National Action Plan on Social Inclusion

2004 - 2006

Czech Republic

Ministry of Labour and Social Affairs

2004
Introduction ................................................................................................. 4

1 Main trends .................................................................................................. 5
  1.1 Economy – current situation and expected trends ............................................. 5
  1.2 Demography – current situation and expected trends .......................................... 6
    1.2.1 Age structure of the population .................................................................... 6
    1.2.2 Educational structure of the population ...................................................... 7
    1.2.3 Household composition .............................................................................. 7
    1.2.4 Nationality and ethnic structure of the population ....................................... 7
    1.2.5 Internal and external migration ................................................................... 8
  1.3 Employment – current situation and expected trends ......................................... 8
    1.3.1 Employment and unemployment rates ......................................................... 8
    1.3.2 Employment and unemployment by sectors and regions .............................. 9
    1.3.3 Disadvantaged groups of people in the labour market .................................. 9
    1.3.4 Long-term unemployment ......................................................................... 9
  1.4 Poverty rate and social protection – current situation and expected trends .......... 10
    1.4.1 At-risk-of-poverty rate .............................................................................. 10
    1.4.2 Groups of people most at risk of poverty ..................................................... 11
    1.4.3 Social protection ....................................................................................... 11
  1.5 Education – current situation and expected trends ............................................. 12
    1.5.1 School education ....................................................................................... 12
    1.5.2 Population groups experiencing difficulties with access to education .......... 13
    1.5.3 Regional differences in education and extra-curricular activities ................. 14
  1.6 Access to services and housing – expected trends ............................................ 14
    1.6.1 Access to health care .............................................................................. 14
    1.6.2 Access to social services .......................................................................... 14
    1.6.3 Access to housing .................................................................................... 15
    1.6.4 Access to transport .................................................................................. 16
    1.6.5 Access to legal services ........................................................................... 16
    1.6.6 Access to information technology ........................................................... 17
  1.7 Socially negative phenomena .......................................................................... 17
  1.8 Most vulnerable groups of the population ....................................................... 18
    1.8.1 Persons with disabilities ........................................................................... 18
    1.8.2 Children, teenagers and young adults ...................................................... 18
    1.8.3 Older people ........................................................................................... 19
    1.8.4 Ethnic minorities and immigrants ............................................................ 19
    1.8.5 Homeless people .................................................................................... 21
    1.8.6 Persons leaving institutions and ex-prisoners ............................................ 22

2 Strategic approach ....................................................................................... 22
  2.1 Reducing regional inequalities ......................................................................... 23
    2.1.1 Promoting regional development ............................................................... 24
  2.2 Facilitating participation in employment .......................................................... 24
    2.2.1 Employability of vulnerable job applicants ................................................. 24
    2.2.2 Modernising the system of education, development of life-long learning ....... 25
  2.3 Improved access to resources, rights, goods and services for all....................... 25
    2.3.1 To secure minimum income ..................................................................... 25
    2.3.2 To secure housing for all .......................................................................... 25
    2.3.3 Equal access to social services .................................................................. 26
    2.3.4 Equal access to health care ....................................................................... 27
    2.3.5 Removing disadvantages in access to education ....................................... 27
    2.3.6 Provision of public transport ................................................................... 28
    2.3.7 Equal access to legal services ................................................................... 28
  2.4 Prevention of social exclusion ....................................................................... 29
    2.4.1 Promotion of family solidarity ................................................................. 29
    2.4.2 Preventing socially negative phenomena .................................................. 29
    2.4.3 Prevention of domestic violence ............................................................... 30
    2.4.4 E-inclusion .............................................................................................. 30
  2.5 Assistance provided to the most vulnerable groups ......................................... 30
    2.5.1 Persons with disabilities .......................................................................... 30
2.5.2 Children, youth and young adults .................................................. 31
2.5.3 Older people .................................................................................. 31
2.5.4 Ethnic minorities and immigrants ................................................... 32
2.5.5 Homeless people ............................................................................ 33
2.5.6 Persons leaving institutions and ex-prisoners ................................. 33

3 Policy measures targeted at attaining objectives ......................... 34
  3.1 Reducing regional imbalances ....................................................... 34
  3.1.1 Promotion of regional development ............................................. 34
  3.1.2 Promotion of small and medium-sized enterprises ..................... 35
  3.2 Promotion of employment ............................................................... 36
  3.2.1 Employability of vulnerable job applicants ............................... 36
  3.2.2 Modernising the educational system ......................................... 39
  3.3 Improved access to resources, rights, goods and services for all ...... 40
    3.3.1 To secure minimum income ................................................... 40
    3.3.2 To secure housing for all ......................................................... 40
    3.3.3 Equal access to social services ............................................... 41
    3.3.4 Equal access to health care services ...................................... 42
    3.3.5 Removing disadvantages in access to education ..................... 44
    3.3.6 Provision of public transport .................................................. 46
    3.3.7 Equal access to legal services ............................................... 47
  3.4 Prevention of social exclusion ....................................................... 47
    3.4.1 Promotion of family solidarity ................................................ 47
    3.4.2 Preventing socially negative phenomena .................................. 48
    3.4.3 Prevention of domestic violence .............................................. 50
    3.4.4 E-inclusion .............................................................................. 51
  3.5 Assistance provided to the most vulnerable groups of the population .... 52
    3.5.1 Persons with disabilities ......................................................... 52
    3.5.2 Children, youth and young adults .......................................... 53
    3.5.3 Older people .......................................................................... 54
    3.5.4 Ethnic minorities and immigrants ........................................... 54
    3.5.5 Homeless people ................................................................. 56
    3.5.6 Persons leaving institutions and ex-prisoners .......................... 57

4 Institutional support ................................................................. 57
  4.1 The Lisbon process ........................................................................ 57
  4.2 The process leading to the elaboration of the National Action Plan on Social Inclusion ................................................................. 58
  4.3 Mainstreaming Social Inclusion ...................................................... 58
  4.4 Gender mainstreaming .................................................................. 60
  4.5 Participation .................................................................................... 61

5 Examples of good practice ............................................................ 64
  5.1 Social services ............................................................................... 64
  5.2 Persons with disabilities .................................................................. 70
  5.3 The Roma people at risk of social exclusion ................................... 72
  5.4 Preventing socially negative phenomena ....................................... 76
  5.5 Older people .................................................................................. 78
  5.6 Homeless people .......................................................................... 79

6 Statistical Annex ............................................................................ 81
Introduction

The National Action Plan on Social Inclusion of the Czech Republic is based on the Joint Inclusion Memorandum, which was jointly signed in Brussels by the Czech Minister of Labour and Social Affairs and the European Commissioner for Employment and Social Affairs on 18 December 2003. The plan summarises the most important challenges faced by the CR in the area of poverty and social exclusion and, at the same time, defines objectives, activities and measures which will lead to eradication of the problems.

The National Action Plan is primarily a national strategy, the aim of which is to attract adequate attention to the problems of poverty and social exclusion and contribute to their solution. It draws attention to the issue of social inclusion within other relevant areas, including employment, social protection, health care, education, housing and prevention of socially negative phenomena. It is prepared by all EU Member States and used as an instrument for mutual exchange of information and good practice at EU level.

The Plan is based on the EU Common Objectives in Fight Poverty and Social Exclusion, as approved by the EC Summit in Nice in December 2000 and subsequently modified by the Social Protection Committee. It covers the following global objectives:

- to facilitate participation in employment and access by all to the resources, rights, goods and services;
- to prevent the risk of exclusion;
- to help the most vulnerable;
- to mobilise all relevant bodies.

Even though the CR, in comparison with other EU Member States, has relatively low levels of poverty (8%), combating poverty and social exclusion is among its priorities. This first National Action Plan constitutes a comprehensive strategy which addresses all areas where people are likely to become socially excluded or impoverished. Special attention has been given to those population groups that are, for various reasons, more at risk of social exclusion.

The plan sets a broad framework from which future policies for combating poverty and social exclusion will be brought forward. It provides a basis for possible brief updates within the framework of harmonised co-ordination process in the area of social protection and inclusion policies (streamlining) and for future National Action Plans on Social Inclusion.

An important condition for the success of the social inclusion strategy is its close association with State economic policies which have operated until recently in an environment of sound economic growth and negligible inflation, but on the other hand the constantly increasing public finance deficit is still present. Therefore, revitalisation of public finances is considered to be the main political priority.

The national economy is currently undergoing structural changes. The National Action Plan therefore emphasises support for regions with structural problems, especially with regards to the promotion of employment which is undoubtedly the best protection against social exclusion. The promotion of employment is directed not only at the job-creation, but also at the creation of appropriate working conditions. While the overall objective of employment support is to create good working conditions for all, the National Action Plan primarily focuses on only those groups experiencing difficulties in access to employment. In order to ensure that the labour
market can respond to the increasingly demanding requirements of modern times, it also provides support for life-long learning and the speedy development of an information society.

This document does not intend to provide a detailed discussion on all key areas and all existing problems. It is concerned mainly with (the areas of) employment, social protection and education that are already dealt with in detail by many other documents referred to in this National Action Plan. In the context of European trends, the plan is primarily targeted at social and health services and improvement of their quality and at the contemplated action in the area of public services (services of general interest). Emphasis is placed on new areas where social exclusion risks exist, such as information technologies and the related e-inclusion issues. Great attention is given to prevention of social exclusion and to groups at risk of social exclusion, which were not prominently featured in the Joint Inclusion Memorandum.

In Chapter III, the National Action Plan has summarised programmes, plans and measures which have already been implemented as well as those to be launched and for which funding is already available (mostly in budget lines of the relevant ministries). In most cases, details on funding are referred to in the text. Other significant sources of funding are EU Structural Funds. The respective allocations are also referred to. New measures in favour of disadvantaged groups and those designed to combat poverty and social exclusion are to be found in programming documents on which the drawing down of EU structural funds will be based. The National Action Plan seeks to establish a framework (i.e. to identify main areas, problems and disadvantaged groups) for the development of future programme documents.

Participation of the CR in the EU-wide process of social inclusion and the open method of co-ordination not only provides an opportunity to identify challenges, formulate objectives and define activities but also to gradually strengthen the participation of all partners involved. Full participation of all concerned is essential, not only for the development of the National Action Plan but also for its implementation and evaluation.

1 Main trends

1.1 Economy – current situation and expected trends

In 1999 a recovery of the Czech economy began which has continued until the present day. The main contributory factors of this recovery were increasing domestic demand as a result of higher real wages, progressive structural adaptation, modernisation of the industrial sector, and an increase in foreign direct investment. GDP growth at constant prices was 2.6% in 2001, it slowed to 1.5% in 2002 and accelerated to 3.1% in 2003. Due to higher rates of labour productivity, industrial output increased by 6.5% in 2001, by 4.8% in 2002 and by 5.8% in 2003. In 2003, per capita GDP in the CR measured by purchasing power parity corresponded to 17,715 PPS in 2003, or 66% of the EU average.

Inflation in the CR is lower than in many other EU countries. The annual price increase was 4.7% in 2001, 1.8% in 2002 and only 0.1% in 2003. The main reasons for this deceleration of inflation were declining food prices and a marked increase in the exchange rate of the Czech Crown. General price levels continue to be substantially lower than in the EU and correspond approximately to 47% of the EU average.

The share of the current account deficit in the GDP gradually increased despite the decreasing deficit in the balance of trade (from 5.4% GDP in 2001 to 5.6% in 2002
and 6.2% in 2003). The share of the surplus of the financial account in the balance of payments was 7.5% in 2001, 14.4% in 2002 and 6.5% in 2003. The net inflow of foreign direct investment was EUR 6,296 billion in 2001 and an estimated EUR 8.96 billion in 2002. The bulk of this investment came from EU countries (approx. 85%). During recent years, the inflow of foreign capital was promoted by privatisation measures, improved business and investment conditions, and tax incentives. Foreign debt amounted to EUR 25.43 billion in 2001 and EUR 25.1 billion in 2002.

Protracted fiscal imbalance constitutes a serious problem for the Czech economy. Deficits amounted to 6.5% GDP in 2001, 6.4% GDP, in 2002 and 13.0% GDP in 2003. When assessing the performance of public finance, no cyclical fluctuations exist and, as a result, imbalance is caused by structural problems. The main causes of persistent high deficits are direct transition costs, increased mandatory expenditure, and costs related to infrastructure development and implementation of measures that are required to EU environmental standards.

The public budget deficit is reflected in growing public debt, the rate of which has increased in recent years. In addition to the reasons mentioned above, other important factors have contributed to the increase of Government debt, such as transitional costs related to the transformation of businesses, and expenditure incurred in order to stabilise the banking sector. Public debt amounted to 25.3% GDP in 2001 increased to 28.8% in 2002, and increased further to 37.8% in 2003. Proposals to reform public finance have been discussed both by the Government and the Parliament with a view to reducing the deficit and ensuring the medium-term sustainability of public finances. Structural deficits are caused by steadily growing mandatory expenditures and fiscal policies directed at strengthening economic growth. The share of Government sector expenditure in GDP was 22.2% in 2001, 27.7% in 2002, and 23.8% in 2003. A significant proportion of this is formed by mandatory expenditures (51.1% in 2001). The share of social transfers in mandatory expenditure has declined from 39.6% in 2001, to 39.5% in 2002 and 38.5% in 2003.

During the transition period, significant structural changes have taken place in the Czech economy. Between 1989 and 2001 the share of both agriculture and industry in GDP creation declined (from 15% to 6%, and from 47% to 37%, respectively), while that of services increased from 38% to 59%. These changes were mainly influenced by declining output in the sectors of coal mining, iron and steel, heavy chemical industries, and by structural adaptation in the sector of mechanical engineering and by declining influence of agriculture. The major part of State assets were privatised and patterns of production were adapted in order to increase productivity. One of the strategies employed to promote the development of the Czech industry and its competitiveness is the use of investment incentives, which are designed to attract foreign investment to the CR. The process of structural adaptation has not been completed yet. In particular, the unfinished restructuring of the iron and steel industry will significantly affect employment patterns and the labour market situation in the North-Moravia region. Effects of the planned streamlining of the State administration and of the armed forces will be felt in nearly all regions but the intensity of the impact will vary in accordance with numbers of professional soldiers and civil employees, who will be made redundant in individual districts and garrisons.

1.2 Demography – current situation and expected trends

1.2.1 Age structure of the population

The present age structure of the CR population is characterised by a very low proportion of children (0-14 years of age), a large number of people in productive age and relatively moderate proportion of people of over 65. At the end of 2003 the CR
had 10,211,455 inhabitants. Women make up 51.3% of the population at present while men outnumber women until the age of 46-47. Thereafter, the proportion of men is declining due to lower mortality rates of women.¹

The principal feature of future demographic change will be that of ageing of the population. The number and proportion of children and also of those of the 15-64 age group is likely to decline in the decades to come. In accordance with Czech Statistical Office forecasts the number of people over 65 years of age is expected to more than double by 2050² (from the present one seventh to nearly one third of the population). The most rapid increases are expected in the highest age category where the number of people over 85 years of age is expected to reach five times the present total.

1.2.2 Educational structure of the population

The majority of the population (76.4%) has completed secondary education whereas the number of those with a tertiary education is still relatively low (12%).³ There is a markedly higher proportion of women with only primary education and also the percentage of women with higher education is lower than that of men. However, this imbalance concerns mainly older age groups and there is no imbalance among young people. Data obtained from the Population and Housing Census (2001), and comparisons with censuses, has confirmed that educational levels of the population are continually improving. This improvement is due to the gradual shrinking of the group of unskilled older people and, in particular, to the present promotion of all forms of higher education. There are no marked differences among regions in the CR, with the exception of the capital Prague, where the proportions of those with higher and secondary education are substantially higher than the national average.

1.2.3 Household composition

In accordance with the Population and Housing Census (2001), 85% of all CR inhabitants live in families. Two-parent families are still predominant (54.6% of all households), but their numbers have gradually declined. Two-parent families with two children are most common (47.4%), however an increase can be observed in the number of single-parent families with one child (43.4%). There is a long-term trend of increasing numbers of single-parent families (of which 59.6% are families with children). The most numerous are those consisting of lone mothers with children. The highest proportions of single-parent families were registered in Prague and in the Karlovy Vary Region, whereas the least number of the same group is in the Vysočina Region.

1.2.4 Nationality and ethnic structure of the population

According to the 2001 Census, 94% of inhabitants reported having Czech, Moravian or Silesian nationality. Slovaks are the largest minority (2%) followed by Poles, Germans, Hungarians and Roma.⁴ The number of foreigners has been gradually increasing since 1989 and represents 2.3% of the population of the CR now.⁵ The majority of immigrants settle in Prague and other larger Czech towns. The number of

¹ CZSO forecasts, 2003.
² CZSO forecasts, 2003.
³ Data concerning the 25-64 for the year 2003, source: CZSO.
⁴ The statistical data refer to subjective decisions taken by the people concerned. In the case of the Roma the number of those who declared the Roma nationality is substantially lower than the number of members of Roma communities, if considered as a social category (see 1.8.4).
⁵ In particular people from post-communist countries are coming. Most numerous among foreigners are Slovaks (26%), Ukrainians (25%), Vietnamese, Poles and Russians.
illegal immigrants cannot be accurately estimated, and a qualified estimate of the numbers of foreigners unlawfully staying in the CR territory is also absent from official figures.

1.2.5 Internal and external migration

During the last decade, an estimated 180,000 people migrated between municipalities each year. A trend can be observed of migration from towns to the provinces. The numbers of municipalities with less than 10,000 inhabitants have increased at the expense of municipalities with more than 10,000 inhabitants. In respect of external migration, the migration balance of the CR is positive (more immigrants than emigrants). The overwhelming majority of those who are crossing the border in both directions are foreigners, most frequently from Slovakia, the Ukraine, Vietnam, Russia and Poland. With the exception of citizens who emigrated from the CR (only 30% of whom are people between 25 and 34 years of age), the dominant group in cross-border migration is male. Most of these are migrant workers, as their average age suggests (approximately 30% of men are between 14 and 34 years of age). Women migrate mainly to get married or for the purpose of family unification. Compared with men, their average age is lower by approximately 5 years (around 35% of migrant women are between 20 and 29 years of age). A positive migration balance is also foreseen for the years to come (about 25,000 people a year on average). In the context of EU accession, foreigners not only from EU countries but particularly immigrants from Eastern Europe tend to be more interested in coming to the CR. This is true not only for EU citizens but particularly for migrants from Eastern Europe. The age structure will probably remain unchanged, i.e. most migrants will be those of productive age, around 30 on average.

1.3 Employment – current situation and expected trends

1.3.1 Employment and unemployment rates

Economic activity rates\(^6\) in the CR are higher than the EU-25 average, despite a moderately declining trend (due mostly to population ageing) and are among the highest in Europe. In 2003 the activity rate amounted to 70.4%; incorporating a 78.2% rate for men and 62.5% in respect of women. Total employment declined by roughly 3% between 1998 and 2003. In 2003, the employment rate was 56.3% for women (EU-25: 55%) and 73.1% for men (EU-25: 70.8%). The employment rate of older people was 42.3% (an increase by 1.6 percentage points, EU: 40.1%). At present, foreigners represent more than 3% of the labour force and their numbers are expected to rise. As a result of opening of Czech borders the numbers of illegally employed foreigners in the Czech territory have increased, but their total is difficult to estimate. The unemployment rate\(^7\) increased from 6.4% in 1998 to 7.8% in 2003 (of which 6.2% men and 9.9% women). The rate of registered unemployment\(^8\) was 10.9% on 29 February 2004 (0.7% higher than the year before). Of the total of registered unemployed people, women represented 49% and men 51%; 13% of the total were people with disabilities. In 2003, active employment policy measures contributed to the creation of 1,185 new jobs in sheltered workplaces, where 1,221 people with disabilities could be posted. Employers with a workforce with more than

---

\(^6\) In accordance with EU definition the rate of economic activity is the percentage share of employed and unemployed people in the 15-64-age category in the total number of people of the same category.

\(^7\) Unemployed are all people of more than 15 years of age, to whom the conditions of international ILO definition apply.

\(^8\) The rate of registered unemployment is a figure, the construction of which is based on available data on registered job applicants supplied by Labour Offices and on data from the State statistics.
50% employees with disabilities received special support totalling 524,000 CZK in compensation for the additional costs involved. These employers provided jobs to 8,230 people with disabilities.

1.3.2 Employment and unemployment by sectors and regions

Transformation of the economy by means of privatisation, led to structural adaptation, increased mobility of labour and this had considerable impact on employment in all sectors. Employment in agriculture and industry declined whereas new jobs were created in the services sector. In comparison with 2002, the following changes in sectors of the national economy were noted in 2003: employment in the primary sector declined further to almost 200,000. A decline was also experienced in the secondary sector (to 1,863,400 employed people) and was essentially caused by a decrease in the number of jobs in manufacturing industries. Employment in the tertiary sector increased to 2,656,700 people.

There are significant geographical variations in unemployment levels and even within individual regions consider differences can be seen. The lowest unemployment levels are found in Prague (4% in 2003) whereas high levels persist in the regions of Moravia-Silesia and Ústí na Labem (16.8% and 17.9%, respectively). This is mainly a product of structural adaptation in these regions, which caused the gradual decline of the mining, iron and steel and other heavy industries. Compared with 2002, high increases in unemployment were registered in the regions of Moravia-Silesia, Hradec Králové and Liberec. Unemployment figures rose in most other regions and unemployment increased more in Bohemia than in Moravia.

1.3.3 Disadvantaged groups of people in the labour market

The most disadvantaged groups in the labour market are women with small children, people with low qualification levels, members of the Roma communities, people with disabilities, long term legal foreign residents, people over 50 years of age, and young people. Young people in the 15-24 age category represent 23.9 % of the total number of job applicants (the percentage share of school leavers and teenagers in this total is 10%). Those most at risk are people belonging to more than one disadvantaged group, for example unskilled Roma or low-skilled young people. Other groups at risk of unemployment are ex-prisoners and drug addicts. The homeless are completely absent in the labour market. Low educational and skill levels are common features of all groups at risk. Another contributory factor is the incompatibility of available and required skills, in relation to both job applicants and school leavers, and a low propensity for occupational mobility or lack of willingness to retrain for another occupation.

1.3.4 Long-term unemployment

Long-term unemployment is problematic and is closely related to the educational and skill levels of those concerned. On 31 December 2003, the long-term unemployed represented 58.7% of total unemployment. This meant a yearly increase of 2.3 percentage points. 68.6% of this group were unemployed for more than one year, which constituted an annual increase of 2.6 percentage points. The latter group thus represented 40.3% of total unemployment. At the same time, the average duration of registered unemployment rose to 530 days at the end of 2003 (compared with 484 days in 2002). The average duration of female unemployment was higher, i.e. 551 days. With prolonged duration of unemployment it becomes increasingly difficult to find jobs for those concerned. Thus the long-term unemployed, especially those with
low qualification levels, form a group of people, who are most at risk of poverty and social exclusion.

Groups most at risk of long-term unemployment are especially unskilled people, unskilled teenagers, people with disabilities, women with dependent children, and ex-prisoners. As regards nationality, members of the Roma community are over-represented among the long-term unemployed. Long-term unemployment of women is higher than that of men. The risk of long-term unemployment tends to increase with advancing age and reduced working capacity.

1.4 Poverty rate and social protection – current situation and expected trends

1.4.1 At-risk-of-poverty rate

The CR is a country with low level poverty rate. The following data and findings are based on results obtained by the 2002 Microcensus, a research survey conducted by the Czech Statistical Office. This research survey collected information on households’ and people’ income in 2002. The at-risk-of-poverty threshold (the income poverty threshold) is, according to EU methodology, defined by 60% of the national median equalised income per equivalent adult. In accordance with the results of the research survey, this definition corresponded to a yearly income of CZK 73,900. 8 % of people had income below this threshold.

Poverty in the CR has increased moderately (the relative median at-risk-of-poverty gap was 15% in 2002, compared with 13% in 1996). Nevertheless, poverty levels were still below the EU-25 average. However, in contrast with other countries, the CR had a high concentration of people just above the poverty threshold. Between the 60 and 70 % of the national equalised median income there were 8% of people representing a group of the potential future poor. On the other hand, the group of people with income under the 40% at-risk-of-poverty threshold was very small (only 1% of the total).

Women are at higher risk of poverty than men (9% and 7%, respectively). The difference between genders tends to increase with age. Considering the 65+ age group, the percentage of women below the at-risk-of-poverty threshold was 6% compared with only 1% of men.

Employment has a decisive impact on poverty rate. In respect of the group of employed and self-employed people over 16 years of age, only 2% of the salary/wage employees and 7% of the self-employed were at risk of poverty. In contrast to this, a high proportion of poor people could be found among the unemployed (36%), and other economically inactive people, except retired (13%). The relatively low proportion of poor non-working pensioners (4%) can be attributed to regular revaluation of pensions, the value of which mostly exceeds the relative poverty level calculated in accordance with EU methodology.

Considering individual types of households, poor households are prevalent among those with children: 15% of children under 15 years of age lived in at-risk-of-poverty households. So-called “child poverty” is mostly to be found in single-parent families with one or more dependent children. In 2002, a full 30% of people living in these households were poor. These households were mostly headed by single mothers. The share of poor people living in the countryside was 9% and 8% in cities.

---

9 The difference between the median equalised income of people with income below the at-risk-of-poverty threshold and the threshold itself, expressed as percentage of the at-risk-of-poverty threshold.
Income differentials continued to be relatively low. The volume of income earned by the richest 20% of the population was 3.4 times higher that of the poorest 20%. 14% of CR inhabitants lived in the group representing 10% poorest households. Corresponding to this low degree of inequality was the Gini coefficient of 25.

Social transfers played a significant role in overall poverty levels in the CR. Without pensions and other social transfers 39% people would fall under the poverty line. Pension payments managed to reduce this percentage to 21% and other social transfers to the final 8%. All these indicators are above the EU-25 average. In total, social transfers managed to reduce poverty rates by 31 percentage points. Most significant in this respect were pensions, other benefits and allowances paid in accordance with Act on state social support, sickness benefits and unemployment benefits. If pensions are included in the category of incomes, other social transfers reduced poverty rates by 13%.

In the CR, the poverty line is defined by the minimum subsistence amount. Thus, the percentage of poor households is higher when measured by the EU methodology than the percentage of those below the minimum subsistence amount. In 2002, only 3.3% households (133,200) had income below minimum subsistence amount. 391,900 people (3.9% of total population) lived in these households.

These relatively low poverty rates may increase in the near future, if unemployment continues to grow. The impact of measures to be implemented within the proposed public budget reform of (which involve savings in certain mandatory expenditure) is difficult to estimate. A possible adverse factor for poverty trends may result from the slowing down of incomes in the public sector. Young families with children, which are usually dependent on one source of income, might become still more vulnerable, as might single-parent families with two or more dependent children. Considering the practice of regular revaluation of pensions there will be probably no dramatic increase in poverty rates among people of post-working age.

1.4.2 Groups of people most at risk of poverty

The groups of people who are most at risk of classification as poor (quantification in accordance with the research survey referred to above) are:

- unemployed people (36%);
- other economically inactive people (13%);
- single-parent families with at least one dependent child (30% of all people living in these households, mostly lone, divorced and single women with children);
- households with three and more children (20%).

1.4.3 Social protection

The social protection system has proven to be successful in protecting various population groups from falling below the poverty line. The system consists of three pillars - social insurance, state social support and social assistance (social care). The pension system in the CR is a universal one and, essentially, provides coverage to all

---

10 Figures in brackets show percentage rates of those at risk of poverty (with a disposable income under 60% of the national equivalised median income per equivalent adult) in the total number of people living in the respective type of households.

11 The typology of groups who are at the biggest risk of exclusion is based on Microcensus 2002. This research did not detect as groups at risk of poverty households from other socially and culturally disadvantaged environment and the homeless, who are at extreme risk of poverty.
economically active people. At present, no larger group of older people is at immediate risk of significant poverty.

The minimum subsistence amount (or its multiples) is the decisive criterion for granting social assistance (care) and state social support benefits. Through state social support, the Government provides assistance mainly to families with dependent children, which find themselves in officially recognised social situations which cannot be dealt with by the families concerned. State social support benefits and allowances are granted to 1.6 million families. These transfers prevent many of these families with dependent children falling below the poverty line. Social assistance is provided by public administration and other organizations, especially by NGOs, to help people whose basic needs are not sufficiently covered by income from work, pension, sickness benefits, or other income, or people who are in need of such assistance by virtue of their adverse state of health, or advanced age. Those who are unable to deal with difficult one-off or persistent life situations without public assistance are also eligible. Social assistance (care) is implemented by means of social assistance benefits and social services.

The Ministry of Labour and Social Affairs (MoLSA) stated that in December 2003, there were 243,900 recipients of recurrent social care benefits who meet the conditions of social need. This figure included, in particular, childless beneficiaries (64.0%), of which nearly all (97.9%) were unemployed people registered by Labour Offices. The rest (2.1%) were older people and people with serious disabilities. In this group, nearly 90% of childless beneficiaries were those whose applications were dealt with as a separate case. Families with dependent children constituted 36% of the total number of benefit recipients. Within the group of families with children, single-parent families were most prevalent (64.3%). 90.8% of lone parents were not gainfully employed. A similar situation was found in respect of two-parent families with children to whom these benefits were paid: 81.2% of parents in these families were not gainfully active.

In this area a major problem emerged - those who became permanently dependent on income from social care benefits. Dependence on social protection is positively caused by unemployment, in particular long-term unemployment, because the period of payment of material support (unemployment benefit) to job seekers is relatively short and thereafter the clients are transferred to the social care system. In accordance with data supplied by the MoLSA, 171,9 thousands recipients of recurrent social care benefits, or 70.5% of the total in December 2003, were in receipt of these benefits for more than 6 months. Considering separately the groups of families with dependent children and older people and people with serious disabilities, these long-term recipients represented together nearly 80% of their total.

