

III.

*"Justice for women Takes More than new laws and new funding. Ultimately, we need new mindsets." (Ban Ki-moon, Secretary-General, UN)*

**The Action Plan of the Czech Republic to implement Security Council Resolution  
UN Security Council no. 1325 (2000) on women, peace and security and  
related resolutions for the years 2017 - 2020**

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## AND. The general part of the Action Plan on the agenda WPS

### **First Introduction**

CR receives its first Action Plan of the Czech Republic to implement UN Security Council Resolution no. 1325 (2000) on women, peace and security and related resolutions for the years 2017 - 2020 - (Women, Peace and Security) and related resolutions (hereinafter " WPS agenda ") for the years 2017 - 2020. the purpose of the document is to set the framework for the effective implementation of WPS agenda at national and international level. It is the Member States which are responsible for the implementation of the WPS agenda both domestically and through international cooperation. International community's efforts to develop WPS agenda is based on the philosophy inseparable connection with the principle of equality of women and men to peace and security in the world. WPS agenda is based on four pillars - prevention, participation, protection and post-conflict reconstruction. <sup>1</sup>

UN Security Council Resolution 1325 on women, peace and security (hereinafter "Resolution 1325") was adopted by the UN Security Council on 31. 10. 2000 as the first ever Security Council resolutions aimed at strengthening the role and participation of women in peace processes. The starting point of Resolution 1325 is that women are, on the one hand particularly hard hit by the armed conflict, on the other hand, can play a vital role in the prevention and resolution. The main objective of Resolution 1325 is therefore to increase the participation of women in decision-making processes relating to conflict prevention and resolution and post-conflict reconstruction and to prevent violations of women's rights, with emphasis on the prevention of sexual violence.

National implementation strategies for Agenda WPS are relevant for all countries, not just those in which the proceeds armed conflict. Other countries WPS agenda touches eg. As neighboring countries (conflict prevention, protection of refugees) or as donor countries involved in conflict resolution and reconstruction in post-conflict period. In addition, WPS agenda focuses not only on the situations in which it is directly threatened peace settlement, but covers the area of women's rights in its entirety and seeks to achieve a higher level of participation of women in political and public affairs in general.

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<sup>1</sup> **Prevention (Prevention)** - WPS agenda is based on the assumption that women's active participation in society, including long-term consideration of women's rights (respect for human dignity, the right to education, freedom of choice of profession etc.), plays a crucial role in conflict prevention. **Participation (Participation)** - Women should be actively integrated into all phases of management and conflict resolution: peacebuilding, peacemaking, peacekeeping. If women are marginalized in this process, not heard the voice of half the world's population. **Protection (Protection)** -

Besides the general requirement to respect women's rights is on the agenda WPS emphasis on protecting women and girls from gender-oriented violence. States are sharply defined against the use of violence as a gender-oriented tactics. It is necessary to provide women and children during conflicts special protection. Responsibility for the use of gender-based violence inside or outside is also on members of peacekeeping missions. **Post-conflict recovery (Relief and Recovery)** - Sustainable peace can only be achieved if war crimes are thoroughly investigated and the perpetrators brought to justice. It would also be working with victims and provide medical and psychological assistance in the framework of rehabilitation programs so as to mitigate the effects of war and armed conflict and, if possible, as quickly as possible to return to normal life.

Resolution 1325 is targeted to a wide range of actors; are UN member states, UN Secretary General and UN agencies. On Resolution 1325 follow Resolution 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013) and 2122 (2013) and 2242 (2015) the UN Security Council that the resolution strengthens and substantively and procedurally they specify. These resolutions represent a framework for implementing and monitoring agenda WPS.

*The UN Convention on the Elimination of All Forms of Discrimination against Women (hereinafter "CEDAW")* It is considered the basic international legal document that defines discrimination against women and obliges states to take measures to eliminate it. Czech Republic is a party to CEDAW since

1993. Obligations arising from CEDAW are relevant for the implementation of Resolution 1325, both of which are **complementary and mutually reinforcing in several areas, such as. for conflict prevention, gender based violence, sexual exploitation and trafficking, participation, access to justice, access to education, health services and employment, displaced persons, refugees and asylum seekers, etc.**

UN Committee on the Elimination of Discrimination against Women issued in 2013 called. General Recommendation no. 30

*-General Recommendation No. 30 on women in conflict prevention, conflict and post-conflict Situations (hereinafter referred to as "GR30")* *Second GR30 a guide for implementation of CEDAW in the prevention, during conflict and post-conflict period.* This recommendation, among others. Stipulates that States have to report on the implementation of Resolutions 1325 (Art. 83). Part of the recommendations is a call for the adoption of national action plans to implement Resolution 1325 and to allocate appropriate budget for their implementation. An essential element of the GR30 and recommendations for cooperation with civil society and nongovernmental organizations ("NGOs") to implement the agenda WPS (Art. 28).

During the 70th UN General Assembly in October 2015 to mark the 15th anniversary of the adoption of Resolution

1325, held the Revision of the UN Security Council at the highest level (High level review), which was presented at the **Global Studies - Global study on the Implementation of resolution 1325 (the "Global Study")** <sup>3</sup> **which is the most comprehensive study to date agenda WPS offering reflections agenda, current practices and the impact of their implementation.** The global study was developed under the leadership of Ms Radhika Coomaraswamy, former Special Representative of the UN Secretary General for children in armed conflicts, and the Special Rapporteur on violence against women.

A focal point for the implementation of Agenda WPS is Director of the United Nations, the Ministry of Foreign Affairs of the Czech Republic. On 23. 9. 2016 at the edge of the 71st UN General Assembly held the first meeting of the contact points at which the Czech Republic as one of the 40 countries subscribed to the Final Communique, under which undertook to strengthen the participation of women in decision-making in prevention and conflict resolution in international

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<sup>2</sup> Refer <http://www.ohchr.org/Documents/HRBodies/CEDAW/GComments/CEDAW.C.CG.30.pdf>

<sup>3</sup> Refer <http://wps.unwomen.org/~media/files/un%20women/wps/highlights/unw-global-study-1325-2015.pdf>

and national levels. Communiqué confirms national responsibility in the implementation of Agenda WPS.

Permanent Representative to the UN M. Chatardová advised in a speech during the open debate of the UN Security Council agenda for WPS on October 26, 2016, the Czech Republic intends to adopt by the end of 2016 Action Plan for WPS agenda for the years 2017-2020.

### ***Second Objective of the Action Plan, its preparation and implementation***

The aim of the Action Plan to implement the WPS agenda for the years 2017 - 2020 (hereinafter "the AP WPS agenda") is to establish specific measures to fulfill the subject UNSCR Czech Republic.

AP assigned to prepare the agenda was saved WPS Ministry of Foreign Affairs in cooperation with the Ministry of Defense, Ministry of Interior and the Office of the Government - Minister for Human Rights and Equal Opportunities legislation, the Government Resolution of 12 September 2016 no. 813. Preparing the agenda WPS AP was launched in 2015. the Ministry of foreign Affairs for this purpose organized a seminar in February 2016 with the participation of state and non-state actors involved in the WPS agenda. The invitation was accepted and representatives of the Ministry of Foreign Affairs of Austria and Sweden, who shared their experience in preparing the agenda WPS AP.

The process of preparing the agenda WPS AP were included in the relevant advisory bodies of the government of the Czech Republic, in particular the Government Council for Gender Equality (hereinafter referred to as the "Council"). The Council includes, apart from a representative government and a representative of academia and civil society representatives from the NGOs engaged in the promotion of gender equality.

AP for WPS agenda is divided into seven areas, based on the structure in question UN Security Council resolutions, as well as the experience of other UN member states to implement these resolutions. Specifically, the following areas:

- Balanced representation of women and men in decision-making positions in relation to the agenda WPS
- Reconciliation of work and private life in relation to the agenda WPS
- Education and training in relation to the agenda WPS
- International cooperation in promoting the agenda of WPS
- Dignity and integrity of women in relation to the agenda of WPS
- Agenda WPS and current challenges
- Institutional support of gender equality in relation to the agenda WPS

AP's agenda WPS is closely linked to the *Government strategies for gender equality in the Czech Republic for 2014-2020* and develops its objectives in areas such as equal representation of women and men in decision-making positions, the reconciliation of work, private and family life, dignity and integrity of women and men and gender equality in external relations. Together with *Action Plan for equal representation of women and men in decision*

*positions for the years 2016 - 2018 and Action plan for prevention of domestic and gender-based violence for the period 2015-2018* Thus one of the implementing Government strategy documents.

WPS agenda coordinator is the Ministry of Foreign Affairs, however, the direct implementers of the agenda, the Ministry of Defense, Ministry of Interior (Police Headquarters) and Government (Human Rights Section).

The Ministry of Defense has its own vnitrozorním Action Plan for WPS Agenda, which was adopted on the occasion of the 15th anniversary of the adoption of resolution 1325 in r. 2015.

### ***Third The national documents covering the agenda WPS***

WPS agenda covers a wide range of issues, some of which are already regulated at national level. AP aim to Resolution 1325 is not repeated tasks that are no longer relevant bodies stored, but to identify tasks that ensure effective implementation of Agenda WPS.

#### *The Government's Strategy for equality between women and men in the Czech Republic for 2014-2020*

The Government's Strategy for equality between women and men in the Czech Republic for 2014-2020 (hereinafter the "Government Strategy") was approved by the Czech government resolution dated November 12, 2014 no. 931. This is the first medium-term government strategy document, which forms framework for the implementation of the policy of equality between men and women in the Czech Republic. Government strategy sets gender equality as one of the priorities of the government and sets out general objectives in different areas of this agenda. In the government's strategy is defined nine strategic areas: 1) institutional support gender equality; 2) balanced representation of women and men in decision-making positions; 3) gender equality in the labor market and in business; 4) The reconciliation of work, private and family life; 5) The education system and gender equality; 6) the dignity and integrity of women and men; 7) gender equality in external relations; 8) everyday life and lifestyle and 9) horizontal strategic priorities. The most relevant are yet to meet the needs of AP to the agenda WPS seems to be a strategic area no. 7 - gender equality in external relations, strategic area no. 6 - the dignity and integrity of women and men, a strategic area no. 2 - balanced representation of women and men in decision-making positions. Partially to AP for WPS agenda also covers strategic area no. 4 - reconciling work, private and family life, a strategic area no. 5 - education, research and gender equality in the knowledge society.

#### *The updated measure Government priorities and procedures in promoting equality between men and women*

Implementing a document Government strategies are primarily updated measure Government's priorities in promoting gender equality (the "Updated measure"), which contain specific measures imposed by individual ministries. The updated measures are approved annually by the Government of the Czech Republic, together with the Report on equality between women and men in the Czech Republic and the government's strategy in the previous year.

The updated measures for 2016 was approved by the Czech government resolution dated September 12, 2016 no. 813. The updated measures include certain tasks related to the agenda WPS AP. These include the introduction of measures to promote balanced representation of women

men and women in government bodies and senior positions in government, analyzing the possibilities of promoting balanced representation of women and men within the civil service law, the implementation of departmental childcare services, implementation of educational activities aimed at preventing gender-based violence, streamlining the application of the gender perspective as cross-cutting theme in foreign

development or Transformation Cooperation and Humanitarian Aid

and mainstreaming the principle of equality between men and women in the Czech foreign policy, including active cooperation with the UN Agency for gender equality and women's rights (UN WOMEN).

*Action plan for prevention of domestic and gender-based violence for the period 2015-2018*

Action plan for prevention of domestic and gender-based violence for the years 2015-2018 (the "prevention AP DN") was approved by Czech Government Resolution dated February 23, 2015 no. 126. AP DN prevention focuses on the prevention of domestic and gender-based violence and effectiveness of assistance to victims of violence. Apart from domestic violence also covers sexual harassment, rape, stalking and other forms of gender-based violence.

*Action plan for a balanced representation of women and men in decision-making positions for the period 2016-2018*

Action plan for a balanced representation of women and men in decision-making positions for the period 2016- 2018 was approved by the Czech Government Resolution dated July 11, 2016 no. 632. The implementation of individual measures should be balancing the representation of women and men in decision-making positions in public administration and other institutions of public interest, in politics, in companies and in the labor market, increasing the transparency of selection procedures for leadership positions and providing more diverse and better-functioning teams at senior levels that can better respond to the needs of the company and its current development. In terms of the agenda, AP WPS are particularly important measures in parts of the general tasks and challenges for public administration and other institutions of public interest. This is eg. The realization of media educational activities about the benefits of balanced representation of women and men in decision-making positions, analysis of specific obstacles to balanced representation of women and men within the Czech police and security forces, the implementation of transparent tenders for decision-making positions within the government, the use of gender-sensitive advertising or establishment of gender-balanced selection committees.

