



Annual Programme Report No.4

EEA Grants 2009-2014

**Programme CZ13 – Domestic and Gender-based
Violence & Mainstreaming Gender Equality and
Promoting Work-Life Balance**

Reporting period: 1.1.2016 – 31.12.2016

Programme Operator: Ministry of Finance of the Czech Republic

Programme Partner: N/A

Donor Programme Partner: N/A

Content:

- 1. Executive summary..... 2
- 2. Programme area specific developments 3
- 3. Reporting on outputs 5
- 4. Reporting on Programme outcome(s)..... 6
- 5. Progress on horizontal concerns 8
- 6. Project selection 8
- 7. Progress of bilateral relations..... 8
- 7.1. Complementary action 9
- 8. Monitoring..... 10
- 9. Need for adjustments..... 10
- 10. Risk management 11
- 11. Information and publicity 11
- 12. Cross - cutting issues 12
- 13. Attachments to the Annual Programme Report 12
- Annex 1: Risk assessment of the programme 1

1. Executive summary

The implemented Programme CZ13 comprises just one pre-defined project and brings primarily promotion of equal opportunities of women and men, issues of domestic violence as one of the forms of gender-based violence, and support of the balance between work and private life into focus. Its promoter has been the Gender Equality Unit of the Office of the Government of the Czech Republic since 2014. Therefore, Programme goals coincide with development of specific areas within Czech environment on policies level and are focused on two main areas: mainstreaming gender equality and promoting work-life balance, and gender-based violence. Its content is relevant to crucial themes in the area of enforcing equal opportunities of women and men at the international level (promoted by the UN, the Council of Europe, the European Union) and in the Czech Republic as well.

The CZ13 Programme is operated by the Ministry of Finance. The Programme has no Donor Programme Partner.

Main activities were much delayed especially in the first half of the implementation year 2016, but Programme CZ13 has progressed very significantly during the second half of the year and it can be assessed that many activities have been gradually leading to reach the main Programme outcomes, i.e. the domestic violence prevention and reduction and improvement of balance between work and private life. Among these activities there can be highlighted some events and moments within the Programme area developments: in particular, public speech hearing of the Czech delegation at the meeting of UN Committee on the Elimination of Discrimination against Women (CEDAW), approval of The Action Plan for Balanced Representation of Women and Men in Decision-making Positions for the Years 2016 – 2018, launching of the media campaign, participation of the Czech delegation at the 60th session of the Commission on the Status of Women, signing the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence and publishing some theoretical studies and surveys.

In addition, the Programme CZ13 provides synergy to the CZ12 Programme which is focused on the support of various entities (Programme Operator of CZ12 is Open Society Foundation Prague). This synergy proved to be very useful and beneficial because of PDP Promoter in the Programme CZ13 is a governmental body while Programme CZ12 works mostly with NGOs. Thus, the possibility of improving the whole sector is higher and the relevant issue can be tackled from various strata of society.

The Programme includes strong cross-cutting principles as well as bilateral aspects. The PDP Promoter continued partnership and cooperation with a Norwegian partner - the NGO Alternative til Vold (ATV) (consultations, trainings, presentations at the conferences, study visits, etc.). In addition to already planned bilateral activities within PDP, the Programme contains funds for support of bilateral activities (Bilateral Fund at Programme Level, Measure "B"). The Call for Proposals was published in November 2016 and deadline for applications is in July 2017.

The Programme publicity is ensured mainly via a central website www.norwaygrants.cz for the Norway Grants 2009-2014 operated by the Programme Operator and PDP information is accessible in links from the Office of Government website, on social media networks and via media campaign.

Two main risk factors causing the significant delay in implementation were identified in the year 2016 – complicated administration process of public procurements has been followed by repetition of open tender procedures and personal changes at the Gender Equality Unit within the Human Rights Section of the Office of Government of the Czech Republic. Given these risks, Programme Operator has been actively monitoring the progress of the project implementation via personal meetings with Project Promoter. For mitigation of the delay, Programme and Pre-defined Project implementation period were extended. Another new emerging risk factor is related to financial absorption of programme CZ13 and Fund for bilateral relations.

