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CZECH REPUBLIC**

OPERATIONAL PROGRAMME EMPLOYMENT 2014–2020



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INTRODUCTION

The Operational Programme Employment (OPE) defines priorities for promoting employment, social inclusion and efficient public administration from the European Social Fund in the period of 2014–2020. The OPE has been designed primarily in the link to the Partnership Agreement that defines priorities of the Czech Republic for support from the European Structural and Investment Funds in 2014–2020 and other key strategic documents (national and European) specified below. The Managing Authority of the Operational Programme Employment is, based on the Government Resolution No. 867 of 28 November 2012, the Ministry of Labour and Social Affairs.

The Operational Programme defines four essential thematic priority axes which cover the themes of promoting employment, gender equal opportunities, employee and employer adaptability, further education, social inclusion and combating poverty, strengthening the efficiency of public administration and public services and promoting transnational cooperation and social innovation in the field of employment, social inclusion, and public administration.

With regard to eligibility of expenses financed from the European Social Fund, the OPE promotes interventions of non-material character.

The Operational Programme Employment has been designed on the basis of requirements of the relevant EU legislation, namely the Regulation (EU) No 1303/2013 of the European Parliament and of the Council of 17 December 2013 laying down common provisions on the European Regional Development Fund, the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund and laying down general provisions on the European Regional Development Fund, the European Social Fund, the Cohesion Fund and the European Maritime and Fisheries Fund and repealing Council Regulation (EC) No 1083/2006 (hereinafter “General Regulation”) and the Regulation (EU) No 1304/2013 of the European Parliament and of the Council of 17 December 2013 on the European Social Fund and repealing Council Regulation (EC) No 1081/2006 (hereinafter “ESF Regulation”).

The Programme structure, chapter headings and scope of information provided follow the European Commission's template and instructions for the content of an operational programme.

1 STRATEGY FOR THE CONTRIBUTION OF THE OPERATIONAL PROGRAMME TO THE EU STRATEGY FOR SMART, SUSTAINABLE AND INCLUSIVE GROWTH AND ACHIEVEMENT OF ECONOMIC, SOCIAL AND TERRITORIAL COHESION

1.1 Analysis of Problems and Identification of Causes and Needs of the Czech Republic in Human Resource Development

This chapter aims at summarizing problems of the CR in the field of labour market, further education, social inclusion, combating poverty, and of public administration, their causes and related needs. Due to the limited extent of this chapter the problems and needs identified in relevant national strategic and analytical documents, in the National Reform Programme and in the Specific Council Recommendations and the so-called EC Position Document have been stated in Annex 2. The identified needs are summarized in Table 1, Justification for selection of thematic objectives and investment priorities.

Employment and Labour Market

In 2013, the total employment rate in the age bracket of 20–64 was 71.5% (of which men 81.0% and women 63.8%), which is a value by 4 p.p. higher than the EU-27 average, but at the same time by 2.5 p.p. lower than the target for 2020. As a consequence of the crisis, the employment rate in 2009–2010 dropped significantly, when in 2010 it was 2 p.p. lower than in 2008. Although in 2011–2013 the employment rate grew by 2.1 p.p. compared to 2010, to increase it to the target 75% value will require a targeting mainly on such groups of people whose employment rate is lagging most behind (the elderly, the young, the low-qualified, and women) and also promoting non-working people in order to utilise their potential in the labour market.

The employment rate of elderly people (aged 55–64) in 2013, compared to 2000, grew by 15.3 p.p. to 51.6%. Although this exceeds the EU-27 average, the value is still lower than the target for 2020 (in 2013 it was lower by 3.6 p.p.). Moreover, this age bracket shows a significant difference between employment of men (62.5%) and of women (41.4% only).

The employment rate of primary-educated and uneducated people is significantly below the EU-27 average (in 2013 it was lower by 11.1 p.p.), and moreover, it shows a downward tendency (from 45.8% in 2000 to 40.4% in 2013).

The employment rate of young people (aged 20–29) has a long-lasting downward tendency (in 2000 it was 66%, in 2013 only 59.1%). Although in 2013 the unemployment rate of young people (aged 15–24) was 4.4 p.p. lower than the EU-27 average, it almost doubled in comparison with that rate in 2008 (from 9.9% in 2008 to 19.5% in 2012). Although the share of young people outside the labour market or education is below the EU-27 average, it shows an upward tendency (from 6.7% in 2008 to 9.1% in 2013).

Although the unemployment rate remains below the EU-27 average, in recent years it has grown by more than a half (from 4.4% in 2008 to 7.0% in 2013). The Czech labour market is still affected by impacts of the economic crisis in 2008–2009 which caused a marked decline in jobs. In line with the decline in the employment rate in 2009–2010, there was a growth in both the total unemployment rate and the specific unemployment rate of particular groups – the young, the elderly, men, women, regardless education, though with impacts of different intensity. Despite minor decreases, mostly of a seasonal nature in the recent two years, the share of unemployed people (that has replaced the registered unemployment rate since January 2013) is still high (as of 31 December 2013 it was 8.2%, when as of the same day

597 thousand job applicants were in the register). There is a danger of unemployment changing its character to predominantly structural unemployment, the solving of which will be difficult and expensive. In 2013¹ there were 17 job candidates allotted to one job vacancy (unlike 2.5 candidates to one job vacancy in 2007).

The expenditures on the AEP expressed as a share in the GDP are one of the lowest in the EU-27. In 2013, 0.11% of the GDP only was spent on the AEP instruments, which is markedly below the EU-27 average. The scope of the active employment policy is thus insufficient and also not corresponding to the needs of all job seekers. The AEP does not always aim at those job seekers who need it most, which is caused by the absence of job seekers' profiles. This mainly applies to specific groups of people hard-to-employ who also lack a relevant educational and counselling assistance.

The development of the economic crisis turned the trend of equalising the differences of regional employment rates in regions of the CR, since the differences among them had increased again. Regional differentiation of unemployment which had been gradually decreasing in 2006–2008 as a consequence of positive economic growth increased in 2009 as a result of economic recession, at the level of both regions and districts. In the subsequent period, it has been slightly decreasing again. In the long term, the highest employment rate is shown in the capital city of Prague, in the regions of Central Bohemia, South Bohemia and Plzen. On the contrary, the lowest one is seen in the Ústí nad Labem, Moravian-Silesian and Olomouc regions which have been showing high unemployment rates in the long run.

As of 31 December 2013, the unemployment rate equal or higher than the national average was in 7 regions. A higher, long-term (more than 12 months long) unemployment prevails in the regions with above-average unemployment, i.e. in the Ústí nad Labem, Moravian-Silesian and Karlovy Vary regions. The lowest rates were in the regions with low unemployment, i.e. in Prague and in Hradec Králové and South Bohemian regions.

Identified Problems	
➤ A low employment rate and a growing unemployment rate	
➤ A low employment rate in the CR of people aged 55–64, women in particular	
➤ A growing unemployment rate in the CR of young people under the age of 25	
➤ A high unemployment rate in the CR of low-qualified people	
Causes	Selection of causes to be addressed
➤ Insufficient creation of job vacancies	IP 1.1, 1.5
➤ Qualification of job applicants and seekers does not correspond to labour market requirements	IP 1.1, 1.5
➤ Insufficient offer of part-time jobs and other flexible forms of employment	IP 1.1
➤ Low expenditures on the AEP (both per job applicant and in terms of the share in the GDP) and the consequent low percentage of job applicants and seekers supported by AEP instruments; quality of services provided does not meet clients' needs.	IP 1.1, 1.5 Service quality in IP 1.4
➤ Insufficient economic growth which does not generate new jobs	External factor
➤ Low mobility in the CR, unwillingness to move because of employment	Transnational mobility in IP 1.4, flexible forms of employment in IP 1.1 and 1.2

¹ Data as at 31 December, source: http://portal.mpsv.cz/sz/politikazamest/trh_prace/rok2013/anal2013.pdf

➤ Existence of alternative incomes, in the form of supports and benefits, and illegal work	External factor
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Gender Equality

In the Czech Republic, a relatively low rate of economic activity of women still persists, when compared to the men's rate of economic activity. While in 2013 the men's employment rate in the CR was 6.6 p.p. higher than the EU-27 average, the women's employment rate exceeded the EU-27 average only by 1.1 p.p. The women's employment rate depends highly on age, care for a child or for other care-dependent persons. While the employment rate of women in the age bracket of 40–54 is very high (85.8% in 2013) and nears the employment rate of men (91.8% in 2013), the younger women's situation is markedly different. The employment rate of women aged 20–34 was 53.7% in 2013, which was 10.1 p.p. lower than the average employment rate of women in the CR. It is evident that the main cause of the low employment rate of women in the 30–39 age brackets is their care for children. For example, in the age bracket of 20-49 years of women caring for one child younger than 6 years the 2012 employment rate of women in the CR was the lowest of the entire EU-27 (36.3% compared to the EU-27 average of 65.0%). Another reason for a relatively low economic activity of women is, next to the low employment rate of women, is a low entrepreneurship rate of women. In 2012, business is carried on by 262.7k women and 609.7k men. Although the number of businesswomen has been growing in the long term, in recent decades the ratio of businessmen versus of businesswomen was always higher than 2.3:1.

Care for the family and household is the second most frequent reason for women's economic inactivity (after the old-age and disability pensions), when in 2012 this was the reason for economic non-activity of 337.0k women. For the same reason, the number of economically non-active men in 2012 was 3.3k only. Women continue to remain the primary carers for children and household.

Pre-school facilities, such as kindergartens, currently lack capacities. Practice of recent years shows that to place a child in the kindergarten in the Czech Republic becomes more problematic, particularly in some areas. The number of rejected applications for kindergarten entrance continues to rise, in recent four years by ca.10 000 rejected applications per year. While in the 2005–2006 school-year 6 810 applications failed, in the 2012–2013 school-year it was already 58 939 applications. In the years to come, the CR population projection until 2065 reckons with a gradual decrease in the number of new-born children, when in 2020 the number of new-born children shall fall approximately to the 2005 level. In the 2008–2009 school-year, about 20 000 applications for kindergarten entrance (i.e. applications from parents of children born in 2005) were rejected. Despite an expected decrease in the number of children to be born in the years to come, the estimate remains that capacities of pre-school childcare facilities will be lacking. The results of a RILSA's survey show that 63% of female respondents, or their families, would be helped by extension of new forms of childcare and 56% of them would be helped if employer organisations established a pre-school childcare facility.²

In the Czech labour market, a low use of flexible forms of work persists. E.g. In comparison with the EU-27, the CR is markedly lagging behind in the use of part-time jobs. While in the EU-27 in 2013 approx. 32.9% of employed women and 9.9% of employed men worked part-time, in the CR. this share is 11.0% of women and 3.3% of men. At the same time it is true that there are no significant changes in the use of part-time jobs (in recent 3 years, the proportion of part-time working people in the CR grew by 1.6 p.p. in case of women and

² Source: Kuchařová, V. et al.: Care for children at pre-school and early school age, RILSA, 2009, p. 66.

by 0.8 p.p. in case of men). Problems in terms of gender equality in the labour market result from the fact that flexible employment arrangements are offered more often in sectors requiring lower qualifications and the lower-qualified jobs provide lower wages/salaries.

Long-term breaks in women's career because of the need to provide care for young children and an insufficient supply of these services result in one of the highest differences between men and women in both employment and unemployment rates to the detriment of women in the entire EU-27 in 2012 (the 22% difference in the CR, while the EU-27 average was 16.4%). Pay differences show not only in the women's working age, but they also have an impact on women's old-age pensions. In 2013, for instance, the average old-age pension of women was CZK 9 970, whereas the average old-age pension of men in the same year was CZK 12 165. Women at elderly age can be much more endangered by discrimination in the labour market, since they can become victims of discrimination on the grounds of not only sex, but also age. In addition to career breaks, differences in remuneration of women and men are mainly caused by the horizontal and vertical labour market segregation based on sex and by direct and indirect discrimination.³ Gender stereotypes and labour market discrimination make the labour market situation of women generally (not only the women taking care of care-dependent persons) difficult. The vertical segregation of the labour market on the grounds of sex is evident both in the public administration (where e.g. women in the management of ministries are represented in 28.5% only, even though they account for the majority of employees in the public administration), and in the private sector (where e.g. women account for only 15% of members in the management and supervisory boards of the biggest business companies listed on the stock exchange). The horizontal labour market segregation on the grounds of sex is visible mainly in educational jobs (where 3.7times more women than men are employed) or in informational and communication technology employment (where 2.8times more men than women work).

The labour market segregation based on sex is caused, among other factors, by discrimination and persisting stereotypes on roles and capabilities of women and men.⁴

Identified Problems	
➤ A low employment rate of women in the CR, especially of the women who care for young children or of elderly women.	
➤ Insufficient conditions for balancing work and private life in the CR	
➤ Discrimination on the labour market, vertical and horizontal segregation and gender pay differences.	
Causes	Selection of causes to be addressed
➤ Insufficient capacity of available and good quality pre-school childcare, including for children under 3 years of age, and other social services specialising in carers' support	IP 1.2
➤ Deficient utilisation of flexible forms of work	IP 1.2
➤ Prejudices and stereotype perception of women, particularly women with young children or women at an elderly age, in the labour market	IP 1.2
➤ Qualification of women after long breaks in their career because of their childcare (or care for another family member) does not meet the requirements of the labour market.	IP 1.2
➤ The concept behind the eligibility for maternity and parental benefits in combination with the setting of personal income tax does not contribute to	External factor

³ For details see the European Commission: The Gender Pay Gap – Origins and Policy Responses: A Comparative Review of 30 European countries. 2006.

⁴ For details see the European Commission: Gender segregation in the labour market: Root causes, implications and policy responses in the EU. 2009.

a free choice of parents in terms of their return to the labour market.	
➤ Stereotype perception of society regarding distribution of women's and men's roles	Partially in IP 1.2

Labour Force Adaptability and Further Education

The Czech economy is characterised by its openness, dependence on export processing industry, and thus by a sensitive reaction to rapid technological changes in the global market. The structure of the economy, therefore also the structure of employment, gradually moves to knowledge-based economy, digital agenda, research, development, more efficient energy utilisation, and to renewable energy sources. Speed and success of these processes are conditioned by, among other things, flexibility of labour force. The initial education is no longer able to provide the school-leavers training for their entire professional career. Promotion and development of advanced vocational training and key competences is thus a pre-requisite for reducing unemployment and increasing employment.

One of the main prerequisites of economic growth is to increase adaptability of companies and their employees to the changing structure of the economy (move to the knowledge-based economy, technological changes, research and development, new sources of energy, etc.). The key role in the process of increasing labour force adaptability is played by education which is a means both to provide economic growth and to secure social coherence. In terms of employment policy, the key moment is the implementation of the life-long learning concept that promotes initial and further education and is accessible and open to all people in the labour market. Education is identified as a key factor in the labour market development by the National Economic Council of the Government (Národní ekonomická rada vlády).

In international comparison, the CR has a higher proportion of secondary educated people and a lower proportion of academically qualified population. With regard to the labour market, the university studies in the CR are characterised by a low proportion of vocationally oriented bachelor schemes and a relatively long average duration of studies (moreover, sometimes not finished). This phenomenon has a negative impact on the labour market, especially with regard to the low employment rate of young people and also with regard to future development, when it will be necessary to look for spare resources of labour force. Also, the existing educational system cannot equalise differences in study dispositions and expectations of students coming from various socioeconomic environments. The setting of the educational system is not thus inclusive enough and cannot contribute to social mobility. In 2013, labour productivity per employed person in the purchasing power parity accounted for 71.9% of the EU-27 average (a decrease by 4.3 p.p. compared to 2007). In 2013, labour productivity per employed person in the purchasing power parity accounted for 66.6% of the EU-27 average. Labour productivity has been decreasing in the CR since 2007. The CR is thus lagging behind some similar countries in the region, where, by contrast, labour productivity has been growing in the long term, which points out, among other things, importance of promoting employees' education in order to achieve real convergence.

In 2010, the proportion of people aged 25-64 attending further education⁵ in the CR was 7.5%, which is 1.6 p.p. less than the EU-27 average and by 7.5% p.p. less than the benchmark for the year 2020 defined in the *Strategic Framework of European Cooperation in Education and Vocational Training*. The proportion of elderly workers (aged 55–64) attending lifelong learning in the CR was 2.6% only. In 2011, a jump increase occurred in the proportion of people at the age of 25–64 attending further education to 11.4%, i.e. by 3.9 p.p., whereas the EU-27 average dropped by 0.2 p.p. However, available information implies that a rapid increase in the number of people attending further education

⁵ In the last 4 weeks before the survey, source: Eurostat.

in the CR in 2011 does not represent a permanent, systematic increase of attendance in further education in the CR, but a temporal divergence caused by the implementation of projects in the Human Resources and Employment Operational Programme for 2007–2013 in the priority axis 1 Adaptability focusing on training of employees in companies⁶. This assumption is also proven by the fact that in 2013, despite the continuing implementation of ESF projects focusing on employee training, the proportion of people attending further education at the age of 25-64 dropped by 1.7 p.p. to 9.7%, i.e. 0.8 p.p. below the EU-27 average.

Attitude of employers towards employee education differs primarily with regard to their size. Emphasis on providing employees with further education is noticeable more in the category of large and medium-sized enterprises, whereas in small enterprises employees are provided with education rather rarely.⁷ The main barriers to the educational development, particularly in small, but also medium-sized enterprises, include disbelief in usefulness of education, financial demands and necessity to excuse employees from work to attend training. The Czech labour market also shows a mismatch between qualifications demanded by employers on one hand and qualification levels of labour force, school-leavers in particular, on the other hand.⁸

The current stage of development in further education in the CR is marked by a lack of strategic and conceptual understanding, a lack of monitoring the qualification needs in the labour market and their prediction, and last but not least, by absence of instruments that would promote and encourage further education. There is a lack of a systematic implementation of financial support elements to participate in further education; public awareness is low with regard to benefits and importance of further education and on opportunities to find employment in the labour market, similarly as the level of operational career counselling that should identify clients' acquired competences and propose further ways to acquire or deepen their qualification. Partially, this situation is caused by the division of powers between the ministries of education and labour and social affairs. The field of further education falls partly within the competence of the MoLSA that should mainly provide information on the current and future labour market needs, labour market counselling, further education quality in relation to the labour market and retraining in the labour market, and also within the competence of the MoEYS that should secure quality and link of initial and further education, increase relevance of the initial education to labour market needs, review and recognise results of non-formal education and informal learning in the link to vocational qualifications included in the National Qualification System.

Identified Problems	
➤ Workers' low level of knowledge, skills and competences	
➤ Discrepancy between the workforce qualification level and qualification structure with the labour market requirements	
➤ Quality of further education system is unsatisfactory.	
Causes	Selection of causes to be

⁶ The 2011 Annual Report of the HRE OP implies that in 2011 the priority axis 1, Adaptability, itself supported ca. 187k people, which represents ca. 3.8% of all employees. This almost exactly corresponds to the increase of people attending further education. For simplicity's sake, we ignore other employees supported by a form of education in other priority axes of the HRE OP.

⁷ Survey "Opinions of further education providers on training of small and medium-sized enterprise (SME) employees, carried out by the Association of Adult Education Institutions of the Czech Republic (Asociace institucí vzdělávání dospělých ČR, o.s.) on 25–31 August 2010.

⁸ Qualification needs on part of employers in relation to school-leavers is the topic of e.g. the study by Pavla KALOUSKOVÁ, Jiří VOJTĚCH: *Employers' needs and school-leavers' preparedness – general view*, NUOV, Prague 2008, www: <http://www.infoabsolvent.cz/Temata/Publikace/9-0-27/Potreby-zamestnavatele-a-pripravenost-absolventu->

	addressed
➤ Initial education does not provide school-leavers with such knowledge and skills that are expected by employers	Partially in IP 1.3, primarily in the RDE OP
➤ Neither can a good-quality initial education provide training for the entire period of professional career (35 and more years)	IP 1.3
➤ Insufficient supply of educational programmes meeting requirements of companies	IP 1.3
➤ Companies under restructuring or terminating their activity often give dismissed employees only little support to find a new employment.	IP 1.3
➤ Insufficient resources of (especially small and medium-sized) enterprises for continuous training of their employees and support modern system of human resource management.	IP 1.3
➤ Little interest of labour force in further education in order to complete/change qualification	IP 1.3, 1.4
➤ Imperfectly functioning system of further education (unsatisfactory prediction of qualification needs, insufficient counselling to choose an occupation and career counselling)	IP 1.4
➤ Insufficient response to changing labour market requirements due to technology changes	IP 1.3
➤ A low geographical mobility of the labour force, unwillingness to move because of employment	Transnational mobility in IP 1.4, flexible forms of employment in IP 1.1 and 1.2
➤ Absence of tax advantage of further education	External factor

Employment Services

As of 1 April 2011, the Labour Office of the Czech Republic (LO CR) has been established with 14 regional branches and contact offices. The MoLSA continues to secure the legislative and financial framework of the employment policy, while responsibility for the policy implementations has been transferred to the Labour Office of the CR. The establishment of regional branches within the LO CR has created conditions for improving regional cooperation of the LO CR with other relevant stakeholders in the labour market. At the same time, the increase in the number of contact offices resulted in enhanced availability of their services. On the other hand, this organisational change, so far the vastest, in public employment services disrupted continuity of the organisation and methods of management and it was necessary to build a new structure of management and guidance which has not stabilised yet.

Since 1 January 2012, the LO CR, in addition to the existing types of administrative work related to employment, employee protection at employers' payment insolvency, and state social support, is also in charge of payment of non-insurance social benefits, i.e. benefits for persons with disabilities, care allowances and support in material need, including inspection of social service provision. Until undertaken by the LO CR, these types of administrative work were ensured by local administration, however, their transfer to the LO CR did not result in an adequate increase in staffing. At municipalities, these types of administrative work were performed at 3 642 systemised posts, whereas the number of posts transferred to the LO CR was 1 953 only. Despite a partial increase in the staffing of the LO CR, especially since the second half of 2013, the LO CR had by over 1 700 systemised posts fewer than needed in the middle of 2014. At the same time, the CR is recommended by the CSR 2014 to focus on enhancing individualisation of the services provided by employment services. At present, this is hindered particularly by a high number of job applicants per job mediation consultant which is 400–600 people, on average, while the optimum is considered to be 300.

In 2013, the AEP instruments supported only 10.5% of the total of job seekers who went through the registration process with the LO CR in 2013, which represents a slump of almost 20% in comparison with 2011. The reduction in the number of LO CR employees in 2011 by ca. 2 000 persons together with non-functional changes in the IT system significantly weakened the possibility of practical implementation of counselling, employment agency services and instruments of the active employment policy. For the same reason, no significant improvement occurred in coordination of the employment policy implementation with labour market stakeholders. Similarly, responsibility has become fragmented and reduced for the regional implementation of the active employment policy for which only regional branches are responsible. The situation is not being helped either by the division of powers to particular offices and a lack of their systematic linking via separate management levels (e.g. in case of the AEP a need of close cooperation among departments of LO CR contact offices and regional branches). This situation diminishes management efficiency.

The introduction of a new information system for the administration and payment of benefits was attended by a number of problems, some of which are still persisting. Users' comfort at work in some information systems is worse, both at the MoLSA level and in LO CR offices. The scope and quality of statistical information about the labour market and the active employment policy are still insufficient. This situation markedly worsens MoLSA's ability to evaluate efficiency and effectiveness of the implementation of AEP instruments as well as to adhere to adopted commitments to the EU with regard to the employment policy.

The scope of the active employment policy is thus insufficient and also not corresponding to the needs of all job seekers. The AEP does not always aim at those job seekers who need it most, which is caused by the absence of job seekers' profiles. The structure of instruments of the active employment policy is no longer entirely corresponding to the above-mentioned labour market conditions, including needs of local labour markets; continuity of particular AEP instruments is not secured and utilised sufficiently. Regional differences in unemployment rates are not addressed satisfactorily. It is thus necessary to focus on the required staffing of public employment services, on setting conditions for cooperation with private employment services and the non-profit sector, on the implementation of new methods of work with job seekers and on the optimisation of employment services operation.

Stakeholders in the labour market are not sufficiently engaged in determining objectives of the employment policy or in the implementation of the active employment policy. Reorganisation of activities and the structure of labour offices in the LO of the CR, especially the establishment of its regional branches, have created conditions for developing cooperation of public employment services with all stakeholders in regional labour markets. Securing and enhancing this cooperation is also a prerequisite for improving efficiency, effectiveness and targeting of employment policy, the active policy in particular, implemented by the Labour Office of the CR.

At present, there are 14 EURES consultants operating in employment services in the CR. who provide services related to international mobility within EU member states, EEA and Switzerland. The EURES network is one of the European tools to promote employment and cross-border labour mobility. However, currently the network is being transformed at the European level. Its operations will have to be adapted to the requirements of the Czech labour market, including an extension of availability of the services provided, particularly in border regions, because at present EURES exercises rather a consultancy role than an employment agency function.

Identified Problems	
➤ The capacity of labour market institutions is low and provided services do not correspond entirely to clients' needs.	
Causes	Selection of causes to be addressed
➤ Understaffing of activities carried out by labour market institutions, including insufficient analytical, methodological and management capacities	IP 1.4
➤ Insufficient training of employees of labour market institutions	IP 1.4
➤ The supply of active employment policy instruments no longer complies with the needs, especially in the field of linking single instruments so that their application could lead to a gradual entering of the labour market.	IP 1.4
➤ The scope and quality of statistical information about the labour market and the active employment policy are still insufficient, evaluation of instrument efficiency is not carried out systematically.	IP 1.4
➤ Stakeholders in the labour market are not sufficiently engaged in determining objectives of the employment policy nor in the implementation of the active employment policy; division of powers among offices not optimal; linkage of powers at separate management levels not systematic	IP 1.4
➤ Low expenditures on the AEP (both per job applicant and in terms of the share in the GDP) and the consequent low share of job applicants and seekers supported by AEP instruments	IP 1.1

Social Inclusion

In 2013, the CR had generally the lowest percentage of population at risk of poverty or social exclusion of all the EU countries. In 2013, the material deprivation rate in the CR was 6.6%, the share of people living in households with low work intensity was 6.9% and the poverty risk rate was 8.6%. According to an aggregate indicator, which has been created based on the said three indicators, 14.6% of the total population of the CR was in danger of poverty or social exclusion in 2013.

However, significant factors of the low relative poverty rate in the CR are a low degree of income inequalities and a relatively high efficiency of social transfers. Without pensions and other social transfers, 36.6% of the total population of the CR would be under the poverty risk limit (16.6% after including pensions and 8.6% after including the other social transfers). It can be generally said that transfer efficiency is high with senior citizens aged 65+, which results from the highly redistributive setting of pension payments, and with households of persons in employment. In 2013, the poverty risk in households of persons in employment was 4.0% and in households of the retired 6.41%. A substantially lower efficiency of social transfers is seen with people in households of unemployed persons (24.1% only) and in single-parent households with children (27%), with children, with people in the 18–24 age bracket and in households with three and more children.

Poverty and social exclusion are very closely related to unemployment, especially with long-term unemployment. Almost a half (44.5%) of the households of unemployed persons was at risk of poverty. In the context of the CR, long-term and repeated unemployment is mainly connected with low qualification, disability and discrimination on part of employers – particularly against ethnical groups, women with young children and against people at the age of 50+. The long-term unemployed lose their working habits, which leads to a further decrease in their chance to succeed in the labour market. There is a growth in the specific group of minor and young people who do not continue in their studies at secondary

schools, and after completing the compulsory school attendance they register with the Labour Office and do not develop working habits at all.

Unquestionably, the economic inactivity contributes to the increase in material and social deprivation of people and to a rise in the risk of their social exclusion; long-term or repeated unemployment worsens chances to participate in social relations, may lead to social isolation, exclusion from social relations, loss of community support, and consequently to a lack of opportunities for education and employment. In terms of the labour market, the most endangered people, and therefore exposed to a higher risk of social exclusion, are the low-qualified, people aged 55+, people with disabilities and mothers with young children (disadvantages often multiply, but such cases are not monitored for the time being). The people "distant" from the labour market are also affected by a significant increase in the risk of dependence on social transfers. The position of the target group in the labour market is further complicated by discrimination, employers do not sufficiently secure equal treatment of employees and job candidates; people in danger of social exclusion or the socially excluded do not know their rights and duties as much as necessary.

There is growth in regional disproportions in the labour market, territorial remoteness and worsened transport accessibility of work as other disadvantageous factors affecting some groups of job seekers.

Poverty does not affect vast and numerous categories of population, but it is more concentrated e.g. with the unemployed, in single-parent families and families with multiple members. Children and families with children represent a substantial group significantly endangered by poverty and social exclusion. In 2013, among families with children the most endangered by poverty were single-parent families (poverty risk was 27.8%) and households with two adults and three and more children (13.8%). This shows an unsatisfactory situation, when in the CR children represent a risk for families in terms of income and material deprivation.

Linkage of employment services and social services, social and healthcare services and other related services is very limited. Despite the efforts for improvement in recent years, a low supply persists in community, field and outpatient (or high-quality residential) services provided in the persons' natural environment and responding to their current needs. Of the same importance as a comprehensive approach to a solution of the situation is the differentiation of the solution depending on the respective conditions.

A relatively low support is still received by "non-formal" carers – either family members or other natural persons, also after the carer ends such care and returns to the labour market. Provision of a greater support to non-formal carers has, however, a potential to improve assistance provided and reduce transfers of people to residential social services.

In connection with the economic crisis, subsequently with considerable fluctuations in the development of the Czech economy and with price increases of basic necessities, even more radical problems arise related to low functional and financial literacy of people socially excluded or in danger of social exclusion; there is an increase in indebtedness or over indebtedness of households and an increase in the number of clients in counselling offices providing assistance to people in debts.

An absolutely crucial problem is unavailability of adequate housing for socially excluded people or those in danger of social exclusion, especially for the homeless, young people leaving institutional care, overindebted people without a permanent income and financial reserves or specifically for members of the Romany minority. More and more people are forced out to below-standard forms of accommodation, specifically to segregated hostels. This is related to the growing migration due to loss of housing, including cyclic migration and migration to structurally less developed regions. The open housing market (including subtenancy) is closed for most of these people, not only for economic reasons, but also due to discrimination.

The socially excluded or people in danger of social exclusion also include members of the Romany minority, especially those who live in socially excluded localities. In 2006, more than three hundred socially excluded localities in 167 municipalities were identified in the CR.⁹ In 80% of these localities the Romany share is estimated to be more than a half. In more than 40% of localities it exceeded 90%. People living in excluded localities are, in the overwhelming majority, the unemployed, often with low education and no or minimal qualification. Risk phenomena are more frequent in these localities, such as multi-generation manifestations of the social exclusion trap and poverty leading to e.g. high indebtedness rate, insufficient social competence and worsened state of public health. This situation has reproduction tendencies and long-term solutions in this respect fail. A difficult problem consists also in strong danger of social exclusions of citizens mainly in "internal" and "external" peripheries (areas not connected to the neighbouring infrastructure, with high unemployment, without employment opportunities) and homelessness in cities. Escalation of social problems may lead to a security problem in the form of danger to public order, decline in citizens' safety, and actions with extremist motivation. Based on qualified estimates, the number of the localities continues growing. Currently, by estimate, there are already ca.400 socially excluded localities in the CR which are inhabited by ca.100k people.¹⁰

Socially excluded Roma in the Czech Republic are currently estimated at 80 to 100 thousand, which represents about a third of the total number of Roma living in the Czech Republic.¹¹ In the "socially excluded localities" where isolation of the Romany minority intensifies even an escalation of ethnic problems could be seen recently. Opportunities for inclusion of this minority are very low – along with the fact that the territorial extent of this phenomenon has not been adequately monitored yet, neither are reasons causing this slump sufficiently mapped – it can include impacts of national, regional and local policies, impacts of changes in the social benefit system, deepening segregation in regional education, inadequately targeted AEP, shortcomings in coordination, focus and extent of the social service network. Problems of Roma in the CR are perceived, in the long run, by international institutions as insufficiently dealt with. At the same time it is evident now (as well as based on experience from 2007–2013) that projects that focus on and specialize at Roma only are not the most efficient solution and in the process of social inclusion of Roma an approach should be rather opted for that consists in specific support of also other groups that were caught in the same or similar socio-economic living conditions (so-called 'explicit, not exclusive approach'). A prerequisite for successful coping with problems in regions, including integration of socially excluded citizens, is an inter-institutional and comprehensive approach that focuses on the structural development of regions and active engagement of regional government the role of which in the process of social inclusion is essential and indispensable. Integration strategies must aim at increasing the standards of the entire territory and all its inhabitants, based on identified specific needs of the respective region, area or municipality.

In 2013¹² there were 17 job candidates allotted to one job vacancy (unlike 2.5 candidates to one job vacancy in 2007). With regard to the fact that with the current low number of job vacancies to find employment in the labour market is difficult even for people without any disadvantage, an important opportunity for inclusion of people in danger of social exclusion or the socially excluded back to the labour market consists in social business and social enterprises. Promotion of entrepreneurial skills also carries a significant potential

⁹ GAC spol. s r.o.: *"Analysis of socially excluded Roma localities and communities and the absorption capacity of entities active in this field"*. Prague 2006.

¹⁰ A public tender is being prepared for carrying out an analysis of socially excluded localities in the CR. This analysis will be a follow-up of the above-mentioned *"Analysis of socially excluded Romany localities and communities and absorption capacities of entities operating in this area"* of 2006, the "Gabal's map".

¹¹ Exact data are not available. For more see Deloitte: *"Economic aspects of existence of socially excluded communities"*. 2008

¹² Data as of 31 December, source: http://portal.mpsv.cz/sz/politikazamest/trh_prace/rok2013/anal2013.pdf

of multiplicative creation of further jobs in newly established (micro)enterprises which can be assigned to such job seekers who themselves do not have personal dispositions for doing business. Nevertheless, despite some successful projects, the social business development cannot be, for the time being, described as satisfactory, as its potential is not fully utilised. The cause of this situation is largely in low knowledge of the general public about benefits and forms of social business as well as poor awareness of principles and benefits of social business among potential founders of social business.

Identified Problems	
➤ Few employment opportunities and low employment of people socially excluded or in danger of social exclusion in the labour market	
➤ Design and accessibility of social services does not correspond to the needs of people socially excluded or in danger of social exclusion for their entering the labour market.	
➤ Social economy is underdeveloped and does not therefore correspond to the needs of people socially excluded or in danger of social exclusion	
Causes	Selection of causes to be addressed
➤ Insufficient linkage of employment services and social services, social and healthcare services, as well as other follow-up services supporting persons' social inclusion.	IP 2.1, 2.2
➤ Low functional and financial literacy of people socially excluded or in danger of social exclusion	IP 2.1
➤ Discrimination of people socially excluded or in danger of social exclusion in access to the labour market	IP 2.1
➤ A persisting low supply of community, field and outpatient (or high-quality residential) services provided in the persons' natural environment and responding to their current needs.	IP 2.1, 2.2
➤ Low support of non-formal carers, both family members or other natural persons	IP 2.1
➤ A lack of instruments for preventing and resolving problems in socially excluded localities	IP 2.1, 2.3
➤ Low knowledge about the social business potential among public and potential founders of these enterprises.	IP 2.1
➤ Insufficient economic growth which does not generate new jobs	External factor
➤ Legislation poorly defining the role of municipalities, regions and other relevant stakeholders in the field of social exclusion (esp. housing and social business ¹³)	External factor
➤ Insufficient national policy for family support	External factor

¹³ **Social entrepreneurship** through independent business activities and participation in the free market solves the issues of employment, social cohesion and local development, and its activities provide support for solidarity, social inclusion and growth of social capital, especially at the local level with respect to sustainable development. In *Srovnávací analýza modelů sociální ekonomiky v EU a možnosti jejich aplikace v ČR v rámci programového období Evropského sociálního fondu 2007–2013 (Comparative analysis of social economy models in EU and application options in the Czech Republic in the ESF programming period 2007–2013)*. Prague: GLE. 2008. **A social enterprise** is the entity of social entrepreneurship; it is a legal entity founded under private law (or its part), or a natural person who fulfils a publicly beneficial objective, which is laid down in the founding documents. A social enterprise is created and develops on the basis of the triple bottom line concept – economic, social and environmental. Under this concept, making profit is just as important as increasing public benefits. In Bednářková, D., Francová, P. *Studie infrastruktury sociální ekonomiky v ČR (Study of social economy infrastructure in the Czech Republic)*, full version. First edition. Prague: Nová ekonomika, o. p. s., 2011.

Services for Social Inclusion

The system of social protection of the most endangered people is not comprehensive and efficient enough. Moreover, efficiency of social services, services for families and children and other follow-up services is not regularly reviewed. Another problem of the social service system is in poorly carried out quality inspections in social services and non-existence of quality standards in follow-up services. A high degree of use of institutional care persists when dealing with problems of people socially excluded or in danger of social exclusion, children and families, which does not contribute to inclusion of the beneficiaries in society, but it may lead, on the contrary, to their isolation and segregation. For this reason it is necessary to continue in expanding the processes of transformation and humanisation of residential services provided, in favour of providing community services. Unavailability and isolation of adequate outpatient services, including services for families and children, also leads to a deepening of social exclusion and closely relates to the long-term undesirable use of residential facilities.

In order to secure efficient functioning of the system of social and healthcare services, services for families and children and follow-up services promoting social inclusion of people it is necessary that personnel of these services have adequate knowledge. Some social workers do not have adequate education and professional competences. They primarily lack knowledge of methods of social work and social protection systems and their application in practise.

In social inclusion services, there is currently a discrepancy between the complex nature of problems at hand and partial agenda approaches in fact at all management levels. Another problem of the social service system is in poorly carried out quality inspections in social services and non-existence of quality standards in follow-up services.

Without a sufficient support of system measures contributing to an increase in comprehensiveness and efficiency of the social protection system for the most endangered people, there is a real risk of the situation when cost cutting may result in an increase in the number of people in danger of poverty and social exclusion (problems currently arise, for example, in low efficiency of social transfers regarding families with three and more children, single-parent families and in the age category of 16–25, or unemployed people).

Social work potential is not being utilised adequately, new methods of social work are not being introduced as much as necessary. There is a lack or inaccessibility showing in community services for certain groups of people (e.g. for people with mental illness, senior citizens, homeless people or people with cumulated problems, integration activities for people after imprisonment, a lack in capacities of quality and affordable childcare facilities, etc.). A frequent phenomenon regarding homeless people is their remaining in social service facilities, or staying in healthcare facilities that substitute deficient possibilities to move to a follow-up housing, either supported by social work and healthcare, or to a separate rented housing which is almost unachievable to those groups of people.

Despite a relatively balanced standard of living and a low poverty rate, there exist groups of citizens in the Czech Republic who have more difficult access to healthcare services and suffer from of health inequalities. Specific risks related to the socio-economic and environmental situation further deepen their social exclusion and increase their endangerment by poverty.

The focus of health services on the treatment element and the underestimation of disease prevention and health promotion represent a burden for the system, making it unsustainable and creating barriers to the equal access to healthcare.

High incidence of risk factors, underestimation of health determining factors and related chronic non-infectious diseases make the average life expectancy in the Czech Republic by about 2–3 years shorter than the EU-27 average, while the length of life spent in health is in

the CR e.g. 9 years shorter than in Sweden. Chronic non-infectious diseases also prevent the patients from full participation in the labour market, thus causing premature retirements and subsequent losses of income, declines in competitiveness of regions and the mentioned high burden on the healthcare system.

A specific group suffering from a more difficult access to healthcare services consists of people with mental problems, who lack a sufficient level of modern care in decent conditions; the prevalence of mostly institutional treatment leads to a further social isolation, stigmatisation, and impossibility to participate in the community life. The structure of psychiatric care in the CR is unsatisfactory, deficiencies show in all main components of care – outpatient, community and inpatient. Moreover, according to WHO, mental disorders represent in terms of health one of the biggest social and economic burdens. Neuropsychiatric diseases bring the biggest loss in absence from work in developed countries; in the Central Europe their share per number of years lost due premature mortality and morbidity is 22%. The existing system of care isolates the patients with mental problems from the society and has a highly negative impact on the labour market and economic activities of mentally ill people.

Some areas and regions, especially those near frontiers and in internal peripheries, are deficient in networks of relevant services (e.g. social services, healthcare and follow-up services, services for families and children). Service networks must necessarily exist especially where the country identified socially excluded localities and/or high numbers of beneficiaries of social transfers, especially those in material need, and/or high numbers of long-term unemployed people.

Identified Problems	
➤ Poor quality, efficiency, sustainability and accessibility of social services	
➤ Low accessibility of community social services and healthcare services in some regions.	
➤ There exist inequalities in access to healthcare services.	
Causes	Selection of causes to be addressed
➤ Problematic efficiency of processes in social services	IP 2.2
➤ Efficiency of social services, services for families and children and other follow-up services is evaluated insufficiently,	IP 2.2
➤ Low support and utilisation of strategic management and policy-making work (at the level of both the organisation and the system)	IP 2.2
➤ Low level of interdepartmental and interdisciplinary cooperation	IP 2.2
➤ Insufficient supply of community services, field and outpatient services in some areas and regions.	IP 2.2
➤ Low level of healthcare services, especially in the sphere of psychiatric care, high degree of healthcare institutionalisation.	IP 2.2
➤ High incidence of risk factors related to health	IP 2.2
➤ Little support of new types of services that enable to include people with disabilities into a normal way of life	IP 2.2
➤ Employees in the position of social workers do not often have adequate education and professional competences.	IP 2.2

Local Stakeholders' Engagement in Dealing with Local Employment and Social Inclusion

The population in the countryside is getting old, facing a lack of job opportunities which is linked to often insufficient economic activity in the countryside. Another problem is a lack of cooperation of all local stakeholders (business, public, and non-profit sector) when coping with local unemployment and deficient experience in setting up and running community social enterprises.

A standard structure of supply of further education for rural population is not relevant, normally available educational modules focus rather on "urban" activities – there is a lack of locally organised education in crafts and activities typical for the rural area.

Despite the efforts for improvement in recent years, a low supply persists in community, field and outpatient (or high-quality residential) services provided in the persons' natural environment and responding to their current needs. Of the same importance as a comprehensive approach to solutions of the situation is the differentiation of the solution depending on local conditions.

Regional and local concentration of problems related to social exclusion most markedly shows in existence of socially excluded localities the presence of which is higher in structurally undeveloped and peripheral regions.

At the local level insufficient support is being provided to pro-family activities aimed to prevent social exclusion of parents with young children, to services enhancing parental competences and improving partner and spouse relationships, to childcare services, to consultancy with respect to reconciliation of working and family roles and to services supporting families within the foster care system.

Activities addressing the above-mentioned problems will be implemented using the LEADER method and other methods of local and community strategic development cooperation. Community-led local development strategies or other forms of strategic plans will ensure coordination of activities funded from the OP Employment in the given territory with activities under other operational programmes (especially Rural Development Programme, IROP and RDE OP).

Identified Problems	
➤ Insufficient engagement of local governments and local stakeholders in dealing with problems in the fields of employment and social inclusion	
Causes	Selection of causes to be addressed
➤ Insufficient supply of job opportunities in rural regions	IP 2.3
➤ Insufficient cooperation of all the stakeholders involved	IP 2.3
➤ Inadequate structure of further education supply in the countryside	IP 2.3
➤ Insufficient supply of social services provided in the field and outpatient forms at the local level	IP 2.3
➤ Insufficient support to pro-family local activities	IP 2.3
➤ A lack of instruments for preventing and resolving problems in socially excluded localities	IP 2.1, 2.3
➤ Missing supportive, motivational and sanctioning instruments for local stakeholders (local governments, employers)	External factor

Social innovation

There exist persisting problems in the CR that are failing to be resolved via traditional instruments of social policy and labour market policies, no matter whether related to labour market, social inclusion or public administration. One of the reasons why some problems are still failing to be resolved satisfactorily is little use of principles of the evidence-based policy,

i.e. little emphasis on identification of real effects and impacts of the policies implemented. Long-persisting and hard-to-resolve problems are potentially fit for being resolved via social innovations, however, the degree of using social innovations and newly established instruments is low in the CR (almost zero). When a new instrument or measure is implemented, its impact is not systematically evaluated (neither before nor after its implementation); however, new solutions are not supported anyhow systematically and emerge ad hoc only. In other words, there is no infrastructure in the CR for development and spread of social innovations, no declared interest in creating new solutions and their further use ("demand for innovations"), when the level of awareness of (social) innovations and their benefits is low. The consequence of this situation is also a minimum of funds that are provided for their support and fragmentation of innovation supply (no cooperation in particular).

The entire field of social innovations needs to be newly promoted and approached, emphasis put on development of innovative environment and growth of demand and supply of innovations promoted. When promoting and developing demand for innovations, emphasis should be put on:

- selection of problems and areas fit for social innovations,
- verification of effects of the newly developed measures, especially by means of social experimenting,
- their subsequent spread to a more massive use, which means cooperation with relevant stakeholders already at the initial stage of projects.

From specific problematic areas where it can be estimated as early as now that to use social innovations there would be useful we can mention, as one of many possible examples, the concept of social services financing which is mainly based on public resources in the Czech Republic. Current social reforms shape the existing financing system of social services and the tendencies indicate that the trend to reduce volumes of funds coming from the state budget and from the European Social Fund will continue. Therefore, it is necessary to look for ways of enhancing efficiency of social services and new ways of their financing. Within the sphere of social innovation a support will be provided to creating and developing solutions to existing and persisting social problems in all OPE areas, which show a potential to be distributed across the society through the remaining priority axes of OPE or other OPs.

Identified Problems	
➤ No employment of social innovative potential in the fields of employment, social inclusion and public administration and the generally low innovation performance of the Czech Republic	
Causes	Selection of causes to be addressed
➤ Non-existing innovative environment – no clear declaration of demand for innovations and willingness to use the new approaches; innovation supply is fragmented and inconsistent	PO 3
➤ Low awareness of possibilities in social innovation use and their benefits	PO 3
➤ Long-term and clear financial support of social innovations does not exist	PO 3
➤ A lack of knowledge and skills necessary for developing social innovations (including evaluation techniques to find out impacts of new measures)	PO 3
➤ Deficient cooperation in the field of social innovations, non-existence of a platform for supporting social innovations	PO 3

International cooperation

International cooperation enables participants to get ideas and contacts in the international network and helps building capacities of participating organisations and authorities at the regional and national level. It is a cost-effective method for reviewing draft policies and for sharing experience, which provides a basis for international comparison. There are areas in the CR in which know-how already used and proven abroad is still missing. At the same time, there is no routine for determining impacts of single policies (evidence-based policy), and experience and findings from abroad could be, therefore, highly useful in the CR. The role of international cooperation is irreplaceable and currently deficient. International (and possibly also national) thematic networks will also serve as a means for spreading proven social innovations, and promotion of international cooperation is thus closely connected with promotion of social innovations.

Innovative forms of work organisation commonly used abroad are also used in a very limited extent in the Czech Republic. The population of the Czech Republic grows old fast and the share of the oldest labour market participants is low. The demographic development shows that there is a need to increase the share of older people participating in the labour market and their employment rate.

Although the unemployment rate of young people in the Czech Republic remains under the European average, it grew markedly in recent years. In order to increase the employment rate of especially young people, it is necessary to implement measures focusing on relevant training, including working stays and programmes engaging young people in active labour market activities. The Czech Republic underutilises the potential of "green economy" to create new jobs, in spite of the fact that it can use experience from abroad.

Social inclusion as a process striving through interventions for inclusion of the socially excluded in normal life is not complete and efficient without activating and involving the socially excluded people themselves in decision-making, and carrying out activities at the local level and participating in community life in natural conditions of local community, outside the walls of institutions. In this respect the Czech Republic can learn and get inspiration from the functioning community centres and programmes of community development from abroad and transfer mainly experience with community work and support of community workers.

Social business is still at a very low level in the Czech Republic and is not promoted by almost any relevant financial instruments, in spite of the fact that development of social economy in the CR may lean on experience from abroad and avoid thus some disputable or dangerous steps made abroad.

The Czech Republic is coping with low capacities in the non-profit sector, especially in management, and with its dependence on public funds. NGOs are not transparent¹⁴ enough, which discourages corporate donors and further increases dependence on public funds. In all these areas the Czech Republic may draw inspiration from abroad and use already existing solutions.

Socially responsible entrepreneurship has not spread in the CR yet to such extent that is common in the EU and NGOs can hardly obtain other than public resources.

Although public administration in general is usually not open to innovations, there is ample room in the CR in which socially innovative solutions and particularly transfer of experience from abroad could be highly useful, e.g. in the field of combating corruption.

Identified Problems

- Insufficient use of existing experience from abroad in the fields of employment, social inclusion

¹⁴ http://www.vlada.cz/assets/ppov/rnno/aktuality/02_prezentace_bachmann_UHK.pdf

and public administration	
Causes	Selection of causes to be addressed
➤ Deficient awareness of already existing experience, opportunities and benefit of international cooperation.	PO 3
➤ Deficient understanding of opportunities and benefit of international cooperation.	PO 3
➤ Complicatedness of promotion and implementation of international cooperation.	PO 3
➤ Insufficient financial support of international cooperation	PO 3
➤ Closed and unwilling to learn from already existing experience	PO 3
➤ Difficult coordination at the transnational level	Partially PO3, otherwise not dealt with in OPE

Public administration¹⁵

In all international comparisons, the institutional environment is evaluated as one of the most considerable weaknesses of the Czech Republic. Inefficient institutions, excessive regulatory load and corruption are currently the phenomena due to which the CR is falling behind developed countries of the EU and the OECD. Compared to the private sector, performance in public administration is significantly lower, which is implied by macroeconomic comparison carried out e.g. in the competitiveness study by the National Economic Council of the Government (NERV), but also in studies by the IMF or the World Bank, where government effectiveness, as one of the indicators, is used according to which in 2012 the CZ, in terms of public administration performance, ranked not better than on the 18th position of 28 EU Member States under review, while since 2006 its performance has been continuously declining¹⁶.

Despite the progress achieved by means of support from the Structural Funds in many areas that are understood as crucial in terms of efficient performance of public administration (e.g. strategic management or reduction of administrative load), in the 2007-2013 programming period, public administration in the CR did not achieve some of the defined targets necessary for its reform. Above all, the service law was not adopted and implemented, which did not allow for its further development, stabilisation and professionalisation.

In the process modelling of administrative work, an operating basis has been set by means of preparation of the Methodology of process modelling of administrative work, employee training and prioritisation of administrative work. In reality, however, optimisation measures have not been taken yet and administrative work has not been standardised, which is one of the main objectives of the process modelling. Therefore, progress related to the PMAW can be described as partial.

Room for further development can be also identified in introduction of quality management methods that have been successfully implemented in a number of self-governing territorial units, however, not in the state administration that stood outside these efforts in the 2007–2013 programming period.

In relation to corruption, many issues, not fully resolved in the 2007–2013 programming period, still remain open, such as amendment to the law on conflict of interest, law on public

¹⁵ The term “public administration” means state administration, self-government and judicial entities, see footnote 46.

¹⁶ Source: <http://info.worldbank.org/governance/wgi/index.aspx#reports>

prosecutor's office, legislation on advanced protection of corruption notifiers, etc., which will be carried over to the 2014–2020 programming period based on the Government Strategy for Combating Corruption in 2015–2017.

Opportunities can be also seen for increasing efficiency of the judiciary that has started implementing a wide spectrum of reform activities only partially. Despite the measures taken, some courts are still overloaded with administrative work, standardisation is lacking in e-Justice processes and alternative forms of dispute settlement are utilised to a small degree. At the legislative level, knowledge from practice in general and court's practise is evaluated insufficiently. One of the drawbacks in the judiciary field is a low degree of using alternative punishments and parole processes.

To some extent, a lack of systematic approach persists mainly in the course taken by the state administration. The consequence is a short-term nature of system solutions and measures which are not based on mid-term and long-term strategies, undergoing thus frequent changes. Opportunity for further development can be thus seen in more extensive use of strategic and project management, including analytical, evaluation and other similar capacities.

It is also necessary to continue increasing the achieved level of mutual communication among public institutions and the public or clarity of regulatory environment. The potential of instruments such as the RIA and the RIA ex post, but also the CIA has not been fully utilised yet. They can enhance quality of the existing regulatory rules, but they are not adequately applies, or they are implemented only formally. Room for further reduction of regulatory and administrative load can be also identified in relation to entrepreneurs.

Optimisation has not been achieved yet in performance of public administration which continues suffering problems of a lack of uniformity of powers of city districts, asymmetry in divisions of statutory cities, mutual incompatibility of territorial self-governing units with their administrative districts, excessive use of the of public contracts and inefficient and non-transparent method of financing of delegated acts. This situation has a negative impact on citizens and mutual cooperation among authorities, as well as economical use of funds of the state budget and territorial self-governments.

In the field of human resource development the difficulty consists in a lack of policy for the civil servants' education system, characterised by a disparate education system, connected with non-existing standard of knowledge, and therefore, the degree of professionalism of the staff members in public institutions within their scope of activity, e-Government, provision of cybernetic safety standards, abut also crisis management, territorial planning, soft skills or environmental management. The problem in human resource management is mainly inefficiency of the management system, showing in many organisations in a non-uniform system of staff recruitment based on their expertise and qualification, in a low performance and insufficient motivation of workers in public institutions, and the related high rate of their turnover.

It is necessary to continue the successfully started reform of public administration, with awareness of the above-mentioned drawbacks, complete a great number of already commenced measures and respond to next challenges which the public administration faces.

Identified Problems	
➤ Low transparency and efficiency of public administration, high administrative and regulatory load	
➤ Low degree of professionalism of human resources in public administration	
Causes	Selection of causes to be addressed
➤ Non-existence of a method in which administrative work is to be performed	IP 4.1

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by authorities and a scope of such work	
➤ Poor use of strategic and project management instruments in public administration	IP 4.1
➤ Complicated and unclear administrative structure, overuse of public contracts, inefficient and non-transparent financing of the delegated exercise of public administration	IP 4.1
➤ A low level of communication among public institutions themselves and towards the public	IP 4.1
➤ Insufficient or low-quality application of RIA, RIA ex post and CIA, chaotic regulatory environment in the CR	IP 4.1
➤ Low degree of efficiency in the functioning of the judiciary	IP 4.1
➤ Inefficient human resource management in public administration	IP 4.1
➤ Policy-lacking system of human resource development and management in civil service	IP 4.1
➤ Underutilisation of quality methods and management particularly in state administration	IP 4.1

1.2 Strategic Documents and Conceptual Bases

The strategy of the Operational Programme Employment is primarily based on the strategy contained in the Partnership Agreement and fully respects the essential strategic documents of the Czech Republic, which, in relation to the content focus of the OPE, are particularly the following ones: International Competitiveness Strategy for the Czech Republic 2012–2020, Regional Development Strategy of the Czech Republic for 2014–2020, Efficient Public Administration and Friendly Public Services Strategy, National Reform Programme of the Czech Republic, National Action Plan Promoting Positive Ageing for 2013–2017, Long-term Programme to Improve the State of Health of the Population of the CR – Health for Everyone in the 21st century, Health 2020 – National Strategy for the protection and promotion of health and prevention of diseases, Social Inclusion Strategy 2014–2020, Employment Policy Strategy until 2020, National Plan for Equal Opportunities For Disabled Persons 2010–2014, Strategy for Promoting Transformation of Institutionalized Social Services Provided in User's Natural Community and Promoting User's Social Inclusion, National Strategy for Anti-Drug Policy for 2010–2018 and selected sectoral documents: Employment Policy Concept 2013–2020, Long-Term Vision of the Ministry of Labour and Social Affairs for Social Inclusion and Strategy of Psychiatric Care Reform.