1.5 Education – current situation and expected trends

1.5.1 School education

The Czech educational system guarantees equal access to education for all people. The overall situation is favourable and there is practically no illiteracy. In accordance with data obtained by the Population and Housing Census (2001) only 0.4 % of inhabitants were without education and the percentage of people who did not complete primary education, was also very low. In 2003, the rate of early school leavers\textsuperscript{12} (18-24 years of age) in accordance with the Laeken indicator, was 6% -

\textsuperscript{12} The early school leavers indicator expresses the percentage of people with max. lower secondary education (ISED 2 and less) who do not continue with further education or training at the age between 18 and 24 within the total of people in this age group.
5.2% for men and 6.8% for women. The average duration of school education was estimated at 16.4 years of age in 2002 (EU-15: 17.3).

**Extra-curricular activities and further education**

In addition to school education there is a system of (voluntary) extra-curricular education which includes centres for leisure activities for children and teenagers, school clubs and school centres. In 2003 an estimated 240,000 children and young people participated in these activities regularly and a further estimated 2.5 million participated in selected activities. The overall trend has shown that parents and young people are becoming more and more interested, in particular as regards occasional participation, in short-term and spontaneous activities. Also the supply of various forms of education for interest groups has expanded. This system is unique and cannot be compared with an EU equivalent.

The area of further education is essentially identical with the term “adult education” which is used in this country. In accordance with a Eurostat survey (2002) 6% of people between 25 and 64 years of age participated in further education in the CR (EU 8.4%). Included in this category are retraining measures, social education/training courses, on the job training, stimulation courses, etc. The most commonly undertaken courses are training and retraining courses aimed at performance of a specific job (approx. 35%), courses aimed at improved employability (33%) and supplementary retraining courses (15%). When considering the participation according to age, we can see that young people up to 25 years of age are most represented (32%), followed by people between 25 and 40 (30%), and those between 40 and 55 (25%). Older workers (55+) are represented only by 2%. The number of women in retraining courses is around 60%. Educational patterns of job applicants entering into training activities are represented by three groups: secondary technical education (apprentices) 35%, secondary general education (with a leaving examination) 35%, secondary general education (with a leaving examination) 29%, and primary education 14%.

**1.5.2 Population groups experiencing difficulties with access to education**

Considering access to education, two disadvantaged groups can be specified as being at risk of social exclusion: children/pupils/students (hereafter pupils) with disabilities and pupils from socially and culturally disadvantaging environments.

Regarding children with disabilities, 2001 pupils were integrated in standard kindergarten classes, 53,550 pupils in mainstream primary education and 4,006 pupils, of the total 64,598 registered pupils with disabilities at secondary schools in the school year 2003/2004. The main reasons impeding further progress in the integration of these pupils into mainstream education include lack of investment for enabling access to schools (barrier-free access, special compensatory aids, etc.) and specialised training of staff (further specialised training of teachers, educational assistants).

Most pupils in the category of socially and culturally disadvantaged environments are Roma. However, the situation is slowly, but steadily, improving. In order to improve educational results of these pupils, the CR introduced a system of preparatory classes (from school year 1997/98 onwards), and established a position of teacher’s assistant13. In addition, special educational plans and teaching materials have been developed with a view to improving the educational results of Roma pupils. In the school year 2003/2004 the number of children attending these preparatory classes increased by 335 compared with the previous year. Also the number of these classes increased, particularly those included in the system of primary schools. In 2003, a

---

team of experts at Charles University prepared a study entitled “Monitoring effectiveness of preparatory classes for children coming from socially and culturally disadvantaged environments”. The conclusions of this study revealed that around 13-15% of the total numbers of children from these environments of the corresponding age category attended preparatory classes. The total number of children attending these preparatory classes was 1489 of which 72.5% successfully completed the course and started their mainstream education.

1.5.3 Regional differences in education and extra-curricular activities

The existing disproportion in the type of schools and distribution of educational branches in individual regions are essentially due to geographical conditions, parental preferences and expectations, and requirements formulated by representatives of the labour market. There are no major regional differences as regards needs and requirements in the area of voluntary education and participation in extra-curricular activities. The numbers of school clubs and school centres are comparable among regions. However, the network of centres offering leisure activities to children and teenagers is uneven between individual regions (for example the region of Southern Moravia has 35 centres, while the Liberec Region has 14). Reasons have to be sought in historical development, existence of major residential units and also unadvised liquidation of networks, which existed before 1990. A more rapid development of the existing network is hampered by lack of funding.

1.6 Access to services and housing – expected trends

1.6.1 Access to health care

Health care is provided on the basis of equal access and general health insurance. Insurance contributions on behalf of people who have no income of their own are paid by the State. Provision of health care services in the CR is stable. Citizens of the CR have, in comparison with other countries, reasonable levels of good health. According to the HIS CR 2002 Quality of life survey, 73% of men and 71% of women offered a positive evaluation of their quality of life. However, only 66% of men and 58% of women assessed their state of health as good or very good, which is less than the EU-15 average (68%). Mortality rates have declined during the last decade and average life expectancy has continually improved (72.03 years in 2003 for men and 78.51 for women), coming nearer to the EU-15 average (78 years). On the other hand the incidence of long-term and chronic diseases, particularly tumours, is on the rise. Compared to 1997, the patient-doctor ratio has improved from 270 to one to 260 to one and so has the patient - outpatient doctor ratio (from 380 to one to 360 to one). The total number of beds per 1000 inhabitants has remained unchanged during the same period. An improvement has been recorded in the supply of health apparatus and equipment, and modern treatment techniques have shortened the average stay in hospital. Most health establishments (99%) have a non-State status and have been established by regions, towns and municipalities, natural or juridical people. At present, non-State establishments (measured by doctors’ workloads) provide 86% of outpatient care, including diagnostic services. An outpatient doctor has an average of 360 patients. General practitioners for adults, children and teenagers represent 26% of the total number of outpatient doctors.

1.6.2 Access to social services

Most social services facilities and institutions are now administered by regions and municipalities. Regional distribution of these facilities is uneven, and they generally
tend to be situated around city agglomerations. Therefore, people living in less populated areas have more difficulty in accessing social services. Social services are provided essentially to the following target groups: older people, homeless people, families which are unable to fully fulfil their social functions, people with disabilities, drug addicts, children and teenagers at risk of adverse development, victims of domestic violence, and victims of human trafficking. In remote parts of the Republic access to early care is difficult. There is also insufficient capacity of sheltered and supported housing for people with mental diseases and an insufficient spectrum of services for this group of people. NGOs joined the system after 1990 and their merits consist in offering new types of services and in representing a qualitatively new approach to meeting the clients’ needs. NGOs represent approximately one fifth of the whole social services network. A long-term process of transformation of the social service system started in 1999, its aim being to create legally defined conditions for the provision of services. Funding of the system is being decentralised and budgetary allocations are being transferred to regional and municipal budgets. However, the present type of funding does not create conditions for equal access to public funds to all social service providers. Due to the current system of grants, regional and State institutions have in comparison with other potential providers better access to funding, the result being lack of incentives for municipalities and NGOs to provide much-needed social services. In practice, the existing unified quality standards covering social service provisions are not legally constituted and sufficiently applied in practice.

1.6.3 Access to housing
Access to housing has gradually improved and so has the quality of housing. In accordance with the Population and Housing Census from 1 March 2001, the housing fund of the CR consisted of 3,828,000 apartments, i.e. 374 on 1000 of inhabitants. So, it can be said that there was no across the board deficit in housing. Ownership structure is roughly similar to that existing in EU Member States: 47% of apartments are privately owned by their users, 17% are owned by housing co-operatives, and 29% are rental apartments, most of which are owned by municipalities.

In 2001, the percentage share of housing in the total expenditure of all households was 22.8%. The rising burden of housing expenditure in the household budgets (in particular as regards the pensioners’ and families with children’ budgets) is due to gradual deregulation of rents, prices of electricity (utilities) and municipal services, and also to the constantly declining average size of households. Between 1998 and 2003, the share of consumption type expenditure on housing in net cash income of an average household increased from 16.9% to 19.7%. In respect of pensioners’ households and families with children’s households, the same ratio was 27.8% and 24.8%, respectively, in 2003. This ratio tends to be higher in rental apartments: in an average household 22%, pensioners’ households 29%, families with children’ households 30.8%.

The main outstanding problems are: financial barriers to housing access (in particular for young families), uneven distribution of apartments from the viewpoint of territorial distribution of vacant jobs, and shortcomings in the maintenance of the housing fund. The continued existence of price and legal deformations in the area of rental housing and insufficient volume of newly constructed affordable apartments in attractive localities constitute obstacles for the development of a fully functioning housing market.

Another problem consists in an ambiguous interpretation of the role to be played by the existing municipal housing fund, especially as regards its social function. Non-
existence of an act on rents and existing regulations covering the relationship between house owners and tenants, tend to contribute to tensions in the sector of private rental housing (approx. 12% of the total volume of housing fund). Problems emerge particularly in respect of people who experience unfavourable social situations (among others the Roma at risk of social exclusion) caused, in certain cases, by their socially unacceptable living habits or by the hazardous environment in which they live. Giving insufficient facilities for social housing, general social situation of these people tends to worsen and, in extreme cases, they become homeless. A mechanism of “forcing out” gradually developed which enables municipalities to “force out” these people from the focus point of their interest and this way their social and geographical segregation is strengthened. In comparison with institutional care there is still insufficient provision of adequate housing for people with disabilities because the number of the so-called special designation apartments (special routine, barriers adjustments) is insufficient.

1.6.4 Access to transport

The CR declared the institute of basic provision of public transport, i.e. a guarantee of adequate passenger transport facilities for commuting to workplaces and schools and provision of access to health institutions, public authorities, social services providers, courts, etc. Functioning of the system is guaranteed by regions. Line passenger transport has been introduced in all territorial units CR and consolidated transport services have been introduced in 110 of Czech cities and towns. Social policy aspects in the provision of public passenger transport services are ensured by means of price regulations. For example, the so-called “pupils’ fare” will be introduced in September 2004. Pupils commuting to schools will pay 37.5% and students between 15 and 26 years of age three quarters of full fare. During the period after 1990 several unprofitable transport lines were restricted or abolished. Small villages and remote places were the most affected. This has adversely affected access to services provided by the public administration system, health and social services and also access to employment and education opportunities. This adverse impact could be felt in the area of employment because commuting to workplaces has become too expensive for those who have to use individual transport. Thus price of fare and expenditure on commuting can be a contributing factor for increased unemployment, in particular for low-income households. For certain citizens it appears to be more advantageous to live on unemployment benefits or social allowances, than spending a substantial part of their earnings on commuting.

In recent years substantial progress has been achieved in improving access to public transport to older people and people with disabilities. Standards and regulations were changed and, gradually architectural, transport and communication barriers are being removed. New buildings and new public transport vehicles must be adapted to meet the newly legislated requirements. Support is provided from the State budget to transport providers for the purchase low-rise vehicles. Touch facilities and acoustic signals are being introduced to enable blind people to find their way, thus improving their safety and orientation.

1.6.5 Access to legal services

Access to legal services is guaranteed to low-income groups through the system of free legal counselling. The system consists of the following: free legal counselling organised by the Czech Bar Association; appointment of a legal representative in civil proceedings at the request of a poor citizen (this institute does not cover legal services outside of court proceedings); a network of counselling centres (their services are restricted to simple problems and do not cover the entire scope of law).
It is clear from the above that these three components do not fully ensure access to legal services to people at risk of social exclusion. The sources of advice are not mutually interrelated and, in general, potential users of free legal services are poorly informed about their availability.

In addition to civic advice centres, legal assistance is provided by trade unions to their members, in particular in matters concerning labour and social security legislation. The act on civil proceedings makes it possible for a trade union official to represent a member before a court.

1.6.6 Access to information technology
The general trend of rapid development of information and communication technologies continued between 1998 and 2003. Supply of services was extended and public access to these services was improved. Similarly as in other EU countries, a number of new services emerged in the context of introduction of new technologies. The number of computers permanently connected to Internet has increased but is still lagging behind the former EU Member States. 16.4% of Czech households were linked to Internet in 2002. A research survey among households not using Internet revealed that 67.3% perceived no need of Internet services and 35.5% believed that the provision was too expensive. Considering the downward trend in computer prices, one can expect a gradual increase of computerisation of households, but a short-term massive increase can probably not be expected.

1.7 Socially negative phenomena

1.7.1 Socially negative phenomena, crime and usury
Socially negative phenomena occur mainly in city agglomerations, in areas with high population density and high concentration of potential offenders, in declining areas, in localities where Roma communities are concentrated, and in the environment of socially disintegrated groups of the population. Mainstream citizens suffer most from street crime and violence, which has a profound impact on an individual's safety and integrity as well as an adverse impact on the broader social environment. Such socially adverse behaviour includes domestic violence, drug addiction, child and teenager crime, morality offences, etc.

Statistics of the CR police have shown that the number of registered criminal offences has gradually decreased since 1999 and a stable development can be expected. The number of imprisoned and detained people decreased between 2000 and 2002. This was probably caused by a more extended use of alternative penalties by courts and also by the fact that substantial numbers of sentence people somehow managed to avoid starting their prison sentence. Between 2001 and 2003, alternative penalties were imposed by courts in 8% of cases and the performance of these sentences was more strictly monitored. In the CR, only criminal activities perpetrated by people over 15 years of age can be punished. Crime perpetrated by young offenders is estimated at 4% of the total.

On the whole, an increase could be observed in using narcotic and psychotropic substances, in particular synthetic drugs, which are widespread in the modern music and dance environments. However, use of needles for application of drugs decreased by more than one half. Preference for using specific types of drugs varies among regions and there are also differences in quality and in the distribution networks. In 2003 the sequence of regions in volume of use of drugs was Ústí nad Labem, Prague, Southern Moravia and Moravia-Silesia. However, it can be said that differences among regions tend to diminish and access to drugs seems to become
easier. Statistics have been collected since 1995 and it seems that both men and women show similar proportions among drug users. Smoking of marihuana seems to be more widespread among boys. The same applies to girls and women in respect of abusing pervitine, heroin and medicaments\textsuperscript{14}.

Domestic violence is generally defined as violence within a family that can take on various forms: psychological, physical or sexual violence between man and woman (between spouses or partners), abuse and neglect of children and abuse of older people. Based on the outcomes of a research called Domestic Violence in the CR\textsuperscript{15}, 80% of respondents have come across the term “domestic violence” and the same number of people thought it is not possible to stay indifferent to such phenomena. A quarter of the respondents have directly encountered domestic violence, i.e. as a witness, a victim or an aggressor. The research has launched a project of combating domestic violence. A broad information campaign and establishment of a 24-hour help line for domestic violence victims were part of the project.

Roma communities are especially affected by usury. Their lifestyles, inability to manage disposable income, living on social benefits, and inability to deal with extraordinary situations are the main reasons why poor Roma families turn to Roma usurers to obtain short-term loans with excessive interest rates. The price to be paid is strong pressure for payment of principal and interest, blackmail, extortion, threats and physical violence against family members. Usury is partly responsible for accumulation of debt on rent, fall in living standards with related health risks, court eviction and homelessness, neglected care of children and their placement in institutions which may lead to criminal activities, including theft, violence and vandalism.

1.8 Most vulnerable groups of the population

1.8.1 Persons with disabilities

Disability represents a risk to an individual to become disadvantaged in relation to other members of the society. This disadvantage can even lead to social exclusion. People with severe disabilities are most at risk. Notwithstanding the many measures, which were recently adopted in order to prevent social exclusion of this group of people, certain both direct and indirect forms of discrimination appear to prevail in many areas. Comprehensive valid statistical data on numbers and structure of people with disability are still not available and estimates rely on sample inquiries and studies. A study conducted in 1993 on the occasion of preparations for a national plan on countering adverse effects of disability estimated that the number of people with disabilities was 10% of the total population, or 1,200,000 people. Thus, this group of people with specific needs is significant in number, but it is also a very heterogeneous group, depending on type and degree of handicap.

Persons with disabilities living in social institutions are among those who are most at risk of social exclusion. Approximately 19,000 of them live in these institutions permanently (of which 15,000 suffer from mental or multiple disabilities).

1.8.2 Children, teenagers and young adults

When defining people at risk of social exclusion it is necessary to apply two basic aspects. Firstly, the income and material level aspect: the percentage share of

\textsuperscript{14} Statistics of the Ministry of the Interior.

\textsuperscript{15} The research called “Domestic Violence in the CR” was conducted by the STEM agency, a civil association called Bílý Kruh Bezpečí and Philip Morris in 2004. A total of 1,720 respondents over 15 years of age were asked about awareness, opinions and experience with violence between partners.
families with children in the lowest income brackets is growing and most at risk are incomplete families and large families with three and more children. Secondly, the aspect of preparation for adult life: impaired social integration can be a result of poverty and difficult access to rights and resources; most at risk are children in families leading deviant life styles and those not recognising the generally accepted values.

The biggest source of social exclusion is an increasing unemployment rate among school leavers and young people in general. Abuse and maltreatment of children is marginal from a quantitative viewpoint, but nevertheless represents a significant problem. Another "marginal" group is that of young people with behavioural disorder, comprising children in dysfunctional families, and drug addicts. Roma children and teenagers, children in institutions and young adults leaving these institutions are also at risk of social exclusion. The latter group is at imminent risk. Among the homeless one can find roughly 40% of those who were previously in institutional care.

Another source of social exclusion of children and teenagers is an adverse social family situation. These situations include, in particular bullying, vandalism, breakout from family, etc., or emergency life situations like family disintegration, problems among parents, pregnancy, abuse, etc. Contributing factors are also inability to conform, feeling of helplessness, etc.

### 1.8.3 Older people

The population of older people includes heterogeneous groups. At risk of social exclusion are, in certain circumstances, pensioners in advanced age, among them particularly lone women with a single source of income from old-age or widow's pension. Compared with more recently retired people, their pensions are lower, in most cases they were unable to accumulate enough savings and equipment of their households is obsolete. Under the previous regime they could not make provision for any additional source of income other than statutory pension. In addition to this group, a new group are those who opt for early retirement without due consideration of its impact and without ensuring other source of income for old age. Old people with chronic diseases are most at risk of social exclusion.

Of the total number of old-age pensioners' households in 2002, 1.1% of them had income below the minimum subsistence amount. They represented 1.3% of the total of non-working pensioners’ households, and 0.3% of the total of pensioners’ households with one or more employed members. In accordance with EU methodology (60% of equalised median income on one consumer unit) the rate of non-working pensioners at risk of poverty was 4%.

Among older people at a high risk of social exclusion there are in particular people in institutional facilities. In institutions with a year-round stay there are currently around 38,000 older people.

### 1.8.4 Ethnic minorities and immigrants

#### The Roma at risk of social exclusion

The Roma constitute an ethnic minority which is more frequently at risk of social exclusion. Officially only less than 12,000 citizens, i.e. 0.1% of total population, declared allegiance to Roma nationality. However, their real number is estimated at
160-200,000 people\textsuperscript{16}. The Roma are most represented in the Moravia-Silesia Region (the Ostrava-Karviná agglomeration) and in the Ústí nad Labem Region (the towns of Ústí nad Labem, Děčín, Most and Chomutov), followed by the Central Bohemia, Olomouc and Prague Regions. Contributing factors for social exclusion of the Roma are as follows: unemployment, dependence on social benefits and allowances, worsening housing situation and educational barriers. For certain segments of the Roma population, another contributing factor was their marginality in the existing social structures and in the staff of many undertakings after 1990. Thus, in situations of structural adaptation, they were first to be dismissed. At present, unemployment rates of the Roma are a matter of estimate because there are no official statistics made on ethnic ground. On the whole, the Roma were among those, who were least prepared for a market economy environment. Some did not return to the labour market and opted for social protection support where their entitlement to benefits represents a safe source of income. Others tended to occupy poorly paid jobs, which tend to be rejected by others. In the past, the role of education was underestimated by the Roma. Some were pushed into black economy and, sometimes, became victims of direct or indirect discrimination. Some Roma families entered into debt with other people, which led or contributed to loss of housing of entire families and, alternatively, caused engagement of some members of these families in illegal activities. One can ask whether these illegal activities are undertaken voluntarily, or under pressure of a desperate social situation. Among significant factors of falling into debts and poverty there was also a discriminatory legal provision in the area of defining citizenship after the split of Czechoslovakia in 1993.

\textbf{National minorities}

Members of national minorities (for example Germans or Poles) who are long-term residents in the territory of the CR are at no risk of social exclusion.

\textbf{Immigrants}

Immigrants do not constitute a homogeneous group. Among them are illegal immigrants, asylum seekers, those whose asylum right was already recognised, and foreigners who obtained a long-term or permanent residence permit. The type of their integration into the mainstream society depends on the status and length of residence. Following EU accession one can assume that immigration flows will tend to increase and so will the related integration problems. Most at risk of social exclusion would probably become illegal migrants. Among factors which could contribute towards pushing certain groups of migrants (both legal and illegal) among those who are at risk of social exclusion, are barriers they might encounter when trying to reach higher social and income levels. These might include access to labour market, recognition of qualification levels, obtaining suitable housing, access to social security and health care, education, and so on. These difficulties would also be due to the language barrier, their different legal status and cultural origin, insufficient knowledge of the Czech legal and social environment and barriers in access to information.

\textsuperscript{16} This estimate is based on statistical information collected between 1972 and 1989. The data were assembled in three statistical series (social, health and education). Thus, during this period, it was possible to monitor, apart from numbers, other data, such as age structure, regional distribution, migration and natural population increase and construe long-term trends and qualified estimates about future development. (Source: a report by the research project ZVZ 57 commissioned by the MoLSA and entitled: “An analysis of the socio-economic situation of the Roma population in the Czech Republic”.

20
However, the ability of foreigners to integrate and their risk of social exclusion cannot be exclusively attributed to their legal status. It is important to deal systematically with the elimination of barriers that hamper personal efforts of legal foreign residents to attain an adequate social and economic standard for them and their families which would be comparable to that of their peer nationals (CR citizens).

1.8.5 Homeless people

Homelessness emerged as a new phenomenon after 1989. It is a problem of many dimensions and an expression of extreme poverty and social exclusion. The problem has gradually grown in size, in particular during the last five years. Under the term “the homeless” we usually mean rough sleepers, those without roof over their head, who seek refuge in charity organisations. Their number is unknown and no qualified estimate is available. However, even moderate estimates are in the range of tens thousands of people. Asylum houses associated in the national organisation “Association of asylum houses” provide daily accommodation to 2,240 homeless men, women and mothers with children and other hundreds of beds are available in other shelters and seasonal facilities. In addition to rough sleepers, homelessness may include people living in various shacks, hovels and slums, cardboard cabins or old cast-off caravans. According to figures obtained from the Population and Housing Census (2001), such type of accommodation became destiny of 45,000 people (compared to 6,000 in 1991).

First partial census of the homeless in the capital Prague was undertaken by non-governmental non-profit organisations (NGOs) in February 2004. The census concentrated on a group characterised as “visible homelessness”. The number of those covered by the census reached 3,096, but the figure is not final. Authors of the report said that those, who could be spotted during the census exercise, might represent 65-75% of the real number of rough sleepers. Of those covered by the census only 14% were women. Women are more vulnerable to the so-called latent homelessness. This means that rather than becoming homeless they continue living in precarious or dubious partner relations, which can guarantee at least temporary accommodation. Of those recorded by the census 14% were young people under 25 (23% among them women) and only approx. 8% people of 60+ years of age. Conclusions concerning the homeless people’ age must be interpreted with caution, due to the method of data collection, where the age of people was only an estimate made by members of the study team. The above analysis revealed that the number of available beds was insufficient. Only 37% of respondents could find refuge in these facilities, in spite of the fact that they were used nearly to full capacity.

The most frequent causes of homelessness are the following: objective causes - structural changes in the society (changes in the labour market), changes in family patterns, insufficient support of social housing for the socially disadvantaged people, citizens leaving institutions and people with disabilities; subjective causes - unemployment and low educational levels, problems in social relations (divorces), drug addiction and both mental and physical disability. The relative importance of individual causes is changing with time and changes are also taking place in social patterns of the group of the homeless. Related to this are the patterns, seriousness

17 Demand for accommodation greatly exceeds supply of these services and the numbers shown here represent only a fraction of total number of homeless people. The fact that there is no official definition of homelessness and rough sleepers makes it impossible to arrive at quantification of the problem.

18 The project „Census of the Homeless” was carried out by a religious charity, Prague, the Salvation Army, the City centre of social services, and the Hope foundation.

19 This group includes people without roof over their head, who sleep in streets, parks, railway stations and other public places, deserted houses, etc.
and impact of problems related to homelessness, such as spread of infection diseases, crime and creation of a core group, where social exclusion takes on its extreme dimension. Experience obtained by social services organisations have shown that the number of young people and particularly mothers with children has increased among their clients during recent years. In respect of this group early prevention is of extreme importance, which is unfortunately nearly non-existent at present. Current capacities of asylum houses are filled with regular clients for whom other type of accommodation could not be found, sometimes for several years. This situation is further exacerbated by the fact that funding of providers of these services is uncertain, as resources are scarce. This causes loss of qualified staff and reduces quality of available services.

Due to their ways of life, homeless people experience difficulties in access to (benefits provided by) the social protection system. A specific barrier is the fact that the system is related to residence and homeless people mostly do not live in their registered locality. Another barrier is the fact that many of them do not pay health insurance contributions and health providers are afraid that nobody would pay for the provided services.

1.8.6 Persons leaving institutions and ex-prisoners

Young people leaving institutions are at risk of social exclusion particularly due to the fact that follow-up care is insufficiently provided by social workers. These people are in need of advice, counselling services, assistance in seeking suitable accommodation and housing and employment. What is needed is also more focused co-operation by other actors concerned, such as municipalities and labour offices. A more pronounced role in the provision of these services should be played by NGOs. However, the capacity of these does not match the scope of needs experienced by children leaving institutional education.

Main problems of ex-prisoners are related to finding a job, suitable accommodation and housing in general, disintegration of marriage relationships and loss of natural environment. Frequently, these people are encumbered with outstanding financial obligations, such as alimony payments. Their debt in this respect has accumulated during the period of imprisonment, because problems with employment of prisoners persist and they had no income from work. On the other hand, adverse attitudes of potential employers related to previous criminal activity do not seem to be a major obstacle to social inclusion, in contrast to a situation, which existed previously.

2 Strategic approach

When developing this strategy on fight poverty and social exclusion, attention has been paid to the width and multidimensional nature of the issue. Linkages with other strategies and with social and economic development, in particular concerning the areas of employment and economic policies, were also taken into account. At present, considering society as a whole, efforts are channelled primarily into achieving economic growth and increasing employment level through higher productivity and improved competitiveness. Linked to this is the need to reform public finances. In order to comply with the regularly monitored tasks included in the Lisbon strategy, the Government of the CR stated its priorities for 2004 as follows:

- promotion of economic growth and competitiveness;
- employment;
- public finance reform;
sustainable development.

The CR has joined the EU strategy on fight poverty and social exclusion from a situation of relatively low poverty level and with the availability of social protection, education, health care and social services systems which are designed to prevent social exclusion. These systems have passed the test of time and there is no immediate need for their major reconstruction. However, it is necessary for these systems to be adapted to deal with new phenomena which are related to social development (population ageing, changes in family composition, continued structural changes, and emergence of a knowledge-based society). Another important task is to put increased emphasis on living an active life, to counter reliance on social protection benefits and increase the users’ incentives to seek gainful employment.

Promotion of employment and improved employability are key factors in the prevention of poverty and social exclusion. Although unemployment in the CR is relatively low in comparison to a number of European countries and the EU 25 average, its reduction must be a priority because it is a primary source of poverty and social exclusion. Improvement of the business environment and accompanying changes in the areas of social protection and education are also important for employment promotion. In view of the fact that the labour market is adversely affected by inadequate educational and skill patterns of job applicants, a further important policy ingredient is promotion of vocational training and further training, as well as the introduction of a life-long learning system. This chapter does not deal in detail with employment policy because the necessary information has been included in the National Action Plan on Employment 2004 - 2006, which is being developed concurrently with this National Action Plan.

This strategy aims firstly to describe the broad framework of poverty and social exclusion, and secondly, to focus attention on disadvantaged groups that are most at risk of poverty and social exclusion. They are, in particular, the unemployed, people with disabilities, and people from socially and culturally disadvantaging environments. In the Joint Inclusion Memorandum the Government and the European Commission have jointly identified the following challenges as being most urgent for combating poverty and social exclusion. These challenges represent the framework for a strategy defined in this National Action Plan on Social Inclusion:

- to respond to ongoing structural change and its repercussions on the labour market, in particular structural and long-term unemployment, by promoting the creation of new sustainable jobs;
- to support and stimulate the long-term unemployed to seek actively employment, thus reducing dependence on social protection;
- to support elimination of conditions leading to disadvantage in education for groups at risk of social exclusion, to define the life-long learning system by adoption of an act, and to create conditions for guaranteeing links between the system of education and perceived labour markets needs;
- to adapt the social protection and health care systems thus ensuring a better response to social changes, in particular to population ageing;
- to improve access to affordable good quality housing.

2.1 Reducing regional inequalities

Structural changes during the 1990s caused the substantial economic and social differentiation among regions of the CR. As a consequence, unemployment level vary among regions. This disadvantaged situation of the regions is of a structural nature and is caused primarily by structural adaptation in the industrial sector and a
gradually reduced output of mining of coal and minerals. The objective of the support for disadvantaged regions is to reduce inter-regional differences and mitigate the adverse impact caused by decreased competitiveness of disadvantaged regions.

