



Annual Programme Report No.3 Norway Grants 2009-2014

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

Reporting period: 1. 1. 2015 – 31. 12. 2015

Programme Operator: Ministry of Finance of the Czech Republic

Programme Partner: N/A

Donor Programme Partner: N/A

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1. Executive summary

The CZ13 Programme has a very simple setting and it consists of just one pre-defined project titled *Domestic and Gender-based Violence & Mainstreaming Gender Equality and Promoting Work-Life Balance*, which connects two Programme areas (no. 28 and 29) in one joint Programme area. Thus development in the whole sector is very closely interlinked with the Project.

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

In 2015, one of the main developments in sector is in the field of combatting domestic violence and on 23 February 2015 the **Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018** was adopted by the Czech government.

In reported period the legal contract was issued and awarded to PDP Promoter. The entire effort of PDP Promoter was devoted to project implementation. The Programme and PDP got into the time delay because of transfer of gender equality policy and pre-defined project from the Ministry of Labour and Social Affairs to the Office of the Government in 2014. This time risk was, however, mitigated in the second half of 2015 through Programme extension till the end of 2017.

In spite of delay the Programme CZ13 progressed in 2015 and many activities have been gradually leading to reaching the main Programme outcomes, the domestic violence prevention and reduction and improvement of balance between work and private life. These activities include among others: PDP Promoter co-organized side-event at the occasion of the 59th session of the Commission on the Status of Women in New York; PP organized several international conferences focused mostly on domestic violence and related issues; work on planned analyses started, etc.

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 2015 but this Fund has not been used so far.

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 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, etc.

The Risk analysis of the Programme is well prepared and was revised during 2015. No essential risks are identified nor presumed. The main challenge is still in time delay, especially in preparation of public procurements for media campaigns but this risk is mitigated via extension of PDP realization till April 2017.

2. Programme area specific developments

First, it should be emphasized that the Programme CZ13 consists of only one pre-defined project and its promoter is the Gender Equality Unit of the Office of the Government of the Czech Republic, so the Programme specific development area is closely intertwined with the implementation of this pre-defined project. 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 FPP and in its updates, and they provide the background to the Programme.

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

On 9 April 2015 the **Gender Expert Chamber of the Czech Republic** (www.gekcr.cz/) was founded as an official, independent platform of gender equality experts. It aims to provide gender analyses and guarantee the expertise of its members from the field and to integrate a gender perspective into the agendas of the state and the private sector through the engagement of highly-qualified gender experts.

International conference on the Government Strategy was held in Prague on 19 – 20 June 2015. The conference aimed at the presentation of the Government Strategy priorities and measures in the following areas: gender equality at the labour market and work-life balance, institutional framework of gender equality, gender equality in everyday life, gender-based violence and the image of Roma women in media. Experts from Austria, Slovakia, Latvia and EIGE presented their experiences and examples of best practices.

On 20 June 2015 the second year of **Women's Congress** focusing on women and media took place in Prague. The Women's Congress was attended by more than 1000 women and men interested in gender equality. Opening speeches were held by the European Commissioner Věra Jourová, Minister for Human Rights, Equal Opportunities and Legislation Jiří Dienstbier and Ambassador of the French Republic Jean-Pierre Asvazadourian. The Gender Equality Unit (PDP Promoter) was actively participating in the preparation and organized a seminar on the image of Roma women in media (as a part of the international conference).

On 8 July 2015 the Government approved initiative of the Government Council for Equality of Women and Men (hereinafter referred to as the "Council") to strengthen **Gender Impact Assessment** (GIA) of all documents submitted to the Government. The Government recommended to all ministries to use the Gender Impact Assessment Methodology developed by the Gender Equality Unit within the process of preparation of documents submitted to the Government. Furthermore, as of 1 January 2016 all ministries will have to secure gender-disaggregation of all statistical data relating to individuals. Following the adoption of the Methodology for Gender Impact Assessment several trainings were organized by the Gender Equality Unit for other ministries in order to broaden their capacity to use the methodology and implement the GIA effectively.

On 13 July 2015 the **Report on Equality of Women and Men and on the Implementation of the Government Strategy in 2014** (hereinafter referred to as the "Report") was discussed by the Czech Government. The Report evaluates the progress in promotion of equality of women and men in the Czech Republic as well as in implementation of the Government Strategy in 2014. It includes recommendations of the Council in order to support more effective implementation of the Government Strategy.