In addition, the relevant EU documents are taken into account: Communication from the Commission, "**Europe 2020**, strategy for smart, sustainable and inclusive growth" COM(2010) 2020 of 3 March 2010, Communication from the Commission "**Agenda for New Skills and Jobs**": European contribution to full employment“, COM(2010) 682 of 23 November 2010, Communication from the Commission "**Youth on the Move**", Initiative aiming to develop young people's potential so that Europe can grow in a smart, sustainable way from which everybody will benefit“, COM(2010) 477 of 15 September 2010, Communication from the Commission "**European Platform against Poverty and Social Exclusion**": a European framework for social and territorial cohesion“, COM(2010) 758 of 16 December 2010, Communication from the Commission "**Digital Agenda for Europe**“ COM(2010) 245 of 26 August 2010, **Recommendation of the Council of the EU to National Reform Programmes** of the Czech Republic for 2012–2014, Recommendation of the Council of the EU of 22 April 2013 **on Introduction of Youth Guarantees**, (2013/C 120/01) and Communication from the Commission of 15 November 2010, **European Disability Strategy 2010–2020: A Renewed Commitment to a Barrier-Free Europe**, COM(2010) 636, Green Book "Improvement of Population's Mental Health": On the way to a mental health strategy for the European Union and the European Action Plan for Health and the Environment and Communication from the Commission to the European Parliament, Council, European Economic and Social Committee and Committee of the Regions of 21 September 2010 titled **Strategy for Equality between Women and Men 2010–2015** (COM(2010) 491. The Programme is also based on the Comprehensive Mental Health Action Plan 2013 – 2020“, WHO, 2013, and on the Mental Health Action Plan for Europe“, WHO Europe, 2005.

Due to the limited extent of this chapter challenges and development priorities identified in relevant national strategic and selected European documents in areas relevant for OPE have been stated in Annex 3. The strategy of the Operational Programme Employment reflects the findings of the analysis of the current situation in the sector and proposes a way to solve identified problems, deficiencies and needs of the sector and target groups.

1.3 Justification for selection of thematic objectives and investment priorities

Following the Partnership Agreement containing inter alia the definition of basic operational programmes in the Czech Republic for the period of 2014–2020, interventions are supported under the Operational Programme Employment from the three thematic objectives for the European structural and investment funds.

(8) Promoting sustainable and quality employment and supporting labour mobility;

(9) Promoting social inclusion, combating poverty and any discrimination;

(11) Enhancing institutional capacity of public authorities and stakeholders and efficient public administration.

Complementary interventions under the thematic objective No. 10 *Investing in education, training and vocational training for skills and life-long learning* are supported from the operational programme Research, development and education under the authority of the Ministry of Education.

On the basis of the above mentioned principal strategic materials and key needs as defined in chapter 2.1 five priority axes were identified (including technical assistance) to be supported from ESF through the operational programme Employment. Individual priority axes of the programme are fully consistent with the thematic objectives for European structural and investment funds and correspond to ESF investment priorities in the programming period 2014–2020.

The structure of priority axes of OP Employment is as follows:

Priority axis No. 1	Promotion of employment and workforce adaptability
Priority axis No. 2	Social inclusion and combating poverty
Priority axis No. 3	Social innovation and transnational cooperation
Priority axis No. 4	Efficient public administration
Priority axis No. 5	Technical assistance

Each priority axis of OPE matches one thematic objective (with the exception of priority axis No. 3).

Priority axis No. 1: Promoting employment and workforce adaptability

This priority axis will realize the thematic objective No. 8 and will focus, in particular, on increasing the employment rate of supported persons through implementation of tools of active employment policies, in particular, and implementation of specific measures to promote reduction of the different status of women and men in the labour market and reconciliation of private and working life, on the development of continuous education, increasing knowledge, skills and competencies of workers and business competitiveness, and the modernisation of PES will be supported through reinforcing the quality and efficiency of active employment policy and other services provided and further through implementation of targeted measures to support youth employment.

Priority axis No. 2 Social inclusion and combating poverty

This priority axis will realize the thematic objective No. 9 and is aimed at improving marketability of persons endangered by social exclusion or socially excluded in the labour market, development of social and health services, services for families and children, and other services, and activities aimed at persons socially excluded or at risk of social exclusion, promotion of social entrepreneurship and support of development strategies controlled at the local level aimed at prevention and solution of problems in the area of local employment and social inclusion.

Priority axis No. 3: Social innovation and transnational cooperation

This priority axis will contribute to the achievement of thematic objectives No. 8, 9 and 11 and is focused on social innovation and transnational cooperation in the areas of access to employment for the jobseekers and inactive persons including local employment initiatives and mobility of labour force, and active inclusion, in particular, with a view to increase the employment rate and in the area of increasing efficiency of public administration

Priority axis No. 4: Efficient public administration This priority axis will realize the thematic objective No. 11 and is aimed at increasing efficiency of public administration, particularly high administrative and regulatory burden, as well as inefficient management and low professionalism of human resources in public administration.

Priority axis No. 5: Technical Assistance

This priority axis is, in accordance with the legislative framework for ESIF aimed at supporting management and implementation of OP Employment. As a part of the Technical Assistance priority axis, actions supporting management, implementation, control, monitoring, evaluation and publicity of the operational programme will be financed, in particular.

When drafting the individual priority axes of OP Employment the experience in the implementation of operational programme Human resources and employment 2007–2013 was also taken into account as was the intention not to combine interventions from more thematic objectives within one priority axis unless it's absolutely necessary. Detailed justification for selection of thematic objectives and investment priorities on the basis of identification of relevant needs is contained in the following table. Selection of investment priorities fully respects the principle of thematic concentration contained in Article 4 of the ESF Regulation.

Table 1: Justification for selection of thematic objectives and investment priorities

Selected thematic objective	Selected investment priority	Justification for the selection
8) Promoting sustainable and quality employment and supporting labour mobility.	Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility	<ul style="list-style-type: none">• The national objective of Strategy Europe 2020 as defined in the Czech Republic National Reform Programme is to boost the employment rate of persons aged 20-64 from 70.4% in 2010 to 75% by 2020• Low level of employment and rising unemployment rate.• Low employment rate of persons aged 55-64, mostly women.• High unemployment rate of low-qualified persons.• The rising unemployment rate of young people under 25 years of age.• Specific Recommendations of the Council 2014 Increase participation of young unemployed

		<p>persons in individualised services.</p> <p>Support employability of older persons and review the mechanism of adjustment of pensions.</p> <ul style="list-style-type: none"> • Partnership agreement, financing priority Efficient and effective employment services, which will contribute to increasing employment particularly among endangered groups and key expected results: Increasing the employment rate of hard-to-employ groups through higher efficiency of public employment services
	<p>Gender equality in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work</p>	<ul style="list-style-type: none"> • Specific Recommendations of the Council 2014: <p>Improve significantly availability of affordable and high-quality childcare facilities and services supporting social integration with a focus on children under three years of age.</p> <ul style="list-style-type: none"> • Negative impact of parenting on participation in the labour market because of insufficient offers of available child care services, in particular. • Limited use of flexible forms of work and part-time jobs. • Great differences in the status of women and men in the labour market. • Partnership agreement, financing priority Efficient and effective employment services, which will contribute to increasing employment particularly among endangered groups and key expected results: Better conditions for reconciliation of work and private life and equal position of women in the labour market
	<p>Adaptation of workers, enterprises and entrepreneurs to change</p>	<ul style="list-style-type: none"> • The national objective of Strategy Europe 2020 as defined in the Czech Republic National Reform Programme is to boost the employment rate of persons aged 20-64 from 70.4% in 2010 to 75% by 2020 • Discrepancy between qualification levels among the workforce and labour market requirements. • Insufficient level of knowledge, skills and competences of workers. • Partnership agreement, financing priorities Efficient and effective employment services, which will contribute to increasing employment particularly among endangered groups and Top quality education system (lifelong learning) producing qualified and adaptable labour; key expected results: Higher adaptability of employees and better employability of jobseekers thanks to higher compliance of knowledge and skills of the workforce with the requirements of the labour market.
	<p>Modernisation of labour</p>	<ul style="list-style-type: none"> • Specific Recommendations of the Council

	<p>market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders;</p>	<p>2014: Improve efficiency and effectiveness of public employment services.</p> <ul style="list-style-type: none"> • primarily by introducing a performance measurement system. Low share of job applicants and seekers supported by AEP instruments. • The quality of services provided does not match the needs of the clients. • Partnership agreement, financing priority Efficient and effective employment services, which will contribute to increasing employment particularly among endangered groups and key expected results: Increasing the employment rate of hard-to-employ groups through higher efficiency of public employment services
	<p>Sustainable integration of young people into the labour market, inter alia by using the "Youth Guarantee", in particular those not in education, employment or training, including young people at risk of social exclusion and young people from marginalised communities</p>	<ul style="list-style-type: none"> • The unemployment rate of persons aged 15–24 in 2012 in region NUTS II Northwest exceeded 25% and amounted to 28.2%. • Specific recommendation of the Council 2014 • Increase participation of young unemployed people in individualised services. Partnership agreement, financing priorities Efficient and effective employment services, which will contribute to increasing employment particularly among endangered groups and Top quality education system (lifelong learning) producing qualified and adaptable labour; key expected results: Increasing the employment rate of hard-to-employ groups through higher efficiency of public employment services and Higher adaptability of employees and better employability of jobseekers thanks to higher compliance of knowledge and skills of the workforce with the requirements of the labour market.
<p>(9) Promoting social inclusion, combating poverty and any discrimination</p>	<p>Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability</p>	<ul style="list-style-type: none"> • The national objective of Strategy Europe 2020 as defined in the National Reform Program of the Czech Republic is to maintain the same number of persons at risk of poverty or social exclusion at the level of 2008 in an effort to decrease it by about 30 000 persons. • Little applicability and low employment rate of persons socially excluded or endangered by social exclusion • Persistent discrimination against certain groups of people disadvantaged in the labour market • Inadequate support of creation and development of social enterprise • Partnership agreement, financing priority Social system integrating socially excluded groups and preventing poverty; key expected results: Increased employability and employment rate of socially excluded persons

		(persons at risk of social exclusion) in the labour market, Reduction of the number of excluded localities and the number of inhabitants of such localities, Improved accessibility of social housing, Better conditions and developed system of social entrepreneurship,
	Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest	<ul style="list-style-type: none"> • The national objective of Strategy Europe 2020 as defined in the NRP of the Czech Republic is to maintain the same number of persons at risk of poverty or social exclusion at the level of 2008 in an effort to decrease it by about 30 000 persons. • Specific Recommendations of the Council 2014: Adopt measures for significant improvement of cost-effectiveness and administration in the healthcare sector, hospital care, in particular. <ul style="list-style-type: none"> • Poor quality, efficiency, sustainability and accessibility of social services • High rate of utilization of institutional care • Insufficient integration of employment services, social and health services • Inequality in health in certain regions and localities, inappropriate structure of mental health care, high incidence of risk factors in the population (consumption of tobacco and alcohol, obesity) • Partnership agreement, financing priority Social system integrating socially excluded groups and preventing poverty; key expected results: Better accessibility and setting of social services to target groups, Adopted measures to improve the population health
	Strategies of community-led local development	<ul style="list-style-type: none"> • Regional and local concentration of problems associated with social exclusion in socially excluded localities, the number of which continues to grow. • Inadequate involvement of local governments and local participants in the prevention and problem solving in social integration • Partnership agreement, financing priority Social system integrating socially excluded groups and preventing poverty; key expected results: Increased employability and employment rate of socially excluded persons (persons at risk of social exclusion) in the labour market, Reduction of the number of excluded localities and the number of inhabitants of such localities
(11) Enhancing institutional capacity of public authorities and stakeholders	Investments in the institutional capacity and efficiency of public administrations and public services at the national, regional and local levels in	<ul style="list-style-type: none"> • Specific Recommendations of the Council 2014: Adopt and implement a law on civil service which will ensure stable, efficient and professional public administration services. Accelerate and considerably strengthen

and contributing to efficient public administration	order to provide for reforms, better regulation and good governance	<p>combatting corruption by implementing the remaining legislative measures defined in the anti-corruption strategy for 2014–2020 and drawing up plans for the future.</p> <p>Further improve administration of EU funds, specifically by simplification of implementing structures, capacity increase and better solution of conflicts of interest.</p> <p>Increase transparency at public procurement and improve implementation of public tenders by relevant instructions and supervision.</p> <p>Reinforce the capacities for public procurement at local and regional levels.</p> <ul style="list-style-type: none">• Low efficiency, performance and transparency of public administration• Quality of the legal and regulatory framework is below the level of the EU average• Low law enforcement• Partnership agreement, financing priority Transparent and efficient public administration with low administrative and regulatory burden, efficiently responding to emergencies; key expected results: Improved effectiveness of public administration, Improved effectiveness and expertise of public administration and Increased transparency of public administration.
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1.4 Financial justification for allocation

Allocation of financial resources for individual priority axes of the programme and thematic objectives is mainly based on:

- the strategy and substantive focus of OP Employment priority axes;
- investment priorities of the European Social Fund as stated in ESF Regulation;
- requirements for thematic concentration contained in the legislation to ESI funds;
- the Partnership Agreement 2014–2020;
- Strategy Europe 2020 and the distance from each of the national objectives.
- the National Reform Programme and the Specific Recommendations of the Council;
- experience from the current programme period;
- an estimate of the absorption capacity of individual priority axes.

The funds are predominantly concentrated (approx. 61%) for the benefit of priority axis No. 1 Promoting employment and workforce adaptability that realizes thematic objective No. 8. Promoting sustainable and quality employment and supporting labour mobility. Significant share of this priority axis is determined by the fact that it includes activities both on behalf of the candidates, job seekers and employed persons, specific actions to reinforce equality between women and men, and systematic measures aimed at reinforcing the labour market institutions. In addition, this priority axis concentrates also funds from the Youth Employment Initiative including a corresponding ESF allocation. Further, the priority axis 1 concentrates interventions meeting the relevant Recommendations of the Council 2014, namely those related to public employment services, childcare facilities, individualised services for unemployed young people and an increase in employability of older workers. In comparison with the 2007–2013 programming period, the indicative allocation was markedly increased, based on the European Commission's comments on the OPE, in public employment services (IP 1.4) and gender equality (IP 1.2), approximately to 3.13 multiple for IP 1.4 and to about 5.11 multiple for IP 1.2. Specifically for support of childcare facilities, the indicative allocation in the OPE is approximately 15 times the amount channelled into this field from the HRE OP in 2007–2013. More funds compared with the 2007–2013 period is also earmarked, in accordance with the Council Recommendations 2014, for support of young unemployed people and support of older workers (IPs 1.1 and 1.5).

The second, financially most important priority axis No. 2 Social inclusion and fight against poverty realizes thematic objective No. 9 Promoting social inclusion, combating poverty and any discrimination. Approximately 27% of resources of the programme are allocated for the axis. Importance of the allocation is determined by the size of the main target group – people socially excluded or endangered by social exclusion. The priority axis also includes systematic measures to improve services provided for the target groups and support of community-led local development. The allocation of this priority axis is further significantly determined by the mandatory share earmarked for ESF funding of thematic objective No. 9 under Article 4 (2) of the ESF Regulation. Interventions in this priority axis will contribute to achievement of the national objective defined in the National Reform Programme for the field of social exclusion and poverty and they will also partially contribute to achievement of Recommendations of the Council regarding improvement of cost-effectiveness in the healthcare sector.

Priority axis No. 3 Social innovation and transnational cooperation contributing to realization of all thematic objectives selected in OP Employment (Nos. 8, 9 and 11) is earmarked approx. 2% of the programme. Importance of the priority axis is determined by its focus on social innovation, aimed at its development, testing and subsequent spreading, in particular.

Priority axis No. 4 Efficient public administration implements the thematic objective No. 11 Enhancing institutional capacity of public authorities and stakeholders and contributing to

efficient public administration and is allocated approx. 6% of the programme. Interventions in this priority axis will also partially contribute to achievement of Recommendations of the Council 2014 regarding public administration. A relatively low weight of this priority axis is caused by the fact that in addition to support from the ESI Funds, the area of an increase in efficiency of public administration will be also supported from national resources and emphasis will be on efficient spending of the funds in this area.

Priority axis No. 5 Technical assistance aimed at supporting the management and implementation of OP Employment is, in accordance with Article 119 of the General Regulation, earmarked approx. 4% of the programme funds. The weighting of the allocation matching the limit for technical assistance is determined by higher administrative intensity of ESF projects resulting from the estimated large number of small projects and the number of challenges. Furthermore, the weighting reflects new procedures and processes defined by the European legislation, and national regulations, such as coordinated planning of challenges, monitoring including aided persons data collection, drawing estimate, integrated approaches including the support of new instruments, monitoring prerequisites and their implementation, implementation milestones and performance framework, synergy and complementarity, etc. Furthermore, it reflects additional demands on monitoring, reporting and publicity in relation to the YEI, which is programmed in the framework of OP Employment.

Cross-financing

Under Article 98 (2) of the General Regulation, "Cross-financing" will be allowed under all priority axes of OP Employment at the level of calls for project submission, i.e. financing costs which are usually considered eligible costs only in terms of European Regional Development Fund, and that up to 10% of the funds allocated for the priority axis.

The condition for the possibility of financing of activities in terms of Cross-financing is the prerequisite that the activities achieve the objectives of the projects supported by OP Employment and their direct link to the projects. MS2014+ information system will be used for monitoring the amount of funds incurred for cross-financing.

The governing body will monitor and record the use of cross-financing so that the expenditures incorporated therein can be traced and identified.

Table 2: Overview of the investment strategy of the programme

Priority axis	Fund	Support from the Union (in EUR)	Proportion of the total contribution of the Union for OP	Thematic objective	Investment priorities	Specific objectives corresponding to the given investment priority	Common and specific result indicators, for which an objective has been set
Priority axis No. 1 Promoting employment and workforce adaptability	ESF	1 292 307 890 EUR	60.23%	8) Promoting sustainable and quality employment and supporting labour mobility.	Investment priority 1.1 Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility	Specific objective 1 Increase employment of supported persons – particularly older, low-qualified and disadvantaged Specific objective 2 Increase employment of supported young persons by the Youth Guarantee Programme	[CR01, CR03, CR04, CR05, CR06, CR07, CR08, CR09]
					Investment priority 1.2 Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work	Specific objective 1 Reduce the diversity in the status of women and men in the labour market	[CR01, CR03, CR04, CR05, CR06, CR07, CR08, CR09, 50110, 50130]
					Investment priority 1.3 Adaptation of workers, enterprises and entrepreneurs to change	Specific objective 1 Increase the professional level of knowledge, skills and competencies of workers and compliance of qualification level of the workforce with the labour market's requirements Specific objective 2 Increase adaptability of older workers	CR03, CR07, 62010
					Investment priority 1.4 Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders;	Specific objective 1 Increase the capacity, complexity and quality of the services provided by institutions of public employment services Specific objective 2 Improve quality of the system of further education	[CR03, CR07, 62010]

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	YEI	27 199 968 EUR	1,27 %		Investment priority 1.5 Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee	Specific objective 1 Increase employment of young people who are not in employment, education or vocational training in the NUTS II Northwest region	[CR01, CR02, CR03, CR04, CR05, CR06, CR07, CR08, CR09, CR10, CR11, CR12, 64103]
Priority axis No. 2 Social inclusion and combating poverty	ESF	572 005 132 EUR	26,66 %	(9) Promoting social inclusion, combating poverty and any discrimination	Investment priority 2.1 Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability	Specific objective 1 Increase applicability of persons endangered by social exclusion or socially excluded in the society and in the labour market	[CR01, CR04, CR05, CR06, CR07, CR08, CR09, 67010, 67110, 62910, 67310, 10211]
					Investment priority 2.2 Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest	Specific objective 1 Reinforce the quality and sustainability of the social services system, family and children services and other downstream services supporting social inclusion	[CR03, 67010]
					Investment priority 2.3 Strategies of community-led local development	Specific objective 1 Increasing the participation of local actors in solving problems of unemployment and social inclusion in rural regions	[CR03, CR04, CR05, CR06, CR08, CR09, 67010]
Priority axis No. 3 Social innovation and transnational cooperation	ESF	42 170 750 EUR	1.97 %	(8) Promoting sustainable and quality employment and supporting labour mobility. (9) Promoting social inclusion, combating poverty and any discrimination (11) Enhancing institutional capacity of public authorities and stakeholders and contributing to efficient public administration	Specific objective 1 Enhancing quality and quantity of social innovations and international cooperation in the thematic areas of the OPE	[CR03, 67110, 69410]	
Priority axis No. 4	ESF	127 112 251 EUR	5.92 %	(11) Enhancing institutional	Investment priority 4.1 Investment in institutional capacity and in	Specific objective 1 Increasing efficiency and	[CR03,68010, 68011, 68012,

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Efficient public administration				capacity of public authorities and stakeholders and contributing to efficient public administration	efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance	transparency of public administration	68013, 68014]
						Specific objective 2 Professionalise public administration by improving knowledge and skills of human resources, development of HR policies and strategies and implementation of the service law.	
Priority axis No. 5 Technical assistance	ESF	84 741 501 EUR	3.95 %	n.a.	n.a.	Specific objective 1 Ensuring proper implementation of the OPE through provision of reliable and efficient services for management and administration of the programme	CR03, 82510, 80810

2 DESCRIPTION OF PRIORITY AXES

2.1 Priority Axis 1 Promoting Employment and Workforce Adaptability

The priority axis 1 Promoting Employment and Workforce Adaptability will be financed under the thematic objective 8 Promoting sustainable and quality employment and supporting labour mobility. The priority axis 1 will cover both categories of regions in the Czech Republic and to this end, projects supported in its investment priorities may be implemented in the Czech Republic as a whole, including Prague¹⁷. The reason derives from the fact that priority axis 1 contains both interventions of a system character that given their nature have an impact on the entire territory of the Czech Republic (investment priority 1.4) and also interventions aimed at individuals, the services of which are however provided to target groups in a uniform manner across the entire territory of the Czech Republic through an established network of institutions (active employment policy through the Labour Office of the Czech Republic, regional branches and contact points).

In addition to above mentioned material needs, the reason why the region categories are combined in the Operational Programme Employment also lies in the implementation of the programme, and specifically the simplified management, monitoring and control of spending the ESF resources in similar activities by both affected categories of regions. Thus a uniform management structure may efficiently ensure compliance and control of the principle of non-transferability of resources between categories of regions, but even economical and highly coordinated use of funds by both categories of regions. At the same time, this approach is simpler for beneficiaries because it allows, especially in case of national and system interventions, one project to cover the whole territory of the Czech Republic without the need to submit one project to the Operational Programme Employment and another supplementary one to the Operational Programme "Prague – Growth Pole of the Czech Republic".

In compliance with Art. 70 (1) of the General Regulation and Art. 13 (2) of the ESF Regulation, projects implemented in Prague or in the entire territory of the CR and simultaneously having impact on the entire territory of the CR will be financed from both categories of regions, on pro-rata basis, expressed by Prague's share in the number of job applicants (7.46 %) in IPs 1.1 and 1.4, the number of women at the age of 15–49 (12.30 %) in IP 1.2 and the economically active population (12.63 %) in IP 1.3. Projects the impact of which is regionally limited will be financed either from the funds of less developed or more developed regions, depending on the place where the project will be implemented (i. e. where activities for target groups will be carried out). The amount of contribution for each category of regions in the priority axis 1 is quantified in the OPE financial table (see chapter 3) based on the indicative calculation included in the annex to the OPE. The specified percentage of Prague interventions is quantified of the total funds, i. e. including national co-financing. If the actual volume of funds in projects implemented in the capital city of Prague is higher than the original estimate, the necessary increase of funds for categories of more developed regions will be paid from national resources.

¹⁷ Except for the investment priority 1.5 which is solely aimed to implement the Youth Employment Initiative in the Czech Republic where the only qualified region for this initiative in the Czech Republic is NUTS II North-West.

2.1.1 Investment priority 1 of priority axis 1

8i Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility

2.1.2 Specific objectives corresponding to Investment Priority 1.1 and expected results

Specific objective 1.1.1: Increase employment of supported persons, particularly older, low-qualified and disadvantaged people

The specific objective is proposed to ensure a direct contribution of supported interventions to achieving the targets of the National Reform Programme in the area of employment. In order to increase the general employment rate of people aged 20-64 to achieve the target level of 75%, interventions will have to be aimed especially at groups of people whose employment rate is relatively most lagging (older, young, low-qualified people, women with young children or disadvantaged people).

To integrate job-seekers into the labour market, one of the key roles is to use instruments and actions of the active employment policy. Therefore, interventions under this investment priority are predominantly aimed at supporting the instruments and actions of the active employment policy. It mainly includes the promotion for creation of new jobs (especially for job-seekers with cumulated disadvantages on the labour market) and the promotion of consultancy activities leading to employment on the labour market, and the promotion of increasing employability, in particular retraining, improving or changing the existing qualification which is no longer demanded on the labour market. The support under this investment priority will mainly be focused on activation of economically inactive people, and the support of higher participation of young and older people on the labour market, and a higher integration of families with children into the labour market, and the integration of low-qualified and handicapped people into the labour market. For young people under 25 years of age, the purpose of interventions will mainly be to offer jobs, further education, completion of education, professional experience and internships, or similar activities through the implementation of the Youth Guarantee.

The specific objective will be fulfilled by increasing the number of job-seekers supported by instruments of the active employment policy, and by increasing the employment rate of supported people with accent on groups of people whose rate of employment is most lagging, and by increasing the portion of job-seekers whose qualifications and skills meet the employers' requirements, and by increasing the use of flexible forms of work. The funds allocated in this investment priority this investment priority will significantly contribute to an increase in the volume of funds earmarked for the active employment policy. The implementation of activities under this investment priority should also help reduce the regional differentiation of access to employment both at the regional and district levels. Programs implemented under this investment priority will be supplemented by support activities and accompanying actions as needed. The implementation of above activities will as need may be combined with the objective of a complex solution of the situation of people in target groups.

An integral part of the actions aimed to increase employment is also the promotion of international labour mobility in the EU, EEA countries, or possibly Switzerland, through the EURES network.

Specific objective 1.1.2: Increase employment of supported young people by the Youth Guarantee Programme

The specific objective is designed to ensure a direct contribution of supported interventions to achievement of the goals of the National Reform Programme in terms of employment, particularly to reduce the unemployment rate of young people at the age of 15–24 to 12.3 % and to reduce the unemployment rate of people with low qualification of ISCED 0–2 to 18.8 % until 2020.

The problem of young people entering the labour market consists in mismatch of their qualification structure and a lack of practical experience. This drawback primarily results from insufficient weight of practical training during initial education, including cooperation with employers and acquisition of competences that are necessary for finding employment in the labour market. Consequently, a paradox situation arises in the Czech labour market, when employers are not able, despite enormous excess supply of jobs, to fill qualified job vacancies, particularly in technical branches of work, in the long term

Although the situation in the CR is not as critical as in other EU countries, the unemployment rate of young people (under the age of 25) has markedly increased in the CR in recent years. The low employment rate of young people is connected not only with the disadvantageous position of this bracket in the labour market, but also with its low economic activity. The most significant problems can be found in the category of school leavers, when the risk category is particularly the secondary and advanced vocational school leavers, followed by university graduates in a much lesser extent.

The key instrument addressing unemployment and inactivity of young people under the age of 25 is the Youth Guarantee Programme through which the Czech government guarantees that every young person under the age of 25 will receive a good offer of employment, further education, vocational training or placements, not later than four months after he or she becomes unemployed, finishes formal education or leaves the system of formal education. Within this specific objective, such activities will be implemented that have a direct link to the Youth Guarantee Programme. It means activities with a focus on mediating employment, creating permanent and temporary jobs for young people and linking retraining and occupational qualifications and increasing thus their employability in the labour market. Support will be given to activities facilitating transition from the initial education to the labour market, such as professional and industrial placements.

Result indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (2.1.3.5) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related specifies a target group by age or gender, then its associated indicators will solely refer to said target group too.

Table 3: Common and specific result indicators for Investment Priority 1.1

ID	Indicator	Category of region or YEI	Indicator Unit	Common output indicator used as the basis	Initial Value ¹⁸	Initial Year	Target Value (2023)	Data source	Monitoring frequency ¹⁹
CR 01	Inactive participants who started seeking a job again after termination of their participation	Less developed	Participants	The number of participants, total	1 067	2013	3 334	IS ESF 2014+	0m-36m, f(6)
		More developed			143		166		
CR 03	Participants gaining a qualification after termination of their participation	Less developed	Participants	The number of participants, total	11 700	2013	63 817	Beneficiary	0m
		More developed			1 568		3 183		
CR 04	Participants employed, including the self-employed, after termination of their participation	Less developed	Participants	The number of participants, total	1 989	2013	55 950	IS ESF 2014+	0m-36m, f(6)
		More developed			267		2 790		
CR 05	Disadvantaged participants seeking a job after termination of their participation, involved in education/training, improving their qualification or already employed, including the self-employed	Less developed	Participants	The number of participants, total	3 606	2013	40 005	IS ESF 2014+	0m
		More developed			483		1 995		
CR 06	Participants employed 6 months after termination of their participation, including the self-employed	Less developed	Participants	The number of participants, total	1 592	2013	78 105	IS ESF 2014	0m-36m, f(6)
		More developed			213		3 895		
CR 07	Participants whose position on the labour market has improved 6 months after termination of their participation	More developed	Participants	The number of participants, total	796	2013	1 619	IS ESF 2014+	0m-36m, f(12)
		More developed			107		81		
CR 08	Participants at the age of 54+ employed 6	Less developed	Participants	The number of participants,	1 139	2013	11 716	IS ESF 2014+	6 m

¹⁸ To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

¹⁹ The Monitoring Frequency column specifies when the indicator is collected. The following symbols are used: "Upon the entry into the project"; "m", i.e. months after the end of the project / after the participant leaves the project; "After the end of the project", i.e. after the end of the project / leaving the project, but without an exact time specification; "f(a)", i.e. the frequency of monitoring (months); "a – b", i.e. the period when the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored biannually from the end of the project / from the moment the participant leaves the project until the third year after the end of intervention.

	months, including self-employed, after termination of their participation	More developed		total	153		584		
CR 09	Disadvantaged participants employed 6 months after termination of their participation, including the self-employed	Less developed	Participants	The number of participants, total	234	2013	39 052	IS ESF 2014+	6m
		More developed			34		1 948		

2.1.3 Activities supported under Investment Priority 1.1

2.1.3.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the given specific objective, support will be given to the below listed activities in particular which are designed as a contribution to address the roots of labour market problems identified in chapter 1.1, especially in the section Employment and the labour market.

Activities in the specific objective 1.1.1:

- **Mediation of employment** – Carrying out activities related to job seeking for a job-seeker, including support of international labour mobility; further related to recruitment for employers who are looking for new labour; consulting and information activity concerning job opportunities; shared broker employment through employment agencies;
- **Consulting and information activities and programmes** – Carrying out consulting activities and programmes aimed to identify the personal and qualification prerequisites of individuals for choice of their carrier and for suitable employment broker services; job training for disabled people and selection of appropriate tools of the active employment policy (possibly using jobseeker profiling and targeting), support of JOB clubs, managed consultancy to change qualifications;
- **Balance and career diagnostics** – Promoting the concordance between skills, educational and working potential of people and their possible actual placement on the labour market; career diagnostics as a subsystem of balance diagnostics is directly focused on specific options of employment relevant to skills, capabilities and interest of the client;
- **Retraining** – Support in the retraining process to improve, extend or upgrade the existing qualifications, including the maintenance and renewal thereof. Retraining also means to become qualified for employment of a person who has not obtained any qualifications so far;
- **Development of basic competencies** for easier placement on the labour market (e.g. readers' literacy, numerical literacy or development of digital competencies, etc.)
- **Promoting the creation of new jobs** or jobs reserved for a specific group of people amongst groups at risk on the labour market, including support of new self-employment activities of jobseekers or other groups of persons disadvantaged in the labour market;

- **Supporting the placement in vacancies** – the support will be targeted not only at creation or specifications of new job positions but also at the placement of groups at risk to vacancies created in the labour market due to various reasons (e.g. retirement etc.);
- **Promoting activities to gain work habits and experience** such as community service work, social-purpose jobs, short-term assignments, job training, professional practice and internships, including the support to international mobility;
- **Promoting flexible employment forms** as a method to set up conditions mainly for placement of women, young and elderly people and other persons disadvantaged in the labour market (part-time jobs, job rotation, job sharing, telework, etc.);
- **Accompanying actions to allow integration of supported persons in the labour market** in order to facilitate the access of main target groups to the key form of support under this investment priority – particularly promoting induction, transportation, food and accommodation of participants, care of dependents, increasing general literacy and prevention of overindebtedness, and other accompanying social activities that allow the support beneficiaries to integrate in the labour market. These activities are available for supported persons only during their participation in the project, or during the main form of support within the project.
- **Motivational activities** – Activities aimed to enhance the orientation about requirements of the labour market, requirements of vacancies on the labour market, and further training for the purpose of Retraining, or another tool of the active employment policy, including the renewal of work habits;
- **Labour rehabilitation** – Promoting continuous activity for disabled people to get and maintain adequate jobs;
- **Implementation of** new or innovative tools of the active employment policy in compliance with current needs of the labour market, including support of the social economy principles.

Activities within the specific objective 1.1.2:

- Mediating employment for job applicants and providing employment related services;
- Consultancy activities provided in order to identify personal and qualification dispositions of the youth for career selection, mediating adequate employment and selecting relevant instruments of the active employment policy. Consultancy provided on attendance of further education, enhancing or deepening of the existing qualification, including its maintenance and update in order to harmonise the relation between supply and demand in the labour market;
- Providing retraining programmes – acquiring a new qualification, enhancing, expanding or deepening the existing qualification, including its maintenance and update. Retraining is also considered acquisition of qualification for employment of a person who had not acquired any qualification previously;
- Supporting activities to acquire working habits and experience, such as community service, social-purpose jobs, short-term job opportunities, work training, field training and industrial placements, including support of international labour mobility; supporting job creation for field trainings or support of placements;
- Supporting a start of business activity, especially via retraining, consultancy and grants;
- Motivational activities focusing on improving young people's knowledge of labour market requirements, requirements of job vacancies in the labour market and also preparing them for retraining or another instrument of the active employment policy, including renewal or forming of working habits.

Identification of major target groups

The target groups mainly include job seekers, disabled people, people with cumulated disadvantages in the labour market and economically inactive people, including persons returning to the labour market after their parental leave periods. A special accent will be put on people disadvantaged on the labour market (e.g. people aged 55 – 64, people under 25, members of ethnic minorities and low-qualified people (ISCED 0 – 2 level)).

Identification of beneficiary types

Beneficiaries under this investment priority will especially include the Ministry of Labour and Social Affairs and its controlled / established institutions, consulting and educational institutions, and non-governmental organizations, or municipalities and municipality alliances, etc.

Specific targeted territories

In accordance with Art. 96 (1) (a) of the General Regulation, it will be possible to target support under this investment priority at the whole of the Czech Republic so that challenges of the labour market can be addressed using instruments of the active employment policy all across the Czech Republic. Increased attention both in terms of the allocated resources and the supported actions will be paid to regions with an above-average unemployment rate and to municipalities in regions supported by the government which are facing economic problems.

Indicative percentage of the investment priority in the priority axis

An indicative 43.4% from the allocation of the ESF funds for the priority axis has been reserved for this investment priority.

2.1.3.2 Key principles applicable to selection of operations

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014 – 2020.

Within this investment priority, calls will be opened for tender projects and direct assignment projects (non-tender). The selection of direct assignment projects (as well as preparation of all calls for projects) will be participated by the respective Programme Partnership, i.e. a platform established by the OPE MA for defined levels of the OPE structure (usually for priority axes) on the partnership principle. The Programme Partnership usually involves: MA, partner managing authorities involved, respective policy domain authorities, MoRD, individual experts and expert entities, social and economic partners (particularly non-government non-profit sector). Direct assignment projects at the preparatory stage, i.e. as a project plan, have to be approved by the Programme Partnership (or a platform agreed by the Partnership) to elaborate it to a full application for support. Without this approval, the direct assignment project will be excluded from evaluation of eligibility of the application for support.

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will

include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project, where an adverse impact on said horizontal themes is identified, cannot be supported using the OPE resources (see Chap. 11).

Under this investment priority also projects included in integrated instruments may be implemented, see Chap. 4: Integrated Approach to Territorial Development. In such case projects will be selected in accordance with the procedure as stated in the Guidelines for utilisation of integrated instruments in the programming period 2014–2020.

2.1.3.3 Planned use of financial instruments

Financial instruments are not expected to be used.

2.1.3.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.1.3.5 Common and specific output indicators

Table 4: Common and specific output indicators for Investment Priority 1.1

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
CESF0	Total number of participants	Participants	ESF	Less developed	169 545	Beneficiary	At the entry/start
				More developed	8 455		
CO20	Number of projects fully or partially implemented by social partners or NGOS	Projects	ESF	Less developed	100	Beneficiary	At the entry/start
CO06	Participants not more than 25 years old	Participants	ESF	Less developed	36 739	Beneficiary	At the entry/start
				More developed	1 832		
CO07	Participants 54+ years old	Participants	ESF	Less developed	48 986	Beneficiary	At the entry/start
				More developed	2 443		
6 01 00	Unemployed participants, including the long-term unemployed persons	Participants	ESF	Less developed	164 300	Beneficiary	At the entry/start
				More developed	8 193		
6 09 00	Participants with completed primary	Participants	ESF	Less developed	8 477	Beneficiary	At the entry/start

Working translation, without proofreading

	(ISCED) or lower-secondary (ISCED 2) education			More developed	423		
6 03 00	Inactive participants	Participants	ESF	Less developed	5 245	Beneficiary	At the entry/ start
				More developed	262		

2.1.4 Investment priority 2 of priority axis 1

8iv Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work

2.1.5 Specific objectives corresponding to Investment Priority 1.2 and expected results

Specific objective 1.2.1: Reduce the diversity in the status of women and men in the labour market

The specific objective is proposed to meet the Specific Recommendation of the Council to increase the availability of child care services and to ensure a direct contribution of supported interventions to achieving the target rate of women employment at 65% outlined in the National Reform Programme. For its implementation, the actions for reconciliation of work and private life and reintegration of women (in particular, with small children or taking care of dependents) on the labour market must be promoted. This investment priority will mainly emphasize the area of complex improvement of the position of especially women who are currently disadvantaged in many respects on the labour market.

The specific objective will be implemented through improvement in the offer of affordable and high-quality childcare facilities and services in order to increase employment of carers and help reconcile their work and personal life, support of women's education in order to increase employability after outages in the career due to care of children or any other dependent family members, and to promote the use of flexible labour forms as a potential support of reconciliation of work and private life, reducing gender discrimination on the labour market as well as reducing vertical and horizontal segregation of the labour market and lowering differences in remuneration of men and women. It is necessary to remove gender stereotypes and discrimination on the labour market that hinder the women's situation in general (not only women who take care of dependents) on the labour market, for example, in terms of their career progression or access to employment. The objective is to improve the position of supported women on the labour market, in particular those of groups at risk (women after maternity and parental leave, caring women or elderly women). To achieve above results, especially in reducing discrimination, segregation and remuneration differences, will require, amongst others, nationwide system protection of the area of equal gender opportunities through promotion and raising the awareness of the issue, legislation amendments, etc.

Result indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (2.1.6.5) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related specifies a target group by age or gender, then its associated indicators will solely refer to said target group too.

Table 5: Common and specific result indicators for Investment Priority 1.2

ID	Indicator	Category of region or YEI	Indicator or Unit	Common output indicator used as the basis	Initial Value ²⁰			Initial Year	Target Value (2023)			Data source	Monitoring frequency ²¹
					M	F	T		M	F	T		
CR 01	Inactive participants who started seeking a job again after leaving	Less developed	Participants	The number of participants, total	119	1075	1194	2013	88	1 234	1 322	IS ESF 2014+	0m-36m, f(6)
		More developed			15	145	160		12	166	178		
CR 03	Participants gaining a qualification upon leaving	Less developed	Participants	The number of participants, total	43	388	431	2013	44	397	441	Beneficiary	0m
		More developed			6	52	58		6	53	59		
CR 04	Employed participants, including the self-employed, upon leaving	Less developed	Participants	The number of participants, total	24	215	239	2013	42	381	423	IS ESF 2014+	0m-36m, f(6)
		More developed			2	30	32		6	51	57		
CR 05	Disadvantaged participants seeking a job after termination of their participation, involved in education/training, improving their qualification or already employed, including the self-employed	Less developed	Participants	The number of participants, total	61	548	609	2013	115	1 044	1 159	IS ESF 2014+	0m
		More developed			8	74	82		16	140	156		
CR 06	Participants employed 6 months after termination of their participation, including the self-employed	Less developed	Participants	The number of participants, total	42	381	423	2013	48	437	485	IS ESF 2014+	0m-36m, f(6)
		More developed			6	51	57		7	58	65		
CR 07	Participants whose position on the labour market has	Less developed	Participants	The number of	8	74	82	2013	16	140	156	IS ESF 2014+	0m-36m, f(12)

²⁰ To determine the initial values, values from similar interventions in the OP HRE in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

²¹ The Monitoring Frequency column specifies when the indicator is collected. The following symbols are used: "Upon the entry into the project"; "m", i.e. months after the end of the project / after the participant leaves the project; „After the end of the project“, i.e. after the end of the project / leaving the project, but without an exact time specification ; „f(a)“, i.e. the frequency of monitoring (months); "a – b", i.e. the period when the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored biannually from the end of the project / from the moment the participant leaves the project until the third year after the end of intervention.

	improved 6 months after termination of their participation	More developed		participants, total	42	169	211		89	355	444		
CR 08	Participants over 54 years of age, employed within 6 months after termination of their participation, including the self-employed	Less developed	Participants	Total number of participants	3	31	34	2013	4	40	44	IS ESF 2014+	6m
		More developed			1	3	4		1	5	6		
CR 09	Disadvantaged participants employed 6 months after termination of their participation, including the self-employed	Less developed	Participants	The number of participants, total	32	264	296	2013	13	119	132	IS ESF 2014+	6m
		More developed			4	36	40		2	16	18		
5 01 10	Number of persons using a childcare facility for pre-school children	Less developed	Persons		-	-	353	2013	-	-	5 290	Beneficiary	0m
		More developed		-	-	47	-		-	710			
5 01 30	Number of persons using a flexible form of work	Less developed	Persons		-	-	44	2013	-	-	441	Beneficiary	0-18mf(6)
		More developed		-	-	6	-		-	59			

2.1.6 Activities supported under Investment Priority 1.2

2.1.6.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the given specific objective, support will be given to the below listed activities in particular that are designed as a contribution to address the causes of substantial differences in position of women and men in the labour market identified in chapter 1.1, particularly in section Gender equality.

- Support of building and operation, quality setting and subsequent development of a network of affordable and locally available childcare services such as children groups, children clubs, or other types, with emphasis on coverage of the present absence of services for children up to three years of age or older children depending on the current demographic situation, including education of people working in supported childcare facilities and people providing or preparing to provide childcare services;
- Further vocational education / training for women and persons who take care of other dependent individuals aimed to improve their access to the labour market, including sole proprietorship;
- Education and consulting activities for persons on maternity and parental leave or taking care of dependent individuals or elderly women;
- Promote actions aimed to remove the manifestation of gender discrimination on the labour market (including multiple discrimination) and to reduce horizontal and vertical segregation of the labour market by gender and differences in remuneration of women and men;

- Education, training, raising the awareness, consultancy for equal opportunities of women and men on the labour market to remove gender stereotypes and gender discrimination;
- Advocacy services to help victims of discrimination on the labour market with respect to gender equality, including economic, psychological and legal consultancy;
- Promote the implementation of flexible labour forms and their use in practice in order to support the reconciliation of work and private life – education, awareness raising and consulting for employers in this field and at the same time direct financial support of flexible forms of work by wage contributions;
- Develop and implement complex schemes to support start-ups and development of self-employment activities;
- Promote activities aimed to involve men to a greater extent in the care of children and other dependants – such as sociological surveys, awareness raising, topic promotion, education of men in parental competences and reconciliation of work and private life for male employees, counselling for men at parental leave, etc.;
- Accompanying actions to support equal opportunities for women and men in the labour market in order to facilitate the access of target groups to the key form of support under this investment priority – particularly promoting transportation, catering and accommodation of participants, care for dependent individuals etc.
- Improve the coordination of local and national policies related to equal opportunities of women and men and their implementation or adjustment – coordination of design and implementation of equal opportunity strategy in ministries, design and implementation of equal opportunity strategy in ministries and self-governing units, support of gender focal points, adding gender-divided data into statistics, application of the method of evaluation of policy impact on women and men, design of a system of gender statistics, implementation of measures in favour of equal opportunities and harmonisation of work and private life in public administration, gender budgeting, awareness raising campaigns and competitions supporting equal opportunities, system projects supporting employment of women, reduction of horizontal and vertical segregation in the labour market and reduction of differences in remuneration of women and men.

Activities under this investment priority are followed up by activities in the **priority axis 3 RDE OP “Equal access to good quality early childhood, primary and secondary education”**, where in the sphere of pre-school education and care MoEYS will by RDE OP interventions support particularly pre-school educational facilities and MoLSA will within the given IP support the sphere of childcare in order to increase the rate of employment of women.

Specifically, the following RDE OP investment priority (IP) and specific objective (SO) are concerned:

IP 3.1: Reducing and preventing early school-leaving and promoting equal access to good quality early-childhood, primary and secondary education including formal, non-formal and informal learning pathways for reintegrating into education and training

SO1 – Improving the quality of early-childhood education, including through facilitating the children’s transition to primary schools.

Activities under this investment priority are also followed up by activities in **priority axis 4 OP, Prague – Growth Pole of the Czech Republic (OP PGP CR) "Schooling and education"**, focused, inter alia, on support to creation of new jobs (in existing facilities) for daily care for children under 3 years or in kindergarten facilities and on establishment of new

classes in existing schools, particularly kindergartens and elementary schools, in order to create new educational capacities to support establishment of new, alternative forms of non-parental pre-school care (including children younger than 3 years) and also education of the personnel of these facilities, etc.

Specifically, the below PGP OP investment priorities (IP) and specific objectives (SO) are concerned:

IP 4.1 Investments in education, vocational education, including vocational training to acquire skills and in lifelong learning by developing infrastructure for education and vocational training

SO - Improving the capacity and quality of pre-school, primary and secondary education and facilities providing care for children under the age of 3

IP 4.2 Reduction and prevention of early termination of school attendance and promotion of equal access to high-quality programmes of pre-school development, primary and secondary education, possibilities of formal and informal education that enables re-entering the process of education and vocational training

SO – Equalisation of access to education.

Activities in this investment priority are also followed up by activities in **the priority axis 2 of the IROP "Improvement of public services and living conditions for inhabitants in regions"**, focusing, inter alia, on increasing capacities and infrastructure for pre-school education – to support facilities taking care of children under the age of 3, children groups and kindergartens.

Specifically, it applies to the following investment priority (IP) and specific objective (SO) of the IROP:

IP 10: Investments in education, vocational education, including vocational training to acquire skills and in lifelong learning by developing infrastructure for education and vocational training

SO 2.4 – Improvement of quality and availability of infrastructure for education and lifelong learning.

Identification of main target groups

The target group of **individuals** mainly includes women endangered in the labour market, parents with small children, persons taking care of other dependent individuals, women starting entrepreneurship activities / self-employed women and male or female employees in general.

The target group of **organizations** mainly comprises of employers, public authorities (in particular, public authorities active in the area of gender equality and reconciliation of work and private life), providers of child care services, educational and training and consulting institutions and non- governmental organizations.

Identification of types of beneficiaries

Beneficiaries under this investment priority will especially include organisational units of the state and allowance organisations established by them, employers, regions and

municipalities, consulting and educational institutions, non-governmental non-profit organizations, social partners, etc.

Specific targeted territories

In accordance with Art. 96 (1) (a) of the General Regulation, it will be possible to target the support under this investment priority at the whole of the Czech Republic so that the issue of gender equality and reconciliation of work and private life can be addressed all across the Czech Republic.

Indicative percentage of the investment priority in the priority axis

An indicative 20.6% from the ESF allocation for the priority axis has been reserved for this investment priority.

2.1.6.2 Key principles for selection of operations

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014–2020.

Within this investment priority, calls will be opened for tender projects and direct assignment projects (non-tender). The selection of direct assignment projects (as well as preparation of all calls for projects) will be participated by the respective Programme Partnership, i.e. a platform established by the OPE MA for defined levels of the OPE structure (usually for priority axes) on the partnership principle. The Programme Partnership usually involves: MA, partner managing authorities involved, respective policy domain authorities, MoRD, individual experts and expert entities, social and economic partners (particularly non-government non-profit sector). Direct assignment projects at the preparatory stage, i.e. as a project plan, have to be approved by the Programme Partnership (or a platform agreed by the Partnership) to elaborate it to a full application for support. Without this approval, the direct assignment project will be excluded from evaluation of eligibility of the application for support.

Calls for projects will be opened under this investment priority. Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project where an adverse impact on said horizontal themes is identified cannot be supported using the OPE resources (see Chap. 11).

2.1.6.3 Planned use of financial instruments

Financial instruments are not considered to be used for business support. . Before possible use of financial instruments, their suitability and conditions will be ex-ante reviewed in accordance with Article 37 of the General Regulation.

2.1.6.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.1.6.5 Common and specific output indicators

Table 6: Common and specific output indicators for Investment Priority 1.2

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)			Data source	Monitoring frequency
					M	F	T		
CESF0	Total number of participants	Participants	ESF	Less developed	829	8 340	9 169	IS ESF 2014+	At the entry/start
				More developed	111	1 120	1 231		
CO23	Number of micro, small and medium sized enterprises supported (incl. cooperatives and social businesses)	Enterprises	ESF	Less developed	115		MS 2014+ by company ID	At the entry/start	
				More developed	15				
CO20	Number of projects fully or partially implemented by social partners or non-governmental organisations	Projects	ESF	Less developed	79		Beneficiary	At the entry/start	
				More developed	11				
CO22	Number of projects targeting public authorities or public services at national, regional and local levels	Projects	ESF	Less developed	53		Beneficiary	At the entry/start	
				More developed	7				
CO21	Number of projects targeting sustainable employment of women and sustainable career progression of women	Projects	ESF	Less developed	361		Beneficiary	At the entry/start	
				More developed	49				
8 05 00	The number of analytical and strategic documents written and published (incl. evaluation ones)	Documents	ESF	Less developed	31		Beneficiary	0m	
				More developed	4				
CO35	Capacity of supported child-care facilities or educational facilities	Persons	ESF	Less developed	3 526		Beneficiary	0m	
				More developed	474				
5 01 00	Number of supported child-care	Facilities	ESF	Less developed	294		Beneficiary	At the entry/	
				More developed	39				

	facilities or educational facilities						start
5 01 05	Number of employers supporting flexible forms of work	Companies	ESF	Less developed	62	Beneficiary	0m
				More developed	8		

2.1.7 Investment priority 3 of priority axis 1

8v Adaptation of workers, enterprises and entrepreneurs to changes

2.1.8 Specific objectives corresponding to Investment Priority 1.3 and expected results

Specific objective 1.3.1: Increase the professional level of knowledge, skills and competencies of workers and compliance of qualification level of the workforce with the labour market's requirements

The specific objective is proposed to ensure a direct contribution of supported interventions to achieving the targets of the National Reform Programme in the area of employment. In order to increase the general employment rate of people aged 20–64 to the target level of 75%, the level of expertise, skills and competencies of workers will have to be increased due to high dependency of the Czech Republic on exports, and the changing economic structure, thus even employment. The adaptability of businesses and their employees to the changing economic structure (transition to knowledge economy, technological changes, research and development, transition to resource-efficient low-carbon economy etc.) is amongst the main prerequisites for the economic growth. Strengthening adaptability of labour force to changing labour market conditions is also one of the pillars of preventive measures in the field of employment. The most significant role in strengthening the workforce adaptability is played by education and training.

Support of workforce adaptability will enable to invest in employees' professional development, eliminate problems consisting in a low employment rate of low-qualified people, as well as to give workforce initial training with the employer, including such people who have been out of the labour market in the long run, and therefore, greater attention must be paid to reinforcing their adaptability.

Interventions in the area of further education and achieving the consistency of supply and demand for workforce qualification will mainly be directed to employers and employees, including laid off employees or, vice versa potential new employees. This approach will allow businesses to train potential new employees for specific job positions apart from training of their existing employees. The stress will also be laid on young workers and graduates with the objective to gain work experience through professional practice and internships in companies.

The specific objective will be implemented through the promotion of employee participation in further vocational education / training, and the support of development of key competencies having a positive effect on their employability, and the promotion of education and training, in particular for small and medium-sized enterprises, and by strengthening the cooperation with employees and employers to increase the participation of adult population in education.

Specific objective 1.3.2: Improving adaptability of older workers

The specific objective is designed to support interventions contributing to achievement of the employment-related objectives of the National Reform Programme. As a result of the

demographic development, the necessity to help retain employees in the labour market is growing. Ageing of the population will bring changes to the division of forces in the labour market with all the anticipated consequences in the society, companies and organisations. An increased employment rate of older people will be a prerequisite for achieving the employment-related objectives of the National Reform Programme.

Older people are such a category of persons that ranks among the brackets of population at risk in the labour market, primarily when a range of factors cumulate, such as low qualification, health disadvantage and insufficient adaptability to changing conditions (both conditions resulting from the development in economy or occupation and insufficient adaptability to the change in the person's own performance). The above-mentioned reasons are both of the objective character (outdating of the qualification, decreasing work performance in some occupations) and of the subjective character – on the part of employees themselves as well as their employers. A lower level of education and simultaneously a markedly lower participation in further education are typical of older age brackets. With regard to meeting economic needs of the society, investments in further education to lengthen career to an older age will be absolutely critical and are also one of the pillars of preventive measures relating to employment.

Therefore, in accordance with the Specific Recommendation of the Council 2014, interventions in this particular objective will be focusing on older workers and their employability, by means of providing them education and career consultancy and also introducing age management in companies and their utilisation as an integral part of HR management.

Result Indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (**Chyba! Nenalezen zdroj dkazů.**) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related specifies a target group by age or gender, then its associated indicators will solely refer to said target group too.