2.1.1 Promoting regional development

The Government of the CR has declared the following objectives in order to promote regional development and to provide support to disadvantaged regions:

- to increase the competitiveness of regional economies with a view to increasing their economic and social levels, thus providing support to their economic recovery;
- to develop and improve the social infrastructure in disadvantaged regions;
- to include, stimulate and supply with competence public administration authorities in regions and municipalities, thereby supporting sustainable and balanced development.

2.1.2 Promoting small and medium-sized enterprises

Promotion of small and medium-sized businesses continues to be a priority because of their significant share in job creation. Objectives to be fulfilled by 2006 are the following:

- to remove administrative barriers to the establishment, development and winding up of small and medium-sized enterprises and to support citizens in engaging in self-employment activities;
- to promote small and medium-sized enterprises in disadvantaged regions and support small and medium-sized enterprises which provide jobs to people at risk of social exclusion.

2.2 Facilitating participation in employment

The unemployed, especially the long-term unemployed, constitute a group of people who are most at risk of poverty and social exclusion. It follows from the conclusions adopted by the Lisbon European Council, that employment is the best protection against social exclusion. Therefore, our objective is to create an inclusive labour market where emphasis is placed on providing access to the labour market to groups at risk of social exclusion.

2.2.1 Employability of vulnerable job applicants

The fight against unemployment is one of the highest priorities of the Government of the CR. This is why specific “Measures and Objectives to Reduce Unemployment within the Period of the Government’s term of Office, i.e. by 2006 ” were adopted, and are to be implemented. The following specific objectives have been included:

- to enable school leavers and young people in general to join the labour market (to continue implementing the “First Opportunity” programme);
- to ensure full scale implementation of the “New Start” programme for job applicants under 25 years of age in 2006 at the latest;
- to increase the proportion of long-term unemployed job applicants among those participating in active employment policy programmes. The objective is that at least 20% of the long-term unemployed, including members of the Roma community, participate in these programmes by 2006;
- to broaden and expand the supply of counselling programmes and those of vocational training for job applicants who experience particular difficulties in finding a job according to their needs;
- to support the creation of new jobs for people with disabilities;
- to support the creation of jobs for the long-term unemployed, job applicants who experience particular difficulties in finding a job, and the homeless, within the category of supported employment.

2.2.2 Modernising the system of education, development of life-long learning
Due to the fact that educational and skill patterns of job applicants do not always meet the requirements of the labour market, and that lack of information regarding the future educational needs of the entrepreneurial sector also has an adverse effect, modernisation of the system of education and the development of life-long learning is a priority. The objective is:

- to modernise the system of education in collaboration with employers, based on their specified requirements and on the structure of technical education, and to apply the principle of life-long learning, thereby co-ordinating educational and training outcomes with the labour market requirements and individuals’ needs.

2.3 Improved access to resources, rights, goods and services for all

2.3.1 To secure minimum income
The objective here is to guarantee a dignified living standard by means of minimum income, giving preference to income from work before income from social benefits. More concretely the following objectives will continue to be applied:

- to increase regularly minimum wages thus attaining a more positive relation to minimum subsistence amount amounts both for individuals and for larger families, taking into account overall economic performance and the situation of the labour market;
- to increase regularly the percentage share of minimum wages in average wage in the national economy thus reaching the level which is prevalent in EU countries. This would enable the Government to ratify Article 4 par. 1 of the European Social Charter;
- to adjust regularly minimum subsistence amount, which should continue to constitute adequate and equivalent protection against material poverty for all types of households, and to make the corresponding legislative changes in accordance with research results concerning the level and composition of minimum subsistence amount with a view to creating incentives to work.

2.3.2 To secure housing for all
Access to adequate housing is one of the most important factors influencing social inclusion. Under the present circumstances, access to adequate housing is very limited and few people can afford the necessary expenditure. Low-income households, which find themselves in specific adverse social situations or have specific needs, tend to experience increased problems. The Government’s Housing Policy Strategy of 1999 (updated in 2001) recognised the right to housing and accepted the obligations resulting from this right. It was declared that efforts would be made to provide a more marked support for selected population groups. The
The objective here is to ensure access to affordable housing of good quality to people at risk of social exclusion. In order to fulfil this objective it will be necessary:

- to remove economic and legislative barriers to the establishment of a functional housing market;
- to provide incentives to municipalities to assume full responsibility for the creation of conditions to meet the housing needs of the population, in accordance with the municipality act;
- to provide support to construction of housing fulfilling the role of social housing, thereby meeting the needs of people who are not in a position to purchase their own home, as well as people who are at risk of social exclusion for reasons of their state of health, advanced age, or reduced capacity to integrate into society. The latter group of people includes those leaving institutional or protected education and members of ethnic minorities, in particular the Roma, foreigners and asylum seekers;
- to motivate municipalities to prevent territorial segregation and combat the formation of enclaves consisting of socially disadvantaged families.

2.3.3 Equal access to social services

Social services play a key role in the area of social inclusion of disadvantaged groups. The objective of social services is to ensure equal access to common rights, goods and services to people in unfavourable social situations. Thus it is essential that high quality social services are made available to these people. Measures will be implemented in three areas:

Social services:

- to conclude the process of decentralisation and transformation of social services, including ways and means of financing social services and to adopt the corresponding legal regulations;
- to support improved quality in the delivery of social services (by means of an inspection system) on the national, sub-regional and regional level by introduction of national social services quality standards, the main intent being to protect the human dignity of social services users and to support their social inclusion;
- to promote the development of services where the users can continue to live in their natural environment (household, family, local community);
- to ensure an adequate supply of all types of social services responding to existing needs and to existing demand.

Social workers’ education:

- to promote the system of life-long professional training of all who work in social services.

Support provided to non-government non-profit organisations (NGOs) and their participation:

- to promote the development of and better access to services provided by NGOs with special regard to groups at risk of social exclusion, to decentralise and stabilise funding of services provided by NGOs;
- to promote and develop partnership among regions, municipalities, and NGOs in the planning and implementation of regional and local social policies;
- to ensure equal rights as to the access to public funding to all social services providers who meet the required quality standards.
2.3.4 Equal access to health care

In accordance with objectives of the EU, WHO and OECD and in accordance with international programmes on quality assurance in health care, access to and quality and sustainability of the health care system is our utmost priority. Specific objectives in this area are as follows:

- to adopt and implement measures directed at meeting the “Health for All” goals at national, regional and local levels by 2010; to provide support for these measures through an appropriate institutional infrastructure and by new management and leadership methods;
- to terminate work on and to implement quality standards, including the accreditation system which would ensure minimum quantity and quality standards in the provision of health care; to direct further efforts at continual improvement of quality and seeking ways and means by which provision of high quality of health care can be improved.

The provision of health care in CR is at a comparable level with other EU countries and health care is provided to all on the basis of equity. In order to combat poverty and social inclusion effectively it is necessary to support groups experiencing increased health care needs, among them people with disabilities and older people. Special attention must also be paid to groups which are disadvantaged in access to health care, such as the homeless and people from socially and culturally disadvantaging environments (for example the Roma). Specific objectives are as follows:

- to create in collaboration with health insurance companies integrated community care, i.e. to link health and social care in order to meet specific needs experienced by target groups, such as people with disabilities, the elderly and those living alone, socially inadaptable people and people suffering from addiction, the Roma and the homeless;
- to support medical rehabilitation of people with disabilities and its inclusion in and links with the comprehensive rehabilitation system;
- to improve the general state of health of the population, to reduce the growing number of dependent senior citizens and to promote an active way of life for senior citizens;
- to lend support to projects aimed at the education of health care recipients, thereby focusing their attention on proper care of their own health.

2.3.5 Removing disadvantages in access to education

Education is one of the most important prerequisites of social inclusion. The situation in the CR is good; there is practically no illiteracy and the percentage of early school leavers is low. In the area of combating poverty and social inclusion, the Czech Government is directing its efforts at the removal of barriers to access to education which still exist in respect of children and pupils with special educational needs, i.e. children and pupils with disabilities and those from socially disadvantaged environments. The aim is to improve educational opportunities for disadvantaged groups of children and pupils and to create new facilities or broaden activities of special schools acting as centres providing methodological guidance, optimal conditions and support services for the education of integrated pupils, especially during the period of compulsory school attendance. In the context of the above it will be necessary to define the status of educational assistants in relation to the new School Act. This is expected to improve the educational prospects of pupils with severe disabilities and to increase the numbers of pupils from socially and culturally
disadvantaged environments in the mainstream education process. Specific objectives are as follows:

- to improve access to early care for children with special educational needs, i.e. children with disabilities and those from socially disadvantaged environments, including Roma children, within the pre-school education;
- to uphold and further improve the appropriate supply of varied organisational forms for education of disabled and socially disadvantaged pupils, with a special emphasis on the quality of education, integrated education and the pupils' individual educational needs;
- to continue the programme which provides support to Roma students in intermediate schools and to launch a new programme to support Roma students in higher education;
- to promote creation of financial and organisational measures designed to include pupils with specific educational needs into mainstream education (and to include these measures into regulations to implement the School Act by 31 December 2004);
- to promote further education of public administration officials, teachers and school managers, including those working with disadvantaged children.

2.3.6 Provision of public transport

The objective is to improve basic transport services in remote and rural areas, including "barrier-free" transport. Two aspects need priority:

The regional aspect:

- to improve transport services, particularly those in disadvantaged regions, thus contributing to population stability in remote and rural areas and to improve the integration of inhabitants of these areas in the labour market.

Barrier-free transport:

- to remove technical barriers for access to public transport experienced by people with disabilities and older people and to improve the supply of barrier-free transport opportunities.

2.3.7 Equal access to legal services

The aim is to ensure access to legal services which would respond to the needs of the socially excluded people and those at risk of social exclusion.

- It is necessary to provide access to legal representation in court proceedings (in civil, penal and administrative proceedings) to people who cannot enforce or protect their rights by other means than before a court of law, and who, due to their social exclusion and lack of financial resources, are unable to have access to legal representation in accordance with the legal profession act.

- At regional levels, it is necessary to ensure access to free legal advice (concerning issues such as labour law / civil law - rental problems, dealings with administrative authorities - labour offices, revenue authorities, municipalities performing duties of the public administration), in order to provide competent support and advice in situations where official services of a solicitor are not required.
2.4 Prevention of social exclusion

2.4.1 Promotion of family solidarity

In order to prevent social exclusion and to promote social inclusion it is necessary to create a family-friendly social environment. Specific objectives can be divided into three areas.

Tax and social policies:

- it is necessary to develop a mechanism for effective recognition of work performed in family environment and to adopt the appropriate tax and social policy measures. Individual measures in the present system of benefits provided to families (social benefits and tax relief) are made on a compensatory basis. Benefits granted to parents providing permanent care to dependent children are construed as transfers designed to cover costs incurred by caring for children. However, the day-long parental work in relation to child care is not properly quantified and evaluated, in spite of being of great relevance for society;
- measures designed to promote reconciliation of family and employment responsibilities within the present system of social and tax policies have to be adapted in order to enable both parents to better reconcile gainful activities with care of children in a proper family environment. New measures are needed, in particular in labour law, and in the social security system. Tax relief and other support needs to be provided to companies which are creating a family-friendly environment for their employees. At the same time, the existing infrastructure and legal system should create a framework for part-time daily care of a child by a person other than its parent;
- it is necessary to provide support to families at risk of social exclusion, in particular to single parent families and families with a greater number of children, particularly by adapting the former “passive” family policies and by including measures to promote family “activation”.

Housing:

- to improve access to affordable housing for families.

Protection of children’s rights:

- to provide increased protection to children against maltreatment and abuse (see 2.4.3 Domestic violence);
- to provide protection to children against illegal manipulation in situations where alternative care replacing family care is arranged;
- to enact precise definitions of rules covering operation of NGOs in the area of social and legal protection of the child;
- to ensure, as a priority, social care and social prevention services to families with children in the sector of housing promotion in order to prevent situations where debt, or loss of housing, or difficult access to housing might disrupt families or threaten their cohesion;
- to promote types of child care to replace family care, which are as close as possible to a real family environment.

2.4.2 Preventing socially negative phenomena

The aim is to strengthen the role of local government at community and regional levels in taking preventive measures designed to promote the safety of citizens and
to continue to implement other leisure activity programmes for children and teenagers. Specific objectives are as follows:

- to continue developing the crime prevention system at local level by integrating small communities prone to problems and to provide funding for the local crime prevention programmes from the national budget;
- to promote the significance and the role of crime prevention in regional and municipal policies and, at the same time, to strengthen the role of the CR police in crime prevention activities in regions and communities;
- to promote principles of modern police work in a multi-cultural society and enhance the quality of police work in relation to national and ethnic minorities. In order to achieve improvements in both quantity and quality, the subject of human rights, rights of minorities and issues of foreigners and their integration will be included in training programmes for members of the CR police;
- to develop the system of specific minimum prevention programmes to be implemented in schools and educational institutions.

2.4.3 Prevention of domestic violence

The aim is to improve the status of victims of domestic violence by means of:

- providing targeted information on possible ways and means of dealing with domestic violence with a view to preventing more serious incidents;
- improving the status of victims of domestic violence by means of legislation and practical support to organisations which provide direct assistance to victims.

2.4.4 E-inclusion

The capacity of citizens to use modern information and communication technologies can become a significant factor for integration into a contemporary knowledge-based society. This is the reason why an effort is being made to develop an information society and to make its benefits available to disadvantaged groups of the population. In particular, they have been provided with access to the Public Administration Portal and to valuable information contained therein. Specific objectives in this area are as follows:

- to provide services of the public administration portal sites to people who have no direct access to Internet (by means of information centres, municipal offices, post offices, libraries, telephone services, etc.);
- to provide access to the public administration portal sites to people with severe disabilities in accordance with principles of free access to www sites;
- to enable people with severe disabilities to communicate with public administration bodies through their computers and to develop all public administration web sites with a view to enabling easy access to these citizens.

2.5 Assistance provided to the most vulnerable groups

With respect to vulnerable groups of the population, the strategic aim is to prevent their social exclusion by improving access to education, employment, goods, rights and services through social and health services and affordable housing.

2.5.1 Persons with disabilities

An important prerequisite for successful integration of people with disabilities is access to education and inclusion into the social and economic life of the society.
Specific tools include, for example, a comprehensive rehabilitation system for people with disabilities and easy access to social and health services.

Objectives related to support given to the introduction of a comprehensive rehabilitation system areas follows:

- to adopt legislation concerning the comprehensive rehabilitation of people with disabilities, which would create sufficient room and conditions for mutual links and appropriate sequencing of individual measures of comprehensive rehabilitation;
- to establish a body which will co-ordinate implementation of comprehensive rehabilitation measures provided to people with disabilities and to monitor the efficiency of these measures;
- to develop individual domains of comprehensive rehabilitation of people with disabilities (medical rehabilitation, social rehabilitation, educational rehabilitation and vocational rehabilitation).

Objectives related to accessibility to social services include:

- to promote services that enable people with disabilities to live in their natural environment and, if this option is not feasible, to provide services offering them an opportunity to participate in social life and to protect their rights.

2.5.2 Children, youth and young adults

A comprehensive analysis has shown that one of the major causes of social exclusion among young people is the high unemployment rate of school leavers and young people in general. Therefore, the objective is to enable school leavers to enter the labour market.

In the context of children and teenagers living in institutionalised forms of care and assistance and not participating in standard leisure activities, the objective is to establish contact with these groups, to support them in dealing with difficult life situations and to prevent their marginalisation. A related objective is to reduce risks ensuing from conflictful social situations, unusual ways of life and challenging behaviour, by enhancing their social competencies and skills. To achieve this it is necessary to provide support to social prevention programmes targeted at children and teenagers.

In connection with young offenders it is necessary to provide support to projects targeted at the prevention of child and youth crime, with special regard to young people from disadvantaged social and cultural environments. In most cases, it is intended that youth crime be dealt with by persuasion, application of alternative penalties and measures leading to reduced incidence of crime and prevention of its recurrence. To achieve this a network of social services and measures implemented by providers of educational programmes has to be created to cover the whole territory of the Republic.

2.5.3 Older people

The overall development is similar to other EU countries, i.e. the Czech Republic is confronted with the problem of an ageing population. An important aim is to protect older people from falling below the poverty line and ending up socially excluded. Therefore, the main objective is to prepare such working conditions to enable older people to actively participate in the labour market as long as possible.

In order to prevent the social exclusion of vulnerable groups of older people (in particular older people living alone, older people with low income, older people with
reduced ability for self-support because of illness or advanced age, and older people with disabilities) it is necessary to establish available comprehensive social and health services, which are differentiated in accordance with older people’ needs and individual situations and directed at maintaining the people’ independence, strengthening family and social ties, and maintaining natural environment to which older people are accustomed. These services have to be accessible, integrated and available at local level.

- The overall aim is to enable old people who are extremely at risk of social exclusion to stay in their natural environment as long as possible. Where this option is no longer feasible, they should be given an opportunity to participate in the life of society and their rights should be protected.

2.5.4 Ethnic minorities and immigrants

In relation to ethnic minorities and immigrants, the primary aim is to prevent their social exclusion, to remove internal and external barriers which could lead to creating opportunities for improvement in their situation, development of relations between minorities, immigrants and mainstream society, and to remove discrimination.

The Roma at risk of social exclusion

In the Roma integration strategy of 16 June 2004 the Government declared conflict-free cohabitation of the Roma within mainstream society as its main goal. Six priorities were approved as individual objectives to be met by 2020 (five of which deal with social inclusion issues):

- removal of external obstacles which prevent inclusion of the Roma at risk of social exclusion into society; in particular the elimination of all forms of discrimination against individuals and groups based on race, colour, nationality, language, national or ethnic origin;
- assistance towards removal of internal obstacles which prevent inclusion of Roma at risk of social exclusion in society especially elimination of existing disadvantages in education and skills;
- improvement of the social status of Roma at risk of social exclusion, in particular the reduction of unemployment levels, improvement of their housing conditions and health status, prevention of social exclusion in Roma communities and removal of its impact;
- promotion of the Roma culture and the Roma language;
- creation of a broad-minded environment free of prejudices where affiliation to groups defined by race, colour, nationality, language, national origin is no reason for unequal treatment of individuals;
- ensuring full personal safety to members of the Roma who are at risk of racism.

A serious problem which complicates the solution of social exclusion situations in the Roma communities is the perceived lack of relevant and verified information. With a view to improving the national, regional and local policies concerned with integration of Roma communities, the Government will be provided with a draft long-term (7 year) plan of comprehensive sociological field research directed at mapping situations in Roma communities. The deadline for completion of this research is 30 September 2004.

Immigrants

Specific objectives are as follows:
to promote the development of better relations between immigrants and members of mainstream society, including the development of relations between communities, and to prevent racism and xenophobia;

to develop social exclusion indicators and to identify barriers to foreigners’ social inclusion and integration, taking into account specific situations in various regions of the CR;

to ensure provision of advisory services on the legal aspects of foreigners’ period of residence in order to protect them against discrimination, and to prepare handbooks in foreign languages containing essential legal information on foreigners’ status of residence;

provision of social advice targeted at information concerning the Czech social system, entitlement to housing, access to employment, health care, etc.;

provision of psychological advice targeted in particular at asylum seekers and other vulnerable groups of migrants;

to organise and promote debates with a view to enhancing awareness of the problems of social inclusion and integration of foreigners and to promote social inclusion objectives in the media (countrywide public media, news media, and regional press);

to enhance the quality of police work by including the subject of human and minority rights into training programmes for the CR police (see 2.4.2).

2.5.5 Homeless people

Homelessness and rough sleeping is an expression of extreme poverty and social exclusion. Prevention of homelessness is therefore among government priorities as a part of its strategy to combat poverty and to support employment. In order to improve the living conditions of rough sleepers it is necessary, in particular, to create a network of social services which would effectively prevent homelessness situations from occurring. At the same time, it is important to support the potential of homeless people to upgrade their way of life by building a network of asylum houses and “half way” housing. More specific objectives are:

- to adopt a functional definition of homelessness and description of this phenomenon;
- to make a qualified estimate of number of the homeless and those at risk of homelessness;
- to give full support to prevention and to systematic field work with those at risk of homelessness (debtors not yet evicted from their apartments) with emphasis on activation of the potential of these people;
- to prevent loss of housing rights - to work with vulnerable groups towards meeting their obligations related to housing (regular payment of rent, maintenance, protection of tenants), and emphasis on meeting repayment plans before court eviction.

2.5.6 Persons leaving institutions and ex-prisoners

The objectives specified hereunder are relevant to the social inclusion of these groups of people (measures for meeting the objectives are to be implemented in individual regions):

Young adults leaving institutional or protected education:

- to promote alternative measures in order to avoid placement of children in institutional education and care;
to promote creation of social services assisting these socially excluded people (in particular promotion of regular work habits), including housing services ("half-way" housing);
- to support action aimed at creation of working opportunities;
- to provide temporary housing and affordable independent housing for people leaving institutional care; to provide access to follow-up services, such as counselling, and field measures to assist these people in integrating into society.

**Ex-prisoners**

- specification of and increased emphasis on co-ordination and collaboration of the judiciary regarding the use of alternative penalties, in particular suspended sentences with supervision, and inclusion of the proposed practice in the prepared amendment of the Penal Code;
- to support action aimed at creation of working opportunities for ex-prisoners;
- to provide access to follow-up services contributing to social inclusion of these people (including asylum housing and independent housing) in individual regions.

### 3 Policy measures targeted at attaining objectives

This chapter describes policy measures designed to implement the overall strategy referred to in Chapter 2.

#### 3.1 Reducing regional imbalances

##### 3.1.1 Promotion of regional development

Disparities between individual regions of the CR are widening and there is a particularly significant gap between Prague and the remaining regions. In addition to geographical factors, the causes of imbalances among regions can be found in the process of structural adaptation, the development of small and medium-sized enterprises, the public support, etc. In order to bridge the existing regional disparities and to promote the development of underdeveloped regions the Government adopted a **National Development Strategy** (as approved by Government resolution No. 682 of 12 July 2000) covering the period up to 2006. In accordance with the strategy, regional development programmes were developed with a view to providing assistance to regions adversely affected by structural adaptation. In 2004, the Ministry of Local Development launched the following regional programmes covering the period 2004-2006, with total funding of CZK 1.52 billion:

- **Regional Programme to Assist Economically Depressed Regions Afflicted by Structural Adaptation**;
- **Regional Programme to Promote Development of the North-Western Bohemia and the Moravia-Silesia Region**
  (in accordance with Act No. 248/2000 Coll. on support of regional development).

The **National Development Plan** covering the period 2004-2006 provides details of implementation of the Strategy and formulates a specific objective to achieve a “**Balanced development of Regions**”. Also, all priorities of the **Joint Regional Operational Programme** will be targeted at implementation of the Strategy.

Affected regions will have an opportunity to take advantage of EU structural funds for the development of their social infrastructures. Within the **Joint Regional Operational Programme** (JROP), Measure 3.2 - “Support for social integration in
regions" support will be provided for implementation of various non-capital investment programmes, such as activities concerned with training courses, citizens’ counselling, making available rehabilitation and educational aids, and planning of social activities. Provision of support on the basis of this programme can be linked to activities supported by the Human Resources Development Operational Programme (HRD OP), which relates in particular to of Measure 2.1., where interregional projects will be directed at specific targeted groups. Support within JROP Measure 3.2 will be directed at projects at regional and local levels. The declared objective of the above measures is to reduce social isolation of population groups which are at risk of social exclusion, and to reintegrate underprivileged population groups into mainstream community. It is proposed to achieve this, inter alia, by providing access to employment, taking action to prevent crime and anti-social behaviour and reducing the social disadvantage experienced by people living in underdeveloped regions. Support will be made available through direct grants co-funded by the ESF. The funding framework in respect of Measure 3.2 is EUR 46.4 million for JROP, and EUR 39.9 million for HRD OP.

In accordance with Act No. 130/2002 Coll. on promotion of research and development, the Ministry of Local Development prepared a programme entitled Research to Meet Regional Needs. The programme is intended to be implemented from 31 May 2004 to 31 December 2006. It will ensure collection of relevant information and elaboration of draft measures in the area of regional development and administration and will thus contribute to the improvement of operational and control activities implemented by bodies of the State and local administrations. These activities concern among others the integration of population groups which are at risk of social exclusion. Outcomes of the programme will be available to bodies and institutions of the State and local administrations. Individual projects within this programme will be assessed and monitored in co-operation with the regions concerned. The Ministry of Local Development has allocated a total of CZK 80 million for implementation of this programme to cover the period 2004-2006.

Based on Chapter 4 of the document National Research and Development Policies, entitled “Strategic tools”, implementation of a new programme entitled Research and Development for the Solution of Regional Disparities is planned, which is intended to promote applied research and development. The programme is designed to contribute to the development of regional economies and the establishment of links between research institutions and regional industrial enterprises. Product development and innovation will be supported, as well as training of experts. It is planned that the programme will be launched in 2005 and completed by 2009. CZK 100 million will be allocated each year for implementation.

3.1.2 Promotion of small and medium-sized enterprises

The Ministry of Industry and Trade and the Business Environment Development Council make joint efforts with a view to reducing the administrative burden for businesses of all types. The subjects under discussion include new rules for entry onto the business register and consideration of the impact on small and medium-sized enterprises of the recently proposed amendment of regulations on bankruptcy.

By its resolution No. 8 of 7 January 2004 the CR Government approved Measures and Objectives to Reduce Unemployment within the Period of its Term of Office (until. until 2006). One of the priorities is the promotion of small and medium sized enterprises and several programmes are envisaged in this area. In order to support the establishment of new enterprises and providing assistance in early stages of their development, new programmes entitled START and KREDIT were launched to cover the period 2004-2006. They provide subsidised loans for new
entrepreneurs. The above programmes are implemented under Measure 2.1 (Establishment and development of small and medium-sized enterprises, Priority 2, Promotion of competitiveness), which are part of Priority 2 (Establishment and development of small and medium-sized enterprises) of the Operational Programme Industry and Enterprise.

In 2004, a new programme PORADENSTVÍ (Consultancy) was launched with a view to providing consultancy and innovation services to small and medium-sized entrepreneurs. The programme objectives are to provide affordable expert consultancy services to entrepreneurs and to people intending to start a new business and to provide access to information and services supplied by innovation business centres. Potential beneficiaries are small and medium-sized enterprises.

In 2004 a new complementary programme SPECIAL was launched. Its intent is to support small and medium-sized enterprises, which create conditions for employment of citizens from vulnerable population groups (citizens with disabilities and socially non-adapted citizens within the meaning of Act No. 100/1988 Coll. on Social Security). Applicants have to show in their project proposals how many jobs (full-time and part-time) will be newly established for these people in the four year period starting with the year in which application is made. The condition of increased employment is fulfilled if the person concerned is employed for at least four months during a calendar year. Subject to meeting all stated conditions, the programme will award CZK 4,000 in cash to the employer concerned for each newly recruited employee from a vulnerable group for each month of regular employment for the whole period of four years, starting with the year of application.

3.2 Promotion of employment

Having approved Measures and Objectives to Reduce Unemployment within the Period of its Term of Office the Government accepted a firm obligation to reduce unemployment. When formulating the “Measures and Objectives” regard was given to the principles enshrined in the European Employment Strategy. This was also the basis for the development of the National Action Plan on Employment 2004-2006. The Government puts great emphasis on the extension of active labour market policy measures. In addition to implementation of already existing tools (socially useful activities, community services, etc.) several new instruments will be introduced. To meet the objective of reducing regional disparities in unemployment levels, investors will enjoy an increased subsidy if they realise their investment projects in regions where unemployment rates currently exceed 14 per cent. Also a new Act on Employment has been approved. It will come into force on 1 October 2004. The Act forbids discrimination in applying the right of employment, defines direct and indirect discrimination, methods of provision of evidence and financial sanctions.

3.2.1 Employability of vulnerable job applicants

Increased efforts are made to provide employment to applicants experiencing difficulties in the labour market because of their health status, care of a child or other important reasons (persons with disabilities, school leavers, pregnant women, women caring for children of less than 15 years of age, older workers). In cooperation with applicants, Labour offices will develop Individual Action Plans aiming at improvement of the applicant’s chances for finding a suitable job. The first priority is to prevent and combat long-term unemployment.

---

16 In the case of the START programme applicants have to demonstrate that they successfully completed a special training programme for new entrepreneurs Basics for Management of Businesses, the curriculum for which was approved by the Ministry of Education, Youth and Sports.
On 1 January 2004 all Labour Offices started implementing a new programme - First Opportunity which is designed to support young people under 25 years of age. The objective of the programme is to provide jobs to all unemployed young people, or to increase their employability by means of advice, training, retraining, on the job training or similar measures. Measures of this type have to be provided to the people concerned during the first 6 months of their registered unemployment. The programme has been implemented on a pilot basis by 15 Labour Offices since 2003. Extension of the programme to incorporate the whole CR territory is part of the National Action Plan on Employment. The envisaged measures are in full conformity with EU directives. Concurrently with implementation of the “First Opportunity” programme a similar programme New Start is being implemented on a pilot basis by 5 Labour Offices. Objectives of the programme are similar but the programme is designed to assist job applicants of over 25 years of age and to provide them with adequate support within the first 12 months of their unemployment. It is envisaged to implement the programme in the whole CR territory by 2006, at the latest.