The **Gender Audit Standards** (hereinafter referred to as the “Standards”)¹ were created in October 2015 to provide a minimum standard for the implementation of one of the gender mainstreaming tools – a gender audit. The aim of the Standards is to provide employees and public authority bodies with a consistent explanation of this tool as well as to unite the different existing processes implemented in gender audit execution by gender auditors. The Standards were created by the Gender Equality Unit in cooperation with experts from NGOs, academia and other ministries.

In November 2015 the **European Institute for Gender Equality (EIGE) delegation** undertook a two-day visit to the Czech Republic. The Gender Equality Unit (PDP Promoter) organized a meeting with various stakeholders, including the Minister for Human Rights, Equal Opportunities and Legislation Jiří Dienstbier and experts from NGOs, social partners, academia and other ministries. The aim of EIGE’s visit was to discuss possible cooperation, especially in the field of gender-segregated data collection, gender-based violence and raise awareness.

In December 2015 the Government of the Czech Republic decided to review its framework position to the **Proposal for a Directive of the European Parliament and of the Council** on improving the gender balance among directors of companies listed on stock exchanges and related measures. According to the new framework position the Czech Government supports the draft directive in line with its programme declaration and priorities in the field of gender equality.

Regarding Programme Area 29: Gender-Based Violence

One of the most influential moments in this Programme area came in the first quarter of the year 2015. On 23 February 2015 the **Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018** (hereinafter referred to as the “**Action Plan**”) was adopted. The Action Plan is based on the Government Strategy for Equality of Women and Men in the Czech Republic for the Years 2014 – 2020² (referred to as the “Government Strategy”) and aims to create a complex framework for measures focused on prevention of all forms of domestic and gender-based violence. The Action Plan includes 70 measures divided into 7 strategic areas:

- Support for persons endangered by domestic and gender-based violence
- Children endangered by domestic and gender-based violence
- Work with violent persons
- Education and interdisciplinary cooperation
- Society and domestic and gender-based violence
- Analysis, studies and data-collection
- Legislation

The Action Plan was created in cooperation with the Committee for the Prevention of Domestic Violence and Violence against Women associating experts from NGOs, relevant ministries and academia. Norwegian NGO Alternativ til Vold (“Alternative to Violence”) also participated in the preparation of the Action Plan within pre-defined project funded by the Norway grants.

In November and December 2015 the Gender Equality Unit (PDP Promoter) organized **two international conferences** within the 16 Days of Activism Against Gender-based Violence. The first one was aimed at economic and societal costs of domestic violence and included speakers from the Council of Europe,

¹ The Standards are available in English at http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_Optimalizace/Gender_Audit_Standards_ENG.pdf.

² Available at: http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_Optimalizace/Government_Strategy_for-Gender_Equality_2014_2020.pdf

Spain and Norway. The second one was aimed at the issue of rape with the objective to open public discussion on this topic in 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 28 and 29. Outcomes of this PDP are fully in compliance with the expected outputs of the Programme, although no planned output was achieved so far because of minor delays in the Project. The PDP realization period was extended by April 2017. Work on all outputs, however, has been started: Terms of Reference for analyses were defined and there was intensive work on preparation of public procurement of media campaigns.

The Programme outputs in the end of 2015:

| Programme Output(s) PA 28 | Output indicator(s) | Baseline | Target | Achieved in 2015 |
|---|--|----------|--------|------------------|
| 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 | 0 |

| Programme Output(s) PA 29 | Output indicator(s) | Baseline | Target | Achieved in 2015 |
|---|--|----------|--------|------------------|
| Analysis and studies on various issues connected to domestic violence delivered | Number of analysis and studies | 0 | 7 | 0 |
| 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 | 0 |

4. Reporting on Programme outcome(s)

The CZ13 Programme is focused on two main outcomes:

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

The first outcome, domestic violence prevention and reduction, has not been achieved yet. But some of the proposed indicators have been already reached, e.g. National Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018 was adopted by Government and there have been raising awareness conferences on various aspects of domestic violence.

The second outcome, improvement of balance between work and private life, will be achieved with completion of pre-defined project in 2017.

Main risk threatening achievement of outcomes is time risk. It has been mitigated through the Programme/PDP extension and through regular monitoring system of the Programme/PDP.

