



Czech Republic: Project Optimization of the institutional arrangement of equal opportunities of women and men in Czechia

Presented by: EQUANIMA (CZ)

Key words: Overall strategy for Equal Opportunities of women and men; international project; ESF funds; labour market and equality institutions

Main target group: public administration

Part. 1: General description of the measure

Country and title of the measure	Czechia: Project Optimization of the institutional arrangement of equal opportunities of women and men in Czechia
Type of Measure: Please specify if it is a law, a policy, a program, a recommendation, a tool, etc	A project.
Who started the Measure: if possible, please give the name and/or function of the person or department.	Ministry of Labour and Social Affairs of the Czech Republic, The Council of Government for Equal Opportunities of Women and Men Duration: November 2012 to November 2015
Who is implementing the Measure? If it is a company, please specify the size and sector.	Ministry of Labour and Social Affairs of the Czech Republic, clerks of public administration in all regions in Czechia coordinated by the Department of Equal Opportunities of Women and Men at the Ministry of Labour and Social Affairs
Partnership. Who are the partners and/or others actors involved? Which role do they have?	The project team benefits in its activity from best practices from all over the EU. The international partnership with the Federal Chancellery of Austria (Bundeskanzleramt Österreich) and the Ministry of Labour, Work and Family of Slovakia was established.
Short Description of the measure. Please	Problems concerning a lower employability of

<p>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 non compliance with the measure</p>	<p>women than men remain in Czechia in comparison with other EU-countries. Flexible forms of work are used minimally; there are big barriers for mother coming back to the labour market, as well as a significant difference in salaries of women and men (gender pay gap), a low percentage of women in boards and decision-making positions, a gender segregation in education and many other fields. A holistic document does not exist in Czechia yet, which would set goals at least in the mid-term horizon. The elaboration of a mid-term strategy for the area of equal opportunities in Czechia seems to be a proper step. The outcome of this project should be a clear and transparent strategy which will define main priorities and goals in the support of equal opportunities of women and men in their work. The unified methodology for the evaluation of impacts on equal opportunities in the world of work and job will be elaborated and statistical data of gender issues will be collected and evaluated regularly. The activities of the Council of Government for Equal Opportunities of Women and Men will be optimised and their impact to the world of work in terms of gender equity should be more efficient.</p>
<p>Purposes. Which are the direct purposes of the Measure, if applicable, the indirect ones?</p>	<p>The main goal of this project is to optimize equal opportunities of women and men in Czechia by sharing experience with more experienced foreign partners. The main outcome will be a mid-term strategy of equal opportunities of women and men for Czechia.</p>
<p>Funds. Which are the funding sources for the Measure?</p>	<p>The ESF and CZ state budget.</p>

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

<p>Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.</p>	<p>The approach to existing gender discrimination of women at the labour market in Czechia is not systematic yet, there are not any directives and methodical guides for state administration, for justice, for state clerks and for all employers yet. Striking cases are solved individually, if at all. The government represented by the Ministry of Labour and Social Affairs wants to set rules and an</p>
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	organised approach towards gender issues from the whole responsible administration. The systematic approach promises to be more efficient than actual individual solution.
How did the Measure manage to reduce Gender Pay Gap?	Once concrete and precise rules will be elaborated and once the sanctions for not complying with these rules will be defined, there is a chance to reduce the Gender Pay Gap.
Does the Measure involve other stakeholders and different actors (e.g. Local Government)	Yes, it should be introduced in the whole Czech Republic.
Monitoring. Does the Measure provide internal assessment and monitoring of the results?	The project is divided into several phases – steps and each of them is monitored in terms if interim results and processes carried out. The quality of both processes and results is very important for the successful finalisation of the project and for any future implementation at a national, regional and local level.
Has the Measure foreseen an analysis of the satisfaction of the women’s needs?	It is not explicitly defined in the information about the project at the website of the Ministry of Labour and Social Affairs of Czech Republic: http://www.mpsv.cz/cs/15888
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?)	It is the first pilot project in the field of equal opportunities between women and men concerning GPG at the ministry level and of the conceptual character.
Reproducibility. Can the Measure easily be reproduced in other contexts?	Outcomes from this pilot project are supposed to be a basis for the development of a set of various arrangements supporting equal opportunities and should contribute to a more transparent gender policy at the national, regional and local level in the whole Czechia.
Comment (own evaluation or experts’ opinion). If possible, please specify what facilitates the success and where are the obstacles	The project responds to the unsatisfactory situation in the field of equal opportunities of women and men in Czechia. The objective is to identify, compare and evaluate transferable tools and policies in the field of equal opportunities of women and men in other EU – countries with the help of a transnational network of partners and to define consequently good practice in Czechia which contribute to improve the access to the field of equal opportunities of women and men in

	Czechia.
Further Information	http://www.vlada.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/projekt_optimalizace/projekt-optimalizace-institucionalniho-zabezeceni-rovných-prilezitosti-zen-a-muzu-v-cr-123983