An opportunity is now available to the CR to draw from the EU Structural Funds for the purpose of promoting active employment policy measures. More concretely, the funding would come from the ESF under Human Resources Development Operational Programme, and from the Single Programming Document, Objective 3, the Capital of Prague (SPD 3) and from the European Regional Development Fund (ERDF) under JROP. EUR 136.8 million (HRD OP) and EUR 18.8 million (SPD 3) were earmarked for active labour market policy measures for the programming period 2004-2006. An integral part of the activities eligible for support are those dealing with equal access of women and men to the labour market. The CR can utilize EUR 10.14 million from HRD OP and EUR 3.52 million from SPD 3. Financial support from the ERDF within measure 3.1 Infrastructure for HRD in regions will be linked to the objectives included in Measure JROP 3.2 and the objectives included in HRD OP. In this way it will be possible for providers of social services in the areas of active employment policy, social integration and life-long learning to apply for financial support. EUR 56.2 million was earmarked for Measure 3.1. JROP.

In order to achieve integration of people with disabilities in the labour market, the development of existing and new tools designed to assist people with disabilities to obtain a permanent job in the labour market will be promoted. Closure of existing gaps between the education and employment services sectors will also be promoted with a view to facilitating the transition to the labour market of students with disabilities and thus avoiding unemployment among this group of school leavers.

Within the pro-active employment policy for people with disabilities in the CR the following tools have been introduced: enhanced assistance in employment mediation, system of motivation for both employees (reskilling) and employers (subsidies), and support for sheltered employment for those people whose participation in the open labour market is not possible. Enhanced assistance in employment mediation is granted to people with disabilities as well as other vulnerable groups (see the Individual Action Plan). people with disabilities have a right to vocational rehabilitation focused at obtaining and maintaining a suitable job. It comprises counselling with a focus on the choice of an occupation or another gainful activity, theoretical and hands-on training to take up the occupation or gainful activity, mediation and assistance in maintaining and changing one’s job. These activities are performed by individual Labour Offices whose operation is covered from the State Budget; in 2004 – 2006 ESF funds can be used to support employment of people with disabilities, namely under the Measure 2.1. Integration of specific population groups at risk of social exclusion of the HRD OP (EUR 15.2 million).
Employers are eligible for incentives if they create and maintain jobs for people with disabilities. Those with a workforce of more than 50% of people with disabilities receive a special subsidy. The amount of the subsidy depends on the severity of disablement of the people employed. Where people with severe disabilities are employed, the subsidy amounts to 0.66% of the average monthly wage in the national economy in respect of each person employed. In the case of other people with disabilities, the subsidy amounts to 0.33%. Employers can receive from Labour Offices full information on subsidies available, including co-operation for adaptation of work sites and working conditions for the purpose of employment of people with disabilities. Another possibility is the granting of subsidies or interest-free loans for implementation of investment projects. This support is provided by the MoLSA.

In the CR the law has imposed an obligation on employers to employ a certain percentage of people with disabilities. The compulsory quota is 4 per cent, which is applicable to all employers with more than 25 employees. This obligation can be met in the following ways: direct employment of people with disabilities; purchase of products and services from businesses employing more that 50% of people with disabilities; or paying a special tax. Promotion of sheltered employment is implemented by a contribution towards creation of a sheltered work site which must be established for a minimum period of two years. Establishment of a sheltered workshop also makes an employer eligible for a contribution. In this case, the workshop must employ at least 60 per cent of people with disabilities and must be operated for a period of at least two years.

A number of measures are implemented to promote the employment of older workers (55 - 64 years of age). Within the ongoing reform of the basic pension insurance scheme certain changes took effect on 1 January 2004. Within the ongoing reform of the basic pension insurance system amendments were adopted with effect from 1 January 2004. They are expected to stimulate increased levels of integration of older people into employment through increasing the retirement age for men and childless women to 63 years of age and the abolition of the former option to draw temporarily reduced old-age pensions.

A National Programme of Preparation for Ageing 2003 - 2007 was approved by Government resolution No. 485 of 15 May 2002. Measures contained therein are aimed at provision of public support for continued employment and creation of opportunities for employment of older workers. Related to this is the newly developed Programme for Ageing Workers, which will include amendments to labour legislation. In addition, a promotional campaign targeted at employers and the general public will be proposed, which will call attention to the experience and occupational strengths of these workers and emphasising positives for their continued employment. Other measures in preparation include enhancement and extension of skills needed for continued employment, in particular in the area of computer literacy and retraining in general.

Investment in human resources development, education, employment and employability improvement will be assisted by contributions from the ESF. Co-funding from the ESF for the purpose of promotion of education and retraining of the long-term unemployed and those at risk of social exclusion is based on programme documents HRD OP, SPD 3 and also partly JROP. In the period 2004-2006, ESF co-funding (HRD OP, Priority 2, Social Integration and Equal Opportunities, SPD 3 Social Integration and Equal Opportunities) will be used to implement activities in the employment and social services areas. In the area of employment, measures will be primarily targeted at combating long-term unemployment. Target groups in the area of employment include school leavers and young people in general, people with disabilities, people of 50+ years of age, unskilled and low skilled people and people caring for small children. In the area of social services, support will be channelled into
activities at national scale. Target groups will include workers and volunteers in the social services sector, providers of social services to assist target groups at risk of social exclusion and members of specific target groups, such as Roma communities, immigrants, crime victims, commercially abused and exploited people and rough sleepers. The support available from the ESF for HRD OP Measure 2.1 amounts to EUR 39.9 million and covers the period 2004-2006. The money available from SPD 3, Measure 2.1 amounts to EUR 23.5 million. Funding (EUR 37.1 million) by JROP, Priority 3.2, will be targeted at supporting the providers of services, who implement projects in favour of disadvantaged population groups at local and regional levels.

3.2.2 Modernising the educational system

An agreement has been reached between the Ministry of Labour and Social Affairs and the Ministry of Education Youth and Sports on the division of competenencies in the area of life-long learning. On this basis, a new act will cover further education and training. At the same time adapted curricula for apprenticeship branches will be developed, which will include a possibility for recognition of non-formal education.

Reforms in the labour market are linked with reforms in the area of education. The development programme Elimination of Disparities in Regional Supply of Education embracing the period 2003-2006 is aimed at optimisation of the supply of education services and creation of closer links with labour market requirements. The objective of this development programme is to reduce disparities in the regional supply of educational programmes, i.e. offering the highest possible levels of education to all young people in accordance with their capabilities and interests, and taking full account of the required economic and social development of the regions concerned. Support will be provided primarily to innovation of technical studies where important changes have taken place in recent years.

Education and vocational training is among the Government’s priority objectives. By its resolution No. 210 of 3 March 2003 the Government adopted a document entitled Strategy of Human Resources Development for the Czech Republic. The overall aim is to make life-long learning a routine approach, to be fully prepared to meet challenges of the new information and knowledge-based society, to improve employability of the labour force and thus to promote employment in general. At present, a programme to implement the Strategy of Human Resources Development is being prepared and will be submitted to the Government for approval by 30 September 2004. Implementation of the Strategy is expected to lead to improved quality and effectiveness of the educational and training systems. The Programme is also expected to contribute towards increased computer literacy and should provide easier access to information technologies for the general public. Small and medium-sized enterprises will have an opportunity to obtain affordable consulting services.

Priority 3 - Lifelong Learning Development (both HRD OP and SPD 3) also deals with lifelong learning. Implementation of measures contained therein will contribute to development of a system of recognised qualifications which will provide a link between educational institutes and companies and will also include incentives for employers and trade unions to participate in formulating the contents and methods of education and criteria for certification. The EQUAL Community Initiative has devoted the whole of Chapter 5 to promotion of lifelong learning and to implementation of measures designed to support employment of groups which are either disadvantaged and even discriminated against in the labour market.
3.3 Improved access to resources, rights, goods and services for all

3.3.1 To secure minimum income

In order to ensure dignified living standards for all and provide incentives for people to prefer living on income from work rather than being dependent on social income, it is necessary to regularly increase the statutory minimum wage within the meaning of section 111 of the Labour Code. Thus a situation will be created where unskilled work for minimum wages would become more attractive than reliance on social income derived from the minimum subsistence amount.

The statutory minimum wage will be regularly increased by means of Government orders and the increase is planned to exceed that of average wages in the national economy. In this way the percentage share of the minimum wage against the average wage will gradually increase.

Minimum subsistence amount is regularly updated by means of Government orders on the basis of established valorisation rules. The increase in the consumer price index over a defined period is a decisive criterion. Thus real values of minimum subsistence amount for individuals and families is maintained.

Amendments to the Act on Minimum Subsistence Amount and the Act on Material Need are currently under preparation. Compared with the present situation, the intention is to create stronger incentives for seeking work. The amendment of the Act on Material Need, together with further amendments to the present regulations, will include a new systemic solution for the provision of financial assistance in situations of material poverty. The objective is to prevent long-term dependence on social benefits and to create a close link between payment of benefits and activation of measures targeted at increasing employability and seeking employment.

3.3.2 To secure housing for all

In order to find solutions to housing problems it is necessary to carry out a thorough analysis of the Municipality Act and to clarify the role of the Municipality Housing Fund in particular mutual relationships with the Act on Rents and with the relevant provisions contained in the Civil Code. The role of the Municipality Housing Fund must be better defined and a mechanism must be created for implementation of tasks for which municipalities are responsible in accordance with housing regulations. In this regard, municipalities will receive increased methodical and other assistance for their activities concerned with the prevention of social exclusion.

Adoption of a new Act on Rental Housing is also important, together with additional regulations in the area of civil law, which would define the relationships between tenants and renters.

In order to ensure easier access to affordable good quality housing for people at risk of social exclusion, the construction of subsidised apartments is already under way. The Programme of Construction of Supported Housing has been funded from the budget of the Ministry for Regional Development since 2003. Beneficiaries of State subsidies are municipalities and/or associations of municipalities. Under this programme, municipalities can build three types of apartments for the purpose of subsidised housing. They are: 1) sheltered apartments for people with disabilities, and sheltered apartments for people with reduced capacity of self-support (including provision of social care services), 2) the so-called ‘halfway apartments’ for people leaving institutional care, people leading a difficult way of life and people living in hazardous environments, and, finally, 3) the so-called ‘entry-apartments’ for people who due to adverse life situations have no access to housing, even when having regard to all existing social and housing policy tools. CZK 590 million has already
been earmarked from the budget of the Ministry for construction of new subsidised apartments to cover the period 2004-2006.

In order to increase access to affordable housing for low-income people the programme **Support for Construction of Rental Housing and Technical Infrastructure** has been launched. The programme is aimed at supporting construction of rental apartments owned by municipalities and is destined to provide housing for people and families with income under defined levels. In order to support construction of such rental apartments CZK 1,215 million was earmarked for the period 2004-2006.

A draft of a new Act on **Support for Co-operative Housing from the State Housing Development Fund** and on an amendment of certain other laws and regulations has been submitted to the Government with a view to improving access to housing for middle income households. The objectives of the new regulations include increasing the supply of rental apartments and revitalising construction of co-operative housing. This will provide indirect support to middle income families that are unable to pay the full price for a new house but can make long-term contributions to financing the construction of co-operative apartments.

Based on the report entitled **Integration of Asylum Seekers in 2004** (approved by Government resolution No. 89 of 28 January 2004) the present housing programme has been enlarged by provision of a new housing opportunity. The new alternative enables the Ministry of Interior to utilise housing made available by natural and legal people and thus broaden the fixed-term housing possibilities for asylum seekers. The possibility of payment of an allowance to asylum seekers towards payment of rent has also been newly regulated and specified. In this context, the Ministry for Regional Development proposed to make changes in 2004 to the conditions under which subsidies can be granted for construction of rental housing and technical infrastructure. Municipalities applying for subsidies for supported housing should be required in future to make available a defined number of subsidised apartments for the purpose of housing foreigners (one “integration” apartment in respect of every 20 newly built subsidised apartments).

A **Spatial and Social Segregation** project is being prepared. Its aim is to find a mechanism which would motivate municipalities to prevent territorial segregation and to prevent the creation of enclaves of socially disadvantaged families.

### 3.3.3 Equal access to social services

Among the important tools for ensuring access to social services are the new “Quality Standards” in the social services sector. They are designed to protect the dignity of social service users and to promote their social inclusion. Subsidy programmes and pilot and innovation projects will be launched to promote their introduction in practice.

Support will be provided to social services which encourage users to stay in, or return to their home environment. The Ministry of Labour and Social Affairs (MoLSA) will provide support to pilot innovative projects targeting this objective. Transformation of big residential institutions into other types of provision of social services (sheltered housing, personal assistance, etc.) will be supported by MoLSA subsidies to promote pilot and innovative programmes. Basic principles of the access to the transformation of social services in the CR are to be found in “White Book on Social Services” which was noted by the Government of the CR in March 2003.

The sector of social services will be regulated by means of a new Act on Social Services, which is under preparation. A part of it will consist of new regulations on social services financing. The Act will also define the quality of the services to be delivered on the basis of approved quality standards.
In May 2003 the Government approved a report dealing with the *Strategy of Life-long Education of Social Workers and Their Education on Human Rights*. The system of education of social workers and of social services providers will be newly regulated by a new Act on Social Workers, which is under preparation. A systemic project is being developed at national level for all workers in the social services sector including a procedure for provision of grants for inter-regional projects to promote life-long learning and accreditation of educational programmes in the social services’ area. The projects will be implemented within ESF - HRD OP, Measure 2.1. Integration of population groups at risk of social exclusion. (Available funding from ESF will amount to EUR 24.7 million for the 2004-2006 period). Among other things within this Measure, financing will be provided for training in the area of quality, namely for training of trainers, training of quality inspectors and of social workers.

**Community planning** is directed at the promotion of partnership, development of regional social policies and planning of social services at the level of regions, municipalities, NGOs and social service users. Community planning is based on mutual co-operation between responsible institutions (municipalities and regions) and users (clients) with social services providers (the respective organisations) on development of a plan and reaching agreement on future network of services to be provided. Planning of social services takes into account comparisons of the existing supply of social services with the established needs experienced by potential users. The objective is to develop a continuous planning process and establish full co-operation on the level of municipalities and regions for the development of specific community plans. Community planning was piloted by the Czech-British project “Support to MoLSA for the Purpose of Reforming the System of Social Services”. A programme consisting of pilot and innovative projects supporting the process of introduction and extension of community planning was launched by the MoLSA in 2003 and 2004. Community plans are currently being developed by half of all regions and in more than 50 towns.

Within the funds from the ESF HRD OP and SPD 3, one per cent of the EU contribution will be earmarked for strengthening the capacity of NGO social services providers. These resources will be distributed by means of small grants within the Global Grant mechanism. The intent of the Global Grant machinery is to facilitate access to non-profit organisations to the HRD OP resources. In most cases, these organisations can demonstrate the required potential to fulfil the objectives and indicators required for the planned measures, but their capacity is not sufficiently developed to enable them to make a successful application within the standard mainstream HRD OP procedures.

**3.3.4 Equal access to health care services**

Health care in the CR is provided to all citizens irrespective of social, ethnical, religious, or other status of a patient. Access to health care is guaranteed to all by the fact that each health care unit has an obligation to provide urgent and life saving care. Access to medication is ensured by the existing arrangement whereby in each group of drugs and health appliances there are items which are fully covered by health insurance.

The CR joined the WHO programme “Health for All for the 21st Century” and developed a national paper *Long-term Programme for Improvement of the Population’s State of Health - Health for All in the 21st Century*, which was approved by Government resolution No. 1046 of 30 October 2002. Included in the programme are measures designed to reduce health differences among social and economic groups and to improve the standards of population groups affected by deprivation (objective 2), to promote healthy ageing (objective 5), to improve mental
health (objective 6), to create an integrated health sector (objective 15), to promote the development and assessment of the quality of delivered services (objective 16), to include all citizens, their organisations, public and private sector in the implementation of the strategy (objective 20), etc. The programme will be regularly evaluated on a yearly basis and the first assessment report will be submitted to the Government by 30 September 2004.

Based on the **Strategy to Promote Access to and Quality of Health Care** (approved by Government resolution No. 848 of 3 September 2003) ten basic public standards in the health area were specified to ensure minimum levels of care as to quantity and quality. With a view to improving the citizens' access to and quality of public health services, two pieces of legislation have been developed: a bill on health institutions and their operation and a bill on health care. Adoption of the proposed Acts should provide guarantees for an improved organisation of health services and strengthening of the roles of regions and municipalities. A significant change is proposed to the draft on health institutions. Health insurance institutions will be required to conclude contracts on provision of and payment for health services with any health care institution, which was selected by means of a public tender for delivery of public services (the draft Act has, however, been withdrawn from the government and it is possible it will be modified). A regulation is in preparation to implement the Act on Health Institutions, where indicators defining access to public health services will be included (recommended numbers of health care providers, number of hospital beds per number of inhabitants). In order to promote the access to and quality of public services in the health sector, the community planning method and recommendations included in the ministerial strategies will be used.

Within the framework of the basic strategies on quality improvement of health and social care, standards and performance indicators in hospitals will continue to be introduced and implemented in co-operation with the WHO. Utilisation of a self-appraisal method will be an important part of these standards. The objective to ensure an adequate care of socially disadvantaged and vulnerable groups will be met by means of optimum integration of health and social care provision at community level. The aim is to create so-called integrated community care, which is one of the commitments included in the National Plan for Equalisation of Opportunities for People with Disabilities, which was approved by the Government resolution No. 256 of 14 April 1998.

A special programme is adopted each year on the basis of public tenders within the **National Programme of Health Care Quality - Projects to Promote Improved Quality of Health Care** (Government resolution No. 58 of 10 May 2000 on National policy of quality promotion). The subsidised programmes are designed to contribute to the implementation of selected projects in institutions where sufficient funding is not available. The projects are aimed at ensuring a long-term co-operation with health care workers in the field, and at piloting the applicability of tools for quality measurement. The content of the projects is related to the themes articulated in the National Programme of Health Care Quality:

1. Concept of programmes to ensure quality in health care
2. Quality and performance measurement in health institutions
3. Standardisation in the health sector
4. Quality of and access to health services in regions

Estimated funding will be CZK 5 - 7 million.

The issue of health care for people with disabilities is dealt with by the **National Plan for Equalisation of Opportunities for People with Disabilities**. Most of the tasks
included therein have already been completed and, at present, a new legislative instrument is being developed in the area of health and social care with a view to defining the procedure of comprehensive rehabilitation (see 3.5.1). In the context of the tasks stated in the National Plan for Equalisation of Opportunities, special programmes are launched each year aiming at social inclusion of people with disabilities. The current 2004 programme is directed at promotion of civic associations and humanitarian organisations. Support will be provided to projects dealing with care of people with disabilities and chronically illness implemented by NGOs which operate at national level. A special programme to support NGO activities - Programme to Support Social Services at Local and Regional Levels will support projects to be implemented at regional and local level. CZK 43.2 million was allocated for funding these projects in 2004.

The Government wants to promote dignified living conditions for older people and, in 2002, it adopted the National Programme on Preparation for Ageing 2003-2007 (Government resolution No. 485 of 15 May 2002). The programme specifies objectives and implements measures in many areas, including health care, healthy lifestyles and quality of life. Measures are directed at the improvement of the quality and flexibility of integrated services (health and social services) within communities, provision of rehabilitation services and integrated home care, improvement of working and living environments and provision of information on prevention and health protection to citizens. The programme also includes educational and counselling activities and subsidies for research projects in these areas. In connection with this framework programme, the Ministry of Health launched a special programme Healthy Ageing 2004. Subsidies available within this programme can be made available to local governments and NGOs for projects dealing with care of the elderly and people suffering from diseases related to advanced age.

3.3.5 Removing disadvantages in access to education

In order to deal with current issues in this area, the Ministry of Education, Youth and Sports developed a paper entitled Long-Term Plan on Education and Development of the Educational System in the CR (hereafter “Long-Term Plan”). The Long-Term Plan includes basic educational policy trends and objectives, sets out measures to be adopted at national level and defines the options which will be available for specific solutions at regional levels. It also implements the “National Development Programme in the Sector of Education in the CR”, the so-called “White Book”, which was adopted by the Government in February 2001. It also includes a summary of strategic approaches and emphasises the most important principles contained in the National Development Programme in the sector of education.

The Long-Term Plan 2004-2008 which is currently in preparation emphasises in particular the Government intent to deal with early care and early intervention, as it is necessary to introduce rehabilitation and educational intervention as early as possible in order to improve the prospect of healthy development of children with disabilities. A special early intervention programme, which is designed to improve access of disabled children to early care and to prepare them adequately for the process of education has been developed.

The CR is entitled to ESF funding within Measure 3.1 – Enhancing the quality of education at schools and school facilities (HRD OP). Within Measure 3.1 specific support will be provided for the improvement of conditions for and for the increased access to education of children, teenagers and adults with special educational needs (within this measure educational projects concerning pupils in the 1st grade of primary schools will not be supported, only Roma pupils constitute a tolerated exception). The implementation of the corresponding measures will be supported by
further training of teachers and other pedagogic workers, by development of educational and information materials, by organisation of seminars for parents and similar events.

Positive measures implemented in the areas of education of children from the Roma communities are in conformity with strategic and conceptual papers, such as the *Strategy for Improved Education of Roma Children*, and the *Strategy on Roma Integration*. Measures to improve the access to early care of children coming from disadvantaged social and cultural environments are implemented by establishment of special preparatory classes. Results obtained by the assessment study "*Monitoring Effectiveness of Preparatory Classes for Children from Disadvantaged Socio-economic Environments*" have shown that the performance of pupils in subsequent mainstream education in elementary school is influenced, among other things, by the quality and content of the educational programmes implemented in the preparatory classes.

Between December 2002 and February 2004 a Phare project - *Promoting Integration of the Roma* - was implemented. The objective of this project was to enhance respect and to improve the status of the Roma, specifically by providing adequate education to their children. In contrast with many other activities aimed at improvement of the social status of the Roma population, this project has concentrated on establishment of a comprehensive system in the area of basic education of the Roma. The budget for this project was EUR 950,000, of which EUR 450,000 came from the Phare programme and EUR 500,000 in co-funding from the Ministry of Education, Youth and Sports. The project was implemented in three areas:

1. Mapping of the current situation of the Roma in the area of basic education;
2. Development of educational materials and plans aimed at improved education of Roma pupils;
3. Training of teachers and pedagogic workers, who are in charge of education of Roma pupils.

Since 2002, a *Programme to Promote Integration of the Roma Community* has been launched each year. Emphasis in the 2004 programme has been placed on pre-school education of children from the Roma communities, on activities to promote education, specific projects directed at improving effectiveness of education (preventing emergence of prejudices) and activities towards provision of incentives for achieving good educational results.

In accordance with the new Act on Schools, special schools will no longer be established in their current form, and education will be provided by schools and classes with adjusted curricula.

A development programme is being prepared to introduce innovative teaching methods. The programme will promote further education of pedagogic workers in the State administration, pedagogic and management personnel in schools and educational institutions caring for disadvantaged children. This development programme will be co-funded by ESF, Measure 3.3 Promoting state structures and systems for human resource development in school education (HRD OP) and a similar programme will be implemented within SPD 3 Measure 3.2 Promoting tertiary education, research and development. Estimated funding of this development programme is EUR 359,300.

---

17 Undertaken by the Faculty of Humanities of the Charles University, Prague, in 2003.
Development of human capital and life-long learning is dealt with by of the Strategy of Human Resources Development (see 3.2.2.).

3.3.6 Provision of public transport

It is proposed that the problems related to the public transport in disadvantaged regions will be solved by the Transport Policy Strategy covering the period 2004 to 2013. The strategy which has been developed takes account of, among other things, the principles of social solidarity, social integration and equal opportunities of individuals and groups.

Promotion of the public transport is one of the priorities included in the Joint Regional Operational Programme (JROP). More specifically, it has been included in Priority 2, Regional development of infrastructure. This priority was conceived with the intention of improving the quality and throughput of regional transport lines, to improve access to working and educational opportunities, as well as to health and social services. It is also expected to contribute towards easier access to information and communication in general and to the revival of communities and regions affected by economic downturn. One of the objectives of the several projects already submitted is provision of public transport opportunities for all inhabitants. This should have a positive impact on socially disadvantaged groups, in particular people with reduced capacity of movement and orientation; a group which is frequently excluded from participation in both the business enterprise and social activities because of non-existence of public transport opportunities. Within this priority the following measures will be supported: 2.1 Development of transport in regions; 2.2 Development of information and communications technologies in regions; 2.3 Regeneration and revitalisation of selected towns. Measure 2.1, Development of transport in regions is of particular importance where investment projects to develop and to improve the public transport will be promoted, including integration of local and regional transport road and railway networks.

In order to remove barriers in public transport and to enable access of people with disabilities and older people, the Government approved a specific programme entitled Programme to Promote Safety in Transport and to Improve Access to People with Reduced Capacity of Movement (Government resolution No. 545 of 29 May 2002). The programme was additionally included in the National Plan for Equalisation of Opportunities for People with Disabilities, joint co-ordination of which was entrusted to the Government Board for People with Disabilities and the Czech National Disability Council, the latter being an NGO representing people with disabilities. Following an assessment of the programme performance, an updated version was approved under the new name National Development Programme - Mobility for All, which has been implemented since 2003. The concept of mobility is perceived in the broadest possible meaning. Improved mobility should contribute to higher skill levels of the labour force, enhancement of competitiveness, and to improvement of economic and social cohesion. The mobility is also an important factor for economic growth and balanced regional development. The expected project results related to social inclusion are: improved and safe access to labour market opportunities, human resources development, improved mobility of all population groups and thus improved efficiency of the labour force and creation of preconditions for social integration of excluded people.

It is proposed that the programme will be implemented within three time horizons (2003-2004, 2004-2006 and 2007-2010). Until recently, the programme was funded by the State Fund of Transport Infrastructure. Following the EU accession it will be co-ordinated with operational programmes to enable drawing down the necessary contributions from EU Structural Funds.
3.3.7 Equal access to legal services

Access to legal services for citizens at risk of poverty and social exclusion will be guaranteed by a new Act on Provision of Free Legal Assistance. Preparatory work is underway and the respective intention report has already been approved by Government resolution No. 543 of 4 June 2003.

In addition to the above legislative measures, support will be provided to the non-profit sector with a view to creating social services to deal with the provision of legal services (civic advise centres). Also discussions on establishment of obligatory standards for provision of legal services, the observance of which would be a precondition to granting subsidies. An alternative to this approach would be to include legal services into the concept of social services as defined by the proposed Act on Social Services.

3.4 Prevention of social exclusion

3.4.1 Promotion of family solidarity

Based on the Strategy for the State Policy on Children and Young People until 2007 (approved by the Government resolution No. 343 of 7 April 2003) an analysis was made of the situation of Czech families and the conclusions were included in a publication entitled Report on the Family. These conclusions constitute a basis for the development of a new strategy on State family policy, which is expected to be submitted to the Government in 2005. The strategy will deal in a comprehensive manner with contemporary family problems and will propose measures in various policy areas to deal with these problems. Among others, these measures are expected to include amendments to the tax and social policy regulations and creation of a mechanism to have practical and effective regard to the work performed within families (similar problems are dealt with by the National Programme on Supporting Families with Children). Measures may also be adopted to provide support to larger families (with two and more children) and to promote family housing, etc.

The strategy will also pay attention to changes in the area of reconciling employment and family responsibilities. New provisions to support this reconciliation were already introduced by Act no. 453/2003 Coll. to amend Act no. 117/1995 on State Social Support. These new provisions open up opportunities for engaging in gainful activity while benefitting from parental allowance. The original condition for entitlement to parental benefit - prohibiting gainful activity or restricting income from gainful activity - was abolished with effect from 1 January 2004. Additional income of parents eligible for parental benefit will no longer be monitored and thus parents will be able to improve the social situation of families by engaging in gainful activities. However, while engaging in such gainful activity the parent will be required to ensure provision of child care by another adult person. In addition, other measures related to conciliation of family and employment roles will be conceived to reflect on the one hand the demands placed on parents in their employment and, on the other hand, the child’s needs and interests. Preference for parental care for children of 0 - 3 years of age will also be acknowledged.

In order to ensure efficient protection of children against illegal manipulation in the process of organising alternative care to replace family care, it is envisaged to amend Act no. 359/1999 Coll. on social and legal protection of children. The relevant work is already under way. Also, selected institutions will be required to supply more ample information to bodies which are responsible for social and legal protection of children concerning any circumstances which would suggest possible risks to the child’s welfare. The amendment will clearly define competencies and mutual
relationships between bodies and institutions dealing with the social and legal protection of children and will include a clear prohibition of mediation services for provision of alternative family care other than those provided by official bodies for social and legal protection of children. The proposed amendment is expected to come into effect in January 2005.

3.4.2 Preventing socially negative phenomena

Measures to promote the prevention of socially negative phenomena are based on the **Crime Prevention Strategy 2004 - 2007**, which was approved by Government resolution No. 393 of 28 April 2004. The strategy, which was developed by the Ministry of the Interior, constitutes a summary of measures to be implemented by ministries participating in the National Committee on Crime Prevention. One of the main strategic priorities is the development of crime prevention programmes at local levels, the aim of which is to protect local communities against criminal activities, to enhance citizens’ security and to harness contributions made by all relevant institutions towards crime prevention. Within these programmes, projects targeted at children and young people, socially excluded groups and communities, and victims of crime will be particularly eligible for support.

Since 1996, a specific **Crime Prevention Programme at Local Levels** has been implemented and, at present, 95 larger municipalities (over 10,000 inhabitants) with an above-average incidence of crime and other socially adverse phenomena participate in the programme. Since 2003, 36 smaller localities and vulnerable localities have been included in the programme, based on an ongoing analysis of crime development. The programme is envisaged to continue during the period 2004 - 2007 and 200-300 towns and municipalities will be gradually included. The programme will be implemented by municipalities. The Ministry of the Interior will support the programme by providing training courses for programme managers, officials of regional and municipal authorities and members of the CR police. In the context of crime prevention, specific groups on collection of information (PIS – Preventivně informační skupina Policie ČR) were established at all district police headquarters. These crime prevention activities are aimed at co-operation with bodies of the State administration in the development and implementation of preventive measures (community policing). Emphasis is also placed on advice provided to citizens, preventive awareness raising work with young people, and distribution of information materials dealing with crime prevention. Special advisory centres were established within the PIS groups in 16 Czech towns, providing large-scale crime prevention services to citizens.