2. Programme area specific developments

The below described strategies, policies, institutions and events relevant to the Programme goals (promotion of equal opportunities of women and men, domestic violence, and support of balance between work and private life) were established as mentioned in the Final Programme Proposal and in its updates, and they provide the background to the Programme.

Regarding programme area 28: Mainstreaming Gender Equality and Promoting Work-Life Balance

Very significant event on international level went on just during first months of the year 2016. The UN Committee on the Elimination of Discrimination against Women (CEDAW) heard out public speech of Czech Republic's delegation on the topic of women's rights in the context of Czech environment in Geneva, Switzerland on February 23rd. During the ensuing dialogue, Committee Members welcomed the legal reforms undertaken by the Czech Republic, but they also expressed concerns about implementing these reforms. Participating experts commented on some key issues within Czech environment – e.g. women with disabilities faced undue restrictions in relation to their family life, particularly with regards to marriage and parenting responsibilities. Nevertheless, this event should be considered as a very important step – the expert debate on mainstreaming gender equality and promoting work-life balance in the Czech Republic gets underway.

This event was followed by one of the most influential moments in the Programme area 28. **The Action Plan for Balanced Representation of Women and Men in Decision-making Positions for the Years 2016 – 2018** was adopted by the Czech Government in the second quarter of the year 2016. The Action Plan is based on the Government Strategy for Equality of Women and Men in the Czech Republic for the Years 2014 – 2020 and aims to create a complex framework for measures focused on increase of women representation in politics and decision making positions. It includes a set of 35 specific measures divided into 4 areas: a) current situation and general measures, b) balanced representation within politics, c) balanced representation within public administration and state bodies and d) balanced representation within private companies. The Action plan was created in cooperation with the Committee for Balanced Representation of Women and Men in Decision-making Positions, which associate experts from NGOs, universities, social partners and members of political parties.

Moreover, another important opportunity especially for non-governmental organisations has also arisen during the first half of 2016. The allocated amount of **Grant Programme for NGOs activities in the field of gender equality** was increased from 5 million CZK to 10 million CZK in 2017. This increase followed the recommendation of the Government Council for Equality of Women and Men. The grant mechanism is operated by the Gender Equality Unit of the Office of the Government and its main aim is to support activities of NGOs covering areas of the Government Strategy for Equality of Women and Men in the Czech Republic. Calls within the grant mechanism are published annually in August.

Furthermore, at the end of the year 2016 a case of complaints against **assisted home births of Czech citizens appeared in Czech and international media**. The hearing of this case by the European Court of Human Rights has begun in 2014. Two Czech women argued that Czech law forbids assisted home births and thus it is in the conflict to Article 8 of Convention for the Protection of Human Rights and Fundamental Freedoms. During November 2016, the Grand Chamber of the European Court of Human Rights concluded that the rights of Czech applicants granted by the Convention were not violated. However, the Grand Chamber also emphasized that the single-option birth model envisaged by the Czech legislation is problematic as regards of Article 8 of the Convention and that preventing midwives from assisting in giving birth at home is not justified in a democratic society by any convincing public-health argument.

The implementation of the **European Social Fund project** was started by the Gender Equality Unit of the Office of the Government of the Czech Republic. The project is focused on implementation of main

governmental strategies such as the Government Strategy for Gender Equality in the Czech Republic for the period 2014 – 2020, the Action plan for Balanced Representation of Women and Men in Decision-making Positions and the Action Plan for the Prevention of Domestic and Gender-based Violence and to foster other efforts in the field of Mainstreaming Gender Equality and Promoting Work-Life Balance. In November 2016, a seminar for gender-focal points was organised by the Gender Equality Unit in order to discuss the implementation of Government Strategy for Gender Equality in the Czech Republic for the period 2014 – 2020.

Moreover, very important moment came on **25th of November - the media campaign within the Norway grants 2009-2014 and Programme CZ13 was launched.** The media campaign is focused on two issues in compliance with Programme Areas. The first one is reconciliation of work and family life and the second one is domestic violence. The campaign aims to show the general public that many issues of everyday life are issues of gender equality. The graphic layout/design of campaign and scheduled events organized within the media campaign were introduced. Short animated TV spots are nowadays under preparation and their broadcast schedule is under negotiation with national TV stations.