#### ***4th National actors agenda WPS***

Czech Government Resolution dated October 10, 2001 no. 1033 was established by the Government Council for Gender Equality (hereinafter referred to as the "Council"). This is a permanent advisory body to the Government on issues of gender equality. The Council is an important body that determines the context of gender equality in the Czech Republic. It has four committees and three working groups that elaborate on various topics that the Council pays attention. In terms of the agenda WPS they are particularly relevant

*The Committee for prevention of domestic and gender-based violence, the Committee for reconciliation of work, private and family life and The Committee for a balanced representation of women and men in politics and decision-making positions.*

As the secretariat of the Council coordinating the agenda of gender equality and perform other tasks the Department of Gender Equality Office of the Government of the Czech Republic. This department is the responsibility of the Minister

Human rights and equal opportunities legislation. At the level of individual ministries are coordinating the agenda of gender equality instructed departmental coordinators and the coordinator of gender equality called. *gender focal points*. All ministries are also set up a working group on gender equality.

One of the most important implementers agenda WPS **Ministry of Defence**, adopted by the ministerial *The Action Plan on Resolution 1325* 12 June 2015. The agenda also covers the WPS internal regulation of the Minister of Defense "*Promoting the principle of equality between men and women in the scope of the Ministry of Defense*" and to safeguard the current procedure is processed sub-document

*"Priorities and procedures of the Ministry of Defense in promoting equality between men and women in the scope of the Ministry of Defense"* for each calendar year. The practical and uniform implementation of the above measures taken, issued by the Ministry of Defense official aid "*Equal treatment for men and women.*" Utility is open to all members and those from the resort. It focuses primarily on clarifying workers' rights not to be discriminated against on grounds of gender, equal treatment of men and women and possible methods for detection of cases of sex discrimination. It informs about the rights of people who are discriminated against, and the possible consequences of violation of the rights and obligations arising from equal treatment. It contains an extract from the relevant provisions of the legislation and case counseling, informal and formal problem solving and an overview of contact authorities. Further, the Ministry of Defense has "*Strategy for the primary prevention of risk behavior of staff of the Ministry of Defense for the period 2015-2019*". To ensure a uniform procedure for the implementation of the tasks of prevention of risky behavior was issued an internal regulation - the order of the Minister of Defense "*Preventing risky behavior of the staff of the Ministry of Defense.*" In accordance with this regulation is established *Ministerial committee for the prevention of risky behavior*, which is a collective, consultative, coordinating and initiating body of the Ministry of Defense to address the issues of prevention of risky behavior. The organizational structure of the Ministry of Defense (Section supervision and control) is established as **chief inspector of human rights protection**; since 2013, is run by an anonymous box - [ombudsman@army.cz](mailto:ombudsman@army.cz). The organizational structure of the General Staff is established workplace expert services in Command ACR, which according to current needs conducted a sociological survey among soldiers / female combatants (eg. The incidence of risky behavior, reflection of social diversity, motivation to perform the services, evaluation of living and working conditions, etc. ). The Ministry of Defense also within the main areas of state subsidy policy towards non-profit organizations to expand its subsidy programs (long-term oriented clubs nearby military environment) the grant program "*Promoting equal opportunities for men and women in the armed forces.*"

(Organization supported primarily discussions, lectures, seminars and exhibitions on the theme of gender equality in the armed forces.)

Another of the actors agenda WPS **Ministry of Interior**, that short and long term sends workers abroad in EU / EASO / FRONTEX to promote solutions to the current immigration crisis in the affected Member States. K 9. 11. 2016 was under the EASO (European Asylum Support Office) for the Czech Republic sent 37 experts / IT specialists, of which 22 were women. Total held 45 posting, of which 28 cases were women. also **police Presidium** It has a permanent interest in posting female officers in foreign peacekeeping missions under the auspices of the UN or the EU. For the year 2016 were to foreign peacekeeping operations



sent two policewomen. Act no. 361/2003 Coll., On the service of members of security forces (hereinafter the "Act") provides in § 13 et seq. prerequisites for admission to the service of members of security forces. § 19 of the Act sets out a hierarchy of official rank, which is the basis for the functioning of the career mode filling positions. The law is completely gender-neutral and provides for both groups (women - men) citizens equal conditions. The same philosophy is used to organize recruitment events, which implements printing department and prevention of the Police Headquarters and the regional directorates of the Police of the Czech Republic and departments with nationwide jurisdiction. It appears from the statistics show that interest in the work of the police force is higher among men. The regional aspect in this case is irrelevant. Police Presidium of the Czech Republic in cooperation with the Regional Directorates organizes recruiting events leading to the presentation of the Police of the Czech Republic as an important and attractive employer acting in all regions of the country. Police of the Czech Republic is trying to be gender neutral (resp. Gender-sensitive) in the context of media campaigns and recruitment events (displaying active police officers on billboards, information leaflets, etc.). This is regulated by an internal act of management for broadcast members and members of the Police of the Czech Republic to foreign peacekeeping missions. The priorities and procedures of the Ministry of Interior in promoting equal opportunities for men and women include the mainstreaming of gender equality in the framework of police training and education of members and officers and employees and workers of the Czech Police and the Ministry of Interior, including the training of teachers and workers. Great emphasis is put on the explanation of the issue of domestic and gender-based violence. The Interior Ministry in the framework of police training focuses on various preventive actions, cooperation with NGOs and other events.

**The main priorities Ministry of Foreign Affairs may be included in the field of development cooperation,** transformation cooperation and humanitarian aid. Concept governing these areas include the gender perspective. Furthermore, the Ministry of Foreign Affairs aims at reconciling professional and private lives of their employees and workers. Equal opportunities is within the responsibility of the Secretary of State, in practice it is spread across the board between the relevant departments by individual areas and focus. At present, the Ministry of Foreign Affairs does not have internal regulations that regulate equal opportunities vnitroresortně. The Ministry of Foreign Affairs, however, preparing departmental processing methodology to combine family and personal life with the performance of services, as well as departmental concept of gender equality in r. 2020. Among the planned tasks include the review of the supply and use of flexible forms of work. The long-term objective of the Ministry of Foreign Affairs personnel in the agenda of equal opportunities in accordance with the requirement of the updated measures by the government's priorities in promoting gender equality. The Ministry of Foreign Affairs through the Technology Agency, in cooperation with the Institute of International Relations has drawn up an analysis of the situation in the field of equal opportunities. Within the framework of surveys and focus groups, employees could comment on the issue of equal opportunities in the Ministry of Foreign Affairs. The Ministry of Foreign Affairs is also active in the field of prevention of possible adverse effects in the workplace. Employees can in difficult life situations vnitrozorního also use the services of a psychologist.

Foreign missions and international organizations send their employees as well as other central administrative authorities. Under the Ministry of Finance are members and a member of the Czech Customs Administration (EUBAM Moldova, EUMM Georgia and EUPOL). The Ministry of Justice then sends experts and expert of EULEX to Kosovo and to the EUROJUST. For the broadcast of persons to foreign missions and international organizations, was set up a system of rules for broadcasting of Czech citizens to the civilian structures of the EU and other international governmental organizations in election observation missions (Government Resolution no. 391/2006 Coll., As amended by Government Resolution no. 359 / 2007. 371/2010 and no. 424/2012 Coll.).

#### ***5th Monitoring the performance of the agenda WPS AP***

AP WPS agenda to be implemented through the activities of individual ministries in relation to the tasks laid down therein. AP fulfilling the agenda WPS will be evaluated annually in a summary report for the past year. Performance monitoring and evaluation of the Agenda AP WPS will take place in the framework of the Government Council for Gender Equality and the participation of other relevant advisory bodies (eg. The Council for International Development Cooperation).

Relevant ministries coordinator annually provide documentation processing performance summary reports AP to Resolution 1325. This will be a member of the government, in whose purview the agenda of Foreign Affairs (Foreign Minister). Co-responsibility will be defense minister, interior minister and minister for human rights, and equal opportunities legislation. The summary report will be prepared in cooperation with the responsible party co-coordinator and submitted to the Government Council for Gender Equality and the then government of the Czech Republic by 30 June of the following year. Part of the preparation of summary reports will also be proposals to update or supplement any of the tasks set to the AP WPS agenda in order to continuously respond to the challenges and problems arisen in connection with the implementation of the subject UN Security Council resolutions.

## **II. Piece part of the agenda WPS AP**

#### ***First Balanced representation of women and men in decision-making positions***

One of the key messages contained in Resolution 1325 is a challenge to promote greater representation of women at all decision-making levels in relation to the prevention, management and resolution of conflicts.

General information on women's participation in decision-making in relation to the WPS agenda can be obtained from a review of the representation of women and men in leadership positions at the level of the relevant ministries (Ministry of Foreign Affairs, Ministry of Interior and Ministry of Defense - as of November 2016). At the head of these departments currently stands men. Men also hold the position of Secretary of State in all these ministries. At the level of deputy / deputy minister of women's representation is 12.5% for the Ministry of Defense, 12.5% for the Ministry of Foreign Affairs and 25% for the Ministry of Interior. With declining levels of leadership growing proportion of women. Level

Director / Director of the representation of women in the Ministry of Defense 16.1%, the Ministry of Foreign Affairs of 40.5% and 29% Ministry of the Interior.

Comparison within the European Union offers a database representation of women in decision-making positions of public administration of individual Member States. <sup>4</sup> This comparison shows that the Czech Republic in the representation of women in the leadership of the ministries concerned is below the EU average for both monitored levels of management. At the first level executives (including top management of the resort, a deputy / deputy and State Secretary / Secretary), the average proportion of women in the EU 34%, while in the Czech Republic is 26%. On the second level (including level directors / directors), the average proportion of women in the EU of 40% in the Czech Republic, 32%.

Regarding the representation of women in decision-making positions in the Army and Police of the Czech Republic, you can use data from the Czech Statistical Office publications *Focus on Women and Men 2015*. <sup>5</sup> These data show that women make up a total of 21,000 soldiers and female soldiers in service 13.8% (ie 2900). Compared to 1999, when women accounted for 7.4% of soldiers and female soldiers, this is a fairly significant increase. Their representation in the command and control functions is however only 5.6%. A similar situation exists within the Police of the Czech Republic. Women make up 15% of all policemen and policewomen, command and control functions, however, holds only 8.4% of women.

As mentioned above, the area of balanced representation of women and men in decision-making positions is contained in the Government's strategy, where the government of the Czech Republic has set in 2020 at least 40% representation of women and men in all decision-making positions within the government. This objective is further elaborated in *Action plan for balanced representation*, which contains concrete measures in this area. Measures related to the WPS agenda include mainly the following tasks:

- *Analyze and define specific obstacles to balanced representation of women and men in decision-making positions and propose concrete solutions in the following areas: police, security forces.*
- *Take into account all relevant internal regulations of central government authorities or other appropriate documents subject balanced representation of women and men in decision-making positions and support measures.*
- *Staff recommended the authorities to when filling positions superiors in selecting one applicant / 3 of the applicant from the most appropriate applicants / claimants and balanced account of gender and diversity in decision-making positions.*
- *place Topic balanced representation of women and men in decision-making positions and information on the risks associated with gender stereotypes in this area to compulsory induction training and education for people in leadership positions and to offer this education členkám and members of advisory bodies.*

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<sup>4</sup> [http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/public-administration/nationaladministrations/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/public-administration/nationaladministrations/index_en.htm)

<sup>5</sup> <https://www.czso.cz/csu/czso/7-verejny-zivot-a-rozhodovani>

A general framework for promoting greater participation of women in decision-making in relation to the agenda WPS is therefore defined in *Action plan for balanced representation*. For this reason, the AP for WPS agenda only specific tasks related to the activities of the ministries concerned.

