizations. Founder of SKOK, an unincorporated association of the providers of social and medical social services, and since 2004 the chairwoman of the national branch of the European Anti-Poverty Network (EAPN).

Mgr. Blanka Hančilová, PhD

Specializes in applied research and evaluation, consultant for international organizations such as ILO, UNODC, IOM, ICMPD and others, mainly in the sphere of labour migration, labour exploitation and human rights.

JUDr. Barbara Havelková, LL.M. - Faculty of Law, Oxford University

A graduate of the Faculty of Law at Charles' University in Prague and the Europa-Institut at Saarbrücken University. Teaches Gender and Law at the Faculty of Humanities at Charles' University in Prague and cooperates with Czech non-governmental organizations on the subject of gender equality and discrimination.

Mgr. Martina Hronová – o.s. ROSA – centre for abused and lonely children

Studied at the Faculty of Social Sciences at Charles' University. Worked as a journalist and became involved with ROSA in 1998 as a volunteer. Has been employed at ROSA since 2004 and now occupies the position of manager. The author of publications such as “To si dovolit nesmíš” (You are not allowed to do that - ROSA, 2006), “Dětská svědectví násilí” (A child's testimony of violence - ROSA, 2008), “Násilí ve vztazích teenagerů – Manuál pro pedagogy SŠ” (Violence in relationships among teenagers - A manual for secondary school teachers - ROSA, 2009) and “Kouzelná knížka” (The magic book - ROSA, 2009).

Mgr. Alexandra Jachanová Doleželová, Gender Studies, o.p.s.

An author that has long concerned herself with the issue of equal opportunities for women and men on the labour market, discrimination, family policy and the possibility of harmonizing personal and working life in the Czech Republic and the European Union. Worked as editor-in-chief of the electronic newsletter “Equal opportunities at companies” and participated in the Company of the Year Award: Equal Opportunities.

Lucie Jarkovská, PhD – Faculty of Social Studies, Masaryk University in Brno

Has long dealt with the gender aspects of the education system and education in general. Has participated in a number of research projects on gender and education and teaches seminars focusing on the gender-sensitive teacher. Also took part in the creation of textbooks on gender-sensitive instruction.

PhDr. Eva Křížová, PhD – 3rd Faculty of Medicine, Charles' University in Prague

Has long dealt with the sociological aspects of health, illness and the need and use of health care by using such techniques as comparing the medical condition and medical needs of women and men. Also concerned with gender aspects of the medical profession.

Bc. Petra Kubálková – The ProEquality Centre at Open Society, p.b.c.

Has long concerned herself with watchdog activities focusing on the operation of public and state administration in the sphere of gender mainstreaming. A member of the Committee for Institutional Security under the Government Council for Equal Opportunities for Women and Men. Also works on the issue of gender and the media, and the position of women and girls in general, and promotes gender-correct education.

Mgr. Míla O'Sullivan (Lukášová) – The ProEquality Centre at Open Society, p.b.c.

Studied international relations and diplomacy. Has been professionally involved in the human rights of women and in the gender issue for the past few years. Concentrates mainly on the gender dimension of developmental cooperation and related international issues.

Zdena Prokopová – o.s. ROSA – centre for abused and lonely children

One of the founding members of the ROSA organization, where she has worked since 1993. Head of asylum accommodation with secret address at ROSA and vice-chairwoman of the ROSA unincorporated association. A member of the Committee for the Prevention of Domestic Violence at the Government of the Czech Republic's Council.

Mgr. Linda Sokačová – Gender Studies, o.p.s.

Devotes her attention to the topic of human rights, antidiscrimination legislation and measures to combat discrimination. Carried out quality research into the stances of and approaches to discrimination of non-profit organizations, legal experts, the victims of discrimination and courts as part of the "No discrimination against yourself and no discrimination allowed to others" project. The author of the "Fifty-fifty – equal opportunities for women and men" project, as part of which a legal advice centre was set up for people potentially discriminated against on the grounds of gender and age (and not just on the labour market).

Petra Sovová – Hnutí za Aktivní Mateřství (Movement for Active Motherhood)

Co-founded the Movement for Active Motherhood (unincorporated association) in 1999, the main aim of which is to achieve positive change in the approach Czech maternity hospitals have to women. A member of Prague Mothers, the Association for Home Teaching, the Gaia Agency and the Movement for Active Motherhood. Together with the other members of H.A.M. organizes and runs regular video screenings and discussions on natural birth and the active role of parents in this.

Ing. Blanka Šimůnková, M.A.

Masters Studies in Women, Gender and Development at the Institute of Social Studies in The Hague, which is affiliated to Erasmus Rotterdam University in the Netherlands. Has concentrated in practice on developmental projects that focused mainly on strengthening the position of women in South and Southwest Asia.

Mgr. Veronika Šprincová – o. s. Fórum 50%.

Project coordinator at Fórum 50%, NGO, whose main aim it is to balance out the representation of women and men in politics and in decision-making positions and to promote equal opportunities for women and men in politics.

Mgr. Hana Víznerová – European Contact Group

Studied sociology at the Faculty of Philosophy at Charles' University in Prague. Worked at the Institute of Sociology at the ASCR in the Department of Gender and Sociology and has worked for the European Contact Group in the Czech Republic as researcher and teacher since 2007. Involved in the gender aspects of migration and the position of incomers on the labour market.

Mgr. Tereza Wennerholm Čáslavská – The ProEquality Centre at Open Society, p.b.c.

Masters studies focusing on political science and European law. Her work at the ProEquality Centre concentrates on such areas as gender and the media. She is currently involved in coordinating the Global Media Monitoring Project 2009/2010 at the national level, the main aim of which is to produce global reports on the representation and depiction of women and men in the media.

Mgr. David Zahumenský – Human Rights League

Long involved in the issue of patients' rights as a lawyer and chairman of the Human Rights League. A member of the Committee for Human Rights and Biomedicine in the Government Council for Human Rights since 2007.