Table 7: Common and specific result indicators for the investment priority 1.3

ID	Indicator	Category of region or YEI	Indicator Unit	Common output indicator used as the basis	Initial Value ²²	Initial Year	Target Value (2023)	Data source	Monitoring frequency ²³
CR 03	Participants gaining a qualification after termination of	Less developed	Participants	The number of participants, total	80 815	2013	120 250	Beneficiary	0m

²² To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

²³ The Monitoring Frequency column specifies when the indicator is gathered. The following terms are used: "Upon the entry into the project"; "m", i.e. the number of months after the end of the project / after the participant leaves the project; „After the end of the project“, i.e. after the end of the project / leaving the project, but without an exact time specification; „f(a)“, i.e. the frequency of monitoring (months); "a – b", i.e. the period in which the indicator is monitored. Thus, 0m–36m f(6) means that the indicator is monitored every half of a year from the moment of end of the project / participant's leaving the project until the end of the third year after the end of intervention.

	their participation								
CR 07	Participants whose position on the labour market has improved 6 months after termination of their participation	Less developed	Participants	The number of participants, total	2 830	2013	4 525	IS ESF 2014+	0m-36m, f(12)
6 20 10	Population affected by activity promoting social dialogue	Less developed	Persons		265	2013	437	Beneficiary	0m
		More developed			35		63		

2.1.9 Activities supported under Investment Priority 1.3

2.1.9.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the defined specific objective, support will be given primarily to below-mentioned activities that are designed as a contribution to address the causes of the low level of knowledge, skills and competences of human resources and mismatch of workforce qualification and the labour market requirements identified in section 1.1, especially in the section Workforce adaptability.

Activities in the specific objective 1.3.1:

- Further vocational education / training of employees encouraged by employers, focused on technical as well as key competencies, including the support of further vocational education of sole proprietorship;
- Develop and implement corporate training programmes, including training of corporate trainers and instructors;
- Support and consultancy for creation and implementation of advanced HR management and development systems in companies;
- Promote the association of small and medium-sized enterprises for the purpose of education (e.g. educational cluster form);
- Develop and implement training programmes for employees at lay-off risk;
- Consulting and information activities in companies regarding career counselling, orientation in the labour market, possibilities of employment services etc., training and retraining programmes for employees of companies subject to restructuring or being wound up, including employees being laid off;
- Promote the implementation of the age management (management with respect to age, skills, competencies and potential of workers) in companies;
- Encourage professional practice and internships in companies;

- Promote cooperation between companies and educational institutions with the purpose of reconciliation of workforce qualification level and qualification structure with the labour market requirements;
- Build capacities of social partners, especially through education, training, actions for creation of networks, and strengthening social dialogue and activities jointly implemented by social partners.

Activities within the specific objective 1.3.2:

- Further vocational education of older employees focusing on professional and key competences including support of further vocational education of the self-employed;
- Design and implementation of in-house training programmes, including preparation of in-house lecturers and instructors;
- Consultancy and information activities in companies regarding career consultancy, labour market knowledge, offer of employment services, etc., educational and retraining programmes for employees of companies undergoing restructuring or shutting down, including the dismissed employees;
- Supporting introduction of age management (management with respect to age, abilities and potential of human resources) in companies.

Activities under this investment priority are followed up by activities in **the priority axis 3 RDE OP “Equal access to good quality pre-school, primary and secondary education”** aimed to, amongst others, encourage children and students to study technical fields and natural sciences, and improve professional and entrepreneurial competence of graduates and increase their employability. Further, activities are aimed to improve the adult education conditions in schools and raise the benefit of such education for their employability.

Specifically, the below RDE OP investment priority (IP) and specific objective (SO) are concerned:

IP 3.1: Reducing and preventing early school-leaving and promoting equal access to good quality early-childhood, primary and secondary education including formal, non-formal and informal learning pathways for reintegrating into education and training

SO 5: Improving the quality of education and vocational training, including strengthening of its relevance for the labour market.

Activities under this investment priority are also followed up by activities in **priority axis 2 EIC OP “Developing entrepreneurship and competitiveness of small and medium-sized enterprises”** aimed to, amongst others, set up corporate training centres and improve the quality of the infrastructure for education and training of employees in companies.

Specifically, the below EIC OP investment priority (IP) and specific objective (SO) are concerned:

IP 3c: Promoting creation and extension of advanced capacities for product and service development

SO 2.4 – Improving the quality of the infrastructure for HR development in the entrepreneurial SME sector with the accent on technical vocational education.

For the purpose of administrative simplification for beneficiaries, the EIC Operational Programme will make supplementary cross-financing possible for projects aimed to set up training centres to promote activities falling under ESF by their scope, however, closely related to development of a training centre using ERDF funds. It will allow beneficiaries to

include ERDF and ESF activities associated with development of a training centre in one project.

Activities in this investment priority are also followed up by activities under **Priority 1 – Supporting transfer of knowledge and innovations in agriculture, forestry and in rural areas of the Rural Development Programme (RDP)** which focus on enhancing expert knowledge and skills of human resources in the agricultural, food and forestry sectors.

Specifically, it is a priority area 1C – Fostering lifelong learning and vocational training in agriculture and forestry sectors.

Identification of the main target groups

The target groups mainly include employers and employees (including both employees being laid off and potential new employees).

Identification of beneficiary types

Beneficiaries under this investment priority will especially include employers, consulting and educational institutions, professional and entrepreneurial associations, the Ministry of Labour and Social Affairs, Ministry of Industry and Trade and institutions controlled / established by the ministries, social partners, etc.

Specific targeted territories

In accordance with Art. 96 (1) (a) of the General Regulation, the support under this investment priority will be targeted at the whole of the Czech Republic. The other activities can be implemented only outside the capital city of Prague.

Indicative percentage of the investment priority in the priority axis

An indicative 22.4% from the ESF allocation for the priority axis has been reserved for this investment priority.

2.1.9.2 Key principles for selection of operations

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014–2020.

Calls will be opened under this investment priority for projects – tender projects and direct assignment (non-tender) projects. The selection of direct assignment projects (as well as preparation of all calls for projects) will be participated by the respective Programme Partnership, i.e. a platform established by the OPE MA for defined levels of the OPE structure (usually for priority axes) on the partnership principle. The Programme Partnership usually involves: MA, managing authorities involved, respective policy domain authorities, MoRD, individual experts and expert entities, social and economic partners (particularly non-government non-profit sector). For elaboration to a full application for support, direct assignment projects at the preparatory stage, i.e. as a project plan, have to be approved by the Programme Partnership (or a platform agreed by the Partnership). Without this approval,

the direct assignment project will be excluded from evaluation of eligibility of the application in question for support.

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project, where an adverse impact on said horizontal themes is identified, cannot be supported using the OPE resources (see Chap. 11 for more details).

2.1.9.3 Planned use of financial instruments

Financial instruments are not expected to be used.

2.1.9.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.1.9.5 Common and specific output indicators

Table 8: Common and specific result indicators for the investment priority 1.3

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
CESF0	Total number of participants	Participants	ESF	Less developed	150 800	Beneficiary	At the entry/start
CO23	Number of micro, small and medium sized enterprises supported	Enterprises	ESF	Less developed	370	MS 2014+ by company ID	At the entry/start
CO20	Number of projects fully or partially implemented by social partners or non-governmental organisations	Projects	ESF	Less developed	17	Beneficiary	At the entry/start
				More developed	2		
CO07	Participants at the age 54+	Participants	ESF	Less developed	22 750	Beneficiary	At the entry/start
8 05 00	Number of written and published analytical and strategic documents (incl. evaluation ones)	Documents	ESF	Less developed	13	Beneficiary	0m
				More developed	2		

2.1.10 Investment priority 4 of priority axis 1

8vii Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders;

2.1.11 Specific objectives corresponding to Investment Priority 1.4 and expected results

Specific objective 1.4.1: Increase the capacity, complexity and quality of the services provided by institutions of public employment services

The specific objective is proposed to meet the Specific Recommendation of the Council with respect to employment services and implicitly provide conditions for achieving the employment targets of the National Reform Programme.

Interventions will be aimed to strengthen the analytical, methodical and management skills of the Ministry of Labour and Social Affairs, the Labour Office of the Czech Republic and other labour market institutions during implementation of the employment policy. The management and responsibility of the individual management levels in the new organisational structure of the LO CR will be optimized during implementation of specific activities of the employment policy. Interventions will also foster the ability of regional players on the labour market to draw up and implement regional and local employment development plans and their cooperation with the Labour Office branches at every management level. It will enhance the Labour Office staff ability to implement new methods of work with job-seekers (e.g. profiling, targeting, etc.) which will make possible to improve targeting of instruments and services and make optimal distribution of time devoted to work with clients for the benefit of the groups at the highest risk. A large registry of mutually interlinked instruments and actions of the active employment policy will be available to LO CR for all important groups of job-seekers and allow them to implement the active employment policy and provide services targeted and individualised primarily for the job-seekers at the highest risk. Functional information, analytical and monitoring systems will be available to the Ministry of Labour and Social Affairs and the Labour Office of the Czech Republic to evaluate the effectiveness and efficiency of implemented actions and instruments of the active employment policy. The availability and quality of services in the area of international mobility within the EU member states, EEA and Switzerland will be improved through development of services and capacity of the EURES network in the Czech Republic. In relation to newly established or innovated services, support under this specific objective will be granted to: expansion of services provided within the EURES network, improvement of labour market monitoring, including evaluation of employment policy (information, analytical and monitoring systems), improvement of employment mediation towards individualisation of services and introduction of a system of cooperation among labour market stakeholders.

Specific objective 1.4.2: Improve quality of the system of further education

The specific objective is proposed to contribute to achieving the targets of the National Reform Programme in the area of employment.

Interventions will be focussed on development and implementation of the necessary countrywide and system-oriented steps in further education and their integration with actions which have already been implemented in this area in cooperation and coordination with the Ministry of Education. For the present, the first step has been taken to recognize results of

previous education in a generally accepted and recognized manner. The promotion will be aimed to create a functional system for monitoring and foreseeing qualification needs of the labour market and functional career consultancy available across the country. The Ministry of Labour and Social Affairs and labour market institutions will have instruments available for promotion and stimulation of further vocational education of job-seekers and company employees, including the further vocational education quality and efficiency monitoring system.

System career consultancy will function on the labour market, including consulting programmes for job seeking and career choice techniques, and adequate instruments will be promoted for matching the labour market needs with workforce supply. The design, development and implementation of actions will be fostered in further education. It will mainly be focused on the lack of financial system support for participation in further vocational education and implementation of quality elements in the educational process. Retraining and Retraining will be promoted in compliance with the labour market needs, including their financing. In relation to newly established or innovated services, support under this specific objective will be granted to: quality improvement of career consultancy focusing on selection of occupation and labour mobility, implementation of a system of forecasting qualification requirements in the labour market and implementation of a system of supporting further education, including links among individual levels and forms of education (informal/formal education).

Result indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (2.1.12.5) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related specifies a target group by age or gender, then its associated indicators will solely refer to said target group too.

Table 9: Common and specific result indicators for Investment Priority 1.4

ID	Indicator	Category of region or YEI	Indicator Unit	Common output indicator used as the basis	Initial Value ²⁴	Initial Year	Target Value (2023)	Data source	Monitoring frequency ²⁵
CR 03	Participants gaining a qualification upon leaving	Less developed	Participants	The number of participants, total	2 515	2013	4 164	Beneficiary	0m
		More developed			337		336		
6 74 10	Number of newly introduced or innovated services	Less developed	Services	n.a.	2	2013	6	Beneficiary	0m
		More developed			0		1		

²⁴ To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

²⁵ The Monitoring Frequency column specifies when the indicator is collected. The following symbols are used: "at the time of joining the project"; "m", i.e. the number of months after the project ended or after the participant left the project; "after the ending of the project"; i.e. after the ending/leaving, but not specifying when; "f(a)", i.e. the indicator monitoring frequency (in months); "a – b", i.e. the period over which the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored biannually from the end of the project / from the moment the participant leaves the project until the third year after the end of intervention.

2.1.12 Activities supported under Investment Priority 1.4

2.1.12.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the specific objectives, especially the activities below will be promoted, designed as a contribution to address the causes of low capacity of labour market institutions and insufficient matching of the services provided by them with clients' needs and unsatisfactory quality of the system of further education identified in chapter 1.1.

Activities in the specific objective 1.4.1:

- Promote development and capacities of labour market institutions (analytical, methodical and management) to meet the labour market needs;
- Create, develop and implement educational and training programmes for employees of the labour market institutions aimed to increase the quality of provided services and staffing;
- Design and develop new instruments and actions of the active employment policy, geographical and functional mobility of job-seekers;
- Promote and develop cooperation and partnerships during implementation of the employment policy both at the national and especially regional level with all relevant players on the labour market;
- Design, develop and implement information and monitoring systems, evaluate the efficiency of implemented proactive actions on the labour market, and promote analytical activities in purpose of increasing the efficiency of employment services;
- Enhance the EURES network – quantitative and personnel reinforcement of their capacities and professional development of EURES consultants, promote the implementation of the EURES network in public employment services, and set up EURES coordination offices.

Activities in the specific objective 1.4.2:

- Design, develop and implement system actions in the sphere of further education, especially focused on the lacking system support to further education, links among systems designed to recognise results of informal education and informal learning, financial support to participation in further professional education, implementation of quality elements into the educational process;
- Design and implement on a continuous basis a system of short-term, mid-term and long-term analyses and forecasts of qualification needs on the labour market, and produce specific information products as needed for individual users;
- Provide lifelong system career consultancy, in particular based on profiling of job-seekers by distance from the labour market, including information and consulting systems promoting the choice of career and job seeking with the objective of matching the labour market requirements with supplied workforce qualifications, and foster tools for matching between the labour market needs and supplied workforce.

Activities under this investment priority are followed up by activities in the priority axis 3 RDE OP “**Equal access to good quality pre-school, primary and secondary education**“ aimed to, amongst others, improving the conditions for adult education in schools and raising the benefit of such education for their employability – the capacity of vocational schools should increase for adult education in connection with defined qualifications and the

cohesion of initial and further education programmes should increase through the system of recognizing results from previous education.

Specifically, the below RDE OP investment priority (IP) and specific objective (SO) are concerned:

IP 3.1: Reducing and preventing early school-leaving and promoting equal access to good quality early-childhood, primary and secondary education including formal, non-formal and informal learning pathways for reintegrating into education and training

SO 5 – Improving the quality of vocational education, including strengthening of its relevance for the labour market.

Identification of main target groups

The target groups mainly include the labour market institutions and their employees (the Ministry of Labour and Social Affairs, the Labour Office of the Czech Republic, Continuing Education Fund, or the State Labour Inspection Office), and the relevant players on the labour market and their employees (employers, employment agencies, social partners, education and training providers, regional authorities, municipalities, non-governmental organizations, Ministry of Education, Youth and Sports and its organizations).

Identification of beneficiary types

Beneficiaries under this investment priority will especially include the Ministry of Labour and Social Affairs and its controlled / established institutions, and the Ministry of Education, Youth and Sports and its controlled organizations, etc.

Specific targeted territories

In accordance with Art. 96 (1) (a) of the General Regulation, it will be possible to target support under this investment priority at the whole of the Czech Republic so that the system of employment services and the system of further education can be set up all across the Czech Republic.

Indicative percentage of the investment priority in the priority axis

An indicative 13.4% from the ESF allocation for the priority axis has been reserved for this investment priority.

2.1.12.2 Key principles for selection of operations

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014 – 2020.

Under this investment priority, calls will be opened only for projects of direct assignment (non-tender). The selection of direct assignment projects (as well as preparation of all calls for projects) will be participated by the respective Programme Partnership, i.e. a platform established by the OPE MA for defined levels of the OPE structure (usually for priority axes) on the partnership principle. The Programme Partnership usually involves: MA, managing authorities involved, respective policy domain authorities, MoRD, individual experts and

expert entities, social and economic partners (particularly non-government non-profit sector). For elaboration to a full application for support, direct assignment projects at the preparatory stage, i.e. as a project plan, have to be approved by the Programme Partnership (or a platform agreed by the Partnership). Without this approval, the direct assignment project will be excluded from evaluation of eligibility of the application for support.

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project, where an adverse impact on said horizontal themes is identified, cannot be supported using the OPE resources (see Chap. 11).

2.1.12.3 Planned use of financial instruments

Financial instruments are not expected to be used.

2.1.12.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.1.12.5 Common and specific output indicators

Table 10: Common and specific result indicators for the investment priority 1.4

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
CESF0	Total number of participants	Participants	ESF	Less developed	4 627	Beneficiary	At the entry/ start
				More developed	373		
CO22	Number of projects targeting public administrations or public services at national, regional and local levels	Projects	ESF	Less developed	19	Beneficiary	At the entry/ start
				More developed	1		
8 05 00	The number of analytical and strategic documents written and published (incl. evaluation ones)	Documents	ESF	Less developed	14	Beneficiary	0m
				More developed	1		

2.1.13 Investment priority 5 of priority axis 1

8ii Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee

2.1.14 Specific objectives corresponding to Investment Priority 1.5 and expected results

Specific objective 1.5.1: Increase employment of young supported people who are not in employment, education or vocational training in the NUTS II Northwest region

The specific objective is proposed to ensure that supported interventions contribute to reducing the unemployment rate of young people to the target level of 12.3% set in the National Reform Programme, and at the same time they contribute to reducing the high unemployment rate of young people in the NUTS II North West region which made this region eligible for support from the Youth Employment Initiative.

Of the total unemployed job applicants in the NUTS II Northwest region at the end of 2013, 24.9 thousand people were young people at the age of 15–29 (of which 5.7 thousand in Karlovy Vary region and 19.2 thousand in Ústí nad Labem region, which is approx. 29 % of the total number of registered job seekers.

The NUTS II North West region features well above average proportion of low-qualified people as well as well below average proportion of higher education within the Czech Republic. In 2012, the North West region had 21.7% of low-qualified people older than 15 years and only 9.7% of people with higher education while said differences are the worst in long term amongst all NUTS II regions in the Czech Republic. The average of the Czech Republic was 15.7% low-qualification and 15.7% higher education in 2012. Despite, increased attention needs to be paid to young people with university education, including those who do not complete this education. The target group has been thus extended until the age of 30 in order to also include university graduates who are limited in access to employment by their insufficient professional experience. In the CR, the status of student (in relation to the health insurance payment) is granted to persons under 26 years of age, while persons during two years after completion of studies are considered school-leavers/graduates. In terms of early school leavers, the North West region with its 12.0% is also well exceeding other regions, considering the Czech average of 5.5%. Although the youth unemployment rate is affected by a number of other factors (generally high rate of unemployment in the region, insufficient job creation), it can be concluded that an inappropriate qualification structure of population in the North West region is one of the key reasons for a high unemployment rate of young people in this region.

The youth unemployment rate reached a level of 28.2% in the North West region in 2012 which is about 9 percentage points above the average of the Czech Republic and moreover, it has an ever rising trend. Therefore, interventions under this investment priority will primarily be aimed to revert said negative trend and gradually reduce the youth unemployment rate in the North West region. The main prerequisite for achieving this objective is that performance of the Czech economy will improve which ensures increasing demand for workforce, thus allowing to offer good quality jobs to young people outside the labour market.

In the NUTS II Northwest region, interventions under this specific objective will help achieve the Czech Republic's obligations related to young people which are specified in the Youth Guarantee Programme in the Czech Republic. Interventions are thus based on activities

contained in the Youth Guarantee Programme in the Czech Republic and will contribute to its implementation. However, interventions under this specific objective also reflect the regional focus of this specific objective, including the target group of young people who are not either employed, in the education system or in the register of the LO CR, since with regard to social statistics of this region, importance of this group is growing. It mainly concerns people who were deleted from the LO register for non-cooperation. Both regions of the NUT II Northwest show an above-average percentage of job seekers erased from the register for such reason.

Result Indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (2.1.12.5) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related specifies a target group of people aged 15–24(29), then its associated indicators solely refer to said target group too.

Table 11: Common and specific result indicators for Investment Priority 1.5

ID	Indicator	Category of region or YEI	Indicator Unit	Common output indicator used as the basis	Initial Value ²⁶	Initial Year	Target Value (2023)	Data source	Monitoring frequency ²⁷
CR 01	Unemployed participants, who have completed a YEI-supported programme	Less developed	Participants	The number of participants, total	683	2013	2 500	Beneficiary	0m
CR 02	Unemployed participants who after completion of their participation will receive an offer of employment, further education, apprenticeship or vocational training	Less developed	Participants	The number of participants, total	400	2013	1 500	Beneficiary	0m
CR 03	Unemployed participants who are in the educational or vocational training process or gaining qualification or self-employment after leaving	Less developed	Participants	The number of participants, total	270	2013	1 000	Beneficiary	0m
CR 04	Participants unemployed in the long term who completed a programme supported by the YEI	Less developed	Participants	The number of participants, total	125	2013	520	Beneficiary	0m
CR 05	Participants unemployed in the long term who will	Less developed	Participants	The number	75	2013	310	Beneficiary	0m

²⁶ To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

²⁷ The Monitoring Frequency column specifies when the indicator is collected. The following symbols are used: “at the time of joining the project”; “m”, i.e. the number of months after the project ended or after the participant left the project; “after the ending of the project”; i.e. after the ending/leaving, but not specifying when; “f(a)”, i.e. the indicator monitoring frequency (in months); “a – b”, i.e. the period over which the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored biannually from the end of the project / from the moment the participant leaves the project until the third year after the end of intervention.

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	receive an offer of employment, , further education, apprenticeship or vocational training including the self-employed, upon leaving			of participants, total					
CR 06	Participants unemployed in the long term who are in the educational or vocational training process or gaining qualification or in employment or self-employment after leaving	Less developed	Participants	The number of participants, total	50	2013	210	Beneficiary	0m
CR 07	Inactive participants who are not in the educational process or vocational training and completed a programme supported by the YEI	Less developed	Participants	The number of participants, total	149	2013	155	Beneficiary	0m
CR 08	Inactive participants who are not in the educational process or vocational training who will receive an offer of employment, , further education, vocational training ,upon leaving	Less developed	Participants	The number of participants, total	85	2013	90	Beneficiary	0m
CR 09	Inactive participants who are not in the educational process or vocational training and who are in one of these processes and who are gaining qualification or are employed/self-employed, upon leaving	Less developed	Participants	The number of participants, total	60	2013	65	IS ESF 2014+	6m
CR 10	Participants who 6 months upon leaving take part in additional education, vocational training programme with acquisition of qualification, apprentice or vocational training.	Less developed	Participants	The number of participants, total	47	2013	100	IS ESF 2014+	6m
CR 11	Participants employed 6 months after leaving	Less developed	Participants	The number of participants, total	687	2013	837	IS ESF 2014+	6m
CR 12	Participants self-employed 6 months upon leaving	Less developed	Participants	The number of participants, total	53	2013	63	IS ESF 2014+	6m
6 41 03	Unemployed participants aged 25–29 who completed a programme supported by the YEI	Less developed	Participants	The number of participants, total	341	2013	500	Beneficiary	0m

2.1.15 Activities supported under Investment Priority 1.5

2.1.15.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the given specific objective, the below listed activities will be supported in particular.

- Mediating employment for job seekers and providing employment related services;
- Consultancy activities provided in order to identify personal and qualification dispositions of the youth for career selection, mediating adequate employment and selecting relevant instruments of the active employment policy. Consultancy provided on attendance of further education, enhancing or deepening of the existing qualification, including its maintenance and update in order to harmonise the relation between supply and demand in the labour market;
- Providing retraining programmes – acquiring a new qualification, enhancing, expanding or deepening the existing qualification, including its maintenance and update. Retraining is also considered acquisition of qualification for employment of a person who had not acquired any qualification previously;
- Supporting activities in order to acquire work habits and experience such as community service, social-purpose jobs, short-term job opportunities, work training, field training and industrial placements, including support of international labour mobility; supporting job creation for acquiring professional experience or support of placements;
- Supporting a start of self-employment, primarily by means of retraining, consulting and grants;
- Motivational activities focusing on improving young people's knowledge of labour market requirements, requirements of job vacancies in the labour market and also preparing them for retraining or another instrument of the active employment policy, including renewal or forming of working habits.

All supported activities will be aimed towards individuals – young people aged 15–29, who will be take part in the activities according to their specific needs. The stated activities will enable meeting the obligations of the Czech Republic towards young people, as they arise from the Youth Guarantee Programme in the NUTs II Northwest region of the Czech Republic. System or service provider-oriented actions will not be supported under this investment priority.

Although, in the long term, people under 25 years of age or university graduates under 30 years of age have been a target group of the existing instruments of active employment policy, implemented in accordance with Act No. 435/2004, Employment Act, a system support specifically focusing on this target group has not been in existence yet. Although under the existing approach young people are considered disadvantaged in the labour market, the current support is only partial and inadequately corresponding to the requirements of this target group. Despite some progress in this field, a comprehensive approach and a comprehensive form of support do not exist primarily in relation to acquiring practical skills and support of young people leaving the education system for the labour market. As part of the Youth Employment Initiative, the NUTS II Northwest region will pilot and check comprehensive forms of support, including innovative instruments of employment policy, such as placements or field training which, if their positive impact is proven, will be implemented as system instruments of active employment policy. Specific use of the existing

instruments promoting young people is prevented by their universal character, since they are designed to support wider groups of people disadvantaged in the labour market.

The investment priority 1.5 has a strong link to the investment priority 1.1 of the OPE. With regard to concentration of the whole allocation of the YEI into the first two years of the programming period, activities promoting youth employment in the NUTS II Northwest region can be supported from the investment priority 1.5 not later than until the end of 2018. In the remaining years, i.e. until the end of 2023, activities promoting youth employment in the NUTS II Northwest region will be supported from the investment priority 1.1. Similarly, activities promoting youth employment in all the other regions of the Czech Republic ineligible for support from the YEI will be supported from the investment priority 1.1 throughout the 2014–2020 programming period. Young persons supported under the investment priority 1.1 will be monitored and reported by means of monitoring indicators.

Coordination and cooperation of stakeholders

The Youth Guarantee Programme in the Czech Republic, an integral part of which is the Initiative for support of youth employment, was prepared by the MoLSA in close cooperation with the MoEYS and other relevant partners. At the strategic political level, cooperation of both ministries is thus ensured already at the setting of the strategic political framework. Both ministries, including other stakeholders (especially organisations controlled by them) will also cooperate at updating the setting of the strategic framework. An update of the document will become relevant particularly in the situations when based on the implementation evaluation, which is carried out each year, drawbacks are identified in the implementation of the document. In addition to this direct cooperation, both ministries also collaborate on consulting activities, namely via the National Consulting Forum and ad hoc meetings of working groups to deal with strategic plans or a comprehensive solution of the employment issues at both the national and regional level. In autumn 2014, working groups in the MoLSA were established to deal with unemployment in the regions of Ústí nad Labem and Karlovy Vary, where besides the MoLSA, employment services and regional governments, employers via the Chamber of Commerce have their own representatives. The very implementation of the Initiative and its measures in the CR will run at the level of the respective region. With a view to cooperating in the labour market, the LO CR establishes advisory bodies in which, besides the LO CR and major employers, representatives of governments and school authorities are represented. In the Czech Republic, the setting of the educational system, individual branches in particular, is basically within the authority of local or regional governments. Using platforms of advisory bodies to coordinate activities of the Initiative thus seems to be an optimal solution, utilising an established system of cooperation integrating all the relevant stakeholders necessary to implement the Initiative (employers, employment services, education sector). Advisory bodies are established at both the regional and district level according to Act No. 435/2004 on employment and the management acts of the LO CR which order their meeting to be at least twice a year.

Coordination at the national level, between the MoLSA and the MoEYS, at implementing the Initiative for support of youth employment will take place within the Programme Partnership for Investment Priority 1.5. This Programme Partnership will have, besides the policy domain authority, the MoEYS and other partners among its members. The Programme Partnership will be involved in preparation of calls for projects and selection of direct assignment projects (for details see chapter 2.1.15.2).

Identification of main target groups

In accordance with Article 16 of the ESF²⁸ Regulation the Czech Republic will use the option to extend the target group of young people to include persons under 30 years of age, so that e.g. university graduates who are limited by their insufficient professional experience in access to employment could be also supported.

Target groups include young persons under the age of 30 not in employment, education or training, residing in eligible regions, who are unemployed or inactive (including the long-term unemployed), and whether or not registered with the Labour Office as seeking work.

Identification of beneficiary types

Beneficiaries under this investment priority will especially include the MoLSA and its controlled/established institutions.

Specific targeted territories

The support under the Youth Employment Initiative is only targeted at NUTS II regions where the unemployment rate of people aged 15–24 exceeded the level of 25% in 2012. In the Czech Republic, there is only one such region, namely NUTS II North-West. Other regions are not eligible for support under this investment priority.

Indicative percentage of the investment priority in the priority axis

The amount of EUR 13.6 mil. has been allocated to this investment priority of the specific allocation from the Youth Employment Initiative which is to be added by the same amount earmarked from ESF, including mandatory national co-financing.

2.1.15.2 Key principles for selection of operations

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014–2020.

Under this investment priority, calls will be opened only for projects of direct assignment (non-tender) the submitter of which will be the LO CR. The selection of direct assignment projects (as well as preparation of all calls for projects) will be participated by the respective Programme Partnership, i.e. a platform established by the OPE MA for defined levels of the OPE structure (usually for priority axes) on the partnership principle. The Programme Partnership usually involves: MA, managing authorities involved, respective policy domain authorities, MoRD, individual experts and expert entities, social and economic partners (particularly non-government non-profit sector). For elaboration to a full application for support, direct assignment projects at the preparatory stage, i.e. as a project plan, have to be approved by the Programme Partnership (or a platform agreed by the Partnership). Without this approval, the direct assignment project will be excluded from evaluation of eligibility of the application in question for support.

²⁸ „[...] It is a free decision of each Member State whether to extend this target group by young people under 30 years of age.“

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project, where an adverse impact on said horizontal themes is identified, cannot be supported using the OPE resources (see Chap. 11).

2.1.15.3 Planned use of financial instruments

Financial instruments are not expected to be used.

2.1.15.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.1.15.5 Common and specific output indicators

Table 12: Common and specific result indicators for the investment priority 1.5

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
CESF0	Total number of participants	Participants	ESF	Less developed	3 100	Beneficiary	At the entry/start
6 06 05	Participants at the age of 25–29	Projects	ESF	Less developed	620	Beneficiary	At the entry/start

2.1.16 Specific provisions for ESF at the level of Priority Axis 1

Social innovation

In the priority axis 1 *Promoting employment and workforce adaptability*, the overall use of instruments newly developed under the priority axis 3 *Social Innovation and Transnational Cooperation* will be promoted. New instruments will be accepted upon successful pilot testing of their functions. For the priority axis 1, the innovation cycle will be completed and the coherence of the priority axis 3 and other thematic axes of the OPE will thus be ensured.

International cooperation

International cooperation under the priority axis 1 *Promoting employment and workforce adaptability* will be promoted across individual projects, as appropriate, depending on the nature of project. This approach will allow to improve results of projects at the local, regional and supraregional level because experience and expertise of foreign partners will be included and it will also make the outlaid costs more effective because solutions already

invented abroad will be obtained, including international comparison and good practices will be distributed.

Contribution to thematic objectives 1-7

Interventions under the priority axis 1 have potential indirect positive effects on environmental protection and climate changes, namely the thematic objectives 4 *Supporting the shift towards a low-carbon economy in all sectors*, 5 *Promoting climate change adaptation, risk prevention and management* and 6 *Preserving and protecting the environment and promoting resource efficiency*. This contribution can primarily be seen in promoting vocational education in environmentally friendly sectors, but even in promoting vocational education in any environmentally harmful sectors, however, provided that supported education contributes to using of new processes and technologies that are more environmentally friendly than those currently used. Furthermore, supported projects can be expected to have an indirect positive effect in promoting jobs being newly created in the industries not harmful to the environment.

Because in case of the priority axis 1, a significant target group for promoting further education of employees will be enterprises (including small and medium-sized) and their employees, interventions under this priority axis will also contribute to the thematic objective 3 *Enhancing the competitiveness of small and medium-sized enterprises*.

The modernization of public employment services and training of people in target groups in computer skills promoted under the priority axis 1 also have a potential to contribute partially to the fulfilment of the thematic objective 2 *Enhancing access to, and use and quality of information and communication technologies*.

2.1.17 Performance framework

Table 13: Performance framework of priority axis 1 excl. YEI

Indicator type	ID	Indicator or milestone action	Measurement unit	Fund	Category of regions	2018 milestone	Target value (2023)	Data source	Explanation of indicator relevance, if necessary
Output	CESF0	Total number of participants	Participants	ESF	Less developed	100 242	334 141	Beneficiary	Basic output indicator in PO1, covering the highest intervention volume in financial terms under the priority axis. The setting of values is based on the experience from implementation of HRE OP 2007–2013, considering the nature of interventions and their implementation method in OPE including the time framework and minor support.
					More developed	3 018	10 059		
Financial		Total amount of eligible expenditure entered into the PCA's	EUR	ESF	Less developed	293 592 578	1 321 166 599	MS 2014+	The setting of values is based on the experience from implementation of HRE OP 2007–2013,

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		bookkeeping system and certified by PCA			More developed	17 815 774	80 170 983		considering the nature of interventions and their implementation method in OPE including the time framework. The final target value is reduced by expenditure to be submitted for certification after 31/12/ 2023, subject to the certification process and expenditure eligibility rules.
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Table 14: YEI performance framework

Indicator type	ID	Indicator or milestone action	Measurement unit	Fund	Category of regions	2018 milestone	Target value (2023)	Data source	Explanation of indicator relevance, if necessary
Output	CE SF 0	Total number of participants (sum of indicators 1+3+5)	Persons	YEI	Less developed	3 100	3 100	Beneficiary	Basic output indicator for YEI, covering the highest intervention volume in financial terms. The setting of values is based on the experience from implementation of HRE OP 2007–2013, considering the nature of interventions and their implementation method in OPE including the time framework and minor support.
Financial		Total amount of eligible expenditure entered into the PCA's bookkeeping system and certified by PCA	EUR	YEI	Less developed	26 639 969	29 599 966	MS 2014+	The setting of values is based on the experience from implementation of HRE OP 2007–2013, considering the nature of interventions and their implementation method in OPE including the time framework. The milestone value is reduced by expenditure to be submitted for certification after 31/12/ 2018, subject to the certification process and expenditure eligibility rules.

2.1.18 Categories of intervention

Category of regions and the fund ESF, less developed regions									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
102	548 278 747	01	1 247 768 455	01	436 718 959	01	10 678 687	01	2 900 000
105	246 523 264			02	374 330 537	02	10 678 687	03	71 979 463
106	287 917 852			03	436 718 959	07	1 226 411 081	07	246 523 264
108	165 048 592							08	926 365 728

Category of regions and the fund ESF, more developed regions									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
102	16 097 135	01	44 539 435	01	44 539 435	07	44 539 435	07	19 483 074
105	19 483 074							08	25 056 361
106	1 132 642								
108	7 826 584								

Category of regions and the fund YEI, n.r.									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
103	27 199 968	01	27 199 968	01	8 159 990	07	27 199 968	08	27 199 968
				02	10 879 988				
				03	8 159 990				

2.1.19 If applicable, a summary of planned use of technical assistance, including, if necessary, activities to reinforce the administrative capacity of the responsible bodies involved in the management and control of the programme and of beneficiaries

Technical assistance and its resources are planned to be used under the priority axis 1 to provide capacities of the OPE MA required for proper administration of this axis, considering that unlike the programme period 2007–2013, on the basis of experience from the HRE OP implementation interventions are planned to be implemented under the priority axis 1 without the involvement of intermediary bodies and external administrators directly from the level of the OPE MA.

2.2 Priority Axis 2 Social Inclusion and Combating Poverty

The priority axis 2 Social inclusion and combating poverty will be financed under the thematic objective 9 Promoting social inclusion, combating poverty and any discrimination. The priority axis 2 will cover both categories of regions in the Czech Republic and to this end, projects supported in investment priorities 2.1 and 2.2 may be implemented across the Czech Republic as a whole, including Prague. The reason is that the priority axis 2 includes both system-based interventions affecting by their nature the whole of the Czech Republic (the investment priority 2.2 *Enhancing access to affordable, sustainable and high quality services, including health care and social services of general interest*) and interventions aimed towards individuals. Nevertheless, those services are provided consistently to target groups in the whole of the Czech Republic through an implemented network of institutions (social services with significant regional participation).

In addition to above mentioned material needs, the reason why the region categories are combined in the Operational Programme Employment also lies in the implementation of the programme, and specifically the simplified management, monitoring and control of spending the ESF resources in similar activities by both affected categories of regions. Thus a uniform management structure may efficiently ensure compliance and control of the principle of non-transferability of resources between categories of regions, but even economical and highly coordinated use of funds by both categories of regions. At the same time, this approach is simpler for beneficiaries because it allows, especially in case of national and system interventions, one project to cover the whole territory of the Czech Republic without the need to submit one project to the Operational Programme Employment and another supplementary one to the Operational Programme "Prague – Growth Pole of the Czech Republic".

In compliance with Art. 70 (1) of the General Regulation and Art. 13 (2) of the ESF Regulation, projects implemented in Prague or in the entire territory of the CR and simultaneously having impact on the entire territory of the CR will be financed from both categories of regions, based on the pro-rata ratio of Prague in the number of clients of social services (21.25 %). Projects the impact of which is regionally limited will be financed either from the funds of less developed or more developed regions, depending on the place where the project is implemented (i.e. where activities for target groups will be carried out). The amount of contribution to the individual categories of regions in the priority axis 2 is specified in the financial table of the Operational Programme Employment (see Chap. 3), based on the indicative calculation contained in the annex to the OPE. The respective percentage of interventions in Prague is quantified of the total resources, i.e. including national co-financing. If the actual volume of funds in projects implemented in the capital city of Prague exceeds the original estimate, the required increase in funding for categories of more developed regions will be paid from national resources.

2.2.1 Investment priority 1 of priority axis 2

9i Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

2.2.2 Specific objectives corresponding to Investment Priority 2.1 and expected results

Specific objective 2.1.1: Enhancing the employability of people at risk of social exclusion or socially excluded in the society and on the labour market

The specific objective will contribute to achieving the national target as defined in the National Reform Programme (maintaining the number of people at risk of poverty or social exclusion at the level recorded in 2008, reduced by 30 000 persons, if possible). For the social inclusion of people at risk of social exclusion or socially excluded, the key is to promote their access to social resources, namely such as employment, education, housing, healthcare, social protection and the chance to exercise their rights.

Social exclusion is a continuous social phenomenon and its solution requires a comprehensive approach. The main role and influence in the process of inclusion of socially excluded people or people at risk of social exclusion is exercised by local players, mostly local self-governments. The promotion of social inclusion must comply with a comprehensive regional/local development, supported also by medium-term social inclusion strategies based on the partnership principle. Activities will be aimed to coordinate the development of instruments for social inclusion through local self-governments cooperating with relevant actors. Local self-governments must have a major role in preventing problems associated with social exclusion and they must efficiently use instruments for solving such issues. In the process of developing and implementing policies/instruments, sufficient relevant data must be available, analyses developed, implementation of individual actions monitored and efficiency and effect of actions evaluated (evidence-based policy).

An important inclusive mechanism will also consist in involving the socially excluded people in the decision-making process and in the direct implementation of actions at the level of neighbourhood, excluded locality, municipality, town or micro region using methods of community work.

The ability of social functioning of individuals, groups or communities will be improved or recovered through the social work performed as a professional activity.

For integration policies to be successful the availability of housing must be increased and comprehensive support programmes aimed to maintain and acquire housing must be promoted. The housing issue will therefore be associated with client support programmes in the sphere of sustainable financial management, debt relief, increasing qualifications or seeking a job.

The quality of life for children at risk and of their families will be enhanced, including their abilities to participate in the labour market and in the society, through efficient programmes for social and legal protection of children.

An increased attention will be paid to the situation at socially excluded localities, where the widest possible range of tools for preventing and solving problems will be applied.

Based on the evaluation of experience from the period 2007–2013 and discussions at the European level²⁹ the intervention focus on improving the situation of the Roma minority will support the so-called “explicit and not exclusive approach”, which in relation to the Roma inclusion also includes other groups living in identical or comparable socio-economic conditions. Services will be provided to persons at risk of social exclusion or socially excluded without any differentiation and without any regard to their ethnic background.

²⁹ For example, this approach has proved to be one of the most suitable ways to integration of the Roma population pursuant to EURoma (European Network on Social Inclusion and Roma under the Structural Funds), the European network dealing with social inclusion of the Roma population, which, amongst others, allows to formulate clear objectives, adequate forms of implementation as well as specific forms of monitoring and evaluation. The explicit, not exclusive approach is also accentuated by the EU Initiative “For Diversity Against Discrimination” as one of the 10 Common Basic Principles on Roma Inclusion.

Specific objective 2.1.2: Social economy development

The specific objective is proposed in order to contribute to achieving the national target of maintaining the number of people at risk of poverty or social exclusion at the 2008 level (with the efforts to reduce it by 30 000 people) as defined in the National Reform Programme. The promotion of social economy development will also contribute to achieving this national target. It is one of the suitable instruments for active inclusion of people at risk of social exclusion or socially excluded. Despite of some successful projects, the development of social entrepreneurship cannot be considered as sufficient by now, and its potential is not fully employed. This situation is aggravated by low awareness of the general public as regards the benefits and form of social entrepreneurship as well as insufficient training of potential founders of social enterprises and support provided at the start of their business.

Actions will be taken and activities will be implemented to help establish a sophisticated support system for development of business programmes, including a training system for enterprises. The individual activities should improve the awareness and information about principles of social entrepreneurship and its benefits, collaboration of players relevant for development of social economy, and contribute to quality improvement (sustainability and social impact) of social enterprises and support institutions (training, consulting and financial) and in overall, promote sustainable development of the infrastructure for those enterprises. The result should be the extension, or increase of quantity and development of social enterprises and their support institutions and their quality improvement (social impact and sustainability). Social enterprises will promote activities intended to strengthen the position of people socially excluded, or at risk of social exclusion from the labour market. Those activities are aimed at social integration of the target group (or, prevention of its exclusion from the society) and facilitation of the entry and retention of the target group on the free labour market.

Result Indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (2.2.3.5) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related specifies a target group by age or gender, then its associated indicators will solely refer to said target group too.

Table 15: Common and specific result indicators for the investment priority 2.1

ID	Indicator	Category of region or YEI	Indicator Unit	Common output indicator used as the basis	Initial Value ³⁰	Initial Year	Target Value (2023)	Data source	Monitoring frequency ³¹
CR01	Inactive participants who started seeking a job again after leaving	Less developed	Participants	The number of participants,	2 228	2013	2 984	IS ESF 2014+	0m-36m, f(6)
		More			299		342		

³⁰ To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

³¹ The Monitoring Frequency column specifies when the indicator is collected. The following symbols are used: "at the time of joining the project"; "m", i.e. the number of months after the project ended or after the participant left the project; "after the ending of the project"; i.e. after the ending/leaving, but not specifying when; "f(a)", i.e. the indicator monitoring frequency (in months); "a – b", i.e. the period over which the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored biannually from the end of the project / from the moment the participant leaves the project until the third year after the end of intervention.

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		developed		total					
CR 04	Participants employed, including the self-employed, upon leaving	Less developed	Participants	The number of participants, total	891	2013	1 244	IS ESF 2014+	0m-36m, f(6)
		More developed			119		142		
CR 05	Disadvantaged participants seeking a job upon leaving; involved in education/training, improving their qualification or already employed, including the self-employed	Less developed	Participants	The number of participants, total	824	2013	5 057	IS ESF 2014+	0m
		More developed			110		579		
CR 06	Participants employed, including the self-employed, 6 months upon leaving	Less developed	Participants	The number of participants, total	586	2013	772	IS ESF 2014+	0m
		More developed			79		88		
CR 07	Participants whose position on the labour market has improved 6 months after termination of their participation	Less developed	Participants	The number of participants, total	2 933	2013	15 006	IS ESF 2014+	0m-36m, f(12)
		More developed			393		1 718		
CR 08	Participants over 54 years of age, employed including the self-employed 6 months upon leaving	Less developed	Participants	The number of participants, total	126	2013	124	IS ESF 2014+	6 m
		More developed			17		14		
CR 09	Disadvantaged participants employed including the self-employed 6 months upon leaving	Less developed	Participants	The number of participants, total	401	2013	747	IS ESF 2014+	6m
		More developed			54		85		
67 01 0	Use of supported services	Less developed	Persons		14 109	2013	66 400	Beneficiary	0m
		More developed		1 891	7 600				
67 11 0	Number of ancillary institutions which operate even after termination of the support	Less developed	Organisations		2	2013	4	Beneficiary	12m
		More developed		0	1				
62 91 0	Participants employed including self-employed 12 months upon leaving	Less developed	Participants	The number of participants, total	294	2013	386	IS ESF 2014+	12 m
		More developed			39		44		
67 31 0	Former participants of projects in which intervention by means of social work served its purpose	Less developed	Participants		24 615	2013	56 133	IS ESF 2014+	0 m
		More developed		3 299	6 425				
10 21 1	Number of social enterprises established thanks to support, operating even after termination of support	Less developed	Organisations		88	2013	83	MS 2014+/ by company ID	12 m
		More developed		12	9				

2.2.3 Activities supported under Investment Priority 2.1

2.2.3.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the specific objectives, especially the below activities designed as a contribution to solve the causes of problems identified under Social Inclusion in Chap. 1.1 will be promoted. All measures/actions are aimed at increasing the competencies of persons at risk of social exclusion and socially excluded to allow them a better participation in the society and in the labour market.

Activities in the specific objective 2.1.1:

- Promote social integration of people and groups of people socially excluded, or at risk of social exclusion through social services, services for families with children and other services of general interest – with a focus on integration of such people into economic, social and occupational life of the society;
- Promote outreach and outclient services, support community social work; support specific instruments to prevent and solve problems of socially excluded locations, especially community work, including promotion of the coordination role of municipalities in this area;
- Provide coherence of the support for housing, employment, social work and healthcare; promote social partnership projects interconnecting different levels of public administration and other institutions; enhance the awareness and efficient communication on social exclusion issues with all relevant actors;
- Promote professional social work as an activity targeted at assisting individuals, groups or communities in order to improve or recover their ability of social functioning in their natural environment; (support for using specific methods and techniques of social work and individualised approach, support for social work performance with a focus on identification of needs of people socially excluded or at risk of social exclusion at the level of professional approaches at case work, methodological activity and coordination of support instruments, etc.);
- Education and training, consultancy, activation, assistance and motivation programmes (to promote parental competencies, participation in the labour market, learning of basic social and occupational skills, social inclusion of people exposed to institutionalisation, stress management in ordinary situations, programmes to learn values related to freedom and individual responsibility, etc.);
- Programmes of legal and financial literacy and for preventing and addressing indebtedness and overindebtedness (including consultancy).
- Support of volunteerism at activities leading to active integration and enhanced employability;
- Programmes supporting active and healthy ageing (e.g. measures supporting higher employment and social fulfilment of older people, raising general awareness of ageing, inter-generational dialogue, development of assistance technologies);
- Programmes for prevention of crime and socially pathological phenomena; programmes for people leaving prisons and for people serving sentences in prisons, probation or social rehabilitation programmes; programmes for social and legal protection;
- Secondary and tertiary prevention programmes for people at risk of addiction or addicted to substances and programmes for people with chronic mental illnesses (excluding health services and care);

- Incorporate people at risk of social exclusion or socially excluded, into local prevention and decision-making processes, promote and develop participative methods of work with the target group;
- Support young people from socially disadvantaged backgrounds at the start of their independent living and at the entry into the labour market after their completed education (particularly when they come from socially disadvantaged environment, substitute family care or institutional care);
- Develop activities, including education and counselling, to support informal care (i.e. care provided in families or communities by related or other people) and shared care (i.e. combination of care provided by professional providers and informal carers), including development of home palliative care;
- Activities helping to combat discrimination on the grounds of gender, race, national or ethnic origin, faith or beliefs, disability, age, sexual orientation or another status (e.g. educational activities for employees and other awareness raising activities focusing on de-stigmatisation of the target group, information about causes, forms of discrimination and methods of prevention and elimination of discrimination, consulting provided to the target groups concerning non-discrimination and development of various forms of services for victims of discrimination);
- Promote activities of local self-governments in optimizing the coverage of regions by social services, services for families with children and other associated services promoting social inclusion of people in their natural environment (including activities reinforcing social capital, solidarity and social coherence at the locality / within the community);
- Promote planning of the social housing policy of municipalities; plan and develop instrument for social / affordable / supported housing to prevent spatial exclusion, formation of socially excluded locations and homelessness (e.g. activities to avoid involuntary moving out of housing, support of new methods of social work focusing on prevention of loss of housing and re-integration into housing).

Activities in the specific objective 2.1.2:

- Create and develop business activities in the sphere of social entrepreneurship, implement a support system for social start-ups and for development and sustainability of social enterprises (including the involvement of the private sector), including efforts to facilitate an easier access to financing for social enterprises;
- Activities aimed to strengthen the position of socially excluded people in the labour market through active incorporation of people in social enterprises;
- Implement educational or training programmes and consultancy related to a start-up support, establishment, operation and marketing of a social enterprise;
- Support and provide conditions for creation and development of social enterprises, including socially responsible procurement; enhance awareness and information about social entrepreneurship and promote collaboration of all relevant actors;

Activities under this investment priority are followed up by activities in **the priority axis 2 IROP “Quality improvement of public services and conditions of the population in regions”** aimed at the social and healthcare sector. The support here is meant to create and maintain standard conditions required for active inclusion of people and social groups in the society. In practice, the European concept of active inclusion of excluded people is based on three main pillars, namely the promotion of adequate income, inclusive labour market (access to employment), and access to good quality services (housing, education, healthcare, transportation, social services and employment services, etc.). In compliance

with above concept, it will be necessary to build an infrastructure, and strengthen the absorption capacities of community based services, and promote the construction of new integration community centres, and contribute to the inclusion of socially excluded people in the society through the labour market, and to improve the availability and quality of basic resources and services, including the access to housing (construction and reconstruction of apartments for the purpose of social, or subsidized housing) and healthcare.

In the sphere of support provided to social enterprises IROP interventions will be targeted particularly at activities enhancing and innovating the background of social enterprises and at investment activities supporting the social enterprises' focus on local needs and sources. Within the coordination of OPE and IROP interventions in the given sphere overlaps and duplicities will be prevented. OPE projects financed by ESF will also allow to support equipment required for operations of a social enterprise, including a possibility to use cross-financing so that the beneficiaries can include the full necessary range of activities into a single project. As opposed to that, IROP shall support particularly projects showing a dominant focus of investment activities, which in their extent exceed the possibilities of ESF financing.

Specifically, the below IROP investment priorities (IP) and specific objectives (SO) are concerned:

IP 9a: Investing in health and social infrastructure which contributes to national, regional and local development, reducing inequalities in terms of health status, promoting social inclusion through improved access to social, cultural and recreational services and the transition from institutional to community-based services:

SO 2.1 – Enhancement of quality and affordability of services leading to social inclusion

IP 9c: Providing support for social enterprises

SO 2.2 – Launching new and enhancing the existing entrepreneurial activities in social entrepreneurship

Activities under this investment priority are also followed up by activities in the **priority axis of the 3 RDE OP “Equal access to good quality pre-school childhood, primary and secondary education”** aimed to, inter alia, improving the quality of pre-school education and cooperation of kindergartens and first schools to facilitate children’s transition to primary school through improving quality of qualifications of teachers and other educators; and to enhance the key competencies at schools, and evaluation and strategic management of education, strengthening of competences to teach children with special educational needs and improving pedagogical diagnostics to identify educational needs and individual development of transformation of the system of educational and psychological counselling, etc.) and improving quality of education in social excluded localities, increasing the number of pro-inclusive-oriented ordinary schools and educational facilities.

Specifically, the below RDE OP investment priorities (IP) and specific objectives (SO) are concerned:

IP 3.1: Reducing and preventing early school-leaving and promoting equal access to good quality early-childhood, primary and secondary education including formal, non-formal and informal learning pathways for reintegrating into education and training

SO 1 – Improving the quality of early childhood education, including through facilitating the children’s transition to primary school.

SO 2 – Improving the quality of education and student results in key competencies

SO 3 – Enhancing the system of strategic management and quality assessment in education

IP 3.1: Combating all forms of discrimination and promoting equal opportunities

SO 1 – Good conditions for inclusive education

IP 3.3: Social and economic integration of marginalised groups, such as Romani people

SO 1 – Social integration of children and pupils, including integration of Roma children into the education system

Activities under this investment priority are also complementary with activities under the **priority axis 3 of PGP OP "Promoting social inclusion and combating poverty"**, targeted particularly at developing cultural and community centres and socio-cultural integration projects and supporting social enterprises.

Specifically, the below PGP OP investment priorities (IP) and specific objectives (SO) are concerned:

IP 1 (9a): Investing in health and social infrastructure which contributes to national, regional and local development, reducing inequalities in terms of health status, promoting social inclusion through improved access to social, cultural and recreational services and the transition from institutional to community-based services:

SO 3.1 – Enhancing social infrastructure for integration, community services and prevention

IP 2 (9c): Providing support for social enterprises

SC 3.2 – Reinforced infrastructure for social entrepreneurship

IP 3: Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest

SO 3.3 – Enhancing activities for integration, community services and prevention

Identification of main target groups

The target groups mainly include persons facing social exclusion and persons at risk of social exclusion, namely disadvantaged population groups – people with disabilities (including people with mental problems), people with combined diagnoses, seniors, people living in socially excluded locations, ethnic minorities (particularly Roma), immigrants, homeless people and people living in inconvenient or insecure accommodation, crime victims, people taking care of children or relatives, single parents, families with children at risk of poverty, parents with children under 15 years of age with social or health disadvantages, people in long-term or recurrent unemployment, people at risk of overindebtedness, domestic violence and addictions, people having served or serving imprisonment sentences, people leaving institutional care facilities, people living in regions with difficult access to healthcare and others. Within the mentioned groups special attention must be paid to people under 18 years of age (persons with special educational needs, those at risk of placement in institutional care, persons in families at risk of poverty or non-functional families, people in substitute family care etc.) and also persons facing multiple risks.

Target groups in terms of health – persons facing specific health risks (unhealthy lifestyle, addictions, living in regions with higher occurrence of specific health risks, in excluded locations and regions endangered by poverty).

Another target group consists of providers and institutional clients supplying/ordering social services, healthcare services, services for families and children and other services supporting social integration, local government authorities, social workers, service workers, informal carers, employees of psychiatric care providers, workers of the Probation and Mediation Service and officers of the Prison Guard Service of the Czech Republic and other public administration officers with jobs related to the mentioned types of social and healthcare services.

In case of activities related to social entrepreneurship services also relevant employers and employees constitute a target group.

The general public / community represents a target group in terms of removing barriers for understanding the significance and necessity of promoting social inclusion.

Identification of beneficiary types

Beneficiaries under this investment priority shall include particularly service providers, regional authorities, municipalities and organisations established by municipalities, municipality unions, OUS (MoLSA, and organisations established/managed by the ministry, etc.), NGOs, employers, social enterprises, schools and educational facilities, research and educational institutions etc.

