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REMOVING BARRIERS

History lobby approaches
of the Network of Mothers Centers in the Czech Republic

Rut Kolínská

Written for **GROOTS International and Huairou Commission**

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Václav Havel
Poselství k 15. výročí Mateřských center

Praha 17. dubna 2007

Velmi si cením vytrvalosti, s níž už patnáct let překonáváte nejen problémy, které jste si překonávat předsevzaly, ale i ty, které vám připravuje lidská lhostejnost a byrokracie. Držím vám palce, abyste se v příštích letech setkávaly s tím lepším, co v české společnosti dříme.

Václav Havel 

Václav Havel
(Former Czech president)

Message to the 15th anniversary of an existence of the Network of Mother Centers

Prague 17th April 2007

“I greatly appreciate not only your patience and efforts, thanks to which you were facing problems over last 15 years, but I also highly respect the way you managed to overcome obstacles caused by human indifference and bureaucracy. I wish you a future success, to meet the very best potential of our country”.

Václav Havel



WORDS OF THANKS

Apparently, the first impression of a message hidden behind outcomes of this tiny study might seem to be an expression of my personal story. To be honest, I did play the most of shown role in this project. However, I would never attempt to set out on an insure journey, (seeking for understanding and partnership with local authorities and government officials) without support and encouragement of my colleges from the Network of Mothers Centers (MCs). Their suggestions and willingness for essential cooperation enabled us to succeed. Therefore, many thanks to all coordinators and founders of Mothers centre, to their active approach and support!

I also highly appreciate our close cooperation with the German Network of MC (especially EkiZ), GROOTS and the Huairou Commission. Therefore, thanks to their inspiration and also moral and material supports.

Mutual exchange of experience, examples of good practice and private guiding assistance, all those are greatly appreciated contributions for our organization. I am convinced that these are the foremost strengths and missions necessary for national and international cooperation.

Rut Kolínská

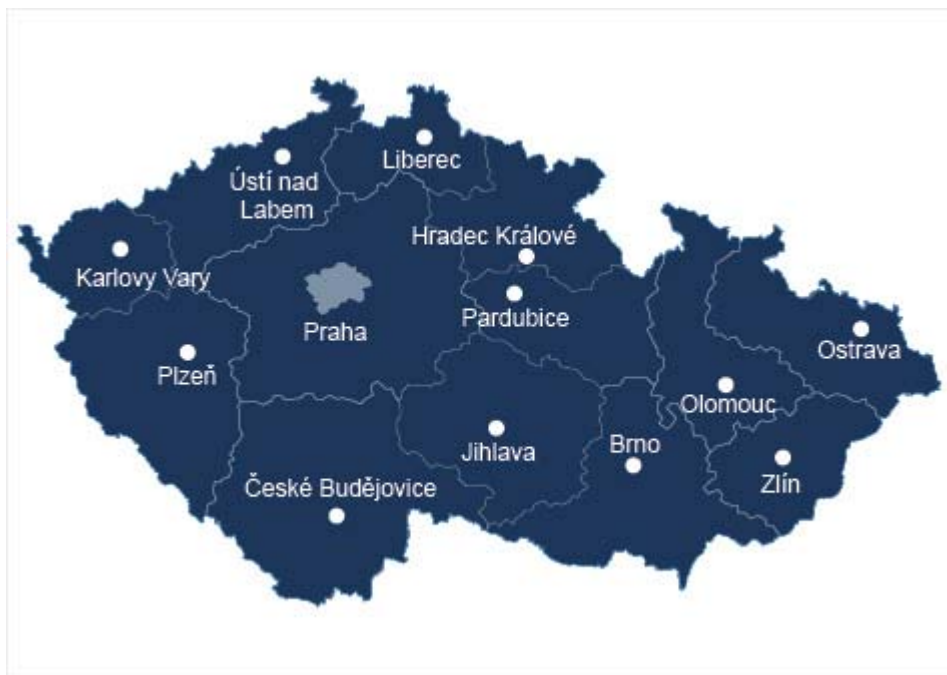
GEOGRAPHY AND POLITICAL EXPOSITION

The Czech Republic is a landlocked country in the heart of Europe, with a population of 10.2 million inhabitants with a total area size of 79,000 square kilometers. The total area is comparable to Austria or Ireland).