Regarding programme area 29: Gender-Based Violence

Similarly to the past years, during March 2016 Czech delegation, led by the former Minister for Human Rights, Equal Opportunities and Legislation Jiří Dienstbier, participated at the **60th session of the Commission on the Status of Women in New York**, United States of America. Czech delegation in cooperation with Project Partner Alternativ til Vold organised two side-events: a) How Can Social and Technological Innovations Contribute to Achieving Gender Equality and b) Angry Man – animated movie about domestic violence. The participation of the Czech delegation at the 60th session of the CSW was co-financed by the Norway Grant.

Thanks to some activities of Programme CZ13 of Norway Grants 2009-2014, topic of gender-based violence has also attracted attention of relevant political bodies and in May 2016 **the Czech Republic signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.** According to the Government decision, draft of suggested legislative measures to ensure the implementation of Convention should be submitted to the Government by the Ministry of Justice by June 2017.

Furthermore, during the first half of the year 2016 there went on many debates and negotiation events on a new amendment to the **Act on Crime Victims.** It includes new law protective measures against cases of domestic violence. The amendment should involve changes related to availability of free legal aid, compensation of victims and their protection (also outside the courtroom) and others. Among some practical recommendations covered by the amendment could be mentioned e.g. methodology and training for identifying particularly vulnerable victims, correct interpretation of law in practice or the option of the Administration authority to put violent person under an obligation to attend a therapeutic programme for aggressive persons. Some public hearings and lobby activities were supported by EEA Grants 2009-2014 - Fund for Non-governmental Organisations and by project “Justice without difference” implemented by an In IUSTITIA organisation within Programme CZ12.

Another amendment related to the Programme Area 29 was approved during October 2016. The amendment to the **Act on Social Services** was submitted by the Ministry of Labour and Social Affairs to the interdepartmental comment procedure. Based on the comments of the Office of the Government of the Czech Republic, social services specialized on victims of domestic violence were newly covered by the amendment. These measures should result in increase of number of shelters and other social services for victims of domestic violence. The amendment is nowadays in the process of negotiation by the Parliament of the Czech Republic.

Thanks to the Programme CZ13 within Norway Grants 2009 – 2014 Czech Republic joined the international campaign “16 Days of Activism against Gender-Based Violence” from November 25th until December 10th. The Gender Equality Unit organised international conference focused on sexism in media and cyberspace on 25th of November. During December 2016, international conference on therapeutic work with a violent person followed in the presence of high political representatives. There were approximately 80 participants on each event.

To build up theoretical background for the Programme Area 29 in Czech environment there have been finished several **studies and surveys**. Publishing of these studies and surveys were supported by a Grant from Norway within the Programme CZ13. Content of all studies were consulted with the Gender Equality Unit and after their finishing shared on website of the Office of the Government of the Czech Republic.

3. Reporting on outputs

The programme consists of one pre-defined project (PDP) *Domestic and Gender-based Violence & Mainstreaming Gender Equality and Promoting Work-Life Balance* which covers both Programme areas – i.e. 28 and 29. Outcomes of this PDP are fully in compliance with the expected outputs of the Programme, although not all planned outputs were achieved so far because of major delays in the Project. The PDP implementation period was extended till April 2017. However, intensive work has been started on all outputs and results achievement is progressing satisfactorily. In comparison to the Annual Programme Report 2015 there is a significant progress in implementation.

| Outcome PA 28 | Programme Outputs PA 28 | Output indicators | Indicator value | | |
|--|---|--|-----------------|--------|-------------------|
| | | | Baseline | Target | Total achievement |
| Balance between work, private and family life improved | A methodological guide for practical and legal aspects of widening measures for improved balance between work and private life delivered | Methodological guide published and distributed by the end of the project. | 0 | 1 | 0 |
| | Media campaigns (website and conferences and other events) aimed at awareness raising in the field of balance between work, private and family life organized | Number of media campaigns launched (using TV spots, billboards, website, conferences, etc.). | 0 | 1 | 1 |

| Outcome PA 29 | Programme Outputs PA 29 | Output indicators | Indicator values | | |
|---------------------------|---|---|------------------|--------|-------------------|
| | | | Baseline | Target | Total achievement |
| Domestic violence reduced | Analysis and studies on various issues connected to domestic violence delivered | Number of analysis and studies | 0 | 7 | 4 |
| | Media campaigns (website and conferences and other events) aimed at awareness raising in the field of domestic violence | Number of media campaigns launched (using TV spots, billboards, website, conferences, etc). | 0 | 1 | 1 |