Specific targeted territories

In accordance with Article 96 (1) (a) of the General Regulation, it will be possible to target support under this investment priority at the whole of the Czech Republic across all region types (i.e. developing, stabilised and peripheral regions) in order to enable problems of social exclusion and combating poverty to be solved systemically throughout the Czech Republic. The social protection system must be able to respond actively to needs of persons arisen anywhere in the territory of the Czech Republic and based on any social phenomenon and to solve such phenomena in the territory efficiently and effectively, considering particularly local needs and specifics.

In reasoned cases interventions shall be targeted also at socially excluded locations (mostly with a high Roma population share), the number of which has been increasing continuously.

Indicative percentage of the investment priority in the priority axis

The indicative commitment for this investment priority has been set at 55% of funds of the ESF allocation for the priority axis.

2.2.3.2 Key principles for selection of operations

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014 – 2020.

Within this investment priority, calls will be opened for tender projects and direct assignment (non-tender) projects. The selection of direct assignment projects (as well as preparation of all calls for projects) will be participated by the respective Programme Partnership, i.e. a platform established by the OPE MA for defined levels of the OPE structure (usually for priority axes) on the partnership principle. The Programme Partnership usually involves: MA, managing authorities involved, respective policy domain authorities, MoRD, individual experts and expert entities, social and economic partners (particularly non-government non-profit sector). For elaboration to a full application for support, direct assignment projects at the preparatory stage, i.e. as a project plan, have to be approved by the Programme Partnership (or a platform agreed by the Partnership). Without this approval, the direct assignment project will be excluded from evaluation of eligibility of the application in question for support.

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project, where an adverse impact on said horizontal themes is identified, cannot be supported using the OPE resources (see Chap. 11).

Under this investment priority (specific objective 1 Enhancing the employability of people at risk of social exclusion or socially excluded in the society and on the labour market) also projects included in integrated instruments may be implemented, see Chap. 4: Integrated Approach to Territorial Development. In such case projects will be selected in accordance with the procedure as stated in the Guideline for utilisation of integrated instruments in the programming period 2014–2020.

2.2.3.3 Planned use of financial instruments

The use of financial instruments is considered within the social economy area. Before possible use of financial instruments, their suitability and conditions will be ex-ante reviewed in accordance with Article 37 of the General Regulation.

2.2.3.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.2.3.5 Common and specific output indicators

Table 16: Common and specific output indicators for investment priority 2.1

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
CESF0	Total number of participants	Participants	ESF	Less developed	150 068	Beneficiary	At the entry/ start
				More developed	17 176		

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CO20	Number of projects fully or partially implemented by social partners or non-governmental organisations	Projects	ESF	Less developed	372	Beneficiary	At the entry/start
				More developed	43		
CO22	Number of projects targeting public administrations or public services at national, regional and local levels	projects	ESF	Less developed	13	Beneficiary	At the entry/start
				More developed	1		
CO23	Number of micro, small and medium sized enterprises supported (incl. cooperatives and social businesses)	Enterprises	ESF	Less developed	207	MS 2014+, by company ID	At the entry/start
				More developed	24		
6 70 01	Capacity of supported services	Places	ESF	Less developed	28 770	Beneficiary	0m
				More developed	3 293		
6 71 01	Number of supporting institutions supported	Organisations	ESF	Less developed	4	Beneficiary	0m
				More developed	1		
8 05 00	The number of analytical and strategic documents written and published (incl. evaluation ones)	Documents	ESF	Less developed	16	Beneficiary	0m
				More developed	2		
6 74 01	New or innovated social services related to housing	Services	ESF	Less developed	225	Beneficiary	0m
				More developed	22		
1 02 10	Number of social enterprises established thanks to the support	Organisations	ESF	Less developed	124	Beneficiary	0m
				More developed	14		
6 73 00	Number of participants provided with consulting on social entrepreneurship	Participants	ESF	Less developed	72	Beneficiary	12m
				More developed	8		

2.2.4 Investment priority 2 of priority axis 2

9iv Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest

2.2.5 Specific objectives corresponding to investment priority 2.2 and expected results

Specific objective 2.2.1: Reinforce the quality and sustainability of the social services system, family and children services and other downstream services supporting social inclusion

The specific objective will contribute to achieving the national target as defined in the National Reform Programme (maintaining the number of people at risk of poverty or social exclusion at the level recorded in 2008, reduced by 30 000 persons, if possible).

Better accessibility, permeability and sustainability of high-quality social services, services for families and children (including services for informal carers) and other related services of general interest will contribute to social inclusion, prevent social exclusion of target persons and reduce their social benefits dependency and the risk of intergenerational transmission of poverty. The services should be well accessible to their users, which supports the users' independent lives and their inclusion into the society and prevents isolation or segregation.

Enhancement of effectiveness and quality of social and health services, services for families and children and other related services in support of social inclusion will be promoted also by developing strategic management and conceptual work (both at enterprise and system levels) and overcoming the low quality of cross-sectoral and interdisciplinary collaboration. The reform aimed to support accessibility of social services through an effective and transparent management and networking environment must also be continued.

Individual service types will be subject to systematic effectiveness evaluations, including interim evaluations of the social services effectiveness, in terms of expenditure targeting – effectiveness should mean a priority focus on prevention (underestimated for the time being), quality and aid targeting. Reasonable quality of the services provided will be controlled by public administration bodies.

One of the essential pre-conditions for improving the impact of social services delivery is to interlink the services delivery with a clearly defined identification of user's needs. Effective processes for service planning and financing should be set at the municipal and regional level, to evaluate needs of individuals and methods of solving such needs. This is necessary especially in areas with identified socially excluded locations and/or high numbers of social transfer beneficiaries, particularly cases of material need and/or high numbers of people in long-term unemployment.

Pre-conditions of quality and sustainability enhancement of social services include also education of services workers (particularly professionals) to make their knowledge adequate and corresponding to needs of the social protection system.

The service targeting will contribute to progress of the residential services transformation, reducing the number of institutional care facilities and increasing the offer of community-based services, outreach and outclient services. At the same time new models of social services of general interest shall be developed, including a social housing system and related preventive, follow-up and accompanying services, provided concurrently in various forms and at various intensity according to needs and competences of the social housing tenants. Particularly in the sphere of services for families and children the programme should establish functional and interrelated prevention and intervention services to facilitate timely

and comprehensive solutions of adverse situations of children/families – the support provided to high-quality and accessible services will streamline and simplify the system of assistance and will make the management of services for families and children more effective in a long-term view.

Actions to transform and deinstitutionalise the care for children will support respect to basic rights and best interests of the child by reinforcing accessible and high-quality outpatient and outreach services to the exclusion of residential ones (the enhanced quality of such services shall also be facilitated by enriching the education options for social workers).

Specific objective 2.2.2: Improve availability and efficiency of health services and enable transfer of the main psychiatric care activity into community

The specific objective has been designed in accordance with actions included in the NRP in the sphere of social inclusion and sustainable healthcare system and Specific Recommendations of the Council for 2014. Individual activities shall contribute to improving their access to advanced, high-quality and cost-effective care and to reducing health inequalities by securing the required medical and paramedical staff and coordination of supply of the existing services in relation to specific regional requirements. The activities based on the reform of psychiatric care will ensure transfer of the main psychiatric care activity to into community and will thus reduce social exclusion of people suffering mental diseases. The specific objective will also contribute to achievement of the objectives of the National action plan promoting positive ageing for 2013–2017 in the field of healthy ageing.

Activities primarily consisting in post-graduate education of medical and paramedical workers will focus on addressing the problem of availability of health care caused by the unfavourable average age of physicians and paramedical staff in some specialisations or their total insufficient number. Support will be also given to measures enabling provision of health care in selected specialisations in a given region formerly not provided or provided in an insufficient volume, including care for patients in their own milieu.

In accordance with the Strategy of Psychiatric Care Reform actions will be implemented to develop community-based and semi-mural care, enhance the primary role of the psychiatric care and increase accessibility of the care, transform mental health institutions and educate professionals. By implementing the planned interventions the care deinstitutionalisation and creation of a modern system with all requisite elements will be facilitated. These care elements, whether newly established or reformed, will meet defined quality standards of care provided in the patient's natural environment and their capacity and location will correspond to regional needs.

Specific activities for promotion of health of people at risk, with a primary focus on socially excluded localities and people will result in improvement of the system efficiency (with respect to significance of health determinants for reduction of costs of the system at early system intervention), reducing the prevalence of risk factors in terms of the Czech average, and reducing health inequalities. The focus on elimination of the causes of diseases, health inequalities and on access to services will increase cost effectiveness and financial sustainability of the healthcare system, the consequence of which will be an environment enabling healthy and active ageing of the population (Recommendation of the Council to NRP).

A necessary pre-requisite for implementing intervention in the sphere of psychiatric care consists in the provision of infrastructure within IROP. Investments in other health infrastructure under IROP are complementary to health promotion and disease prevention activities.

Result indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (2.2.6.5) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related specifies a target group by age or gender, then its associated indicators will solely refer to said target group too.

Table 17: Common and specific result indicators for investment priority 2.2

ID	Indicator	Category of region or YEI	Indicator unit	Common output indicator used as the basis	Initial Value ³²	Initial Year	Target Value (2023)	Data source	Monitoring frequency ³³
CR03	Participants gaining a qualification upon leaving	Less developed	Participants	The number of participants, total	1 309	2013	11 458	Beneficiary	0m
		More developed			175		2 317		
67010	Use of supported services	Less developed	Persons		3 527	2013	19 873	Beneficiary	0m
		More developed			473		4 019		

2.2.6 Activities supported under Investment Priority 2.2

2.2.6.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the specific objectives, especially the below activities designed as a contribution to solve the causes of problems identified under Social Inclusion in Chap. 1.1, section Social Inclusion Services.

Activities in the specific objective 2.2.1:

- Support to transformation and deinstitutionalisation of inclient social services (particularly for the disabled and elderly), institutional care for children and development of new community-based services, outpatient and outreach services and new types of care, including development and extension of instruments to identify and remedy impacts of the care institutionalisation on users or residential social services, and development of individual support planning to integrate users of institutional care into the common environment, to address impacts of the psychiatric care reform on the social service system and to link them with follow-up services available to the public;

³² To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

³³ The Monitoring Frequency column specifies when the indicator is collected. The following designations are used: “at the time of joining the project”; “m”, i.e. the number of months after the project ended or after the participant left the project; “after the ending of the project”; i.e. after the ending/leaving, but not specifying when; “f(a)”, i.e. the indicator monitoring frequency (in months); “a – b”, i.e. the period over which the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored on a 6-month basis from the moment when the project is terminated / the participant leaves the project up until the end of the third year after the termination of the intervention.

- Development of new models of services promoting social inclusion, including transfers of good practice and support to pilot projects in order to enhance sustainability and increase efficiency of the individual systems (involvement of private sector), measures to improve efficiency of processes in social services and in services to families and children and to develop strategic leadership and management in order to promote prevention and early intervention;
- Support to the social housing system and related preventive, follow-up and accompanying services;
- Implementation of comprehensive programmes and creation of conditions beyond the individual spheres of social inclusion support, implementation of tools to promote cross-sectoral and interdisciplinary collaboration upon solving situations of persons at the level of service providers or municipalities: deployment of the case management method, activities to support networking cooperation of LO CR, service providers, local government, employers and other relevant actors etc.;
- Interlinking information systems for record-keeping, control and evaluation of the efficiency and effectiveness of services, including expenditures on these services, among all actors (particularly public administration, regions, municipalities, service providers), making them available also to the general public: it is mainly the system of social services reporting (which will be used for monitoring of data on provided services in the region), registry of social services (for basic records of service providers with valid certification), monitoring of social phenomena and social programmes (for planning a development of services in relation to occurrence of social phenomena in the society and for efficient allocation of resources);
- Development and enhancement of quality systems, standardisation of procedures in social services, services for families and children, social and legal protection of children and other related services (including services for informal carers) and in organisations promoting social inclusion, including creation of control mechanisms; development of a supervision system;
- Systemic, conceptual, strategic, awareness-raising and methodological actions in social services, services for families and children, services to protect children's rights and legitimate interests, services to support parental competences, services providing care for children, substitute family care and social inclusion;
- Support to coordinated use of volunteers in the sphere of social inclusion by organisations accredited by the Ministry of the Interior, creation of volunteer centres etc.;
- Support to medium-term service planning (development, implementation and evaluation of the process) including medium-term plans of service development;
- Support and reinforcement of the coordination role of municipalities (design of strategies consisting in responsibility of local governments and cooperation of key stakeholders in order to prevent problems of social exclusion and address them comprehensively);
- Education in the social, conceptual, strategic and management domains intended for social workers, children's workers, workers in services for families and children and other related services and in organisations promoting social inclusion, including authorities in the sphere of social and legal protection of children, education of informal carers;
- Support to activities to develop and improve quality of social work, enhance competences of social workers primarily by education of social workers in services and public administration, methodical assistance, exchange programmes to develop,

for example, their abilities in the sphere of assessment of clients' social situation, case management, multidisciplinary planning of support and aid tailored to a particular client, networking abilities within a particular territory, identification of institutionalisation risks and impacts and prevention thereof etc.; education of workers and other relevant actors in the sphere of preventing discrimination and promoting equal opportunities, protecting rights of vulnerable groups and preventing maltreatment;

- Building capacities of non-governmental organisations, particularly through education of NGO workers and measures to increase professional competences, organisational management, planning, transparency and multi-source financing of NGO.

Activities in the specific objective 2.2.2:

- Support to specialised, postgraduate education of medical/paramedical staff in branches showing regional differences in accessibility and branches, where an adverse age average causes unavailability of care, and branches with an insufficient care coverage. In addition to specialised education, support will be also given to expert placements and preparation of educational materials;
- Introduction of health care in selected specialisations in regions where in the past this care was not provided or was provided in an insufficient volume, including care for patients in their own milieu. Funds will be provided primarily for the necessary overhead costs (e.g. fare) and education of paramedical staff, etc.
- Establishing and securing operation of regional health centres focusing on design and implementation of health promotion programmes and health literacy of the groups at risk.
- Implementing screening programmes and improving their availability to the groups at the highest risk,
- Supporting transformation and de-institutionalisation of health care services in the field of psychiatric care, developing new community services, outpatient and field services and new types of care, including development and expansion of instruments for identification and elimination of impacts of institutionalisation on users;
- Activities to support a transfer of the main psychiatric care activity to the community, such as:
 - design and implementation of educational programmes for medical and paramedical staff of the psychiatric care providers in specialisations such as psychotherapy, crisis intervention, case management, specific communication skills, physical safety of the staff, education in the branches of study such as psychiatric nurse and community psychiatric nurse. Further, education for people involved in the psychiatric care reform, both medical/paramedical staff (e.g. general practitioners) or other staff (teachers, civil servants, etc.).
 - Awareness raising and de-stigmatisation programmes supporting mental health and life without addiction for patients, their family members, informal carers or the public getting in touch with mental patients, such as lectures, workshops, discussions, campaigns, peer-to-peer programmes, etc.

Activities under this investment priority shall be followed by activities in the **IROP priority axis 2 “Improving public services and living conditions for the population of regions”** targeted to support and develop the social and health infrastructure in the sphere of social inclusion.

This particularly means the following IROP investment priority (IP) and specific objectives (SO):

IP 9a: Investing in health and social infrastructure which contribute to national, regional and local development, reducing inequalities in terms of health by supporting social inclusion through better access to social, cultural and recreational services, transition from institutional to community-based services

SO 2.1 – Enhancement of quality and affordability of services leading to social inclusion

SO 2.4 – Development of infrastructure for health services and care delivery

Identification of the main target groups

The target group includes mainly providers and institutional clients supplying/ordering social and healthcare services (regions, municipalities, churches, non-governmental organisations etc.), social workers, workers of social and healthcare services, public employees involved in social, family or health care domain, workers in the sphere of public health protection and promotion, workers of public health promotion and disease prevention and also universities, in case of interdisciplinary collaboration. The group involves also informal carers and volunteers working in the sphere of social services and social integration.

Providers of social housing and of other public interest services (not necessarily only providers of social and health services).³⁴

Persons facing social exclusion and persons at risk of social exclusion – the main target group of prevention programmes and health promotion schemes consists of persons most endangered by exclusion or discrimination due to their health condition, persons living in excluded locations or lacking competences in their approach to health.

Identification of beneficiary types

Beneficiaries under this investment priority shall include particularly service providers, regional authorities, municipalities and organisations established by municipalities, municipality unions, OUS (namely MoLSA, MoH, MoJ, MoI, MD and organisations established/managed by the ministries, Office of the Government of the Czech Republic), NGO, employers, schools and educational facilities, research and educational institutions, professional organisations etc.

Specific targeted territories

In accordance with Article 96 (1) (a) of the General Regulation, it will be possible to target support under this investment priority at the entire territory of the Czech Republic in order to enable problems of social exclusion and combating poverty to be solved systemically throughout the Czech Republic. At the same time interventions will focus on territories insufficiently covered by high-quality services and on territories without any offer / with a scarce offer of social work, outreach and outclient services or community-based services. Accessibility of social services in the Czech Republic shows a territorial differentiation – better accessibility in urban agglomerations, worse accessibility in peripheral regions. Health inequalities must also be reduced primarily in selected locations and regions.

³⁴ The programme will exclude providers/owners of lodging houses not categorised as social housing – to be considered in calls for proposals in the given area.

Projects to support disease prevention and health promotion and create modern, functional and sustainable network of mental health care will be implemented both in urban areas and in stabilised and peripheral regions of the Czech Republic. In case of projects focused on the psychiatric care reform the supported type of activities will correspond to the type of territory and the projects will mostly be implemented in urban and stabilised areas – however, the determining element shall consist in implementing IROP projects, which the activities are related to. Interventions in peripheral areas may be expected in case of projects related to the psychiatric care reform, due to location of the relevant care facilities, and projects aimed to reduce health inequalities (outreach services). In this sphere the programme expects implementation of selected projects in socially excluded and peripheral locations (health and social assistant service, support of the socially excluded in their access to care etc.). However, also the projects aimed to reduce health inequalities shall support stabilised areas. Programmes promoting a healthy lifestyle will have a national nature without any significant regional or territorial dimension. The determining element will be primarily based on epidemiologic data and on the population health analysis, not on the territory type. Because impacts of the activities must be ensured for the entire territory of the Czech Republic, the programme is not expected to prioritise any selected region or regions with economic problems by specific calls for proposals, bonuses for projects from selected territories etc.

Indicative percentage of the investment priority in the priority axis

An indicative 35% from the ESF allocation for the priority axis has been reserved for this investment priority.

2.2.6.2 Key principles for selection of operations

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014–2020.

Under this investment priority, calls will be opened for tender projects and direct assignment (non-tender) projects. The selection of direct assignment projects (as well as preparation of all calls for projects) will be participated by the respective Programme Partnership, i.e. a platform established by the OPE MA for defined levels of the OPE structure (usually for priority axes) on the partnership principle. The Programme Partnership usually involves: MA, managing authorities involved, respective policy domain authorities, MoRD, individual experts and expert entities, social and economic partners (particularly non-government non-profit sector). For elaboration to a full application for support, direct assignment projects at the preparatory stage, i.e. as a project plan, have to be approved by the Programme Partnership (or a platform agreed by the Partnership). Without this approval, the direct assignment project will be excluded from evaluation of eligibility of the application in question for support.

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project, where an adverse impact on said horizontal themes is identified, cannot be supported using the OPE resources (see Chap. 11).

2.2.6.3 Planned use of financial instruments

No use of financial instruments is anticipated.

2.2.6.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.2.6.5 Common and specific output indicators

Table 18: Common and specific output indicators for investment priority 2.2

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
CESF0	Total number of participants	Participants	ESF	Less developed	15 804	Beneficiary	At the entry/ start
				More developed	3 196		
CO22	Number of projects targeting public administrations or public services at national, regional and local levels	Projects	ESF	Less developed	395	Beneficiary	At the entry/ start
				More developed	80		
CO20	Number of projects fully or partially implemented by social partners or non-governmental organisations	Projects	ESF	Less developed	237	Beneficiary	At the entry/ start
				More developed	48		
6 70 01	Capacity of supported services	Places	ESF	Less developed	4 741	Beneficiary	0m
				More developed	959		
5 71 01	Number of supported services stated in the Strategy of Psychiatric Care Reform	Services	ESF	Less developed	87	Beneficiary	0m
				More developed	17		
5 61 00	Number of new supported health promotion programmes	Programmes	ESF	Less developed	55	Beneficiary	0m
				More developed	11		
8 05 00	The number of analytical and strategic documents written and published (incl. evaluation ones)	Documents	ESF	Less developed	632	Beneficiary	0m
				More developed	128		
6 95 01	Number of functional support IT systems for service monitoring	IT systems	ESF	Less developed	1	Beneficiary	0m
				More developed	0		

2.2.7 Investment priority 3 of priority axis 2

9vi Community-led local development strategies

2.2.8 Specific objectives corresponding to investment priority 2.3 and expected results

Specific objective 2.3.1: Increase the participation of local actors in solving problems of unemployment and social inclusion in rural regions

The specific objective has been drafted to contribute by its interventions to attainment of the NRP targets: (i) in the sphere of social inclusion and combating poverty particularly to support solving problems of socially excluded locations and accomplishing the national target of maintaining the same number of people at risk of poverty or social exclusion at the level recorded in 2008 (reduced by 30 000 persons, if possible); (ii) in the sphere of employment increasing the general employment rate of the population aged 20–64 to the target value of 75%, which will require measures targeted particularly at persons showing relatively the lowest employment rates (the elderly, youth, low-qualified, women and disadvantaged people).

The Czech Republic has been acquiring positive experience with the community-led local development already since the application of pre-accession instruments. Principles of the community-led local development were used by the pre-accession SAPARD instrument, the national programme called LEADER CR 2004–2008, by the OP Agriculture and the Rural Development Programme.

The community-led local development (the LEADER method) helps to target the support better on local needs of a specific rural region and to develop the relevant actors cooperation at local levels. Due to support by the community-led local development strategy individual projects will show added value, deriving particularly from the mutual interconnectedness, synergy and prevention of duplicities in comparison to isolated projects prepared in scope of common actions.

Activities under this specific objective will involve implementation of projects under approved community-led local development strategies (or projects under the Employment OP). Any and all activities supported in scope of the community-led local development must be compliant with activities eligible for support under priority axes of the Operational Programme Employment (i.e. namely Employment and Social Inclusion).

The supported activities will help to reduce local unemployment, use the rural economic potential better, improve cooperation of all local actors upon solving local unemployment issues, ensure better accessibility of social services and to improve the situation of persons facing social exclusion and persons at risk of social exclusion, living in rural regions.

In the sphere of further education the standard offer of further education courses will be extended to courses focused on typical rural activities (e.g. local craft courses).

At the local level favourable conditions for creation and functioning of families will be established (family-friendly environment) by a set of interlinked measures (support to family services, educational and awareness-raising activities etc.).

Result indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (2.2.9.5) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related

specifies a target group by age or gender, then its associated indicators will solely refer to said target group too.

Table 19: Common and specific result indicators for investment priority 2.3

ID	Indicator	Category of region or YEI	Indicator unit	Common output indicator used as the basis	Initial Value ³⁵	Initial Year	Target Value (2023)	Data source	Monitoring frequency ³⁶
CR03	Participants gaining a qualification upon leaving	Less developed	Participants	The number of participants, total	5 309	2013	5 345	Beneficiary	0m
CR04	Participants employed, including the self-employed, upon leaving	Less developed	Participants	The number of participants, total	2 936	2013	3 519	IS ESF 2014 +	0m-36m, f(6)
CR05	Disadvantaged participants seeking a job after termination of their participation, involved in education/training, improving their qualification or already employed, including the self-employed	Less developed	Participants	The number of participants, total	1 499	2013	7 378	IS ESF 2014 +	0m
CR06	Participants employed, including self-employed, 6 months upon leaving	Less developed	Participants	The number of participants, total	1 933	2013	4 930	IS ESF 2014 +	0m-36m, f(6)
CR08	Participants over 54 years of age, employed 6 months after termination of their participation, including the self-employed	Less developed	Participants	The number of participants, total	333	2013	1 623	IS ESF 2014 +	6 m
CR09	Disadvantaged participants employed, including self-employed, 6 months upon leaving	Less developed	Participants	The number of participants, total	730	2013	2 465	IS ESF 2014 +	6m
67010	Use of supported services	Less developed	Persons		100	2013	4 410	Beneficiary	0m

³⁵ To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

³⁶ The Monitoring Frequency column specifies when the indicator is collected. The following designations are used: "at the time of joining the project"; "m", i.e. the number of months after the project ended or after the participant left the project; "after the ending of the project"; i.e. after the ending/leaving, but not specifying when; "f(a)", i.e. the indicator monitoring frequency (in months); "a – b", i.e. the period over which the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored on a 6-month basis from the moment when the project is terminated / the participant leaves the project up until the end of the third year after the termination of the intervention.

2.2.9 Activities supported under Investment Priority 2.3

2.2.9.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the set specific objective the programme will support activities identified by the individual LAGs under approved community-led local development strategies (bottom-up approach) in the spheres of social inclusion and employment (i.e. in accordance with the focus of the priority axis 2, Social Inclusion and Combating Poverty and priority axis 1, Promoting Employment and Labour Adaptability, OPE). The activities are particularly as follows:

- Support to creation of new jobs at local levels;
- Support to collaboration of local actors upon solving local unemployment and identifying needs of local employers;
- Providing support and conditions for the creation and development of social enterprises;
- Education of rural population in areas relevant for increasing local employment and enhancing career guidance services;
- Support to social inclusion of persons facing social exclusion or at risk of social exclusion through activities aimed to prevent social exclusion, outreach and outclient services, support to community-based social work;
- Creation and development of specific instruments to prevent and solve problems of socially excluded locations (including crime and public order issues), using the knowledge of local conditions;
- Support to pro-family measures by municipalities and other actors at local levels;

Identification of the main target groups

The target group consists particularly of persons socially excluded or at risk of social exclusion, jobseekers, inactive persons and employees of local actors, whose cooperation will be supported in scope of projects implementing the community-led local development strategies.

Identification of beneficiary types

Beneficiaries shall include entities implementing projects under approved community-led local development strategies.

Specific targeted territories

In accordance with Article 96 (1) (a) of the General Regulation the support under this investment priority shall be targeted at territories, except for the capital city of Prague, covered by local action groups with approved community-led local development strategy.

Indicative percentage share of the investment priority in the priority axis

The indicative commitment for this investment priority has been set at 10% of funds allocated from the ESF for this priority axis.

2.2.9.2 Key principles applicable to selection of operations

In all cases, the selection of integrated strategies will be made in line with Guidelines for utilisation of integrated approaches in the programming period 2014–2020. After having assessed the compliance of the integrated strategy with the programme objectives the Managing Authority shall issue a "Declaration of Acceptance of Integrated Strategy", which will specify particularly the following items:

- substance of activities accepted by the Managing Authority, to be implemented under the integrated strategy,
- allocation of financial funds, specifying earmarked allocations by individual specific objectives for a particular integrated instrument,
- binding absorption timetable by years and specific objectives,
- implementation of programme indicators by the accepted integrated strategy.

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014 – 2020.

Calls for proposals under this investment priority will be announced at two levels. At the programme level a call will be announced by the managing authority, at the local level calls will be announced by the entities implementing the integrated territorial development strategies (local action groups).

By the call / calls at the programme level the managing authority sets specific requirements to be complied with by the integrated projects or local level calls for proposals, and administrative procedures for applications processing.

To be eligible and approved for financing the project must comply with the approved community-led local development strategy and must be recommended for support by the entity in charge of the strategy implementation. Projects will thus compete within the respective LAG strategy. Direct assignment projects are not expected to be supported in this investment priority. As in all the other investment priorities, the Programme Partnership for this investment priority will participate in preparation of calls for projects.

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project, where an adverse impact on said horizontal themes is identified, cannot be supported using the OPE resources (see Chap. 11).

2.2.9.3 Planned use of financial instruments

No use of financial instruments is anticipated.

2.2.9.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.2.9.5 Common and specific output indicators

Table 20: Common and specific output indicators for investment priority 2.3

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
CESF0	Total number of participants supported	Participants	ESF	Less developed	22 279	Beneficiary	At the entry/start
CO22	Number of projects targeting public administrations or public services at national, regional and local levels	Projects	ESF	Less developed	326	Beneficiary	At the entry/start
CO20	Number of projects fully or partially implemented by social partners or non-governmental organisations	Projects	ESF	Less developed	88	Beneficiary	At the entry/start
8 05 00	The number of analytical and strategic documents written and published (incl. evaluation ones)	Documents	ESF	Less developed	88	Beneficiary	0m
6 70 01	Capacity of supported services	Places	ESF	Less developed	882	Beneficiary	0m

2.2.10 Special provisions for the ESF at the level of priority axis 2

Social innovation

In the priority axis 2, *Social Inclusion and Combating Poverty*, the overall use of instruments newly developed under the priority axis 3 *Social Innovation and Transnational Cooperation* will be promoted. New instruments will be accepted upon successful pilot testing of their functions. For the priority axis 2, the innovation cycle will be completed and the coherence of the priority axis 3 and other thematic axes of the Operational Programme Employment will thus be ensured.

International cooperation

International cooperation under the priority axis 2 *Social Inclusion and Combating Poverty* will be promoted across individual projects, as appropriate, depending on the nature of project. This approach will enable to improve results of project at local, regional and transregional levels due to inclusion of experience and expertise of international partners, and will increase the cost effectiveness because solutions already invented abroad will be identified, international comparisons will be made and good practice will be distributed.

Contribution to thematic objectives 1-7

The priority axis 2 may be expected to contribute to the thematic objective 2, *enhancing access to and use and quality of information and communication technologies*, by IT training and enhancing computer literacy of target group members.

2.2.11 Performance framework**Table 21: Performance framework of priority axis 2**

Indicator type	ID	Indicator or milestone action	Measurement unit	Fund	Category of regions	2018 milestone	Target value (2023)	Data source	Explanation of indicator relevance, if necessary
Output	CESF0	Total number of participants (sum of indicators 1+3+5)	Participants	ESF	Less developed	56 445	188 151	Beneficiary	Basic output indicator in PO2, covering the highest intervention volume in financial terms under the priority axis. The setting of values is based on the experience from implementation of HRE OP 2007–2013, considering the nature of interventions and their implementation method in OPE including the time framework and minor support.
					More developed	6 112	20 372		
Output	6 70 01	Capacity of supported services	Places	ESF	Less developed	8 598	34 393	Beneficiary	The indicator covers most PO2 interventions with another output than participants. The setting of values is based on the experience from implementation of HRE OP 2007–2013, considering the nature of interventions and their implementation method in OPE including the time framework.
					More developed	1 063	4 252		
Financial		Total amount of eligible expenditure entered into the PCA's bookkeeping system and certified by PCA	EUR	ESF	Less developed	124 913 343	562 110 042	MS 2014+	The setting of values is based on the experience from implementation of HRE OP 2007–2013, considering the nature of interventions and
					More	16 449 370	74 022		

					developed		166		their implementation method in OPE including the time framework. The final target value is reduced by expenditure to be submitted for certification after 31/ 12/ 2023, subject to the certification process and expenditure eligibility rules.
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2.2.12 Categories of interventions

Category of regions and the fund ESF, less developed regions									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
109	294 763 738	01	530 881 706	01	185 808 597	01	10 678 687	06	473 681 193
112	178 917 455			02	159 264 512	02	10 678 687	08	57 200 513
114	57 200 513			03	185 808 597	05	75 912 650		
						06	57 200 513		
						07	376 411 169		

Category of regions and the fund ESF, more developed regions									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
109	19 839 085	01	41 123 426	01	41 123 426	05	9 516 846	06	41 123 426
112	21 284 341					07	31 606 580		

2.2.13 If applicable, a summary of planned use of technical assistance, including, if necessary, activities to reinforce the administrative capacity of the responsible bodies involved in the management and control of the programme and of beneficiaries

Under the priority axis 2 the programme plans to use technical assistance funds for building capacities at OPE MA, necessary for due administration of this axis, considering the fact that unlike in the programming period 2007–2013, on the basis of experience from implementing HRE OP interventions in the priority axis 2 are planned to be implemented without using any intermediary entity, directly from the OPE MA level. Projects to be implemented under the priority axis 2 will include, inter alia, minor projects for entities lacking sufficient administrative capacity. Although this problem should be limited by the planned streamlining of procedures for beneficiaries (particularly by simplified reporting of expenses), technical assistance funds

are also being considered for the purpose of enhancing capacities for consultations with applicants and beneficiaries, in order to simplify their access to the OPE support. This is relevant especially in work with target groups in socially excluded locations or areas at risk of social exclusion or in the sphere of the social economy support.

2.3 Priority axis 3 Social Innovation and Transnational Cooperation

This priority axis shall cover both categories of regions in the Czech Republic, therefore the supported projects may be implemented in the entire Czech Republic including the capital of Prague. This results from the fact that the priority axis 3 will support interventions which by their very nature have impact on the entire territory of the Czech Republic that cannot be limited only to regions more or less developed. In addition to above mentioned material needs, the reason why the region categories are combined in the OPE also lies in the implementation of the programme, and specifically the simplified management, monitoring and control of spending the ESF resources in similar activities by both affected categories of regions. Thus a uniform management structure may efficiently ensure compliance and control of the principle of non-transferability of resources between categories of regions, but even economical and highly coordinated use of funds by both categories of regions. This approach is also easier for the beneficiaries, because it enables to cover the entire territory of the Czech Republic by a single project, without having to submit one project for the OP Employment and another, additional, for the OP “Prague – the Growth Pole of the Czech Republic”.

In compliance with Art. 70 (1) of the General Regulation and Art. 13 (2) of the ESF Regulation, all the projects implemented in this priority axis and having, by their character, impact on the whole Czech territory will be financed from both categories of regions, on pro-rata basis expressed by a share of the population of the Czech Republic living in Prague (11.82 %). The amount of contribution for particular categories of regions in the priority axis 3 will be quantified in the OPE financial table (see chapter 3), based on the indicative calculation specified in annex to the OPE. The respective percentage of interventions in Prague is quantified of the total resources, i.e. including national co-financing.

The priority axis is in accordance with Articles 9 and 10 of the Regulation on the ESF aimed to support transnational cooperation and social innovation in scope of the human resources development.

According to experience of the Czech Republic and other Member States³⁷ in the programming period 2007–13 the concentration of social innovation support and international activities into a separate priority axis seems to be the most effective implementation method:

- The separate priority axis enables better targeting and the specific support to transnational cooperation and innovation provides better results.
- Due to low innovation performance the knowledge capacity and support should be concentrated and built within a single priority axis.
- Higher administrative demands of projects with elements of transnational cooperation and social innovation may be solved much more effectively within a single priority axis, where specific and unique structures and approaches may be developed, enabling more efficient preparation and implementation of projects, streamlined management and monitoring.
- The implementation structure is more transparent for applicants and beneficiaries, who are better oriented and receive more support tailored to their specific needs.
- Higher rate of ESF co-financing.

A common element of project in this priority axis is the horizontal approach of social innovation, transnational cooperation or a combination of both principles and the above

³⁷ For details see [„Baseline Study on Transnational Cooperation in the EU“](#), The study was elaborated as part of the project called Learning Network on Transnational Cooperation in ESF.

described specifics of such projects implementation represent the main reason for classification of these issues under a separate priority axis.

2.3.1 Specific objectives and expected results

Specific objective 3.1.1: Increase quality and quantity of use of social innovations and international cooperation in the thematic areas of the OPE

This specific objective is designed to support the contribution of the other priority axes to the attainment of the Council's Specific Recommendations and the objectives of the National Reform Programme in the area of employment and to respond to the current social problems in this area.

The implementation of interventions within this specific objective will result in the formation of an innovation environment and a subsequent, primarily qualitative, development of this environment. There will be functioning capacities for the development and dissemination of social innovations within which the cooperation between the innovation-offering party and the innovation-demanding party occurs. The innovation-demanding party will include people who understand social innovations and the principles of their development, do realize the benefits of social innovations and are able to identify persisting issues suitable to be addressed through social innovations. Thanks to the auxiliary activities (the mapping of innovation capacities, education etc.) directed towards the innovation-offering side, that side will get encouraged and new ideas and new solutions will be generated. A sufficient qualitative and quantitative capacity will thus exist within the innovation environment; there will be participants able to create the new solutions and implement them and they will cooperate; there will be a long-term cooperation between the offering and the demanding side.

By means of implemented innovation projects and international cooperation, solutions will be found in the PA 3 for persisting problems that are difficult to resolve by other methods in the thematic areas of the OPE. Prior to a further dissemination of social innovations, they will be tested in pilot projects to verify their functioning and impact. In terms of employment, social integration and public administration, social innovations will be used and innovations already developed abroad will be applied. An across-the-board application of social innovations created within PA3 will be ensured through other, thematically relevant priority axes of the OPE, or other OPs, if adequate. The innovation environment will enjoy a sufficient and stable financial support. There will be functioning thematic networks and the participation in transnational expert networks and international research activities will be active.

Result indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set forth in the chapter on output indicators (2.3.2.5) which proceeds from Annex 1 to the ESF Regulation. If the specific objective to which indicators are related specifies a target group by age or gender, then its associated indicators will solely refer to said target group too.

Table 22: Common and specific result indicators for priority axis 3

ID	Indicator	Category of region or YEI	Indicator unit	Common output indicator used as the basis	Initial Value ³⁸	Initial Year	Target Value (2023)	Data source	Monitoring frequency ³⁹
6 94 10	Number of validated experimental or quasi-experimental verifications of the new instruments	Less developed	Verification	Number of experimentally or quasi-experimentally verified new instruments	2	2013	26	Beneficiary	0m
		More developed			0		4		
CR0 3	Participants gaining a qualification upon leaving	Less developed	Participants	The number of participants, total	187	2013	220	Beneficiary	0m
		More developed			25		30		
6 71 10	Number of ancillary institutions, which have survived the termination of the support	Less developed	Organisations		1	2013	4	Beneficiary	12 m
		More developed			0		0		

2.3.2 Supported activities

2.3.2.1 Description of types and examples of financed activities and their expected contribution to specific objectives

Activities supported under this priority axis will target both innovation projects with high innovation intensity, based on the demand from the part of the public administration and close cooperation with the public administration, and partial innovation projects, mostly at the local level or at the level of non-profit or private organisations. The priority axis will thus promote the general innovation intensity of the operational programme.

Within the ESF support in the Czech Republic the social innovation concept is totally new and variable in its content. To achieve the set objective an emphasis must be in addition to the innovations as such be attached to support and development of the innovation environment (innovation demand and innovation supply) and the innovation capacity itself. OPE will promote projects developing innovation capacities both in terms of innovation demand and innovation supply.

A certain portion of the priority axis targeted at social innovation will serve as a “research laboratory” for the other priority axes. This priority axis thus particularly supplements and enriches issues solved in the thematic priority axes. The linkage by themes is necessary also in terms of distribution of the newly established instruments. The priority axis is therefore

³⁸ To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

³⁹ The Monitoring Frequency column specifies when the indicator is collected. The following designations are used: “at the time of joining the project”; “m”, i.e. the number of months after the project ended or after the participant left the project; “after the ending of the project”; i.e. after the ending/leaving, but not specifying when; “f(a)”, i.e. the indicator monitoring frequency (in months); “a – b”, i.e. the period over which the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored on a 6-month basis from the moment when the project is terminated / the participant leaves the project up until the end of the third year after the termination of the intervention.

targeted at all the thematic areas covered by OPE (employment, social inclusion and public administration), its main difference derives from the focus on social innovation and transnational cooperation and the resulting specific approach to projects and specific requirements.

Under this priority axis “social innovation (i.e. innovation in social purpose and the means to achieve them) means, in the current concept constitute new (and, compared to available alternatives, more effective, more efficient, more sustainable, fairer) solutions (products, processes, services, organisational structures, technologies, ideas, regulations, institutional forms, functions and roles, social movements, interventions) that meet urgent social (or societal) needs while creating new social relations or cooperation.”⁴⁰ Social innovation must simultaneously show three basic characteristics:

- novelty; the resulting solution must be new or newly applied in the particular area, sector, region or for the users concerned;
- necessity; the solution must be explicitly targeted to satisfy a social need or to make use of an opportunity;
- impact; the new solution must be more efficient than the current one. The improvement achieved by the new solution must be measurable.

The aim of social innovation is to create a new solution, which achieves a sustainable systemic change, i.e. a permanent change in the behaviour of target groups, and creates new social relations and links.

Social innovation based on transnational cooperation and transfers of innovative solutions from abroad thus consists particularly in acceptance and (if necessary) adaptation of actions, which are new in the Czech Republic, but well-established abroad, and upon implementation thereof we may use actions or avoid risks of actions already implemented abroad. The transnational cooperation serves also as a proven innovation source. According to research studies⁴¹ transnational cooperation has numerous benefits. It enables individual participants to acquire motions and contacts within international networks and helps to build capacities of participating organisations and authorities at regional and national levels. It is a cost-effective method for reviewing draft policies and for sharing experience, which provides a basis for international comparison. Transnational cooperation is able to enhance the impact of projects implemented and increase effectiveness of the ESF at local, regional and national levels due to inclusion of experience, credit and expertise of international partners. For efficient support of international experience based social innovation, the EU platform and the coordinated implementation framework⁴² are planned to be utilised. In this context, international cooperation will use primarily the following common topics (proposed by the European Commission and adopted by the ESF Committee): employment, integration, youth employment and social entrepreneurship where cooperation is expected with partners from the other EU Member States in particular.

In order to achieve the given specific objective, the below listed activities will be supported which are designed as a contribution for addressing the causes behind the issues identified in Chap. 1.1, in particular in the sections Social innovation and Transnational Cooperation. Activities supported under the priority axis 3 were identified on the basis of experience from

⁴⁰ Navreme Boheme, s.r.o.: *Evaluation of the Implementation of the Principle of Innovation in the HRE OP, final report*. 2012, p. 14.

⁴¹ E.g. Ruth Santos: *An investment in Europe's present and future: The added value of Transnational Cooperation at project level under EQUAL*. ECOTEC, 2005.

⁴² According to Article 10(4) of ESF Regulation, for a detailed description of the coordinated implementation framework see [Common framework for TNC 2014–2020](#) (Paper for the meeting of the ESF Committee, Vilnius, 26 September 2013).

the programming period 2007–2013, evaluation studies, analyses⁴³, outputs of projects promoted under the priority axis 5 HRE OP and in partnership with institutions involved in the project selection under the priority axis 5 HRE OP (representatives of expert sections at MoLSA, Office of the Government, social partners, regions, cities and municipalities and the non-profit sector) and in accordance with the national priorities of oriented research, experimental development and innovations, which state the key societal challenges for the Czech Republic to be reflected and newly solved by social innovation. Within these priorities the Societal and Cultural Challenges are relevant for OPE: area 1. Demographic and social challenges, area 3. Government and administration, area 4. Development and use of human potential and area 5. Man, science and new technologies. This is an indicative definition of areas to be continuously supplemented and specified according to mapping of the current innovation demand and supply.

Activities that will contribute to the creation and development of an innovation environment and to the enhancement of the awareness of social innovations, for example:

- Supporting the capacities for the development and dissemination of innovations – e.g. innovation “labs”, hubs⁴⁴ and incubators” at the given level which concentrate on the support of innovations in the area of active policy of employment, social inclusion and public administration;
- Creating and developing capacities for innovation-related offer and demand (educating participants on the side of the offer as well as the side of the demand, the formation of an innovation platform – support of networking and cooperation of the participants etc.);
- Encouraging social experimenting, the gathering of good practice and functioning principles and their dissemination.

The following areas and themes will be our focus in the area of creation of social innovations and the development of transnational cooperation⁴⁵, production of innovations will be supported throughout their entire cycle (from the input research of the problem through development of solutions and verification of the solution functioning up to providing conditions for a successful deployment of the solution):

- Active and preventive instruments of employment policy, work placement, innovations in the employing of young and older people, innovations contributing to equal opportunities on the labour market and emphasizing the reconciliation of family and working life, the creation of new job opportunities and the transformation of the existing jobs in the context of the so called green economy and creative industries;

⁴³ Navreme Boheme, s.r.o.: *Evaluation of the Implementation of the Principle of Innovation in the HRE OP, final report*. 2012; DHV CR, NVF, o.p.s.: *Strategická evaluace OP LZZ, závěrečná zpráva (HRE OP Strategic evaluation, final report)*. 2012.; Navreme Boheme, s.r.o., Člověk v tísni, o.p.s.: *A continuous long-term (longitudinal) study on the HRE OP impacts on its target groups, interim reports 3 and 4*, 2012.; HOPE-E.S.: *Analýza podpory celoživotního učení, zaměstnanosti a zaměstnatelnosti a jejich vzájemných vazeb s důrazem na adaptabilitu zaměstnanců a doporučení pro období 2014+ (Analysis of support to life-long learning, employment and employability and mutual links thereof, focused on employee adaptability, and recommendations for the period 2014+)*. 2012.

⁴⁴ One of the possible definitions of a hub is e.g. a “a meeting and innovation workspace” <http://prague.the-hub.net/>.

⁴⁵ This is an indicative selection of the areas. Other problems suitable to be addressed through social innovations and international cooperation shall be identified (specified) on the basis of innovation demand mapping, i.e. in close cooperation with the policy domain authority for the given area.

- Development of new forms of cooperation of regions in the area of employment and social inclusion;
- The adaptation of workers, enterprises and entrepreneurs to the changes on the labour market, the development of human resources in businesses, workplace innovations, the development of further education and lifelong education strategies for employees;
- New approaches to active and healthy ageing, primarily in relation to retaining older people in the labour market;
- An effective utilisation of the potential of migration – innovative ways of working with migrants following their inclusion in the labour market (e.g. addressing illegal forms of employment) and the current needs of the labour market;
- Enhancing the efficiency of social services and new ways of funding them and having them cooperate with employers;
- Innovations in the area of long-term care, the interconnection of healthcare and social care to improve efficiency of services and meeting the users' requirements fully;
- Encouraging the work of community organisations and other local initiatives in order to improve the relation and coordination between different organisations, with the aim to provide improved services responding to the current needs of the clients;
- Supporting new methods of social work focused on the prevention of homelessness and re-integration into housing;
- Innovations in the area of social inclusion, support of innovations addressing excluded localities and localities at risk of social exclusion;
- Activities enhancing transparency, sustainability and a more efficient functioning of NGOs, reducing the reliance of NGOs on public resources, leading instead to a better and more efficient utilisation of corporate donorship and cooperation of NGOs with the private sector;
- Adaptation to new technologies ensuring a sustainable development – innovative ways to adapt workers to new workplace technologies, adaptation of individuals excluded or at risk of social exclusion and poverty to new technologies in order to improve their employability;
- Development of social and socially integrative entrepreneurship, e.g. using social franchising, support of production made primarily by people disadvantaged in the labour market;
- Exchange of experience and the passing-on of good practice between EU member states as to issues concerning active employment policy, in particular the below stated target groups, concerning the addressing of issues of social inclusion of individuals excluded or at risk of social exclusion and poverty in order to re-integrate them in the society as well as in the labour market;
- Encouraging the formation of thematic networks and inter-project cooperation across different EU member states with the aim to improve the results of their own projects or achieve collective results in the area of (i) improving the employability of, primarily, disadvantaged groups in the labour market, (ii) the creation of innovative forms of labour organisation favourable primarily for older individuals in order to keep older workers in their jobs longer and also for parents with small children and for individuals looking after other dependent family members, (iii) the encouragement of active and healthy ageing, (iv) social inclusion of individuals excluded or at risk of social exclusion and poverty, including preventive measures, and (v) in the area of public administration;

- The development of new instruments for verification, validation and pre-selection of suitable approaches for public administration policies and the implementation of those instruments primarily in the following areas:
 - Increasing the transparency of public administration by means of new methods;
 - Socially responsible procurement and other new forms of procurement;
 - Socially responsible employing in public administration;
 - Cross-cutting education of public administration employees e.g. in the areas of environmental aspects, sustainable development etc.;
 - Support of innovative approaches and methods in public administration;
 - The introduction of methods of quality in public administration beyond usual quality standard.

Identification of main target groups

Target groups include primarily job candidates, job seekers, economically inactive individuals, individuals socially excluded or at risk of social exclusion and poverty, carers, providers of social integration and the follow-up labour integration services, social workers of service providers, employees of NGOs/PBO (public benefit organisations) and social undertakings, employers and employees, educational and consultancy institutions, central government administrations and territorial self-governments and their employees.

A special emphasis shall be put on individuals in the 55–64 age bracket, individuals up to 25 years of age, parents with small children, individuals looking after other dependent family members and individuals whose qualification level is low.

Identification of beneficiary types

The beneficiaries in this investment priority shall include primarily public benefit organisations/NGOs, regions, municipalities, associations of municipalities and their associations, organisational units of the state and allowance organisations established by them, social partners, employers, social service providers and their umbrella organisations, educational and consultancy institutions and research organisations.

Specific targeted territories

In accordance with Art. 96 (1) (a) of the General Regulation, it will be possible to target the support in this priority axis at the entire territory of the Czech Republic.

2.3.2.2 Key principles for selection of operations

Projects will be selected in accordance with the binding Guideline of the Ministry of Regional Development for calls management, evaluation and selection of projects in the programming period 2014–2020. The Guideline aims, inter alia, to enhance the emphasis on assessment of the real significance and necessity of projects (by reducing the number of points assigned for the project feasibility) and to increase the transparency level of the project selection process. The Guideline is based, among others, on the Anti-Fraud and Anti-Corruption Strategy for ESI Funds drawing, 2014 – 2020.

Under this investment priority, calls will be opened for tender projects. Direct assignment projects are not expected to be supported in this investment priority. Preparation of calls in this priority axis will be participated by the respective Programme Partnership, i.e. platform established by the MA of the OPE for defined levels of OPE structure (usually for priority axes) on the partnership principle. The Programme Partnership usually involves: MA,

managing authorities involved, respective policy domain authorities, MoRD, individual experts and expert entities, social and economic partners (particularly non-government non-profit sector). In case of decision on support of direct assignment projects in this priority axis, the respective Programme Partnership should be involved in selection of these projects as it is in other investment priorities of the OPE. Direct assignment projects at the preparation stage, i.e. as a project plan, have to be approved by the Programme Partnership (or a platform agreed by the Partnership) to elaborate it to a full application for support. Without this approval, the direct assignment project would be excluded from evaluation of eligibility of the respective application for support.

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure the projects contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project, where an adverse impact on said horizontal themes is identified, cannot be supported using the OPE resources (see Chap. 11).

2.3.2.3 Planned use of financial instruments

Financial instruments are not expected to be used.

2.3.2.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.3.2.5 Common and specific output indicators

Table 23: Common and specific output indicators for priority axis 3

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
6 93 01	Number of experimentally or quasi-experimentally verified new instruments	Instruments	ESF	Less developed	35	Beneficiary	0m
				More developed	5		
CESF0	Total number of participants	Participants	ESF	Less developed	2 204	Beneficiary	At the entry/ start
				More developed	296		
CO22	Number of projects targeting public administrations or public services at national, regional and local levels	projects	ESF	Less developed	7	Beneficiary	At the entry/ start
				More developed	1		
CO20	Number of projects fully or partially	Projects	ESF	Less developed	88	Beneficiary	At the entry/ start

	implemented by social partners or non-governmental organisations			More developed	12		
CO23	Number of micro, small and medium sized enterprises supported (including cooperatives and social enterprises)	Enterprises	ESF	Less developed	18	MS 2014+, by company ID	At the entry/ start
				More developed	2		
8 05 00	The number of analytical and strategic documents written and published (incl. evaluation ones)	Plans	ESF	Less developed	62	Beneficiary	0 m
				More developed	8		
6 71 01	Number of supporting institutions supported	Organisations	ESF	Less developed	5	Beneficiary	0m
				More developed	1		

2.3.3 Special provisions for the ESF at the level of priority axis 3

Contribution to thematic objectives 1-7

Priority axis 3 in its entirety concentrates on the support of social innovation and transnational cooperation; it is therefore anticipated to partially contribute to thematic objective no. 1 *The strengthening of research, technological development and innovation.*

2.3.4 Performance framework

Table 24: Performance framework of priority axis 3

Milestone Type	ID	Indicator definition or implementation stage	Measurement unit	Fund	Category of regions	2018 milestone	Target value (2023)	Data source	Explanation of indicator relevance, if necessary
Output	CESF0	Total number of participants (sum of indicators 1+3+5)	Participants	ESF	Less developed	441	2 204	Beneficiary	Basic output indicator in PO3, covering the highest intervention volume in financial terms under the priority axis. The setting of values is based on the experience from implementation of HRE OP 2007–2013, considering the nature of interventions and their implementation method in OPE including the time framework and minor support.
					More developed	59	296		
Financial		Total amount of eligible expenditure entered into the PCA's bookkeeping system and certified by PCA	EUR	ESF	Less developed	4 111 963	37 007 665	MS 2014+	The setting of values is based on the experience from implementation of HRE OP 2007–2013, considering the nature of interventions and their implementation method in OPE
					More developed	551 184	4 960 656		

					d					including the time framework. The final target value is reduced by expenditure to be submitted for certification after 31/ 12/ 2023, subject to the certification process and expenditure eligibility rules.
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2.3.5 Intervention categories

Category of regions and the fund ESF, less developed regions									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
102	15 234 822	01	39 063 646	06	39 063 646	07	39 063 646	02	39 063 646
109	17 188 004								
119	6 640 820								

Category of regions and the fund ESF, more developed regions									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
102	1 289 770	01	3 307 104	06	3 307 104	07	3 307 104	02	3 307 104
109	1 455 126								
119	562 208								

2.3.6 If applicable, a summary of planned use of technical assistance, including, if necessary, activities to reinforce the administrative capacity of the responsible bodies involved in the management and control of the programme and of beneficiaries

The implementation of projects intended to create social innovations, with the integration of transnational cooperation in addition to that, requires a different way of implementation than typical projects supported from thematic priority axes, from working with the applicants to a specific system of project selection and working with the beneficiaries, especially in connection with their participation in the thematic networks. In the light of this, utilisation of means of technical assistance is planned within this priority axis to create OPE MA capacities that will enable to put in place this different way of project implementation which requires also a different approach of the support provider to the applicants and the beneficiaries.

2.4 Priority Axis 4 – Efficient Public Administration

The Efficient public administration priority axis⁴⁶ will be financed under thematic objective No. 11 – Enhancing institutional capacity of public authorities and stakeholders and efficient public administration. The priority axis 4 will cover both categories of regions in the Czech Republic and to this end, projects supported in its framework may be implemented in the entire Czech Republic, including Prague. This is because priority axis 4 involves systemic interventions which, by definition, impact on the entire territory of the Czech Republic. In addition to the above-mentioned material needs, the reason for combining the region categories in the Operational Programme Employment also consists in the programme implementation aspect, specifically in the related simplified management, monitoring and control of use of the ESF resources that are spent for similar activities by both categories of regions concerned. A uniform management structure can thus efficiently ensure compliance with and control of the principle of non-transferability of financial resources between the categories of regions, but even economical and highly co-ordinated use of funds by both categories of regions. At the same time, this approach is simpler for beneficiaries because it allows, especially in case of national and system interventions, one project to cover the whole territory of the Czech Republic with no need to submit one project to the Operational Programme Employment and another to the 'Prague - Growth Pole of the Czech Republic' Operational Programme.