After the Second World War (from 1948 until 1989), the Czech Republic was controlled by a communist regime. Civic people were brought up to live in fear and passive isolation. There did not exist a free civic society or democracy during that period. In 1989, the "The Velvet Revolution" brought back a democratic system together with liberty.

Since then many civic associations and foundations were established directly across the country in a relatively short time. Therefore, slightly chaotic development procedures were caused by unclear legislative regulations, which had not been prepared at that time yet.

Fortunately, at least organizations dealing with the crucial societal issues managed to survive. Unfortunately, primary pre-prevention goals of newly established civic organizations were not priority issues for the government. The Network of Mothers Centers, as a brand new phenomenon, had to overcome a relatively difficult struggle to become an officially recognized organization within the non-profit sphere.



HISTORY OF THE NETWORK OF MCS IN THE CZECH REPUBLIC

Each idea joins a certain identity, accompanied by its own history. An idea of establishing the Network of MCs directly across the country was inspired by a writer and sociologist, Mrs. Alena Wagnerová. Alena and me, we have met by chance not long after the Velvet Revolution, in January 1990. Although, the MCs mission impressed me, I still had not felt to be the right person who should to take an action. My family was living totally open and sociable life style that time therefore I never felt lack of company.

I committed to the idea an establishment of similar organizations in Munich in 1991. There I had an opportunity to see how the Network of MCs operates throughout Germany. "There I caught a virus ", which became the crucial moment that attempted me to found similar institutions throughout the Czech Republic.

The same year we visited a seminar focused on founding processes of organizations, where Mrs. Monika Jaeckel and Mrs. Hildegard Schooss (both representatives of the German Network of MCs) introduced us essential fundamental procedures necessary for an establishment of new organizations. In consequences of the meeting workshop in March 1992, we were pleased to announce an official opening of the first Mother Centre in Na Poříčí Street in YMCA Centre.

None of us would imagine that time that we will be able to build a successful network, which now contains from more that 230 individual centers throughout the country.

Although, the number of newly established centers was continuously increasing, a formal recognition of institutions (according to lack of legislation) was absent. Therefore, realization of certain programs became unsure.

Mothers centers became a very new phenomenon in our civic society therefore, they were not legally determined in low definitions that time yet. Nevertheless, no lack of legislation could stop mother's desire to keep founding new centers.

Consequently, (in accordance with the German model) I also introduced an informal Network of MCs. That part of the network particularly shares experiences, mutual support, and create events increasing opportunities for promotion.

My next plan was to introduce our organization to government officials. It was not an easy mission. Firstly, I tried to address one of the Ministers, Mr. Josef Lux, who was launching the 1st congress of the Network of MCs taking place in Prague. No one knows whenever the fact that Mr. Lux had six own kids helped us or not, anyway we met with understanding.

While mentioning the history of MCs, it is also essential to emphasis the crucial moments influencing our development of lobbying activities in the country. One of them was our personal visit in German MCs. German women shared their experiences with us during the meeting. The existing model of the German Network inspired us from the beginning than while founding the first MC entity, when establishing following centers and again during the whole process of creating the Network of MCs.

Another significant development contribution was our participation in both German congresses, in Munich (1993) and in Stuttgart (1996). While participating in workshops we realized how important is an involvement in the local governmental planning implementation, in decision making process and also how essential is the governmental support on both local and nation level.

FIRST IMPULSE TO AN ESSENTIAL ENTRY INTO THE POLITICAL LOBBING

First priority of MCs given was to create a possibility of babysitting while their mothers (parents) visit running programs.

An act about social allowances came into force at the very end of last century. Pursuant to the act, a parent was entitled to social benefits while babysitting at home its child younger than four years of age. According to this act, parents had a permission to take an advantage of babysitting up to three days a month (in nurseries, kindergartens or in “another services of care of children of pre-school age”) without losing entitlement to their benefit*. Unfortunately, the expression of “another services of care of children of pre-school age” widespread further discussion because a further definition was absent. For instance, someone in a small town called Litomyšl (in 1997) had officially reported that parents were using babysitting services in MCs without an evidence therefore there is no proof of the official allowance - three days a month (according to the act). Detected problems entirely threatened the existence of the Network of MCs. At that time, one of the MC leaders asked me for help to find a solution

*“The social allowance is not very high; however, families appreciate even a small financial contribution”.