Measures implemented within the **National Strategy for Police Work in Relation to National and Ethnic Minorities** (of which the Government took notice by its resolution No. 85/2003) also contribute to the prevention of socially adverse phenomena. The strategy deals with basic problems in relation between minorities and members of the CR police force. Its objective is to promote the principles of police work in an ethnically diverse society and to create mechanisms for effective work related to minority communities. The resulting institutional framework for preventive police activities should channel the police action towards meeting the needs of clients and substitute the previous repressive concept of police work. The strategy has created prerequisites for members of the CR police to acquire new skills which are needed for police work in a multicultural society and has also proposed mechanisms and measures to facilitate communication. Methods are also sought on how to directly involve minorities in police work. In this context an important component of the strategy is the implementation of several projects, e.g. **Liaison Officer for Minorities; Action Plan of the CR Police in Relation to National and**
**Ethnic Minorities; Assistant of the CR Police for Co-operation with the Roma Community.**

The Liaison Officer for Minorities is a police officer fully specialised in a systematic preventive approach by the CR police to minority problems in a given region. He or she fulfils the role of a competent intermediary between the police and the minority community. The liaison officer provides assistance to members of minority communities in the solution of specific problems which are related to community life and fall within the police terms of reference, and also acts as a consultant in seeking solutions to minority issues where the police can be of assistance. The liaison officer must have thorough knowledge of the local community and the capability to map situations correctly and rapidly. He/she is required to monitor systematically community patterns of national minorities in localities; the incidence of crime in these communities and assist in the investigation of all serious offences that are related to minority community life while co-operating with representatives of towns and municipalities. He/she must significantly participate in the development of Action Plans of the CR Police Related to National and Ethnic Communities, which constitute a basic document containing specific tasks to be fulfilled by the police in relation to minorities in the region concerned within a defined period of time. Due to the fact that the projects concerned with liaison officers for minorities have already been evaluated as being useful and effective, the Ministry of the Interior intends to implement these mechanisms within the CR police structures and to build them in all region police administrations.

In two CR towns (Ostrava and Cheb) projects entitled Police Assistants for Co-operation with the Roma Community are implemented within the ‘Strategy’. They are closely related to the activities of special police units, which concentrate on alleviating problems of hazardous and pathological phenomena related to the life of the Roma community. The main tasks imposed on police assistants consist of provision of systematic support to victims of criminal activities. They establish contact between victims, potential witnesses and Police authorities and provide information to members of the Roma communities on risks related to criminal activities and on potential benefits that are likely to ensue from co-operation with police authorities. Police assistants act as permanent liaison units between the police and the community and facilitate mutual communication. They are currently financed from both the national budget allocated to Social Fieldwork, and funds of civic associations which employ these assistants. The projects related to the appointment of Police assistants and the establishment of specific police units which specialise in work with Roma communities, have already brought beneficial and relevant results. Therefore, the Ministry of the Interior wants to extend this approach to other vulnerable localities where members of socially excluded communities are significantly represented.

Significant progress has been achieved in the sector of police education on national and ethnic minorities. Minority issues as well as racial equality and human rights issues have become an integral part of the education of students at intermediate police schools and of ongoing further training of teachers. The same applies to educational programmes dealing with basic technical training. As a part of the life-long education of police officers, a specific course will be organised at the level of all major district police administrations in the second half of 2004. It will be targeted at issues of police work related to minorities and, in the near future, all members of the police will participate. Minority issues will also be extensively dealt with by means of programmes related to training of police managers and specialised courses will be conducted for members of the foreigners’ and border police units.

Inclusion of the subject of “human rights and national minority rights” in the programme of police education is a subject dealt with by another project, i.e. Integration of Human Rights, Respect to and Protection of Minorities and
Observance of Professional Ethics in the Work of the CR Police. The project is implemented by the Secondary Police School in Prague-Hrdlořezy. As a part of the project, a Centre on Human Rights was established and its activities started in March 2004. So far, 17 lecturers have been trained and 5 publications edited. An international conference was held under the motto “Esteem to all - the police's mission”, and in the second half of 2004 the Centre will run a workshop on Communication within police units to be attended by middle managers of the CR police. The project is financed by the Dutch ministry of Foreign Affairs within the Social Transformation Programme for Countries of Central and Eastern Europe (MATRA) with a corresponding contribution from Police School in Hrdlořezy.

The Ministry of Education, Youth and Sports developed a Strategy for Prevention of Socially Negative Phenomena among Children and Young People Within the Competency of MEYS for the Period 2001-2004. Two programmes are related to this strategy: 1) Prevention programmes implemented by schools and educational institutions, 2) Prevention of socially-pathological phenomena registered among children and young people within the competency of MEYS. The target groups are teenagers in apprentice training, national minorities, and groups of young people prone to increased incidence of socially pathological behaviour. Between 2004 and 2007 a national inter-ministerial project will be implemented, the Early Intervention System, the aim of which is provision of speedy and effective care to child and teenage offenders, their diversion from criminal activities and targeted social education. The programme will be implemented in municipalities with extended powers and at the level of regional offices. Planned funding to cover the period of 2004 - 2007 amounts to CZK 20 million and activities should cover 10 municipalities.

3.4.3 Prevention of domestic violence

In 2002 an inter-ministerial task force was established with a view to organising the work of inter-disciplinary teams providing health, social, legal and police assistance for the detection of domestic violence. The work of this task force will be supported by NGOs. It is envisaged to create conditions for adoption of comprehensive legal regulations to deal with domestic violence. This should cover the areas of penal and social legislation, as well as related areas of civil and family law. Domestic violence committed against women is dealt with by the strategy Government Priorities and Procedures for the Enforcement of the Equality of Men and Women. The performance of the strategy is assessed at Government level on a yearly basis and the Strategy is regularly updated. In 2004 an amendment to the Penal Code was adopted, which includes a new section expressly concerned with prosecution of domestic violence. In certain cases offenders committing serious crimes may face up to 8 years of imprisonment.

Based on the Strategy for Crime Prevention 2004 – 2007 central programmes for combating domestic violence and violence against women and children will be announced on yearly basis between 2004 and 2008. They will benefit from the EU DAPHNE II contribution. Domestic violence is not restricted to women and children but older people are frequently victims too. That is why a special task has been included in research work which is a part of the crime prevention strategy to study domestic violence against older people in families. An application will be made for EU co-funding.

Prevention efforts are supported by targeted information campaigns in the media explaining the serious impact and social repercussions of domestic violence to the general public. The ongoing campaigns have also challenged the widespread view that domestic violence was a private problem. Two campaigns took place in 2003. One of them was implemented by the Ministry of Labour and Social Affairs based on
the proposals submitted by the inter-ministerial task force. The targeted group included young people between the age of 15 and 25. This is the group where first partner relations are formed and where a clear “NO” should be coined in respect of the first signs of domestic violence. Bearing in mind the particularities of this age group, a less traditional approach was used (in addition to other forms) - a computer game. Young people could go through virtual situations of domestic violence and learn how to respond to them effectively. All materials developed for the purpose of this campaign are available at www.domacinasili.cz. The campaign will be repeated in autumn 2004, this time to a more restricted extent.

The second campaign targeted at violence against women was conducted by NGOs. The campaign was implemented in autumn 2003 and included 80 spots in Czech television, press information and an exhibition entitled “Silenced Witnesses” (in co-operation with the US), which was arranged in the Chamber of Deputies and attracted considerable attention of the media. In the context of this campaign a web site www.stopnasili.cz was operational containing detailed information on the campaign activities.

The Ministry of the Interior regularly publishes a bulletin “Behind the Closed Door” containing updated information. This subject is also dealt with in the periodical “Police Officer” and on Internet web sites. Information and training is provided to members of preventive information groups. Police officers are continually trained in methods in handling domestic violence and how to treat victims of violence. Further projects targeted at supporting victims of domestic violence are planned within the crime prevention programme.

In order to provide effective assistance to victims of domestic violence it has proved to be important to rely on co-operation with NGOs which target their activities at assisting victims of violent crimes and at families where the sound upbringing of children is under threat. It is also important to support the extension of the existing network of safe houses for victims of domestic violence. Within its subsidy programme for 2003, the MoLSA distributed CZK 2,845,900 among these NGOs to contribute to their activities in this area. CZK 1,100,100 was earmarked for support of women - victims of domestic violence. In 2004 MoLSA also intends to support family services with a special emphasis on safe houses with undisclosed addresses. In addition to this, the priority target groups of Priority 2 – Human Resources Development Operational Programme - include victims of criminal activities, victims of domestic violence, commercially abused people, and victims of trafficking of human beings. Following the EU accession, municipalities, their associations, regions and NGOs will have access to EU funds for implementation of such activities.

3.4.4 E-inclusion

Great attention is paid to the development of an information society and to the provision of access to disadvantaged groups of the population. A specialised Ministry of Informatics was established, and a comprehensive State Information Policy was developed (1999). This was related to a strategic Government paper entitled the State Information and Communications Policy – e-Czech 2006 (approved by Government resolution No. 265 of 4 March 2004), which was developed along the lines of the Action Plan e-Europe 2005. The State policy has announced four priority areas:

1. accessible and safe communication services,
2. information literacy,
3. modern public on-line services,
4. dynamic environment for electronic business transactions.

Specific tasks are directed at the creation of electronic services in the area of public administration, further liberalisation in the electronic communication sector, support provided to high-speed access to the Internet, promotion of the citizens’ information literacy, etc.

A National Programme for Computer Literacy was launched in 2003. Citizens now have an opportunity to acquire basic knowledge and skills in using information and communication technologies and in working with a computer. The introduction of information and communication technologies in schools was boosted by the project Internet for Schools, which started in 2002. Also alternative opportunities for accessing Internet services in public places (for example libraries) and at public administration contact points (for example Post offices) have been extended. By 2003 1,700 public libraries were connected to Internet. This meant that 76 per cent of the population is residing in places where access to Internet is available to the public.

In order to provide easy access to information, a special Public Administration Portal was established in 2003. The Portal acts as a single gate of entry and enables citizens to communicate with public administration authorities. All necessary information concerning the Government and local government authorities is concentrated there and, in this way, free access to updated and accurate information and access to public services, including electronic transactions has been ensured. In conformity with EU programmes and objectives in the area of electronic public administration, the project aims at simplifying administrative proceedings, making it easier for citizens and the business community to communicate with public authorities, ensuring an easy long-distance exchange of information and strengthening transparency and thus promoting confidence among the public at large.

By amendment of Act No. 365/2000 Coll. on public administration information systems, an obligation has been imposed on all central and local government institutions to ensure accessible (barrier-free) web in line with WAI regulations (Web Accessibility Initiative). Methodological guidance was developed along the lines of similar available documents (WCAG, US Section 508, BFW) and regard was given to the results obtained by a user testing exercise performed by the Disability Rights Commission.

Based on the National Plan for Equalisation of Opportunities for People with Disabilities, co-operation is maintained with relevant ministries, with the NGO Alfa Human Services, and with the Association for Information Systems for People with Specific Needs. Studies concerning certain life situations and concerning provision of social security solutions for people with disabilities are made. They are related for example to professional care, medical treatment, and social security of families caring of disabled or impaired child. The public administration portal site will provide updated information about the programmes of various events and provide important information to people with disabilities. The estimated funding requirements for dissemination of this information is CZK 0.5 million a year.

3.5 Assistance provided to the most vulnerable groups of the population

3.5.1 Persons with disabilities

A special Government advisory and co-ordination body, the Government Board for People with Disabilities was established in 1991. The basic strategic document guiding the Government strategy in respect of people with disabilities is the National Plan for Equalisation of Opportunities for People with Disabilities, approved by the
Government resolution No. 256 of 14 April 1998. Implementation of the plan is regularly assessed. Most of the objectives have already been met and the Government approved a new Medium-term Strategy for National Policy on People with Disabilities (Government resolution No 605 of 16 June 2004). A new National Plan will be elaborated on this basis next year. Also, the new Employment Act has established legislative prerequisites for broader participation of people with disabilities in the labour market.

One of important prerequisites for the successful integration of people with disabilities is their comprehensive rehabilitation. The task of introducing a system of comprehensive rehabilitation was included in the first National Employment Plan of 1999. By its resolution No. 547 of 4 June 2003 the Government approved guidelines for the introduction of comprehensive rehabilitation, as well as a proposal to establish a system of special rehabilitation bodies, which are expected to fulfil specific tasks in the area of comprehensive rehabilitation of people with disabilities. This intention is also reflected in the legislative intention report on comprehensive rehabilitation. The draft of the respective Act assumes that a strategy of comprehensive rehabilitation of people with disabilities will be elaborated and regularly updated. It will include measures to improve effective implementation of and support to comprehensive rehabilitation as a whole and its individual integral components. The legislative intention report was submitted to the Government on 30 June 2004. The full version of the proposed Act is planned to be submitted in December 2004 and, if approved, it would take effect from 1 January 2006.

3.5.2 Children, youth and young adults

In order to combat unemployment and to prevent long-term unemployment a special programme First Opportunity, relating to young adult job applicants (under 25 years of age, 6 months of registered unemployment) has been implemented (see 3.2.1).

In 1999, the Government approved Proposals on Systemic Approach to Care of Child and Teenaged Offenders. A part of these proposals consisted in the establishment of an early intervention centre in the town of Ostrava, which is troubled by economic and social problems. The project has been implemented since 2001. Its intent was to organise effective co-operation with relevant institutions in situations where children and teenagers commit criminal offences. Following evaluation of this project in 2003, methodical guidelines for early intervention activities were developed and distributed among municipalities with extended powers. Delinquency of young people is also dealt with in the Strategy for Crime Prevention 2004 - 2007. In connection with crime prevention of the young, primary prevention projects (leisure activities, raising awareness) will be supported, as well as secondary prevention projects and follow-up programmes for young people. 400 of such projects are envisaged for implementation during the period 2004 - 2007. It is intended to provide support to an estimated 400 projects between 2004 and 2007. The projects will be implemented by municipalities which will receive the corresponding subsidies. Municipalities are free to transfer implementation of these projects to specialised organisations, including NGOs. The planned funding is CZK 60 - 100 millions. Prevention of socially adverse behaviour and crime prevention in relation to young people, both at national and local level, is also supported by subsidies granted to NGOs. Projects representing expenditure of CZK 25.1 million were supported in 2004.

Children systematically avoiding standard leisure programmes and all forms of institutionalised assistance and care will be invited to join the so-called low-threshold measures for children and teenagers and field programmes for children and teenagers - streetwork. The Ministry of Labour and Social Affairs has
supported these activities since 1992. In district offices a specific position of social assistant, “streetworker”, was established by Government resolution No. 341 of 15 June 1994. Following the public administration reform, these professionals are now employed by the respective municipalities with delegated jurisdiction. However, the social services mentioned above are now mainly provided by NGOs. In 2003, low threshold measures for children and teenagers were included by the Ministry of Labour and Social Affairs among the types of social services that are thus permanently eligible for funding. 90 projects received funding amounting to CZK 28.09 million in 2004.

In connection with the coming into effect of Act No. 218/2003 Coll. on “young people’s responsibility for criminal activities and judicial proceedings concerning young offenders”, the Mediation and Probation Service, in co-operation with the Ministry of Justice, and with relevant experts on provision of social services, prepared a guidance for granting accreditation and for implementing controls related to probation programmes dealing with young offenders. The proposed approach is expected to provide a guarantee for achieving high efficiency of probation programmes and the resulting mutual compatibility of these programmes will make it possible to bridge differences between ministries, to consolidate activities in individual regions and to use public money spent on these programmes more effectively. Allocation of funding on these programmes will be a key tool for selection of the most promising ones.

3.5.3 Older people

Measures to promote participation of older people in the labour market are referred to in 3.2 dealing with the action to promote participation in employment.

By its resolution No. 485 of 15 May 2002 the Government adopted the National Programme on Preparation for Ageing 2003 - 2007. A innovative pilot programme was launched in 2004 to support the process of introduction and development of new forms of social services enabling the elderly to live in their home environment. CZK 2.9 million was made available for funding of projects in 2004 (see 3.3.3).

As a part of the National programme on Preparation for Ageing, a programme Healthy Ageing 2004 was launched. The programme is directed at provision of support to towns, municipalities and NGOs caring for older people and people suffering from diseases related to old age (see 3.3.4).

3.5.4 Ethnic minorities and immigrants

The Government Council for Roma Community Affairs, established in 1997 is an advisory body to the Government. However, in its capacity as advisory body, it is not and most likely cannot be equipped (with the authority impact, tools and personnel) to become a partner to local government authorities that are expected to promote integration (of the Roma) through the supply of adequate services and resources. This is the reason why a study is being carried out in relation to establishing an agency and to granting it a specific role in the implementation of programmes targeted at problems of social exclusion. The Agency would have to be established on the basis of a Government resolution. Should this proposal be approved, the Government would also decide on the agency’s status and legal form. The decision is expected to be made by end 2004. Another Government body, the Council for National Minorities of the CR deals with nationality issues of concern to the Roma community. The institutional framework for integration of the Roma has further been strengthened by the establishment of specialised expert bodies at the level of individual ministries. In a broader sense, further professionals dealing with the
problems of the Roma are, educators and teachers’ assistants, and social professionals, fieldworkers who act in the capacity of State or local administration employees. The basic strategic document dealing with State Policies on Roma Integration is the **Strategy on Roma Integration**, which was adopted by Government resolution No. 599 of 14 June 2000. The third updated version of the strategy was approved by the Government on 16 June 2004 (CR Government resolution no. 607).

Equalisation measures are used to assist in achieving a more rapid integration of Roma communities and contributing to their economic self-reliance. The Government has adopted this approach with a view to fulfilling these objectives by 2020. A specific approach is related to efforts to adapt general measures and resources to specific conditions and needs experienced by the Roma. These equalisation measures include the corresponding tools, such as activities with a view to increasing their educational levels and providing them with skills to enhance their employability. In implementing the equalisation measures the Government has not opted for quotas which would determine the numbers of the Roma in certain occupations or among applicants for study. Instead, targeted assistance has been applied in order to eliminate adverse factors and barriers and to assist members of the Roma communities to meet the corresponding requirements.

One of the most important equalisation measures is the programme **Field Work in Excluded Roma Communities**, which has been implemented by the Government Council for Roma Community Affairs through local government authorities and a number of NGOs, such as People in Need, since 1999. Its objective is to make a contribution towards the transition from granting social benefits towards provision of social assistance with the emphasis on fieldwork with clients in their communities. The programme is implemented by trained social workers working directly in Roma communities which are most at risk. The social worker has to analyse the social situation in Roma families, apply suitable means and to take advantage of modern social work methods in order to eliminate adverse factors impeding the social integration. Positive results have already been registered. The programme is funded by the national budget, primarily from MoLSA, and also from the budgets of towns and NGOs.

In 2002, conditions and methods or the granting of subsidies from the State budget for activities performed by members of national minorities and activities designed to support integration of members of the Roma communities were determined. The respective Government order sets rules for State subsidy policies which are aimed at promotion and presentation of specific cultures of national minorities, promotion of national minority languages and provision of information in these languages, education in minority languages, etc. In relation to the Roma, specific objectives are related to equalisation of conditions in the areas of education, enhancement of their social status with emphasis on elimination of social exclusion of Roma communities, and participation of the Roma in the formulation and implementation of integration programmes.

**Immigrants**

Immigration trends in the CR contributed to a decision to develop **Principles For the Integration of Foreigners’ in the Territory of the Czech Republic**, which were completed in 1999. These principles became the basis for development of the Government **Concept of Integration of Foreigners Living in the Territory of the Czech Republic**, as adopted by Government resolution No. 1266 of 11 December 2000. The strategy has defined newly the foreigners target group and the contents of integration measures. Notwithstanding full respect to the spontaneous and individual
character of factors leading to integration, the legal perspective and the period of a foreigner’s stay in the CR territory were chosen as the decisive factors for the definition of the target group. As a result, the group chosen for integration is composed of long-term foreign residents who have been legally living in the CR territory for a period of one year, at least. Members of this group of foreigners will have direct and full access to all measures designed to promote their integration. In addition to foreigners, the target group includes also citizens of the CR with a view to enhancing mutual tolerance and understanding.

In order to support integration of foreigners, the Government adopted resolution No. 689 of 7 July 1999, by which it established a Commission of the Minister of the Interior to Develop and Implement Government Policies in the Area of Integration of Foreigners and to Promote Mutual Relations among Communities.

In 2004, co-ordination powers in respect of foreigners’ integration were transferred to the Ministry of Labour and Social Affairs, where a new Commission of the Minister of Labour and Social Affairs on Integration of Foreigners in the CR Territory was established, which reports directly to the Minister of Labour and Social Affairs (approved by Government resolution No. 126 of 11 February 2004). In 2004, its tasks consist of intensifying and strengthening co-ordination of conceptual, organisational and practical activities performed by all participating ministries and making the necessary material and organisational changes in the approach to and implementation of the Concept.

In 2004, activities of ministries supporting integration of foreigners will be based on implementation of the integration Concept of 2003 and its further development in the context of EU accession (Government resolution No. 126 of 11 February 2004).

The Government integration policy for 2004 henceforth supports projects directed at the following: provision of more ample information to foreigners and citizens (including use of new information systems and via the media); promotion of education, language learning and further training; support of participation of foreigners in the labour market; development of the cultural and religious life of foreigners; support for further education of citizens and officials responsible for integration of foreigners; development of mutual relations between foreigners, their communities and citizens; establishment and activities of foreigners’ NGOs and associations; development of community and multi-cultural centres and their activities; support for prevention of intolerance, racism and combating discrimination against foreigners. In 2004, CZK 20 million was approved for funding activities to support integration of foreigners.

3.5.5 Homeless people

At present no comprehensive strategies for prevention and combating homelessness have been developed yet, and relevant information on this problem in general and on the number of rough sleepers is still incomplete (only results of the rough sleepers’ census of February 2004, are available; see Chapter 1).

In 2004, an innovative programme was launched aimed at the development of new types of social services to deal with socially adverse situations, including homelessness. The programme is entitled Promotion of the Process of Introduction and Development of New Forms of Social Services Enabling the People Concerned to Live in Their Natural Environment.
3.5.6 Persons leaving institutions and ex-prisoners

Persons leaving institutions and ex-prisoners are one of the groups targeted by the OP HRD Objective 1, Measure 2.1 – “Integration of specific population groups at risk of social exclusion”. Thus, projects directed at their social inclusion will be eligible for co-financing by the European Social Fund.

The main problems encountered by people leaving institutional education and care and by ex-prisoners are related to housing. Therefore, among them, young people in particular are provided with an opportunity to live in so-called “halfway houses” where appropriate social services are available. Thus they can integrate gradually into normal life. These projects are developed by municipalities in co-operation with the Ministries for Regional Development and Labour and Social Affairs. However, efforts in this area have to be strengthened so that the supply of halfway living opportunities responds to actual needs and to the numbers of people leaving these institutions. One of the obstacles to increasing availability of this type of housing is the low level of interest of municipalities in receiving state subsidies for the construction of ‘halfway’ housing (for more on housing see 3.3.2).

4 Institutional support

Structures providing institutional support, participation and mainstreaming in the area of social inclusion have been gradually developed and established in the Czech Republic at all levels - national, regional, local - independently of the EU social inclusion strategy.

4.1 The Lisbon process

The Government’s social inclusion strategy is based on conclusions adopted by the European Council in Lisbon, where the Lisbon process was launched; a process aimed at implementation of comprehensive economic and social reforms during the period 2000-2010, in the spirit of sustainable development. Among other things, Member States agreed that existing poverty rates were unacceptable and that strong steps needed to be taken to facilitate the elimination of poverty.

The CR participated in the Lisbon process even before its EU accession. At Government level, monitoring of the process has been taking place since 2003. Firstly, a suitable structure was created to link the CR with the Lisbon process and responsibilities were allocated to cover the key areas. Each area was completed with a list of specific activities, which would facilitate achievement of the objectives. Thereafter a Report on implementation of the Lisbon process in the CR was developed and approved by Government resolution No. 282 of 19 March 2003. This report is the first comprehensive paper on implementation of the Lisbon strategy in the CR. It is based on documents submitted by the relevant ministries, which included basic information on implementation of the strategy in areas within their respective competency. In order to ensure intensive communication and to improve co-ordination, the Government approved the creation of an Inter-ministerial Committee for Implementation of the Lisbon objectives. This Committee is part of the CR Government Office. Responsibility for overall co-ordination and monitoring of the Lisbon process has the Prime Minister.
4.2 The process leading to the elaboration of the National Action Plan on Social Inclusion

This National Action Plan on Social Inclusion constitutes the main instrument of the social inclusion strategy. It has been developed in close co-operation with all partners involved in combating poverty and social exclusion. Work on the plan and on institutional support for the whole process was linked with the process of drafting the Joint Memorandum on Social Inclusion. In May 2003, the Government of the CR approved the establishment of the Committee on Elaboration of the Social Inclusion Memorandum and of the Action Plan on Social Inclusion (Government resolution No. 476 of 19 May 2003). The Committee was established by the Minister of Labour and Social Affairs on 15 September 2003.

The Commission is composed of 40 members representing various ministries, other Government bodies (e.g. Czech Statistical Office, Government Board for People with Disabilities, Government Council for Roma Community Affairs), the Ombudsman office, local government (Association of Regions of the CR, Union of Towns and Municipalities of the CR), social partners, NGOs (the Czech Catholic Charity, Czech National Disability Council which associates various organisations of people with disabilities), experts.

The main task of the Committee is to co-ordinate the process of drafting of relevant documents, to ensure involvement of all relevant institutions and to assume responsibility for the formulation and implementation of a comprehensive policy to combat poverty and social exclusion. Members of the Committee are free to establish working groups for dealing with specific problems.

In addition to the above, further partners were invited to contribute to the elaboration of the National Action Plan, such as representatives of other NGOs working with the homeless and seniors. An effort was made to involve the general public in the consultation process and to achieve this, individual chapters of the draft plan were published at the Ministry of Labour and Social Affairs' web site www.mpsv.cz. The public was also informed by means of a special web site on activities administered by NGOs: www.ngo-eu.cz.

4.3 Mainstreaming Social Inclusion

Social inclusion mainstreaming has not yet been applied in the CR as a comprehensive policy process cutting across all policy areas. However, the principle of social inclusion has been included and reflected in all policies with a social impact. Social inclusion mainstreaming has been directly implemented by means of selected policies, which are concerned with disadvantaged population groups, such as the Roma, people with disabilities, older people, or foreigners. Specific tools for implementation of these policies were developed including: the Strategy on integration of the Roma, the National Plan for Equalisation of Opportunities for People with Disabilities, the Medium-term Strategy on State Policy concerning People with Disabilities, the National Programme on Preparation for Ageing 2003-2007, and the Strategy on Integration of Foreigners Living in the CR territory. These strategies deal with specific problems experienced by these groups. They require the inclusion of formulated social integration activities and objectives into all relevant Government policies and activities. In this way, implementation is the responsibility of all ministries, relevant councils and committees, and is further devolved to regional

---

20 Definition of Mainstreaming Social Inclusion: A process which incorporates the issues of poverty and social exclusion, including a gender equality perspective, into all areas of public and state policy, and which is promoted through partnership at all levels between public bodies, social partners, NGOs and other parties involved.
and local levels. The strategies are drafted by relevant ministries or Government councils and committees. They are approved by the Government, thus assuming the force of Government strategies, are regularly updated, and their implementation and results are evaluated on a yearly basis.

**The Strategy on Roma Integration** was first adopted by the Government resolution No. 599 of 14 June 2000. It was updated on three occasions, most recently on 16 June 2004 (Government resolution No. 607). The Government Council for Roma Community Affairs is responsible for designing the strategy. Six priorities were formulated for the social inclusion of the Roma (see chapter 2.5.4). They are implemented by individual ministries, their committees and advisory bodies, and by municipalities. At local levels Roma advisers and assistants are involved in measures designed by the strategy with a view to providing assistance to members of Roma communities. Roma district co-ordinators were established at all regional offices and in municipalities with extended powers. The ministries which are most involved in implementation of the Strategy are the ministries of Education, Youth and Sports; Labour and Social Affairs; and Local Development. The document is a representation of all existing concepts and plans and also proposes new action. Before submission to the Government, a broad consultation process is implemented. Progress achieved is regularly evaluated. Reporting on progress achieved leads to adoption of new Government resolutions, by means of which new measures are formulated and new tasks are imposed on the relevant ministers.

**The National Plan for Equalisation of Opportunities for People with Disabilities** was formulated by the Government Board for People with Disabilities and adopted by the Government by resolution No. 256 of 14 April 1998. The plan covers all policy areas dealing with working and living conditions of people with disabilities (health care, social services, removal of barriers, education, employment, income maintenance and social security, family life and personal integrity, culture, sports and recreation, religion, information and research, economic policy, etc.). As distinct from the Strategy on Roma Integration referred to above, this plan sets precise objectives and measures leading to their fulfilment, together with the corresponding deadlines and nomination of responsible institutions and bodies. Therefore, the plan can be regarded as integral part of a real mainstreaming policy, because it aims to integrate the social inclusion principle into activities which are performed by all Government bodies. Fulfilment of objectives is assessed on a yearly basis. In the context of the respective progress reports, the Government then adopts a new resolution, updating or amending objectives and activities and stating new deadlines. At the present time, almost all of the main objectives included in the original strategy have already been met. In 2004, the Czech National Disability Council, which is a NGO, developed and submitted to the Government Board a draft of a new Medium-term Strategy on State Policy concerning People with Disabilities, which was approved by the Government by resolution No 605 on 16 June 2004. This paper will provide a basis for elaboration of a new National Plan in 2005.

