



Czech Republic: Children's Groups

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Key words: Governmental Act; childcare; reconciliation of professional and private life

Main target group: Mothers of small children

Part. 1: General description of the measure

Country and title of the measure	Czechia: Children's Groups
Type of Measure: Please specify if it is a law, a policy, a program, a recommendation, a tool, etc	On 29 th November 2014, a new Act No. 247/2014 Sb., about the provision of childcare in Children's Groups and about the changes of related Acts came into force.
Who started the Measure: if possible, please give the name and/or function of the person or department.	Ministry of Labour and Social Affairs. It even piloted the Children's group for its employees.
Who is implementing the Measure? If it is a company, please specify the size and sector.	The Ministry of Labour and Social Affairs and all institutions and companies which can meet the requirements defined by the above mentioned Legal Act.
Partnership. Who are the partners and/or others actors involved? Which role do they have?	None
Short Description of the measure. Please mention content, objectives, target groups, beneficiaries; time frame or duration and the activities carried out. Please mention the legal framework and if there are specific sanctions foreseen for noncompliance with the measure	Nowadays, there is a lack of places for children in nursery schools in Czechia. This situation limits mothers who want to come back to the labour market. They can't because they are not able to find an institution that provides childcare. In Czechia actually only about 1-2 % of fathers take care of children and thus, although both parents are being addressed by the measure, the prevailing target group is women, mothers of small children. The private nurses exist but the majority of families cannot afford to hire them due to financial reasons.

	<p>Therefore mothers stay at home with their children and cannot take up gainful employment. The project of Children's groups tries to solve this situation in a pleasant way: companies where women who are mothers of small children work, can establish Children's groups and mothers can both work and have the possible access to their children during the day. In fact, this service addresses parents but prevailingly women use it. There are only few cases where both parents make use of the children's Groups, for example when both parents work at the same university and share the care about their child. It is possible because the type of their work allows it. It is rather a rare exception. Children's groups are realized under the roof of the company where parents/mothers work.</p>
<p>Purposes. Which are the direct purposes of the Measure, if applicable, the indirect ones?</p>	<p>The actual lack of places in nursery schools could be solved quickly in this way. It helps all parents who want to work again, because if both parents are gainfully employed, they need good care for their children. But it solves the situation especially of single parents because they can compete with other applicants for a new job nearly equally.</p>
<p>Funds. Which are the funding sources for the Measure?</p>	<p>There are some funds in the state budget (piloting organisations). Other companies and institutions have to support this measure with their funds.</p>

Part. 2: Qualifying aspects of the measure relative to OGP

<p>Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.</p>	<p>Parents can have children not far from them during their work hours. They can work without any stress and without having to finish earlier than other employees in order to fetch their children from a nursery school.</p>
<p>How did the Measure manage to reduce Gender Pay Gap?</p>	<p>Women can work under the same conditions as men and therefore the formal obstacle</p>

	mentioned very often by employers, namely that women must think about their children and finish at a certain time to be able to fetch their child from a nursery school is no longer valid. In this way, it will become more transparent if women are paid less and thus being discriminated against.
Does the Measure involve other stakeholders and different actors (e.g. Local Government)	No.
Monitoring. Does the Measure provide internal assessment and monitoring of the results?	The hygienic norms are regularly monitored and the organisation, where the Children' group is established, is responsible for the proper running of the care and activities.
Has the Measure foreseen an analysis of the satisfaction of the women's needs?	It is not known.
Innovation. Has the Measure produced new working conditions, especially referring to female employees? (e.g. develop new policy and service, introduce new ways of working as smart-working?)	Yes. The measure addresses both parents and removes worries from the minds of employed parents, prevalingly women.
Reproducibility. Can the Measure easily be reproduced in other contexts?	Other organisations can apply it if they have got appropriate conditions (enough employees, an own building, etc.) It is not suitable for SMEs.
Comment (own evaluation or experts' opinion). If possible, please specify what facilitates the success and where are the obstacles	<p>Only bigger institutions can allow to establish a Children's Group within their company. Small enterprises are not able to meet the required criteria and are most likely not able to finance it.</p> <p>It is a good help for a part of mothers (in rare cases of fathers, too) but this example does not solve the situation systematically.</p>
Further Information	<p>The link to a website of Ministry of Labour and Social Affairs with the information about the new Legal Act concerning Children's Group.</p> <p>http://www.mpsv.cz/cs/15471</p> <p>Legal Act – the whole description:</p>

	http://www.zakonyprolidi.cz/cs/2014-247
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