Meeting government officials

Several times, I have tried to address the Ministry of Labour and Social Affairs (the MoLSA), which deals with family’s issues. Even though I demanded their advice for specific urgent issues, I still have not received any answer. The existence of the Network of MCs was in a danger. The very first respond (received from the MoLSA) noted that services of MCs were classified as a type of “another services of care of children of pre-school age”. After nearly a year of demanding solutions of the situation, me and my colleague Jitka Herrmannová, we decided to personally visit government officials.

We arrived there with following two problems to be solved:

1. Babysitting in Mothers Centers is different to placing a child into kindergartens or nursery care.
2. Each month contains at least from four weeks therefore, the entitlement of three days of babysitting a month is not convenient for parents. The three days allowance does not solve problems when, for instance, mothers need to find someone to look after their child while visiting doctor on weekly bases.

At the beginning of our meeting, we tried to explain an essence of the Network of MCs mission. Anyway, government officials had a negative attitude to our aims from the beginning. Besides, they declared that mothers with small children should stay at home with them because “we pay them for it (meant the state)”. We were not prepared to meet with such a resistance. Still, we did not give up and kept trying to persuade them with our arguments. Unfortunately, they did not change their negative attitude towards to our requests.

Those clerks had brought up their children during the communism regime. Therefore, they could not understand purpose of self-governing MCs. They were not willing to understand that there is no different between mother’s roles at home or in a centre, where their child benefits from social integration and receives further knowledge, which increases its development. Finally, we

received a result declaring that services of the Network of MCs classified as type of “another services of care of pre-school age children”. Our arguments, explaining that each entity of the MCs network is a civic self-governing institution, were ignored.

Consequently, discussion about the second issue was answered promptly: “Three days allowance of babysitting are equal to three sick leave days allowance”. Our aim of a written statement from our meeting was refused.

The result of our negotiations was disappointing. I very much appreciated Jitka’s company there that time. I could not imagine dealing with representatives on my own. Jitka was my great support, encouraging and helping me to find the right arguments.

Conclusion of our visit

Consequently, after we evaluated our visit we realized how difficult it is when one is not dealing at the right time with right people.

Anyway, we decided not to give up our commitment. We started to focus our attention on a systematic plan design, which would lead our lobby activities to create better conditions for families.

First of all, we decided to prepare a detailed procedure of following process:

1. provide efficient documentations clearly explaining MCs purpose
2. organize expert analysis supporting arguments
3. detect potential arguments proving the fact that MCs are not “another services of care of children of pre-school age”
4. put together people sympathizing and supporting our activities
5. prepare for the next negotiations as follows:
 - create topics to be discussed (in written form)
 - pluck up a courage for discussion
 - present our organization as a couple
 - prepare enough patience for negotiations

During preparation process, I have realized that I do not have any legal authority officially represent the Network of MCs. I had already been representing individual centers across the country up to now, however I had never need to prove my status within the organization. Therefore, I did not possess any legitimization. The ecological group “Prague Mothers” was co-found in 1997 however, I had been the only one who provided necessary activities there. Thus, I determined to open a new discussion leading to a formation of efficient organization, enabling protects interests of the Network of MCs.

First results

As agreed, all following correspondence with the MoLSA was carried out in written form. Anyway, we still did not received feedback to desirable requests. On the other hand, we managed to obtain an essential recognition confirmation of the Network of MCs. The final declaration we gained from the Ministry of Education, Youth and Sports (who deals with education issues) that officially proclaimed that MCs services do not classify as “another services of care of children of pre-school age”. This was the crucial confirmation necessary for our organization to be able to survive. We also tried to address the government Council for Human Rights in this concern.

The first significant outcome was posted five years later when the act was amended. The modification include an extension of babysitting allowances from three days of up to five days a moth.