Some of key activities leading to achieving the Programme outcomes implemented in 2015:

- Side-event “Gender-based Violence and its Impact on Labour Market” was organized at the occasion of the 59th session of the Commission on the Status of Women in New York (March 2015).
- Opening workshop on defining the focus of the methodology for the practical and legal possibilities of extending the measures to balance work and private life. (March 2015)
- The Programme progress conference was organized on 27 May 2015.
- Study visit in Norway in September 2015
- Competition for students in Graduation thesis on gender equality was launched on 9 October 2015.
- Conference on economic and societal costs of domestic violence (30 November 2015).
- Conference on issue of rape (8 December 2015).
- Two workshops on Sinna Man film for pedagogical staff and providers of social care (December 2015).
- Terms of Reference of analyses were set and work on them has started (gradually during 2015).
- Preparation of public procurement for media campaigns (during 2015).

4.1. Progress on horizontal concerns

The CZ13 Programme is directly focused on some horizontal concerns: combatting sexual harassment, violence against women and trafficking. The Project Promoter, however, is the Gender Equality Unit of the Office of the Government of the Czech Republic and this Unit is a part of the Section of Human Rights and Minorities’ Protection, so the other horizontal concerns are integral parts of its agenda although pre-defined project directly aimed only at a few of them.

Thus real progress on horizontal concerns was achieved mostly in the field of combatting sexual harassment and violence against women and trafficking. Within the project there were used several tools for promotion of these topics among professionals as well as general public. The special target group covered by this project are state bodies and institutions as well. Very successful in this area were two international conferences held in November and December in Prague. Both of them were attended by a wide range of organizations (state bodies, academia, NGOs) and both attracted media attention. The media coverage was supported also due to presence of Minister for Human Rights, Equal

Opportunities and Legislation Jiří Dienstbier at the first conference In addition, second conference on issue of rape with the objective to open public discussion on this topic in the Czech Republic was broadly covered mostly because of a survey on rape perception among Czech population was presented during this event by Amnesty International representative.

5. Project selection

The Programme CZ13 consists of **just one pre-defined project** according to the Final Programme Proposal. Its verification was finished in 2014. In the reported period the legal act was issued to the PDP Promoter (February 2015).

The Call for Proposals within Bilateral Fund at the Programme level – Measure B (BFB) was launched on 23 February 2015. The call is still ongoing because there has not been submitted any application so far. 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.

6. Progress of bilateral relations

In Programme CZ13 there is no Donor Programme Partner (DPP), so all activities to strengthening bilateral relations between the Czech Republic and Donor State (Norway) were held within the pre-defined project.

At the project level, a donor project partnership with a Norwegian NGO, **Alternative til Vold (Alternative to Violence, AtV)**, continued and flourished. The main contribution of this partnership is in the field of domestic violence because of AtV specific focus aims at work with the perpetrators of violence, what is not a common practice in the Czech Republic and PDP Promoter can develop its knowledge and skills in this area due to sharing experience and strengthening its capacities.

- Alternative til Vold largely contributed to discussions leading to adoption of National Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018 through providing expert consultations and attending some of the meetings of the Committee for the Prevention of Domestic Violence and Violence against Women.
- In March 2015 PDP Promoter with Donor Project Partner organized a side-event at the occasion of the 59th session of the Commission on the Status of Women in New York.
- In May PDP Promoter organized a conference on progress of Action Plan and co-organized conference on Project progress. This project progress conference was organized mainly by Open Society Fund, Programme Operator of CZ12, and it was attended by Norwegian partners of both Programmes.
- Alternative til Vold representatives not only attended, but actively participated in and co-chaired a few sections at two conferences: in November conference on economic and societal costs of domestic violence and in December 2015 on the issue of rape.
- Furthermore, two workshops for pedagogical staff and providers of social services were conducted in December 2015. The workshops were organized in close cooperation with the Norwegian NGO Alternativ til Vold (Alternative to Violence) with the aim to provide relevant stakeholders with training connected to the educational movie “Sinna Man” (Angry man). Originally, this training was planned only for 2014 but it received so much attention and appraisal among intervention centres and further stakeholders so PDP Promoter and Partner

organization decided to rerun it also in 2015. So this bilateral cooperation contributed to capacity building not only PDP Promoter but also other Czech organizations and institutions.