Overall objective	<u>Coordinator</u> Task	performance indicator	<u>term performance</u>	
<p>Task no. 1</p> <p>Strive to increase the representation of women in military and civilian missions, international organizations, including decision-making positions</p>	<p>MO, MV / PP, MFA</p>	<p>Within the offered positions (NATO, EU, OSCE and UN) pro-actively seek the position of women and concrete measures to increase the competence ženvojákyň and female police officers</p> <p>for possible participation foreign military and civilian missions</p> <p>Through educational activities to promote interest ženvojákyň and female police officers on participation in foreign military and civilian missions, regular monitoring and evaluation of the development of statistical data concerning men and women</p> <p>participating in foreign military operations and observer missions; short and long term broadcasting workers abroad in EU / EASO / FRONTEX;</p> <p>When creating conceptual materials concerning the selection of workers to foreign military and civilian missions include taking into account the principle of balanced representation of men and women</p> <p>foreign military and civilian missions, including leadership positions, taking into account the specific needs of women</p> <p>participating foreign civilian and military missions</p>	<p>Applied measures and awareness activities</p> <p>The number of posted workers, assessing the effectiveness of measures in response to the statistics</p> <p>Conceptual documents reflect balanced representation of men and women and the specific needs of women</p> <p>participating foreign civilian and military missions</p>	<p>continuously</p> <p>Once a year, 31 12th</p> <p>continuously</p>

<p>Task no. 2</p> <p>Strive for a balanced representation of women and men positions of heads of diplomatic missions</p>	MFA management	<p>ment statistics, the number of women and men in positions Leaders and representatives / representatives of diplomatic missions; their continuous evaluation</p>	<p>The number of women in positions Heads of diplomatic missions</p> <p>Existence of statistics and their evaluation</p>	<p>continuously</p> <p>Once a year, 31 12th</p>
<p>Task no. 3</p> <p>Support increasing the representation of women in the military and police force</p>	MO, MV / PP	<p>Keep statistics the number of women entering the army and police forces, including positions, which are accepted.</p> <p>Seek to maintain the trend established through attainment and increasing the proportion of women in the Army.</p>	<p>Regular monitoring of statistical data on the representation of women and men in the Army and Police of the Czech Republic</p> <p>Development of the number of women in the Army</p>	<p>Once a year, 31 12th</p> <p>continuously</p>
<p>Task no. 4</p> <p>Promote the entry of girls and women in the military and police secondary schools, colleges and universities</p>	MV / PP and MO	<p>Inform the public about the possibilities of studying women and girls in the military and police secondary schools, colleges and universities without favoring one of sex</p> <p>Continuously monitor the proportion of female students and women, successful men and women in the recruitment procedure, the proportion of female students at various military faculties</p>	<p>The number and form of educational activities</p> <p>Statistics reflecting the proportion of female students and women, their success in the context of recruitment, the proportion of female students at various military colleges</p>	<p>continuously</p> <p>Once a year, 31 12th</p>

### ***Second Reconciliation of work and private life in relation to the agenda WPS***

Creating conditions for reconciling work and private life is a prerequisite for balanced representation of women and men in decision-making positions in relation to the WPS agenda.

General objectives in this field sets *Government strategy* which contains the reconciliation of work and private life as one of its priority areas. It puts you in the aim to create societal conditions for effective reconciliation of work, private and family life, ensure the capacity of pre-school childcare facilities at the so-called. Barcelona objectives and increasing use of flexible forms of work at 20%. These objectives are further elaborated in *Updated measures* which include specific measures aimed at reconciling work and private life. These are mainly the following tasks:

- *Deploy, develop, actively promote flexible forms of work.*

- *Seek to extend childcare for preschool worker and his staff, including adequate staffing of these activities.*
- *Develop media awareness campaign focusing on a fair sharing of responsibilities between men and women in relation to the care of the family and household, including promoting the use of parental leave by men.*
- *Promote the concept of active fatherhood and shared parenting.*
- *Develop and disseminate methodologies for the practical and legal possibilities for expanding measures to reconcile work, private and family life.*
- *Analyze the possibilities of supporting the reconciliation of work, private and family life of public servants and workers in the Act no. 234/2014 Coll., The Civil Service.*

**Secretary of State Ministry of defense** approved the document "*Methodology for the establishment and operation of groups of children*" which came into force on 1 August 2015. This methodology represents a set of principles, benefits, conditions, measures and procedures designed to promote the development and care of the staff, particularly the reconciliation of professional, family and personal life and to improve the availability of care services for preschool children of employees gradual establishment and operation of children's groups in selected garrisons and military locations. Currently operating facilities for pre-school children of employees of the Ministry of Defense in Prague crew (24 children), the crew Caslav (24 children) and crew Bechyně (24 children). To open other facilities are ready in the crew Stara Boleslav and Tabor. The establishment of children's groups in other garrisons or military locations will significantly depend on real needs, real possibilities (especially financial) and capacities MO (personnel, object, etc.). His own facilities for pre-school children, staff and students is the University of Defense in Brno funded organization Central military Hospital in Prague.

**Ministry of Interior** according to § 13 para. 1 point. e) Law no. 234/2014 Sb., the Civil Service evaluates the creation of conditions for reconciliation of family and personal life with working life (ie. with the performance of the civil service) service authorities and shall submit an annually report to the government. The Ministry of the Interior allows its workers and employees flexible working patterns (in 2015 benefited from flexible working patterns 421 employees / KYN) work part-time employment (in 2015 it was 96 employees / KYN) and based on personal reasons, employee / kyně and the agreement between the / m and the employer shorter working hours. Work from home is within the Ministry of Interior enshrined in the collective agreement. The Interior Ministry runs a children's workers and employees of the resort nursery in which currently (as of 1 12th

2016) occurs 21 children. Regularly organizes Children's Day for the children of employees / KYN.

**Among the flexible forms of work used to Ministry of Foreign Affairs** especially among part-time and shorter working hours. Work from home is often hindered by the demands binding to a given systemizovanému place. An example is the need for access to classified information or work with database resources that are essential to the performance of certain activities and can not be called within. *home office* implement. Ministry of Foreign Affairs in support of reconciling work and family life aim

support their employees by offering the provision of care for preschool children. Currently provide the aforementioned service on their own. Since September 2013, she worked at the Ministry of Foreign Affairs business school, whose activities were outsourced contract. On September 26, 2016, then launched the children's group "Zamiňáček" with a capacity of 24 seats operated directly by the Ministry of Foreign Affairs. After a year of operation allows for evaluation based on which will be considering the possibility and capacity of decision on a possible extension services.

In relation to agenda WPS women and men may face some specific obstacles hindering the reconciliation of work and private life. For this purpose, the AP to Resolution 1325 proposes further measures.

Overall objective	Task Coordinator	performance indicator	term performance	
Task no. 5  Promote reconciliation of work and private life, including measures relating to the issue of WPS	MO Ministry of Interior, Ministry of Defense, Foreign Affairs and the Ministry of the Interior and departmental institutions, especially the introduction of flexible forms of work, work from home <u>the establishment of children's groups</u>	Introduce measures to promote reconciliation of work and private lives of employees and workers in the resort  Defense, Foreign Affairs and the Ministry of the Interior and departmental institutions, especially the introduction of flexible forms of work, work from home <u>the establishment of children's groups</u>	The measures taken to promote reconciliation work and private life in relation to the Agenda WP, flexible forms of work and working from home, children's groups on relevant Sectors	continuously
Task no. 6  Create conditions for reconciliation work- Life in broadcasting in foreign	MO Ministry of Interior, Ministry of	Under the current legislation under the auspices of Ministries adjusted measures to facilitate the reconciliation of work and private life seconded civil servants / KYN	Legislation contains measures facilitate the reconciliation of work and private life seconded civil servants / KYN	Once a year, 31 12th
Task no. 7  wage equality	MO Ministry of Interior, Ministry of	Maintain and publish vnitrozorní and interagency statistics on the gender pay gap  Evaluate the results of the statistical survey and take action for equal pay	Statistics are available on remuneration men and women  Based on the evaluation of statistics are taken measures to ensure that wage equality	Once a year, 31 12th  continuously

### **Third Education and training in relation to the agenda WPS**

To include a gender perspective in planning, implementation and evaluation of policies and concrete actions in connection with the agenda WPS is necessary to ensure sufficient education and awareness of gender equality. Increasing the skills of relevant staff

and workers (especially those in decision-making) and the application of the principle of gender mainstreaming is therefore one of the priorities of the NAP agenda WPS.

**The area of education is one of the strategic areas** *The government's strategy* and related tasks also include *Updated measure*. In relation to education and training government authorities contain *updated measure* the following tasks:

- *Continue implementing educational activities to work with the Methodology of impact assessment on gender equality for the materials submitted to the Czech government and the implementation of Government's Strategy for equality between women and men in the Czech Republic for 2014-2020.*
- *Implement training sessions for coordinators and coordinators of gender equality, focusing on topics of the agenda of gender equality.*

The issue of gender equality, equal opportunities and reducing the democratic deficit in relation to combating of particular manifestations of discrimination on grounds of sex with regard to the content and scope of the curriculum and the time devoted to educational activities **Ministry of Interior**

classifies mainly across the board. His character is primarily intended for application in legal and ethical. Great emphasis is placed esp. For training in the issue of gender-based and domestic violence. The issue of discrimination, women's rights and gender equality, together with the general human rights agenda of the United Nations and the Council of Europe, the issue of civil and political rights and freedoms and the basic concepts of asylum and migration policy a separate chapter initial induction training for new employees of the Ministry of Interior. Annual training for international peace operations includes a lecture on gender issues and topics associated with it. Within secondary and higher police education (VPS and Secondary School in Holesov and Prague), the issue of gender equality marshaled into the curriculum in terms of acquiring and implementing socially desirable patterns of behavior. In the context of higher vocational education is the main subject in terms of issues *Communication and Police Ethics, policemen who equips most important competencies for negotiations*. In the study at the Police Academy in Prague between men and women is reflected in the various lectures and seminars, where it occurs in the context of the status of women in politics, discrimination and unequal opportunities, unequal position of women in different cultures or religions, the subject of sociology of ethnic relations . In accordance with the profile of graduates was at the PA CR in 2016 to further develop the issue of gender-oriented violence and domestic violence, especially in the subjects of Forensic Psychology, Criminology and Criminology.

**On Ministry of defense members are selected by a policewoman in foreign operations very closely acquainted with** information about the social and cultural specifics of the country in which they operate. It is caused mainly legal, psychological and spiritual service of the ACR. This is an absolutely necessary and stable element of preparation. Preparing soldiers and female soldiers seconded to the Foreign Military operations includes mandatory seminars on humanitarian law, culture and history of the countries that have found themselves in armed conflict. Due to the nature and specifics of foreign military operations involving members of the ACR is not



Resolution 1325 issue concentrated in one workshop or course, but it is always included in the combined form. Gender perspective is as mentioned not only in theory preparatory seminars, but also in practical work in the field, in the so-called. " *cultural awareness* " or through negotiations " *Lesson Learned* " and " *best practices* " which members posted the previous units transmit according to their expertise. Education in the Ministry of Defense is also regulated in *Action Plan of the Ministry of Defense to implement Resolution 1325th*

**On Ministry of Foreign Affairs** educational activities focused on gender equality standard part *General diplomatic training* and they are also included in the menu items *Individual diplomatic training*. Comprehensive plan educational activities of the Ministry of Foreign Affairs for the period April 2016 to March 2017 includes courses

*"Equal opportunities for men and women in the civil service "Or" The fight against bullying and abuse in the workplace.* "Diplomatic Academy in cooperation with foreign partners, employees resort also offers internships that connect gender aspect of the foreign policy issues " *A Comprehensive Approach to Gender in Operations* " or " *ESDC pilot course: Gender integration in CSDP* ". The Ministry of Foreign Affairs is also developing eLearning form of training. The intention is to make these courses an important part of individual education plans for employees of the Ministry of Foreign Affairs. Their portfolio will be gradually expanded. Currently completing preparation of online training for socio-pathological phenomena at work in cooperation with the Ministry of Foreign Affairs psychologist. An integral part of employee training resort is also called. CSU pre-training which is tailored to the needs of working in the territory, including the specific socio-cultural conditions at the site of application.