CIVIC LIFE SCHOOL

Although our entrance to lobby field was time consuming and complicated, at the same time we gained valuable experiences during the whole process. We managed to improve our negations skills, which are essential contributions for our organization and its development. Nowadays, we constantly continue in our lobbying efforts. Not only there are different issues to be solved but also civic climate in the society changed, approaches of MCs increased and the position of MCs stabled. We are a highly recognized institution in the society now.

Cooperation between the MoLSA and us fully works now and mothers are not seen as the ones who “only” sit at home and do not understand what is going on besides their homes. It is 15years since the very first MC in the country was open. Therefore, we decided to evaluate 10 years of our lobby activities and share our experiences with accomplishing “mothers’ suggestions“ for better family life style.

NECESSARY STEPS

My first experiences precedent could be compared to a slightly chaotic jump into social and politics waters with a risk whether I can swim there or not. Although, I felt confident that I am doing the right thing that time, today I know that not only strong motivation is enough to succeed. I realized the importance of cooperation within a team and a need of consistent preparation.

An efficient preparation should include following tasks:

- to put working team together*
- to format topics
- to specify each role
- to analyze situation
- to understand the structure and individual competences across politics scene
- to identify decision making responsibilities in hierarchy
- orientation in legislation
- targets definitions
- to create a preliminary plan of the process to follow

*Its obvious that lobbying one could organize and accomplish independently-alone if there is not enough people available. However, one person must carry responsibility by oneself. It can be hard to achieve success and overcome fails alone! In any case, it is important clearly understand interests and needs of lobbying subjects to be able to build a good relationship with them.

Presentation skills of own organization

Good PR materials are important for organization promotion. We have been struggling to finance a good quality brochures or leaflets up to now. I am convinced that a simple form is enough but clear expression of mission and purposes of the organization are essential.

Expert support

Turning point in negotiations and in attitude to our approaches came when several experts, (which agree with our mission) started to cooperate with us. Experts such as psychologists, sociologists, psychiatrists and other experts help us consult certain subject matters.

People on our side

There is no need to emphasize the strength of voice and power. Therefore, we continuously keep trying to seek for support between partner organizations. This was the reason why our network joint cooperation with the government Council for Equal Opportunities. At the same time, it is necessary to search for allied people between the government officials because they also have families, partners, and kids. Hopefully, some of them honestly do care about others, our society and are willing to cooperate. They are the ones who could give us a voice during a final discussion that precedes voting.

Media performance

Close cooperation with media is indisputably required. Anyway, issues concerning family life and its improvement implementation do not belong between the priority topics in the Czech Republic (I am afraid that similar situation is unfortunately is in many others countries). It is an enormous task to address the media the right way. Apparently, there are many opportunities to be taken advantage of which do not always seem to be relevant.

Some time ago, I have refused hosting in a publication called "Who is who" because I did not realize an importance of my participation there.

Anyway, I remember that Jan Peterson and Sandy Schilen recommended to me that the media collaboration is an indisputable need not because of my private fame but for a recognized contribution of the entire organization. Since than, I have tried to bring subject and to emphasize the Network of MCs during each discussion. I realized that government officials also read newspapers.

IMPORTANT EXPERIENCES

Positive attitude

It is crucial to stay committed to set targets even though the assumed help from the other site does arrive. Communist regime, which on one hand proclaimed that everybody is equal, at the same time created an imaginary hierarchal system consisting of two groups. The group of politicians belonged to the one party at the very top and civil people in the bottom. There was also an extraordinary group - clerks, who gave an impression that there are "the state". Civil inhabitants were forced to fully obey their "daddy state" This was undesirable common attitude - this "Status quo" was enormously difficult to overcome.

Nowadays I know how important it is not only to propose solution but also to offer help at the same time.

Local to Local dialog

In 2001, we joined international communication project “Local to Local dialog” launched by the Huairou Commission. The performance of procedures was greatly appreciated and beneficial for us on both local and national scale. The project showed methods of basic communication and argumentation skills. Documentation guidance (when both parties follow certain rules agreed in advance) helps to provide close cooperation and to find mutual respect.