There is a lot of plan for the future in the area of bilateral cooperation. PDP Promoter recently developed a new idea together with AtV about translating and publishing a compilation of various publications and articles written by representatives of AtV, that could become a useful theoretical book for the practice in respective field. Such a book is not available even in English. The only obstacle in joint work is incompatibility of Norwegian laws with the Czech laws. Additionally, the implementation within the state department requires more time. Nevertheless, relation between both organization remains in a good spirit and vibrant.

There is still ongoing Call for Proposal within Bilateral Fund at the Programme level – Measure B. Bilateral fund has not been used yet because the only eligible possible applicant is PDP Promoter of existing PDP. PDP Promoter was focused on project implementation in 2015 and it decided to postpone submitting of proposal to 2016. The content of the initiative, however, has not been clearly defined by the PDP Promoter yet.

6.1. Complementary action

Not applicable in CZ13.

7. Monitoring

The regular monitoring of pre-defined project has been carried via regular interim reports. These interim reports are focused on the project progress and financial progress as well. In 2015, PDP Promoter submitted 3 interim reports, two of them were approved, third (interim annual report) is in the middle of approval process in the beginning of 2016.

In 2015, The Programme Operator signed a contract for the technical assistance during on-the-spot controls. These controls started in the middle of 2015 and they are focused on the projects implementation progress and as well as financial status. On-site controls shall verify if the project progress and financial status comply with the information declared in monitoring reports and whether the project management is efficient to meet the planned objectives. The control of pre-defined project within Programme CZ13 was held on 30 October 2015 and it revealed only some minor findings.

Moreover, Programme Operator attended three of the conferences organized by PDP Promoter within the project to observe quality of events and satisfaction of participants.

The Monitoring Plan for 2016 is enclosed to this report.

8. Need for adjustments

The only major need for adjustment of the Programme was brought about the risk of delay which had been caused in the beginning of Programme due to transfer of PDP Promoter from the Ministry of Labour and Social Affairs to the Office of the Government of the Czech Republic. This risk has been already mitigated through Programme extension till December 2017.

In this moment, Programme Operator is not aware of any other need for adjustment.

9. Risk management

In monitoring period the Programme Operator used an effective Risk Management System established in the previous period. The defined or continuously identified risks are managed at the level of the PO and supervised from the NFP level.

The Risk management method includes risk related to outcomes achievement, operational risks and risk in bilateral issues. In general, the level of threats is low in CZ13 and the level did not change since previous APRs.

No essential risks were identified nor presumed and no new risks have occurred in the reported period. The only imminent risk was delay in project progress, mainly in public procurements (delay was caused in the beginning due to transfer of agenda and pre-defined project from the MoLSA to the Office of the Government of the CR). For mitigation PO asked for Programme extension which was approved and then PDP Promoter submitted application for PDP extension till the end of April 2017 which was approved in the beginning of 2016. In relation to time risk of PDP there was also potential risk in not spending of bilateral fund B. This risk was also mitigated via extension of Call for Proposal.

For more detailed information see Annex 1.

10. Information and publicity

The Programme CZ13 publicity has been ensured by the Programme Operator - Ministry of Finance, in close cooperation with the PDP Promoter – the Office of the Government of the Czech Republic.

All publicity measures within the Programme and the pre-defined project were implemented in compliance with Information and Publicity Requirements stated in Annex 4 to Regulation on the implementation, Article 4.7.2 of the Regulations and Communication strategy for Czech Republic. Detailed information on publicity measures is set in the Communication plan which is regularly updated.

The NFP/Programme Operator (Ministry of Finance) used and updated a central website, www.norwaygrant.cz, where is a special section for each Programme. Information is provided in Czech and English. Facebook started to be a very important tool for dissemination of important and interesting information in 2015, too.

At the Project level, PDP Promoter is obliged to demonstrate compliance with the rules on publicity in all reports on project implementation. All information and publishing measures have to be in accordance with the valid document of the Financial Mechanism Office for the Norway Grants 2009-2014 the Communication and Design Manual and the Annex IV of the Regulation "Information and Publicity Requirements".

Information about PDP activities are continually presented on the website of the Office of the Government. All printed materials and presentations bore proper logo and compulsory elements of publicity.

Publicity will be also ensured via the media campaigns (including a website and TV spots). Its start was postponed because of delay in public procurements and the campaigns should be launched in the second half of 2016.