Overall objective	<u>Coordinator</u> Task	performance indicator	<u>term performance</u>
<p>Task no. 8</p> <p>Promote education and training in the topic agenda WPS</p> <p>The fulfillment of the Action Plan of the Ministry of Defense to implement UNSCR 1325</p>	<p>MD, MI</p> <p>Ensure regular training of staff MO, MI on agenda</p> <p>WPS including in the context of human rights, ranking agenda WPS in command</p> <p>preparation and operational commanders / velitelek and command assembly</p> <p>Evaluate and update the content of documents to prepare military and civilian personnel in terms of</p> <p>WPS agenda and update the current regulations according to the current developments in education</p> <p>Programs include information about the social and cultural specifics <u>the region in which they</u></p>	<p>Training programs include an educational module on agenda</p> <p>WPS</p> <p>The updated training documents contain WPS agenda</p>	<p>K 31. 12. 2017 and then continuously</p> <p>continuously</p>

		trainees sent  Incorporate agenda WPS in preparation for a civilian agency staff in the organizational structure  NATO transmitted to foreign operations	Preparing for civilian employees of agencies involved in the organizational structure of NATO to broadcast foreign operations agenda includes WPS	continuously
Task no. 9  Active participation of representatives of specialized Ministry of Foreign Affairs, Defense, Interior, soldiers and female soldiers in international education events and conferences on the issue of WPS	MO Ministry of Interior, Ministry of Foreign Affairs	Encourage the participation of representatives of professional MV, soldiers and female soldiers ACR international educational events and Conference on WPS	The number of events, attendance at events	continuously

#### **4th International cooperation on enforcement issues WPS**

Protection of human rights and fundamental freedoms, together with the promotion of democracy one of the key goals of Czech foreign policy. " *Foreign Policy Concept of the Czech Republic* " approved by the government on July 13, 2015, in section 4.3 "Human Dignity and Human Rights" states: " *Czech foreign policy will also focus on support for particularly vulnerable and marginalized groups, in particular to promote their equal access to participation in public life and to protect religious minorities. The Czech Republic will also seek to strengthen the global position of women in society. Although this support is usually part of the general promotion of human rights, the Czech Republic will actively profiling this agenda within the UN framework, because it considers it a serious global problem that can not be reduced to questions of human rights and development. Czech Republic will mainly focus on issues related to women's participation in public life.* " In the UN Human Rights Czech Republic regularly submit *resolution supporting equal participation in political and public affairs*, which stresses the importance of women's participation in decision-making processes. The question of gender equality regularly raises the Mechanism *Universal Periodic Review (UPR)*.

*Concept to promote human rights and transformation cooperation* lists as one of the thematic priorities of equality and non-discrimination, which is also explicitly included gender equality. Concept among others. Stipulates that the Czech Republic will be in the international organizations to promote equal opportunities for men and women, economic independence of women and their participation in political and public life; UN meetings will actively work against violence against women and girls, including the use of sexual violence in armed conflict. As part of a policy to promote human rights and transformation cooperation Czech Republic also supports increasing the participation of women in public decision-making at all levels, which is confirmed in priority no. 4 "*Promoting equal political and public participation*".

Department of Human Rights and Transformation Policy of the Ministry of Foreign Affairs is in charge " *Grant Transformation Cooperation Program* "involving the implementation of projects that serve to educate and spread awareness of human rights and the promotion of democratization processes and civil society around the world. The principle of gender equality is taken into account as a horizontal priority in all the projects implemented (gender mainstreaming) in phase identification and evaluation / selection of projects. Taking into account the impact on equal opportunities for men and women since 2015 part of the box " *Factors sustainability of project outputs* "On the project identification form. In 2016, the promotion of women's rights devote two transformational projects with a total budget of 3,149,728, - CZK. Furthermore, the grant from the Transformation Cooperation Program for 2016 supported small local projects totaling EUR 450 000, - CZK (see Annex - Graphs and tables).

Gender equality and the empowerment of women is one of the main aspects of cross-curricular principle of International Development Cooperation. Principle fundamental human, economic, social and labor rights of project beneficiaries International Development Cooperation of the Czech Republic is rooted in " *The Concept of Development Cooperation of the Czech Republic for the period 2010-17*". In accordance with this principle, the Czech Republic seeks to apply a gender perspective across the board for programming, evaluation of project proposals, implementation and evaluation of development projects in meeting current global development goals. Practical implementation of cross-curricular principle of equality between men and women is also among the main topics of global education. These principles set out in the Concept confirms the outlook for the period after 2017 contained in the material *Plan for bilateral foreign development cooperation for 2017 and the medium-term outlook of its funding in 2019*<sup>6th</sup>

Department of Development Cooperation and Humanitarian Aid of the Ministry of Foreign Affairs is in charge of the grant program - " *Specific grant NGOs in the provision of humanitarian assistance*. "The humanitarian aid was gender dimension in 2016 taken into account across the board in countries with complex issues and in support of internally displaced persons and refugees as a result of conflicts and in a more limited extent in response to natural disasters.

Czech Development Agency is in charge of five specialized grants - *Support capacity development NGOs and platforms, global development education, support development activities in regions and municipalities, NGOs Trilateral projects and Broadcasting teachers in priority countries*. For grant projects is that of equality between men and women included in the project outline and is reflected in the evaluation forms. It is therefore one of the criteria for selecting applicants for subsidies. Czech Development Agency seeks, in line with the European Consensus on Development<sup>7</sup> on gender at two levels: 1) across the board, ie. the application of this perspective in the programming of development cooperation and the various stages of the project cycle;

2) thematically, ie. Through specific projects aimed at empowering women.

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<sup>6</sup> Government Resolution dated July 11, 2016 no. 631

<sup>7</sup> European consensus on development, 2005 [https://ec.europa.eu/europeaid/policies/european-developmentpolicy/european-consensus-development\\_en](https://ec.europa.eu/europeaid/policies/european-developmentpolicy/european-consensus-development_en)

In 2015, projects were implemented International Development Cooperation with a significant gender aspect at 108 461 000, - CZK, projects of humanitarian aid with a significant gender aspect at 15,500,000, - CZK and small local projects with a significant gender aspect as 922 000, - CZK ( see appendix - Graphs and tables).

also in Multilateral development areas Czech Republic seeks to strengthen the position of women in society. This goal is rooted in " *Multilateral strategy International Development Cooperation of the Czech Republic for the period 2013-17* " where it is listed among its themes and the protection of women's rights. Explicitly mentioned here that in accordance with the fulfillment of global development goals "should be in the projects of international organizations dedicated to the protection of the health of mothers seeking to better obstetric care, reducing infant and child mortality and the protection of pregnant and lactating women, the development of entrepreneurship and women overall empowerment of women in society and in the context of comprehensive humanitarian aid to help victims of sexual violence and the prevention of this phenomenon. Specifically in agriculture and food security further emphasizes the role of women in the development of rural areas. In fulfilling these priorities Czech Republic cooperates with relevant UN agencies, particularly with UNFPA and the UN agency for gender equality and empowerment of women (UN Women), as well as the United Nations High Commissioner for Refugees (UNHCR) and the UN Program on HIV / AIDS (UNAIDS). Czech Republic fulfills its obligations within the EU and the EU is working on projects in the field of equal opportunities for women and disadvantaged groups (eg. By Instruments *European Instrument for Democracy and Human Rights / EIDHR* or *IPA2 Civil Society Facility*).<sup>8</sup>

Within Partnership to Resolution 1325 implements **Ministry of Defence** third through Trust Fund (TF JO III) three-phase program aimed at upgrading and expanding the capacity of the **Training Center for Women - *Women's Training Center of Excellence in Jordan***. The aim of the modernization of the city is becoming a regional center Kehoe NATO partners. The Czech Republic has JO TF III specific meaning, because in 2012 gave the NSPA (NATO Support Agency) EUR 15 000, - EUR on the feasibility study of the project and in 2013 the Czech Republic along with Norway undertook to perform the role of "co-lead nation" - to coordinate of the co JO TF III. In the years 2013-2016 Czech Republic held the role of NATO contact embassy in Jordan. The amount needed to start the project (900 000) from May 2015 available, and therefore the implementation phase could begin. The September 2015 amounted to donors' contributions amount of 1,598,514 euros of the total anticipated costs of EUR 3.6 million. Czech-Norwegian JO TF III is often mentioned at ambassadorial and ministerial level as an exemplary project of practical cooperation. JO III TF in addition to "lead-nations" contribute as Denmark, Finland, Ireland, Iceland, Italy, Japan, Luxembourg, the Netherlands, Switzerland and Turkey. JO III TF expenses primarily include costs for adapting to the needs of female training center; improving basic living standards for women recruited / students and teachers; improvement and modernization

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<sup>8</sup> See, eg. EU action plan on gender equality and women's empowerment: transforming lives of girls and women through the EU's external relations in the years 2016 - 2020

instructional and teaching aids; creation and support of standards attractive to foreign students and rebuilding the spiritual home for women serving in the armed forces of Jordan.

**Ministry of Interior** in planning and in the implementation of international humanitarian programs aimed at assisting refugees and support / assistance to countries most affected by migration flows reflects the difficult situation and the specific needs of displaced women and girls. The Interior Ministry in the preparation and in the implementation of activities and projects of regional development programs and protection (RDPP) focuses on the most vulnerable groups, including women and girls. The Interior Ministry is continuously sending medical missions in post-conflict areas, to areas where there is a humanitarian crisis or natural disaster, and that the program MEDEVAC ( *Medical Evacuation*). Besides broadcasting medical teams assisting vulnerable groups (women, children and seniors) also implemented by treating patients and patients in the Czech Republic, professional internships physicians and nurses and providing donations to foreign countries for projects that focus on health promotion women (eg. during pregnancy and after childbirth). In the context of resettlement programs and humanitarian admission of third-country nationals Interior Ministry takes into account the cases of women and girls at risk ( *women at risk*) the acute need of international protection.

Through the Ministry of Interior to persons granted international protection and social assistance, social and legal counseling, access to health care, housing, education and the labor market. Increased attention, both in practice and policy materials, is devoted to gender-specific needs of women and girls. In the actions involving relevant ministries, public administration, non-governmental organizations and other entities. Conceptual document in this area is particularly *Government Resolution no. 954/2015 about the state integration program for persons with international protection in 2016 and the following years (SIP)*.

Platform for coordination between the WPS agenda of the EU Member States, EU, NATO, OSCE, UN agencies - UN Women and non-governmental sector is informal Task Force EU to UN Security Council Resolution no. 1325 - *The EU Informal Task Force on UNSCR 1325*, which is under the direction of principal adviser to the EU gender and resolution 1325 Mary marines meets 4 times a year. The subject of the negotiations is to exchange experiences in the implementation of Agenda WPS represented at the level of international organizations, UN agencies (UN Women) and the EU Member States and support for the adoption of national action plans by individual EU Member States. The Czech Republic is a member of the Task Force and is ready to actively participate in its activities.

The basic documents governing the issue of WPS EU mainly include

*"Comprehensive approach to the EU Implementation of the United Nations Security Council Resolutions 1325 and 1820 on women, peace and security"*. adopted by the EU Council on 1 December

**2008 ' Gender Action Plan 2016 - 2020 "or "Generic Standards of Behavior for ESDP operations".** Agenda WPS is a cross-cutting principle of the document " *Shared Vision, Common Action: A Stronger Europe - a Global Strategy for the European Union's Foreign and Security Policy* " received 29 June 2016. NATO has revised Action Plan

WPS to implement Agenda, adopted in July 2016. The Special Representative of the NATO Secretary General on women, peace and security is Mariët Ambassador Schuurman. Newly autumn 2016 NATO launched the action "Civil Society Advisory Panel on WPS," which has the task of coordinating the agendas WPS with non-governmental sector. OSCE seeks to implement the WPS agenda as part of its activities and through its Member States and educational seminars assists OSCE Member States in the preparation of national action plans.