In compliance with Art. 70 (1) of the General Regulation and Art. 13 (2) of the ESF Regulation, the projects implemented in Prague or in the entire territory of the CR and simultaneously having impact on the entire territory of the CR will be financed from both categories of regions, based on the pro-rata share of Prague inhabitants of the Czech population (11.82 %). Projects the impact of which is regionally limited will be financed either from the funds of less developed or more developed regions, depending on the place where the project is implemented (i.e. where activities for target groups will be carried out). The amount of contribution for each category of regions in the priority axis 4 is quantified in the OPE financial table (see chapter 3), based on an indicative calculation contained in the annex to the OPE. The specified percentage of Prague interventions is quantified of the total funds, i.e. including national co-financing. If the actual volume of funds in projects implemented in the capital city of Prague exceeds the original estimate, the necessary increase of funds for categories of more developed regions will be paid from national resources.

2.4.1 Investment priority 1 of priority axis 4

11i Investment in the institutional capacity and in efficiency of public administrations and public services at national, regional and local levels with a view to reforms, legislative improvements and good governance

⁴⁶ For the purposes of the priority axis, public administration means state administration (central authorities of state administration) and self-government (municipalities, regions, and the capital city of Prague) and judiciary (courts and public prosecutor's offices). State administrations includes, apart from other things, also units of the Police of the Czech Republic and the Fire Rescue Service of the Czech Republic as well as organizational units in the justice department, such as Justiční akademie (Justice Academy), the Probation and Mediation Service or the Prison Service of the Czech Republic. The reason is that these units have an administrative apparatus the effective functioning of which is at least as important as the effective functioning of e.g. central administration bodies and municipal and regional authorities.

2.4.2 Specific objectives corresponding to investment priority 4.1 and expected results

Specific objective 4.1: Optimise processes and procedures in public administration primarily by means of strengthening strategic management of organisations, improving quality of their functioning and reducing administrative load

The aim of the programming period is to complete reform processes commenced in the 2007-2013 programming period, so that in 2020 public administration can function with high efficiency and have a clear vision of its further direction.

Interventions in this specific objective (SO) will be implemented in accordance with the Strategic framework for development of public administration in 2014–2020 (SFPA) and Implementation Plans (ImPs), esp. SOs 1, 2 and 3 and other strategic documents, including, inter alia, Strategy for International Competitiveness of the Czech Republic.

The SO will contribute to completion of reform processes in public administration by implementing interventions focusing on meeting the public administrative needs regarding quality management setting and development, improvement of strategic and project management, rationalisation processes within the judiciary, development of processes reducing administrative and regulatory load, optimisation of performance of public administration, improvement of communication and information transfer between public authorities themselves and citizens or completion of the process modelling of administrative work.

Combating corruption will be integrated in the SO implementation as a horizontal principle and will thus contribute to meeting the CSR 7 from 2014. Specifically, this SO will contribute to accelerating and reinforcing the implementation of the Czech Government Strategy for Combating Corruption in 2015–2017 (measures such as expansion of authorities of the National Inspection Authority – NKÚ, strengthening the financing system of political parties, increasing protection of whistle-blowers, introducing standards for nominating state representatives in trading companies, etc.) and increasing transparency at public procurement. Administrative processes will become more transparent for the public administration on one side and citizens and entrepreneurs on the other side. To implement these measures, interventions from the ESF will primarily utilise instruments focusing on development of analytical materials, methodologies or evaluations.

The planned measures will be complementary to the measures related to e-Government, implemented under SO 3.2 IROP (e.g. e-Procurement, e-Justice, e-Health, e-Legislation, e-StatuteBook, etc.).

By implementation of SOs, the CR will achieve these specific results in 2020:

What will be done in terms of strategic management:

- Project management principles will be introduced, which also includes project offices in public institutions.
- A system of annual evaluation and assessment of performance in public administration will be introduced.
- The design of strategic documents of public administration will follow the methodology for public strategy design.

What will be done in terms of increasing quality of functioning of public institutions:

- Professional services, especially in relation to municipalities, will be secured, e.g. regarding public contracts, administrative procedures, etc.

- Communication of public authorities with citizens is governed on the principles of good governance.
- A single methodology of quality management will be introduced, becoming part of the established system of quality management in all institutions of central public administration, and regional/local governments will be provided with a corresponding methodical support.
- Process models will be built for approx. 60 most expensive types of administrative work in public administration and approx. 30 types of administrative work most used by citizens will be standardised.
- Financing of delegated acts of the state will be set according to the performance model (for defined types of administrative work).
- The territorial structure of the state will be harmonised.
- Public contracts will be published and their previous use reviewed.
- Efficiency will be globally increased in the operation of the judiciary, legislative activity and decision-making of courts and public prosecutor's offices, quality will be improved, the judiciary will be more open to the public.

What will be done in terms of reduction of administrative load:

- Reduction of entrepreneurs' administrative load by 30 %
- Reduction of administrative load of citizens and public administration
- Mechanisms of systematic and regular review of effect of legal regulations – RIA ex post
- Early and efficient check of quality of RIAs being prepared
- Extended use of CIA for a wider sphere of regulation

Specific objective 4.1.2: Professionalise public administration particularly by improving knowledge and skills of human resources, development of HR policies and strategies and implementation of the service law

Interventions in this specific objective (SO) will be implemented in accordance with the SFPA and ImPs, esp. SO 4, as well as with other strategic documents, including, inter alia, Strategy for International Competitiveness of the Czech Republic.

The SO will contribute to completion of reform processes in public administration by implementing interventions focusing on meeting the specific needs of public administration related to implementation of specific educational and training programmes, optimisation of HR management in public institutions and professionalisation of civil service.

Combating corruption will be integrated in the SO implementation as a horizontal principle and will thus contribute to meeting the CSR 7 from 2014. Specifically, this SO will contribute to accelerating and reinforcing the implementation of the Czech Government Strategy in Combating Corruption in 2015–2017 (measures such as education on prevention of corruption, public procurement, etc.) and implementation of the service law, which will help create a stable, efficient and professional civil service. To implement these measures, interventions from the ESF will primarily utilise instruments focusing on development of analytical materials, methodologies or evaluations.

The planned measures to be implemented under this SO will be complementary to the measures related to e-Government, implemented under SO 3.2 IROP (e.g. e-Procurement, e-Judiciary, e-Health, e-Legislation, e-StatuteBook, etc.).

By implementation of SOs, the CR will achieve these specific results in 2020:

What will be done in terms of improving employees' knowledge and skills:

- Human resources in public administration will be trained according to their specialisation, e.g. in responsible awarding of public contracts, observance of principles of cybernetic safety, use of e-Government instruments (with a focus on advanced use of electronic instruments), territorial planning, environmental management, etc.
- Competences of human resources in soft skills will be improved, depending on their field of activity, e.g. in conflict solving and negotiation, presentation skills, managerial skills, problem solving, etc.
- Human resources in the judiciary will be trained e.g. in financial management, re-codification of selected areas of law, use of alternative methods for dispute settlement, etc.

What will be done in terms of human resource policies and strategies:

- Many of the self-governments, including some authorities of state administration, will apply new HR management methods, e.g. related to motivation, evaluation, etc.

What will be done in terms of the civil service implementation:

- Uniform education of human resources in public administration, their uniform recruitment in civil service, checking competences of civil servants by an official examination, etc. in accordance with the Civil Service Act and its implementing regulations or service regulations.
- Evaluation of all civil servants will be performed uniformly, in accordance with the Civil Service Act and its implementing regulations or service regulations.

Result indicators

For purposes of calculations, the below listed indicators are broken further down by gender and the characteristics set in the chapter on output indicators (2.4.3.5) which is based on Annex 1 to the Regulation on the European Social Fund. If the specific objective to which the indicators relate specifies a target group by age or gender, then its corresponding indicators will solely refer to this target group as well.

Table 25: Common and specific result indicators for investment priority 4.1

ID	Indicator	Category of region or YEI	Indicator Unit	Common output indicator used as the basis	Initial Value ⁴⁷	Initial Year	Target Value (2023)	Data source	Monitoring frequency ⁴⁸
CR03	Participants with their qualification acquired upon leaving	Less developed	Participants	The number of participants, total	3 950	2013	15 085	Beneficiary	0m
		More developed			530		1 515		
68010	Number of institutions which, supported by the ESF, introduced measures successfully	Less developed	Institutions		224	2013	184	Beneficiary	12m
		More developed			30		19		
68011	Number of institutions which, supported by the ESF, introduced quality management measures successfully	Less developed	Institutions		14	2013	26	MA	12m
		More developed			2		3		
68012	Number of institutions which, supported by the ESF, introduced measures successfully	Less developed	Institutions		26	2013	27	MA	12m
		More developed			4		3		
68013	Number of institutions which, supported by the ESF, introduced measures of strategic project management successfully	Less developed	Institutions		1	2013	16	MA	12m
		More developed			0		2		
68014	Number of institutions which, supported by the ESF, introduced measures of modern HR management successfully	Less developed	Institutions		70	2013	57	MA	12m
		More developed			9		6		

2.4.3 Activities supported under investment priority 4.1

2.4.3.1 Description of types and examples of financed activities and their expected contribution to specific objectives

In order to achieve the defined specific objectives, support will be given particularly to the below-mentioned examples of activities, including instruments, employable for their implementation:

Supported activities, contributing to achievement of SO 4.1.1

Completing the support of the across-the-board process modelling of administrative work, for both direct and delegated exercise of public administration, and the subsequent implementation of recommended changes (ImP 1.1)

⁴⁷ To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

⁴⁸ The Monitoring Frequency column specifies when the indicator is collected. The following symbols are used: "Upon the entry into the project"; "m", i.e. the number of months after the end of the project / after the participant leaves the project; „After the end of the project“, i.e. after the end of the project / leaving the project, but without an exact time specification ; „f(a)“, i.e. the frequency of monitoring (months); "a – b", i.e. the period in which the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored biannually from the end of the project / from the moment the participant leaves the project until the third year after the end of intervention.

Via an on-going process modelling of administrative work (PMAW), by 2020 selected types of administrative work in public administration will be concretely described in terms of mutual links of the processes, costs and revenues, based on the Methodology for Process Modelling of Administrative Work, developed in the 2007–2013 programming period. A process model will be made for such types of administrative work (approx. 60 types) which requires increased costs to function. The developed models will be a basis for proposing optimisation measures for each type of administrative work and for defining binding administrative procedures, i.e. standards (for approx. 30 most frequently used types of administrative work), in accordance with the newly designed Methodology for administrative work standardisation. On this basis, public authorities performing the respective administrative work will be financed. Also, it will be possible to use the results of PMAW for evaluating and measuring performance of public administration or for quality management.

The OPE will contribute to the above-mentioned processes e.g. by evaluation of costs and benefits of the PMAW, testing the standardised types of administrative work by pilot projects, etc. For this purpose, it will be possible to use instruments such as:

- Development of analytical, methodical guidance, evaluation documents, feasibility studies and other similar documents.
- Pilot testing
- Process modelling, standardisation

Quality improvement of strategic and project management, use of analytical, methodical, evaluation and other similar studies and capacities in public administration and in the judiciary (ImPs 1.3 and 1.4)

The OPE will contribute to the above-mentioned processes e.g. by evaluating costs and benefits of the PMAW, testing the standardisation of administrative work in pilot projects, etc. For this purpose, it is possible to use instruments such as

- Development of analytical, methodical, evaluation documents, feasibility studies and other similar documents.
- Testing by pilot projects;
- Process modelling, standardisation

Quality improvement of strategic and project management, use of analytical, methodical, evaluation and other similar studies and capacities in public administration and in the judiciary (ImPs 1.3 and 1.4)

Wider use of analytical support and evaluation capacities in public administration, in the form of e.g. strategies, feasibility studies, in-house management acts, policies or methodologies in all areas of public administration, including public contracts or combating corruption, will contribute to quality improvement in strategic work of public administration. Under the newly built evaluation and performance measurement system, performance of public administration will be monitored and regularly assessed. Support will be also given to project management, e.g. by building project offices, as well as audit activity in bodies of public administration. In addition to that, the Strategy Database will be also expanded by means of innovative modules (links and correlations, interactive form for preparation of strategies, etc.).

The OPE will contribute to the above-mentioned processes e.g. by analysing evaluation and performance measurement systems of public administration abroad, building project offices, etc. For this purpose, it is possible to use instruments such as

- Development of analytical, guidance, evaluation and other similar documents, strategy, policy, feasibility study, in-house management acts.

- Development of the existing instruments of strategic and project management and introduction of new ones;
- Testing by pilot projects;
- Education – training courses, workshops, placements (sharing of good practices);
- Process and financial audits, not covered by national activities

Promoting reduction of administrative and regulatory load, reinforcement and improvement of ex-ante and ex-post regulatory impact assessment (RIA, RIA ex-post), including corruption impact assessment (CIA) (Imp 1.2)

Via promoting quality improvements carried out by the RIA (e.g. improving the method of preparation of a new regulation and introducing early and efficient check of the RIAs being prepared, improving efficiency of the subject and methodical checking of the RIAs being prepared by increasing the number of RIAs prepared before the start of creating articulated version (arranged by sections) of the draft legal regulation, etc.) and introducing ex-post RIA in the legislative process, benefits and costs of each legal regulation will be systematically assessed in order to ensure that costs do not exceed benefits. This will eliminate creation of new, groundless or burdening regulation for citizens and companies. Support will be also given for improvement of performing the CIA (Corruption Impact Assessment) for evaluating corruption risks and expansion of its use for a wider scope of regulation. Consolidated version of legal regulations will be available to the general public. By means of foreign experience, administrative load of entrepreneurs will be reduced, administrative load of citizens and public administration will be evaluated and the legal basis will be reviewed.

The OPE will contribute to the above-mentioned processes e.g. by update of methodologies for measurement of administrative load, improvement of methodical support of RIA authors, evaluation of good practices in respect of impact studies, etc. For this purpose, it is possible to use instruments such as

- development of analytical, methodical, evaluation and other similar documents, feasibility study;
- introduction of new and development of the existing instruments for reduction of administrative and regulatory load (web applications, shared platforms, databases, etc.);
- testing by pilot projects;
- education – training courses, workshops, placements (sharing of good practices)

Improving communication and increasing trust within public authorities themselves and outward to citizens, simplifying accessibility of services and information of public administration for the public, including people with specific needs.

As part of this activity, support will be given to communication of individual public authorities with the public, using, inter alia, mechanisms of public needs identification, simplification of citizens' access to services, etc. Support will be also aimed at mutual communication among public authorities, e.g. through further development of 'inter-municipal' cooperation, focusing on building a joint or jointly shared administrative capacity in the territory in order to provide necessary services, e.g. legal advisory, services related to public contracts.

The OPE will contribute to the above-mentioned processes e.g. by evaluation of existing mechanisms of communication in particular authorities, design of new communication policies and methodologies, making data available on the basis of open data principle, inter alia. For this purpose, it will be possible to use instruments such as:

- Development of analytical, guidance, evaluation and other similar documents, in-house management acts;
- Development of existing instruments or introduction of new ones for improving communication inside public authorities as well as with citizens (information campaigns, web portals, mobile applications, promotional materials, open data, etc.);
- Education – training courses, workshops, placements (sharing of good practices)

Optimisation of public administration performance in the territory (ImP 2)

Public administration performance will be simplified and improved in terms of efficiency by means of processes such as harmonisation of the administrative structure of the state (ensuring a good structure of territorial self-governing units, building a solid administrative network), review and adjustment of the system of public agreements (establishment of a clearly arranged system of information on concluded and terminated agreements, avoiding excessive use of public contracts, e.g. by improving the system and checking performance of delegated acts) or financing performance of delegated acts of state administration, including dealing with the problem of indebtedness of municipalities.

The OPE will contribute to the above-mentioned processes e.g. by evaluating the existing system of the administrative structure of the state, including its impact assessment, by proposing a new system harmonising the administrative structure and public agreement system, by adjusting the method of allocation of funds for a delegated act of state administration, by building a new model of financing for performance of delegated acts of state administration, etc. For this purpose, it will be possible to use instruments such as:

- Development of analytical, guidance, evaluation and other similar documents
- Testing by pilot projects;
- Education – training courses, workshops, placements (sharing of good practices);
- Process, HR and financial audits, not covered by national activities

Rationalising judicial proceedings, strengthening legislative work, promoting legal advisory for citizens and standardisation of processes in the judiciary, promoting use of alternative forms of dispute settlement, alternative punishments and processes of conditional release; further measures improving quality and efficiency of rule of law

In the field of judiciary, system activities will be promoted at the legislative, institutional, organisational and personal levels. Support will be given for alternative ways of settlement of disputes (mediation, ADR and other), measures aiming at rationalisation of judicial proceedings and criminal policy, including prison service, will be implemented and process standardisation necessary to finish computerisation of the judiciary will be introduced. Promotion of legal advisory and communication activities will result in increased availability of justice.

The OPE will contribute to the above-mentioned processes e.g. by analysing the current functioning of the judiciary, penal policy, etc. by developing competences of human resources in the judiciary, testing optimisation measures in the sector by pilot projects, etc. For this purpose, it is possible to use instruments such as:

- Development of analytical, methodical, evaluation and other similar documents, feasibility studies, internal management acts
- Pilot projects
- Education – training courses, workshops

- Placements (sharing of good practice), consulting
- Communication instruments (information campaigns, web portals, mobile applications, promotional materials, etc.)

Designing and developing processes for quality assurance and management, including environmental management (ImP 1.3)

This activity will aim particularly for introducing a uniform system of quality management in central state authorities where it is still not widely used, and for supporting an extension and development of the quality management system in self-governments. For this purpose, methodologies will be developed for quality management at both levels of public administration, with a focus on introduction of minimum standards on TQM principles. They will be followed up by related education of human resources and implementation of a quality management system, or its development in case a quality management system has been already implemented. Support will be also given to a wide use of the environmental management in public administration in order to achieve positive effects on the organisational structure of authorities, method of division of responsibilities, etc.

The OPE will contribute to the above-mentioned processes e.g. by analysing the current use of quality management methods in self-governments, preparing a quality management methodology, etc. For this purpose, it is possible to use instruments such as

- Development of analytical, guidance, evaluation and other similar documents, feasibility study, in-house management acts.
- Testing by pilot projects;
- Education – training courses, workshops, placements (sharing of good practices);
- Certification
- Process, financial and HR audits, not covered by national activities
- Communication instruments (information campaigns, web portals, mobile applications, promotional materials, etc.)

Supported activities, contributing to achievement of SO 4.1.2

Implementation of specific educational and training programmes contributing to improvement in human resource development in public administration

Through this activity, it will be possible to respond to requirements of development of human resources in public administration, i.e. education, skills and training. For this purpose, support will be given to improvement of employees' qualification in the areas related to their scope of activity, such as:

- Responsible public procurement (application of basic principles of the tender procedure, definition of suppliers' qualification requirements, definition of evaluation criteria) and the process of carrying out a tender procedure;
- Meeting cybernetic safety standards (including utilisation of experience from abroad);
- Advanced use of e-Government instruments;
- Development of soft skills depending on the employee's scope of activity (conflict solving and negotiating, presentation skills, managerial skills, problem solving, personal efficiency, assertiveness, communication with the public)
- Territorial planning;
- Environmental management;

- Crisis management mastering and cooperation of IRS segments;
- Re-codification of selected fields of law, financial management, use of alternative forms of dispute settlement, etc.

The OPE will contribute to the above-mentioned processes by implementing educational and training programmes in given fields. For this purpose, it will be possible to use instruments such as:

- Education – training courses, workshops, placements (sharing of good practices), practice of skills

Introduction and development of modern management methods in public administration (ImP 4)

Implementation of this activity will support application of modern procedures, instruments and methods of human resource management in public administration (except for civil service). Adjustments will thus be made to systems of evaluation, motivation and remuneration of human resources which will follow new trends in human resource management and replace the still existing model of simple management of human resources by active work with them.

The OPE will contribute to the above-mentioned processes e.g. by developing HR strategies in institutions of public administration evaluating established processes of HR management in organisations, etc. For this purpose, it is possible to use instruments such as:

- Development of analytical, methodical, evaluation and other similar documents, in-house management acts;
- Development of the existing human resource management instruments or introduction of new ones (motivational parameters, team-building aspects, mentoring, self-study, sociometric survey, etc.)
- Education – training courses, workshops, coaching, placements (sharing of good practices)
- HR and process audits, not covered by national activities

Civil service professionalisation (ImP 4)

In relation to implementation of the civil service law, an efficient method of education and management of civil servants will be introduced in the civil service (recruitment, evaluation, remuneration, motivation, systemisation). Training courses will be organised with a focus on evaluation of work of civil servants and senior staff in terms of management of the matters related to employment in civil service, organisational matters of civil service and service relations of civil servants, recruitment of new civil servants, their remuneration, etc.

The OPE will contribute to the above-mentioned processes e.g. by evaluating impacts of the PPA on functioning of civil service bodies, verifying the defined system of education and management, carrying out training courses in the above-mentioned areas, etc. For this purpose, it is possible to use instruments such as:

- Development of analytical, guidance, evaluation and other similar documents related to civil service.
- Education – training courses, workshops, placements (sharing of good practices);
- Uniform testing environment;
- Testing by pilot projects;
- Communication instruments (information campaigns, web portals, mobile applications, promotional materials, open data, etc.);

- Process, financial and HR audits, not covered by national activities

Following up on the activities in this investment priority are activities in the priority axis of the IROP and **priority axis 3 – “Good territorial management and improvement of efficiency of public institutions”** which, in the relevant areas, contributes to the development of a material background for an efficient execution of public administration and complementarily also focuses on acquisition of local plans, landscaping studies and regulation plans.

Specifically, the below IROP investment priorities (IPs) and specific objectives (SOs) are concerned:

IP 2c: Strengthening ICT applications for e-government, e-learning, e-inclusion, e-culture and e-health:

SO 3.2 – Improving efficiency and transparency of public administration through improving utilisation and quality of ICT systems

IP 11: Increasing the institutional capacity of bodies of public administration and other stakeholders and improving efficiency of public administration through measures for strengthening the institutional capacity and efficiency of public administration and public services related to implementation of the ERDF which contribute to implementation of the measures supported from the ESF relating to the institutional capacity and efficiency of public administration.

SO 3.3 Promoting production and application of territorial development documents

Identification of main target groups

The target groups include in particular the organisational units of the state, including the judiciary, state-funded organisations, local and regional governments, employees of those organisations and citizens.

Identification of beneficiary types

Beneficiaries under this investment priority will include in particular the organisational units of the state, including the judiciary, state-funded organisations, local and regional governments, including the organisations established by them.

Specific targeted territories

In view of the specific position of public institutions and bodies, this priority axis supports interventions across the territory of the CR, i.e. including the capital city of Prague. Public administrations as well as e.g. bodies of the Integrated Rescue System of Czech Republic (IRS) are indivisibly interconnected with the central controlling bodies or institutions which are located almost exclusively on the territory of the capital city. At the same time, the activities supported on the basis of this priority axis, or its specific objectives, are usually systemic or national by nature. It is therefore desirable to ensure they are implemented across the entire territory of the state.

Indicative percentage of the investment priority in the priority axis

100% of the priority axis allocation has been reserved for this investment priority.

2.4.3.2 Key principles for selection of operations

The project selection will be carried out in accordance with the binding Methodical Instruction of the MoRD on management of calls for projects, project evaluation and selection in the 2014–2020 programming period. The Methodical Instruction aims at, inter alia, strengthening focus on evaluation of the real sense of and need for each project (by reducing the score allocated for the project feasibility) and increasing the level of transparency of the project selection process. The Methodical Instruction is based, inter alia, on the Strategy for Combatting Fraud and Corruption in the ESI Funds Spending in 2014–2020.

In this investment priority, calls will be open for tender projects and direct assignment (non-tender) projects.

With regard to the necessity to ensure interconnection of interventions in public administration, to ensure efficient implementation of the proposed measures and in relation to complementary activities planned in the IROP (TO 11 and TO 2 of the ERDF), a coordination mechanism is set and will be applied for the particular area in both operational programmes (OPE and IROP). The coordination mechanism is set at two levels - strategic, national under the patronage of the Council of the Government for Public Administration and the Council of the Government for Information Society, and at the implementation level which is represented by managing authorities of the respective operational programmes and the policy domain authority of specific objectives. A description of the coordination mechanism which defines roles of individual stakeholders and the method of communication among them is expected to be approved by the Czech government by the end of 2014 in order to secure full binding effect at all levels.

The selection of direct assignment projects (as well as preparation of all calls) will be participated by the respective Programme Partnership (part of the above-mentioned coordination mechanism), i.e. platform established by the OPE MA on the partnership principle. The Programme Partnership usually involves: MA, managing authorities involved, policy domain authority of the OPE priority axis, MoRD, other experts and expert entities, social and economic partners (particularly non-government non-profit sector). Direct assignment projects at the preparation stage, i.e. as a project plan, have to be approved by the Programme Partnership to elaborate it to a full application for support. Without this approval, the direct assignment project will be excluded from evaluation of eligibility of the application in question for support. The exception is project plans of the direct assignment projects which are based on the Implementation Plan of the Strategic framework for development of public administration of the Czech Republic in 2014–2020. These project plans will not be discussed by the Programme Partnership.

Projects will be evaluated and selected according to project selection criteria approved by the OPE Monitoring Committee. To ensure project contribution to the fulfilment of specific objectives and achieving results of the relevant priority axes, the project selection criteria will include criteria related to the implementation of monitoring indicator values, or output units in case of projects with unit costs.

In order to reduce the administrative burden, efforts will be made to use simplified forms of expense reporting. Wherever data available and the nature of projects allow to define specific output units and their valuation, the application of unit costs will be considered.

For project evaluation and selection, the issue of horizontal themes will also be considered (equal opportunities and non-discrimination, gender equality and sustainable development). Any project where an adverse impact on said horizontal themes will be identified cannot be supported using the OPE resources (see Chapter 11).

2.4.3.3 Planned use of financial instruments

Financial instruments are not expected to be used.

2.4.3.4 Planned use of major projects

Since the OPE is co-financed from the ESF, it will not contain any major projects within the meaning of Art. 90 of the General Regulation.

2.4.3.5 Common and specific output indicators

Table 26: Common and specific output indicators for investment priority 4.1

ID	Indicator	Measurement unit	Fund	Category of region	Target Value (2023)	Data source	Monitoring frequency
CESF 0	Total number of beneficiaries – structured according to Annex 1 to the ESF regulation	Participants	ESF	Less developed	24 331	Beneficiary	At the entry/start
				More developed	2 444		
CO22	The number of projects focusing on public administration and civil service authorities at national, regional and local levels.	Projects	ESF	Less developed	489	Beneficiary	At the entry/start
				More developed	49		
8 05 00	Number of written and published analytical and strategic documents (incl. evaluation ones)	Documents	ESF	Less developed	114	Beneficiary	0m
				More developed	11		
6 80 00	Number of institutions supported in order to introduce measures	Institutions	ESF	Less developed	205	MA	0m
				More developed	21		
6 80 01	Number of institutions supported in order to introduce measures quality management measures	Institutions	ESF	Less developed	29	MA	0m
				More developed	3		
6 80 02	Number of institutions supported in order to introduce measures of strategic project management	Institutions	ESF	Less developed	30	MA	0m
				More developed	3		
6 80 03	Number of institutions supported in order to introduce measures of process modelling of administrative work	Institutions	ESF	Less developed	18	MA	0m
				More developed	2		
6 80 04	Number of institutions supported in order to introduce measures of modern HR management	Institutions	ESF	Less developed	64	MA	0m
				More developed	6		

2.4.4 Special provisions for the ESF at the level of priority axis 4

Social innovation

In the priority axis 4, *Efficient public administration* will support, inter alia, pilot testing of instruments and measures developed in this priority axis, and an across-the-board application of instruments newly developed within priority axis 3 *Social innovation and international cooperation*. The new instruments will be adopted upon a successful pilot trial of

their functioning. Within priority axis 4, the innovation cycle will thus be completed and the interconnection of priority axis 3 and the other thematic axes of the OPE will be ensured.

International cooperation

International cooperation within priority axis 4 *Efficient public administration* will be supported across the individual projects where it is appropriate depending on the nature of the project. This approach will enable to improve results of projects at the local, regional and supra-regional levels thanks to the inclusion of experience and expertise of foreign partners; it will also enable to enhance the efficiency of the invested expense thanks to the obtaining of solutions already developed abroad as well as international comparison and dissemination of good practice.

Contribution to thematic objectives 1-7

In view of the focus of the content of priority axis 4, the axis may be expected to partially contribute to thematic objective no. 2 *Enhancing access to, and use and quality of, information and communication technologies* and thematic objective no. 5 *Promoting climate change adaptation, risk prevention and management*.

2.4.5 Performance framework

Table 27: Performance framework of priority axis 4

Type of indicator	ID	Indicator or key performance step	Measurement unit	Fund	Category of regions	2018 milestone	Ultimate objective (2023)	Data source	Alternatively, explanation of indicator relevance
Output	CE SF 0	Total number of participants	Participants	ESF	Less developed	4 866	24 331	Beneficiary	Basic output indicator in PO4, covering the financially largest part of intervention in the priority axis. The value setting is based on experience from the history of implementation of the HRE OP in the 2007–2013 period and takes into account the nature of interventions and the method of their implementation in the OPE, including time framework and de minimis support.
					More developed	489	2 444		
Output	68 00 0	Number of institutions supported in order to introduce measures	Institutions	ESF	Less developed	41	205		The indicator covers most of the PA 4 interventions the outputs of which are not participants. The setting of the values is based on experience from implementation of the HRE OP in the 2007–2013 period and takes into consideration the character of interventions and the method of their implementation in the OPE, including the time frame.
					More developed	4	21		
Financial		Total eligible expenditures posted in the PCO	EUR	ESF	Less developed	14 120 241	127 082 172	MS 2014+	The value setting is based on experience from the history of the

	accounting system and certified by the PCO.			More developed	1 418 040	12 762 359		HRE OP implementation in the 2007–2013 period and takes into account the nature of interventions and the method of their implementation in the OPE, including time framework. The ultimate target value is lowered by the expenditures that will be submitted for certification after 31/ 12/ 2023 with respect to the rules of certification process and expenditure eligibility.
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2.4.6 Categories of intervention

Category of regions and the ESF, less developed regions									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
119	120 022 051	01	120 022 051	01	42 007 718	07	120 022 051	08	120 022 051
				02	36 006 615				
				03	42 007 718				

Category of regions and the ESF, more developed regions									
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory		Dimension 6 Territorial implementation mechanisms		Dimension 7 Secondary theme for ESF	
Code	€	Code	€	Code	€	Code	€	Code	€
119	7 090 200	01	7 090 200	01	7 090 200	07	7 090 200	08	7 090 200

2.4.7 Where applicable, a summary of planned use of technical assistance, including, if necessary, activities to reinforce administrative capacity of the responsible bodies involved in the programme management and control and of beneficiaries

Under the priority axis 4, the programme plans to use technical assistance funds for building capacities in the OPE MA, necessary for due administration of this axis, considering the fact that unlike in the 2007–2013 programming period interventions in the priority axis 4 should be implemented without using any intermediary entity, directly from the OPE MA level. Technical assistance funds are also planned to be used for reinforcing resources particularly for consultations with applicants and beneficiaries in order to facilitate their access to the OPE support.

2.5 Priority axis 5 – Technical assistance

In accordance with Article 59 of the General Regulation, this priority axis concentrates on the support of the OPE management and implementation. Especially actions supporting preparation, management, implementation, monitoring, assessment, publicity, control and audit, creation of networks and handling of complaints are to receive funding under the Technical Assistance priority axis. Funding will also be provided for activities strengthening administrative capacity of OPE implementing bodies and absorption capacity of project submitters. In compliance with Art. 59 (1) of the General Regulation, the measures eligible for support under the Technical Assistance may relate to both previous and following programming periods.

Priority axis 5 – Technical assistance which is financed primarily from the allocation for less developed regions has an additional financial contribution from the allocation for more developed regions, so that technical assistance may be provided for the administration of all the means of the OPE, i.e. also for the administration of the allocation for more developed regions.

The ratio of the means from the category of more developed regions and the category of less developed regions in priority axis 5 is the same as the total value of the OPE without Technical assistance and is 1:13,0641. The given percentage of interventions in Prague is quantified of the total means, i.e. including national co-financing, and will be applied for all projects supported in the priority axis 5. The amount of contribution to the individual categories of regions in the priority axis 5 is specified in the financial table of the Operational Programme Employment (see Chapter 3), based on the indicative calculation contained in an annex to the OPE.

2.5.1 Specific objectives and expected outcomes

Specific objective 5.1.1: Ensure proper implementation of OPE through provision of reliable and efficient services for the management and administration of the programme

The specific objective is designed to reflect experience from administration of the HRE OP as well as to be in line with the long-term vision of the OPE managing authority. It concentrates, above all, on the following:

- **Effective and flexible management** involving:
 - the setting of effective, clear and simple processes and clear roles;
 - a working system of communication and experience exchange within the implementation structure;
 - well managed employees undergoing an all-round, versatile development.
- **Application of intelligible rules leading to results** which means that
 - the programme implementation rules are intelligible and transparent, allowing a result-based management;
 - the content-related focus of the supported interventions is developed on the basis of analyses with the aim to address the problems of the target groups; the result monitoring tools provide information on the effects of the interventions supported;
 - client oriented services are provided to applicants and beneficiaries.

- **Cooperation with external partners and targeted communication of the benefits of the ESF to the public**

Emphasis will also be put on combatting corruption based on the Strategy for Combatting Fraud and Corruption in CSF Funds Spending in 2014–2020.

Result indicators

Table 28: Specific result indicators for priority axis 5

ID	Indicator	Indicator Unit	Common output indicator used as the basis	Initial Value ⁴⁹	Initial Year	Target Value (2023)	Data source	Monitoring frequency ⁵⁰
CR 03	Participants with their qualification acquired upon leaving	Participants	The number of participants, total	58	2013	200	Beneficiary	0m
8 08 10	Absorption rate of the Programme funds	Percentage		100%	2013	100%	MA	0m
8 25 10	Stabilisation rate of employees of the implementation structure	Percentage		38%	2013	50%	MA	12m

2.5.2 Supported activities

2.5.2.1 Description of supported activities and their expected contribution to the specific objectives

The essential purpose of the activities within the Technical assistance priority axis is to ensure a proper administration of the Operational Programme Employment, i.e. a timely spending of the programme allocation according to the rules set forth in the legislation concerning the European structural and investment funds, whilst meeting the objectives and achieving the monitoring indicator values set forth in the subject-related priority axes of the OPE. When utilising the means within this priority axis, emphasis will be put, apart from ensuring the mandatory functions of the Managing Authority as specified particularly in

⁴⁹ To determine the initial values, values from similar interventions in the HRE OP in 2013 were employed (the latest data at the moment of preparation). According to the European Commission recommendation (Guidance document Monitoring and Evaluation of European Cohesion Policy, European Social Fund, September 2014), the initial values do not represent the initial point of interventions of the OPE and therefore they are not included in target values of any of the indicators.

⁵⁰ The Monitoring Frequency column specifies when the indicator is gathered. The following symbols are used: "Upon the entry into the project"; "m", i.e. the number of months after the end of the project / after the participant leaves the project; „After the end of the project“, i.e. after the end of the project / leaving the project, but without an exact time specification; „f(a)“, i.e. the frequency of monitoring (months); "a – b", i.e. the period in which the indicator is monitored. For example, 0m-36m, f(6) means that the indicator is monitored biannually from the end of the project / from the moment the participant leaves the project until the third year after the end of intervention.

Article 125 of the General Regulation, on promoting activities with a potential to generally simplify and increase efficiency of the activities carried out (such as introducing a simplified expense reporting in opened calls for projects etc.).

Indicative list of supported activities to achieve specific objectives

- procuring the preparation, assessment, selection, contracting, monitoring, administration, control and audit of projects/operations, procuring the management and implementation of the operational programme;
- trainings, tutorials and education for workers of implementation bodies;
- consultancy for applicants seeking support from the OPE during the preparation of projects/operations;
- the activities of the Monitoring Committee and its working groups;
- sessions of the Monitoring Committee and its working groups
- backing-up the functions of the Managing Authority in terms of technology and operation;
- document archiving;
- drawing up draft reports for meetings of committees;
- promotion of the programme among the public, tutorials, informative events, communication, publicity;
- research studies and surveys focused on the further development of the programme;
- evaluation, tracking studies;
- the operation, maintenance and further development of the monitoring and information system;
- studies and exchange of experience with the multiplicative effect, creation of networks;
- assistance in dealing with complaints;
- supporting the measures designed to lessen administrative burden placed on applicants, beneficiaries and the implementation bodies;
- supporting closure of the HRE OP;
- preparing an OP as a follow-up to the OPE in the next programming period.

Activities under this priority axis are continued in activities contained in the Technical Assistance Operational Programme. The basic definition of the priority axis 5 of the OPE and the TA OP is as follows:

1) Financing personnel costs of the administrative capacity

The Technical Assistance of the OPE finances personnel costs of the employees implementing the OPE.

The TA OP finances personnel costs of the employees of central bodies contributing to the ESIF implementation at the horizontal level, i.e. Managing Authority of the TA OP, National Coordination Authority, Payment and Certification Authority of the Ministry of Finance, Audit Authority of the Ministry of Finance.

2) System of education of administrative personnel

The Technical Assistance of the OPE provides specific education organised by the OPE MA.

The TA OP finances education at the horizontal level and provides educational activities related to common topics, applicable across several operational programmes.

3) Provision of absorption capacity

The Technical Assistance of the OPE provides the main part of the support of the OPE absorption capacity.

In the TA OP, the absorption capacity primarily focuses on communicating the Partnership Agreement and raising basic awareness of the ESIF, when the main target group is the general public and potential applicants without a link to a particular operational programme.

4) Single Monitoring System 2014+

The Technical Assistance of the OPE finances applications that complement MS2014+ and build on specific needs of the OPE. If some requirements of the OPE MA for MS2014+ development are not covered by the TA OP, the Technical Assistance of the OPE will be used for this administration as well.

The TA OP finances activities related to administration, operation and necessary development of the single Monitoring System 2014+, primarily the needs resulting from requirements of the European and national legislation or methodical instructions on ESIF implementation at the central level, as well as specific requirements to create links among the MS2014+ system and external systems that are the subject of horizontal activities.

Identification of main target groups

The target groups include primarily the OPE implementation structure entities, applicants and beneficiaries, the OPE Monitoring Committee and the public.

Identification of types of beneficiaries

Managing Authority of the OPE

2.5.3 Specific output indicators

Table 29: Common and specific output indicators for priority axis 5

ID	Indicator	Measurement unit	Fund	Target Value (2023)	Data source	Monitoring frequency
CESF0	Total number of beneficiaries	Participants	ESF	350	Beneficiary	12m
8 20 00	Number of training courses, workshops, conferences and other similar activities	Activities	ESF	220	Beneficiary	12m
8 05 00	Number of written and published analytical and strategic documents (incl. evaluation ones)	Documents	ESF	40	Beneficiary	6m

2.5.4 Categories of intervention

Category of regions and the ESF, less developed regions					
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory	
Code	€	Code	€	Code	€
121	75 145 549	01	80 801 666	07	80 801 666
122	2 424 050				
123	3 232 067				

Category of regions and the ESF, more developed regions					
Dimension 1 Intervention area		Dimension 2 Form of funding		Dimension 3 Territory	
Code	€	Code	€	Code	€
121	3 664 047	01	3 939 835	07	3 939 835
122	118 195				
123	157 593				

3 FINANCIAL PLAN OF THE OPERATIONAL PROGRAMME

In compliance with Art. 120 (2) of the General Regulation, the co-financing level in the financial plan relates to total eligible expenditures, i.e. expenditures from public and private resources. Distribution in the categories of regions in Table. 31 is carried out according to the calculation contained in an annex to the OPE. Quantifications in Tables 31 and 32 are indicative only.

Table 30: Financial support from each fund and amounts related to performance reserve

	Fund	Category of region	2014		2015		2016		2017		2018		2019		2020		Total	
			Main allocation ⁵¹	Performance reserve	Main allocation	Performance reserve	Main allocation	Performance reserve	Main allocation	Performance reserve	Main allocation	Performance reserve	Main allocation	Performance reserve	Main allocation	Performance reserve	Main allocation	Performance reserve
(5)	ESF ⁵²	In less developed regions	0	0	519 827 271	32 312 380	267 323 682	17 063 214	272 673 698	17 404 704	278 130 624	17 753 018	283 696 574	18 108 292	289 373 408	18 470 643	1 911 025 257	121 112 251
(6)		In transitional regions	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.	n.r.
(7)		In more developed regions	0	0	25 540 165	1 630 223	13 154 803	839 668	13 418 073	856 473	13 686 604	873 613	13 960 501	891 096	14 239 854	908 927	94 000 000	6 000 000
(8)	ESF	Total	0	0	545 367 436	33 942 603	280 478 485	17 902 882	286 091 771	18 261 177	291 817 228	18 626 631	297 657 075	18 999 388	303 613 262	19 379 570	2 005 025 257	127 112 251
(9)	YEI specific allocation	N/A	0	0	13 599 984	0	0	0	0	0	0	0	0	0	0	0	13 599 984	0
(12)	Total		0	0	558 967 420	33 942 603	280 478 485	17 902 882	286 091 771	18 261 177	291 817 228	18 626 631	297 657 075	18 999 388	303 613 262	19 379 570	2 018 625 241	127 112 251

⁵¹ Total allocation (EU support) decreased by performance reserve.

⁵² Total ESF allocation also including ESF support for YEI.

Table 31: Financial plan

Priority axis	Fund ⁵³	Category of region	Basis for the calculation of the EU contribution (Total eligible expenditures)	EU contribution	National co-funding	Indicative breakdown of national co-financing		Total contribution	Co-funding level	For information purposes	Total allocation (EU contribution) decreased by performance reserve		Performance reserve		Share of performance reserve (EU contribution) in the total EU support for priority axis
						National public resources	National private resources ⁵⁴				EIB contributions	EU contribution	National co-funding	EU contribution	
				1 247 768 455	220 194 434	165 145 825	55 048 609	1 467 962 889	85,00%	0	1 169 780 506	206 431 855	77 987 949	13 762 579	6,25%
Priority axis No. 1	ESF	Less developed regions		44 539 435	44 539 435	33 404 576	11 134 859	89 078 870	50,00%	0	41 757 464	41 757 464	2 781 971	2 781 971	6,25%
Priority axis No. 1	ESF	More developed regions		27 199 968	2 399 998	2 399 998	0	29 599 966	91,89%	0	27 199 968	2 399 998	0	0	0,00%
Priority axis No. 1	YEI	N/A		530 881 706	93 685 007	92 748 157	936 850	624 566 713	85,00%	0	497 700 569	87 829 512	33 181 137	5 855 495	6,25%
Priority axis No. 2	ESF	Less developed regions		41 123 426	41 123 426	40 712 192	411 234	82 246 852	50,00%		38 554 822	38 554 822	2 568 604	2 568 604	6,25%
Priority axis No. 2	ESF	More developed regions		39 063 646	2 055 982	1 541 986	513 996	41 119 628	95,00%	0	36 622 092	1 927 479	2 441 554	128 503	6,25%
Priority axis No. 3	ESF	Less developed regions		3 307 104	2 204 736	1 653 552	551 184	5 511 840	60,00%		3 100 539	2 067 026	206 565	137 710	6,25%
Priority axis No. 3	ESF	More developed regions		1 247 768 455	220 194 434	165 145 825	55 048 609	1 467 962 889	85,00%	0	1 169 780 506	206 431 855	77 987 949	13 762 579	6,25%

⁵³ YEI (special allocations and corresponding ESF support) should be considered as a separate fund and should be on a separate line, even if it is part of the priority axis.

⁵⁴ To be completed only if the priority axes are expressed only in total eligible expenditures.

⁵⁵ The co-financing level is defined at the priority axis level. The total EU contribution, including any part thereof relating to performance reserve is subject to the same co-financing rule. Therefore, national co-financing should be divided by a proportional share between the main allocation and performance reserve depending on the amount of the EU contribution.

Working translation, without proofreading

Priority axis 4	ESF	Less developed regions		120 022 051	21 180 362	21 180 362	0	141 202 413	85,00%	0	112 520 440	19 856 548	7 501 611	1 323 814	6,25%
Priority axis 4	ESF	More developed regions		7 090 200	7 090 200	7 090 200	0	14 180 400	50,00%		6 647 340	6 647 340	442 860	442 860	6,25%
Priority axis 5	ESF	Less developed regions		80 801 666	14 259 118	14 259 118	0	95 060 784	85,00%	0	80 801 666	14 259 118	0	0	0,00%
Priority axis 5	ESF	More developed regions		3 939 835	3 939 835	3 939 835	0	7 879 670	50,00%		3 939 835	3 939 835	0	0	0,00%
Total	ESF ⁵⁶	Less developed regions		2 018 537 524	351 374 903	294 875 448	56 499 455	2 369 912 427	85,17%		1 897 425 273	330 304 512	121 112 251	21 070 391	6,00%
Total	ESF ⁵⁷	Transitional regions		0	0	0	0	0			0	0	0	0	
Total	ESF ⁵⁸	More developed regions		100 000 000	98 897 632	86 800 355	12 097 277	198 897 632	50,28%		94 000 000	92 966 487	6 000 000	5 931 145	6,00%
Total	YEI ⁵⁹			27 199 968	2 399 998	2 399 998	0	29 599 966	91,89%		27 199 968	2 399 998	0	0	0,00%
Total for OP				2 145 737 492	452 672 533	384 075 801	68 596 732	2 598 410 025	82,58%		2 018 625 241	425 670 997	127 112 251	27 001 536	5,92%

⁵⁶ ESF allocation without corresponding support for the YEI

⁵⁷ ESF allocation without corresponding support for the YEI

⁵⁸ ESF allocation without corresponding support for the YEI

⁵⁹ Also includes YEI specific allocation and corresponding ESF support

Table 32 Initiative promoting employment of young people – special allocations in case of the ESF and the YEI

	Fund	Category of region	Basis for the calculation of the EU contribution (Total eligible expenditures)	EU contribution (a)	National co-funding (b) = (c) + (d)	Indication breakdown national co-financing		Total contribution (e) = (a) + (b)	Co-financing rate (f) = (a)/(e)
						National public sources (c)	National private sources (d)		
1	YEI specific allocation	n. r.		13 599 984	0	0	0	13 599 984	100%
2	Additional ESF support	less developed regions		13 599 984	2 399 998	2 399 998	0	15 999 982	85%
3	Additional ESF support	transitional regions		0	0	0	0	0	n. r.
4	Additional ESF support	more developed regions		0	0	0	0	0	n.a.
5.	TOTAL: YEI			27 199 968	2 399 998	2 399 998	0	29 599 966	91.89%
6.			Ratio between ESF and YEI specific allocation →	Total (2:4)/1	1				
7.			ESF ratio by category of region: less developed regions	2/total (2:4)	1				
8.			ESF ratio by category of region: transitional regions	3/total (2:4)	0				
9.			ESF ratio by category of region: more developed regions	4/total (2:4)	0				

Table 33 Financial plan divided by priority axis, fund, category of region and thematic objective

Priority axis	Fund ⁶⁰	Category of region	Thematic objective	EU support	National co-funding	Total contribution
Priority axis No. 1	ESF	Less developed	Thematic objective 8	1 247 768 455	220 194 434	1 467 962 889
		More developed	Thematic objective 8	44 539 435	44 539 435	89 078 870
	YEI	n. r.	Thematic objective 8	27 199 968	2 399 998	29 599 966
Priority axis No. 2	ESF	Less developed	Thematic objective 9	530 881 706	93 685 007	624 566 713
		More developed	Thematic objective 9	41 123 426	41 123 426	82 246 852
Priority axis No. 3	ESF	Less developed	Thematic objective 8	15 234 822	801 833	16 036 655
			Thematic objective 9	17 188 004	904 632	18 092 636
			Thematic objective 11	6 640 820	349 517	6 990 337
		More developed	Thematic objective 8	1 289 770	859 847	2 149 617
			Thematic objective 9	1 455 126	970 084	2 425 210
			Thematic objective 11	562 208	374 805	937 013
Priority axis No. 4	ESF	Less developed	Thematic objective 11	120 022 051	21 180 362	141 202 413
		More developed	Thematic objective 11	7 090 200	7 090 200	14 180 400
Total				2 060 995 991	434 473 580	2 495 469 571

Table 34 Indicative amount of support that is to be used for the objectives focusing on climate change

Priority axis	Indicative amount of support for measures aimed at climate change (EUR)	Share in total fund allocation within the operational programme (v %)
Priority axis No. 1	2 900 000	0.14 %
Priority axis 2	0	0 %
Priority axis 3	0	0 %
Priority axis 4	0	0 %
Total	2 900 000	0.14 %

⁶⁰For the purposes of this table the Youth Employment Initiative (specific allocation and corresponding ESF contribution) is considered to be a Fund.

4 INTEGRATED APPROACH TO TERRITORIAL DEVELOPMENT

An integrated approach to the territorial development is dealt with in the OPE in accordance with the Partnership Agreement and with the Regional Development Strategy of the Czech Republic for 2014–2020 (RDS).

The integrated approach to the territorial development in the Employment OP will particularly contribute to the following objectives: (i) to reduce fundamental differences in socio-economic level of the Czech Republic's regions; (ii) long-term development of a functional labour market with involvement of local stakeholders; (iii) to ensure effective management of regional and local development on the basis of partnership and multi-level governance.

There is a plan to promote the following integrated instruments in the OPE:

1. Integrated territorial investments (ITI)
2. Integrated territorial development plans, ITDP
3. Community-Led Local Development (CLLD)

The essential principle for employing integrated instruments will be **subject-related** (appropriately and logically linked and useful thematic/sectoral interventions), **territorial** (interventions implemented in a convenient, geographically and economically related territory) and **time-related** (realistically drawn up timetable and time and subject harmonisation of planned interventions) **linking of interventions** based on a quality strategy of the territorial development.

The territorial dimension can also be seen with an option to prepare and implement Joint Action Plans that may address the problem of the designated territory - most often the region by using more complex approach (NUTS III).

A specification of the concept of territorial dimension is mentioned in each investment priority. In case of employment of the integrated instruments, the details on each instrument are included in the following sections of Chap. 4.

General principles and procedures for implementing integrated strategies

In all the above-mentioned integrated instruments, the integrated instrument holders (particularly local self-governments, Local Action Groups, local partnerships and other forms of local and community strategic development cooperation) will be responsible for preparing particular integrated strategies.

Integrated strategies will be selected in accordance with the Methodical Instruction on Use of Integrated Instruments in the 2014–2020 Programming Period which provides ESIF managing authorities, authors of integrated strategies, future holders of integrated instruments and other partners involved with uniform, binding procedures to prepare, review, approve, implement, monitor and evaluate integrated strategies and integrated instruments.

Selection and administration of projects to be implemented as part of the integrated instruments, including issue of legal acts on provision of support, will be carried out from the level of the OPE MA.

Any and all activities funded from the OPE as part of integrated strategies must be in line with the focus of the following investment priorities of the OPE, the content of which is suitable for partial implementation through integrated instruments: In particular, these are investment priorities 1.1 (SO1) *Increase the employment rate of supported person, particularly older, low-qualified and disadvantaged ones* and 2.1 (SO1) *Enhance employability of people at risk of social exclusion or socially excluded in the society and in the labour market*. The OPE MA will proceed as much as possible in such a way to minimise subject or territorial overlaps among integrated instruments implemented through the OPE.

Priority axes 3 and 4 of the OPE will be implemented across the whole Czech Republic. Given the subject focus of the supported activities, these priority axes are not suitable for application in integrated instruments.

Furthermore, any funded activities must be eligible for ESF financing in line with the General Regulation, the ESF Regulation and methodical instructions prepared by the OPE MA.

4.1 Instruments for community-led local development

The Czech Republic has gained experience with Community-led local development in 2004–2013 in the operational programmes managed by the Ministry of Agriculture or in strategic planning of social inclusion coordinated by the Office of the Government – Section for Human Rights. Community-led local development, or the LEADER method or local partnerships may contribute to improvement in focusing the support on local needs of the given territory and in developing local stakeholders' cooperation. Thanks to the support by the community-led local development strategy or the Strategic Plan for Social Inclusion of the Office of the Government – Section for Human Rights, individual projects show added value consisting mainly in mutual linking, synergies and avoiding duplicities compared to isolated projects.

In the Employment OP, the support of activities within the community-led local development will be assisted as follows:

1) In compliance with Articles 32–35, the **LEADER method** through the investment priority 2.3 *Community-led local development strategies* in the priority axis 2 Social inclusion and combating poverty (This investment priority is dedicated for implementing projects from the approved community-led local development strategies; indicative allocation: 10% of the ESF allocation for the priority axis 2, i.e. approx. 2.7% from the OPE). In practical terms, the activities supported within the community-led local development must be in line with activities that can be supported under subject-related priority axes of the Employment OP (i.e. particularly employment and social inclusion).

From the territorial perspective, the support of Community-led local development from OP Employment will be focused on rural areas, i.e. LAGs territories formed by administrative territories of municipalities with less than 25 000 citizens, when the maximum size of LAG will not exceed the limit of 100 000 citizens and will be smaller than 10 000 citizens. The aim is to reinforce territorial coherence of rural areas and to secure long-term sustainable development of these areas.

Based on evaluation of criteria taking into consideration quality of the organisation and process management of LAGs, the Ministry of Agriculture will issue a Certificate on Compliance with the LAG Standards. To acquire the Certificate on Compliance with the LAG Standards is a prerequisite for submitting a strategy for the community-led local development.

LAGs may prepare an integrated strategy of a wider focus and may implement such a strategy from other funds than European funds only.

The MoRD will make a formal evaluation and evaluation of eligibility of the LAG integrated strategies. The factual evaluation will be participated by representatives of all the operational programmes from which a given strategy requests funding. In general, it can be said that the ITI/ITDP can also include LAGs as a partner in their strategies and territorial scope. However, the procedure for designing integrated strategies is subject to the procedures and processes approved for the ITI/ITDP.

General principles for community-led local development are specified in the Partnership Agreement and are described in detail in the Methodical Instruction on Use of Integrated

Instruments in the 2014–2020 Programming Period. The Methodical Instruction has been approved by the Czech government and will be regularly updated according to the rules of single methodical environment.

In the Czech Republic, the community-led local development will be implemented with the support of multiple funds, and therefore, a 'main' fund will be defined in accordance with Art. 32.4 of the General Regulation which will finance both LAGs' operating costs and 'animation costs' for strategies of community-led local development.

2) Coordinated approach to of socially excluded localities:

Strategic plans for social inclusion⁶¹ will address the issues of socially excluded localities comprehensively, i.e. the following areas will be dealt with: employment, housing, social services, education and safety.

An important aspect of the project implementation under the Strategic Plan for Social Inclusion will be implementation of subject- and time-wise coordinated projects from the OPE, the IROP and the RDE OP. Methodical support for preparing the Strategic Plan and projects themselves will be provided by the Office of the Government – Section for Human Rights, including direct on-site facilitation support of processes by the Office staff.