Concerning the programme output of PA 29, “Analysis and studies on various issues connected to domestic violence delivered” following studies have been published so far:

- Trends of social-political mechanisms influencing gender relations (public opinion research of various issues connected to gender equality);
- Analysis of attitudes of violent persons and work with them (analysis focusing on programmes for violent persons);
- Analysis of gender-based cyber-violence (a qualitative analysis of gender-based cyber-violence, including examples of best practices from various countries);
- Analysis of media display of gender-based violence (an analysis of major Czech media and their attitudes towards gender-based violence).

Remaining studies will be finished and published within the following weeks.

4. Reporting on Programme outcome(s)

The CZ13 Programme is focused on two main outcomes:

- domestic violence prevention and reduction
- improvement of balance between work and private life

In spite of delay, the Programme CZ13 progressed and many activities have been gradually leading to reaching the main Programme outcomes – since the beginning of the project there is about **67 % of indicators achieved in 2016**.

| Outcome | Indicator | Indicator value | | |
|--|---|-----------------|--------|-------------------|
| | | Baseline | Target | Total achievement |
| Balance between work, private and family life improved | Number of comprehensive and integrated policies, particularly employment policies, aimed at promoting work/life balance implemented | 0 | 5 | 2 |
| Domestic violence reduced | Number of measures in the scope of national strategies or actions plans to combat domestic violence developed and implemented | 0 | 3 | 3 |
| | Awareness on the harmful effects of domestic violence raised (survey) | 0 | 1 | 1 |

Explanation of each reached indicator value:

Number of comprehensive and integrated policies, particularly employment policies, aimed at promoting work/life balance implemented: reached value of indicator in 2016 - 2

- The Office of the Government of the Czech Republic has elaborated a public opinion survey on attitudes of Czech society towards gender equality and work-life balance in cooperation with research agency PPM FACTUM. Results of this survey can be used as an inspiration for suggestion of other measures connected to work-life balance.
- The media campaign promoting better balance between work and private life was launched. This campaign continues also during the first quarter of 2017.

Number of measures in the scope of national strategies or actions plans to combat domestic violence developed and implemented: reached value of indicator in 2016 - 2

- In May 2016 the Czech Republic signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. According to the Government decision, legislative measures to ensure the implementation of Convention should be submitted to the Government by the Ministry of Justice by June 2017.
- The media campaign on prevention of domestic violence was launched. This campaign continues also during the first quarter of 2017.

Awareness on the harmful effects of domestic violence raised (survey): reached value of indicator in 2016 – 1

- Studies and surveys in the field of gender-based violence have been finished within the project. So far, the following studies have been shared on the Office of the Government of the Czech Republic website:
 - Analysis of attitudes of violent persons and work with them (analysis focusing on programmes for violent persons);
 - Analysis of gender-based cyber-violence (a qualitative analysis of gender-based cyber-violence, including examples of best practices from various countries);
 - Analysis of media display of gender-based violence (an analysis of major Czech media and their attitudes towards gender-based violence).

5. Progress on horizontal concerns

Respect of human rights, Multicultural dialogue incl. integration of national minorities

The frame of the Programme CZ13 does not prioritize these horizontal concerns in particular. However, the project itself is aimed at improving gender equality which is regarded as part of human rights agenda. The project also includes some activities connected to social inclusion of minorities and multicultural dialogue. It can be said that measures adopted within the Programme CZ13 and its outputs contribute to elimination of discrimination. Some of these activities are also connected to elimination of hate speech (e.g. the analysis of gender-based cyber-violence). Within the programme there were used several tools and events for promotion of these topics among professionals as well as general public – e.g. two international conferences held in November and in December in Prague. Both of them were attended by a wide range of organizations (state bodies, universities, NGOs) and both attracted media attention.

6. Project selection

The Programme CZ13 consists of just one pre-defined project according to the Final Programme Proposal and its verification was finished in 2014. For more information about initial project selection please see previous Annual Programme Reports.