Overall objective	Coordinator Task	performance indicator	term performance
<p>Task no. 10</p> <p>We continue to integrate the gender dimension foreign policy</p> <p>Czech Republic</p>	MFA	<p>In formulating the foreign policy of the Czech Republic to take into account gender dimension, including issues of WPS</p> <p>Relevant strategic documents</p> <p>MFA reflect the gender dimension and issues WPS</p>	continuously
<p>Task no. 11</p> <p>UN agencies in support of implementation issues</p> <p>WPS</p>	MFA	<p>Support for the activities of the UN, especially the UN WOMEN, among others.</p> <p>Regular paying for contribution to the activities organization</p> <p>Payment of the contribution to action agencies</p>	continuously
<p>Task no. 12</p> <p>Cooperation and exchange of information between partner countries on the issue of WPS</p>	Ministry of Foreign Affairs, Ministry of Defense	<p>Transmission of information on WPS agenda between partners of the EU, NATO, OSCE and UN</p> <p>And pay attention to timely implement liabilities arising from the documents received on the issue of WPS,</p> <p>Active participation in the preparation of conceptual materials for WPS issues at EU level, participation in meetings of the EU Task Force UNSCR 1325</p> <p>Active cooperation with NATO Committee on Gender Perspective (NCGP) and the armies of other NATO MS</p> <p>CR provides partners within the EU, NATO, OSCE, UN and information on agenda WPS</p> <p>Implemented liabilities</p> <p>number of past dealings</p> <p>Czech Republic actively participates in the creation of conceptual materials on the issue of WPS</p> <p>EU</p> <p>Number of meeting types cooperation</p>	<p>continuously</p> <p>continuously</p> <p>continuously</p> <p>continuously</p> <p>continuously</p>
<p>Task no. 13</p> <p>CR active role in supporting and WPS spreading the agenda in international forums</p>	MFA	<p>Support WPS agenda by submitting resolutions on equal political participation in the UN Commission on Human Rights and to formulate recommendations of the Universal Periodic Review, Implementation Support</p> <p>Presented the resolution, the recommendations made</p>	continuously

		Recommendation no. 30 Convention on the Elimination of All Forms of Discrimination Against Women - Women and <b>conflict prevention, conflict and post-conflict situations (GR30)</b>		
Task no. 14  Continue to take into account the principle of gender equality, including WPS issues in the implementation of the International Development Program  Cooperation, Humanitarian Aid and Transformation Cooperation Program	MFA	Under the Program of International Development Cooperation, Humanitarian Aid and Transformation Cooperation Program  support projects aimed at empowering women, including  WPS agenda  Continue to apply the principle of gender equality as  an integral part of the identification and evaluation of final projects of international development cooperation, humanitarian assistance and transformation cooperation  Cooperation with local women's organizations to identify and tackle WPS	Supported and implemented projects aimed at empowering women, including WPS agenda  The principle of gender equality is part of the identification form and the final reports of foreign development cooperation, humanitarian assistance and transformation cooperation  The number of organizations identified problems, realized projects	continuously  continuously  continuously
Task no. 15  Permanent and continuous consideration of the plight of women and girls, monitoring and identification of key problems of the most vulnerable groups, including women and girls, and subsequent / parallel creation  criteria and quotas as instruments support the protection of the most vulnerable groups, including women and girls -  in the context of planning and implementing international humanitarian programs and regional development programs and protection (RDPP) led  MV	MV	support for resettlement programs and humanitarian admission of women and girls at risk (women at risk) and most vulnerable groups with acute need of international protection  Account of the number of displaced / humanitarian taken by women and girls - migrants in order to provide urgent international protection  Defining and monitoring File services and integration measures provided by migrants respectively. women - migrant status of international protection	The implemented programs  The numbers of displaced / humanitarian taken by women and girls - migrants  Files services and integration measures	continuously  K 31. 12. 2017 and then continuously  K 31. 12. 2017 and then continuously
Task no. 16	MFA	Implementation of projects <u>support for girls' education</u>	Realized projects	continuously

<p>To promote the education of girls and women in conflict and post-conflict areas as a prerequisite for future inclusion of women in decision-making processes</p>		<p>and women in conflict and post-conflict areas</p>		
<p>Task no. 17</p> <p>Continue to focus on treatment of vulnerable groups (particularly women and children) in the framework of the implementation of activities of the MEDEVAC program</p>	<p>MV</p>	<p>Implementation of the program MEDEVAC - Broadcasting Czech medical teams to the post-conflict areas focusing on providing medical care to women and children; treatment and operations of foreign patients and patients from areas stricken refugee crisis in the Czech Republic; training foreign doctors and nurses in the Czech Republic; provision of cash donations for projects aimed at promoting women's health</p>	<p>Realized individual projects of the MEDEVAC program</p>	<p>continuously</p>

### **5th Dignity and integrity of women in relation to the issue of WPS**

Czech Republic actively participates in international efforts to combat gender-based violence and supports the adoption of relevant documents and resolutions of the EU, the UN and other international organizations and in the framework of the Universal Periodic Review makes recommendations to combat gender-based violence.

In accordance with Article 4.3. *Foreign Policy Concept* Czech Republic supports the work of the International Criminal Court and volatile international tribunals: The Concept states: *"An integral part of the fulfillment of human dignity, the promotion of international criminal justice system, especially the International Criminal Court. The Czech Republic will promote the universality of the Rome Statute of the Court and seek to punish the perpetrators of genocide, war crimes, crimes against humanity and the crime of aggression, and promote the actions of the international community leading to the elimination of impunity for crimes under international law. "*

Attention is also focused on the prevention and fight against gender violence within the contingent of foreign peacekeeping missions. **Ministry of Defence** has *"Strategy for the primary prevention of risk behavior of staff of the Ministry of Defense for the period 2015-2019"*. To ensure a uniform procedure for the implementation of the tasks of prevention of risky behavior was issued an internal regulation - the order of the Minister of Defense *"Preventing risky behavior of the staff of the Ministry of Defense."* In accordance with this regulation is established by the Ministerial Committee for the Prevention of risky behavior that is collective, consultative, coordinating and initiating body



Minister of Defense to address the issues of prevention of risky behavior. In the years 2013-2015 implemented a workplace expert services in Command ACR representative survey "Analysis of the possible occurrence of socially undesirable behavior and risk behavior in the environment ACR". Part of this investigation was the issue of sexual harassment and domestic violence. Monitoring of inappropriate behavior took place also at the University of Defense in the form of a survey among students and female students in the three winter semester of the academic year 2013/2014, 2014/2015 and 2015/2016. Of the three completed surveys revealed low level of expression of sexual harassment in the environment of the University of Defense.

**Ministry of Interior** reinforced pays attention to staff training Refugee Facilities Administration and Intervention Centers in the prevention of human trafficking in all its forms. Czech Republic train members of the Police of the Czech Republic and the Czech Army before leaving on a foreign mission in the issue of trafficking in all its forms.

Tasks and activities that are related to *"Action plan for prevention of domestic and gender-based violence for the years 2015-2018"* <sup>9</sup> the position of the Ministry of Interior met or fulfilled continuously: 1) reimbursement (through subsidies) on the operation of the helpline 116 006 White Circle of Safety - Line 24 hrs. a day / 7 days a week, providing free technical telephone assistance for victims of crime and victims of domestic / gendering of violence; 2) participation in ensuring regional availability of shelters and increase the number of emergency beds; 3) participation in the strengthening and promotion of specific specialization of police forces, prosecutors and judges on the issue of domestic violence - regular training, partial changes in legislation.

The Ministry of the Interior through the grant program " *Prevention of socially pathological phenomena, focusing on the prevention of domestic violence* "Supports the NGOs that provide professional assistance to victims (legal assistance, psychological support, mediation discreet housing, etc.). The issue of gender inequality and domestic violence is part of the education of all units of the Police of the Czech Republic, both in the basic training, such as lifelong learning specialized courses and annual symposia. For 2017 the Ministry of Interior is preparing a new grant program aimed at working with the aggressors / perpetrators of gender-based / domestic violence; accredited therapeutic and rehabilitation programs.

The Ministry of Interior provides all the necessary protection against the gendering of violence and ensure security in the refugee camps, reception and accommodation centers exclusively for vulnerable groups.

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<sup>9</sup> AP content fulfills the activities contained in "Council of Europe Convention on preventing and combating violence against women and domestic violence," "UN Manual for the National Action Plan for the Prevention of Violence against Women," "Convention on the Elimination of All Forms of Discrimination against Women", "general recommendations of the Committee on the Elimination of Discrimination against Women"

Overall objective	Coordinator	Task	performance indicator	term performance
<p>Task no. 18</p> <p>Participate in the fight against sexual violence and rape other forms of gender-based violence and human trafficking in all its forms; sharply reserve against the use of gender-based violence as tactics; exert pressure on thorough examination and deeds</p> <p>perpetrators; enforce consistently combat all forms of impunity perpetrators of gender-based violence</p>	<p>The MFA</p>	<p>bilateral relations and in international</p> <p>Organizations continue to support the fulfillment of the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women concerning the protection of women's rights and the protection of women against gender-conditioned violence, sexual exploitation and trafficking, protection</p> <p>Displaced women and providing access to justice</p> <p>Within the framework of the Universal Periodic Review exercise recommendation calling on states to ensure protection of women's rights and the protection of women against gender-conditioned violence, sexual exploitation and trafficking, protection</p> <p>Displaced women and providing access to justice</p> <p>Support for the International Criminal courts and tribunals unstable</p>	<p>Performances, talks on this issue</p> <p>recommendations made</p> <p>forms of support</p>	<p>continuously</p> <p>continuously</p> <p>continuously</p>
<p>Task no. 19</p> <p>Combat diminishment of all forms of gender-based violence both within the international military and civilian missions and outwardly against the local population. Combat impunity of such acts and thoroughly investigate and prosecute the perpetrators, and perpetrators of these crime</p>	<p>MO, MV / PP</p>	<p>Within the framework of training programs to train members of the international civilian and military mission on procedures in the event of sexual harassment or other gender-based violence</p> <p>To ensure professional legal and psychological assistance</p> <p>Generate conditional victims of violence within the military or foreign civilian mission</p>	<p>arrangement of training</p> <p>In the context of international military and civilian missions</p> <p>Psychological assistance is provided</p> <p>Generate based violence victims</p>	<p>continuously</p> <p>continuously</p>

		Effectively prosecute offenders and offenders generate based violence	The numbers of cases and their examination	continuously
<p>Task no. 20</p> <p>During demobilization, disarmament and reintegration (Dermoibilisation, disarmament, reintegration) (DDR) take into account the different needs of female and male ex-combatants and their dependents arising from the different needs of social, mental and economic reintegration of women. In the preparation and implementation of programs and liquidation</p> <p>Labeling min take into account the special needs of women and girls</p>	MFA Consideration of project implementation	focusing on DDR / SSR taking into account the specific needs of women and girls	projects aimed at DDR / SSR taking into account the specific needs of women and girls	continuously

### **6th WPS agenda and today's global challenges**

**Terrorism** It has specific characteristics and implications for the rights of women and girls - among others. in the context of the use of gender-based violence as tactics. Monitoring and evaluation of the role of women in terrorist organizations, in the so-called. *foreign fighters*, or as subjects of radicalization. Ministry of Interior in national strategic and policy documents this fact taken into account.

In relation to **migration** fills the Interior Ministry of Government Resolution no. 26/2016 *"The updated Concept of immigrant integration - in mutual respect and procedure for implementation of the updated Concept of immigrant integration in 2016"* and Sec. 6 *"The Government's Strategy for equality between women and men"*. Is continuously increased attention to vulnerable groups - migrant women and children. Using targeted information and offers direct integration measures, the Ministry of the Interior participates in reducing the risk of isolation of migrants and their children in society, and prevention of domestic violence. The Interior Ministry in this regard, encourages cooperation and deeper involvement of other ministries, public authorities, interested nongovernmental organizations and other relevant entities.

The Ministry of the Interior supports the interest of women and girls - migrants / foreigners to participate in adaptačné/integračné courses, socio-cultural, Czech language courses and other activities of a similar focus. Supports and strengthens prevention of social exclusion and gender-based marginalization multiply discriminated persons - esp. Women and girls - or foreigners. migrants. Through grant procedures and / or calls in the framework of EU Funds Ministry of the Interior supports research aimed, among other things. To analyze the status of women and girls - migrants / foreigners in society - ie. Social and cultural barriers, multiple handicaps, indicators and integration dynamics, etc.