After approval of the Strategic Plan for Social Inclusion, projects will be implemented to achieve its objectives – in the OPE, projects will be implemented through investment priority 2.1 *Active inclusion, including inclusion with respect to promotion of equal opportunities and active participation and improvement in employability* – under this investment priority it will be only of the implementation options, with indicative allocation: up to 4% of the total allocation for the OPE).

The area addressed in projects implemented in excluded localities will usually be defined by the territorial scope of a municipality with extended competence (addressing all the socially excluded localities in the respective area) – however, the area may be modified (extended/narrowed) by agreement of local stakeholders.

4.2 Integrated measures for sustainable urban development

In the context of the Czech Republic, the sustainable urban development will be financed under the Prague Growth Pole of the Czech Republic OP via 7 ITI (see Chap. 4.3) and via Integrated Territorial Development Plans.

The Integrated territorial development plan (ITDP) is an integrated strategic document describing specific problems and needs of the defined territory (city and its background), objectives and priorities arising therefrom and mutually interconnected investment plans to achieve the proposed objectives. ITDP is a document covering wider spatial relations and its focus is to achieve specific results.

The ITDP can be implemented (not mandatorily) in regional cities and their backgrounds where Integrated territorial investments will not be made (České Budějovice, Jihlava, Karlovy Vary, Liberec, Olomouc, Ústí nad Labem, and Zlín) and in Mladá Boleslav.

ITDP offers a wide variety of utilisation. It can be focused on integrated solution of a single practical topic (such as transport, environment and so on), and may also combine themes connecting different sectors (such as a link between education, labour market and business,

⁶¹ Preparation of the Strategic Plan for Social Inclusion and implementation of the projects under the Strategic Plan has some attributes of community-led local development (e.g. involvement of local stakeholders in preparation and implementation of the strategy); nevertheless, it is not community-led local development within the meaning of Articles 32–35 of the General Regulation.

Employment Pact, interconnection of research and educational institutions with the business sector etc.) or may address the development program comprehensively within the defined territory (focused on integrated solutions to improve the required infrastructure for the attractiveness of the territory, to support innovative businesses and cooperation of the practice with research and development, solution of employment, social exclusion, housing and the quality of public services and solution in the field of environment, including brownfields).

The prerequisite of project implementation as such is an adoption of the relevant integrated strategies of the ITDP defining clearly its objectives, specifying relevant indicators and earmarking required allocations from relevant ESIF programmes and from their priority axes in order to achieve the objectives within the financial plan.

An integrated strategy will be submitted and approved in compliance with the procedure specified in Chap. 3.1.2 Partnership Agreement (identical procedure as in the ITI) which is detailed in the Methodical Instruction on Use of Integrated Instruments in the 2014–2020 Programming Period. The Methodical Instruction has been approved by the Czech government and will be regularly updated according to the rules of single methodical environment.

Under OP Employment, ITDP may be utilised for activities that may be funded from priority axis 1 - Promoting Employment and Workforce Adaptability and priority axis 2 - Social Inclusion and Combating Poverty. The integrated strategy holder must always justify why it is better to finance the required activities by the integrated strategy.

ITDP addressing the problem of socially excluded localities will be prepared using the methodological support of the Office of the Government – Section for Human Rights with direct facilitating support of processes by employees of the Office on the spot.

The project implementation within the approved ITDP will respect procedures mentioned in the introduction to Chapter No 4 - Integrated Approach to Territorial Development.

Table 35 Integrated measures for sustainable urban development – indicative amounts of support from the EFRD and the ESF

Fund	Support from the EFRD and the ESF (indicatively, in EUR)	Percentage of the total allocation of the fund for operational programme
EFRD in total	0	0 %
ESF in total	21 357 374	1 %
Total	21 357 374	1 %

4.3 Integrated territorial investments

Based on its priorities, RDS presents, in conditions of the Czech Republic, the implementation of an integrated metropolitan area development strategy involving key investments addressing problems of the given territory from more than one priority axis or single or multiple operational programmes. In its analysis and subsequent definition and hierarchisation of priorities, such integrated strategy will focus on key thematic circles regarding the metropolitan area development in line with the EU objectives and priorities.

Transport, labour market and the sphere of social services, education, integration of research capacities, application of their outputs into the practice, business and innovations and the environment facing extreme demands in metropolitan areas are among the major themes connecting the core cities and major centres of the Czech Republic with their functional background. Integrated territorial investment will predominantly focus on the implementation

of larger and investment-intensive projects that have a significant impact on the addressed territory.

In line with RDS, Integrated territorial investments will be made in the following metropolitan areas (city and functional background): Prague and Central Bohemia, Brno, Ostrava, Plzeň, Hradec Králové–Pardubice agglomeration and Ústí nad Labem–Chomutov agglomeration. Each metropolitan area will only submit a single integrated strategy for approval.

A prerequisite for the project implementation as such is adoption of the relevant integrated strategy of the ITI, defining clearly its objectives, specifying relevant indicators and earmarking required allocations from relevant ESIF programmes and their priority axes in order to achieve the objectives within the financial plan.

An integrated strategy will be submitted and approved in compliance with the procedure specified in Chap. 3.1.2 Partnership Agreement which is detailed in the Methodical Instruction on Use of Integrated Instruments in the 2014–2020 Programming Period. The Methodical Instruction has been approved by the Czech government and will be regularly updated according to the rules of single methodical environment.

Under the Employment OP, Integrated Territorial Investments can be utilised for activities that can be funded from priority axis 1 - Promoting employment and workforce adaptability and priority axis 2 - Social inclusion and combating poverty. The integrated strategy holder must always justify why it is better to finance the required activities by the integrated strategy.

The ITIs addressing the problem of socially excluded localities will be prepared using the methodological support of Office of the Government – Section for Human Rights with direct, on-site facilitatory support of processes by employees of the Office. Project implementation within the approved integrated strategies will be carried out while respecting procedures mentioned in an introduction to Chapter No 4 - Integrated Approach to Territorial Development.

Table 36 Indicative financial allocations for ITI

Priority axis	Fund	Indicative financial allocations (EUR, only EU share)
1 Promoting Employment and Workforce Adaptability	ESF	10 678 687
2 Social Inclusion and Combating Poverty	ESF	10 678 687
Total		21 357 374

4.4 Arrangements for inter-regional and transnational measures

Multinational activities are at the heart of priority axis 3 - Social Innovations and International Cooperation (including any potential inter-regional cooperation between two or more EU member states).

Under this priority axis, projects focused on social innovations, particularly aimed at their creation, testing and subsequent distribution will be supported. In order to achieve their objectives, the projects may utilise international cooperation as a method to transfer already existing approaches/solution from other EU member states.

For more detailed description of priority axis 3 please refer to Chapter 2.3 - Social Innovations and International Cooperation priority axis.

4.5 Benefit of the planned interventions to macro-regional strategies

The territory of the Czech Republic is part of the territory covered by the EU Strategy for the Danube Region. This strategy is defined as an integrated framework for cooperation, related to the EU Member States and third countries from the same geographical area in order to address common challenges and strengthen cooperation aiming to achieve economic, social and territorial coherence. Implementation of macro-regional strategies follows the principle of triple neutrality (3NO rule): budget/financial neutrality (no additional expenditures), legislative neutrality (no new legislation) and institutional neutrality /no new institutions).

The Employment OP contributes to, inter alia, achieve objectives of this strategy by providing support in the fields of employment, social inclusion and combating poverty, and in the area of public administration (in line with Action Plan for the implementation of EU Strategy for the Danube Region, in the priority area No 9 - Investments in People and Skills and priority area No 10 Institutional Capacity and Cooperation).

For more information on the EU Strategy for the Danube Region please refer to Partnership Agreement.

5 SPECIFIC NEEDS OF GEOGRAPHICAL AREAS MOST AFFECTED BY POVERTY OR THE TARGET GROUPS THAT ARE MOST IN DANGER OF DISCRIMINATION OR SOCIAL EXCLUSION

5.1 Geographical areas most affected by poverty/target groups that are most in danger of discrimination or social exclusion

In the Czech Republic, areas with or higher risk of social exclusion can be identified that are in many cases connected with the problem of poverty and existence of social-pathological phenomena. Not only the solution of specific needs of these regions (areas) is very difficult given their causes and cannot be handled without wider, coordinated cooperation of more subjects, including the active state assistance.

Geographical identification

a) Socially disadvantaged areas

In order to define socially disadvantaged areas the administrative level of municipalities with extended competence (the so-called MEC) showing above-average long-term unemployment (2008-2010), high number of the allowances paid (2008-2011), the existence of socially excluded localities and localities at risk of social exclusion (2006-2011) was identified. This geographic definition (of socially disadvantaged areas) is based on the approved Regional Development Strategy 2014-2020.

b) Socially excluded localities

To obtain fundamental information concerning the situation in the socially excluded Romany localities and communities in the Czech Republic, an analysis of socially excluded Romany localities was made in 2006 ⁶²(hereinafter the "Analysis").

The Analysis focused on the mapping of the socially excluded Roma localities and communities and Roma localities and communities at risk of social exclusion and on mapping of relevant subjects active in this field (in particular, non-government organisations, organisations established by municipalities and regions, municipalities, Labour Office of the Czech Republic, businesses) and their absorption capacity.

According to the above mentioned analysis, there were more than three hundred socially excluded localities with more than 80,000 citizens (70 % of them are Roma people) in the Czech Republic. The number of 80,000 citizens represents approx. 16,000 households and 20,000 families.

An interactive Map of examined municipalities with socially excluded Roma localities and Roma localities at risk of social exclusion in the Czech Republic territory broken down to municipality level, and in some case to the level of town districts (such as a street, individual houses and so on) is one of the outputs.

According to current estimates (from 2013) of the Office of the Government – Section for Human Rights there are approx. 400 socially excluded localities with approx. 100,000 citizens suffering from long-term unemployment, are indebted, have poor education and are unqualified in the Czech Republic territory. Update on socially excluded localities (including recommendation on which activities should be supported in the 2014–2020 programming

⁶² GAC spol. s r.o.: "Analysis of socially excluded Roma localities and communities and the absorption capacity of entities active in this field". Prague 2006.

period) will be available in early 2015, so that support can be focused efficiently in these localities.

Identification of main target groups

Ethnic minorities (Roma minority in particular), persons living in socially excluded localities, homeless people, seniors, people with disabilities, low-income groups of citizens, the long-term unemployed (the repeatedly unemployed), people at risk of addiction or addicted to habit-forming substances, families in unfavourable social situation, children, youth and persons leaving institutional facilities or prison are mainly among the target groups of socially excluded persons/persons at risk of social exclusion and persons affected by poverty. Increased attention must be paid to persons facing multiple risks (cumulated disadvantages based on various grounds, e.g. age, sex, disability, financial resources, ethnicity).

5.2 Strategy for addressing specific needs of geographical areas most affected by poverty/ the target groups that are most in danger of discrimination or social exclusion

In 2012, the Czech Republic had the second lowest percentage of population in danger of poverty or social exclusion of all the EU countries; nevertheless, in the years to come the situation related to risks of poverty and social exclusion is likely to worsen, especially with regard to impacts of the economic crisis.

Poverty and social exclusion are very closely related to unemployment, especially with long-term unemployment. Almost half (46.7%) of households without working persons is in danger of poverty in the Czech Republic. There is a growth in regional disproportions in the labour market, territorial remoteness and worsened transport accessibility of work are other disadvantageous factors affecting some groups of job seekers.

The socially excluded or people in danger of social exclusion also include members of the Romany minority, especially those who live in socially excluded localities.

People living in excluded localities are, in the overwhelming majority, the unemployed, often with low education and no or minimal qualification. Risk phenomena are more frequent in these localities, such as multi-generation manifestations of the social exclusion trap and poverty leading to e.g. high indebtedness rate, insufficient social competence and worsened state of public health. This situation has reproduction tendencies and long-term solutions in this respect fail.

An absolutely crucial problem is unavailability of adequate housing for socially excluded people or those in danger of social exclusion, especially for the homeless, young people leaving institutional care, overindebted people without a permanent income and financial reserves or specifically for members of the Romany minority. More and more people are forced out to below-standard forms of accommodation, specifically to segregated hostels.

In 2013⁶³ there were 17 job candidates allotted to one job vacancy (unlike 2.5 candidates to one job vacancy in 2007). With regard to the fact that with the current low number of job vacancies to find employment in the labour market is difficult even for people without any disadvantage, an important opportunity for inclusion of people in danger of social exclusion or the socially excluded back to the labour market consists in social business and social enterprises.

Successful addressing problems in regions, including integration of socially excluded citizens, requires an inter-disciplinary and comprehensive approach. Comprehensive

⁶³ Data as of 31 December, source: http://portal.mpsv.cz/sz/politikazamest/trh_prace/rok2012/Anal2012.pdf

approach will be secured by preparing Strategic Plans for Social Inclusion and project implementation as part of these strategic plans.

Strategic plans for social inclusion will be prepared at the local level (at the level of the territorial scope of a municipality with extended competence and will include all the socially excluded localities present in that area – the area may be extended/narrowed if local stakeholders agree on that) with a methodical support of the Office of the Government – Section for Human Rights. The projects under approved strategic plans will be funded from the OPE, the RDE OP and the IROP.

Other instruments for integrated addressing of social inclusion and the issues of socially excluded localities are the integrated instruments mentioned in Chap. 4 (ITI, ITDP, CLLD). It will be upon the holder of a given integrated strategy whether he opts for a given topic to be addressed.

All the supported activities (for details see Table 37) will aim for increasing competence of people at risk of social exclusion and socially excluded, so that they can assert themselves in society and in the labour market. Social functioning ability of individuals, groups or communities will be improved or restored by means of social work as a professional activity. An important inclusive mechanism will be involvement of socially excluded people in decision-making and in the direct implementation of the measures at the level of neighbourhood, excluded locality, village, town or micro-region, using methods of community work.

For success of integration policies, it is also necessary to increase availability of housing and promote programmes of comprehensive support for retaining it and acquiring it. Therefore, housing will be connected with programmes supporting clients in sustainable management, payment of debts, qualification enhancement and search for employment.

Increased attention will be paid to the situation in socially excluded localities, where the widest possible spectrum of instruments preventing and solving problems will be employed.

The aim of the support is also to reduce or alleviate undesired socio-economic regional disparities

Table 37 Measures for addressing specific needs of geographical areas most affected by poverty/ the target groups that are most at risk of discrimination or social exclusion

Target group / geographical area	Main types of planned activities as part of integrated approach	Priority axis	Fund	Category of regions	Investment priority
Socially disadvantaged areas Socially excluded localities People at risk of social exclusion and people socially excluded	<ul style="list-style-type: none"> - Promote social integration of people and groups of people socially excluded, or at risk of social exclusion through social services, services for families and children and other services of general interest; - Promote services provided in the field or using the outclient form, and promote community social work; support of specific instruments to prevent and address issues in socially excluded localities, including promotion of the coordination role of municipalities in this area. - Education and consultancy, activation, assistance and 	PA 2 Social inclusion and combating poverty	ESF	Less developed regions	9i Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

	<p>motivational programmes for people at risk of social exclusion or socially excluded:</p> <ul style="list-style-type: none"> - Active help for people socially excluded or at risk of social exclusion by providing access to social services - Support to young people from socially disadvantaged environment at starting independent living and entering the labour market after finishing school; - Programmes of prevention of socially pathological effects and criminality - Programmes of legal and financial literacy and for preventing and addressing indebtedness and overindebtedness. - Linking support for housing, employment, social work and health care - Promotion of municipal planning of social housing policy; introduction and development of instruments of social/affordable/supported housing - Activities aimed to strengthen the position of socially excluded people in the labour market, in particular through active integration of people in social enterprises; 				
<p>Socially disadvantaged areas/ socially excluded localities /areas covered by a given Local Action Group</p> <p>People in danger of social exclusion and people socially excluded</p>	<ul style="list-style-type: none"> - Support of job creation at local level, promotion of cooperation of local stakeholders at addressing local unemployment - Support and creation of conditions for establishment and development of social enterprises, - Activities focusing on prevention of social exclusion of people, services provided in the field or using the outclient form; promotion of community social work - Establishment and development of specific instruments to prevent and address issues in socially excluded localities taking also into consideration criminality and public order) using knowledge of the local milieu. 	<p>PA 2 Social inclusion and combating poverty</p>	<p>ESF</p>	<p>Less developed regions</p>	<p>9vi Strategies for community-led local development</p>

6 SPECIFIC NEEDS OF GEORGRAPHICAL AREAS AFFECTED BY SEVERE OR CONTINUOUS NATURAL OR DEMOGRAPHIC PROBLEMS

This chapter of the operational programme is irrelevant for the Czech Republic, as there are no regions covered by parameters of Article 174 of the Treaty in the Czech Republic.

7 AUTHORITIES AND BODIES RESPONSIBLE FOR MANAGEMENT, INSPECTION AND AUDIT AND ROLES OF RELEVANT PARTNERS

7.1 Identification of relevant authorities and bodies

Authority/body	Authority/body name	Management of the authority / body (position)
Management Authority	The Ministry of Labour and Social Affairs of the Czech Republic / Section for EU Funds	Minister / Director of Section for EU Funds
National Coordination Authority	The Ministry of Regional Development of the Czech Republic	Minister
Certification Authority	The Ministry of Finance of the Czech Republic / National Fund	Director
Audit Authority	The Ministry of Finance of the Czech Republic / Audit Authority	Director
Authority to receive payment from the Commission	The Ministry of Finance of the Czech Republic / National Fund	Director

7.2 Measures taken to involve relevant partners, following Article 5 of the General Regulation, in the preparation of operational programmes and roles of the partners while implementing, monitoring and evaluating the operational programme

7.2.1 Roles of relevant partners during preparation, implementation, monitoring and evaluation of operational programme

Preparation of operational programme

In line with Article 5 of the general regulations, a wide variety of subject was involved in the preparation and drafting of OPE. Under Government Resolution No 867/2010, the Ministry of Labour and Social Affairs is a subject responsible for the preparation of OPE. Preparations of MoLSA regarding the absorption of EU funds in 2014-2020 started as early as in 2011 within the MoLSA working group for the creation of strategies and priorities or utilisation of EU funds in 2014–2020. This group was composed of representatives of each relevant departments of MoLSA and its main task was to prepare problematic analysis for the field of employment and social inclusion and subsequent preparation of priorities for absorption of EU funds after 2014. The documents created within the working group were then used to draft a first version of OP Employment. In 2012, Working Group for Programming Period 2014-2020 was established to prepare OP Employment formed by representatives of individual departments, regions, towns and municipalities, non-government organisations, social and other partners. Selection of relevant partners involved via Working Group for Programming in the OPE preparatory process was made in accordance with Article 5 of the General Regulation and the Code of Ethics of the European Commission on partnership. Attention was primarily paid to involvement of all relevant partners with respect to the subject area in focus of the OPE. Experience with cooperation during preparation and

implementation of the 2007–2013 programming period has been also taken into consideration. In order to involve the widest spectrum of partners possible into the preparation of OPE and to allow exhaustive discussions with regard to the focus of individual priority axis and investment priorities, 5 working subgroups were established within this working group. There were no limitations whatsoever regarding the membership in these working subgroups based on the number of institutions involved or number of people representing these institutions. The list of partners in the Programming Working group is given in OPE Schedule.

Simultaneously with preparations of the OPE and in compliance with Article 55 of the General Regulation, an ex-ante evaluation process of the programme is running. On 11 December 2012, a contract with the ex-ante evaluation processor was signed on the basis of the results a selection procedure. Therefore, the ex-ante evaluation process is in place from the very beginning of OPE preparation, representatives of ex-ante evaluation processor are involved in discussions of platforms for the programme preparation and closely communicate with the Ministry for Regional Development - National Coordination Authority (MRD-NCA) which is responsible for the overall coordination of preparations for the future programming period 2014–2020.

The first working draft of the operational programme was presented to partners at the first meeting of Programming Working Group held on 20 February 2013. Comments raised by members of the working group and the ex-ante evaluator, following the involvement working subgroups, were incorporated and towards the end of March 2013 a second OPE draft was compiled. The draft was subsequently submitted to MRD-NCA, ex-ante evaluator and representatives of platforms involved in OPE preparation. From April to May 2013, the 2nd meeting of the Programming Working Group was held where OPE was discussed (version as of 29 March), and in addition, many meetings with relevant policy domain authorities to simplify the structure of specific targets, to add descriptions of results and to set monitoring indicators, as well as meetings with other departments to address the overlaps and to define synergies between individual OP were held. Following the incorporation of comments by Programming Working Group and inputs from the ex-ante evaluator in June, another version of the OPE had been drafted (28 June), which was again submitted to the MoRD-NCA and all partners.

Comments and recommendations of the ex-ante evaluator and MoRD-NCA to the OPE regarding the previous programme version were made part of the version as of 30 September 2013. The former chapters of the programme were updated and after discussions with policy domain authorities the proposal of monitoring indicators was made more accurate and after negotiations with local stakeholders, it is the investment priority 2.3 *Community-led local development strategies* that was earmarked solely for projects implemented within the approved community-led local development strategies. Comments received on the previous programme version by the Programming Working Group and its working subgroups were incorporated in the OPE version as of 31 October 2013. Subsequently, the OPE was posted on the website www.esfcr.cz for comments by the general public. The currently known data on financial allocations for the operational programme were added to the OPE version as of 30 November 2013, information concerning the fulfilment of ex-ante conditionalities was updated. Furthermore, the OPE was harmonized with updated versions of comments by the EC and the MoRD in order to formulate operational programmes and with the available Czech version of the ESF regulation.

The OPE version as of 4 April 2014 was modified based on public and other partners' comments received in the meantime, comments of the European Commission received in late January 2014 as part of informal dialogue on the OPE, ex-ante evaluator's recommendation, and furthermore, it was made use of currently available information needed to complete some chapters (monitoring indicators, financial charts, categorisation of intervention areas, territorial dimension, etc.). The OPE was also adapted in order the

structure of its chapters and the scope of information contained be in compliance with the OP template that had been published by the EC in its implementing regulation.

The OPE version as of 23 April 2014 was modified based on comments from internal comment procedure in the MoLSA and comments received from the Programming Working Group. This version was presented for interdepartmental comments before presentation to the Czech government. Interdepartmental comments were dealt with and the accepted comments along with ex-ante evaluator's comments were incorporated in the version of June 2014 presented to the Czech government for approval before official presentation of the OPE to the European Commission.

Involvement of partners in the OPE preparation had an influence particularly on the following parts of the programme:

- Problem description and their causes – description of problems and their causes added to the analytical section, primarily for priority axes 1 and 2;
- Selection of investment priorities – based on partners' comments, the investment priority 2.3 Strategy of community-led local development has been selected for support and the decision to apply the CLLD method in the OPE has been made;
- Formulation of specific objectives and results of the support – partners' comments were used at particularising the results of support in each specific objective;
- Descriptions of supported activities – partners' comments were used at particularising the description of supported activities, mainly in PA 2 and 3;
- Identification of beneficiary types – partners' comments consisted primarily in adding NGOs among potential beneficiaries;
- Territorial focus of the support – partners' comments were taken into account at the decision-making on application of ITI and IRDP (Integrated Regional Development Plans) instruments and coordinated approach to socially excluded localities, including specification of adequate investment priorities for their application and specification of indicative amounts;
- Monitoring indicators – partners participated in design of monitoring indicators and in definition of applicable targets for 2023.

Implementation of the operational programme

In accordance with Article 5 of the General Regulation and the European Commission's Code of Ethics for Partnerships, relevant partners will be involved not only in preparation, but also implementation of the OPE. The OPE Monitoring Committee is a fundamental instrument for the involvement of relevant partners into implementation, monitoring and evaluation of OP Employment. The Monitoring Committee will be established under the proposal of the Management Authority within 3 months from the date when the operational programme is approved by the European Commission at latest. Nominations in the Monitoring Committee will be based on the membership in the Programming working group for 2014-2020 so that the actors involved in the OPE preparation would also be adequately involved in its implementation. Formation of working groups to discuss and address specific issues will be possible within the Monitoring Committee. Proper involvement of relevant partners will also be promoted in the Committee working groups.

Further, Programme Partnerships will be established, i.e. platforms established by the OPE MA for defined levels of the OPE structure (usually for priority axes) on the partnership principle. Programme Partnerships usually involve: MA, partner managing authorities involved, respective subject guarantors of the OPE priority axes, MoRD, other experts and expert entities, social and economic partners (particularly non-government non-profit sector). Programme Partnerships will be involved in preparation of calls for projects and subsequently in selection of direct assignment projects (necessary approval for elaboration of the project plan into a format of full application for support). For the purpose of ensuring

partners' participation in implementation of the OPE, the priority axis 5 Technical Assistance will include eligible costs for activity of the OPE Monitoring Committee. In addition to that, it will be possible to use the OPE funds under the Technical Assistance for financing expenditures for members' (or their substitutes') travelling, accommodation and meals arisen in relation to a meeting of Programme Partnerships.

7.2.2 Global grants

Pursuant to Article 123 (7) of the General Regulation a global grant represents part of the operational programme, the implementation of which is delegated by the Management Authority to intermediary organisation. Based on the previous experience from 2007-2013, the OPE management authority neither assumes an involvement of intermediary organisations into the OPE implementation nor OPE implementation in a form of global grants within the meaning of the above mentioned regulation.

7.2.3 Earmarking for capacity building (Article 6 (2) and (3) of the ESF regulation)

Since the accession of the Czech Republic in the EU, social partners and non-government organisations have participated in programmes co-financed from ESF, both by being members in relevant monitoring committees and also by preparing and implementing projects financed from ESF. By this, the social partners and NGOs have gained practical knowledge regarding the administration of project to have even better access to ESF funds in 2014-2020. Moreover, to simplify the access of social partners and NGOs to ESF funds, a mechanism of advance payments for the beneficiary will be as in the previous programming periods allowed in OPE. In addition, where appropriate and feasible, i.e. where universally valid units can be predefined and for which price can be allocated or where indirect costs and their amount can be determined, an emphasis will be put to the utilisation of a simplified data reporting.

Pursuant to Article 6(2) of the ESF regulation activities aimed at **building capacities of social partners** will be supported within OPE.

In particular, these activities will include professional training, networking measures, improvement of social dialogue and activities carried out together with social partners, mainly in the field of adaptability of employees and business, such as the support for the application of flexible forms of work, implementation of the age management concept in businesses, creation of conditions for harmonization of professional and private life etc. The aim of these activities is to improve competitiveness of both employers and employees and their adaptability to ever-changing conditions. For the purposes of building capacities of social partners to participate in the tripartite and bipartite cooperation, at the national, but mainly at the regional and sector bases. a form of specific calls for project presentations will also be used, particularly in priority axis 1 - Promoting Employment and Workforce Adaptability. Approximately 1 % from the total funds allocated for these calls under priority axis 1 will be set aside. The specific level of absorption and funds will depend on the absorption capacity of social partners and number of high-quality projects.

Pursuant to Article 6 (3) of the ESF regulation, activities aimed at **building capacities of non-government organisation**, particularly in the field of social inclusion, equality of women and men and equal opportunities will be supported within OPE. The supported activities will specifically include the training of NGOs staff members and measures to increase professionalism, organisation management, planning, transparency more broadly- based funding of NGOs. The aim of this activity is to improve sustainability and services provided by NGOs, in particular to socially excluded people or people at risk of social exclusion. As project presenters, NGOs will participate in vast majority of interventions supported in OPE.

For the purposes of building capacities of NGOs, a form of specific calls for project presentations will also be used, particularly in priority axis 2 - Social Inclusion and Combating Poverty. Approximately 1 % from the total funds allocated for these calls under priority axis 2 will be set aside. The specific level of absorption and funds will depend on the absorption capacity of NGOs social partners and number of high-quality projects.

In addition, the issue of increasing NGOs capacities will be supported under priority axis 3- Social Innovations and International Cooperation that will allow for activities aimed at improving transparency, sustainability and more effective functioning of NGOs, at decreasing the dependency of NGOs on public resources and development of corporate donations and cooperation of NGOs with private sector, while making use of international cooperation and social innovations. With regard to the intention to utilise innovations or solutions tested abroad to improve capacities of NGOs in these activities, it is assumed that despite the relatively limited allocation to priority axis 3 and a large number of themes to be supported under this axis, PA 3 has a high potential to contribute to the improvement of capacities of NGOs.

8 COORDINATION BETWEEN FUNDS, BETWEEN EAFRD, EMFF AND OTHER EU AND NATIONAL SUPPORT INSTRUMENTS AND WITH EIB

8.1 Coordination with other European structural and investment funds

a) Operational Programme "Research, Development and Education" (OP RDE) – funded from ERDF and ESF

Further education represents a significant area for additional synergy of interventions of the RDE OP and the OPE. Interventions/activities related to further education are both included in the OPE, in the PA 1 (financed under thematic objective 8) and in the RDE OP, in the PA 3 *Equal access to quality pre-school, primary and secondary education* financed under thematic objective 10.

In the field of further education, competencies were defined, respectively opportunities of an effective cooperation of the MoLSA and the MoEYS, in particular in areas of strategic support of further education, regional dimension, identification of labour market needs, consulting, quality of further education and support of the supply and demand for further learning. The support of further education with a direct relation to the labour market will be subject of interventions made within a single operational programme – the OPE – to achieve the most synergic effect.

Coordination mechanism that will ensure sufficient functionality and maximum effectiveness of individual interventions consists in a clear definition of roles of both policy domain authorities in the implementation process. The MoLSA (as the OPE Managing Authority) will be the support provider for areas of further education falling under the competence of the MoEYS, will be the policy domain authority of the MoEYS and at the same time, common working group responsible for the entire area of further learning that will also be involved in the preparation of calls for projects will be established. Necessary complementarities will be further achieved through other coordination mechanisms described below.

Complementarity areas of the OP RDI and the OPE also include social inclusion and pre-school child care – coordination will be ensured primarily through coordination of each call for projects.⁶⁴

b) Integrated regional operational programme (IROP) – funded from ERDF

In the following areas, interventions made under the OPE will result in complementarities with activities performed through the ERDF in the IROP. It is the issue of public administration, infrastructure for social and health services and also of social entrepreneurship and provision of care for pre-school children.

The required interventions to achieve objectives in **public administration** field must be funded from the ERDF as well. Therefore, activities supported in PA 4 of the OPE are a follow-up of the respective activities in the IROP, particularly in the PA 3 *Good territorial governance and efficiency improvement in public institutions*. Particularly, they are interventions/activities related to another stage of improvement in efficiency and transparency of public administration through increasing use and quality of ICT systems. ESF and ERDF interventions will be complementary to good purpose and coordination in

⁶⁴ Similarly described in Annex 7 to the OPE.

public administration will be ensured through the Coordination mechanism in public administration.

Development of **infrastructure for social and health services and for social entrepreneurship** that are supported in PA 2 of the OPE will be provided in follow-up activities in the IROP (PA 2 – *Improvement in quality of public services and living conditions of regional population*). For interventions funded from the ERDF, these will be mostly investments into construction development, reconstruction, renovation of buildings and infrastructure of these services. Complementarities between individual ESF and ERDF interventions in both programmes will be achieved particularly through the below mentioned coordination mechanisms. Development of network of affordable and locally available pre-school childcare services in the OPE will be supported even by follow-up activities of the IROP – development of infrastructure for pre-school education.

c) Operational Programme "Enterprise and innovation for competitiveness (OP EIC) – funded from ERDF

Support of enterprises represents significant area for additional effects of EIC OP and OPE interventions. Within the OPE PA 1, part of the support under the ESF will be earmarked for **further vocational education** to improve professional knowledge, skills and competencies of staff members and to harmonize the level of qualification of the workforce with labour market requirements. Under PA 2 of the EIC OP *Business and competitiveness development of small and medium-sized enterprises*, support will be given to, inter alia, development of company training centres and provision of a quality environment for implementing educational activities in companies. Complementarities between individual ESF and ERDF interventions in both programmes will be achieved particularly through the below mentioned coordination mechanisms.

d) 'Prague – Growth Pole of the Czech Republic' Operational Programme (PGP CR OP) – funded from ERDF and ESF

Under the OPE, each of the priority axes will cover both categories of regions in the Czech Republic, so that interventions within relevant thematic objectives and investment priorities could be implemented in the whole territory of the Czech Republic including Prague (for details see description of priority axes of the OPE).

In Prague, specific activities focusing on social inclusion and social entrepreneurship following the needs of the Prague region will be implemented under thematic objective 9 under the PGP CR OP, whereas general, national interventions reaching the Prague region as well will be implemented through the OPE.

The PGP CR OP will also include implementation of interventions supporting care for pre-school children which will be complementary to the OPE activities in IP 1.2.

During the implementation of the OPE and the PGP CR OP, needed complementarities will be achieved mainly through the below-mentioned coordination mechanisms.

e) Rural Development Programme (RDP) – funded from EAFRD

Under the RDP PA 1 *Promoting transfer of knowledge and innovation*, also along with the other operation programmes, the RDP supports a comprehensive approach to education and knowledge transfer in rural areas. Activities in **further vocational education** in the agricultural field will be funded from the RDP, while other vocational training in non-agricultural activities will be funded from the OPE (PA 1). In order to provide coordination, the OPE and RDP managing authorities will cooperate with regard to factual content of relevant

calls for projects and time frames for their opening. In addition, the coordination and information transfer will be ensured through mutual membership in Monitoring Committees.

8.1.1 Description of coordination mechanisms with other ESIF OPs⁶⁵

a) Coordination among funds – Partnership agreement

OPE coordination mechanisms with other ESIF OPs are based on the description of a given mechanism in the Partnership Agreement. At the Partnership Agreement level, coordination among funds, programmes and other instruments is seen as a key feature for OPs programming and subsequent implementations. Coordination will run both at the programme and national levels (ESIF Council, MoRD-NCA, etc.), which will contribute to efficient and coherent use of ESIF funds in the 2014–2020 programming period.

b) Coordination of calls for projects

To ensure complementarity of OPE interventions with the other relevant OPs, platforms for planning calls for projects, on a partnership basis, will coordinate the process of preparing individual calls for projects (timing, content, technical parameters, etc.) and their subsequent evaluation. A coordinated process of design and evaluation of calls for projects is to contribute to the implementation of projects that will ensure maximum linking of particular interventions across relevant OPs, and will thus contribute to achievement of specific objectives under priority axes of these programmes. Coordination of calls for projects will thus contribute to achievement of complementarities among activities that are supported from different OPs, complement one another and their link is objective and useful, while emphasis will be put on avoiding potential duplicities.

c) Policy domain authority

Public administration institutions having both relevant and professional competence over any of the intervention areas supported under OPE will participate in OPE implementation in a role of "policy domain authority" for the relevant area. The policy domain authority is a public administration entity responsible for policies and instruments of their implementation supported within priority axes, investment priorities and specific OPE objectives. In the OPE, the policy domain authorities are, besides the relevant sections of the MoLSA, the MoEYS, the Mol, the MolT, the MoH and the Technological Agency of the Czech Republic⁶⁶. In areas of shared responsibility by more departments (such as the area of further education), the role of the policy domain authority will be played by a common working group composed of the representatives of the affected departments and additional experts.

The main role of the policy domain authority in the OPE is described in Annex 2 to the OPE.

d) Monitoring Committees of Operational Programmes

Identically as in the 2007–2013 programming period, basic coordination among operational programmes complementary to the OPE will be ensured via mutual membership of the managing authorities concerned in the monitoring committees and by proper exchange of information.

⁶⁵ A detailed description of mechanisms of coordination with particular OPs is in Annex No. 2 to the EOP:

⁶⁶ The MoLSA concluded memoranda with policy domain authorities, containing main principles of cooperation during the OPE implementation. Memoranda were also concluded with the Office of the Government of the CR regarding social excluded localities and with the capital city of Prague regarding social inclusion.

8.2 Coordination with the other EU instruments⁶⁷

Coordination with Youth Employment Initiative

Pursuant to Article 18 of the ESF regulation, the Youth Employment Initiative (YEI) is integrated in the ESF programming. The funds that the Czech Republic will receive under the initiative promoting employment of young people will thus be included in the OPE, specifically in the investment priority 1.5 which is specifically dedicated to the YEI implementation in the CR. At the same time, there is a strong relation of interventions promoting youth employment to the remaining investment priorities under the OPE PA 1, in particular the investment priority 1.1. The fact that the initiative promoting youth employment will be implemented under the OPE with involvement of the same entities that will implement similar ESF interventions will ensure utilisation of complementarity with ESF interventions promoting youth employment in the Czech regions not eligible under the YEI (all except for NUTS II Northwest) and utilisation of complementarity with ESF interventions promoting employment of other than young people in the NUTS II Northwest Region.

Coordination with the Fund for European Aid to the Most Deprived

To use the Fund for European Aid to the Most Deprived (FEAD), a separate operational programme will be prepared by the MoLSA. With regard to the FEAD allocation for the CR (EUR 20.7 million for the 2014–2020 programming period), this operational programme will finance only the activities focusing on provision of food and basic necessities for the most deprived persons (including accompanying measures within the meaning of Art. 4 of the FEAD Regulation) that are not financed from the ESF.

Activities aiming for social inclusion of the most deprived persons can be funded from the OPE of the ESF, namely under PA 2. Coordination of activities from both OPs will be ensured by close cooperation of both managing authorities and membership of the MA of the FEAD OP in the OPE Monitoring Committee if such monitoring committee is established. Coordination will be easier since the OPE MA and the FEAD MA are part of the same section of the MoLSA (Section for EU Funds).

Coordination with the EU programme for employment and social innovations

The Community Programme of the European Union for Employment and Social Innovations (EaSI) consists of three axes: PROGRESS programme, EURES network and an axis related to micro-financing and social entrepreneurship. Call for projects in individual axes will be announced directly by the EC and Member States, if required, will submit projects focusing on announced themes. MoLSA, Department for EU and International Cooperation, will be a responsible entity for EaSI implementation in the Czech Republic. In order to fully utilise the complementarity of EaSI and OPE interventions, representatives of MoLSA responsible for EaSI implementation in the Czech Republic must be represented in working groups preparing calls under OPE, in all areas with potentially similar expert focus (formulation of policies, social innovation, employment services and social economy). The purpose is to pool ESF funds to support areas and themes that will not be supported from the EaSI, and to avoid overlapping and dual financing.

⁶⁷ Coordination with other EU instruments is described in detail in Annex No. 7 to the OPE.

Coordination with Asylum, Migration and Integration Fund

A link to the Asylum, Migration and Integration Fund is evident primarily in PA 2 of the OPE, the target group of which includes migrants as well. In order to fully utilise the complementarity of interventions of the Asylum, Migration and Integration Fund and the OPE, attention will be paid that the staff members of the MoI responsible for implementations under the Asylum, Migration and Integration Fund are represented in working groups preparing calls for projects under PA 2 of the OPE in areas that have potentially similar focus. The purpose is to concentrate ESF funds on supporting those activities and target groups that will not be financed from the Asylum, Migration and Integration Fund.

Coordination with Internal Security Fund

With regard to the focus of the Internal Security Fund, its link to the OPE is weak. It can be seen marginally in PA 4 of the OPE *Efficient public administration*, namely in the projects that will focus on the Police of the Czech Republic. In this case, activities will be coordinated by the staff members of the MoI which is both the policy domain authority of the OPE PA 4 and the party responsible for implementation of the Internal Security Fund in the CR.

Coordination with Erasmus+

A partial link of ERASMUS+ and the OPE can be identified in PA 1 and PA 3 of the OPE, when in relevant cases coordination will run between the OPE MA and the MoEYS as the stakeholder ensuring coordination of Erasmus+ across the CR.

8.3 Coordination of OPE with national support instruments

Relevant policy domain authorities for areas supported from OPE will be involved in the preparation of calls under OPE. Due to the fact that these relevant policy domain authorities are also responsible for national policies and instruments of their implementation, by their involvement in the preparations of calls under OPE a necessary coordination with existing national support instruments will be achieved. Special attention will be paid to elimination of potential overlaps and efforts to set the support requirements in such a way that the requirements for receiving support from the OPE and from the national instruments are harmonised as much as possible.

The national support instruments with a link to OPE interventions, including the links within the OPE (among PAs) are listed in Annex No. 7 to the OPE.

8.4 Coordination of OPE with EIB

Due to the fact that OPE will be funded from ESF, which does not support investments in the infrastructure, land and real estates, the coordination with EIB is irrelevant for OPE.

9 EX-ANTE CONDITIONALITIES

Based on the evaluation of linking among ex-ante conditionalities and OPE investment priorities and on the EU Guidance on ex-ante conditionalities, the Managing Authority evaluated the following ex-ante thematic conditionalities as applicable to the OPE:

- a) 8.1. Active labour market policies are designed and implemented based on the main directions of the employment policy;
- b) 8.3. Labour market institutions have been modernised and reinforced according to the main directions of the employment policy.
- c) 8.5 Adaptation to changes on the part of workers, companies and entrepreneurs: Existence of policies focused on preference of foresight and proper change management and restructuring;
- d) 8.6 Existence of a strategic policy framework promoting youth employment, including provision of a guarantee for young people;
- e) 9.1 Existence and implementation of a national strategic framework of a poverty-reducing policy focusing on active inclusion of people excluded from the labour market with respect to the main directions of employment policy.
- f) 9.3 Health care: Existence of a national or regional strategic framework of a health policy within the limits of Article 168 of the Treaty on the Functioning of the European Union that will provide economic sustainability;
- g) 11 Existence of a strategic policy framework to strengthen efficiency of public administration of the Member States, including a reform of public administration.

Some ex-ante conditionalities from thematic objectives No. 8 and No. 9 (8.2 Self-employment, entrepreneurship and establishing a company, 8.4 Active and healthy ageing and 9.2 A national strategic framework of policy for inclusion of Roma minority) are not applicable to the Employment OP for the following reasons:

- a) relevant investment priorities to which these ex-ante conditionalities are relevant in line with Annex XI of the General Regulation were not selected in OP Employment;
- b) Particular specific objectives as worded in the Employment OP (or relevant result indicators) do not contain any text relevant to the inclusion of ex-ante conditionalities No 8.2, 8.4 and 9.2; meeting/failure to meet these ex-ante conditionalities has no impact on achieving anticipated outcomes of these specific objectives;
- c) for ex-ante conditionalities 8.2 and 8.4 the so-called "small-direct impact" can be applied in addition to a) and b) in these ex-ante conditionalities: despite the fact that OP Employment with activities will include activities focused on active and healthy ageing and support of start-up of self-employment, these will be activities with small share in the relevant specific objectives and thus with small impact on their fulfilment;
- d) for ex-ante conditionality 9.2 the points a) and b) mentioned above shall apply. In addition, when addressing the problem of integration of Roma people in the Czech Republic, MoLSA promotes the so-called explicit but not exclusive approach – for comprehensive solution of social inclusion and socially excluded localities the project activities shall involve all person from the given locality and not only Roma people. Similarly, the indicator system does not know how to report results for Roma people and these will rather be included in the "minorities" target group.

In addition to that, the Managing Authority evaluated the following ex-ante general conditionalities as relevant to the OPE:

- a) Existence of administrative capacity for implementing and enforcing the Union's legal regulations and policies on combatting discrimination in the ESIF field;
- b) Existence of administrative capacity for implementing and enforcing the Union's legal regulations and policies on gender equality in the ESIF field;
- c) Existence of administrative capacity for implementing and enforcing the UN Convention on the Rights of Persons with Disability (UNCRPD) in the ESIF field, in compliance with the Council Decision 2010/48/EC;
- d) Existence of measures for efficient enforcing of the Union's legal regulation on public tenders in the ESIF field;
- e) Existence of measures for efficient enforcing of the Union's legal regulation on state aid in the ESIF field;
- f) Existence of a statistical basis necessary for carrying out evaluations of programme efficiency and impact.

Identification of general ex-ante thematic conditionalities relevant for the OPE, including measures for their fulfilment, is included in chapters 9.1 and 9.2 of the OPE.

A detailed Action plan for the thematic ex-ante conditionality 9.3 is in Annex no. 3 to the OPE. Fulfilment of thematic ex-ante conditionalities 8.5 and 11, or more precisely actions necessary for fulfilment are described in table in chapter 9.2 Description of actions to fulfil ex-ante conditionalities, responsible bodies and timetable.

Annex 4 to the OPE includes a detailed specification of general ex-ante conditionalities and their fulfilment both at the national level and at the OPE level, including activities that are necessary for fulfilment of the partially fulfilled and unfulfilled ex-ante conditionalities. Annex 4 also includes a detailed specification of thematic ex-ante conditionalities for the OPE (again, including activities that are necessary for fulfilment of the partially fulfilled and unfulfilled ex-ante conditionalities).

9.1 Identification of relevant ex-ante conditionalities and evaluation of their fulfilment

Identification of relevant ex-ante thematic conditionalities and evaluation of their fulfilment

Applicable ex-ante conditionality at national level	Priority axes to which the ex-ante conditionality relates	Ex-ante conditionality fulfilled (yes/no/partially)	Criteria	Criteria fulfilled (yes/no)	References	Explanation
8.1. Active labour market policies are designed and implemented based on the main directions of the employment policy.	PA 1 Promoting employment and workforce adaptability	Yes	Employment services can and do provide these components: <ul style="list-style-type: none"> Individualised services and active and preventive measures in the labour market at an early stage that are available for every job seeker and focus on people at the most risk of social exclusion, including people from marginalised communities; 	Yes	Employment Act: http://portal.mpsv.cz/sz/obecne/prav_pred_pisy/akt_zneni/zoz_1_1.2014.pdf www: http://portal.mpsv.cz/sz/politikazamest/trh_prace	Act No. 435/2004, on employment, Sections 104–120 – AEP instruments applied by the LO CR based on labour market analyses – see the reference (defined target groups and measures depending on the current situation in the labour market and composition of job seekers, target groups – people with disadvantage preventing them from entry in the labour market), on the basis of demands by employers, in cooperation with educational institutions and with use of individual consultation. Individualisation of services reinforced through introducing a re-training course opted for job seekers themselves according to their own needs + employment services provide consulting. Employers report mass dismissals to the LO CR which starts activities of consulting and employment mediation. According to Art.33 of the Employment Act, individual action plans are made with job seekers – steps facilitating labour market integration primarily of people at risk (of social exclusion, people from marginalised communities, etc.). Employment services have sufficient instruments available to provide individualised services.
			<ul style="list-style-type: none"> Full and transparent information on newly vacant jobs and employment offers with respect to the changing needs of the labour market. 	Yes	http://portal.mpsv.cz http://portal.mpsv.cz/eures http://portal.mpsv.cz/sz/obcane/vmjedno/vmrozsir	This portal contains information on job vacancies and employment offers. These job vacancies are continuously updated. There are also offers of job vacancies in the other EU countries in the EURES network, contact information on 14 regional EURES consultants and approx. 80 contact persons in Contact Offices of the Labour Office of the Czech Republic. In accordance with Art. 8a of the Employment Act, the LO CR keeps records of job vacancies that are open to the job applicants and seekers or general public (on the portal, in the branch office of the LO CR). Although since 1 January 2012 it has not been

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					<p>Activation measures: https://portal.mpsv.cz/sz/politikazamest/sstrateg_zam_2020</p>	<p>obligatory any more for the employers to report job vacancies (JVs), this fact did not reflect in a decrease of their records by the LO CR. The unemployment flows show that the records cover almost 100% of JVs that can be put on record.</p> <p>In activation measures, cooperation with employment agencies is proposed to be strengthened by sharing client databases and mutual provision of data to fill relevant job vacancies, 2015/2016.</p>
			<p>Employment services have concluded formal or informal agreements on cooperation with the relevant participating parties</p>	Yes	<p>Employment Act: http://portal.mpsv.cz/sz/obecne/prav_predpisy/akt_zneni/zoz_1_1.2014.pdf</p>	<p>Employment Act – LO CR (Section 7(2) of the Employment Act) establishes advisory bodies consisting of representatives of trade unions, employer organisations, cooperative bodies, organisations of people with disability, Chamber of Commerce and local/regional governments. Their purpose is coordination during implementation of the employment policy and development of human resources in the relevant administrative district. They are established by regional branches of LO CR or by selected contact offices of LO CR, the meetings take place at least twice a year. They comment on granting AEP contributions, retraining programmes, advisory activities or on mass dismissals.</p> <p>The Employment Act Section 8a.(r) ensures cooperation in questions of employment, labour force mobility and the development of human resources with TSU (territorial self-governing units), the relevant trade unions and employer organisations. In some regions, partnerships established based on Employment Treaties, the LO CR concluded memoranda of cooperation with the CBK, Chamber of Commerce and some other partners (employers).</p>
<p>8.3. Labour market institutions have been modernised and reinforced according to the main directions of the employment policy</p> <p>Commencement of reforms</p>	<p>PA 1 Promoting employment and workforce adaptability</p>	Yes	<p>Measures to reform employment services, the objective of which is to ensure they have the capacity to provide:</p> <ul style="list-style-type: none"> ▪ individualised services and active and preventive measures in the labour market at an early stage that are available for every job seeker and focus on people at the most risk of social exclusion, including people from marginalised communities; 	Yes	<p>Employment Act: http://portal.mpsv.cz/sz/obecne/prav_predpisy/akt_zneni/zoz_1_1.2014.pdf</p> <p>Employment Policy Strategy and Activation Measures: https://portal.mpsv.cz/sz/politikazamest/sstrateg_zam_2020</p>	<p>As for the current status, see ex-ante conditionality 8.1. On 15 October 2014, the government adopted the Employment Policy Strategy until 2020 (EPS) which is the basic document for development of employment services and adoption of new labour market measures; it is implemented through Activation measures to address the unfavourable situation in the labour market, adopted by the government on 3 November 2014. The EPS requires qualitative and quantitative strengthening of capacities of the LO CR (material and HR), introduction of preventive measures in the labour market (e.g. benefit during partial unemployment or support of already employed people but at risk in the labour market); better targeting of the AEP and increase in the volume of funds for its implementation. Introduction of instruments with specific targeting (e.g. at the youth), better targeting is required for retraining according to employers' needs, introduction of new procedures (e.g. profiling) improving</p>

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of labour market institutions is preceded by a clear strategic framework and ex-ante evaluation, including gender equality taken into consideration.			<ul style="list-style-type: none"> Full and transparent information on newly vacant jobs and employment offers with respect to the changing needs of the labour market. 	Yes	http://portal.mpsv.cz/sz/obcane/vmjedno	<p>efficiency of time devoted to clients. Piloting of new measures is allowed by the Sections 106 and 120 of the Employment Act.</p> <p>As for the current status, see ex-ante conditionality 8.1. Also partial activities: www.budoucnostprofesi.cz a www.infoabsolvent.cz A pilot project 'Job vacancies and monitoring' is being implemented and a former information system is being renewed. Services and functionalities of the information system are gradually being expanded. The EPS defines a requirement to increase efficiency of labour market monitoring and implementation of a system forecasting qualification needs in the labour market. Activation measures require notification of job vacancies based on the memoranda concluded with employers and improvement of cooperation with work agencies by sharing data.</p>
			The reform of employment services will include creation of formal or informal networks for cooperation with the respective stakeholders.	Yes	<p>Employment Act: http://portal.mpsv.cz/sz/obecne/prav_predpisy/akt_zneni/zoz_1_1.2014.pdf</p> <p>Employment Policy Strategy https://portal.mpsv.cz/sz/politikazamest/sz/trateg_zam_2020</p>	<p>Within the framework of advisory bodies Section 7(2) of the Employment Act</p> <p>To ensure cooperation in the labour market, the LO establishes, where necessary, advisory bodies of members of trade unions, employer organisations, cooperative associations, organisations of people with disabilities, Chamber of Commerce and TSUs. The Employment Act, Art. 8a (r) ensures cooperation in the field of employment, labour force mobility and human resource development with TSUs, trade unions and employer organisations.</p> <p>(In 2013) the LO CR signed a Memorandum on Cooperation in the Labour Market' with the Czech Chamber of Commerce, aim: cooperation during changes in the labour market, qualification structure of the labour force matching employers' needs, youth employment in the labour market, development of SMEs, etc. The LO CR – participating in the implementation of the Employment Pacts (concluded with representatives of the Ústí nad Labem, Moravian-Silesian and South-Bohemian regions, West-Bohemian, Liberec, Pardubice and Karlovy Vary regions). The requirement to strengthen cooperation in the labour market is part of the measures of Employment Policy Strategy, adopted by the government on 15 October 2014.</p>
8.5. Adaptation to changes on the part of workers, companies	PA 1 Promoting employment and workforce	Partially	There are instruments available that enable social partners and public administration bodies to improve designing and monitoring pro-active approaches to the issue of changes and restructuring, containing these	No	<p>Employment Policy Strategy and Activation Measures: https://portal.mpsv.cz/sz/politikazamest/sz/trateg_zam_2020</p>	'Employment Policy Strategy until 2020' was adopted by the government on 15 October 2014, its implementation document Activation measures to address the unfavourable situation in the labour market will focus on deepening cooperation with employers and other stakeholders in the labour market at the

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<p>and entrepreneurs: Existence of policies focused on preference of foresight and proper change management and restructuring.</p>	<p>adaptability</p>		<p>measures:</p> <ul style="list-style-type: none"> Promoting foresight of changes; 		<p>trateg zam 2020</p>	<p>regional level. Systematic forecasting of qualification needs of the labour market' will start and be implemented in 2014 with an estimated end by 31/10/2015. In 2013, the Labour Office of the Czech Republic signed a Memorandum on Cooperation in the Labour Market' with the Czech Chamber of Commerce, the aim of which is to cooperate flexibly during changes in the labour market, adapt qualification structure of the labour force for employers' needs, promote youth employment in the labour market, develop small and medium-sized enterprises, etc.</p>
			<ul style="list-style-type: none"> Facilitating preparation and management of the restructuring process. 	<p>Yes</p>	<p>http://portal.mpsv.cz</p>	<p>The Regional Branches of the LO monitor the situation in the labour market, cooperate with employers and other stakeholders in the region. Employers – obligation to report mass dismissals to the LO. The LO is able to establish mobile and temporary workplaces flexibly in companies in case of dismissals, where it provides employees with needed services. In 2014, a new instrument of the active employment policy was verified in a pilot project – the employer who hires a worker who is in the process of mass dismissal with another employer may be granted an incentive for partial payment of wage costs, etc. The LO has tools for cooperation with regional players on the labour market (e.g., advisory bodies), as well as for laid-off employees. To employ dismissed people requires greater participation of regional bodies and other stakeholders in designing regional development plans, building business infrastructure, changes to the educational structure of schools, cooperation with employers.</p>
<p>8.6. Existence of a strategic policy framework promoting youth employment, including provision of a guarantee to young people. This ex-ante conditionality</p>	<p>PA 1 Promoting employment and workforce adaptability</p>	<p>Yes</p>	<p>There exist a strategic policy framework promoting employment that</p>	<p>Yes</p>	<p>http://portal.mpsv.cz/sz/politikazamest/zarpromla</p>	<p>Youth Guarantee Implementation Plan (Plan) has been prepared, containing a section on the Youth Employment Initiative (YEI). The Plan updated in 4/2014 based on the Commission's comments. The Plan constitutes a basic strategic framework for the employment policy related to support of the youth entering the labour market, is reflected by the Employment Policy Strategy until 2020 (adopted by the government on 15 October 2014). The Strategy's implementation document Activation measures to address the unfavourable situation in the labour market was adopted by the government on 3 November 2014. The Plan was prepared in collaboration between MoLSA and MEYS and other partners and is evaluated once a year. If a problem in the implementation or fulfilment of objectives is detected, the Plan will be updated in cooperation with the MoEYS. The YEI will be implemented and coordinated at the</p>