The third Call for Proposals within Bilateral Fund at the Programme level – Measure B (BFB) was announced on 23rd of November 2016. Originally, the Fund for Bilateral relations was designated only for Project Promoter. Considering the allocated amount, personal and time capability of Project Promoter's team there was widen the scope of eligible applicants on all Czech entities and entities in the Donor States and international organizations, within the relevant programme areas. These entities are defined as natural and legal persons, public institutions, municipalities, associations of municipalities, non-profit organizations and others and are actively involved in relevant programme areas for at least 1 year, including the Programme Operator. There has been just one application submitted so far. The deadline for submission of application was prolonged until the end of July 2017. The process of evaluation of applications and awarding of grant is in compliance with Guidelines of Applications and Beneficiaries for the Bilateral Fund at the Program Level – Measure B.

7. Progress of bilateral relations

In programme CZ13 there is no Donor Programme Partner (DPP) therefore some activities of the project aim to strengthen bilateral relations between the Czech Republic and Norway – especially at the project level.

At the project level, a partnership with a Norwegian NGO **Alternative til Vold** (Alternative to Violence, ATV) has continued and flourished. ATV is specifically focused on work with violent person in practise but also on the development of strategic documents within the field of domestic violence. Thus, thanks to this partnership it is possible to share examples of good practice from many perspectives.

Project Promoter and Project partner ATV participated in the seminar, which was focused on training how to work with violent persons. This seminar was held in cooperation with Czech NGO Persefona from Brno. Similarly to the ATV, Persefona also deals with different issues of prevention of domestic violence and work with violent persons. Persefona is quite new in this field and sharing of experiences with ATV is very useful and enriching for it.

One of the most effective tools to prevent domestic violence is proved to be a systematic work with children who witness domestic violence. For the counselling therapy there are used many appropriate instruments and methods such as drawings, songs, movies and comics. For that purpose a Norwegian movie *Angry Man* (Sinna Mann) was translated, dubbed and disseminated within the Programme CZ13 and nowadays is used for counselling, training and raising awareness of preventing domestic violence among children on seminars and workshops. Relevant experts and practitioners appreciate this movie for its visual clearness and simplicity. As additional activity within the project it is planned to organize another introducing seminar with the focus of using this movie within school curriculums for wider, especially pedagogical, audience.

There were many joint events with ATV during the 2016: e.g. in March 2016, PDP Promoter with support of ATV organized side-events at the occasion of the 60th session of the Commission on the Status of Women in New York. In September, a study visit of experts from NGOs and governmental officers to improve knowledge and to share good practice in the field of domestic violence was carried out. The study visit was co-organized by Project Partner ATV and Open Society Fund – Operator of Programme CZ12.

There are also planned some other events and activities with the Project Partner for the rest months of the project implementation (January – April 2017). In particular, there is going to be published and translated a compilation of various articles and essays written by representatives of ATV, that could become a useful theoretical book for the practice in respective field. Such book is not available even in English. It is planned to distribute this publication among relevant entities in the Czech Republic and Norway.

As mentioned in chapter 6, there has been supported just one application within the ongoing Call for Proposals within Bilateral Fund at the Programme level – Measure B (BFB) up to now. Thanks to the supported initiative, representative of Programme Promoter of Programme CZ13 could participate in the meeting of the Programme Operators and Donor Programme Partners for the EEA and Norway Grants programmes on Gender Equality and Domestic and Gender-based Violence. The meeting took place at the Norwegian Delegation to the EU in Brussel on the 24-25 of November 2016 and was also organised in the occasion of the International Day for the Elimination of Violence against Women. The programme included among others presentation of the report from the recent assessment of gender programmes, discussions on the use of the bilateral fund and communication training. The most enriching added value of the meeting were fruitful discussions about implementation of the Gender Equality and Domestic and Gender-based Violence Programme within different cultural context and political settings and sharing experiences with present Donor Programme Partners.

7.1. Complementary action

Not applicable in CZ13.