Overall objective	Coordinator	Task	performance indicator	term performance
<p>Task no. 21</p> <p>Take into account the specific needs of women and girls in the implementation of integration policies,</p> <p>support their active participation, preventive action against social exclusion and gender-based marginalization multiply discriminated persons - esp. women and girls - or foreigners. migrants</p>	MV	<p>Promoting the interests of women and girls - migrants / foreigners of direct involvement in the implementation of integration policy (esp. in positions interpreters, intercultural assistants in schools and offices, lecturers courses, etc.), or direct action in public administration, NGOs or</p> <p>integration centers</p> <p>Taking account of the specific needs of women and</p> <p>Girls - migrants / foreigners, ensuring their protection in reception and accommodation centers exclusively for vulnerable groups based on gender-specific needs</p> <p>- Monitoring the level of participation of women and migrants in divék- State Integration Program (SIP) - see Government Resolution no. 954 / 2015</p> <p>Monitoring services provided in the social and legal advice</p>	<p>Implemented support, the number of girls involved and women</p> <p>It is taken into consideration the specific needs of women and</p> <p>Girls migrants / foreigners in ensuring their protection in reception and accommodation centers</p> <p>The numbers involved and the way women and girls - migrants</p> <p>services provided</p>	<p>continuously</p> <p>continuously</p> <p>K 31. 12. 2017</p> <p>continuously</p>
<p>Task no. 22</p> <p>Take into account the specific needs of women and girls in setting national priorities and strategies / concepts to combat terrorism.</p>	MV	<p>Continuously take into account the specifics of the threat that terrorism for women and girls constitutes</p> <p>Acceptance / integration of the specific needs of women and girls when establishing and defining national priorities for fighting terrorism</p> <p>developing relevant strategy and policy materials</p> <p>Based on specific options</p> <p>involve women's organizations and other relevant bodies dealing with women's rights and</p> <p>Girls in said process. According to the possibilities</p> <p><u>funding support</u></p>	<p>specifications threats</p> <p>The existence of strategy and policy materials</p> <p>Involvement and possible funding of women's organizations and other relevant bodies dealing with rights</p> <p>women and girls</p>	<p>continuously</p> <p>to 31. 12. 2017</p> <p>continuously</p>

		these organizations		
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### ***Institutional support of gender equality in relation to the agenda WPS***

Coordinating role in the performance and evaluation Agenda WPS AP to meet the Ministry of Foreign Affairs. AP WPS agenda to be pursued through the activities of various ministries in relation to the tasks laid down therein. AP fulfillment will be evaluated annually through the creation of summary reports for the past year on 30 June. For the purpose of monitoring and evaluation will be a working group under whose coordination will be responsible Ministry of Foreign Affairs.

The working group will participate in addition to the relevant departments also NGO representatives and a representative of the academic community and other relevant entities, since the inclusion of a broad spectrum of stakeholders is a prerequisite for an effective and independent evaluation of the implementation of the Agenda AP WPS. At the level of individual ministries will play an important role in the current coordinators and the coordinator of gender equality called. Gender focal points, which are expected membership in the working group together with representatives and a representative of respective departments.

The working group will be filling AP WPS agenda to inform the Government Council for Gender Equality, as the competent advisory body to the Government of the Czech Republic.

An important part of the institutional support for gender equality in relation to the WPS agenda is to ensure the collection of statistical data disaggregated by sex. Czech Statistical Office annually publishes statistical yearbook *"Focus on Women and Men."* Information contained therein provide information for assessing progress in implementing the various measures in the evaluation of the current situation in relation to the WPS agenda. In many areas, however, **statistical data are lacking or are collected unsystematically**<sup>10</sup> For this reason, in this part of the AP WPS agenda included tasks related to streamlining the collection of relevant statistical data.

Ministry of Interior, in cooperation with the Police Presidium of the Czech Republic, the Customs Administration of the Czech Republic and the Directorate of Alien Police Service leads, among other things. Statistics identified victims of crime in the Czech Republic by sex (in the context of the murder of violence, murder, robbery, rape, robbery, cruelty, sexual abuse and other categories, and variables); selected crimes by sex and age of the victim (in the context of murder, rape, sexual abuse and other categories, and variables); by the relationship of the perpetrator / ky for the victims and the age of the offender / ky, battering a person living in the same household by gender and type of effect, persons prosecuted and the type of offense. These statistics are annually forwarded to the Czech Statistical Office and selected European institutions, for example. EIGE - the European Institute for Gender Equality. Information about the occupation of management positions of the security and armed corps, the proportions of men and women - migrants and migrants in the context of the country

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<sup>10</sup> For more details see Report on the possibilities of optimizing data collection to evaluate the implementation of the principles of gender equality. available at [http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt\\_Optimalizace/Zprava-omoznostech-optimalizace-sberu-dat-k-hodnoceni-naplnovani-principu-rovnu.pdf](http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_Optimalizace/Zprava-omoznostech-optimalizace-sberu-dat-k-hodnoceni-naplnovani-principu-rovnu.pdf) .

origin and no / legal stay in the Czech Republic or on the number of murder victims in the context of the relationship victim offender / ka in the broader context of the dynamics of the relationship are provided by UNECE - United Nations Economic Commission for Europe.

Overall objective	Coordinator	Task	performance indicator	term performance
<p>Task no. 23</p> <p>Dialogue on the agenda WPS, inform the public, the exchange of experiences between the relevant bodies</p>	<p>Ministry of Foreign Affairs of the Czech Republic</p>	<p>Creating a working group for the WPS Government Council for gender equality with the involvement of governmental and non-governmental organizations, cooperation with the four committees of the Government Council for Gender Equality, information on the activities of the working group on WPS</p> <p>Exchange of experiences of members of the military and police task forces and non-governmental sector</p>	<p>Creating a working group for the WPS, the number of meetings; Cooperation with sub-committees of the Government Council for Gender Equality; the number of committee meetings on</p> <p>having been informed of the agenda of WPS, the number of proposals for updating the AP WPS agenda, the proposed number of new tasks and application</p> <p>Interaction between members of the military and police task forces and non-governmental sector</p>	<p>1st quarter 2017</p> <p>ongoing thereafter</p> <p>continuously</p>
<p>Task no. 24</p> <p>implementation of inclusive approach to the creation and implementation of all conceptual documents on the issue WPS</p>	<p>MFA</p>	<p>All policy documents to agenda WPS</p> <p>They consulted with NGOs, academia, social partners and other interested bodies</p>	<p>Conceptual documents consulted with NGOs, academia, social partners and other interested bodies</p>	<p>continuously</p>
<p>Task no. 25</p> <p>Streamline the system of collecting statistical data disaggregated by gender in relation to the agenda WPS</p>	<p>CC, MO, Ministry of Interior, Ministry of Foreign Affairs</p>	<p>conduct systematic collection and use of statistical data disaggregated by sex as a basis for evaluation and decision on the revision of all policies and preparation of strategic Documents in WPS agenda</p> <p>Monitor and regularly evaluate statistical information on the representation men and women at various levels of decision-making positions in relation to the WPS agenda;</p>	<p>The existence of aggregated statistical data and design of indicators for assessing progress</p> <p>The existence of aggregated statistical data and design of indicators for assessing progress</p>	<p>To 31 December 2017, and then continuously</p> <p>To 31 December 2017, and then continuously</p>

		<p>define measurable indicators for evaluation progress</p> <p>Monitor and regularly evaluate statistical information on the participation of women and men in foreign missions; define measurable indicators</p> <p>evaluation of progress</p> <p>Monitor and regularly evaluate statistical information on the representation of men and women nominated for the Czech Republic international organizations; define measurable indicators</p> <p>evaluation of progress</p>	<p>The existence of aggregated statistical data and design of indicators for assessing progress</p> <p>The existence of aggregated statistical data and design of indicators for assessing progress</p>	<p>To 31 December 2017, and then continuously</p> <p>To 31 December 2017, and then continuously</p>
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## Annex I - Graphs and Charts

Table. 1,2,3 - Representation of women in the Army of the Czech Republic, including leadership positions

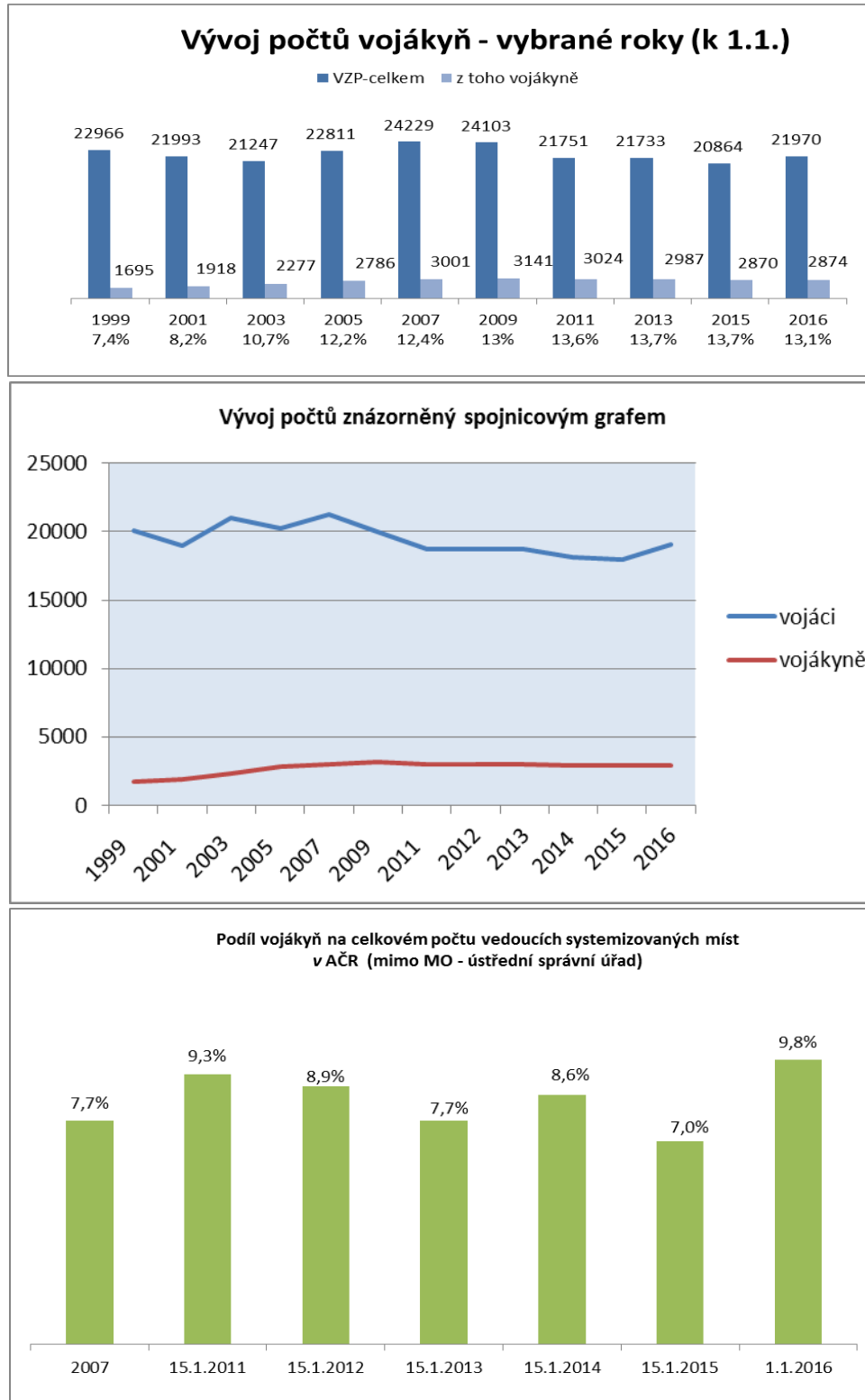




Table no. 4 - Representation of women - female soldiers in peacekeeping operations

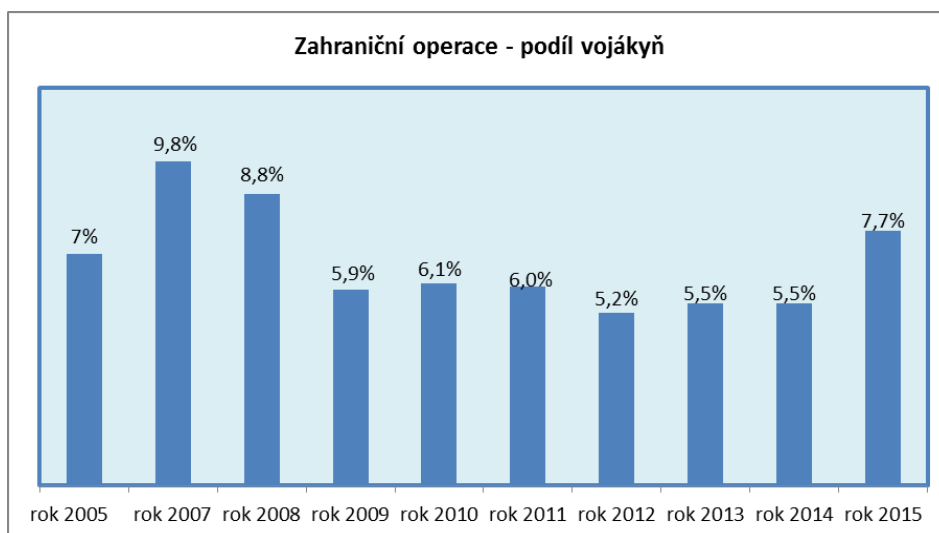


Table no. 5 Rank composition of women in the Army and the average age of the rank