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will be used during the implementation of employment promoting initiative.					regional level in advisory bodies established by the LO CR, involving local and regional governments (school authorities). The Plan contains an obligation to offer a job or education to each NEET after 4 months of unemployment.
	<ul style="list-style-type: none"> It is based on objective sources measuring results related to young people who are not employed and do not attend school or vocational training, when these sources constitute a basis for development of targeted policies and progress monitoring; 	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla http://portal.mpsv.cz/sz/stat http://www.czso.cz/csu/redakce.nsf/i/zamestnanost_nezamestnanost_prace		The plan has been drawn up based on the available data that are relevant for support of the youth (unemployment rate, employment rate, education structure). Data are collected by the MoLSA and the CSO, based statistical registers or labour force sample surveys. They are available at both the national and regional levels. Data about unemployment are collected by the MoLSA in a monthly interval (reference), data in the labour force sample survey in a quarterly interval (reference). For the Plan monitoring purposes, a new set of indicators has been prepared to be incorporated in the MoLSA system in 2015. As a pilot project, however, they have been already collected since April 2014.
	<ul style="list-style-type: none"> It specifies the respective public administration body that is to be in charge of management of the system of measures for youth employment and partnership coordination at all levels and in all sectors, 	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla		The MoLSA has been appointed to become the main policy domain authority, responsible for management of the measures adopted in the programme. The MoLSA closely cooperates with the MoEYS that is responsible particularly for the programme measures that relate to the system of primary education. The main implementer of the programme measures is the Labour Office of the CR and its offices that will cooperate with employers, representatives of regions and municipalities, with schools and educational facilities and other stakeholders in the labour market, the main implementers in the Northwest Region (Ústí nad Labem and Karlovy Vary regions) are the Regional Branches of the LO in Karlovy Vary and Ústí nad Labem.
	<ul style="list-style-type: none"> It involves stakeholders relevant for addressing unemployment of young people; 	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla		Cooperation at the national level when implementing the measures of the Youth Guarantee Programme takes place among the MoEYS, social partners (CESA), members of educational institutions, youth organisations and other partners. Similar stakeholders cooperate at the regional level, plus representatives of regional bodies, municipalities, employers, etc. (The Programme mentions key organisation that will promote and implement the Youth Guarantee Programme).
	<ul style="list-style-type: none"> It enables timely interventions and activation; 	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla		At present, the Implementation Plan of the Programme includes 9 initiatives, focusing on timely intervention and activation. The Implementation Plan of the Guarantee Programme also plans for information and educational events.
	<ul style="list-style-type: none"> It contains measures promoting 	Yes	http://portal.mpsv.cz/		The Plan defines the implementation measures at the strategic

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			employment accessibility, enhancement of skills, labour mobility and sustainable labour market integration of young people who are neither employed nor attend school or vocational training.		sz/politikazamest/zarpromla	level generally, requiring activities to be targeted at support of the youth consisting in creation of job opportunities, advisory activities, support of educational activities, including retraining according to individual needs of supported persons, creation of job opportunities to gather professional experience or ensure placements. At the strategic level, these activities are particularised in the chapter dealing with the initiative supporting youth employment (section 2.4 of the Plan) and at the national level. The particularisation is in the Activation measures to address the unfavourable situation in the labour market. The areas where the support will be concentrated are grouped in 14 initiatives in the Plan (Annex 1 to the Plan).
9.1. Existence and implementation of a national strategic framework of a poverty-reducing policy focusing on active inclusion of people excluded from the labour market with respect to the main directions of employment policy.	PA 2 - Social Inclusion and Combating Poverty	Yes	A national strategic framework for poverty-reducing policy is implemented, focusing on active inclusion, which:	Yes	Link to the Social Inclusion Strategy 2014–2020: http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf (Translation into English is available.)	On 8 January 2014, the Czech government approved (Government Resolution No. 24/2014) a framework document on social inclusion, the Social Inclusion Strategy for 2014–2020 which is a national document covering the fields of active inclusion and poverty reduction. The purpose of the Strategy is to help meeting the national objective for reducing poverty and decreasing the social exclusion degree set in the National Reform Programme of the Czech Republic which is based on the Europe 2020 Strategy. The Strategy includes a list of measures that have an impact on social inclusion.
			<ul style="list-style-type: none"> It provides enough source documents for designing policies on poverty reduction and progress monitoring, 	Yes	Link to the Social Inclusion Strategy: http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf	Each of the chapters of the Strategy evaluates the situation in a particular priority area of social inclusion. The Strategy includes a list of measures that have an impact on social inclusion and is also based on partial strategic and policy documents. As part of the monitoring, the situation in all areas will be regularly monitored (including use of the overall indicator on combatting poverty and social exclusion) and an update or a measure to be added to the Strategy will be proposed. (Note: The process of the Strategy updating is described in Chapter 5 titled Monitoring.) To increase the Strategy efficiency, an output of the RILSA (Research Institute for Labour and Social Affairs) project 'National indicators for progress evaluation in combatting poverty and social exclusion' (The deadline for preparation by 31/12/2013 was met; the methodology is at disposal). This methodology will be used for monitoring progress in combatting poverty and social exclusion in relation to the Social Inclusion Strategy for 2014–2020.
			<ul style="list-style-type: none"> It contains measures helping to achieve the national objective on 	Yes	Link to the Social	The purpose of the Strategy is to help meeting the national objective for reducing poverty and decreasing the degree of

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			<p>combatting poverty and social exclusion (as it is defined in the National Reform Programme) which includes support of sustainable and good quality job opportunities for people at most risk of social exclusion,</p>		<p>Inclusion Strategy: http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf</p>	<p>social exclusion set in the National Reform Programme of the Czech Republic which is based on the Europe 2020 Strategy. The Strategy includes a list of measures that have an impact on social inclusion and covers all the important areas of persons' social inclusion, including support of access to and maintenance of employment for people at risk of social exclusion or socially excluded.</p>
			<ul style="list-style-type: none"> It involves relevant stakeholders in the fight against poverty, 	Yes	<p>http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf</p>	<p>The Social Inclusion Strategy for 2014–2020 was prepared in cooperation with the Social Inclusion Commission that is a standing advisory, initiative and coordination body of the MoLSA on social policy matters focusing on combatting poverty and social exclusion. Commission is composed of representatives of entities that are involved in the solution of an issue of poverty and social exclusion, i.e. representatives of public administration and self-administration, academic circles, umbrella non-government organisations dealing with this issue and other social partners.</p>
			<ul style="list-style-type: none"> Depending on the identified needs it includes measures for a shift from the institutional care to the community care, 	Yes	<p>Link to the Social Inclusion Strategy: http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf</p>	<p>The Social Inclusion Strategy puts emphasis on promoting persons' access to available and good quality services provided in the community. The Strategy includes measures promoting a shift from the institutional care to the community care in several areas: In Chapter 3.2 Social services (community social services), in Chapter 3.3 Family support (de-institutionalisation in social and legal protection of children) and 3.6 Promoting access to health care (de-institutionalisation of psychiatric care). De-institutionalisation of social services is taking place under the MoLSA project 'Concept of promoting transformation of residential social services into other types of social services provided in the user's natural community and helping the user's social inclusion'.</p>
			<ul style="list-style-type: none"> The respective stakeholders will be provided, in justified cases and upon request, help at filing project applications and implementing and managing selected projects. 	Yes	<p>http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf</p>	<p>MoLSA, relevant departments are ready (as in the programming period 2007-2013) to provide consulting services regarding the preparation of projects for calls and at the same time, to provide consulting for project implementation. There are project consulting services of the Office of the Government – Section for Human Rights, support from regional coordinators for Roma matters working with regional authorities of individual regions with regard to the preparation of project applications.</p>
<p>9.3. Health care: Existence of a national or</p>	<p>PA 2 - Social Inclusion and</p>	<p>Partially</p>	<ul style="list-style-type: none"> A national or regional strategic framework of health policy is designed, containing: 	Yes	<p>References: http://www.mzcr.cz/Verejne/dokumenty/zdravi-2020-narodni-</p>	<p>The National Strategy of Health Protection and Promotion and Disease Prevention – Health 2020 (government on 08/ /01/ 2014, resolution No. 23/2014) – the strategic framework for health protection and promotion.</p>

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<p>regional strategic framework of a health policy within the limits of Article 168 of the Treaty on the Functioning of the EU that will provide economic sustainability.</p>	<p>Combating Poverty</p>			<p>strategie-ochrany-a-podpory-zdravi-a-prevence-nemoci_8690_3016_5.html</p> <p>http://www.mzcr.cz/Verejne/obsah/program-zdravi-21_1101_5.html</p> <p>http://www.reformapsychiatrie.cz/</p> <p>http://www.mzcr.cz/Verejne/dokumenty/konceptce-hygienicke-sluzby-2013_7740_5.html</p> <p>http://www.mzcr.cz/Uvnie/obsah/strategicke-dokumenty_3217_8.html</p>	<p>The strategy of psychiatric care will be detailed in implementation documents (action plans) by topics (to be prepared by 12/2015) that will specify interim goals, responsibility, indicators and deadlines, incl. required financial and material coverage.</p> <p>Details to be included in the action plans are subject to additional criteria. Follow-up care policy (AP 8b) is one of the action plans already approved. The other documents are: Policy of public health service and primary prevention in public health protection, Strategy for reform of psychiatric care.</p>
		<ul style="list-style-type: none"> ▪ Coordinated measures improving access to quality health care services, 	No	<p>References:</p> <p>http://www.mzcr.cz/Verejne/dokumenty/zdravi-2020-narodni-strategie-ochrany-a-podpory-zdravi-a-prevence-nemoci_8690_3016_5.html</p> <p>http://www.reformapsychiatrie.cz/</p> <p>http://www.mzcr.cz/Uvnie/obsah/strategicke-dokumenty_3217_8.html</p>	<p>Already completed: Strategy for reform of psychiatric care10/2013 – approach, quality, organisation, support initiatives. Follow-up care policy 2 December 2014 (Ap8b) – approach, quality and organisation in regions:</p> <p>Care organisation:</p> <ul style="list-style-type: none"> • Legislation Acts nos. 372/2011, 373/2011, 374/2011, 48/1997, Decree 39/2011, 70/2012, 92/2012, Government Regulation 307/2012. <p>H2020:AP 8 Improvement of availability and quality of care, including follow-up and long-term care: AP8a Post-acute care - now 40%</p> <p>Physical access –legislation</p> <p>Service coverage:</p> <ul style="list-style-type: none"> • Legislation H2020:AP 8a) AP 7 (Screenings) – now 20% <p>Active help initiatives</p> <p>H2020: AP 4 (Reduction of risk behaviour) – now 20%, AP 6 (Infectious diseases management) – now 20%, AP</p>

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					<p>2 (Good nutrition and eating habits) - now 20%, AP 7 (Screenings)</p> <p>e-Health</p> <ul style="list-style-type: none"> Z2020: National strategy for health care computerisation – now 30% <p>Pharmaceutical and other methods</p> <ul style="list-style-type: none"> Legislation Decree/2012, Act 123/2000 <p>Other measures – all APs, especially APs 4, 5, 6 – now 20%</p> <p>Everything completed - 31.12.2015</p> <p>More in Action plan for meeting the health-related ex-ante conditionality (9.3).</p>
		<ul style="list-style-type: none"> Measures promoting efficiency in health care by introducing service provision and infrastructure models, 	No	<p>References:</p> <p>http://www.mzcr.cz/Verejne/dokumenty/zdravi-2020-narodni-strategie-ochrany-a-podpory-zdravi-a-prevence-nemoci_8690_3016_5.html</p> <p>http://www.reformapsychiatrie.cz/</p> <p>http://portal.gov.cz/aktuality/zakony/zakon.jsp?page=0&nr=372~2F2011&rpp=15#seznam</p> <p>http://www.mzcr.cz/Uverejne/obsah/strategick-e-dokumenty_3217_8.html</p>	<p>Already completed: Strategy for psychiatric care reform – 10/2013—models of care, infrastructure, mapping, Follow-up care policy –2.12.2014 (AP8b) – models of care, infrastructure and mapping, efficiency improvement.</p> <p>Models of provision of services</p> <ul style="list-style-type: none"> Legislation Acts 95/2004, 96/2004, Decree. 395/2004 H2020 AP8a) Post-acute care –finalised at 40%, Strategy for innovations in education of medical/paramedical staff. <p>Infrastructure incl. mapping of needs</p> <ul style="list-style-type: none"> Legislation Act 372/2011 H2020 AP (8a) Post-acute care –finalised at 40% <p>Other efficiency promoting measures</p> <ul style="list-style-type: none"> H2020, e.g. AP 9 Quality and safety of health services – finalised at 20% <p>Everything completed - 31.12.2015</p> <p>More in Action plan for meeting the health-related ex-ante conditionality (9.3).</p>
		<ul style="list-style-type: none"> Monitoring and evaluation system. 	No	<p>References:</p> <p>http://www.mzcr.cz/Verejne/dokumenty/zdravi-2020-narodni-strategie-ochrany-a-podpory-zdravi-a-prevence-nemoci_8690_3016_5.html</p>	<p>Already completed – Strategy for Psychiatric Care Reform – a system of monitoring indicators and an evaluation system (chapter 4.3 Outcomes and outputs of implemented measures, indicators) and evaluation (chapter 5.5 System of monitoring and evaluation of strategy implementation). Follow-up care policy (chapter 7 Monitoring and indicators)</p> <p>Method of monitoring measures, indicators and target values being part of particular action plans (12/2015). Action plans are</p>

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					5.html http://www.mzcr.cz/Unie/obsah/strategick_e-dokumenty_3217_8.html http://www.reformapsychiatrie.cz	based on the Health 21 document – the monitoring system will reflect and use the Health 21 system. Particular documents on Health 2020 are being prepared, not approved yet. Steps to be taken in the table on measures, deadline and responsible authorities, also in in Action plan for meeting the health-related ex-ante conditionality (9.3).
			<ul style="list-style-type: none"> The Member State or a region adopted a framework indicatively defining available budgets and cost-effective concentration of funds for the needs defined as priorities in the health care sector. 	No	References: http://www.mfcr.cz/cs/legislativa/legislativni-dokumenty/2000/zakon-c-218-2000-sb-3443	Indicative framework of funds earmarked for health care – in 'Medium -Term Outlook' of the state budget pursuant to Art. 4 of Act No. 218/2000. Outlook prepared always for a two-year period after the year in which the budget is presented. It includes a proposal of funds earmarked in future budgets for financing health care. 'Medium-Term Expenditure Framework' prepared for the same period of time, pursuant to Art. 8a of Act 218/2000 on budgetary rules, for each year of the medium-term outlook. Efficiency of funds earmarked (not only) for health care given by Art. 14 of Act 219/2000. Health 2020 implementation documents further specify the requirements for financial and material coverage of necessary related costs. Some documents on Health 2020 still being prepared. Steps to be taken in the table on measures, deadline and responsible authorities, also in the separate Action plan for meeting the health-related ex-ante conditionality (9.3). Strategy of psychiatric care reform also contains the budgets and resources of financing.
11. Existence of a strategic political framework to strengthen efficiency of public administration of the Member States, including a reform of public	PA 4 – Efficient public administration	Partially	A strategic policy framework for increasing administrative efficiency of public bodies of Member States and improvement of their skills is introduced and under implementation through the following elements:	Yes	Link to the Strategic Framework and Implementation Plans: http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-dozoru-a-kontroly.aspx?q=Y2hudW09OQ%3d%3d http://databaze-strategie.cz/cz/mv/strategie/strategicky-	We consider this criterion completed with regard to adoption of the Strategic Framework for development of public administration in the Czech Republic in 2014–2020 (Strategic Framework) by the Czech government, Resolution No. 680, 27 August 2014, and its implementation via implementation plans for the Strategic Framework (adopted by the government by Resolution No. 21 of 14 January 2015).

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administration			<ul style="list-style-type: none"> ▪ analysis and strategic planning of legal, organisational and/or procedural reform measures, 	No	<p>ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020</p> <p>Link to the Strategic Framework and Implementation Plans: http://www.mvcr.cz/obdobi-2014-2020 http://www.mvcr.cz/cl/clanek/odbor-verejne-spravy-dozoru-a-kontroly.aspx?q=Y2hudW09OQ%3d%3d</p> <p>http://databaze-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020 http://www.mvcr.cz/cl/clanek/analiza-aktualniho-stavu-verejne-spravy.aspx</p> <p>References: Analysis http://www.mvcr.cz/cl/clanek/analiza-aktualniho-stavu-verejne-spravy.aspx</p> <p>Reference – Smart Administration: http://www.smartadministration.cz/</p> <p>References: Civil</p>	<p>Strategic Framework of Public Administration Development of the Czech Republic in 2014–2020 (Strategic Framework) is a follow-up of the Analysis of Current Situation in Public Administration (12/2011) Strategy for Implementing Smart Administration 2007–2015 (7/2007)</p> <p>Public administration performance analysis in municipalities with the basic scope of delegated acts (1/2011)</p> <p>Report on implementation of projects with impact on reduction of citizens' administrative load (1/2011)</p> <ul style="list-style-type: none"> - A concept for completing the public administration reform (presented to the government on 6/2012, not adopted) - Report on efficiency of General Principles for regulation impact assessment (RIA) (10/2013) - Interim report on progress of the process modelling and standardisation of public administrative work (12/2014) <p>In Implementation Plans (ImPs) to the Strategic Framework also preparation of analyses (12/2016)</p> <p>Civil service: Civil Service Act (CSA) No. 234/2014 came into force on 6 November 2014 (mostly in effect from 1 January 2015).</p> <ul style="list-style-type: none"> – Information on results of data collection on systemisation of ministries, Central Administrative Authority (ÚSÚ) and other administrative authorities (7/2014) <p>Civil servants: how many, where and working for what salaries? (6/2014)</p>
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					service: http://www.mvcr.cz/slatni-sluzba.aspx	
			<ul style="list-style-type: none"> Development of quality management systems, 	No	<p>Link to the Strategic Framework and Implementation plan for strategic objective No. 1</p> <p>http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-dozoru-a-kontroly.aspx?q=Y2hudW09OQ%3d%3d</p> <p>http://databaze-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020</p> <p>Link Promoting quality introduction in public administration:</p> <p>http://www.mvcr.cz/clanek/verejna-sprava-podpora-zavadeni-kvality-ve-verejne-sprave.aspx?q=Y2hudW09Mw%3D%3D</p>	<p>In the Strategic Framework, subsection Modernisation of public administration. Measures in the ImP for the strategic objective (StO) 1 <i>Modernisation of public administration, specific objective (SO) 1.3 Expanding quality methods in public administration</i> (specifically in strategic management, legislative measures will not be a prerequisite for meeting this sub-criterion).</p> <p>The aim is to enhance quality and efficiency of public administration, by systematic quality management and introduction of quality management methods in public administration.</p> <p>The main policy domain authority is the MoI:</p> <ul style="list-style-type: none"> - <u>The process at the level of territorial self-governing units (TSUs)</u> – under the control of the MoI in terms of methodical management (support of introduction of quality management methods in TSUs authorities (they already have an elaborated system of quality management methods, e.g. <i>CAF, Local Agenda 21 and ISO9001</i>); <ul style="list-style-type: none"> - Quality and Innovation award by the MoI since 2008. - <u>At the level of service authorities</u>, the process under the control of the MoI even in terms of coordination of introduction of quality management methods (support of implementation of quality methods in administrative authorities under the CSA).
			<ul style="list-style-type: none"> Integrated measures to simplify and streamline administrative procedures 	No	<p>Link to the Strategic Framework and Implementation Plans:</p> <p>http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-dozoru-a-</p>	<p>Specified in the Strategic Framework, subsection Modernisation of public administration.</p> <p>Measures in the ImP:</p> <ol style="list-style-type: none"> StO 1 Modernisation of public administration; <u>SO 1.1 Utilisation of process management elements and introduction of standards of selected administrative work</u>

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					<p>kontroly.aspx?q=Y2hudW09OQ%3d%3d</p> <p>http://databaze-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020</p>	<p>The aim is to improve performance in public administration and reduce regulatory load by designing process models of selected administrative work and their subsequent standardisation</p> <p>SO 1.2 Reducing the regulatory load</p> <p>The aim is to reduce time and financial load of the parties concerned when contacting public authorities and within public administration itself, improving thus also quality of functioning of public administration in the CR and its benefit for higher competitiveness of the CR.</p> <p>Promotion of ex post RIA and improvement of RIA implementation.</p> <ol style="list-style-type: none"> 2. StO 2 Review and optimisation of performance of public administration in the territory; 3. StO 3 Increasing availability and transparency of public administration via e-Government instruments. <p>The aim is to complete the building of clearly arranged, transparent and flexible environment and conditions of legal and institutional character for continuous development of e-Government and to ensure maximum utilisation of the benefits of its functioning.</p>
			<ul style="list-style-type: none"> ▪ Preparation and implementation of human resource strategies and policies regarding main drawbacks identified in this area, 	No	<p>Civil Service Act No. 218/2002, http://www.mvcr.cz/satni-sluzba.aspx</p> <p>Act No.234/2014 on civil service:</p> <p>http://portal.gov.cz/app/zakony/zakonPar.jsp?idBiblio=82812&fulltext=&nr=234~2F2014&part=&name=&pp=15#local-content</p> <p>SF and ImP to StO 4</p> <p>http://databaze-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-</p>	<p>Civil service</p> <p>On 6 November 2014 the CSA has become partially effective (majority on 1 January 2015). The public authority domain for the CSA and its implementation since 1 October 2014 was the Mol. Issues related to human resources are also addressed in the Strategic Framework. Measures in ImP on StO 4 Professionalisation and human resource development in public administration.</p> <p>TSUs</p> <p>Act No. 312/2002 improves performance of public administration by professionalisation of office workers of TSUs This law has become effective as early as since 1 January 2003. This law makes provisions on qualification test for TSU office workers.</p>

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					<p>obdobi-2014-2020</p> <p>Act No. 312/2002 on civil servants:</p> <p>http://portal.gov.cz/app/zakony/zakonPar.jsp?idBiblio=53652&fulltext=&nr=312~2F2002&part=&name=&pp=15#local-content</p>	
		<ul style="list-style-type: none"> Development of skills at all levels of the professional hierarchy of public bodies; 	No	<p>Reference:</p> <p>http://portal.gov.cz/app/zakony/zakonPar.jsp?idBiblio=53652&fulltext=&nr=312~2F2002&part=&name=&pp=15#local-content</p> <p>http://www.statnisluzba.cz/dokumenty/</p>	<p>Civil service</p> <p>On 6 November 2014, the CSA became partially effective (majority on 1 January 2015). The public authority domain for the CSA and its implementation since 1 October 2014 has been the MoI.</p> <p>The CSA, Head IV, includes education of civil servants aiming to professionalise civil service. It provides for deepening of education (i.e. initial education, continuous education, education of senior staff and language education. Further details are provided in implementing regulations on the CSA and by the deputy minister for civil service of the MoI.</p> <p>TSUs</p> <p>Efficient performance of public administration in the territory is conditioned by professionalization of TSUs' office workers consisting in education. Act No. 312/2002 prescribes office workers to deepen their qualification by participating in education and training and testing professional competence. This area is addressed in the Strategic Framework.</p> <p>Measures in the ImP on:</p> <ol style="list-style-type: none"> StO 1 Modernisation of public administration StO 2 Review and optimisation of performance of public administration in the territory StO 4 Professionalisation and development of human resources in public administration 	
		<ul style="list-style-type: none"> Development of procedures and instruments for monitoring and evaluation. 	Yes	<p>Link to the Strategic Framework and Implementation Plan on StO 1:</p> <p>http://www.mvcr.cz/odk2/clanek/odbor-</p>	<p>We consider this criterion fulfilled with respect to the adopted Strategic Framework and related implementation plans. These documents declare monitoring of implementation of the proposed measures introducing an evaluation system in public administration via annual status reports on public administration that will be submitted to the Czech government for information</p>	

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				verejne-spravy- dozoru-a- kontroly.aspx?q=Y2h udW09OQ%3d%3d http://databaze- strategie.cz/cz/mv/str ategie/strategicky- ramec-rozvoje- verejne-spravy- ceske-republiky-pro- obdobi-2014-2020	<p>each calendar year.</p> <p>The annual reports will include evaluation of implementation of indicators, progress in implementation of hierarchical structure of work, schedule of work, budget, targets, suitability of procedures, risk management and possibly other aspects of implementation of the implementation plans:</p> <ul style="list-style-type: none">- An annual report will be prepared for each implementation plan.- Annual reports will be discussed and approved by the respective Steering Committee.- Annual Reports will be submitted to the Council of the Government.
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Identification of relevant ex-ante general conditionalities and evaluation of their fulfilment

Ex-ante conditionality	Priority axes to which the conditionality applies	Ex-ante conditionality fulfilled (yes/no/partially)	Criteria	Criteria fulfilled (yes/no)	References	Explanation
No 1. Existence of administrative capacity for implementing and enforcing the Union's legal regulations and policies on combatting discrimination in the ESIF field	PA 1 Promoting employment and workforce adaptability PA 2 Social inclusion and combating poverty PA 3 Social innovation and international cooperation PA 4 Efficient public administration	Yes (continuously being and will be implemented throughout the 2014–2020 programming period)	Provisions in compliance with the institutional and legal framework of the Member States in order to engage stakeholders responsible for applying gender equality to all people in project preparation and implementation, including consultancy on gender equality matters in ESIF-related activities.	Yes	http://www.ochrance.cz/en/discrimination/ http://www.vlada.cz/cz/ppov/zmocnenec-vlady-pro-lidska-prava/organizace-sekce-lp/organizace-sekce-lidskych-prav-107606/	Policy domain authority of ex-ante conditionality: Fulfillment YES The tasks related to the ex-ante conditionality Existence of administrative capacity for implementation and application of the European anti-discrimination law and policy in the ESI funds are ensured by the Office of the Government. <u>OPE MA: Fulfillment YES</u> In the HRE OP, the issue of monitoring of horizontal themes is systematically dealt with at all stages of the project lifecycle. The equal opportunities unit addresses horizontal themes across the entire programme. The department of equal opportunities will be responsible for monitoring and addressing the non-discrimination issues in the OPE as well.
			Measures aiming for education of employees of the authorities participating in management and supervision of the ESIF in the field of legal regulations and the Union's policy against discrimination.	Yes	http://www.strukturalni-fondy.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny/Methodika-rozvoje-lidskych-zdroju	Policy domain authority of ex-ante conditionality: Fulfillment YES In cooperation of the Office of the Government and the Human Rights Defender, training programmes on equal treatment and ban on discrimination have been prepared for all relevant employees. This criterion is already being fulfilled and this will continue throughout the programming period. The MoRD-NCA ensures at the horizontal level that employees implementing EU funds are trained under the Education System; Section for Human Rights of the Office of the Government provides content and lecturers for the training.
No 2 : Existence of administrative	PA 1 Promoting employment	Yes	Provisions in compliance with the institutional and legal	Yes	http://www.ochrance.cz/en/discrimination/	Specific performance at the national level is stated in the Partnership Agreement. <u>OPE MA: Fulfillment YES</u>

ve capacity for implementing and enforcing the Union's legal regulations and policies on gender equality in relation to the ESIFs	and workforce adaptability PA 2 Social inclusion and combating poverty PA 3 Social innovation and international cooperation		framework of the Member States in order to engage stakeholders responsible for gender equality in project preparation and implementation, including consultancy on gender equality matters in ESIF-related activities.		http://www.mpsv.cz/cs/12152	In the HRE OP, the issue of monitoring of horizontal themes is systematically dealt with at all stages of the project lifecycle. The equal opportunities unit addresses horizontal themes across the entire programme. The department of equal opportunities will be responsible for monitoring and addressing the non-discrimination issues in the OPE as well.
	PA 4 Efficient public administration		Measures aiming for education of employees of the authorities engaged in management and supervision of the ESIFs in the matters of legal regulations and the Union's policy on gender equality and taking into consideration gender equality.	Yes	http://www.strukturalni-fondy.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny/Methodika-rozvoje-lidskych-zdroju	Policy domain authority of ex-ante conditionality: <u>Fulfillment YES</u> The MoRD-NCA ensures at the horizontal level that employees implementing EU funds are trained under the Education System; Section for Human Rights of the Office of the Government provides content and lecturers for the training. Education is part of the Methodological instruction on human resource development in the 2014–2020 programming period (Czech Government Resolution No. 444 of 16 June 2014).
No 3. Existence of administrative capacity for implementing and enforcing the UN Convention on the Rights of Persons with Disability (UNCRPD) in the ESIF field, in	PA 1 Promoting employment and workforce adaptability PA 2 Social inclusion and combating poverty PA 3 Social innovation and international cooperation PA 4 Efficient public administration	Yes (It is being continuously implemented throughout the 2014–2020 programming period.)	Measures in compliance with the institutional and legal framework of the Member States for consultation and engagement of the stakeholders responsible for protection of the rights of people with disabilities or organisations representing them and other respective stakeholders in the preparation and implementation of	Yes	http://www.vlada.cz/cz/ppov/vzpo/do-kumenty/narodni-plan-vytvareni-rovnych-prilezitosti-pro-osoby-se-zdravotnim-postizenim-na-obdobi-2010---2014-70026/	Policy domain authority of ex-ante conditionality: <u>Fulfillment YES</u> Most of the tasks related to the applicable ex-ante conditionality are ensured by the MoLSA, in close cooperation with the Government Committee for People with Disabilities and appointed contact persons of MAs of individual programmes. In the HRE OP, the issue of monitoring of horizontal themes is systematically dealt with at all stages of the project lifecycle. The equal opportunities unit addresses horizontal themes across the entire programme. The department of equal opportunities will be responsible for monitoring and addressing the non-discrimination issues in the OPE as well. <u>OPE MA: fulfilment YES</u> In the HRE OP, the issue of monitoring of horizontal themes is systematically dealt with at all stages of the project lifecycle. The department of equal opportunities addresses horizontal themes across the entire programme. The department of equal opportunities will be

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compliance with the Council Decision 2010/48/EC		programmes;			responsible for monitoring and addressing the non-discrimination issues in the OPE as well.
		Measures aiming for education of employees of the bodies engaged in management and supervision of the ESIF in the matters of legal regulations and the Union's policies on people with disability, including accessibility and practical enforcement of the UNCRPD provisions implemented in the Union's law, or Member State's law;	Yes	http://www.vlada.cz/cz/ppov/vvzpo/dokumenty/zprava-o-plneni-opatreni-narodniho-planu-vytvoreni-rovnych-prilezitosti-pro-osoby-se-zdravotnim-postizenim-na-obdobi-2010-2014-v-roce-2012-110987/	<p>Policy domain authority of ex-ante conditionality: Fulfillment YES</p> <p>The National Plan for Creating Equal Opportunities for Persons with Disabilities for 2010–2014, annually – a report on implementation of measures. Measure – education of employees of the bodies taking part in the management and supervision of ESF Funds is already in progress.</p> <p>The MoRD-NCA ensures at the horizontal level that employees implementing EU funds are trained under the Education System; the MoLSA provides content and lecturers for the training.</p>
		Measures aiming for monitoring implementation of Article 9 of the UNCRPD in relation to the ESIF in programme preparation and implementation.	Yes	http://www.vlada.cz/cz/ppov/vvzpo/dokumenty/narodni-plan-vytvoreni-rovnych-prilezitosti-pro-osoby-se-zdravotnim-postizenim-na-obdobi-2010---2014-70026/	<p>Policy domain authority of ex-ante conditionality: Fulfillment YES</p> <p>The National Plan contains measures for equalising opportunities for people disabilities. The implementation of these measures is evaluated each year. The NP is designed according to the sections of the CRPD and in chapter 4 it deals directly with Accessibility of buildings, transport and access to information.</p> <p>Requirements for accessibility of public buildings, a percentage of vehicles in public transport that have to enable transport of people with limited mobility and orientation are specified in Act No. 183/2006, Decree No. 398/2009, Government Resolution No. 63/2011).</p> <p>Based on the Anti-Discrimination Act No. 198/2009, all providers of services intended for the public are obliged to adopt adequate measures for the benefit of people with disabilities.</p> <p>Measures ensuring that information related to execution of public administration, published in a way enabling remote access, can be learnt by people with disabilities as well are provided for by Act No. 365/2000 and Decree No. 64/2008.</p>

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<p>No 4. Existence of measures for efficient enforcing of the Union's legal regulations on public tenders in the ESIF field</p>	<p>PA 1 Promoting employment and workforce adaptability PA 2 Social inclusion and combating poverty PA 3 Social innovation and international cooperation PA 4 Efficient public administration</p>	<p>Partially</p>	<p>Measures aiming for efficient enforcement of Union's law on public tenders through relevant mechanisms.</p>	<p>No</p>	<p>http://www.portal-vz.cz http://www.strukturalni-fondy.cz/cs/Fondy-EU/Narodni-organ-pro-koordinaci/Dokumenty http://www.mfcr.cz/cs/legislativa/metodiky/2014/metodika-financnich-toku-a-kontroly-prog-17121</p>	<p><u>Policy domain authority of ex-ante conditionality: Fulfillment PARTIAL</u> Both legislative and non-legislative measures adopted and published (Act No. 137/2006, Act No.139/2006, amendment to Act No. 55/2012), legal regulation regarding the PPA (Decrees No. 230/2013, 231/2012, 232/2012, 133/2012), legal measures of the Senate No. 341/2013, MI on public procurement for 2014–2020 (Czech Government Resolution No. 44 of 15 January 2014). Working groups for public contracts and for the ÚOHS (Competition Authority) were established. <u>OPE MA: Fulfillment YES</u> By means of the OPE management documentation, the rules for public procurement are provided to the beneficiaries who are obliged to observe the rules. The principles of public procurement are obligatorily applied also to the contracts that do not fall under the legal regulations on procurement. The MS2014+ keeps records of the contracts and during implementation beneficiaries are obliged to submit an audit trail to tender procedures. In case of identification of an error for which financial corrections are determined, the eligible costs are adjusted for the amount of the financial correction.</p>
			<p>Measures to ensure that transparent public procurement procedures are used.</p>	<p>Yes</p>	<p>http://www.portal-vz.cz/cs/Jak-na-zadavani-verejnych-zakazek/Legislativa-a-Judikatura/Legislativa/Narodni-legislativa-aktualni-a-uplne-zneni-z(1) http://www.portal-vz.cz/cs/Jak-na-zadavani-verejnych-zakazek/Metodiky-stanoviska/Metodicke-pokyny http://www.vestnikverejnychzakazek.cz/ http://www.portal-vz.cz/cs/Aktuality/Informace-k-postupu-pri-uverejnovani-v-souvislosti</p>	<p><u>Policy domain authority of ex-ante conditionality: Fulfillment YES</u> Adopted and published: Act No. 55/2012, Public Procurement Methodology; Methodical opinion on annex to the Decree No. 9/2011, Methodology to the Decree 133/2012, Technical amendment to the Public Procurement Act No. 137/2006, Methodology to the Decree on publishing announcements for the purposes of the Public Procurement Act (PPA) and the particularities of a contracting authority's profile; Public Contract Journal. <u>OPE MA: Fulfillment YES</u> By means of the OPE management documentation, the rules for public procurement are provided to applicants/beneficiaries and beneficiaries are obliged to observe the rules. For the tenders for which the legal regulation does not prescribe obligatory announcement in the Public Tender Journal, or in the EU Official Journal, the beneficiary is obliged to publish the tender procedure on the web pages of the OP.</p>

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					<p>Rules in the OPE management documentation require documentation of all steps of the contracting authority taken at public procurement.</p> <p>In case of relevant contracts, the MA will carry out an ex-ante check of the tender documentation and an ex-ante check of the contracting authority's procedures.</p>
		Measures for vocational training and information dissemination for employees participating in the implementation of the ESIF.	No	<p>http://www.portal-vz.cz/cs/Spoluprace-a-vymena-informaci/Info-forum/Otazky-a-odpovedi</p> <p>http://www.mmr.cz/cs/Verejne-zakazky/Verejne-zakazky-a-PPP/Informace-Udalosti/Konference-Pripravovane-zmeny-v-oblasti-verejneho</p>	<p><u>Policy domain authority of ex-ante conditionality: Fulfilment PARTIAL</u></p> <p>WG Public Contracts: Training courses for beneficiaries and stakeholders from the implementation bodies of the programmes.</p> <p>Interpretation of the PPA and methodical instructions applicable to public procurement is provided there.</p> <p>At the horizontal level, the MoRD–NCA provides training of employees implementing the absorption of EU funds as part of the Training System, whereas MRD-DPPLL (Department of Public Procurement and Licensing Law) provides educational contents and lecturers</p> <p><u>OPE MA: Fulfilment YES</u></p> <p>The staff members of the OPE implementation team are continuously trained as necessary. Public procurement rules – included in the basic module of training designed for all staff members of the OPE implementation team. This education is arranged by the MA, complementing educational events of the MoRD-NCA. If the law on public tenders is amended, the MA arranges training regarding the respective changes. The MA has its own team of lawyers who give advice on public procurement to the programme implementation team. Regular workshops on public procurement are held under the control of the lawyers which are attended by the implementation team.</p>
		Measure to strengthen administrative capacity for implementing and enforcing the Union's legal regulations on public tenders.	No	Recruitment of missing staff to fill some of the positions in public procurement law and concessions at the Ministry of Regional Development of the Czech Republic	<p><u>Policy domain authority of ex-ante conditionality: Fulfilment PARTIAL</u></p> <p>New obligations defined by the Public Procurement Act and an increased number of public contracts procured in compliance with the Public Procurement Act called for addition of employees to the DPPLL of the MRD (the Administrator of the Public Procurement Act).</p> <p><u>OPE MA: Fulfilment YES</u></p> <p>Human resources are managed in the implementation structure with regard to required activities. Administrative capacity is planned with regard to the numbers of projects administered as well as to the planned calls for tenders and their allocations. As the public contract award checks apply to desk-checks as well as on-the-spot checks, capacities of various units within the managing authority are evaluated and, as a result</p>

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						of the facts found, the number of team members is increased where appropriate. The managing authority plans boosting the administrative capacity prior to the commencement of the OPE implementation because this programme (unlike its predecessor) will not be implemented through intermediate bodies and likely not even through external administrators and inspection contractors. Technical assistance is used for the financing of required human resources in the current 2007-2013 period, as will be in the 2014-2020 period.
No 5. Existence of measures for efficient enforcing of the Union's legal regulation on public support in relation to the ESIFs	PA 1 Promoting employment and workforce adaptability PA 2 Social inclusion and combating poverty PA 3 Social innovation and international cooperation	Partially fulfilled on an on-going basis, depending on the European Commission approving the relevant legislation	Measure for efficient enforcing the Union's rules for state aid	Yes	(Act No. 215/2004 (http://www.uohs.cz/cs/legislativa/verejna-podpora.html) Decree No. 456/2009 Act No. 218/2000, Act No. 250/2000, Act No. 320/2001, Act No. 456/2011, http://www.mfcr.cz/cs/legislativa/metodiky/2014/metodika-financnich-toku-a-kontroly-prog-17121 http://www.uohs.cz/cs/verejna-podpora/manually-metodiky-a-dalsi-dokumenty.html http://eagri.cz/public/web/mze/farmar/registr-podpor-de-minimis/ Meth. Guideline on Impl. Of Fin. Instruments in 2014 – 2020. Met. Guideline on Public Admin.)	Policy domain authority of ex-ante conditionality: <u>Fulfillment YES</u> A support provider subject to the state aid rules cooperates with the central coordination body (ÚOHS, MoA). Coordination bodies set with programme providers in accordance with legal regulations on state aid (Act No. 215/2004). At the level of funds – policy domain authority MoRD Act No. 218/2000 and Act No. 250/2000, Act No. 320/2001 Necessary functionality of the MS2014+ and the Central Register of de Minimis (DM) Aid and the data transfer between them were ensured. The central register of DM harmonised with requirements of the EU legislation. Data on provided state aid from the ESIF contained in MS2014+ will be available at the central web site. <u>OPE MA: Fulfillment YES</u> The state aid rules reflect in the OPE management documentation (Operational Manual and mainly the follow-up working procedure 'Public support and de minimis support') and are included in the management and supervision processes. The OPE rules specify an obligation to check whether the project does not establish an unallowed state aid for projects under which the support is granted in one of the allowed modes of state aid, the check also covers fulfilment of all conditions arising from the applicable regulation, both before the support for the project is granted and during the project implementation.
			Measures for vocational training and information dissemination for employees participating in the implementation of the ESIF;	Yes	www.uohs.cz/cs/verejna-podpora/akuality-z-verejne-podpory.html http://www.vzdelavaninsrr.cz/www.strukturalni-fondy.cz	Policy domain authority of ex-ante conditionality: <u>Fulfillment YES</u> The ÚOHS trains state aid providers continuously. The MoRD–NCA (in cooperation with the ÚOHS) issues methodological documents. The ÚOHS also ensures that all information sent by the European Commission is forwarded to the providers.

			<p>WG for State Aid was established. Current information on state aid available at: www.uohs.cz/cs/verejna-podpora.html. For ESI Funds</p> <p><u>OPE MA: Fulfilment YES</u></p> <p>The staff members of the OPE implementation team are trained continuously. Public procurement rules represent a part of the basic module of training of all members of the implementation team. The MA has a team of lawyers and methodical staff who give advice on state aid topics. An on-line discussion forum is also used for consultation within the implementation team, when questions and answers are open to all registered staff members, thanks to which their competence in a given field gradually increases. The hypertext link to the on-line forum is not mentioned, because the discussion can be accessed only by members of the implementation team.</p>
Measure for strengthening administrative capacity for implementing and enforcing the Union's legal regulations on state aid.	No	<p>www.compet.cz, www.mze.cz, www.strukturalni-fondy.cz</p>	<p>Policy domain authority of ex-ante conditionality: Fulfilment PARTIALLY</p> <p>The central coordination body for state aid is the ÚOHS, MoA (Act No. 215/2004). The central coordination body for the MA in the matters of state aid and ESIF is the MoRD–NCA.</p> <p>Methodical recommendation issued for implementing financial instruments in the 2014-2020 programming period.</p> <p>Info: www.compet.cz, www.mze.cz, www.strukturalni-fondy.cz</p> <p>The MoRD–NCA (in cooperation with the ÚOHS) issues methodological documents on state aid.</p> <p><u>OPE MA: Fulfilment YES</u></p> <p>Human resources are managed in the implementation structure with regard to required activities. Administrative capacity is planned with regard to the numbers of projects administered as well as to the planned calls for tenders and their allocations. Particular levels of the programme (e.g. priority axes) are assessed by the MA with respect to probability in which part of them and under what conditions they can establish state aid. The required HR capacity is estimated on the basis of this identification. As the check of state aid provision applies to both administrative inspections and on-the-spot inspections, capacity of different departments within the Managing Authority is evaluated and as a consequence of the facts discovered the team can be reinforced. The MA prepares reinforcement of the OPE administrative capacity, since</p>

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						this programme (unlike the HRE OP) will not be implemented by means of the ZS. Technical Assistance was used for funding human resources in 2007–2013 and will be also used in 2014–2020.
No 7. Existence of a statistical basis necessary for carrying out evaluations of programme efficiency and impact.	PA 1 Promoting employment and workforce adaptability PA 2 Social inclusion and combating poverty PA 3 Social innovation and international cooperation	Partially	Measures have been prepared for timely collection and aggregation of statistical data, containing these components: <ul style="list-style-type: none"> definition of resources and mechanisms to ensure statistical verification, 	No		<p><u>Policy domain authority of ex-ante conditionality: Fulfilment PARTIALLY</u></p> <p>On 9 August 2013, a binding methodical instruction defining rules of designing sets of indicators (Indicators MI 2014–2020) was adopted by the Government Resolution No. 597. A technical design is being prepared for the monitoring system MS2014+. As part of preparation of the set of indicators, each indicator is being evaluated in terms of its relevance, unambiguous, as well as availability. During preparation, cooperation with ex-ante evaluators of programmes also takes place. For relevant results indicators the source of which is central statistics, cooperation is being established with the CSO for regular supply of necessary data.</p> <p><u>OPE MA: Fulfilment PARTIALLY</u></p> <p>In the information system collecting micro-data from beneficiaries on characteristics of supported persons (i.e. IS ESF 2014), including data aggregation from existing databases of the Ministry of Labour and Social Affairs, validation mechanisms will be provided to verify statistical data validity in compliance with the European Commission's methodology.</p>
No 7. Existence of a system of result indicators necessary for selecting such measures that will most efficiently contribute to achievement of the required outcomes, to the monitoring of progress at achieving the objectives and to	PA 4 Efficient public administration		<ul style="list-style-type: none"> measures for making aggregate information open and available to the public, 	Yes	http://www.strukturalni-fondy.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny/	<p><u>Policy domain authority of ex-ante conditionality: Fulfilment YES</u></p> <p>From the methodical point of view, it is fulfilled by the following binding methodical instructions:</p> <p>Evaluation MI (adopted by GR 597/2013), including the requirement for obligatory publishing of all evaluation outputs.</p> <p>Monitoring MI (approved) defining the content and regular release of news on implementation progress.</p> <p>Publicity MI (adopted by GR 44/2014) defining binding rules for building a single ESIF web.</p> <p><u>OPE MA: Fulfilment YES</u></p> <p>The IS ESF 2014+ will ensure easy publishing of and access to summarising information for the public, both using the technology of linked open data (LOD), with the computer data processing functionality, and in an ordinary textual format.</p>

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performance of impact assessment.	No	<p>Efficient system of result indicators, including:</p> <ul style="list-style-type: none"> • selection of result indicators for each programme that will reflect motivation for selecting the strategic steps financed from the programme 	No		<p>Policy domain authority of ex-ante conditionality: Fulfilment <u>PARTIALLY</u></p> <p>It is part of programme documents. The same rules are included in the Indicators MI (adopted by GR 597/2013).</p> <p><u>OPE MA: Fulfilment PARTIALLY</u></p> <p>Data will be gathered from beneficiaries in time, both before the launch of activities and at submission of monitoring reports at latest; robust validation mechanisms in accordance with the Methodology of the European Commission (<i>Practical guidance on data collection and validation</i>); accordance with strategies is consulted at the level of a separate independent unit for evaluations and strategies.</p>
		<ul style="list-style-type: none"> • Setting objectives for these indicators 	No		<p>Policy domain authority of ex-ante conditionality: Fulfilment <u>PARTIALLY</u></p> <p>It will be part of programme documents. Initial and target values are set during preparation of the programmes. Expert evaluation of relevance of the values in relation to the allocation for a given theme is being continuously carried out in cooperation with ex-ante evaluators.</p> <p><u>OPE MA: Fulfilment PARTIALLY</u></p> <p>A relevant set of indicators which relates to particular specific objectives, investment priorities, actually to priority axes of the entire operational programme.</p>
		<ul style="list-style-type: none"> • Compliance of each indicator with these conditions must be ensured: by robustness and statistical validation, clear, normative interpretation, compliance with strategies, timely data collection, 	No		<p>Policy domain authority of ex-ante conditionality: Fulfilment <u>PARTIALLY</u></p> <p>It is part of programme documents. The same rules are included in the Indicators MI (adopted by GR 597/2013).</p> <p><u>OPE MA: Fulfilment PARTIALLY</u></p> <p>Data will be gathered from beneficiaries in time, both before the launch of activities and at submission of monitoring reports at latest; robust validation mechanisms in accordance with the Methodology of the European Commission (<i>Practical guidance on data collection and validation</i>); accordance with strategies is consulted at the level of a separate independent unit for evaluations and strategies.</p>
		<ul style="list-style-type: none"> • Processes that ensure that all operations funded from the programme use an efficient system of indicators 	No	http://www.s-f.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny	<p>Policy domain authority of ex-ante conditionality: Fulfilment <u>PARTIALLY</u></p> <p>Obligatory procedures to meet the criterion are part of the approved binding methodology. Indicators MI (GR 597/2013) and Project Selection and Evaluation MI (adopted by GR 873/2013), defining binding rules for selection and fulfilment of at least one indicator in relation to a specific objective. The instruction above also reflects the</p>

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					<p>3Es principle for selection and evaluation of operations. Binding and uniform methodical designs of all indicators used in the programmes and each operation are defined in National List of Indicators 2014+ (NČI2014+).</p> <p><u>OPE MA: Fulfilment PARTIALLY</u></p> <p>Indicators will be selected at the level of each project. Each call for projects will include a specification of obligatory and optional indicators the fulfilment of which is binding on beneficiaries.</p>
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9.2 Description of measures for fulfilment of ex-ante conditionalities, responsible entities and timetable

Activities which are necessary for fulfilment of thematic ex-ante conditionalities

Thematic ex-ante conditionality	Criteria not fulfilled	Action to be taken	Time (date)	Responsible authorities
8.5. Adaptation to changes on the part of workers, companies and entrepreneurs: Existence of policies focused on preference of foresight and proper change management and restructuring.	There are instruments available that enable social partners and public administration bodies to improve designing and monitoring pro-active approaches to the issue of changes and restructuring, containing these measures: promoting foresight of changes;	<p>In 2016 implementation of a project putting a system of forecasting qualification needs into practice of employment services. Particular steps already in 2015 as part of the project 'Foresight of Qualification Needs', completion in 10/2015.</p> <p>The project will lay the foundations of a system for evaluating and foreseeing qualification needs in the CR. Improving the instruments for regular, long-term information production and use by the target groups, including a provision of quality/detailed information to employment services on expected development in the labour market. So far, steps at the regional level have been made, 2014 – the model of qualification needs foresight in Moravia-Silesia region designed and populated.</p> <p>The implementation of the National Occupational System (NOS) from the MoLSA budget. In 2014, approx. 300 labour units/type positions with the participation of Profession Teams (in which members of Sector Councils) described and updated. Each year, funds from the MoLSA budget will be earmarked for operation and updating of the NOS. Administration carried out by the Further Education Fund and controlled by management acts of the MoLSA.</p>	31/10/2015	MoLSA
9.3 Health care: Existence of a national or regional strategic framework of a health policy within the limits of Article 168 of the Treaty on the Functioning of the EU that will provide economic sustainability.	Coordinated measures improving access to quality health care services, containing:	<p>Addressed by all action plans. Completed in the Strategy for Psychiatric Care Reform (10/2013) – access, quality, organisation, assistance initiatives and in the Follow-up Care Policy, 2 December 2014, (AP8b) - access, quality and organisation of care.</p> <p>Necessary:</p> <ul style="list-style-type: none"> • Regional accessibility – complete AP 8 (Improving access to and quality of care, including follow-up and long-term care), section 8a) Post-acute care • Service coverage – complete AP 8a), elaborate AP 7 (Screenings), by logical frameworks • Assistance initiatives – elaborate AP 4 (Reduction of risk behaviour), AP 6 (Infectious Disease Management), AP 2 (Good nutrition, eating habits), AP 7 by logical frameworks 	31/12/2015	Ministry of Health (MoH)

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	<ul style="list-style-type: none"> e-Health – complete the National strategy for introduction of electronic instruments in the healthcare sector Further measures – complete AP 2, 4, 5 (Reduction of health risks from the environment and health environment), 6 by logical frameworks <p>Until 15 March 2015, finalised at 50 % at least, i. e. version incl. indicators. Until 31 May 2015, finalised at 90 %, i. e. departmental WGs for H2020 implementation approved.</p> <p>More in Action plan for meeting the health-related ex-ante conditionality (9.3).</p>		
Measures promoting efficiency in health care by introducing service provision and infrastructure models,	<p>Addressed by all action plans. Completed in the Strategy for Psychiatric Care Reform (10/2013) – models of care, infrastructure, mapping, Follow-up Care Policy, 2 December 2014, (AP8b) – models of care, infrastructure, mapping, efficiency improvement.</p> <p>Necessary:</p> <ul style="list-style-type: none"> Models of services – complete AP 8 (Improving availability and quality of health care, incl. follow-up and long-term care) and elaborate the Strategy for Innovations of Medical/Paramedical Education with regard to topics of undergraduate and postgraduate (specialisation) education and lifelong learning. Infrastructure – complete AP 8 (Improving access to and quality of health care, including follow-up and long-term care) Efficiency improvement measures – complete AP 9 (Quality and safety of health care services) by logical frameworks <p>Until 15 March 2015, finalised at 50 % at least, i.e. version incl. indicators. Until 31 May 2015, finalised at 90 %, i.e. departmental WGs for H2020 implementation approved.</p> <p>More in the separate Action plan on meeting the health-related ex-ante conditionality (9.3).</p>	31/12/2015	MoH
Monitoring and evaluation system.	<p>The method of monitoring of the measure, indicators and their target values will be part of particular action plans (12/2015). As the action plans are based on the Health 21 document, the monitoring system will reflect and use the monitoring system specified in the Health 21 document, including the indicators. However, the system will be updated and completed by target values of each indicator. The action plans through which the National Strategy will be implemented will already take into consideration the requirement to set target values.</p> <p>For final fulfilment of the ex-ante conditionality it is necessary to design and approve partial implementation documents (action plans) on each topic – (except for AP 8b) Follow-up care policy and Strategy for psychiatric care reform that have been already finalised in this area.</p> <p>The procedure of necessary measures (preparation and approval of action plans)</p>	31/12/2015	MoH

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		is described in the document Action plan for meeting the health-related ex-ante conditionality (9.3). A draft indicator system will be contained in the extended version as of 15 March 2015.		
	Member state or region adopted a framework that indicatively defines available budgets and cost-effective concentration of funds for the needs marked as priority in terms of health.	Indicative framework of funds earmarked for health care – stated in the 'Medium-Term Outlook' of the state budget pursuant to Art. 4 of Act No. 218/2000. The Outlook is prepared for a two-year period after the year in which the state budget is presented. It contains indicative plan of the funds in the future state budgets earmarked for financing health care at the level of the respective chapters, their programmes and projects. 'Medium-term Expenditure Framework' prepared for the same period of time, pursuant to Art. 8a of Act 218/2000, for each year of the medium-term outlook. Efficiency in spending the funds earmarked (not only) for health care is given by Art. 14 of Act 219/2000. Health 2020 implementation documents will also specify the requirements for financial and material coverage of necessary related costs. Approval of the implementation documents (action plans) is a pre-requisite for fulfilment of ex-ante conditionality. The fulfilment process is described in detail in the document Action plan for meeting the health-related ex-ante conditionality (9.3).	31/12/2015	MoH
11. Existence of a strategic political framework to strengthen efficiency of public administration of the Member States, including a reform of public administration.	A strategic policy framework is introduced and implemented to strengthen efficiency of public administration bodies of the Member States and to improve their skills, through the following components:	Activities to meet the Implementation Plan (ImP) on strategic objective (StO) 1 Modernisation of public administration <u>Specific objective 1.2:</u> - preparation of a current status analysis on reduction of regulatory load for citizens and public administration in the CR (12/2015) <u>Specific objective 1.3:</u> - preparation of an analysis on quality method use in central state authorities (6/2016) - preparation of an analysis on quality method use at the level of territorial self-governing units (6/2015) <u>Specific objective 1.4:</u> - preparation of an analysis on potential of measurement and evaluation of performance in public administration (6/2015)	30/06/2016	Mol and public domain authorities of relevant implementation plans in cooperation with territorial self-governing units and state administrative authorities
	▪ Development of quality management systems,	Activities to meet the Implementation Plan (ImP) on strategic objective (StO) 1 Modernisation of public administration <u>Specific objective 1.3</u> - Preparation of methodical recommendation to introduce/develop quality management methods for territorial self-governing units (12/2015) - Preparation of methodical recommendation for education in quality management for employees of central state authorities (12/2016)	31/07/2014	Mol and public domain authorities of relevant implementation plans in cooperation with territorial self-governing units and state administrative