Cross - cutting issues

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.

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 workforce. Preventive measures in this area have shown to be economically efficient. 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 many activities were already done in 2015.

Social sustainability

The Programme will have 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. Some raising awareness activities were held in 2015 and they support this concept of social sustainability.

Gender equality

The Programme applies the principles of respect of human rights especially on gender equality and topics related to domestic violence and balance between work and private life. All these issues are closely connected with the issue of equal opportunities for women and men. The victims of domestic violence use to be mainly women. Also the necessity to balance work and private life affects mostly women that are in most cases taking care of children and the household. Likewise, women are, according to statistical data, more threatened by unemployment and discrimination in employment or in access to it. The very focus and successful implementation of the Programme will therefore help to balance the opportunities of women and men and not only in the labour market. It will also help to reduce domestic violence, which is an issue that has great overlap in the area of equal opportunities of women and men, and has an uneven impact on women and on men.

11. Attachments to the Annual Programme Report

Annex 1: Risk assessment of the programme

Annex 2: Monitoring plan 2016

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 Kudelová | | | 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 |
| | 09 | 02 | 2016 | 09 | 02 | 2016 |

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 Jurošková | | | | | |
| Position | Deputy Minister of Finance | | | | | |
| Organisation | Ministry of Finance of the Czech Republic | | | | | |
| Signature |  | | | | | |
| Date | Day | Month | Year | Day | Month | Year |
| | 12 | 02 | 2016 | | | |

Annex 1: Risk assessment of the programme

| Type of objective ³ | Risk | Description of risk in the reporting period | Likelihood ⁴ | Impact ⁵ | Importance ⁶ | Mitigation planned/done |
|--------------------------------|--|---|-------------------------|---------------------|-------------------------|---|
| Cohesion (Programme) outcomes: | Programme absorption capacity | The absorption capacity is planned well. The Programme consists of one PDP only. | Low | High | Low | Working sessions with experts, information seminars and events, publicity. |
| | Legislation changes | The Programme is not directly dependent on adoption of new legislation. Some impact on legislative measures in CR, however is to be expected, in near future. | Middle | Low | Low | Not applicable (The potential impact on future legislative measures should reflect the principles promoted by the Programme in a positive manner.) |
| | Time risk - delay in commitment and disbursement of funds | The Programme was approved, the PA signed, the PDP approved in 2014. Because there is just one PDP and there were delays caused by transfer of PP from MoLSA to Office of Government in 2014, there was still high time risk in 2015. | Middle | High | High | Time risk was mitigated by extension of the Programme as well as PDP. |
| | Specific programme risk (risk identified in PP relating to PRG outcomes) | No significant specific risks identified. - Administrative difficulties in clear arrangement of reporting can be expected, starting with 2015 (the Programme covers 2 programme areas by means of two main outcomes, both of them are measured via an identical | 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. |

³ 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.

⁴ 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)

⁵ 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)

⁶ 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 ³ | Risk | Description of risk in the reporting period | Likelihood ⁴ | Impact ⁵ | Importance ⁶ | Mitigation planned/done |
|--------------------------------|---|--|-------------------------|---------------------|-------------------------|---|
| Bilateral outcome(s): | Bilateral relations | indicator - a media campaign). The Bilateral fund at PRG level includes 17.500 EUR for the "measure b)" implementation. The funds will be spent solely for the purpose of the one PDP. | Middle | High | High | Extension of Programme was approved. Discussion with PDP Promoter and support from PO to start new bilateral initiative has to continue. |
| | Operational issues: | 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 up | The Programme consists of one pre-defined project only. | Low | Middle | Low | The Programme structure is simple - no difficulties 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 |

| Type of objective ³ | Risk | Description of risk in the reporting period | Likelihood ⁴ | Impact ⁵ | Importance ⁶ | Mitigation planned/done |
|--------------------------------|-----------------|---|-------------------------|---------------------|-------------------------|---|
| | 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. |

Annex 2: Monitoring plan

| Project no. | Name of the project | Planned date of on-site monitoring visit /review | Note |
|-------------|--|--|---|
| PDP | Domestic and Gender Based Violence and Mainstreaming Gender Equality and Promoting Work-Life Balance | | The on-the-spot control was done in 4Q 2015, final control and audit are planned for 2Q 2017. |