8. Monitoring

In compliance with Article 4.3 of the Annex II of Programme Agreement, Programme Operator monitors the pre-defined project through Interim Reports submitted by the Project Promoter. Interim reports shall be submitted every four months and include also requests for payments. In 2016, the fourth IR (reporting period November 2015 – February 2016) has been approved and the fifth (reporting period March 2016 – June 2016) will be in the process of approval at the beginning of 2017. Because of personal changes within the project team the monitoring process is also delayed. Project Promoter should submit the sixth Interim Annual Report (reporting period July 2016 – October 2016) immediately after approval of the fifth IR to mitigate the delay in monitoring process. Until the end of implementation period of the project (end of April 2017) there should be submitted just one Interim Report followed by Final Project Report.

On 30th of October 2015, the on-the-spot control of pre-defined project within Programme CZ13 was held with assistance of the hired company AQE advisors, a.s. Source materials for Audit Report were completed by the middle of March 2016. The on-spot-control was completed with some minor findings caused by the transfer of PDP Promoter from the Ministry of Labour and Social Affairs to the Office of the Government of the Czech Republic

The last final financial on-the-spot control of the project is planned in the third quarter 2017. The Monitoring Plan for 2017 is therefore not enclosed.

Review of the programme shall be carried out during April and May 2017 by the external company that shall be contracted in January 2017. The programme shall be evaluated based on the five evaluation criteria (relevance, efficiency, effectiveness, impact, sustainability) with respect to its outcomes and outputs as specified in the Programme Agreement.

Each criterion will be scored using the five-grade grid. The score will be awarded based on objective and impartial expert opinion substantiated by verifiable and well-founded data, facts and evidence

The theory of change shall be developed for the programme; Outcome Harvesting shall be used as one of the methods for data collection, so as to exploit all effects of the programme, including unintended or unexpected ones. Achievement of bilateral indicators will be examined as well.

The review report will be subject to consultation process and debriefing with all relevant stakeholders prior to its publication in Czech and English.

9. Need for adjustments

In 2016, there were two adjustments of the Programme CZ13:

- The implementation of the Programme is much delayed because of complicated process transfer of PDP Promoter from the Ministry of Labour and Social Affairs to the Office of the Government of the Czech Republic and due to complicated process of public procurements. At the beginning of 2016, this risk has been already mitigated through Programme extension till December 2017. The Project Promoter's request for project extension till April 2017 was approved by Programme Operator on 26th of January, 2016.
- During the November 2016, the Programme Operator updated the call for submission of grant applications for initiatives financed from the Fund for Bilateral Relations at Programme Level – measure “B” under the programme CZ13. The widening scope of

eligible applicants was negotiated with the Financial Mechanism Office in Brussel within the third Call for Proposal of Bilateral Fund at the Programme level – Measure B (BFB) on all Czech entities and entities in the Donor States and international organizations, within the relevant programme areas. This modification was approved in DORIS on 23rd of November 2016 and the modified Annex II. was accepted in DORIS by Programme Operator in January 2017.

10. Risk management

Programme Operator updated the programme risk analysis in September 2016 under the guidance of the National Focal Point. According to the negative results of the analysis and because of the delay in pre-defined project implementation, Programme CZ13 belongs to the risky programmes out of all implemented programmes in the Czech Republic. However, Programme Operator follows the adjusted Risk Management System established in the previous period. The defined or continuously identified risks are managed at the level of the Programme Operator and supervised from the National Focal Point level.

Two main risk factors causing the significant delay in implementation were identified during the year 2016 – complicated administration process of public procurements has been followed by repetition of open tender procedures and personal changes at the Gender Equality Unit within the Human Rights Section of the Office of Government of the Czech Republic. Given these risks, Programme Operator has been actively monitoring the progress of the project implementation via personal meetings with Project Promoter. For mitigation of the delay, Programme and Pre-defined Project implementation period were extended.

A new potential risk factor in relation to programme absorption capacity has emerged. This risk factor is related to non-utilisation of all funds allocated for the programme, i.e. for the pre-defined project. By the end of 2016 there is a projection of savings up to almost 40 % within the PDP allocated budget. To mitigate this risk Project Promoter is encouraged to include new activities and events within the programme areas. Unfortunately, Project Operator detects similar risk factor in Fund for Bilateral Relations, because there have not been many applications so far. This risk is mitigated via opening the 3th Call for Proposal and via widening scope of eligible applicants.