**National Programme on Preparation for Ageing 2003-2007** - The programme was adopted by Government resolution No. 485 of 15 May 2002. This programme too, constitutes a real plan containing specific objectives and implementation measures to provide for active ageing and to prevent the social exclusion of older people. Timeframes are given for meeting the specified objectives, together with the institutions and bodies responsible for carrying out the tasks. The plan concentrates, in particular, on provision of services in the social and health sectors, and refers to measures in the areas of employment, education and housing.

---

21 The first plan on this subject was developed already following establishment of the Government Committee on Citizens with Disabilities in 1992. Thereafter, the plan was updated at several occasions.
Concept of Integration of Foreigners Living in the Territory of the Czech Republic - this Concept was adopted by Government resolution No. 1266 of 11 December 2000. It deals, in particular, with division of competency and responsibilities among various ministries concerning the preparation, introduction and implementation of projects aimed at the improvement of living conditions and social inclusion of foreigners living in the CR. The Concept includes deadlines for fulfilment of tasks by individual ministries, and provides for funding of the proposed measures to cover the period until the end of 2002. The Concept acted as a basis for the formulation of papers, in which policy measures were proposed for subsequent years. In 2003, three ministries (Labour and Social Affairs; Education, Youth and Sports and Industry and Trade) developed Ministerial Policy Plans for the Integration of Foreigners in 2004 to 2006. Other ministries are developing their plans in 2004.

4.4 Gender mainstreaming

The CR Constitution and its integral part, the Charter of Fundamental Rights and Freedoms, cover the principle of equality of women and men. The Charter guarantees basic rights and freedoms for all, irrespective of gender, race, colour, language, creed and religion, political and other opinion, national and social origin, etc. Of course, the goal of full equality is difficult to achieve in practice. For this reason, in 1998 the Government adopted a programming document entitled Government Priorities and Procedures for the Enforcement of the Equality of Men and Women (Government resolution No. 236). The document included active measures designed to eliminate existing material and formal obstacles and to enable women to assume a status of equality with men. The Government is regularly provided with progress reports, assesses fulfilment of activities and objectives and takes decisions regarding the need for updating.

In 2001 a Government advisory body was established, entitled Government Council for Equal Opportunities for Women and Men. Its main role is to prepare proposals aimed at enforcing equal opportunities for women and men. It also discusses and recommends the basic conceptual directions to the Government in enforcing equal opportunities, sets priorities for projects of individual ministries supporting implementation of equal opportunities, co-ordinates basic direction of ministerial strategies in the area of equal opportunities, etc.

Since 1999 all ministries have been obliged to use the gender mainstreaming as a legitimate tool for implementation of the policy of equal opportunities for men and women in the CR and the government included its application among priority tasks in this area. Therefore, in 2002, every ministry created a special position for a gender mainstreaming expert, (the “gender focal points”), with a view to promoting the equality of women and men.

Discrimination based on gender (both direct and indirect) is explicitly forbidden in labour relations, based on amendment to the Labour Code No 155/2000 Coll., which came into effect in 2001. Employers are obliged to ensure equal treatment to all employees in relation to their working conditions, including remuneration, technical training, and opportunities for promotion and professional development.

In addition, the amendment to the Employment Act No 167-1999 Coll., which came into effect in October 1999, provides that the right to employment cannot be denied on grounds of gender. The only exceptions to this rule are jobs, which are

---

22 Definition of Gender Mainstreaming: The use of a viewpoint of equality between men and women in all subjects, at all levels and at all stages of the conceptual, decision-making and evaluation processes.
determined by law, and jobs, which have special preconditions, or requirements, which necessitate consideration of the gender of the applicant 23.

4.5 Participation

The Government level

Participation at Governmental level is implemented by means of Government Councils and Government Committees. The following five bodies play a key role in the area of social inclusion: The Council of Economic and Social Agreement of the CR; The Government Council for Non-State Non-Profit Organisations, the Government Council on Roma Community Affairs; the Government Board for People with Disabilities; and the Council for National Minorities of the Government of the CR.

The Council of Economic and Social Agreement of the CR was established in 1990 to provide a platform for conducting an ongoing dialogue between the Government and social partners. It is a voluntary body established to negotiate issues which takes initiative in areas of employment, social and economic policies. The supreme organ is the Plenary Session, composed of the Prime Minister, seven Government representatives, seven trade union representatives and seven employer representatives. Among its other activities, it also contributes to the gradual establishing of tri-partite structures in the most disadvantaged regions and sectors.

The Government Council for Non-State Non-Profit Organisations was established in 1992. It is a permanent advisory and co-ordination body with a capacity to take initiative in areas covered by non-governmental organisations (NGOs). The Council is composed of 36 members and is chaired by a member of Government (at present the Deputy Prime Minister for Research, Human Rights and Human Resources). NGO representatives constitute at least one half of the total membership. The rest is composed of representatives of bodies of the State administration, which are responsible for implementation of State policies related to NGOs, and representatives of co-operating regions. The Council summarises, discusses and submits to the Government information on issues related to NGOs, and submits documents and proposals aimed at the creation of a positive environment for the development of NGO activities.

The Government Council for Roma Community Affairs was established in 1997 as a permanent advisory and initiatory body on issues of specific concern to Roma communities. The Council comprises 28 members and is chaired by a member of Government (at present the Deputy Prime Minister for Research, Human Rights and Human Resources). Representatives of Roma communities form one half of the members (one for each region). The stated objective is to promote the social integration of Roma community. The Council co-ordinates activities undertaken by various ministries, which are responsible for implementation of individual tasks and measures resulting from Government resolutions and international conventions and treaties, by which the CR is bound. The Council summarises, discusses and submits to the Government information on issues related to Roma concerns, including proposals concerning the formulation and implementation of social inclusion policies. It also develops strategies for Roma integration and evaluates the results achieved by implementation of the respective Government resolutions. It has the right to submit proposals on allocation of funding assigned to programmes to promote integration of the Roma community. The Council maintains close co-operation with regional offices and municipalities, with NGOs and with certain international organisations, the activities of which encourage the integration of Roma communities.

23 A new Employment Act has been approved and will come into effect in 2004.
The **Government Board for People with Disabilities** was established in 1991 in the form of a permanent initiatory co-ordination and advisory body called upon to submit to the Government proposals on improving the situation of people with disabilities. The Board is chaired by the Prime Minister and is composed of senior officials of relevant ministries, four deputy chairmen of the Czech National Disability Council (representing people with disabilities in the Council), the chairman of the Union of Czech and Moravian Producer Cooperatives, representing employers who employ people with disabilities, and the Board's secretary. The Board deals with problems in a cross-sectoral context, i.e. those which involve areas of competence of more than one ministry. Its aim is to promote equal opportunities for people with disabilities in all walks of life. To this end, it develops National Plan for Equalisation of Opportunities for People with Disabilities, and supports and monitors their implementation. It comments all documents and proposals submitted to the Government, which are of special concern to people with disabilities. It co-operates with central public administration institutions which submit to it their proposals for measures regarding issues of people with disabilities, and with civic associations for people with disabilities. It also discusses documents received from the Czech National Disability Council, which is its advisory body. Thus various associations of people with disabilities participate, through the National Council and the secretariat, in making comments on draft legislation, which is relevant to them.

The **Council for National Minorities** of the CR was established on the basis of Act No. 273/2001 Coll. on the rights of members of national minorities and amendment of certain other acts. It is a permanent advisory and initiatory body called upon to submit to the Government proposals dealing with issues of concern to national minorities. The Council is chaired, as a rule, by the Deputy Prime Minister (currently the Deputy Prime Minister for Research, Human Rights and Human Resources), and is composed of 29 members, at least one half of whom must be representatives of national minorities (at present, 18 members represent national minorities). The Council monitors the observation of principles enshrined in the Constitution of the CR and the Charter of Fundamental Rights and Freedoms, as well as those contained in international human rights treaties and conventions, by which the CR is bound. It also monitors application of domestic laws and regulations related to issues of national minorities, and formulates measures concerned with the rights of national minorities. It has the right to submit observations on all draft regulations and measures introduced by the Government which are related to national minorities' interests, and prepares recommendations concerning the enforcement of minority rights, in particular in the areas of education, culture and media, the use of mother tongue, social and cultural life. The Government regularly receives the Council's summary report on the situation of national minorities in the CR territory. The Council maintains close co-operation with all central bodies of the State administration, other administrative bodies, local self-government bodies and NGOs. It has the right to make proposals on the allocation of funding assigned to programmes designed to support activities undertaken by members of national minorities.

In accordance with the Act on Regions and the Capital Prague (No. 129/2000 and 131/2000, respectively), each region, in which at least 5 per cent of the population is made up of citizens whose declared nationality is not Czech, is required to establish a **Committee for national minorities**. Representatives of national minorities must represent at least one half of the Committee members. Similar provisions apply to municipalities (act No. 128/2000), where ethnic minorities make up 10% of the population or more, according to the last census.

**Government - local government bodies**
The Government organises regular meetings with representatives of the 14 regions, where proposed policies and their regional repercussions are discussed. "In order to
improve the performance of all public administration bodies and to intensify dialogue between municipalities and the Government” an agreement on mutual co-operation with the Union of Towns and Municipalities of the CR was signed on 22 April 2004 (based on Government resolution No. 359 of 14 April 2004). This agreement provides for regular consultation between the Government and the Union concerning all governmental policies and measures which have local impact.

Regional level
There are 14 regions in the CR. In 2001 they created the Association of regions of the CR, which is an open, non-party, non-governmental organisation representing regional interests. The supreme body of the Association is the Council. The Council establishes Commissions, which undertake the role of initiatory and advisory bodies for specific policy areas. Two commissions particularly important for social inclusion issues are those on social affairs and healthcare.

Similar commissions exist in individual regions. Their members are appointed by political parties which are represented in regional assemblies. Members of these commissions maintain close contact with experts and representatives of different groups from the respective policy areas. Thus representatives of various disadvantaged groups are often invited to commission meetings and have an opportunity to make comments on all policy problems. Co-operation with and participation of people with disabilities is very frequent. As already mentioned earlier, Regional Roma co-ordinators were appointed in all regional offices. These positions were established by act No. 129/2000 Coll. on regions. Regional Roma co-ordinators assumed their duties in all regions between 2002 and 2003.

Based on a new act on employment, labour offices will be able to establish advisory bodies to ensure co-operation in the labour market. These advisory bodies will mainly consist of representatives of social partners, organisations of people with disabilities, and regions. Their aim is to co-ordinate implementation of the National Employment Policy. They will present opinions on the provision of contributions to employers within the pro-active employment policy, training programmes, organisation of consultancy etc.

Local level
Within the public administration reform district offices were abolished and municipal territorial division of the State was introduced (act No. 128/2000 Coll. on municipalities). Municipalities have their own co-ordination body, the Union of Towns and Municipalities of the CR, which was established in 1990. The Union is an open, non-party, non-governmental organisation representing municipal interests. The Union’s role is to defend the collective rights and interests of municipalities associated in the Union in the spirit of the principles defined by the European Charter on Self-Government. The Union maintains regular contact with the European Commission and defends the municipalities’ interests at the European level. At present, 2,469 municipalities (or 39% of the total) are associated, representing a population of 7 million (73% of CR citizens). The supreme organ is the Assembly. The Union’s activities between Assembly sessions are conducted by the Council and operation of the day-to-day issues has been entrusted to the Executive Board.

The Executive Board can establish specialised commissions, which are composed of the Union’s members and selected experts. Members of Commissions of members of the Union have the right to vote, and other members of Commissions experts an advisory vote. At present, two commissions exist in the area covered by the concept of social inclusion: the Social Committee and the Committee for People with Disabilities. These two commissions prefer to hold joint meetings. They are
composed of assembly members and officials working in social departments of regions and municipalities. Representatives of NGOs and other experts also attend meetings. For example, representatives of people with disabilities regularly participate in meetings of the Committee where concerns of people with disabilities are discussed. Representatives of the Roma community are not yet represented, but representatives of the Government Council for Roma Community Affairs regularly attend meetings dealing with issues of concern to these communities.

There are also similar commissions in municipalities, which are established on the basis of the Municipality act No. 128/2000 Coll. They act as initiatory and advisory bodies to the Municipality Council. The committees prepare proposals and recommendations for Council meetings and make observations on various issues. Their role may vary from municipality to municipality, and may also involve seeking consensus or performing inspection functions. They may prepare their own action plans, or may discuss issues referred to them by the Council.

The establishment of commissions is a matter to be decided by the municipality council. This is why their titles and terms of reference may vary (social committees, health committees, or social and health committees). Commission members are appointed by the Council and approved by the Assembly. Members are proposed by their political parties represented in the municipal assembly in accordance with the number of seats obtained in municipal elections. Opposition members might be entirely excluded. Of course, political parties are free to appoint non-party members (for example experts, representatives of people with disabilities, representatives of the Roma community, etc.).

Community planning of social services takes place also on local levels and consists of an open cyclical process of monitoring the needs and resources and seeking solutions which best suit local conditions and needs. Participants in the process are funders, providers and users of social services. The aim is to enlist participation of all stakeholders, to promote dialogue among citizens and to provide support for a sustained process of community planning. Community plans are developed by means of this process. Community planning is expected to contribute towards improved access to and quality of social services and more effective use of available funding (see “Examples of good practice”).

5 Examples of good practice

5.1 Social services

Accessibility of social services at municipality, sub-regional and regional level is facilitated by the process of community planning, which is defined as an open and cyclical process of studying needs and resources and seeking problem-solving methods which best respond to local conditions and clients’ needs. All groups who have legitimate interest in social services, i.e. representatives of communities/sub-regions/regions, social services’ users and providers and the general public, are invited to participate in the process. The main principle of community planning is partnership among all stakeholders and respect for diversity and dialogue, which is a tool for reaching consensual solutions. Community planning makes it possible to take account of natural differences between individual communities/regions and the different needs experienced by individuals. Emphasis on the permanent search for, and inclusion of partners makes it possible to find ways of meeting the needs which best respond to local resources. Implementation of community planning significantly promotes the principles of a representative democracy. Municipal decision-makers are fully involved in these processes and, at the same time, citizens increasingly
participate in administration of the public domain; draft proposals are jointly prepared by providers’ and users’ representatives, by the public and by politicians.

Community planning was first introduced in the CR in the mid 90s in the town of Ústí nad Labem. Since 1999, community planning has been promoted by the Ministry of Labour and Social Affairs, primarily thanks to the positive experience of the Czech-British project “Support provided to the MoLSA in the implementation of the social services reform (2000-2003)”. Between 2000-2002, “Module 1 - Community Planning” was implemented in the Písek region. This project confirmed that it was possible to introduce community planning in the conditions prevailing in the CR. Since 2002, community planning has been introduced in various communities and regions in the whole of the CR. Know-how obtained through this process resulted in the development of basic methodological guidelines for municipalities and regions. In addition, an educational programme was prepared to support the introduction of community planning in municipalities. By autumn 2002 community planning procedures were already in place in two towns, one sub-region and one region. Now, in the half of 2004 political support for the introduction and the broad implementation of community planning exists in more than seven regions and community planning processes are being implemented in more than 50 towns and sub-regions. More than 250 people have attended an educational programme on the introduction of community planning. The dynamic approach to introduction of this method is of particular importance. In principle, more and more municipalities have shown an interest in introducing community planning, and are seriously contemplating following this approach. In years to come it will be necessary for the Ministry of Labour and Social Affairs to support creation of the necessary educational, methodical and advisory capacities at regional level.

Community planning of social services in Havlíčkův Brod

The town of Havlíčkův Brod with 25,000 inhabitants launched community planning of social services in 2002. In the second half of that year three town representatives (an official acting as an organiser, a representative of the local non-profit organisation acting as a provider, and a representative of users) participated in a training programme on social services and community planning. This so-called triad developed into an initiation group, which took charge of the planning and co-ordination process. Finally, two municipality officials became chief co-ordinators and this activity became part of their job description.

During 2002 a number of steps were taken, which contributed to launching the process. They included informing local government representatives with a view to obtaining political support, presentation of the principles of community planning of social services to the public, provision of information to providers and users and facilitating their involvement, and the development of an action plan. An important pre-condition which contributed to the successful start of community planning in the social services sector, was the previous experience obtained during implementation of the project entitled “Open Communication” during which people’s views and proposals on possible solutions to certain problems were collected.

These activities were successfully continued in 2003. Three working groups were established where all three parties of the community “triad” - officials, providers and users - were represented. Working groups were established with a view to co-ordinating activities concerning three users’ target groups:

1. working group taking care of older people;
2. working group taking care of young people, family, and socially non-adapted people;
3. working group taking care of people with physical and mental disabilities.
In addition to the original co-ordination “triad” other partners were gradually included in the implementation of community planning activities. During the planning process more and more people became interested in participating in the working groups’ activities and thus working groups could rely on the collective experience of an increased number of members.

In order to map the existing situation in provision of social services an analysis was made - all service providers received a questionnaire, the aim of which was to collect essential information about existing services and on the providers’ capacity. Among the outcomes of this exercise was a booklet - a catalogue of social services’ providers, which was distributed to all households and which elicited a positive response from inhabitants. Social services providers were progressively given a chance to advertise their services on local cable television. At the same time a questionnaire for social services users was developed. The aim was to identify the users’ needs, aspirations and proposals. Representatives of all three parties in the “triad” were involved. Meetings were organised between municipality representatives and social services’ providers and users. Finally three specific questionnaires were developed for each of the three groups referred to above.

Activities were organised with a view to strengthening the process. For example, a conference on “Quality Standards in Social Services” took place and an art and literary competition was held among school children on the subject of describing existing barriers in the community. In order to obtain additional demographic and statistical data, a social and demographic analysis was commissioned. In November 2003 a public meeting of deputies and municipality officials with users of social service was organised in order to obtain information to supplement the findings of the questionnaire. Users emphasised the need to maintain existing services and presented proposals aimed at quality improvement.

At the turn of 2003-2004 a SWOT analysis was undertaken with respect to the status of social services. This was the completion of the analytical stage of the community planning process, through which the network of existing services was mapped, service users’ needs described and, as a result of the social and demographic analysis, additional general characteristics of the population of the town identified.

This whole stage was accompanied by continuing information activities, for example articles in local council press, spots on local cable television etc. In addition to the public conference referred to above, several other public hearings were organised, based on experiences from previous projects. These events contributed not only to dissemination of information but valuable views and proposals on possible service improvement were obtained. An integral part of community planning was also the provision of information to elected representatives (members of the town council and deputies, members of the social policy committee). Information on progress and on results achieved in community planning in Havlíčkův Brod was presented at a number of meetings, including, for example, a meeting of mayors of towns and municipalities with extended powers attended by representatives of 55 municipalities, and a seminar for representatives of towns and municipalities of the Vysočina region on the introduction of community planning in social services. The coordinators also shared their experiences with participants in a conference on community planning, which was organised in the Pardubice region.

Approximately 30% of total funding for these community planning activities came from the municipal budget, and 70% from a grant from the Ministry of Labour and Social Affairs. In two subsequent subsidy rounds MoLSA contributed CZK 284,000 and 224,000 respectively. The action plan for 2004 is focused on the development of a mission statement for social services and a longer-term action plan, which would include the successive steps and measures necessary to reach the objectives.
Quality standards

The Ministry of Labour and Social Affairs has prepared document entitled Quality Standards for Social Services. Development of this document is based on Government resolution No. 458 of 10 May 2000 on National Policies for Quality Promotion in the CR, through which the Government invited all public administration bodies to develop projects dealing with quality promotion. A further important impetus was Government resolution No. 164 of 20 February 2002, by which a legislative intention report concerning standardisation of selected public services was approved. By this resolution, selected ministries, among them MoLSA, were invited to develop legislative intention reports on standardisation of services. In the successive stages of their development, these standards were submitted for public consultation. Working groups were established and attended by progressive representatives of providers, users and other stakeholders. In total, the discussions involved 400 participants. Great emphasis was given to practical testing of the proposed standards in the process of social services provision. The standards were tested by nearly three dozens social services providers within a pilot programme based in the town of Olomouc. Those involved in the testing included workers of the organisations concerned, public administration officials and social services users. The consultation process with experts and those who represented users' interests, as well as the process of testing of standards in field conditions, enabled MoLSA to acquire valuable information. This method will be refined and further developed. It proved to provide a guarantee for the development of practical guidelines and methodological materials.

The standards were published and presented to the public by means of a series of social conferences held in April and May 2002. These conferences were attended by representatives of all interested parties (providers, experts, users, municipality officials, district and regional representatives).

The standards are in conformity with the European Social Model, which is based on the principle of social inclusion of individuals and groups and prevention of social exclusion. This approach is best characterised by 10 key principles proposed by the EU for inclusion strategies referred to in the document of the Council of the European Union No. 15223/01. They are: subsidiarity, holistic approach, transparency and responsibility, user-friendly services, efficiency, solidarity and partnership, dignity and human rights, reinforcement and personal development, constant improvement and sustainability and user participation.

All of these principles are fully taken into account of in the published quality standards. These principles were also used as a basis for the definition of basic approaches to good practice in the provision of social services. Emphasis was placed on prevention of social exclusion and promotion of social inclusion. Further principles include: promotion of self-support and independence, individual approach to service delivery, consideration of the circumstances in which service users live, respect for and protection of users' rights and partnership relations between users and providers of social services. The quality standards can therefore be implemented in the full confidence that they will contribute to the further development and improvement of social services, and that the adopted approach will be in full conformity with EU principles and requirements.

The quality standards deal with all types of social services. For this reason they are formulated generally. They describe the features of a good social service. The intent is to make it possible to assess the quality of delivered services, rather than to state the rights and obligations of providers and those of social services users. The standards can be said to be a consensual document describing good practice in the field of social services. They are divided into three basic parts: procedural standards stating what the provision of the service concerned should look like. Further, there
are personal standards which are devoted to ensuring service provision by adequately skilled staff, and operational standards which define conditions for service delivery. Standards must be measurable and for this purpose they are supplemented by criteria that enable objective assessment of whether the standard was or was not met. A number of community planning principles have not yet been fully introduced into current practice. For this reason, efforts must be made to gradually alter people’s attitudes to all those who use and provide social services or make decisions about them. This change of approach to users is linked with a number of changes in practice. Introduction of standards into practice will be made in stages, and changes in the current legislation will have to be adopted. (Proposed measures and tools needed for transformation of the current system of social services are included in a legislative proposal on social services, which will be submitted to the Government of the CR in June 2004).

Meeting of the stated criteria can be accomplished by a combination of activities related to education, raising public awareness, introduction of self-appraisal methods and by implementing monitoring and inspection activities.

The publication **Social Services Quality Standards** has been supplemented by another booklet, entitled **Introduction of Social Services Quality Standards - Guide for Providers**. The purpose of the Guide is to advise all those who work in the sector, on how to apply quality standards in practice. It includes practical instructions on how to proceed to improve the quality of services and states examples of the most frequent shortcomings and mistakes. There is also advice on how to find out whether the service concerned meets the required quality standard. When compiling the Guide MoLSA made use of practical experience of social services providers both in the CR and abroad, and from pilot quality inspections performed in the Olomouc and Liberec regions. The work was based on principles on social inclusion as adopted by EU.

Several regions have recently announced their intention to ensure the delivery of effective and efficient good quality social services and, to achieve this, to introduce new quality standards. They want to apply and enforce these standards both in institutions under their direct control and in institutions run by municipality and non-governmental providers. Conferences, seminars and workshops have been organised to promote self-appraisal and evaluation of services provided. MoLSA has made available grants to support these activities from its subsidy programme.

**Quality standards in the health sector**

The design of quality standards in the health sector was based on the following activities:

- Accreditation programme of the **International Society for Quality in Health Care**;
- Government resolution No. 1046/2002 on the Long-term Programme to Improve the Health Status of the Population of the CR - Health For All in the 21st Century, an integral part of which is the promotion of development and assessment of the quality of service provision, as included in objective 16 “Management targeted at improvement of quality in health care”;
- Government resolution No. 458/2000 on the National quality promotion policy;
- Government resolution No. 848/2003 on the Strategy to promote accessibility and quality in public services.

In order to prepare a comprehensive set of National Accreditation Standards for Health Providers in the CR, it was necessary to use strategies and approaches which already existed abroad as a point of reference. Compilation of these standards was also directed at achieving international recognition and enabling international
comparisons of quality, effectiveness and efficiency. Due attention was paid to the specialised concept of JCIA international standards, which represents an international consensus on the assessment of quality in health care and is in conformity with general accreditation standards as adopted by the International Society for Quality in Health Care (ISQua). At the same time, it was necessary to have regard to activities performed within EU, i.e. to take advantage of the EFQM model for total quality management, in particular its CAF version, which is related to the area of public services. Also, it was necessary to take into account the tendency to apply ISO norms in more and more areas, including the health sector. So, the task was to propose the model of national accreditation standards in a way, which would meet international ISQua principles and, at the same time, would enable application of appropriate quality measures and tools in the management of health institutions.

As a result a draft national model of accreditation standards was developed in accordance with JCIA standards as regards quality and safety and also in accordance with the EFQM model and ISO norms, in accordance with management principles. Consideration was also given to the hierarchy of standardisation, which has already been in existence in the CR and which reflects the hierarchy of the management structures.

More specific development of the basic draft, in particular in the area of measurable elements for individual standards, is proposed by means of Ministry of Health grants and projects on improving quality in health care.

The following accreditation standards have already been developed in accordance with principles adopted by the International Society for Quality in Health Care (ISQua):

I. MANAGEMENT STANDARDS FOR HEALTH INSTITUTIONS

I.I. Management of an organisation
   I.I.I General management
   I.I.II Management and quality improvement in the organisation’s activities
   I.I.III Management of units and services

I.II Management of resources
   I.II.I Human resources management
   I.II.II Financial management
   I.II.III Management of material activities
   I.II.IV Management of information and know-how

I.III Management of processes and management of change
   I.III.I System of process management
   I.III.II Risk management
   I.III.III Management of change

II. PERFORMANCE STANDARDS IN HEALTH CARE

II.I Accessibility
II.II Patients’ and their families’ rights
II.III Diagnostic procedures
II.IV Care of patients
II.V Laboratory services
II.VI Radiology services
II.VII Continuity
II.VIII Release from hospital and subsequent monitoring of the patient’s health

The Ministry of Health, in collaboration with the WHO/ European Regional Bureau for unification of health service provision, works on Standards to promote health in hospitals - a tool for self-assessment with a view to improving the quality of health care. Altogether 5 standards were developed, which deal with the following subjects:
Standard 1: Management policy
Standard 2: Assessment of the patients' needs
Standard 3: Provision of information to patients and measures for health promotion
Standard 4: Promotion of a healthy working environment
Standard 5: Continuity and co-operation

Measurable performance indicators and an action plan on quality improvement are integral components of these standards. The aim of these standards is to improve activities directed at health promotion, to achieve continuous improvement of quality, to identify opportunities for quality improvement and to inter-relate self-assessment within standards for health promotion with the existing strategies for quality assurance in health care. This is, for example, health promotion by means of extension of the patients’, relatives’ and employees’ roles in the process of strengthening the efforts to improve their own physical, mental and social welfare. The standards have been introduced and further developed in five hospitals of different size and level, two of them being members of the WHO Healthy Hospitals network.

Professional groups of the Czech Medical Society have been working on effective JEP medical care standards, which also contribute to quality assurance of care provided. The aim of standardisation is to promote the use of evidence based medicine, and to improve and make the health care system in relation to clients more effective. The structure of these standards is based on principles contained in Recommendation 13 as adopted by the Council of Europe in 2001. 230 standards have already been developed and are expected to be widely used by general practitioners.

5.2 Persons with disabilities

Command sets for information of the blind and partially sighted

The European Conference of Ministers of Transport and the European Disability Forum proclaimed the 2003 prize awards “Accessibility of transport services and infrastructure”. Among projects of the 3rd category the first prize for specific aspects of accessibility was awarded to a system which assists blind and partially sighted people in using public transport services by means of a system of sounds developed by the Czech company Apex. The system was introduced into practice by the Transport Company of the Capital of Prague in co-operation with the United Organisation of the Blind and Partially Sighted.

The competition was announced in the context of the European Year of People with Disabilities. The aim was to promote the use of good practice in improving transport accessibility in all European countries.

The project referred to above represented a new system designed to provide guidance for the blind and partially sighted people using public transport. Based on requirements formulated by the Unified Organisation of Blind and Nearly Blind people, a set of panels was constructed to supply information to the blind partially sighted. It can be used in the railway system, at city crossings, underpasses, airports, department stores, etc. The client gets a pocket transmitter VPN 1 or VPN 3, which is built into his or her white stick. The communication process in the city public transport is as follows:

1. When hearing the arrival of the bus or tram the client activates the button of his transmitter.
2. The bus is equipped by a loudspeaker which announces the number of the line and the name of end stop.
3. If the person concerned decides to get on the bus he pushes another button.
4. The bus driver hears the corresponding signal from a speaker installed in his cabin.

The communication process to provide guidance in other situations:
1. The client activates the button of the transmitter at city crossings, underpasses, department stores, or within the Prague Ruzyně airport.
2. An intermittent tone is emitted from the installed post to assist the client’s orientation.
3. If the client is within reach of the city information posts he can activate his button.
4. Then he receives vocal information on how he can get to hospitals, offices, information on the transport situation, etc.

Supported employment for people with disabilities
The main objective of this programme is to enable people with serious disabilities to work together with able-bodied people in the open labour market. The target group of this programme is seriously handicapped young people between 18 and 35 years of age, who are unemployed and have little or no working experience.