Our campaigns

Our first campaign held in 2004, was inspired by the 10th anniversary of a Year of the Family. Campaign “**Family Friendly Society**” is designed to expand and strengthen family role and increase pro-family politics. Present society development is aimed at success and efficiency. The families, especially the ones with small children are pushed to the edge of society. We must declare the fact that we want to have children here through the action, not just by words or money. We want to draw people attention to the ones who promote families. Especially subjects offering an access without barriers, family discounts, healthy environment support, or creating new part time job positions.

We have tried to attract media for while without lack for a long time. Turning point was in December 2006, when Minister of the MoLSA, Mr. Petr Nečas, accepted a patronage on price awarding ceremony.

His participation certainly helped to promote our mission and also drew attention of media campaign. It was significant contribution in mutual close cooperation.

Public declaration of Mr. Petr Nečas during discussion in one of radio stations (in May 2007) stated:

“We are recently preparing several adjustments of family support concerns to be ready to post at the end of this year and start to value from next year. I have also decided that our resort (the MoLSA) will be a leading example institution, which will be promoting families with small children. We will try to meet their needs concerning part time or time flexible vacancies.

Our next plan is to achieve award “Family Friendly Society” from the Network of MCs. All our future activity will proves that we are seriously planning to adjust our attitude towards to families, proving by creating new children corners in contacting places for publics; such is in job centers, the MoLSA, the Czech Social Security Administration and in other institutions. We also want to change our behavior so families can meet with understanding and friendly environment during their visits in institutions. This all will be done to accomplish that family is an absolute essential entity of our society. Who else should be the leading example than the MoLSA?”



All other campaigns such as “**Living with prams**”, “**Children’s playgrounds today and tomorrow**” and “**My daddy rocks**” all try to find positive way to face problems.

Concern of politic parties

Increasing number and visible successful approach of the Network of MCs started to attract some of politicians during their election campaign therefore they realized how strong is a vote potential between visitors of MCs. The network of MCs is an open organization, welcoming everyone's opinion. Therefore, it demands not commit to any political party. On the other hand, it is impossible to stay away from political decision-making. In some of the cases, it is even essential to express and determine our ideas.

Although it is not easy, we keep our individual approach anyway as well as stay on neutral field. As regards to evolving government officials into our campaigning, it has always been hosting according to certain subject matters!

International cooperation

Our partnership of world networks MINE, GROOTS, and also our cooperation with the Huairou Commission plays an important role in a small country. Our participation in international projects draws attention and shows us as a rather important institution. Thank to this fact we can share experiences or problems with our colleges abroad, who might be dealing with similar issues. It also helps in crucial moments, when we know that our colleges succeeded in the same matter so we believe that we also can do so.

Necessary patience

Majority of our political representatives are men, many of them are strongly self-acting. It is hard to imagine that some of them still consider women and men have not equal rights.

Unfortunately, they still believe that mothers should stay in their kitchens. They are the ones who complicate our lobbying efforts and dramatize whole process to us. Thanks to them, we must take an enormous effort that sometimes brings a final disappointment anyway. Results come extremely slowly, sometimes do not come at all. It is important to stay patient, not to give up while meeting with resistance.

Domestic environment

It proved to be more convenient to invite our visitors to our centre. We prefer a domestic environment and believe that it creates a relaxed atmosphere, which helps to all participants. This also allows our partners to see our working environment.



Ministr Petr Nečas and Rut Kolinská - awarding ceremony of Family friendly Society

SIGNIFICANT CIRCUMSTANCES

Majority of members of our organization agree with our mission and must recognize indisputable contributions to be able to increase our political lobbying efforts. The efficiency of lobbying politics can strengthen the local government pressure to provide necessary implementations that lead to climate improvement in the society.

There are two ways how to convince both public and the government about importance of your work: necessary media presentations and personal meetings, both must be in balance.

I am not sure if it is worldwide syndrome or not, anyway in the Czech Republic it seems for person to be necessary to appear in television otherwise he is not a recognized authority. Media plays a crucial role in lobbying. Obviously, you do obtain an easier presumption for future negotiations after you become famous. After all, how would you attract media while doing some a positive activity?!