11. Information and publicity

General information about the programme is available on the official website of the EEA and Norway Grants www.norwaygrants.cz. The promotional activities of the only supported pre-defined project (national campaign) are channelled at the programme and national level. Updates and several campaign features were promoted on the official Facebook profile of the EEA and Norway Grants in the Czech Republic <https://www.facebook.com/EHPaNF> to the broader audience.

The closing conference both for the project and the programme will be held In March/April 2017. The agenda of the conference will be prepared in cooperation with the project promoter. Donors and all relevant stakeholders will be invited to the conference and the results of the project and conclusions from the conference will be promoted mostly through the social media.

Publicity is also ensured via the media campaign (including FCB page “This is equality” and website linked to the Office of Government’s website, TV spots, promotional materials). Its start was postponed because of delay in public procurements according to the Project Proposal and the media campaign was launched on the 25 November 2016.

12. Cross - cutting issues

Gender equality:

The Programme is directly focused of the issues of gender equality.

Good governance:

The Programme is based on core principles of good governance, according to the European Code of Good Administrative Behaviour, namely lawfulness, absence of discrimination, proportionality, absence of abuse of power, impartiality and independence, objectivity, legitimate expectations, consistency and advice or fairness. All these principles were observed in course of monitoring period.

Within the Programme only one pre-defined project is being implemented whose Project Promoter is the Section for Human Rights of the Office of the Government of the Czech Republic, which applies the mentioned principles, as well as compliance with the relevant Czech legislation and EU regulations. Thus, the good governance mechanism will be ensured.

Social sustainability:

The Programme has positive impacts on the society because its objective is to reduce the incidence and latency of domestic violence and to help to better balance between work and private life. This will strengthen the guarantees for human rights, possibility for everyone to choose freely and the protection of every person from violence will be increased. Many raising awareness activities were held in 2016 and they have been supporting concept of social sustainability.

Economic sustainability:

The economic impacts of domestic violence on national economy are very high and they appear mainly as increased costs on health care, social sphere, judicial system or workplace. Preventive measures in this area have shown to be economically efficient. Within the project, there will be more specific analysis of cost of domestic violence in public budgets finished at the beginning of 2017. Also the support of balance between work and private life brings together indisputable economic benefits and positive impacts on the overall employment rate and work efficiency.

Most of the activities planned and carried out within the pre-defined project (media campaign, studies, analyses, conferences, seminars, preparation of methodology) aim at outcomes that can be reached in the duration of the Programme implementation, i.e. increase in awareness in public administration and general public. The outcomes have not been achieved yet but all activities were already done. The Office of the Government also count with follow-up activates after the end of the project.

13. Attachments to the Annual Programme Report

Annex 1: Risk assessment of the programme

SIGNATURE:**For Programme Operator**

I certify that I am duly authorised to sign this Annual programme report and that I have thoroughly reviewed the progress of the programme, reporting on outcomes and outputs, risk management provided in this report and the information are correct and accurate.

| | | | | Optional second signature | | |
|--------------|--|-------|------|---|-------|------|
| Name | Zuzana Matyášová | | | Martina Bečvářová | | |
| Position | Head of the Department of International Relations | | | Head of the Monitoring Unit | | |
| Organisation | Ministry of Finance of the Czech Republic | | | Ministry of Finance of the Czech Republic | | |
| Signature |  | | |  | | |
| Date | Day | Month | Year | Day | Month | Year |
| | 8 | 2 | 2017 | 08 | 02 | 2017 |

For the National Focal Point

The National Focal Point certifies that the status of reporting of the programme described above is accurate.

| | | | | Optional second signature | | |
|--------------|---|-------|------|----------------------------------|-------|------|
| Name | Lenka Dupáková | | | | | |
| Position | Deputy Minister of Finance | | | | | |
| Organisation | Ministry of Finance of the Czech Republic | | | | | |
| Signature |  | | | | | |
| Date | Day | Month | Year | Day | Month | Year |
| | 10 | 02 | 2017 | | | |