It is improbable that these people could find a job, even when receiving assistance from the Labour office. Policies designed to provide assistance to this group of people in finding and keeping a suitable job appears to be ineffective. These people leave special schools and similar institutions and Labour offices classify them among the most vulnerable groups. Through this project they receive long-term support in job seeking, they are assisted when concluding a contract of employment and they receive long-term assistance in performing the activities of their job. Support is also provided to employers who are prepared to recruit people from this group.

The Transition programme is part of the Supported employment programme. The target group is composed of pupils in the final years of special schools and practical schools for pupils with serious multiple disabilities. The programme, situated in the Olomouc region, tries to identify suitable open labour market positions by means of long-term individual on-the-job training support through the provision of individual assistants. Experiences have shown that this transition period is one of the best measures to facilitate the gradual and natural inclusion of severely handicapped people into mainstream society.

The ultimate aim of the programme is to obtain a job in the open labour market and to create conditions which would enable the client to maintain the job and integrate in the respective team. In order to achieve this, the programme also provides corresponding support to employers.

The Transition programme has been underway since 4 January 2001. In 2001 the programme started with 25 clients. In 2004 it will cover approximately 50 clients and efforts will be made to conclude, at least, 20 contracts and to include further 10 - 15 clients in the programme.

In 2004, the Transition programme will support 10 -15 pupils of three schools in the Olomouc area - Special School, Credo, and Child Centre Topolany. The type of the on-the-job training is selected according to the pupils’ interests, motivation, capability and potential and takes place 2 - 3 times a week during the last year of compulsory education in selected co-operating companies. Long-term assistance is provided in accordance with the clients’ needs with a view to improving employability. Objectives are formulated in cooperation with the client and his or her employment consultant,
and take the form of individual plans. Individual plans cover a period of 6 months and can be gradually updated to respond to changing needs.

The outcome of the programme is the inclusion of people with disabilities into the labour market, a working team and society. The project is funded by the Ministry of Labour and Social Affairs (amounts of subsidies: CZK 134,700 - 2001, 178,300 - 2002 and 229,000 - 2003) and by the Labour office in Olomouc (CZK 205,000 – 2001 and 180,000 - 2003). Further grants were received from foundations and certain employers. In 2004 total expenditure reached the sum of CZK 1.42 million.

5.3 The Roma people at risk of social exclusion

Field Programmes

The NGO “People in Need Foundation” implements a Field Programmes in socially excluded communities. In most cases, target areas are geographically defined groups of families with cumulated social and economic problems. The aim of the programme is to provide these families with an assistant - an advisor, a guide and a partner for community planning on municipal level. In other words, he or she assists the clients to live an independent self-supporting life and to avoid poverty and exclusion, which is likely to occur in such disadvantaging environments.

The field-worker assists the clients with access to local services and activities and deals with situations where providers and potential clients have little information about each other. He or she is also called upon to initiate structural changes and remedial processes. The main approach is to include the clients in the solution of their own problems as much as possible. Where the clients are motivated to take their own action, their social competencies are improving and their feelings of rootlessness and uselessness can be removed. Each community has its own parameters in respect of size, family structures (which in the case of the Roma clients have a fundamental importance for interpersonal relations inside the community), social structure, historical background (from where and when the clients came from, for how long their isolated locality has already existed), approach taken by officials and also as regards the types of problems that have to be dealt with.

Among specific problems to be dealt with directly by field-workers on a short-term basis are the following:

- citizenship - field-workers advise the clients on how to make an application for CR citizenship;
- social allowances - field-workers deal with situations where, for various reasons, the family does not receive social allowances;
- housing - field-workers assist families in improving their housing conditions;
- conflicts among families, clashes with members of mainstream society - field-workers negotiate and assist in conflict prevention and resolution;
- assistance in enforcing the clients’ rights and interests - field-workers act on behalf of clients providing assistance and defending the clients’ interests. They provide advice or arrange access to legal or other professional advice, and are available to support the client in the settlement of problems.

Long-term problems to be dealt with by field-workers are the following:

- non-payment and debts - field-workers attempt to assist the clients in meeting their obligations - to pay rent, utility services, price of school meals, etc. Where clients incur debt, they help to establish a repayment schedule and negotiate with suppliers and house-owners;
- proper use of income - the aim is to improve the clients’ capacity to plan their expenditure, to use the income from social allowances for satisfaction of basic needs and not to fall into debt;
- compulsory school attendance – field-workers maintain contact with children involved in truancy and other school attendance problems, discuss the problems with them and with their parents, and provide support in order to remove these problems;
- children’s homework – field-workers try to deal with situation where children receive no family support for their home studies and assigned homework;
- education and future working opportunities for children - field workers advise parents on opportunities for further study and occupational training and provide special support to pupils of special schools to enable them to switch to mainstream schools;
- anti-usury activities.

There is one or a pair of field-workers in each community. Field social work is based on the field-worker’s first-hand knowledge and close relationship with clients and communities. It takes place in time and environment common to the client, i.e. mostly in streets, clients’ homes, or in an office situated in the respective locality. Social workers have no institutionally imposed authority. Their capacity to intervene is based only on their personality. The key idea of the project is to try to solve all problems in mutual co-operation with the client. All field-workers attend regular training courses where they acquire the necessary knowledge and skills in related subjects including civil law, administrative procedures, communication skills and techniques, networking in social services, etc.

Specific methods of work are: discussion with clients, assistance in dealings with authorities (filling the required forms, writing applications, explaining the meaning of communications received from authorities), negotiation on behalf of clients, accompanying clients (to administrative authorities, schools), co-ordination (of activities in which their clients participate - for example voluntary cleaning of the community environment), consultation with experts (the field worker consults problems with experts in social work, lawyers, medical doctors etc.), provision of access to other institutions and organizations (K-centres, civic advice centres, charities, schools, hospitals etc.).

The level of success of the project is assessed by means of the evaluation of particular activities. The project team discusses the subjectively perceived changes in selected problem situations, which have been dealt with in the period under consideration. Objective criteria include the number of successful interventions, level of communication with other NGOs, schools and both central and local government bodies.

In 1999, when the programme was launched, field workers were active in five localities. In 2000 their activities covered ten localities. In all of them continuation of programme activities is still necessary and due to limited resources no further expansion to more than the current twenty localities is planned. During the first years, funding was provided in particular by international donors: Open Society Fund (OSF), The Foundation for the Promotion of Civic Society - NROS (Phare, EU), Charles Mott Foundation, Westminster Foundation for Democracy, Alfred Bader, Polaner family, US Embassy, British Know How Fund. Increasingly the bulk of resources has come from the MoLSA. The 2004 budget is CZK 14.28 million.

**Drom - the Roma centre**

The centre was established by the city district Brno-Sever in 1989. The main activities include comprehensive and cross-cutting services supplied to target groups in most problem areas, such as:
- assistance in looking for a job;
- assistance with dealing with housing issues;
- counselling and provision of information;
- primary prevention of socially pathological phenomena;
- leisure-time education of children, youth but also of adults;
- organization or leisure-time activities;
- organisation of cultural and social events.

Main target groups include Roma communities based in the city of Brno, and more specifically in Brno-Zábrdovice, Brno-Husovice and Brno-Střed. In respect of certain projects, the target group is extended to the South-Moravian Region and even to the whole territory of the CR. Age categories of the target group include pre-school age, school age, working age and retirement age.

Approximately 70% of operational costs of the Centre’s activities (or CZK 3.6 million a year) is financed from the budget of the city district Brno-Střed. The rest is covered by grants provided by ministries, foundations and other organisations (CZK 1.5 millions a year). Thus average yearly budget of the Centre is CZK 5.1 millions a year.

In respect of education and leisure-time activities, both are planned in a way so that learning modules are combined with leisure time activities in order to develop skills important for studying. Special attention is paid to continuity of learning, and care and services are provided from the pre-school age until the completion of studies. Activities start with a stimulation programme for pre-school children, including children’s riding on horseback, continue with additional lessons at primary and secondary schools, interest circles and leisure activities and include close cooperation among schools attended by higher numbers of Roma children. The “Verda” foundation provides funding for support of Roma students. Special attention is also paid to the training of teachers. A special course was organised for teachers and supplemented by a study programme for pedagogic assistance, in order to equip teachers and their assistants with basic knowledge in pedagogy and psychology.

More recently, these educational activities were taken over and further developed by the Masaryk University in Brno, where a special unit was created to deliver further training courses.

In the area of social and legal counselling the Centre has focused its attention on the main issues of the target group. A social and legal unit has been established in the district with the highest concentration of Roma and all services are free of charge.

A significant step in the area of housing was the implementation of the “Community Housing” project. This project was implemented in co-operation with the city district Brno-střed. Its aim was to improve housing levels and remove problems, in particular by means of gradual settlement of outstanding debt on rent and services and legalisation of leases. As a part of the project, two houses were renovated and tenants were given an opportunity to work off their debt and put their housing on a proper legal basis. Tenants are urged and assisted in adopting a responsible way of using their apartments and in maintaining communication with the respective bodies and institutions.

Field social work is an essential area of the Centre’s activities. Attention in this respect is essentially twofold. Firstly, the fieldworker’s position has to be defined and properly established and properly placed in existing structures. Second, fieldworkers, including those in active service, must be properly trained and provided with appropriate skills. In recent years the Centre has taken advantage of the State active labour market policies, in particular regarding community services. Testing of the role of educational assistants started among the unemployed, who were given an opportunity to earn money by participation in community services. On the basis of acquiring experience, the educational assistant’s position was redefined and included in the catalogue of jobs. In this way educational institutions were given an opportunity to employ educational assistants.
Integration of minorities in the CR- a co-operation project EINDHOVEN - OSTRAVA

This project was implemented between 2001 and 2004 in partnership with the Dutch city of Eindhoven and provided an opportunity to learn new lessons for the solution of minorities’ problems, and particularly problems related to Roma.

The Integration of minorities project declared the aim of promoting and extending the role of local government in order to better understand and solve existing problems. Specific objectives included:

- To improve co-habitation by putting emphasis on contacts of members of minority groups with the mainstream population, providing information to local government officials and organising public information campaigns;
- To take account of prevailing attitudes and improve social and educational work while putting emphasis on community planning and community work;
- To contribute towards laying foundations for future systematic efforts in the area of social inclusion, while taking advantage of acquiring experience in other countries.

The individual components of the project are detailed below:

1. Workshops and round tables

Educational workshops were organised for social workers/officials of individual city districts and for teachers of both special and mainstream schools, i.e. those who have day-to-day contact with Roma children and adults. The subjects discussed included Roma cultural values, traditions and habits, promotion of integration by means of education and placing emphasis on social work in communities. Four round tables were organised where discussions took place on the most frequent problems encountered by social workers in their day-to-day practice. The last round table was attended by elected local government representatives who thus received first-hand information on the most urgent minority problems.

2. Educational course for Roma mothers and their pre-school aged children

The second part of project was concentrated on education of Roma mothers and their pre-school aged children in community centres. The objectives of this programme were:

- to include, as fully as possible, the children’s parents into pre-school educational activities, to stimulate them and to enhance their competencies in their children’s education;
- to develop emotional and social interaction between mother and child by means of implementation of joint activities;
- to strengthen the parents’ feeling of responsibility for the child’s education and to develop functional family-school co-operation;
- to improve the chances of Roma children to be successful and equal their peers in school education, to make them aware of the need to observe the rules of school attendance and other school regulations.

Expected programme results:

- gradually, Roma parents will better assist their children in coping with their school duties without assistance of third people;
- both Roma parents and children will gradually cultivate the habit to perform a systematic targeted long-term work and a foundation for this attitude will already be built in the pre-school age;
- mothers from the community will get other Roma mothers involved in the project.
Working methods with a view to achieving these results included individual work performed by a trained social worker with the child’s mother, group work with mothers and assisted work of mothers with their children.

3. Missions of Dutch experts and study trips performed by Czech participants

An exchange of experts resulted in the transmission of valuable practical experience and lessons learned directly in fieldwork, both on the Czech and the Dutch side. During two missions the Dutch partners informed their Czech counterparts about contents and organisation of work in Dutch community centres. The training consisted in explaining basic principles and methods used in pre-school education of children, and showing how the parents’ roles can be promoted and strengthened. Valuable practical experience was shared.

During their first visit to the Netherlands the Czech experts were acquainted with practical implementation of social work. They visited community centres and had an opportunity to speak with mothers participating in one Dutch project. In this way they obtained first-hand experience in implementation of social care and education policies in the Netherlands. On their second visit this experience was further extended and possibilities were discussed concerning forms of mutual exchange and co-operation among institutions which are responsible for minority issues and provision of social and educational services (authorities, schools, community centres, non-governmental organisations). This co-operation will hopefully contribute towards improving methods used in the education of mothers with small children in a minority environment.

4. Publishing a booklet “A Concise Guide for a Roma Assistant in Ostrava”

This publication summarises activities implemented within the project undertaken by the Czech and Dutch partner cities to promote integration of minorities in the CR. The publication describes the main characteristics of Roma communities living in the city of Ostrava, as well as the activities which are currently carried out. The main characteristics and features of working with the Roma minority are described, including the history of the Roma flag, the International Day of the Roma and to the role of Roma press and media.

5.4 Preventing socially negative phenomena

Police assistant to combat usury in socially excluded Roma communities

The project concerning police assistants to combat usury in socially excluded Roma communities is based on the National Strategy of Police Work in Relation to National and Ethnic Minorities (approved by Government resolution No. 85 of 22 January 2003). The project was tested in 2003 by the police administration in Northern Moravia where Roma communities are represented significantly.

The implementation was entrusted to the NGO “Cohabitation” in Ostrava which selected and employed two Roma women to act as police assistants. The selection was made in co-operation with local police authorities, the Roma adviser to the Ostrava municipality, the regional co-ordinator for ethnic minorities and representatives of the Ministry of the Interior and the Office of the CR Government. The project was financed by the Office of the Government from the budget line “non-governmental organisations”.

The city police directorate established a special working group (called LICHVA) to liaise with police assistants in combating usury. It consisted of 24 policemen, two for each city district. Membership was voluntary; policemen were free to refuse this type of work. Those selected were offered a special training run by police experts for minority problems and by the regional co-ordinator for national minorities.
The leader of the working group met regularly, twice a week, with police assistants to discuss current problems. On weekdays, the assistants accompanied policemen on their rounds in city districts and the rest of their working time was filled with work with usury victims. They visited families stricken by the usury practices, consulted their problems, offered possible assistance and mediated contacts with the police.

The basic task of assistants was to work intensively and systematically with usury victims. Firstly, they had to establish contact with Roma communities and gain their confidence. They informed the Roma about the role of the selected policemen and prepared ground for the police for work in the respective communities and for provision of assistance to victims. The idea was that victims of offences would probably not contact the police without mediation of police assistants. For this reason, it was very important to create an environment where the community would perceive the assistants (of the Police of the CR) as somebody who can be trusted. They had to convince the victims that police assistance was worth considering. The assistants mediated contacts of victims with the police, informed Roma citizens on risks associated with usury and on opportunities and solutions of usury problems offered by the city police. Thus the role of assistants was to become a permanent liaison between the police and the community and to facilitate mutual communication.

Experience gained so far has shown a definite contribution made by the project. Thanks to the work of the LICHVA team and that of police assistants, more cases of usury could be clarified. Police officers obtained a closer insight in real situations in the Roma community and became able to better understand the problems. From January 2004, police assistants have been employed by the Ostrava Town Office as regular field social workers. Their duties are now directed at “solution” of all crime factors in the Roma community. The police group for combating usury was transformed into mini-teams for work with the Roma community. These mini-teams were established in selected district departments and are composed of police officers, police assistants, field social workers and (where appropriate) representatives of civil associations. The mini-teams are headed by police officers and regular consultations are held with assistants.

The Police Administration in the North-Moravian Region intends to build on the acquired experiences with combating usury and intends to establish similar working groups in other districts. The Administration evaluated the project as a very successful one and decided to grant a special award to the NGO “Cohabitation”. Final evaluation of the project will be a part of the report on implementation of the National Strategy of Police Work in Relation to National and Ethnic Minorities to be submitted by the Minister of Interior by 31 July 2004.

**Junior Police Academy**

This pilot project is part of a Comprehensive Programme for Prevention of Socially Pathological Phenomena. It is implemented at primary school level and based on a systematic co-operation of police officers and experts. The main actors are members of a preventive information group of District Police Headquarters in České Budějovice and experts of the methodical and prevention group of the National Drug Headquarters of the Police of the CR, which is settled in Prague. The project is targeted at systematic and consistent work with children of selected classes in the second grade of primary schools. By means of preventive action, it should promote positive social behaviour and shape the children’s attitude towards rejection of crime.

Participation in the project has increased from three primary schools in České Budějovice to a current number of twenty. Preparatory work was confined to a group composed of school directors, two teachers (responsible for public relations),
psychologists, legal experts, members of the Police Academy and workers of a psychiatric hospital. The project deals with serious problems including bullying, truancy, aggression, denomination, gambling, human rights, antisocial behaviour, penal law, alcohol and drug abuse, etc. Planned project activities will cover a period of four years and estimated 4,000 children will participate.

Children learn by means of workbooks and get acquainted with various problems of socially adverse phenomena. Specific examples are discussed. The workbooks provide an opportunity to control the level of knowledge acquired during a school year.

Many different activities are performed by the “Junior Police Academy”, such as:
- chat with the author of bestseller Úplná prázdnota (Total emptiness)
- paramilitary (defence) competitions, where children compete in health education, physical fitness and knowledge tests;
- a children’s press conference - child reporters preparing questions and police officers provide answers and information;
- educational programme on “Drugs and Peer Groups” for pupils of the 7th grade;
- educational programme on “bullying” for pupils of the 6th grade;
- discussions on various subjects, such as drugs and legal regulations, religious movements and sects, hepatitis virus.

5.5 Older people

Respite and rehabilitation centre “PORTUS House”

This respite centre providing daily rehabilitation and ergo-therapeutic services has a capacity of 20 clients. Clients benefit from the services for a period of 2-3 months. These services are integral part of a comprehensive programme implemented by the civil association ŽIVOT 90 (Life 90) entitled “Your home is at home”. The programme is aimed at finding comprehensive and holistic solutions for older people’ complex problems. The PORTUS House project was launched on 1 December 2003 and is still running.

Its aim is:
- to assist older people leaving institutional care (for example hospitals and other health institutions) or their families (for example as a result of maltreatment and/or abuse). Many of them suffer from health problems and have reduced capacity to run their own household and/or to enforce their rights and entitlements. The assistance is directed at development of their capacity to lead an independent life;
- to provide relief to families caring for a dependent elderly person and who are in need of temporary assistance. Most of the older people concerned are those with degenerative diseases accompanied by dementia who require constant supervision, guidance and assistance. The PORTUS House provides a temporary institutional care for these people.
- the integral part of the Respite centre is day care for older people. This enables the remaining family members to be gainfully active. Older people are transported to the centre in the morning and brought back in the afternoon. Services are provided to 10 day clients and 10 residential clients.

It is very important for these people to be activated. For this reason, the Respite Centre provides a rehabilitation and ergo-therapeutic programme, supervised by a doctor. Outpatient rehabilitation is also provided by physiotherapists and ergotherapists, again under the supervision of a doctor. The amount of rehabilitation measures undertaken depends on the client’s state of health. In addition to the
rehabilitation programme, an opportunity is provided for leisure activities, such as singing, drawing, and other artistic activities. This programme, as well as cultural events, memory training, etc. contributes to the older people’ psychological welfare.

The programme as a whole has been designed to improve the clients’ physical and mental condition and promote their social activities. The objective is to improve their condition and enable them to live in their natural environment. In this way situations are avoided where patients occupy hospital beds for social reasons. Within this programme a rental section provides rehabilitation aids thus enabling the clients to cope with barriers in their homes. People eligible for these services are selected by means of a rehabilitation conference.

Operation of the Respite Centre is funded by the Ministry of Labour and Social Affairs and by the Prague City Office. CZK 1.2 million was allocated for 2004.

5.6 **Homeless people**

**“Naděje” Integration programme**

The “Naděje” (Chance) Integration Programme has been underway since 1990 and is targeted at the comprehensive social inclusion of people running the risk of by social exclusion and of those, who are already socially excluded. It comprises five linked stages.

Stage Zero covers the first contact and provides first aid in situations of emergency, such as:
- street work: search for homeless people at places where they are usually found at day or night times, establishing contact, invitation to come to day centres;
- contact (in person or in writing) with people to be released from prisons or other institutions;
- daily “Hygiene” centre, provision of meals, clothing, interviews, assistance in obtaining identity cards, search for a job, contact with authorities, moral support, provision of incentives for social integration;
- general practitioner’s services, prevention, medical examinations related to jobs;
- a hostel: services are provided during the whole year, in particular in the winter season.

Stage One follows after successful completion of stage Zero:
- short-term accommodation in a asylum house and, at least, occasional employment;
- employment by means of community services;

Stage Two follows after stage One:
- medium-term accommodation and employment based on an employment contract;
- employment within socially beneficial projects;
- assistance in seeking permanent employment.

Stage Three:
- “half-way housing” for young people;
- “domy pokojného stáří” (homes for ageing for the elderly and retired people with disabilities);
- sheltered housing.

Stage Four (not yet implemented):
- subsidised independent housing.
Supplementary services:

- clothes;
- food Banks;
- general counselling with special regard to targeted groups;
- Christian religious care and support, in accordance with the wish of the person concerned.

Modifications concerning work with those who are at risk of homelessness (four fifths of whom are Roma) include:

- social intervention services provided to households with outstanding debt on rent (those who default in payment) to prevent their eviction;
- social intervention services provided to those evicted from their apartments and moved to “holobyty” (flats without equipment);
- social intervention services provided to tenants of subsidized social-housing flats.

The aim of the Integration Programme is to prevent social exclusion of those, who are endangered by homelessness, and to promote social inclusion of those, who are marginalized and live in poor conditions.

The Programme has been implemented in Prague (since 1991 in several centres), Česká Třebová (1997), Vysoké Mýto (1998), Plzeň (1999), Jablonec nad Nisou (2000), Mladá Boleslav (2001), Písek (2002), and Litoměřice (2003). Representatives of several other municipalities have expressed their interest in joining the “Naděje” Integration Programme and negotiations are underway. Social services provided to homeless people in the town of Litomyšl (since 1997) are of a similar nature. Multi-source funding is available from the national budget, regions, municipalities, and clients’ payments for accommodation.
6 Statistical Annex

Laeken indicators

Methodical notes

Data on the Czech Republic are derived from the research survey „Microcensus 2002“ which was performed by the Czech Statistical Office (CZSO). This survey concerned incomes of households and persons in 2002. Data on EU 15 countries and new EU 10 countries were derived from the April updated results of the second round of collection of data by EUROSTAT conducted in 2001.

At-risk-of-poverty threshold means 60% of the national equivalised median income (per adult equivalent a year). In 2002, it amounted to CZK 123,130, or EUR 3,997, PPS 7,532 (= 100%), CZK 73,878, or EUR 2,398, PPS 4,519 (= 60%), CZK 49,252, or EUR 1,599 (= 40%), CZK 61,565, or EUR 1,999 (= 50%), and CZK 86,191, or EUR 2,798 (= 70%)

Persons at risk of poverty are persons with an equivalised disposable income (after including all social transfers), that is lower than 60% of the national equivalised median income (per adult equivalent a year) - CZK 73,878 - EUR 2,398.

Income in kind is included in total income.

Adult equivalent according to the EU scale: first adult in household = 1,0; every other adult in household (above 13 years) = 0,5; each child (0 – 13 years) = 0,3.

Dependent children are all children between 0 and 15 years of age and children between 16 and 24 years of age if they are economically inactive and live with at least one parent.

In 2002, at-risk-of-poverty threshold was CZK 73,878 (EUR 2,398, PPS 4,519) a year for a household of an individual and CZK 155,144 (EUR 5,036, PPS 9,490) a year for a household of parents with two dependent children.
### Table 1

**Distribution of the population by age group and gender (in %)**

<table>
<thead>
<tr>
<th>Age</th>
<th>Population total*</th>
<th>Population at risk of poverty **</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
</tr>
<tr>
<td>---------</td>
<td>--------</td>
<td>-------</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>0-15</td>
<td>18</td>
<td>32</td>
</tr>
<tr>
<td>16-24</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>25-49</td>
<td>36</td>
<td>37</td>
</tr>
<tr>
<td>50-64</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>65+</td>
<td>13</td>
<td>11</td>
</tr>
<tr>
<td>16+</td>
<td>82</td>
<td>81</td>
</tr>
<tr>
<td>16-64</td>
<td>69</td>
<td>70</td>
</tr>
<tr>
<td>0-64</td>
<td>87</td>
<td>89</td>
</tr>
</tbody>
</table>

* percentage of persons (men, women) in the respective age groups of the total population (men, women)
** percentage of persons (men, women) at risk of poverty in the respective age groups of the total population (men, women) at risk of poverty

**Persons at risk of poverty:**
Persons with an equivalised disposable income (after including all social transfers) below 60 % of the national equivalised median income
### Table 2: At-risk-of-poverty rate by age group and gender *(in %)*

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>EU 10</td>
</tr>
<tr>
<td>Total</td>
<td>8</td>
<td>15</td>
<td>13</td>
</tr>
<tr>
<td>0-15</td>
<td>15</td>
<td>19</td>
<td>17</td>
</tr>
<tr>
<td>16-24</td>
<td>9</td>
<td>19</td>
<td>16</td>
</tr>
<tr>
<td>25-49</td>
<td>8</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>50-64</td>
<td>5</td>
<td>12</td>
<td>9</td>
</tr>
<tr>
<td>65+</td>
<td>4</td>
<td>19</td>
<td>8</td>
</tr>
</tbody>
</table>

|     | 16+  |     |     |     | 6    |     | 8    |     |
|     | 16-64 | 7   |     | 6    |     | 8    |     |
|     | 0-64  | 9   |     | 8    |     | 9    |     |

*percentage of persons (men, women) at risk of poverty in the respective age groups of the total population (men, women) in the respective age groups

Persons at risk of poverty:
Persons with an equivalised disposable income (after including all social transfers) below 60 % of the national equivalised median income
Table 3

At-risk-of-poverty rate for different levels of at-risk-of-poverty thresholds *
(in %)

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>EU 10</td>
<td>CR</td>
</tr>
<tr>
<td>40%</td>
<td>1</td>
<td>5</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>50%</td>
<td>4</td>
<td>9</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>60%</td>
<td>8</td>
<td>15</td>
<td>13</td>
<td>7</td>
</tr>
<tr>
<td>70%</td>
<td>16</td>
<td>23</td>
<td>21</td>
<td>14</td>
</tr>
</tbody>
</table>

* percentage of persons (men, women) at risk of poverty (based on different at-risk-of-poverty thresholds) of the total population (men, women)

Persons at risk of poverty (according to different at-risk-of-poverty thresholds):
Persons with an equivalised disposable income (after including all social transfers) below 40 %, 50 %, 60 % and 70 % of the national equivalised median income
### Relative median at-risk-of-poverty gap by age and gender*

*(in %)*

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>EU 10</td>
</tr>
<tr>
<td>Total</td>
<td>15</td>
<td>22</td>
<td>19</td>
</tr>
<tr>
<td>0-15</td>
<td>15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16-64</td>
<td>16</td>
<td></td>
<td></td>
</tr>
<tr>
<td>65+</td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16+</td>
<td>15</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* difference between the median equivalised income of persons at risk of poverty (below the at-risk-of-poverty threshold) and the threshold itself expressed as percentage of the at-risk-of-poverty threshold

At-risk-of-poverty threshold:
60 % of the national equivalised median income
Table 5

<table>
<thead>
<tr>
<th>Selected indicators of at-risk-of poverty</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th></th>
<th>CR</th>
<th>EU 15</th>
<th>EU 10</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ratio of income inequality</strong>*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>S80/S20</td>
<td>3.4</td>
<td>4.4</td>
<td>4.1</td>
</tr>
<tr>
<td><strong>Gini coefficient</strong></td>
<td>25</td>
<td>28</td>
<td>28</td>
</tr>
</tbody>
</table>

* ratio of total income of 20 % of the population with highest disposable incomes (the highest quintil) to the total income of 20 % of the population with lowest disposable incomes (the lowest quintil)

** relationship between cumulative shares of the population ranged in accordance with income levels and cumulative shares of their total incomes
### Distribution of the population by household type in the CR

(in %)

<table>
<thead>
<tr>
<th>Type of household</th>
<th>Population* total</th>
<th>Population ** at risk of poverty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td><strong>Households without children:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>households with no dependent children (total)</td>
<td>45 25</td>
<td></td>
</tr>
<tr>
<td>single adults (total)</td>
<td>10 15</td>
<td></td>
</tr>
<tr>
<td>men</td>
<td>4 6</td>
<td></td>
</tr>
<tr>
<td>women</td>
<td>6 9</td>
<td></td>
</tr>
<tr>
<td>single adults under 65 years of age</td>
<td>5 10</td>
<td></td>
</tr>
<tr>
<td>single adults aged 65 years and over</td>
<td>5 5</td>
<td></td>
</tr>
<tr>
<td>childless couples:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>both partners under 65 years of age</td>
<td>15 6</td>
<td></td>
</tr>
<tr>
<td>childless couples:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>at least one partner aged 65 years and over</td>
<td>8 2</td>
<td></td>
</tr>
<tr>
<td>other households with no dependent children</td>
<td>13 2</td>
<td></td>
</tr>
<tr>
<td><strong>Households with children:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>households with dependent children (total)</td>
<td>55 75</td>
<td></td>
</tr>
<tr>
<td>single parent and only dependent children</td>
<td>5 20</td>
<td></td>
</tr>
<tr>
<td>complete families (both parents):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>with 1 dependent child</td>
<td>12 10</td>
<td></td>
</tr>
<tr>
<td>with 2 dependent children</td>
<td>20 20</td>
<td></td>
</tr>
<tr>
<td>with 3 and more dependent children</td>
<td>5 12</td>
<td></td>
</tr>
<tr>
<td>other households with dependent children</td>
<td>12 13</td>
<td></td>
</tr>
</tbody>
</table>

* percentage of persons living in the respective type of household of the total population
** percentage of persons at risk of poverty living in the respective type of household of the total population at risk of poverty

**Persons at risk of poverty:**
Persons with an equivalised disposable income (after including all social transfers)
below 60 % of the national equivalised median income
Table 7

**At-risk-of-poverty rate by household type**

*(in %)*

<table>
<thead>
<tr>
<th>Type of household</th>
<th>At-risk-of-poverty rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
</tr>
<tr>
<td><strong>Households without children:</strong></td>
<td></td>
</tr>
<tr>
<td>households with no dependent children (total)</td>
<td>4</td>
</tr>
<tr>
<td>single adults (total)</td>
<td>13</td>
</tr>
<tr>
<td>men</td>
<td>13</td>
</tr>
<tr>
<td>women</td>
<td>13</td>
</tr>
<tr>
<td>single adults under 65 years of age</td>
<td></td>
</tr>
<tr>
<td>single adults aged 65 years and over</td>
<td></td>
</tr>
<tr>
<td>childless couples:</td>
<td></td>
</tr>
<tr>
<td>both partners under 65 years of age</td>
<td>16</td>
</tr>
<tr>
<td>childless couples:</td>
<td></td>
</tr>
<tr>
<td>at least one partner aged 65 years and over</td>
<td></td>
</tr>
<tr>
<td>other households with no dependent children</td>
<td></td>
</tr>
<tr>
<td></td>
<td>198</td>
</tr>
<tr>
<td><strong>Households with children:</strong></td>
<td></td>
</tr>
<tr>
<td>households with dependent children (total)</td>
<td></td>
</tr>
<tr>
<td>single parent and only dependent children</td>
<td>30</td>
</tr>
<tr>
<td>complete families (both parents):</td>
<td></td>
</tr>
<tr>
<td>with 1 dependent child</td>
<td></td>
</tr>
<tr>
<td>with 2 dependent children</td>
<td></td>
</tr>
<tr>
<td>with 3 and more dependent children</td>
<td></td>
</tr>
<tr>
<td>other households with dependent children</td>
<td>9</td>
</tr>
</tbody>
</table>

* percentage of persons at risk of poverty living in the respective type of household of the total population living in the respective type of household

Persons at risk of poverty:
Persons with an equivalised disposable income (after including all social transfers) below 60 % of the national equivalised median income
### Distribution of the population by most frequent activity status of household members (in %)

<table>
<thead>
<tr>
<th>Activity Status</th>
<th>Population (total)*</th>
<th>Population at risk of poverty**</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
</tr>
<tr>
<td><strong>Population aged 16 years and over (total)</strong></td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>employed (total)</td>
<td>54</td>
<td>63</td>
</tr>
<tr>
<td>of which:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>salary/wage employees</td>
<td>45</td>
<td>49</td>
</tr>
<tr>
<td>self-employed</td>
<td>9</td>
<td>13</td>
</tr>
<tr>
<td>non employed (total)</td>
<td>46</td>
<td>37</td>
</tr>
<tr>
<td>of which:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>unemployed</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>retired</td>
<td>23</td>
<td>18</td>
</tr>
<tr>
<td>other inactive</td>
<td>17</td>
<td>14</td>
</tr>
</tbody>
</table>

* percentage of persons (men, women) in the respective groups by most frequent activity status aged 16 years and over of the total population (men, women) aged 16 years and over.