Primary, you must achieve something unusual what will attract the attention.

To underline this it is essential to mention circumstances, which directly or indirectly influenced our achievement. Apparently, some of them did not bring any result immediately but it was just a matter of time to feel required benefits. Sometimes, you can appreciate value of contributions consequently in your "portfolio".

Trip to Stuttgart in 1999

Primary experiences from the beginning of our activities inspired me to share them not only with my colleges but also with government officials, and self-governing autonomy officials how the model of German Network of MCs works and also how it influences political decision-making process throughout Germany. With substantial help of MCs Ekiz in Stuttgart and thanks to Andrea Laux we managed to organize a trip to Stuttgart. Our delegation consisted of representatives from our MCs, six representatives from the local government administration, the Ambassador of the Ministry of the Interior of the Czech Republic and the Government representative from the Human Rights Department. This event increased cooperation across the Network of MCs and mainly strengthen respect and recognition the organization throughout the public.

Conference of the Huairou Commission in Prague 2000

While closely cooperating with The German Network of MCs, we asked to host a conference of The Huairou Commission and GROOTS in 2000. Their proposal to hold the meeting in Prague proved how they appreciate our work. At the same time, we were pleased to strengthen our cooperation and to promote our name in our country during the conference workshops.

Founding civic society of the Network MCs in the Czech Republic in 2001

Above I have already mentioned the need of an efficient formation of the organization, which would enable protect interests of the Network of MCs.

I have realized that it is necessary to have a legal mandatory while representing a certain group of people. Lobbying needs a clearly declared support. The officially recognized reconciliation of Network of MCs clarified our mission to the rest of institutions. This brought us essential platform and we were prepared to lobby.

Equal Rights in Europe

When the Czech Republic was invited to join the EU one of the conditions to be accomplished was to establish Gender equal rights for men and women.

The task performance came together to seek insufficient solutions in this field, brought family issues into negotiations (for instance issues about family and work life balance). At least family problems became relevant issues, which enforced a more widespread discussion.

Woman of Europe Award

In 2002, I was appointed a member of the Government Council for Equal opportunities of men and women by minister. The nomination strengthened my lobby position and in consequence of that, I could participate on decision-making processes. Consequently, I managed to establish an operating group of family as a part of the Government Council. Finally, an international "The Woman of Europe Award" increased respect and recognition of MCs. Thanks to the award, our work was promoted, a publicity attraction was increased and the media attention focus strengthened.

The 10th anniversary of The International Day of Family

The day before "The International Day of Family" the Secretary General of the UN Mr. Kofi Annan declared: „Ten years later, it is a time to take a stock and to determine whether the situation of families has improved. We used this question as an opportunity to penetrate between our government officials and asked them what kind of activities they provide for families. In consequence of this questioning, we managed to widespread family problems discussion throughout both politics and our society. One of the allied successful performances is a campaign called "Family Friendly" which is becoming efficient (as mentioned above).

EU Parliament candidature

My decision to be put up us as an independent candidate for EU Parliament Election in 2004 was perceive as my private matter, however publicity of candidates and whole campaign globally emphasizes the significant contribution of promotion MCs operations.

Václav Havel's statement

Expansion and strengthen position of MCs, created stable independent entities in the civic society. That also underlined Václav Havel's statement that I could have been a good president of the country.

Social entrepreneur

Similar effect brought "the Schwab Foundation" Award in 2005, which even further appreciated a significance of the Network of MCs and intensify importance of all active mothers work in the Network of MCs within the society.

CONCLUSION OF WHAT WE HAVE LEARNT AND WHAT PROVED TO A PRIORITY:

- **seek positive relationships**
- **offer assistance**
- **invite between us**
- **be prepared**
- **benefit and keep an eye on pre-elections promises completion**
- **stay open**
- **act confidently**
- **courage to declare distinct opinions**
- **be patient**
- **not to expect a prompt success**
- **don't give up**
- **not to take failure as a loss**
- **perceive each step**

CURRENT SITUATION

It is not easy to describe and an elementary lobby process. It often includes complicated circumstances, difficult overcoming obstacles or time spent waiting for the right moment. We had to be patient and needed to take strong efforts to accomplish our journey. At beginning, our extraordinary effort did not bring desired results. On the contrary, it brought many disappointments and misunderstandings. In addition, it took couple of years to notice the first improvement. The results were arriving gradually and continuously.