Rank	1. 1. 2016	Average age
Colonel	4	52
lieutenant	69	42
Major	153	40
captain	288	34
Lieutenant	379	34
Lieutenant	189	33
nadporučice	61	44
warrant	298	41
nadrotmistryně	463	39
rotmistryně	352	38
skipper	104	36
četařka	171	36
corporal	121	33
svobodnice	42	32

nadrotmistryně-expectant	6	26
rotmistryně-expectant	27	25
Sergeant-expectant	24	24
četařka-expectant	26	23
corporal-expectant	35	22
svobodnice-expectant	47	22
vojínka-expectant	15	28

Table no. 6 - Representation of women in the police force

Unit	Warrant Officer	Warrant Officer	Sergeant nadstrážník	rotmistř	praporečkářka	podporučík	Lieutenant	Colonel	Major	Captain	Lieutenant	Colonel	Total		
Central Bohemian Region Police Headquarters	32	71	97	225	167	1	179	22	39	7			3	843	
South Bohemian Region Police Headquarters	9	12	31	52	64		71	5	35	6			3	288	
Pilsen Region Police Headquarters	19	16	41	113	84		81	10	37	4			2	407	
Ústí Region Police Headquarters	9	19	61	140	86	1	111	11	37	3			2	480	
Hradec Králové Region Police Headquarters	12	12	37	38	41		42	5	35	4	1		1	228	
South Moravian Region Regional Police Headquarters	15	40	58	98	96		119	15	41	5			1	491	
Moravian Regional Police Headquarters	17	21	67	90	88	1	97	12	37	2			4	436	
Police Headquarters capital Prague	49	65	91	113	277	3	252	41	106	18			5	1020	
Karlovy Vary Region Police Headquarters	13	7	17	74	28		27	5	2				2	175	
Liberec Region Police Headquarters	4	6	32	46	40		45	6	13	3			3	198	
Pardubice Region Police Headquarters	7	12	21	23	28		44	5	15	2			2	159	
Highlands County Police Headquarters	10	13	20	28	21	2	32	3	4	4				137	
Zlín Region Police Headquarters	7	15	26	29	30		29	1	8	1			1	147	
Olomouc Region Police Headquarters	12	21	31	32	18		42	6	12	2			1	177	
Nár.centrála against org.zločinu					18		3		78			56	7	162	
Police KÚP					15		7		23			15	3	63	
Police NPC SKPV					7				15			9	2	33	
Police ochr.prez.			4	2	2				2	1				11	
Police Pyrotechnic Services					1				4					5	
Police SCP	11	7	80	45	25	1	2	4	37	2	1	3	218		
Police ODI SKPV							1		6			2	1	10	
Police UOÚČ OS	1	9	31	28	3	1		1	3					77	
Police Útv.pol. education. and sl.přip.				1					25			10	6	42	
Police UZC SKPV					86		22		31	4			2	145	
Police Presidium					9				33	2		86	8	138	
<b>total</b>	<b>230</b>	<b>346</b>	<b>745</b>	<b>1177</b>	<b>1234</b>	<b>10</b>	<b>1206</b>	<b>152</b>	<b>678</b>	<b>70</b>	<b>180</b>	<b>62</b>	<b>6090</b>		

Table 7 - Women and men studying at military schools in the Czech Republic

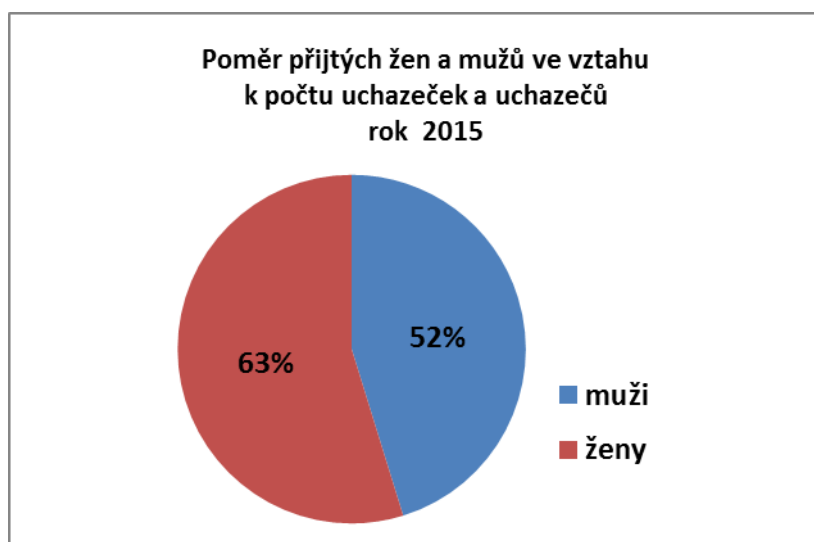
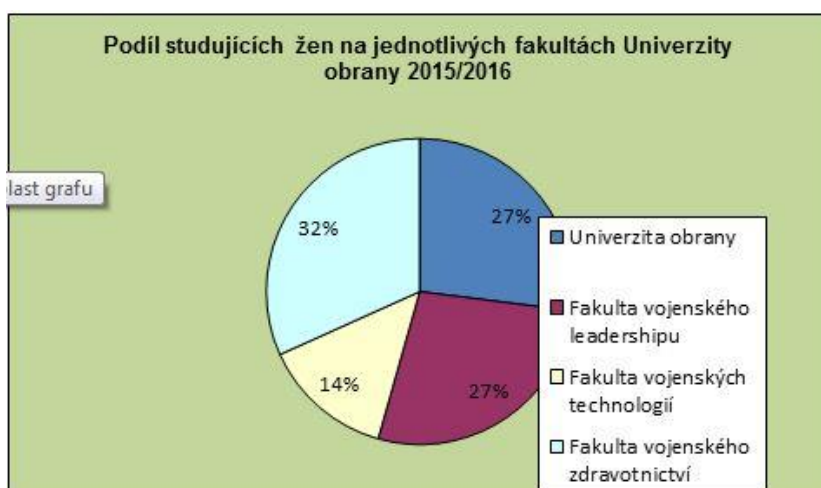
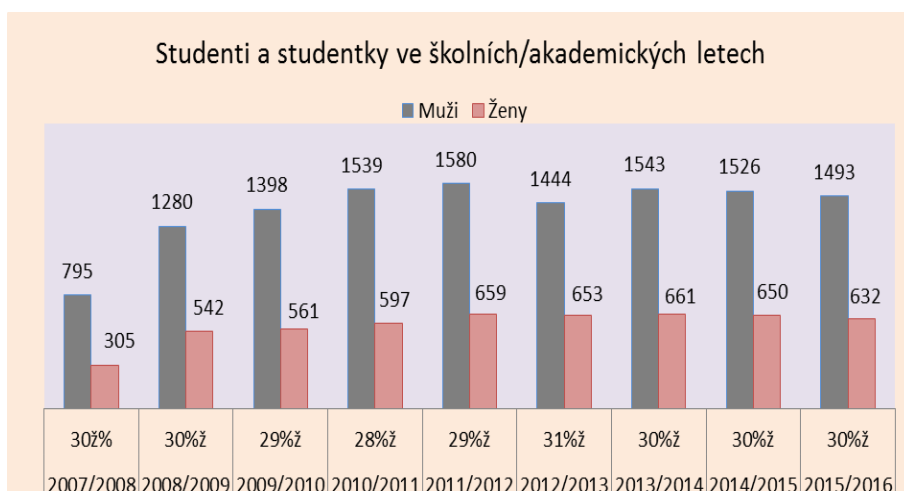


Table no. 8 and 9 - Research Results "Analysis of the possible occurrence of undesirable socially behavior and risk behavior in the environment ACR "

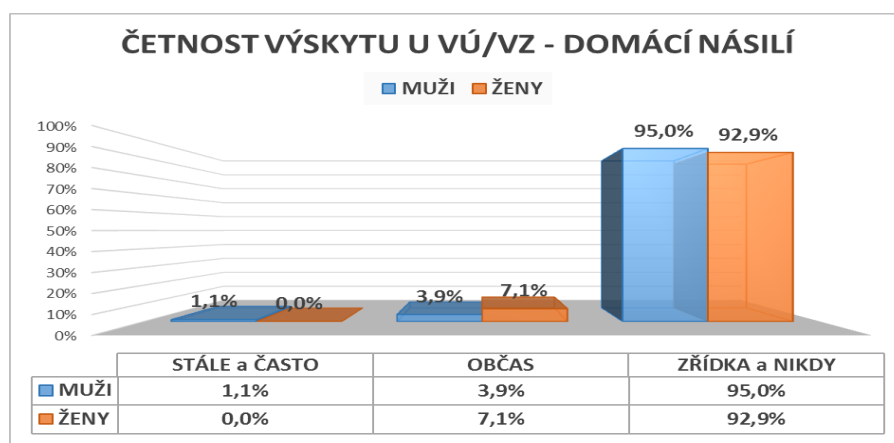
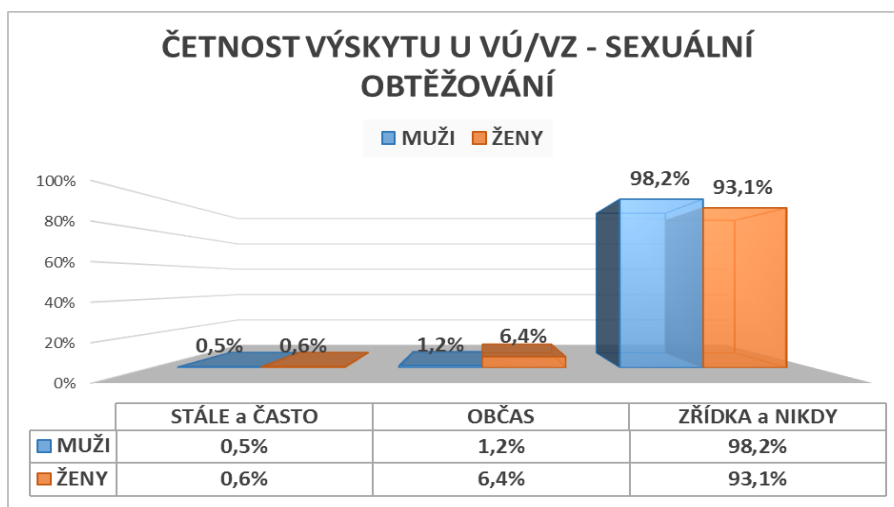


Table no. 10 - international development cooperation projects with a significant gender aspect for the year 2015 (total budget 108 461 000, - CZK)

Region / Country	Name of Project	implementer	The budget for 2015 by IDC	implementation period
Afghanistan	development of drug prevention in Afghanistan	Company Helping Hands	2974000	2014 -2016
Afghanistan	Participatory Agricultural Development Samangan Province	A person in need	7967000	2015-2017
Ethiopia	Support for the development of health services and vocational training in the Sidama Zone, Ethiopia	ADRA	8900000	2013 -2015
Ethiopia	Strengthening the capacity of the hospital Karat	ADRA	4574000	2013 -2015

Ethiopia	Improving the quality of vocational training in the field of leather and leather products in Ethiopia in 2013-2015	A person in need	4000000	2013 -2015
Ethiopia	Remediation and reclamation of degraded soil as a base for sustainable natural resource management in the selected basin Hawass Zurya Woreda	Mendel University in Brno	4000000	2014 -2016
Ethiopia	Support for small farmers and agricultural education in Alaba, Region Southern Nations	A person in need	1500000	2014 -2015
Ethiopia	Promoting the quality and range of advisory services in Angacha woreda, zone Kembo Temboro	A person in need	2000000	2014 -2015
Ethiopia	Modern teaching methods to quality education	A person in need	3000000	2014 -2016
Ethiopia	Promoting agricultural trade and sustainable management of natural resources in Sidama zone	A person in need	2000000	2014 -2015
Ethiopia	The development of science and research capacities of teachers and students of Institute of Technology, University Hawass	Czech agrary university in Prague	1000000	2014 -2015
Ethiopia	Improving the quality of vocational training in the management of water resources in SNNPR, Ethiopia, 2015-2017	a person in need	3000000	2015 -2017
Georgia	Support for early diagnosis prevention and treatment of oncological diseases in Georgia	Caritas Czech Republic, CPC, Glomex	4449000	2014 -2016
Georgia	Promoting social inclusion of disabled youth, Georgia, 2015-2017	A person in need	1490000	2015 -2017
Georgia	Improving the quality of life and employment opportunities for women with disabilities in Georgia	CARE Czech Republic	1000000	2015 -2017
Georgia	Building and promotion of Oncology screening center in Zugdidi	Caritas Czech Republic	3074000	2015 -2016
Georgia	Graduate Teaching Fellows	Charles University in Prague	937000	2015 -2016
Cambodia	Improving the health of mother and child in Cambodia with an emphasis on prevention and treatment of malnutrition	A person in need	5531000	2014 -2016
Cambodia	Promote and support sustainable distribution of renewable energy in rural areas of Cambodia	A person in need	6000000	2015 -2017