Annex 1: Risk assessment of the programme

| Type of objective ¹ | Risk | Description of risk in the reporting period | Likelihood ² | Impact ³ | Importance ⁴ | Mitigation planned/done |
|--------------------------------|---------------------------------|--|-------------------------|---------------------|-------------------------|---|
| Cohesion (Programme) outcomes: | Programme absorption capacity | The Programme consists from one PDP only, but there are savings up to 40 % of allocated amount. | High | High | High | PP is encouraged to realize more events, seminars and activities within programme areas. |
| | Legislation changes | The Programme is not directly dependent on adoption of a new legislative; however, some impact on legislative measures in CZ is to be expected in near future. | Low | Low | Low | PDP is directly focused on support of development of new policies within Programme areas. As an outcome of the PDP there were adopted two action plans: Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018 and The Action Plan for Balanced Representation of Women and Men in Decision-making Positions for the Years 2016 – 2018. |
| | Time risk - achievement of CZ13 | The implementation of the programme CZ 13 was much delayed during 2016 – still due | High | High | High | Time risk was mitigated by extension of the Programme |

¹ The risks should be categorised in one of 3 ways, depending on whether it poses a risk to the cohesion objective, the bilateral objective, or is more of an operational issue.

² Likelihood is described as Low, Middle or High according to its scoring gained in the risk analysis. (Low: 1-2, Middle:3-4, High:5)

³ Impact is described as Low, Middle or High according to its scoring gained in the risk analysis. (Low: 1-2, Middle:3-4, High:5)

⁴ Importance is counted as Likelihood multiplied by Impact and described as Low, Middle or High according to its scoring gained in the risk analysis (Low: 1-8, Middle: 9-15, High: 16-25).

| Type of objective ¹ | Risk | Description of risk in the reporting period | Likelihood ² | Impact ³ | Importance ⁴ | Mitigation planned/done |
|--------------------------------|--|--|-------------------------|---------------------|-------------------------|---|
| | outcomes | to transfer of PP from MoLSA to Office of Government, delay in public procurements according and due to many personal changes within the project team during the year 2016. | | | | as well as PDP. |
| | Specific programme risk (risk identified in PP relating to PRG outcomes) | Administrative difficulties in clear arrangement of reporting can be expected - the Programme covers 2 programme areas by means of two main outcomes, both of them are measured via an identical indicator - a media campaign. | Low | High | Middle | Proper choice of reporting strategy in achievement of the indicator, distinguishing the topics reported within both outcomes, well informed stakeholders during the implementation. |
| Bilateral outcome(s): | Bilateral relations – non-utilizing the allocated amount | The Bilateral fund at PRG level includes 17.500 EUR for the “measure b)” implementation. | Middle | Middle | Middle | This risk is mitigated via opening the 3 th Call for Proposal and via widening scope of eligible applicants. Discussion with PDP Promoter and support from PO to start new bilateral initiative has to continue. |
| Operational issues: | Management and control structures, programme management | The Management and Control System is a part of the Programme Operator’s Manual | Middle | High | Middle | The general principles incorporated into the Manual. Effective methods of communication and co-operation established and utilized. |
| | Programme implementation set | The Programme consists of one pre-defined project only. | Low | Middle | Low | The Programme structure is simple - no difficulties |

| Type of objective ¹ | Risk | Description of risk in the reporting period | Likelihood ² | Impact ³ | Importance ⁴ | Mitigation planned/done |
|--------------------------------|---|---|-------------------------|---------------------|-------------------------|---|
| | up | | | | | expected. The Programme and project levels are to be distinguished, if necessary (especially in case of bilateral activities / relations) |
| | Reports and irregularities within programme | No errors / irregularities identified so far. | Low | Middle | Low | Regular monitoring of the Programme. |
| | Programme audits/controls | AO audit in August 2014 – no irregularities /findings, in August 2015 audit of Management | Middle | Middle | Middle | Providing regular audits / controls according to the plan of controls. Ad hoc checks, if necessary. |
| | Information system | The Programme Operator established the CEDR IT system which provides necessary utilities for monitoring and reporting as well as flexible communication. | Middle | Middle | Middle | Setting the CEDR IT system into operation, training of operators / staff in utilization of relevant modules |
| | Corruption risk | The system of implementation is transparent, the Programme /PDP is managed by credible institutions (MoF). With respect to the PDP, the corruption risk is low. | Low | High | Middle | Stress on avoiding the conflict of interests. Pursuant the PA condition, proper archiving of the public procurement documentation, etc. |