For instance, from 1 January 2006, the allowances of parental leave increased to four hours a day (for parents with children from three to four years of age). On top of it, a parent who stays at home with its child can earn an unlimited income without losing entitlement to parent benefits.

It is essential that nowadays situation is reaching the idea of efficient partners cooperation.

Nowadays, lobby means cooperation

Thanks to our values not only we managed create a closer partnership with psychologies and sociologists but also with members of parliament and senators in both chambers of commerce.

After 15 years, finally our lobby journey found a new open door in the MoLSA. Now we come together to found a Department of family and Gender equal opportunities called "Services for Family". Services of the department should be independent from other social services and guarantee mentioned issues together with a sufficient legal formulation. The act about Services for family is going to protect the future Network of MCs activity.

Present Minister Mr. Petr Nečas and his deputy are willing to meet us to negotiate our suggestions whenever it will be necessary. A good example of partnership shows a new act about family services, which is in a process now (being prepared by the minister), which will include our proposals and will guarantee to MCs their statute of an alternative type of babysitting services.

This enables each MC to feel confident to use possibility to provide services. Proving to working cooperation, we prepared a round table workshop, held on 17 July 2007. We suggested organizing the meeting, including subject matters of discussion accepted by the Minister. He than accepted our invitation and consequently collaborated with a meeting preparation (see attached an invitation). The meeting, together with its procedure, surprised the media attention. In consequence, the Deputy Manager of the Czech TV Mr. Marián Hošek invited me to participate at publicity program called "Good morning". There editor asked us about a subject of our conflict which will be solved during our meeting. When Mr. Hošek replied that, "We are not meeting because there is a conflict but we came together to find the foremost variants to act adjustments". The editor found it hard to understand.

Open close cooperation is our future challenge and it depend on us which way we will chose to continue. Our current appeal is to create a stable foundation of the present situation, which will resist in government exchange after the next elections.

CONCLUSION

I have taken a great opportunity to post my experiences with lobby progress of the Network of MCs. Recapitulation and results evaluation brought us fresh energy and new potential directions in the future.

Even thou there are distinguish conditions in each country I am convinced that my past experience could inspire others they way the model of German Network of MCs led us.

Therefore, I wish all the best and good luck to everyone who decides to take a part on improving conditions of our lives!

Rut Kolínská



Babysitting at every occasion

ENCLOSURE

Invitation to a round table discussion about multi-fast parents leave

Dear Ladies and Gentlemen,

We are pleased to announce a round table discussion “Is there a reason to be afraid of various types of parents leave?” which will be taking place on 17 July 2007 from 10 until 12am in the MoLSA building, room called “Club”. This meeting is launch by Mr. Petr Nečas, Minister of the MoLSA together with Mrs. Rut Kolínská, the President of the Network of MCs. Please feel welcome to join the workshop, which should find answers to questions regarding parents leave entitlement. There will be relevant experts in this field presented.

The media access is unbounded.
Attached find enclosed program.

With kind regards,

Jiří Sezemský
Press Office of the MoLSA

“Is there a reason to be afraid of various types of parents leave?”

Program of round table discussion on 17 July 2007

- 10:00 welcoming and participations introduction – Jiří Sezemský
- 10:05 opening discussion – editing Rut Kolínská
- 10:00 entry speech – Petr Nečas
- 10:15 first questions: “What are proposal benefits? What are potential complications?”
- 10:40 replies to the first round of questions
- 10:50 second round of questions:
“Anything else to clarify issue? Any suggestions to adjust, modify, increase...?”
- 11:10 replies to the second of questions – Petr Nečas
- 11:15 time for participants issues and the media
- 11:35 closing discussion: Did this discussion fulfill your expectations?
- 11:50 final speech – Petr Nečas
- 11:55 conclusion and thank you word – Rut Kolínská

Time for the media and potential one to one meetings follows the meeting.