Cambodia	Access to health care, safe water and sanitation to vulnerable displaced communities in the province of Koh Kong, Cambodia	A person in need	2000000	2015 -2017
Cambodia	Support and development of ophthalmology in rural areas Takeo Province in Cambodia for the years 2015-2017	Caritas Czech Republic	1999000	2015 -2017
Kosovo	Lifelong learning for the 21st century	Caritas Czech Republic	1000000	2013 -2015
Kosovo	Education to equal opportunities	Caritas Czech Republic	1000000	2013 -2015
Kosovo	The integration of visually impaired persons and prevention of visual impairments in Kosovo	A person in need	1500000	2015 -2017
Moldova	Expanding the successful model of inclusive preschool education in Moldova	ADRA	249000	2013 -2015
Moldova	The development of home care services in the north of Moldova	Caritas Czech Republic	3000000	2013 -2015
Moldova	Strengthen the development of home care services in Moldova 2014-2016	Caritas Czech Republic	3500000	2014 -2016
Moldova	Crisis center for migrants in Moldova	International Organization for Migration	1899000	2014 -2016
Moldova	Support for the application of organic products in the internal and foreign markets	A person in need	2000000	2015 -2017
Moldova	Promoting the development of home care services in Moldova - South region	Caritas Czech Republic	4500000	2015 -2017
Moldova	Support the transformation process in the care of the mentally ill and mentally handicapped in Moldova	Center for Development of Mental Health Care	1953000	2015 -2017
Moldova	Ensure access to inclusive education for preschool children with special educational needs in Moldova	Caritas Czech Republic	852000	2015 -2017
Palestine	Promoting employment of disadvantaged and graduates to Pau	Caritas Czech Republic	4000000	2015 -2017
Vietnam	Support for science and research capacities of teachers and students of Agricultural and Forestry University in Hue, Vietnam	Czech agrary university in Prague	1000000	2015 -2016
Zambia	Center for vocational courses for socially	Njovu	2000000	2014 -2016

	risk youth Mongu			
domestic Czech Republic	Mapping of the situation of women in developing countries and raising awareness of the Czech public	Femispha	600000	2014 -2016
Trilo Angola	Strengthening the capacity of civil society for social and economic development of the provinces of Bié, Angola	A person in need	1750000	2013 -2015
Trilo Cambodia	The campaign for decent wages for workers in the garment industry	On the ground	100000	2013 -2015
Trilo Ethiopia	Support for women, children and young people in Bahir Dar / Ethiopia	Diakonie CCE - HRP	1020000	2014 -2016
trilat- Eiopie	Promoting equal access to quality education in Ethiopia	Adra	880000	2015 -2018
Trilo - Georgia Prom	Promoting the integration of adults with mental disabilities in Georgia	Diakonie CCE - HRP	1009000	2013 -2015
Trilo Cambodia	Social harmonization and promotion of livelihoods in communities	Diakonie CCE - HRP	916000	2014 -2016
Trilo Mongolia	Active involvement of youth in the promotion of human rights in Mongolia	A person in need	338000	2014 -2015
Trilo Zambia	Women in leadership - Zambia	Diakonie CCE Center for Humanitarian and Development Aid	2000000	2015 -2017
<b>total</b>			<b>108461000</b>	

Table no. 11 - Humanitarian projects with a strong gender aspect for 2015  
(Total budget 15 500 000, - CZK)

Region / Country	Name of Project	implementer	Budget 2015 by the FDC	implementation period
Niger	Health and nutritional care for mother and child	Doctors Without Borders	2000000	2015

SAR	Urgent medical care for the most vulnerable groups affected by conflict	NGOs Siriri	2000000	2015
South Sudan health	and nutritional care and prevention and solutions the impact of sexual violence for conflict-affected vulnerable groups	Magna	2000000	2015
Iraq	Ensuring personal hygiene and protection from violence for women and girls displaced by conflict	two projects - CCE Diakonie, Caritas Czech Republic	5000000	2015
Jordan	Support livelihoods of vulnerable families of Syrian refugees - especially single mothers with children	Diakonie CCE	2500000	2015
Burma's Rakhine State	Support for displaced families (ethnic minority Rohingya)	Diakonie CCE	2000000	2015
	<b>total</b>		<b>15500000</b>	

Table no. 12 - Small local projects with a strong gender aspect for 2015  
(Total budget of 922 000, - CZK)

Region / Country	Name of Project	implementer	The budget for 2015 of FDC	implementation period
Bangladesh	Educational and training center Chalantika (CSCDP): Transforming the lives of vulnerable children and mothers from slum Chalantika (Dhaka) - seminars on hygiene, healthy and economical diet, training and sewing basics of reading and writing	ADRA Bangladesh	300000	2015
Morocco	Modernization intensive care clinics Beauséjour and support medical activities	l'Associatio n Fraternité	397000	2015
Zambia	Equipment for the program of adult education literacy for women: learning English, IT and business women in the village Kalulushi	Zambia Catholic University	225000	2015
	<b>total</b>		<b>922000</b>	



Table no. 13 - transformation cooperation projects for the year 2016  
(The total budget of 3,149,728, - CZK)

Name	implementer	Country	Budget
Support for Serbian authorities in combating domestic violence	Caritas Czech Republic	Serbia	1,149,728, - CZK
Promoting equal political and Public participation in civil society Burma	A person in need	Burma	2.000.000, - CZK

Table no. 14 - Small local projects of transformation cooperation for 2016  
(The total budget of 450 000, - CZK)

Name	implementer	Country	Budget
Promoting respect for rights children and women and their emancipation	Tubas Charitable Society	Palestine	250.000, - CZK
Programming based on research and advocacy for students in tertiary education	FSNT	zimbabwe	200.000, - CZK

## Appendix II - UN Security Council Resolution no. 1325 (2000) on women, peace and security

United

Nations

1325 (2000)

WITH/RES/



**Security Council**

Distr. : General

31 October 2000

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### **Resolution 1325 (2000)**

**Adopted by the Security Council at its 4213th meeting, on 31 October 2000**

*The Security Council,*

*Recalling* ITS Resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of

17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as statements of Relevant ITS President, and *Also recalling* The ITS statement of the President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC / 6816)

*Recalling Also* The Commitments of the Beijing Declaration and Platform for Action (A / 52/231) as well as Those Contained In The outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century "(A / S-23/10 / Rev. 1), in Particular Those Concerning Women and armed conflict,

*Bearing in mind* The Purposes and Principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

*expressing* That concern Civilians, particularly women and children, account for the vast majority of Those adversely affected by armed conflict, Including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and

*recognizing* consequent the impact this has on durable peace and reconciliation,

*Reaffirming* The Important Role of Women in the Prevention and resolution of conflicts and in peace-building, and *stressing* The importance of Their full and equal participation in all Involvement Efforts for the maintenance and promotion of peace and security, and the Need To Increase Their role in decision-making with Regard a conflict prevention and Resolution,

*Reaffirming Also* The Need it IMPLEMENT fully international humanitarian and Human Rights Law That Protects the rights of women and girls During and after conflicts,

*Emphasizing* the need for all parties to ENSURE That mine clearance and mine awareness Programs take into account the special needs of women and girls,

*Recognizing* the urgent need to mainstream a gender perspective into peacekeeping operations, and in this Regard *Noting* The Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S / 2000/693)

*Recognizing Also* The importance of the recommendation Contained in the statement of the ITS President to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in Conflict Situations,

*Recognizing* That an understanding of the impact of armed conflict on women and girls, Effective Institutional Arrangements to guarantee protection and Their full participation in the peace process can significantly Contribute to the maintenance and promotion of international peace and security,

*Noting* the need to consolidate data on the impact of armed conflict on women and girls,

First *Urges* member States it ENSURE Increased representation of women at all decision-making levels in national, regional and international Institutions and mechanisms for the Prevention, management, and resolution of conflict;

Second *encourages* The Secretary-General's IMPLEMENT his strategic plan of action (A / 49/587), calling for an Increase in the participation of women at decision- making levels in conflict resolution and peace processes;

Third *Urges* the Secretary-General It APPOINT more women as special Representatives and Envoys to PURSUE good offices on his behalf, and in this Regard *calls on* Member States Candidates To provide to the SecretaryGeneral, for inclusion in a Regularly updated Centralized roster;

4th *Further urges* the Secretary-General to seek to expand the role and Contribution of women in United

Nations field-based operations, and especially among military observers, civilian staff, human rights and humanitarian personnel;

5th *Expresses* ITS willingness to Incorporate a gender perspective into peacekeeping operations, and *urges* the Secretary-General to ENSURE That, where appropriate, field operations include a gender component;

6th *Requests* the Secretary-General To provide it Member States training guidelines and materials on the protection, rights and the Particular needs of women, as well as on the importance of Involving women in all peacekeeping and peace- building Measures, *invites* Member States that Incorporate These elements as well as HIV / AIDS Awareness Training into Their National Training Programs for military and civilian personnel racks in preparation for deployment, and *Further requests* the Secretary-General It ENSURE That civilian personnel of peacekeeping operations receive Similar training;

7th *Urges* Member States to Increase Their voluntary financial, technical and logistical support for training gendersensitive Efforts, Including Those undertaken by Relevant Funds and Programs, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other Relevant bodies;

8th *Calls on* Involved all actors, and Implementing When negotiating peace agreements, to Adopt a gender perspective, inter alia:

(and) The special needs of women and girls During repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;

(B) Measures That support local women's peace Initiatives and indigenous processes for conflict resolution, and That Involve women in all mechanisms of the Implementation of the Peace agreements;

(c) Measures That ENSURE the protection of and respect for Human Rights of women and girls, particularly as They Relate to the constitution, the electoral system, the staff and the judiciary;

9th *Calls upon* All parties that armed conflict it Respect fully international law applicable to the rights and protection of women and girls, especially with Civilians, in Particular the applicable Obligations it Them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol

thereto of 1967 and the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000 and to bear in mind the Relevant Provisions of the Rome Statute of the International Criminal Court;

**10th Calls on All parties that armed conflict it also Special Measures to Protect women and girls from genderbased violence, particularly rape and other forms of sexual abuse, and all other forms of Violence in Situations of armed conflict;**

**11th Emphasizes The responsiveness of All states that put an end to the impunity and prosecute Those Responsible for genocide crimes against humanity and war crimes Including Those Relating to sexual and other violence against women and girls, and in this Regard stresses the need to exclude proposition crimes, Where feasibly from Amnesty Provisions;**

**12th Calls upon all parties to armed conflict to Respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the Particular needs of women and girls, Including In Their design, and recalls ITS Resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;**

**13. encourages All Those Involved In The Planning for disarmament, demobilization and reintegration to Consider the different needs of female and male ex-combatants and that take into account the needs of Their dependants;**

**14th Reaffirms ITS readiness, are Whenever Measures have adopted under Article 41 of the Charter of the United Nations, that give it Consideration Their Potential Impact on the civilian population, bearing in mind the special needs of women and girls.**

in order Consider it appropriate`  
Humanitarian Exemptions;

**15th Expresses ITS's willingness ENSURE That Security Council missions take into account gender considerations and the rights of women, Including through consultation with local and International Women's groups;**

**16th invites the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, and**

**Further invites HIM To submit a report to the Security Council on the results of this study it and make this available to all Member States of the United Nations;**

17th *Requests* the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming response throughout peacekeeping missions and all other ASPECTS Relating to women and girls;

18th *or decides* Actively To Remain Seized of the matter.