** percentage of persons (men, women) at risk of poverty in the respective groups by most frequent activity status aged 16 years and over of the total population (men, women) at risk of poverty aged 16 years and over.

Persons at risk of poverty:
Persons with an equivalised disposable income (after including all social transfers) below 60% of the national equivalised median income.
Table 9

<table>
<thead>
<tr>
<th>Activity Status</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>EU 10</td>
</tr>
<tr>
<td>Population aged 16 years and over (total)</td>
<td>7</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>employed (total)</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>of which:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>salary/wage employees</td>
<td>2</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>self-employed</td>
<td>7</td>
<td>16</td>
<td>14</td>
</tr>
<tr>
<td>non employed (total)</td>
<td>11</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>of which:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>unemployed</td>
<td>36</td>
<td>38</td>
<td>35</td>
</tr>
<tr>
<td>retired</td>
<td>4</td>
<td>17</td>
<td>9</td>
</tr>
<tr>
<td>other inactive</td>
<td>13</td>
<td>25</td>
<td>17</td>
</tr>
</tbody>
</table>

* percentage of persons (men, women) at risk of poverty in the respective groups by most frequent activity status aged 16 years and over of the total population (men, women) in the respective groups by most frequent activity status aged 16 years and over

Persons at risk of poverty:
Persons with an equivalised disposable income (after including all social transfers)
below 60 % of the national equivalised median income
### At-risk-of-poverty rate by age group and gender*

*(in %)*

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>EU 10</td>
<td>CR</td>
<td>EU 15</td>
<td>EU 10</td>
</tr>
<tr>
<td>0-15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>39</td>
<td>39</td>
<td>44</td>
<td>21</td>
<td>24</td>
<td>25</td>
</tr>
<tr>
<td>Men</td>
<td>35</td>
<td>36</td>
<td>42</td>
<td>19</td>
<td>22</td>
<td>25</td>
</tr>
<tr>
<td>Women</td>
<td>42</td>
<td>42</td>
<td>46</td>
<td>22</td>
<td>25</td>
<td>26</td>
</tr>
<tr>
<td>16-64</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>19</td>
<td>7</td>
<td>7</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>Men</td>
<td>27</td>
<td>18</td>
<td></td>
<td>6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>33</td>
<td>20</td>
<td></td>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>65+</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>89</td>
<td>9</td>
<td>4</td>
<td>4</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>Men</td>
<td>92</td>
<td>6</td>
<td></td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>88</td>
<td>12</td>
<td></td>
<td>6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16+</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>39</td>
<td>18</td>
<td>7</td>
<td>7</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>Men</td>
<td>36</td>
<td>16</td>
<td></td>
<td>6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>43</td>
<td>19</td>
<td></td>
<td>8</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*percentage of persons (men, women) at risk of poverty in the respective groups of the total population (men, women) in the respective groups

Persons at risk of poverty:
Persons with an equivalised disposable income (after including all social transfers) below 60 % of the national equivalised median income
## Table 11

### At-risk-of-poverty rate according to selected characteristics
depending on a chosen at-risk-of-poverty threshold*

<table>
<thead>
<tr>
<th>Chosen characteristics</th>
<th>At-risk-of-poverty rate of the national equivalised median income</th>
</tr>
</thead>
<tbody>
<tr>
<td>At-risk-of-poverty threshold</td>
<td>40%</td>
</tr>
<tr>
<td>CZK</td>
<td>49 252</td>
</tr>
<tr>
<td>EUR</td>
<td>1 599</td>
</tr>
<tr>
<td>PPS</td>
<td>3 013</td>
</tr>
<tr>
<td>Population (total)</td>
<td>1</td>
</tr>
<tr>
<td>men</td>
<td>0</td>
</tr>
<tr>
<td>women</td>
<td>1</td>
</tr>
<tr>
<td>Most frequent activity status:</td>
<td></td>
</tr>
<tr>
<td>salary/wage employees</td>
<td>0</td>
</tr>
<tr>
<td>self-employed</td>
<td>1</td>
</tr>
<tr>
<td>unemployed</td>
<td>6</td>
</tr>
<tr>
<td>retired</td>
<td>0</td>
</tr>
<tr>
<td>other inactive</td>
<td>2</td>
</tr>
<tr>
<td>Type of household:</td>
<td></td>
</tr>
<tr>
<td>Households without children</td>
<td></td>
</tr>
<tr>
<td>single adults</td>
<td>2</td>
</tr>
<tr>
<td>men</td>
<td>5</td>
</tr>
<tr>
<td>women</td>
<td>1</td>
</tr>
<tr>
<td>single adults aged 65 years and over</td>
<td></td>
</tr>
<tr>
<td>childless couples:</td>
<td></td>
</tr>
<tr>
<td>both partners under 65 years of age</td>
<td>1</td>
</tr>
<tr>
<td>childless couples:</td>
<td></td>
</tr>
<tr>
<td>at least one partner aged 65 years and over</td>
<td>2</td>
</tr>
<tr>
<td>other households with no dependent children</td>
<td>1</td>
</tr>
<tr>
<td>Households with children</td>
<td></td>
</tr>
<tr>
<td>single parent and only dependent children</td>
<td>5</td>
</tr>
<tr>
<td>Complete families (both parents)</td>
<td></td>
</tr>
<tr>
<td>with 1 dependent child</td>
<td>1</td>
</tr>
<tr>
<td>with 2 dependent children</td>
<td>1</td>
</tr>
<tr>
<td>with 3 and more dependent children</td>
<td>1</td>
</tr>
<tr>
<td>other households with dependent children</td>
<td>4</td>
</tr>
<tr>
<td>Incomes:</td>
<td></td>
</tr>
<tr>
<td>excluding social transfers</td>
<td>28</td>
</tr>
<tr>
<td>after including pensions</td>
<td>11</td>
</tr>
<tr>
<td>after including pensions and all other social transfers</td>
<td>1</td>
</tr>
</tbody>
</table>

* percentage of persons at risk of poverty in the respective group
of the total number of persons in the same group

Persons at risk of poverty:
Persons with an equivalised disposable income (after including all social transfers)
below 60 % of the national equivalised median income
### At-risk-of-poverty rate by age and gender

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Total</th>
<th>M</th>
<th>W</th>
<th>Source</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total 0-15 years</td>
<td>15</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>16-24 years</td>
<td>10</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>25-49 years</td>
<td>9</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>50-64 years</td>
<td>4</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>65+ years</td>
<td>6</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>16+ years</td>
<td>8</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
</tbody>
</table>

### At-risk-of-poverty rate by most frequent activity status

<table>
<thead>
<tr>
<th>Activity Status</th>
<th>Total</th>
<th>M</th>
<th>W</th>
<th>Source</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>3</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>Self-employed</td>
<td>7</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>Other inactive</td>
<td>13</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
</tbody>
</table>

### At-risk-of-poverty rate by household type

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Total</th>
<th>M</th>
<th>W</th>
<th>Source</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>All households with no dep.</td>
<td>4</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>1 person household</td>
<td>13</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>1 person household &lt;65 years</td>
<td>16</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>1 person household 65+ years</td>
<td>9</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>2 adults no dep. children</td>
<td>3</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>2 adults no dep. children (at least one 65+ years)</td>
<td>2</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>Other households with no dep. children</td>
<td>1</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>All households with dep. children</td>
<td>11</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>Single parent (at least 1 child)</td>
<td>30</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>2 adults 1 dependent child</td>
<td>7</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>2 adults 2 dependent children</td>
<td>8</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>2 adults 3+ dependent children</td>
<td>20</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>Other households with dep. children</td>
<td>9</td>
<td></td>
<td></td>
<td>CZSO</td>
<td>2002</td>
</tr>
</tbody>
</table>

### At-risk-of-poverty threshold (illustrative values)

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Source</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 person household</td>
<td>CZK 73 878</td>
<td>CZSO 2002</td>
</tr>
<tr>
<td></td>
<td>EUR 2 398</td>
<td>CZSO 2002</td>
</tr>
<tr>
<td></td>
<td>PPS 4 519</td>
<td>CZSO 2002</td>
</tr>
<tr>
<td>2 adults with 2 dependent children</td>
<td>CZK 155 144</td>
<td>CZSO 2002</td>
</tr>
<tr>
<td></td>
<td>EUR 5 036</td>
<td>CZSO 2002</td>
</tr>
<tr>
<td></td>
<td>PPS 9 490</td>
<td>CZSO 2002</td>
</tr>
</tbody>
</table>

### Income quintile ratio S80/S20

<table>
<thead>
<tr>
<th>Quintile ratio</th>
<th>S80/S20</th>
<th>Source</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3.4</td>
<td>CZSO</td>
<td>2002</td>
</tr>
<tr>
<td>Relative median at-risk-of-poverty gap</td>
<td>CZSO 2002</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------------------</td>
<td>-----------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>15 17 15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0-15 years</td>
<td>15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16-64 years</td>
<td>16 17 15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>65+ years</td>
<td>7 6 8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16+ years</td>
<td>15 17 14</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Regional cohesion</th>
<th>EU LFS 2002</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>5.7 5.1 7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Long-term unemployment rate</th>
<th>EU LFS 2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>3.8 2.9 5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Population living in jobless households</th>
<th>EU LFS 2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children (0-17 years)</td>
<td>8.4</td>
</tr>
<tr>
<td>Adults (18-59 years)</td>
<td>7.7 5.8 9.7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Early school leavers not in education or training</th>
<th>EU LFS 2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>6 5.2 6.8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Life expectancy (years)</th>
<th>CZSO 2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>72.0 78.5</td>
</tr>
<tr>
<td>1</td>
<td>71.3 77.8</td>
</tr>
<tr>
<td>60</td>
<td>17.2 21.3</td>
</tr>
</tbody>
</table>

**The secondary indicators**

<table>
<thead>
<tr>
<th>Dispersion around the at-risk-of-poverty threshold</th>
<th>CZSO 2002</th>
</tr>
</thead>
<tbody>
<tr>
<td>40% of median</td>
<td>1 1 1</td>
</tr>
<tr>
<td>50% of median</td>
<td>4 4 4</td>
</tr>
<tr>
<td>70% of median</td>
<td>16 14 18</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>At-risk-of-poverty rate before and after social transfers</th>
<th>CZSO 2002</th>
</tr>
</thead>
<tbody>
<tr>
<td>excluding all social transfers</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>39 35 42</td>
</tr>
<tr>
<td>0-15 years</td>
<td>35</td>
</tr>
<tr>
<td>16-64 years</td>
<td>30 27 33</td>
</tr>
<tr>
<td>65+ years</td>
<td>89 92 88</td>
</tr>
<tr>
<td>16+ years</td>
<td>39 36 43</td>
</tr>
</tbody>
</table>

incl. retirement and survivors pensions and excl. all other social transfers

| Total                                                    | 21 19 22  |
| 0-15 years                                               | 33        |
| 16-64 years                                              | 19 18 20  |
| 65+ years                                                | 9 6 12    |
| 16+ years                                                | 18 16 19  |

including all social transfers

| Total                                                    | 8 7 9    |
| 0-15 years                                               | 15       |
| 16-64 years                                              | 7 6 8    |
| 65+ years                                                | 4 1 6    |
| 16+ years                                                | 7 6 8    |

<table>
<thead>
<tr>
<th>Gini coefficient</th>
<th>CZSO 2002</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>25</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Long-term unemployment share</th>
<th>CZSO 2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>50.6 48.1 52.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Very long-term unemployment rate</th>
<th>CZSO 2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>2.3 1.8 3.1</td>
</tr>
</tbody>
</table>
### Age structure of inhabitants of the CR in 2003

*by gender and age groups*

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
<th>Situation on 31 December 2003</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>in thousands</td>
<td>in %</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
</tr>
<tr>
<td></td>
<td>in thousands</td>
<td>in %</td>
<td>in thousands</td>
<td>in %</td>
<td>in thousands</td>
<td>in %</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0-14</td>
<td>1 554,5</td>
<td>15,2</td>
<td>797,9</td>
<td>16,0</td>
<td>756,6</td>
<td>14,5</td>
</tr>
<tr>
<td>15-64</td>
<td>7 233,8</td>
<td>70,9</td>
<td>3 625,1</td>
<td>72,9</td>
<td>3 608,7</td>
<td>68,9</td>
</tr>
<tr>
<td>65+</td>
<td>1 423,2</td>
<td>13,9</td>
<td>551,8</td>
<td>11,1</td>
<td>871,4</td>
<td>16,6</td>
</tr>
</tbody>
</table>

Source: CZSO
# Table 14

## Life expectancy (in years)*

<table>
<thead>
<tr>
<th>Age</th>
<th>0</th>
<th>1</th>
<th>35</th>
<th>60</th>
<th>65</th>
<th>EU 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>CR**</td>
<td>EU 15***</td>
<td>CR</td>
<td>CR</td>
<td>CR</td>
<td>CR</td>
</tr>
<tr>
<td>Men</td>
<td>72,03</td>
<td>75,57</td>
<td>71,34</td>
<td>38,43</td>
<td>17,21</td>
<td>13,84</td>
</tr>
<tr>
<td>Women</td>
<td>78,51</td>
<td>81,74</td>
<td>77,78</td>
<td>44,28</td>
<td>21,26</td>
<td>17,14</td>
</tr>
</tbody>
</table>

* Life expectancy means the number of years for which a person of a certain age is expected to live.
** data for the CR are in respect of 2003
*** EU 15 data are in respect of 2000

Source: Institute of Health Information and Statistics of the Czech Republic and CZSO in respect of the CR, WHO in respect of EU 15
### GDP trends per capita

<table>
<thead>
<tr>
<th>Year</th>
<th>Gross domestic product</th>
<th>Gross domestic product per capita</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>current prices</td>
<td>current prices according to rate of exchange</td>
</tr>
<tr>
<td></td>
<td>CZK millions</td>
<td>CZK</td>
</tr>
<tr>
<td>2000</td>
<td>2 150 058</td>
<td>209 302</td>
</tr>
<tr>
<td>2001</td>
<td>2 315 255</td>
<td>226 449</td>
</tr>
<tr>
<td>2002</td>
<td>2 414 669</td>
<td>236 714</td>
</tr>
<tr>
<td>2003</td>
<td>2 532 388</td>
<td>248 233</td>
</tr>
</tbody>
</table>

Source: CZSO
### Basic social security indicators in the CR

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total incomes from premiums (in CZK millions)</td>
<td>149 476</td>
<td>168 887</td>
<td>185 534</td>
<td>198 127</td>
<td>204 551</td>
<td>215 710</td>
<td>234 811</td>
<td>250 342</td>
<td></td>
</tr>
<tr>
<td>Total expenditures for social security*) (in CZK millions)</td>
<td>171 370</td>
<td>194 912</td>
<td>217 567</td>
<td>240 712</td>
<td>261 106</td>
<td>279 945</td>
<td>298 681</td>
<td>310 470</td>
<td></td>
</tr>
<tr>
<td>of which: social income of the population</td>
<td>154 605</td>
<td>180 575</td>
<td>202 179</td>
<td>221 160</td>
<td>238 940</td>
<td>258 698</td>
<td>274 983</td>
<td>296 744</td>
<td>306 289</td>
</tr>
<tr>
<td>expenditures on active employment policy</td>
<td>635</td>
<td>558</td>
<td>552</td>
<td>903</td>
<td>1 922</td>
<td>3 406</td>
<td>4 037</td>
<td>3 483</td>
<td>3 274</td>
</tr>
<tr>
<td>social services</td>
<td>8 738</td>
<td>8 437</td>
<td>8 832</td>
<td>9 476</td>
<td>9 853</td>
<td>11 016</td>
<td>12 630</td>
<td>14 141</td>
<td></td>
</tr>
<tr>
<td>grants to civil and charity organisations</td>
<td>240</td>
<td>466</td>
<td>545</td>
<td>619</td>
<td>624</td>
<td>664</td>
<td>949</td>
<td>919</td>
<td>768</td>
</tr>
<tr>
<td>GDP in current prices (in CZK millions)</td>
<td>1 381 100</td>
<td>1 567 000</td>
<td>1 679 900</td>
<td>1 839 088</td>
<td>1 902 293</td>
<td>2 150 058</td>
<td>2 315 255</td>
<td>2 414 669</td>
<td>2 532 388</td>
</tr>
<tr>
<td>Percentage share of GDP for social security in total</td>
<td>12.41</td>
<td>12.44</td>
<td>12.95</td>
<td>13.09</td>
<td>13.73</td>
<td>13.02</td>
<td>12.90</td>
<td>12.86</td>
<td></td>
</tr>
</tbody>
</table>

*) without expenditures on health care  
**) reviewed by CZSO
Labour market indicators

Table 17

**Employment by sectors**

<table>
<thead>
<tr>
<th>2003</th>
<th>Total</th>
<th>of which women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>in thousands</td>
<td>in %</td>
</tr>
<tr>
<td>number of persons employed</td>
<td>4 733,2</td>
<td>100,0</td>
</tr>
<tr>
<td>in primary sector</td>
<td>213,1</td>
<td>4,5</td>
</tr>
<tr>
<td>in secondary sector</td>
<td>1 863,4</td>
<td>39,4</td>
</tr>
<tr>
<td>in tertiary sector</td>
<td>2 656,7</td>
<td>56,1</td>
</tr>
</tbody>
</table>

Source: CZSO-LFS
Table 18

**Regional cohesion***

<table>
<thead>
<tr>
<th></th>
<th>1999</th>
<th></th>
<th>2000</th>
<th></th>
<th>2001</th>
<th></th>
<th>2002</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>EU 25</td>
<td>CR</td>
<td>EU 15</td>
<td>EU 25</td>
<td>CR</td>
<td>EU 15</td>
</tr>
<tr>
<td>Total</td>
<td>5.6</td>
<td>14.0</td>
<td>13.4</td>
<td>5.8</td>
<td>13.5</td>
<td>13.4</td>
<td>5.7</td>
<td>13.2</td>
</tr>
<tr>
<td>Men</td>
<td>4.3</td>
<td>8.9</td>
<td>9.4</td>
<td>5.0</td>
<td>8.6</td>
<td>9.9</td>
<td>4.6</td>
<td>8.6</td>
</tr>
<tr>
<td>Women</td>
<td>7.8</td>
<td>22.8</td>
<td>21.1</td>
<td>7.5</td>
<td>21.8</td>
<td>20.5</td>
<td>7.7</td>
<td>21.2</td>
</tr>
</tbody>
</table>

Source: EUROSTAT - LFS

* coefficient of variation of employment rates at NUTS II level
Table 19

<table>
<thead>
<tr>
<th></th>
<th>1999</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>EU 25</td>
<td>CR</td>
<td>EU 15</td>
</tr>
<tr>
<td>Total</td>
<td>8,6</td>
<td>8,7</td>
<td>9,2</td>
<td>8,7</td>
<td>7,8</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>7,3</td>
<td>7,5</td>
<td>8,1</td>
<td>7,3</td>
<td>6,7</td>
</tr>
<tr>
<td>Women</td>
<td>10,3</td>
<td>10,2</td>
<td>10,7</td>
<td>10,4</td>
<td>9,2</td>
</tr>
</tbody>
</table>

Source: EUROSTAT - LFS

* unemployed persons as a percentage of the total economically active population
Table 20

### Long-term unemployment rate*

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>EU 25</td>
<td>CR</td>
<td>EU 15</td>
<td>EU 25</td>
<td>CR</td>
<td>EU 15</td>
<td>EU 25</td>
<td>CR</td>
</tr>
<tr>
<td>Total</td>
<td>3.1</td>
<td>4.0</td>
<td>4.1</td>
<td>4.2</td>
<td>3.5</td>
<td>4.0</td>
<td>4.1</td>
<td>3.1</td>
<td>3.8</td>
<td>3.7</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>2.4</td>
<td>3.3</td>
<td>3.5</td>
<td>3.4</td>
<td>2.9</td>
<td>3.4</td>
<td>3.4</td>
<td>2.7</td>
<td>3.3</td>
<td>3.0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>4.2</td>
<td>4.7</td>
<td>5.0</td>
<td>5.1</td>
<td>4.2</td>
<td>4.7</td>
<td>5.1</td>
<td>3.7</td>
<td>4.5</td>
<td>4.5</td>
</tr>
</tbody>
</table>

Source: EUROSTAT - LFS

* the long-term unemployed (more than 12 months) as a percentage of the total economically active population (15-64 years of age)
### Long-term unemployment share

<table>
<thead>
<tr>
<th></th>
<th>1999</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>CR</td>
<td>CR</td>
<td>EU 15</td>
<td>CR</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>37,1</td>
<td>48,8</td>
<td>52,7</td>
<td>41,4</td>
<td>51,7</td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>32,7</td>
<td>47,5</td>
<td>52,0</td>
<td>51,4</td>
<td>48,1</td>
</tr>
<tr>
<td><strong>Women</strong></td>
<td>40,9</td>
<td>49,8</td>
<td>53,4</td>
<td>52,0</td>
<td>52,5</td>
</tr>
</tbody>
</table>

Source: CZSO - LFS

Note: Percentage shares according to registered unemployment are approximately by 10% lower.

* the long-term unemployed (more than 12 months) as a percentage of the total unemployed population
### Very long-term unemployment rate*

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>CR</td>
<td>CR</td>
<td>CR</td>
<td>CR</td>
<td>CR</td>
<td>CR</td>
</tr>
<tr>
<td>Total</td>
<td>1.5</td>
<td>2.1</td>
<td>2.5</td>
<td>2.4</td>
<td>2.3</td>
<td>2.2</td>
<td>2.3</td>
</tr>
<tr>
<td>Men</td>
<td>1.1</td>
<td>1.6</td>
<td>2.0</td>
<td>2.4</td>
<td>1.9</td>
<td>1.8</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>1.9</td>
<td>2.6</td>
<td>3.0</td>
<td>2.8</td>
<td>3.1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: CZSO -LFS

* long-term unemployed persons (more than 24 months) as a percentage of the total economically active population (15-64 years of age)
### Table 23

**Population living in jobless households**

<table>
<thead>
<tr>
<th>1999</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CR</td>
<td>EU 15</td>
<td>CR</td>
<td>EU 15</td>
</tr>
<tr>
<td><strong>Children aged 0-17 years</strong>*</td>
<td>7,2</td>
<td>10,4</td>
<td>8,0</td>
<td>9,8</td>
</tr>
<tr>
<td><strong>Adults</strong></td>
<td><strong>Total</strong></td>
<td>7,2</td>
<td>10,5</td>
<td>7,8</td>
</tr>
<tr>
<td><strong>aged</strong></td>
<td><strong>Men</strong></td>
<td>5,6</td>
<td>9,0</td>
<td>6,1</td>
</tr>
<tr>
<td><strong>18-59 years</strong></td>
<td><strong>Women</strong></td>
<td>8,8</td>
<td>11,9</td>
<td>9,5</td>
</tr>
</tbody>
</table>

Source: EUROSTAT - LFS

* percentage of children aged 0-17 years living in jobless households
** percentage of persons (men, women) aged 18-59 years living in jobless households
Students aged 18-24 years who live in households composed solely of students of the same age group are not included.
### The structure of population between 25 and 64 years of age by highest educational attainment in 2003 (in %)

<table>
<thead>
<tr>
<th>Region</th>
<th>Highest educational attainment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>no formal education</td>
<td>ISCED 0</td>
</tr>
<tr>
<td>CR total</td>
<td>0,2</td>
<td>11,3</td>
</tr>
<tr>
<td>Capital Prague</td>
<td>0,1</td>
<td>5,4</td>
</tr>
<tr>
<td>Major district Central Bohemia</td>
<td>0,3</td>
<td>13,1</td>
</tr>
<tr>
<td>Major district Southern Bohemia</td>
<td>0,1</td>
<td>11,6</td>
</tr>
<tr>
<td>Major district Plzeň</td>
<td>0,1</td>
<td>10,0</td>
</tr>
<tr>
<td>Major district Karlovy Vary</td>
<td>0,1</td>
<td>16,9</td>
</tr>
<tr>
<td>Major district Ústí</td>
<td>0,4</td>
<td>17,9</td>
</tr>
<tr>
<td>Major district Liberec</td>
<td>0,1</td>
<td>11,2</td>
</tr>
<tr>
<td>Major district Hradec Králové</td>
<td>0,2</td>
<td>9,2</td>
</tr>
<tr>
<td>Major district Pardubice</td>
<td>0,3</td>
<td>9,9</td>
</tr>
<tr>
<td>Major district Vysočina</td>
<td>0,2</td>
<td>9,1</td>
</tr>
<tr>
<td>Major district Southern Moravia</td>
<td>0,1</td>
<td>11,1</td>
</tr>
<tr>
<td>Major district Olomouc</td>
<td>0,3</td>
<td>11,2</td>
</tr>
<tr>
<td>Major district Zlín</td>
<td>0,1</td>
<td>11,2</td>
</tr>
<tr>
<td>Major district Moravia-Silesia</td>
<td>0,2</td>
<td>12,3</td>
</tr>
</tbody>
</table>

Source: CZSO, department of household surveys, 2003 average

* including higher technical education
### Composition of the set of respondents* according to income and self-assessment of health status

*(in %)*

<table>
<thead>
<tr>
<th>Subjective evaluation of health</th>
<th>Income per one member of household in CZK a month</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>do 5 000</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>Men</td>
<td></td>
</tr>
<tr>
<td>very good, good</td>
<td>60,7</td>
</tr>
<tr>
<td>satisfactory</td>
<td>30,1</td>
</tr>
<tr>
<td>very bad, bad</td>
<td>9,2</td>
</tr>
<tr>
<td>total</td>
<td>100,0</td>
</tr>
<tr>
<td>Women</td>
<td></td>
</tr>
<tr>
<td>very good, good</td>
<td>54,5</td>
</tr>
<tr>
<td>satisfactory</td>
<td>31,7</td>
</tr>
<tr>
<td>very bad, bad</td>
<td>13,8</td>
</tr>
<tr>
<td>total</td>
<td>100,0</td>
</tr>
</tbody>
</table>

Source: Health status survey HIS 2002

* persons aged 16 years and over

Data on income are based on the following question:

"Please tick of the range of average monthly income per 1 member of your household (including income from work and pensions, unemployment benefit and alimony)"