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	<ul style="list-style-type: none"> Integrated measures to simplify and streamline administrative procedures 	<p>Activities to meet the Implementation Plan (ImP) on strategic objective (StO) 1 Modernisation of public administration</p> <p><u>Specific objective 1.1:</u></p> <ul style="list-style-type: none"> – preparation of process models (3 types of administrative work) (1–3/2016) – design of a standard for 3 pilot types of administrative work (the first in 12/2015, then 6–12/2016) <p><u>Specific objective 1.2:</u></p> <ul style="list-style-type: none"> – preparation of Methodology for measurement of total costs to meet obligations arising from regulation (6/2016) <p><u>Activities to be implemented according to the ImP to StO 2 Review and optimisation of performance of public administration in the territory</u></p> <p><u>Specific objective 2.1:</u></p> <ul style="list-style-type: none"> – Preparation of a plan to harmonise administrative division of the state and the most suitable alternatives for adoption by the government and submission to the government (7/2016) <p><u>Activities to be implemented according to the ImP to StO 3 Increase in availability and transparency of public administration by means of e-Government instruments</u></p> <p><u>Specific objective 3.1:</u></p> <ul style="list-style-type: none"> – Promotion of Open Data principle – implementation of the National Catalogue of Open Data (6–12/2016) – Preparation of a strategic policy document on ICT investment management (12/2016) – Implementation of safety measures according to the Cybernetic Safety Act (6–12/2016) 	31/12/2016	<p>authorities</p> <p>Mol and public domain authorities of relevant implementation plans in cooperation with territorial self-governing units and state administrative authorities</p>
	<ul style="list-style-type: none"> Preparation and implementation of human resource strategies and policies regarding main drawbacks identified in this area, 	<ul style="list-style-type: none"> - Government Resolution on the rules for organisation of service office (3/2015) - Government Resolution on the rules for protection of civil servants and suitable measures to protect notifiers (6/2015) - Regulation on employee evaluation system and its linking to the incentive salary component (7/2015) <p><u>Activities to be implemented:</u></p> <ul style="list-style-type: none"> - Preparation of a proposal of the first systemisation of administrative/service offices to be adopted by the Czech government with effect from 1 July 2015 (6/2015); - Preparation of methodical instruction on new staff recruitment and selection procedures after 1 July 2015 (6/2015) – Transfer of the existing employees meeting the conditions for entry into civil 	01/01/2016	<p>Mol, Mol in cooperation with territorial self-governing units and central bodies of state administration</p>

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		service (12/2015)		
<ul style="list-style-type: none"> ▪ Development of skills at all levels of the professional hierarchy of public authorities, 	<p>Decree on the contents, extent and other particularities of the official examination including the method of its performance and evaluation (07/2015)</p> <p>Activities to be implemented:</p> <ul style="list-style-type: none"> - Preparation for performance of official examination (establishment of examination boards – identification and appointment of members) (06/2015) 	31/07/2015	Department of the Deputy Minister of the Interior for Civil Service of the MoI, MoI in cooperation with territorial self-governing units and central bodies of state administration	
	<p>Activities to meet the ImP on StO 1 Modernisation of public administration</p> <p><u>Specific objective 1.2:</u></p> <ul style="list-style-type: none"> – Preparation and testing of e-learning training course on RIA methods with three levels of difficulty (elementary, intermediate, advanced) (09/2015) <p><u>Specific objective 1.3:</u></p> <ul style="list-style-type: none"> – Preparation of methodical recommendation on quality management education in of employees of central state authorities (12/2016) – Preparation of methodical recommendation on quality management education of employees of TSUs (12/2015) <p>Activities to meet the ImP on StO2 Review and optimisation of performance of public administration in the territory</p> <p><u>Specific objective 2.5:</u></p> <ul style="list-style-type: none"> – Preparation of educational activities in financial management for officials of local/regional governments (12/2015) 	31/12/2016	MoI and public domain authorities of relevant implementation plans in cooperation with territorial self-governing units and state administrative authorities	

Activities required for the compliance with general ex-ante conditionalities

General ex-ante conditionality	Criteria not fulfilled	Action to be taken	Time (date)	Responsible authorities
<p>No. 4 Existence of measures for efficient enforcing of the Union's legal regulation on public contracts in relation to the ESIFs</p>	<p>Measure for efficient enforcing the Union's regulations on public tenders via corresponding mechanisms</p>	<p><u>An entirely new law on public tenders will be prepared, representing transposition of new public procurement directives.</u> 18 April 2016</p> <p>Essential principles of the new law:</p> <ol style="list-style-type: none"> 1) Transposition of all the relevant (obligatory) provisions; 2) Similar system for subthreshold public tenders; 3) Reduction of administrative demands of the public procurement process; 4) Increase in use of electronic instruments at public procurement will correspond to the obligations specified in new directives <ol style="list-style-type: none"> a) By 18 April 2016, the CR will adopt a new legal regulation on obligatory electronic public procurement in accordance with Directives 2014/23/EC, 2014/24/EC and 2014/25/EC. implementation of electronic instruments on the dates required by EU Directive 2014/24 b) launch of the regular operation of the National Electronic Instrument (NEI) on 1 October 2015 c) The Czech government will decide on obligation to use the NEI for particular types of contracting authorities on 31 December 2016. 5) Taking the principle of proportionality into consideration at the procurement process, deadline: 31 December 2015. 6) Based on the analysis of the UOHS (Competition Authority) decision-making practice and inspection and audit findings, proposals of amendments to the legislation will be drawn up. 31 December 2015 <p><u>Implementation of a series of measures aiming at improvement in efficiency of UOHS' supervisory activity – particularly in</u></p>	<p>31/12/2016</p>	<p>MoRD</p>

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		<p><u>relation to shortening of deadlines for decision-making.</u></p> <p>Non-legislative measures:</p> <ol style="list-style-type: none"> 1) Standardisation of motions to start a procedure on review of contracting authority's actions sent to the MA. 30 June 2015 <p>Legislative measures:</p> <ol style="list-style-type: none"> 2) On 6 March 2015, Technical amendment to the Public Procurement Act which provides for the proceedings before the UOHS. The subject of the amendment is an obligation of parties to the proceedings to file all the motions and probative evidence as early as possible, by 15 days after start of the proceedings, at latest. 3) At preparation of the new law, further increase will occur in use of electronic instruments in the proceedings before the UOHS (obligation to send documents in electronic form) and improvement of UOHS' activity. 18 April 2016 <p>The MoRD will inform the European Commission on progress in the matter of delay in UOHS' decision-making activity. 30 June 2016 Progress report on UOHS' activity including items 1), 2) and 3).</p>	<p>18/04/2016</p>	<p>MoRD, UOHS</p> <p>MoRD</p> <p>MoRD</p> <p>MoRD, UOHS</p>
		<p><u>Each year, the MoRD will prepare a Progress Report</u> which will be used as the main instrument of identifying the most frequent errors and problems in the procurement process. After identification of problems, measures will be defined.</p> <p>The Report will contain:</p> <ol style="list-style-type: none"> a) List of analysed documents –decisions of UOHS, courts, European Court of Justice, audit reports that will be carried out in the CR by auditors from the ECA and the European Commission, focusing on analysis of negative and positive findings. b) Evaluation of correspondence among the setting of the methodological environment and application practice and relevant legislation. c) Evaluation of application practice in the field of inspections 	<p>31/12/2016</p>	<p>MoRD, MA</p>

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		<ul style="list-style-type: none"> d) Evaluation of functionality of the prevention system e) List of adopted measures (methodical recommendations prepared, or amendments to legal regulations or methodologies) f) Analysis of impact of adopted measures and error cause analysis. <p>Proposals of both legislative and non-legislative measures, as defined in the above-mentioned items, including a schedule</p> <p>31 December 2015 31 December 2016</p>		
		<p>Ensuring compliance of the setting of the methodical environment across the MA with the application practice and relevant legislation:</p> <ul style="list-style-type: none"> 1) Using the prepared checklists, the policy domain authority of the Public Procurement Act will check whether every single MA accepted the Methodical instruction on public procurement for the 2014–2020 programming period as part of their controlled programme documentation. 2) Every year as part of the above-mentioned Progress Report, it will be evaluated whether accepted the Methodical instruction on public procurement for the 2014–2020 programming period needs to be updated. If an update is considered necessary, it will be carried out by five months after the issue of the Progress Report, at latest. <p>30 June 2015 (following the adoption of programmes by 31 December 2015, at latest) 31 December 2015 31 December 2016</p>	31/12/2016	MoRD, MA

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		<p>Harmonisation and improvement of application practice in the field of inspections.</p> <p>Based on analyses of particular findings, recommendations will be issued for the MA in the matter of public contract check.</p> <p>Methodical recommendations will be discussed by the WG Public Contracts.</p> <p>Any shifts in this area will be included in the Progress Report.</p> <p>31 December 2015 31 December 2016</p>	31/12/2016	MoRD
		<p>Building an efficient prevention system for the purpose of implementation of ex-ante preventive measures</p> <ul style="list-style-type: none"> • WG Public Contracts from the network of experts across the MA, members are also, next to MA and MoRD, experts from the MoF, UOHS and regions. The Group's activity is mainly preventive and works as a communication channel. • In relevant cases, recommendations will be issued, Recommendations will be discussed by the WG Public Contracts and formalised by updating of the Methodical instruction on public procurement for the 2014–2020 programming period which is binding on the MA. • Via the MA, recommendations will be issued for beneficiaries (contracting authorities) on how to proceed at public procurement correctly and, on the contrary, what procedures should be avoided. • In the interim of updating, methodical opinions of the Minister of Regional Development will (can) be issued in urgent cases, being binding on the MA. • Annually, the MoRD will prepare a report on the Group's activity, particularly on the contents and method of implementation of particular recommendations. The report will be part of the Progress Report. <p>31 December 2015 31 December 2016</p>	31/12/2016	MoRD, MA

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		<p><u>Measures to improve information dissemination system:</u></p> <p>To improve the system of information dissemination and raising awareness of all procurement parties, the following measures will be taken:</p> <p>1) Technical adjustment of the Info-forum on the Portal on public tenders and licences in order to improve user-friendliness and easy search regarding good practice and malpractice at preparing and conducting a tender based on key words.</p> <p>The portal is open to implementation bodies and beneficiaries (contracting authorities).</p> <p>2) Expansion of the database by additional key decisions of the UOHS (Competition Authority, Czech courts and the European Court of Justice and selected, anonymised, most frequent audit findings in this area for the database to become a comprehensive frame for the entire field of procurement.</p>	31.12.2015	MoRD
	Measures for vocational training and dissemination of information for employees participating in the implementation of ESI Funds.	Preparation of the final evaluation of the Education System 2007–2013	31/12/2015	MoRD
		<p>Building an Education System 2014–2020, which will be based on the time-tested Education System 2007–2013 and further innovated. Public procurement training modules will be as follows:</p> <ol style="list-style-type: none"> 1. Basic terminology of the PPA 2. Preparation of tender conditions, definition of the subject of a public tender 3. Evaluation criteria 4. Qualification requirements 5. The most frequent mistakes of contracting authorities in tender procedures <p>Exceptions to the PPA</p>	31/12/2015	MoRD
		<p>Ensuring training of all relevant staff of MAs and IBs engaged in public procurement in relation to the newly adopted Methodical instruction on public procurement:</p> <p>1) The policy domain authority of the PPA will train managing authorities and intermediate bodies in public procurement according to the procedures defined in the PPA and the procedures defined in the Methodical instruction on public procurement in the 2014–2020 programming period (educational</p>	30/06/2015	MoRD, MA

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		event.to be attended). 2) In cooperation with the NCA and the MA and upon its request, the policy domain authority of the PPA will train beneficiaries (contracting authorities) in the same way.		
		The policy domain authority of the PPA will select such new legal regulations from the new procurement EU directives that he considers difficult / risk (e.g. owing to the fact that it was not used in the past or has been changed radically when compared to the previous time), and will organise educational events on this topic for implementation bodies. 31 December 2015 31 December 2016	31/12/2016	MoRD
		Filing an application in the project Public Investment Academy: (The project contents will be particularly as follows: cooperation with the MA, applicants and beneficiaries at preparation and implementation of ESIF projects, sharing of best practices, training of the implementation team and the team of experts, training of applicants and beneficiaries, expert conferences and working meetings)	31/07 2016	MoRD
	Measures to reinforce of administrative capacity to implement and apply EU legal regulations on public contracts.	Recruitment of additional 4 staff members by the policy domain authority of the ex-ante conditionality (some of the above-mentioned activities of methodological nature will be ensured by other staff members of the policy domain authority of the PPA who are not directly assigned for ESIF administrative work, since it is a general methodological activity which is carried out by the policy domain authority within the scope of its activities).	30/06/2015	MoRD
C. 5. Existence of measures for efficient application of EU legal regulations on state aid in relation to ESI Funds	Measures to reinforce of administrative capacity to implement and apply EU legal regulations on state aid.	Evaluation of filling the administrative capacity for state aid and potential reinforcement of this capacity.	30/06/2015	MoRD, MA
No 7. Existence of a statistical basis necessary for carrying out evaluations of efficiency and impact of programmes.	Measures have been prepared for timely collection and aggregation of statistical data that contain these components: • Definition of resources and mechanisms to ensure statistical verification,	Completion of the National List of Indicators for the 2014–2020 programming period which will provide a single methodological structure of all indicators used across ESIF programmes. Setting of cooperation with the CSO for regular supply of necessary statistical data.	31/12/2015	MoRD, MA, CSO
		In cooperation with ministries involved and the ÚOOÚ (Office for Personal Data Protection), to prepare and subsequently adopt by	31/12/2015	MoRD, Office of the Government (UOOU = Office

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<p>Existence of a system of result indicators necessary for selecting such measures that will most efficiently contribute to achievement of the required outcomes, to the monitoring of progress at achieving the objectives and to performance of impact assessment</p>		the ÚOOÚ and publish the explanatory opinion on processing of participants' personal data at granting the financial support from the ESF.		for Personal Data Protection) + MA' of ESF programmes that must monitor project participants as part of the obligatory common indicators (MoLSA, Capital City of Prague, MoEYS)
	<p>Efficient system of result indicators, including:</p> <ul style="list-style-type: none"> • selection of result indicators for each programme that will reflect motivation for selecting strategic steps financed from the programme 	<p>Completion of the National List of Indicators for the 2014–2020 programming period.</p> <p>Completion and approval of the strategy of programmes and necessary related programme documentation.</p> <p>Preparation and approval of evaluation plans of the programmes and Partnership Agreement which will define indicative schedule of each programme evaluation activities.</p>	30/06/2016	MoRD, MA
	<p>Efficient system of result indicators, including:</p> <ul style="list-style-type: none"> • Setting objectives for these indicators 	<p>Approval of programmes</p>	31/10/2015	MA, MoRD, Office of the Government, European Commission
	<p>Efficient system of result indicators, including:</p> <ul style="list-style-type: none"> • compliance of each indicator with these conditions must be ensured: by robustness and statistical validation, clear, normative interpretation, compliance with strategies, timely data collection, 	<p>Setting of cooperation with the CSO for regular supply of necessary statistical data.</p> <p>Completion of the monitoring system for collection and aggregation of data from operations (MS2014+).</p> <p>In cooperation with the OPE MA, to prepare a technical solution for collecting data on participants of interventions, i.e. IS ESF2014+ which will ensure automatic interconnection for selected sources of data of the Czech Social Security Administration and the Labour Office that are necessary for evaluation of success of ESF interventions.</p>	31/03/2016	MoRD, MA, ČSO, ČSSZ (Czech Social Security Administration), LO ČR
	<p>Processes that ensure that all operations funded from the programme use an efficient system of indicators</p>	<p>Preparation of programme documentation (manuals for applicants and beneficiaries) which will reflect approved binding methodical rules.</p>	31/10/2015	MoRD, MA

10 REDUCTION OF ADMINISTRATIVE LOAD FOR BENEFICIARIES

The goal of reducing the administrative load is mainly seen as reduction of expenses and time of prospective applicants for the aid and beneficiaries of the aid across the process ranging from preparation of the application for aid to payment of the funds to the beneficiary. Reduction of administrative load for beneficiaries is also tightly associated with reduction of administrative load for providers of the aid.

The EU legislation for the European structural and investment funds contains and stipulates principles and rules that should either directly or indirectly result in reduction of the administrative burden.

For the purposes of reduction of the administrative burden, steps at the national level under coordination of the Ministry of Regional Development of the Czech Republic were taken. Based on decision of the government No. 184 dated 21 March 2012, the Ministry of Regional Development was delegated to submit a specific proposal for unified methodology for programme period 2014 – 2020, purpose of which is, among others, setting up the rules and recommendations resulting in reduction of the administrative burden. In its decision No. 610 of 22 August 2012, the government approved the proposals for reduction of legislative barriers for implementation of the EU Structural Funds and Cohesion Fund for the 2014 – 2020 programming period. The concept of unified methodology providing individual instructions to relevant aspects of implementation of the European structural and investment funds associates the implementation processes, which should improve transparency and clarity of the rules and processes for prospective beneficiaries of the aid. The methodology based on the concept is mandatory to all governing bodies of the operation programmes in the period 2014 – 2020.

Reduction of the administrative burden shall be mainly achieved by computerization of the administration processes, determination of standardized processes with pre-defined deadlines in order to shorten the deadlines for approval and payment of the aid, harmonization of inspection activity, reduction of number of methodology documents, setting up and use of unified terminology etc. A detailed description of the setting of central procedures in order to reduce administrative load of beneficiaries is included in the Partnership Agreement.

The preparation of unified monitoring system arranged by the Ministry of Regional Development is backed up by the decision No. 664 dated 8 September 2011, in which the government acknowledges the proposals for the follow-up preparation steps for the monitoring system of the Structural funds and cohesion fund for programme period 2014 – 2020 and approved the basic concept for solution of the monitoring system of the Structural funds and cohesion fund for programme period 2014 – 2020 as well as the proposal for master schedule for the next steps of preparation of the monitoring system.

In addition to the reductions of the administrative burden prepared at the central level, the Ministry of Labour and Social Affairs as OPE governing body prepares some further measures for implementation of the operation programme aimed at reducing the burden for the beneficiaries. More specifically, this applies to:

- simplification of the OPE implementation structure – the implementation structure will be free of any intermediating entities, the calls will be opened from the managing authority level only – in this way the tasks, interpretation of rules towards the applicants and beneficiaries will be aligned and the implementation structure will become generally transparent for the beneficiaries,

- emphasis on use of simplified forms of reporting of expenses – indirect expenses, unit expenses, one-off flat amounts.

Based on experience from the 2007–2013 programming period, an update of indirect costs is being prepared, the main purpose of which is to reduce the beneficiaries' error rate when proving personal costs of selected positions in the implementation team. These positions will be transferred into indirect costs at respecting the limit for indirect costs which is defined by the General Regulation. In case of job positions which will remain in direct costs, simplification of time sheets proving the amount of work done in the project is being prepared in order to decrease the error rate related to completion of time sheets and to reduce administrative load related to completion, but also subsequent check of the time sheets, while the necessary degree of certainty is maintained for verification of eligibility of declared expenses.

Also, unit costs are being prepared to be used, namely in the situations when available data and character of projects enable a definition of specific units of outputs and their valuation. Specifically, the analysis covers education in companies, reconciliation of work and private life (especially support of childcare facilities), active employment policies and social services.

The main purpose of the upcoming application of methods of simplified reporting in the OPE is to reduce administrative load for beneficiaries and the OPE implementation bodies in relation to preparation and implementation of projects. This step will also contribute to increased result-orientation of supported projects.

11 HORIZONTAL THEMES

11.1 Sustainable development

Whereas the Operational Programme Employment is co-funded from the ESF and aims primarily on the support of intangible investment, the programme does not impact environment and climate change directly. Within a wider context of support of the sustainable development such as achieving the balance among economic, social, and environmental area, the sustainable development theme shall be, however, included in the criteria for selection of the projects. A project with identified negative impact on sustainable development shall not be supported from the funds of OPE.

Prospective indirect positive changes of the projects supported from the OPE can particularly be seen in the field of support of expert education of employees working in the environment-friendly branches as well as in case of support of expert education in the branches with impact on environment provided that the supported education contributes to application of new procedures and technologies being more friendly to environment when compared to those used so far. Furthermore, the indirect positive impact of the supported projects could be assumed in case of support of newly created jobs in the branches without impact on environment.

In the course of monitoring, data about potential contribution of the OPE interventions to sustainable development shall be collected so that the aid could be reported and evaluated within the evaluation processes. Potential recommendations emerging from the evaluation of the sustainable development shall be considered in setting up the parameters of calls and conditions for implementation of the projects and potential modifications of application of the sustainable development horizontal topic in the course of implementation of the operation programme.

11.2 Equal opportunities and non-discrimination

Discrimination ban in accordance with the Czech and European law and promotion of equal opportunities will be respected and promoted under all priority axes and investment priorities of the OPE. The topic of promoting equal opportunities and non-discrimination in the OPE is specifically dealt with in priority axis 2 Social inclusion and combating poverty. The investment priority 2.1 focuses on improved finding of employment of people threatened with social inclusion or socially included on labour market, whereas these people are often coping with an accumulation of handicaps resulting in facing to either direct or indirect discrimination most often. This investment priority will also address the issues of social exclusion concentrated in socially problematic regions and localities. Isolation of Roma minority increases in the socially excluded location and according to estimates there may be up to one hundred thousand inhabitants whose chances for inclusion into social structures are very low. The investment priority 2.2 focuses on improvement of access to more quality and sustainable social and health services including the services in the field of health and healthy lifestyle support and illness prevention, the services for families and children, and other related services that support the social inclusion. Among others, transformation of institutional and residential services and development of community-type services will be supported.

An important contribution to equal opportunities and non-discriminations could also be expected in the priority axis 1 *Supporting employment and workforce adaptability*, which focuses on, among others, improvement of participation of young and older persons, parents with children, low qualification persons, and health handicap persons on the labour market. Further, projects with significant contribution to the issue of equal opportunities and non-discrimination are expected to be implemented under priority axis 3 Social innovations and

international cooperation that focuses, inter alia, on social inclusion of people socially excluded or at risk of social exclusion and poverty who also belong to frequent victims of discrimination on the grounds of racial or ethnic origin, age, gender, disability, etc.

Attention to contribution for equal treatment shall be taken in programming, governing, monitoring, and evaluating so that all social groups have equal access for drawing of the ESF funds (e.g. ethnical minorities, health-handicapped individuals etc.). It is important for the individuals involved in implementation of the projects within the support of equal access to consider properly the specific needs of individual groups and to use e.g. accompanying measures for removal of potential barriers for participation in the projects for the target groups. The topic of the equal opportunities and non-discrimination shall be therefore included in the project selection criteria. An emphasis shall be put so that the supported projects contribute to compliance with the principle of the equal opportunities and non-discrimination everywhere it is relevant. A project with identified negative impact on the equal opportunities and non-discrimination in the course of the evaluation shall not be supported by the OPE funds.

According to requirements of appendix 1 to ESF regulation, data about potential handicaps of the supported individuals shall be collected in the course of monitoring so that the support for handicapped individuals and compliance with the principle of the equal opportunities and non-discrimination can be reported and evaluated in the course of evaluation process. Recommendations obtained in this way shall be considered in setting up the parameters of calls and conditions for implementation of the projects and potential modifications of application of horizontal topic of equal opportunity and non-discrimination in the course of implementation of the operation programme.

11.3 Gender Equality

In the OPE, gender equal opportunities are primarily promoted under priority axis 1 Promoting employment and workforce adaptability, investment priority 1.2 *Gender equality in all areas, including access to employment and career growth, reconciliation of work and private life and promoting equal remuneration for the same work*. The issues women had to face on the labour market in the Czech Republic are described in detail in the investment priority 1.2. Big differences in the employment level of women and men, remuneration of women and men (the highest across the EU-27 in 2010), insufficient capacities of facilities for pre-school children care, low use of flexible employment forms, and horizontal and vertical segregation of the labour market in the Czech Republic can be given as an example.

An important contribution to equality of women and men can also be expected in the investment priority 1.1 *Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility*, which focuses, among others, on support of flexible forms of employment as a method of establishing conditions for employment of women, younger people, and older people on the labour market.

Attention shall be paid to the contribution of supported interventions for equality of women and men in programming, governing, monitoring, and evaluating. Besides the investment priority 1.2 *Gender equality in all areas, including access to employment and career growth, reconciliation of work and private life and promoting equal remuneration for the same work*, focusing solely on specific measures promoting gender equality, it is necessary to respect and promote the principle of gender equality in the other priority axes and investment priorities. It is important for the individuals involved in implementation of the projects within the support of equality of women and men to consider properly the specific needs of individual groups and to use e.g. accompanying measures for removal of potential barriers that prevent women in involvement in the projects (children care and other family member care, traffic accessibility etc.). The topic of equal opportunities for women and men shall therefore be included in the project selection criteria. An emphasis shall be put so that the

supported projects contribute to compliance with the principle of the equality of women and men everywhere it is relevant. A project with identified negative impact on the equality of women and men in the course of the evaluation shall not be supported by the OPE funds.

According to requirements of appendix 1 to ESF regulation, data about sex of the supported individuals shall be collected in the course of monitoring so that the support of women and compliance with the principle of the equality of women and men can be reported and evaluated in the course of evaluation process. Recommendations obtained in this way shall be considered in setting up the parameters of calls and conditions for implementation of the projects and potential modifications of application of horizontal topic of equality of women and men in the course of implementation of the operation programme.

List of abbreviations

AEP	Active employment policy
AP	Action Plan
CIA	Corruption Impact Assessment
CLLD	Community-Led Local Development
CoC	Chamber of Commerce of the Czech Republic
CSR	Country specific recommendation
CR	Czech Republic
CSA	Civil Service Act
EA	Employment Act
EaSI	EU Programme for Employment and Social Innovation
ECA	European Court of Auditors
EEA	European Economic Area
EIB	European Investment Bank
ERDF	European Regional Development Fund
EPS	Employment Policy Strategy
ESF	European Social Fund
ESIF	European Structural and Investment Funds
EU	European Union
EAFRD	European Agricultural Fund for Rural Development
FEAD	Fond of European Aid to the Most Deprived
ICT	Information and Communication Technology
ImP	Implementation Plan
IP	Investment priority
ITDP	Integrated territorial development plans
IROP	Integrated Regional Operational Programme
IS ESF 2014+	ESF information system for monitoring data on beneficiaries supported in the 2014–2020 programming period
ISCED	International Standard Classification of Education
ITI	Integrated territorial investments
IRS	Integrated Rescue System
LAG	Local Action Groups
MoLSA	Ministry of Labour and Social Affairs
MoJ	Ministry of Justice
MS 2014+	Information system for monitoring of the European Structural and Investment Funds in the 2014–2020 programming period
MoEYS	Ministry of Education, Youth and Sports
Mol	Ministry of the Interior
MoH	Ministry of Health
MoA	Ministry of Agriculture
NGO	Non-governmental organisations
NCA	National Coordination Authority
NRP	The National Reform Programme
OECD	Organization for Economic Co-operation and Development
OP	Operational programme
HRE OP	Operational Programme Human Resources and Employment
MAMO	Municipality with Authorized Municipal Office
OP EIC	Operational Programme 'Enterprise and Innovation for Competitiveness
OP PGP CR	Operational Programme 'Prague – Growth Pole of the Czech Republic'
OP RDE	Operational Programme 'Research, Development and Education'
OPE	Operational Programme Employment
OUS	Organisational Unit of the State
PCA	Payment and Certification Authority (Ministry of Finance, National Fund department)
PA	Priority Axis
PMAW	Process Modelling of Administrative Work
PPA	Public Procurement Act
RDP	Rural Development Programme

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MA	Managing Authority
RIA	Regulatory Impact Assessment
SFPA	Strategic framework for development of public administration in the Czech Republic for 2014–2020
SO	Specific Objective
SIC	Strategy for International Competitiveness
StO	Strategic Objective
RDS	Regional Development Strategy of the CR for 2014–2020
TA	Technical Assistance
ÚOHS	Competition Authority (Úřad pro ochranu hospodářské soutěže)
LO CR	Labour Office of the Czech Republic
JVs	Job vacancies
YEI	Youth Employment Initiative

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12 ANNEX 1 – LIST OF PARTNERS INVOLVED IN THE OPE PREPARATIONS

List of partners	Number of partners' representatives in the working group and its subgroups					
	Programming Working Group	Working Subgroup (WSG) Promoting Employment and Workforce Adaptability	WSG Gender Equality	WSG Social Inclusion and Combating Poverty	WSG Social Innovation and International Cooperation	WSG Public Administration
Ministry of Labour and Social Affairs – EU Funding Section	3	6	5	7	7	4
Ministry of Labour and Social Affairs – Employment Section	1	7	1	4	2	-
Ministry of Labour and Social Affairs – Economic Section	1	-	-	-	-	-
Ministry of Labour and Social Affairs – Department for Social Inclusion and Equal Opportunities (including the representation of the Government Council for Equal Opportunities for Men and Women)	2	-	2	2	-	-
Ministry of Labour and Social Affairs – Social and Family Policy Section	2	-	-	3	-	-
Ministry of Labour and Social Affairs – Department for EU and International Cooperation	1	-	-	-	-	-
Ministry of Labour and Social Affairs – Further Education Fund	1	2	-	-	-	-
Labour Office of the Czech Republic	-	3	-	-	-	-
Ministry of Education, Youth and Sports	2	1	-	1	-	1
Ministry of Industry and Trade	1	1	-	1	-	-
Ministry of Health	1	-	-	2	-	1
Ministry of the Interior	1	-	1	2	-	2
Ministry of Agriculture	1	2	-	1	-	-
Ministry of Justice	1	-	-	1	1	1
Ministry of Defence	-	-	-	1	-	1
Ministry of Regional Development	1	1	-	2	-	2
Ministry of Finance	1	-	-	-	-	-
Ministry of the Environment	-	-	-	1	-	-
Association of Regions	1	2	2	3	3	3
Union of Towns and Municipalities of the Czech	1	1	1	2	1	2

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Republic						
City Hall of the Capital of Prague	1	-	-	-	-	-
Confederation of Industry of the Czech Republic	1	1	-	-	-	-
Confederation of Employer and Business Associations	1	1	-	1	1	-
Czech-Moravian Confederation of Trade Unions	1	-	1	-	-	-
Association of Independent Trade Unions	1	-	-	-	-	-
Government Council for Roma Minority Affairs	1	-	-	-	-	-
Government Council for Non-Governmental Organisations	2	-	-	-	-	-
Office of the Government – Section for Human Rights	1	1	-	2	1	-
Association of Non-Governmental Organisations in the Czech Republic and other experts	1	2	16	9	2	-
Czech Chamber of Commerce	-	1	-	-	-	-
Association of Adult Education Institutions	-	1	-	-	-	-
Research Institute for Labour and Social Affairs	-	-	1	-	-	-
Czech Statistical Office	-	-	1	-	-	-
Academy of Sciences of the Czech Republic	-	-	2	-	-	-
Charles University, Prague	-	-	1	-	-	-
National Network of Local Action Groups	1	-	-	3	-	-
Rural Renovation Association	-	-	-	1	-	-
Association of Local Authorities of the Czech Republic	1	-	-	2	-	2
Technology Agency of the Czech Republic	1	-	-	1	1	-
Social Inclusion Commission	-	-	-	45	-	-
National Security Authority	-	-	-	-	-	1
Office of the Government – Anti-Drugs Policy Coordination Department	-	-	-	1	-	-

13 ADDITIONAL JUSTIFICATION OF THE OPE FOCUS

a) Relevant National Strategies Identifying Challenges and Development Needs

International Competitiveness Strategy of the CR for 2012–2020

International Competitiveness Strategy of the CR for 2013–2020 ("ICS") was adopted by the Czech government on 27 September 2011, by resolution No. 713.

The ICS aims at preparing the Czech Republic for the future in the globalised worlds and get it among 20, the most competitive countries in the world. The ICS consists of 9 pillars – Institutions, Infrastructure, Macroeconomics, Healthcare, Education, Labour Market, Financial Markets, Goods and Services Market, and Innovations. With regard to the thematic focus, the OP Employment has the closest link to the pillars of Labour Market and Institutions.

In terms of the needs of the CR, the ICS says **in the Labour Market pillar** that:

„Indicators of the total employment rate (mid-high in the EU context), the unemployment rate (rather low) and participation in the labour market (mid-high) can be definitely highly improved. There is a need to improve employment of human resources, to achieve a marked increase in the employment level and participation of elderly population (above 55 years of age), to stop the growth in the average age when people leave school and enter the labour market, to increase the low employment rate of women with young children, to facilitate employment of people with disabilities and other disadvantages, to make the current complicated access of highly educated foreign labour force to the Czech labour market more attractive.

Globalisation and our own currency in a small, open economy bring permanent, rapid and hardly foreseeable changes to comparative economic advantages of the entire sectors, companies and occupations. Adaptability to changing conditions of both employers and employees is a must for an increase in competitiveness [...].

Competitiveness requires employees' ability and willingness to continue in their education during their career. It will be, therefore, needed to promote natural and voluntary participation of the labour force in efficient and meaningful life-long learning."

The objective of the Labour Market pillar is long-sustainable competitiveness which does not arise from job protection, but from an employment promoting policy. Competitiveness of an economy consists of competitiveness of individual employers. The employment policy must aim at long-sustainable employment, not at sustainability of individual jobs or at support of survival of non-competitive employers.

The country must create an institutional environment that strengthens both employers' and employees' flexibility which facilitates smooth and rapid restructuring and provides people with a reasonable degree of protection against negative social impacts.

To achieve this objective, the ICS defines mainly the following measures:

- Balancing family life and professional career – to increase women's employment by promoting development in the supply of alternative forms of pre-school education.
- Labour market development – to adopt measures promoting inclusion of specific groups of people in the labour market, to increase flexibility of employees (supply of labour force, part-time and otherwise flexible jobs) and of employers (staff hiring and dismissing), to increase efficiency of the employment policy implementation, to make pilot testing of and evaluate impacts of the measures to be implemented.

- Implementation and development of life-long learning system – it is necessary to set convenient institutional conditions and adequately targeted financial support enabling the implementation of life-long learning depending on changing needs of the labour market, employers and labour force.

In terms of the CR's needs, the ICS says in the **Institutions pillar** that:

"[...] in all international comparisons, the institutional environment is evaluated as one of the most considerable weaknesses of the Czech Republic. Inefficient institutions, excessive regulatory burden and corruption are currently the phenomena due to which the CR is falling behind developed countries of the EU as well as the OECD. The need for changes in the institutional environment and for a reduction of bureaucracy has been discussed for a rather long time. Compared to private sector, performance of public administration is significantly lower, which is implied by macroeconomic comparison carried out e.g. in the study by the National Economic Council of the Government, but also in studies by the World Bank or the IMF."

The objective of the Institution pillar is quality public institutions as a cornerstone for building competitive and innovation-based economy. The common goal of all the proposed measures is an increase in productivity of institutions, strengthening their orientation to a client (i.e. a citizen or an entrepreneur, and elimination of inefficiency in their functioning – corruption and poor economy. At the general level, the measures proposed under this pillar should contribute to enhancing coordination and communication among institutions and in relation to citizens and entrepreneurs. As a result, the implementation of proposed measures should contribute significantly to strengthening competitiveness of the Czech Republic in the severe economic competition at the international level and should also raise trustworthiness of public institutions in the eyes of the public, which would move the Czech Republic much nearer to developed democratic countries of the Western Europe.

To achieve this objective, the ICS defines the following measures:

- Efficient public administration – systemisation and improvement of public administration functioning, its enhanced professionalism and efficiency.
- Increasing efficiency of public property and funds management – management and control in the field of public finance, informing about public property management, strengthening transparency of public tenders;
- Simplifying access to public administration services – sharing data in public administration, efficient provision of data and information to the public;
- Higher quality and availability of regulation – systematic improvement of the process of regulation development, targeted communication with the public as part of the legislative process, and improvement in the public access to legal regulations.
- Better law enforcement – enhancement of law enforcement in the CR via courts or outside courts and improvement of the judiciary functioning.

With regard to the needs of the Czech Republic, the ICS says in the **Healthcare pillar** that: *"...financial strain has been showing in the Czech healthcare system since the second half of the 1990s, however, no significant changes were made to the system to create desired stimuli for a rational provision of healthcare neither there was any response to future challenges arising mainly from unfavourable demographic development in the form of population ageing. Nevertheless, according to available economic studies, the demographic development is, at least for the time being, the main factor behind the future growth of healthcare costs in the CR until 2030. However, we should not forget other cost factors as a result of both progress in medical science (new, very expensive technologies, pharmaceuticals and treatment methods) and gradual convergence with West-European*

countries as far as remuneration of healthcare staff and growing demands of patients are concerned.

For the Czech healthcare system and public funding in general, these strong pressures on costs represent a major challenge for the future. Ambition of this pillar is to secure, by a series of interlinked reform steps, financial sustainability of the Czech healthcare system so that it could guarantee the European standard of healthcare available to all citizens of the CR."

The pillar aims at an increase in efficiency of the healthcare system by means of cross-sectoral measures that address long-term problems of the Czech healthcare, among which the Strategy includes underutilisation of information technologies or low responsibility of citizens for their own state of health and respect to a treatment process.

To achieve the set objective, the ICS defines, inter alia, the following measures:

- Patient's link to health – to provide motivation to healthy life style by introducing relevant motivational factors, allocation of major part of the healthcare budget to preventive measures;
- Restructuring of inpatient care – rationalisation and restructuring of inpatient care towards reduction of fixed costs along with development of long-term care policy in healthcare and social sense, including funding.

Strategic Framework of Public Administration Development of the Czech Republic for 2014–2020

The global aim of the Strategic Framework of Public Administration Development of the Czech Republic for 2014–2020 (presented to the government in June 2014) that follows the government approved documents 'Analysis of Current Situation in Public Administration' and 'Strategy of Efficient Public Administration and User-Friendly Public Services (2007–2015) – Smart Administration (SA)' is to introduce measures that will result in improvement in efficiency and transparency of public administration in the Czech Republic, ensuring its higher competitiveness. For this purpose, the Strategic Framework details six basic problematic areas in total:

- Modernisation of public administration
- Review and optimisation public administration in the territory
- Increase in availability and transparency of public administration by e-Government instruments
- Professionalization and development of human resources in public administration

Public administration will be modernised by partial measures such as quality methods spread (QMS) and their harmonisation in public administration, completion of process modelling of administrative work with regard to processing of the process models and subsequent introduction of standards for selected administrative work, elaboration of the monitoring system and performance evaluation in public administration or further reduction of regulatory load..

Neither performance and financing of public administration in the territory will be neglected, when, inter alia, the administrative division of the state will be adjusted, functions of territorially divided cities will be reviewed and adjusted, public contracts will be optimised, but also a new system of financing of transferred performance of state administration will be introduced.

Human resource professionalization and development in public administration will be adjusted by partial measures resulting from the implementation of the Civil Service Act, such as preparation of service regulations or implementation of source analyses and design of

organisational, financial, HR and educational processes. Attention will be also paid to management and development of human resources in administrative authorities, e.g. by focusing on a review and adjustment of the training system, design and setting of the system of all relevant processes in human resource management.

Performance of public administration will be rationalised, particularly by means of completing the building of the functional framework for e-Government which includes completion of information and communication systems, implementation of a system of electronic identification, authentication and authorisation, promotion of open data principle, expansion, connection and consolidation of the data in public administration or completion of the e-Government architecture.

All these strategic objectives will be elaborated on in individual implementation plans of the Strategic Framework which is expected to be adopted by the Czech government in December 2014. These implementation plans will contain specific measures to be implemented, their time schedule and financial requirements, including measurable indicators. Implementation of the measures specified in the Strategic Framework will become useful for citizens, entrepreneurs and employees of public bodies themselves and will lead to improvements in efficiency, clear arrangement and in quality of work of public administration.

Regional Development Strategy of the CR for 2014–2020

The Regional Development Strategy of the CR for 2014–2020 was adopted by the Czech Government on 15 May 2013, by Resolution No. 344. The Strategy is a key policy document in the field of regional development and aims at providing a dynamic and balanced development of the territory of the Czech Republic with regard to quality of life and of the environment, contributing to reduction of regional differences and also enabling utilisation of local potential to strengthen competitiveness of individual territorial administrative units. The Strategy defines typology of the CR territory – development, stabilised and peripheral CR territories. Further, the Strategy defines 4 essential objectives:

Objective 1: To promote growth of competitiveness and utilisation economic potential of regions (growth objective)

Objective 2: To reduce a deepening of negative regional differences (equalising objective)

Objective 3: To strengthen environmental sustainability (preventive objective)

Objective 4: To optimise the institutional framework for regional development (institutional objective)

These objectives are followed by 9 priorities and 31 measures. With respect to the content focused on by the OEP, its interventions will contribute primarily to fulfilling the following measures: 1.5 Labour market adaptability, 3.X Promotion of integrating socially excluded and by social exclusion endangered groups of population, 3.1 Increase in quality and availability of public services, 4.1 Provision of adequate capacity of public service infrastructure, 5.2 Promotion of quality enhancement of labour force, 5.3 Provision of basic services and accessibility, 8.1 Improvement of administrative capacities of public administration, and 9.1 Strengthening of strategic and policy-making instruments and approaches to local and regional development.

In addition to that, the Strategy defines the regions supported by the state: regions with economic difficulties (57 municipalities with extended competence listed in Annex to the Strategy), socially disadvantaged areas and present and former military districts.

Relevant Departmental Documents

Employment Policy Concept of the MoLSA for 2013–2020

The purpose of the Employment Policy Concept of the MoLSA for 2013–2020 which was approved at the meeting of MoLSA management is to define major focus of the national employment policy in the time horizon until 2020. The Concept is primarily based on regular labour market analyses prepared by the MoLSA⁶⁸ and on national objectives of the employment policy of the CR defined in line with the Europe 2020 Strategy.

As a major problem of the labour market the Concept identifies *"low employment that is caused mainly by educational and sectoral mismatch of labour force supply and demand for it, low adaptability and mobility of labour force, low motivation of some groups of labour force to get and retain a job, moreover, it is negatively affected by low flexibility of the labour market, low employment of mothers with children, of young people under the age of 24 and above the age of 55–64. The problem of deficient involvement of certain groups of nonworking population in the labour market grows especially from the perspective of demographic development of the CR, when the labour market is increasingly more affected by a radical decline in the percentage of the working population."*

Further, the Concept defines strategic priorities of the employment policy of the MoLSA until 2020;

- Promotion of access to employment, especially for groups endangered in the labour market.
- Promotion of gender equality in the labour market
- Adaptability of companies, employees and the unemployed to changes and needs of the labour market
- Development of employment services
- Creation of conditions for targeted economic migration

and horizontal priorities:

- Equalising differences among regions
- Promotion of social innovations
- Promotion of development in labour market flexibility

Employment Policy Strategy until 2020

The Employment Policy Strategy until 2020 was adopted by the Czech Government on 15 October 2014, by Resolution No. 835. The Employment Strategy defines problems of the Czech labour market and their causes, main target groups which will be in the focus of support provided by measures and instruments of active and state employment policy, while reducing unemployment. It proposes measures for increasing employment and employability of job applicants and seekers, for supporting adaptability of employers and employees. Also, the Employment Strategy respects the regional aspect of the employment policy, directs the employment policy measures more at economically underdeveloped regions, at solving problems of groups of population at the margin of the labour market and at risk of social exclusion.

The Strategy is primarily based on the Concept for Employment Policy 2013–2020 which was drawn up by the MoLSA in the first half of 2013 as a basic in-house material for defining the essential scope of problems in the Czech labour market. The Strategy is divided into four priorities based on these categories of problems:

1. Promotion of access to employment, especially for groups at risk in the labour market;
2. Promotion of gender equality in the labour market;

⁶⁸The labour market analyses are available at: http://portal.mpsv.cz/sz/politikazamest/trh_prace

3. Promotion of adaptability of companies and employees to changes and needs of the labour market;
4. Development of public employment services.

The measures defined for individual priorities are strategic measures, it means that in the long term horizon of effect of the Strategy they will contribute to achievement of specified objectives and realisation of employment policy visions. These measures are mostly general and therefore they will need a further elaboration into specific measures and instruments, both legislative and non-legislative ones, including appointment of policy domain authorities responsible for their fulfilment, time schedule, method of verification of their efficiency and sources of financing. Implementation of the Strategy will thus necessarily require a series of partial implementation documents with a shorter time horizon (approx. 3 years) – action plans. The document for the initial years, i.e. 2014–2017, is Activation measures to address the unfavourable situation in the labour market which was adopted by the Resolution No. 891 of the Czech government on 3 November 2014.

Until June 2014 the concept was planned to be detailed in a follow-up document titled Strategy for the Employment Policy of the MoLSA which should contain already specific draft measures and instruments to address the identified problems of the labour market.

Priorities and Procedures of the Government when Promoting Equal Opportunities for Women and Men

A strategic document of the government of the CR that has been annually adopted since 1998. Priorities and procedures of the government when promoting equal opportunities for women and men This strategic document constitutes a basic framework for further steps in pushing for equal opportunities for women and men in the Czech Republic. Along with that, preparatory work is going on for a strategy on gender equality in the Czech Republic. The strategy should be completed during 2014 and pilot tested until 2015. As part of the strategy, *Priorities and procedures of the government when promoting equal opportunities for women and men* will become a document that will annually specify sub tasks and steps to meet the strategy. An important area of the Priorities and procedures of the government when promoting equal opportunities for women and men that will be also included in the strategy, is first the area of gender equal opportunities in the labour market and in enterprise and second harmonisation of work, private and family life. Within these areas, the following issues are typically dealt with:

- Women's employment
- Differences in remuneration of women and men
- Pensions of women and men
- Women's enterprise
- Flexible forms of work
- Childcare services
- Vertical and horizontal segregation in the labour market;
- Engagement of men in care, etc.

The basis for developing the strategy will also include the areas specified above.

Long-Term Vision of the MoLSA for Social Inclusion

The Long-Term Vision of the MoLSA for Social Inclusion represents a comprehensive and systematic policy of the Ministry of Labour and Social Affairs for social inclusion until 2020. Thematically, it is a follow-up of National Action Plans for Social Inclusion developed in

2004–2010 as part of the "Lisbon process". Starting from January 2014, the Vision is planned to be supplemented with a flexible and regularly updated action plan – Strategy that represents a necessary baseline for practical implementation of measures proposed by the Vision, it will put emphasis on development of flexible and proactive response to unforeseeable changes in the socioeconomic context. The problems identified in the Vision and social inclusion needs can be summarised in the following way:

- Rapid population ageing and unpreparedness of the labour market for upcoming demographic changes;
- Persisting discrimination of certain groups of people disadvantaged in the labour market; commutation of social disadvantages in some groups of people and low performance of employment services in relation to the socially excluded persons and people in danger of social exclusion;
- A low participation rate of women with young children in the labour market as a consequence of unsatisfactory conditions for aligning private and work life and a low degree of utilisation of flexible forms of work;
- Low preparedness of labour force for changing labour market requirements (mobility, adaptability, education);
- A lack of low-threshold, field and outpatient social services; high degree of utilisation of institutional care;
- Insufficient linkage of employment services, social and healthcare services, insufficient coverage of some areas by social service networks;
- Low efficiency of social transfers for single-parent and multi-member families and long-term unemployed people;
- Inadequate promotion of setting up and developing social business and its legislative enshrinement;
- Regional and local concentration of social problems in socially excluded localities;
- Underrating importance of prevention and early interventions which would precede social exclusion;
- In European comparison, below-average public and private expenditures on the active employment policy, education, social and health care and insufficient evaluation of efficiency of expenditures spent in these areas.

Social Inclusion Strategy 2014-2020

The Long-Term Vision of the MoLSA for Social Inclusion is the fundamental baseline and source for drawing up the Social Inclusion Strategy 2014-2020. The Strategy was adopted by the government, by resolution No. 24 of 8 January 2014, as a national framework document for social inclusion and combatting poverty that covers the main areas significant for social inclusion of people socially excluded or at risk of social exclusion.

The purpose of the Strategy is to help meeting the national objective for reducing poverty and decreasing the social exclusion degree set in the National Reform Programme of the Czech Republic which is based on the Europe 2020 Strategy. The Strategy shows the direction which addressing social exclusion should take, promotes socially responsible values related to combating social exclusion, highlights the shortcomings in the search for solutions to social exclusion and encourages the spread of the principle of social inclusion mainstreaming at all levels of government. The Strategy defines priority topics of the CZ in the areas important for social inclusion for the upcoming period until 2020 and is also a relevant document for spending funds from public budgets of the CZ as well as making use of European Structural and Investment Funds. It contains a list of measures having impact on social inclusion and combatting poverty, and an overview of relevant documents and resources.

Principles of Long-Term Concept for Integration of Roma Minority until 2025

The Principles were adopted by the government on 12 April 2006, by Resolution No. 393. The Principles take into consideration development in Roma minority integration since adoption of the first Roma Integration Concept (2000) and evaluation of development and government activities in this respect up to the present. Development in the Roma minority integration at local level and anticipated trends resulting particularly from membership of the Czech Republic in the European Union as well as accession of the Czech Republic to the 2005–2015 Decade of Roma Minority Inclusion have been also taken into consideration. The long-term strategy for integration of the Roma minority is in accordance with internationally recognised principles, protection standards, experience and recommendations of international institutions and organisations.

Long-term Programme to Improve the State of Health of the Population in the CR - Health for Everyone in the 21st century (Health 21)

It is the first long-term health-related strategy of the CR. The Government of the Czech Republic acknowledged it by its resolution No. 1046 of 30 October 2002. The document comprises 21 quantified objectives in total, of which many have a target time set on 2020, and its character is based on an analogical document of the World Health Organisation.

Despite the day of its origin almost ten years ago, Health 21 represents a comprehensive strategic document on which the set departmental priorities and thematic areas are based for the future programming period of cohesion policy.

Primarily relevant are the following objectives of the strategy:

- Objective 5: Healthy ageing
- Objective 21: Measures and procedures aiming at health for everyone
- Objective 11: Healthier life style
- Objective 6: Improvement in mental health
- Objective 7: Prevention of infectious diseases
- Objective 8: Reduction in occurrence of non-infectious diseases
- Objective 9: Reduction in occurrence of injuries caused by violence and accidents
- Objective 12: Reduce harm caused by alcohol, drugs and tobacco
- Objective 13: Healthy local living conditions
- Objective 2: Justice in health

The National Strategy of Health Protection and Promotion and Disease Prevention – Health 2020

The Strategy Health 2020 was adopted by the government on 8 January 2014 (Resolution No. 23/2014). It is a strategic framework for health protection and promotion which is a follow-up of the Long-Term Programme of Improvement in Health of the Czech Population – Health 21. The National Strategy will be detailed in implementation documents (action plans) by topic. Action plans will be drawn up and prepared by December 2015 at latest and will further specify interim goals, responsibility, indicators and implementation deadlines, including setting a requirement for financial and material coverage.

Strategy of Psychiatric Care Reform

Strategic document of the Ministry of Health published on 8 October 2013. The strategy fulfils vision on healthier society in which a high quality of life is not reserved for majority healthy population but also for groups with certain health limitations. It strives to fulfil the right

of everyone to better and more humane care and better quality of life in general. The global objective of the strategy is to enhance quality of people with mental illness. This objective will be met gradually through a number of other strategic objectives, of which each will fulfil, to a certain extent, the global objective in the 2014–2023 period.

These strategic objectives for the period of 2014-2023 are:

1. To enhance quality of psychiatric care by means of a systematic change in organisation of its provision.
2. To reduce stigmatisation of the mentally ill and the branch of psychiatry in general.
3. To increase satisfaction of users with the provided psychiatric care.
4. To increase efficiency of psychiatric care by early diagnostics and identification of latent psychiatric illnesses.
5. To increase success of full social inclusion of the mentally ill (especially by improving conditions for employment, education and housing, etc.).
6. To improve linkage of healthcare, social and other follow-up services.
7. To humanise psychiatric care.

The strategy puts emphasis on application, enforcement and fulfilment of rights of people with mental illness in the widest possible sense.

b) The National Reform Programme

Objectives in the National Reform Programme

The National Reform Program (NRP) is a strategic document implementing European Strategy Europe 2020 and its objectives in the Czech Republic. Even though the document is updated annually, it covers a longer period of time (until 2020). National targets of Strategy Europe 2020 identified in the **National Reform Programme of 2011** and relevant substantively under OP Employment are the following:

Strategy Europe 2020: national targets

Strategy Europe 2020 target	The target value of the Czech Republic in 2020
The employment rate of persons aged 20–64	75 %
Reducing the number of persons at risk of poverty or social exclusion	Maintaining the number of persons at risk of poverty or social exclusion at the level of year 2008 (1,566,000 persons), in an effort to reduce the number by 30,000 (14.4 % of the total population)

In areas substantively relevant under OP Employment there are specific quantified national targets to be achieved by 2020 with regard to the objectives of Strategy Europe 2020. The targets are set as follows:

1. In the employment area:

- a. Increasing the overall employment rate of the population aged 20 - 64 to 75%;
- b. Increasing the employment rate of women (aged 20 - 64) to 65%;
- c. Increasing the employment rate of senior citizens (aged 55 - 64) to 55%;
- d. Reducing the unemployment rate of the youth (aged 15 - 24) by a third in comparison with the level of 2010;
- e. Reducing the unemployment rate of low skilled workers (ISCED level 0 – 2) by a quarter in comparison with 2010.

2. In the area of social inclusion and poverty:

- a. Maintaining the boundary for the number of people experiencing poverty, material deprivation or life in households with low employment intensity by 2020 at the level of 2008;
- b. Reducing the number of people experiencing poverty, material deprivation or life in households with low employment intensity by 30,000 persons.

Strategy Europe 2020: specific quantified national targets

Indicator	Unit	The default value (2010).	The target value in 2020
The overall employment rate	Share of population aged 20-64	70.4 %	75 %
The employment rate of women	Women's share in population aged 20-64	60.9 %	65 %
The employment rate of older people	Share of population aged 55-64	46.5 %	55 %
The unemployment rate	Share of workforce aged 15-24	18.4 %	12.3 %

of young persons			(reduction of ⅓)
The unemployment rate of low-skilled persons	Share of workforce over 15 years of age with 0 - 2 ISCED level of qualification	25.0 % ⁶⁹	18.8 % (reduction of ¼)
Share of persons at risk of poverty or social exclusion	Share of persons at risk of poverty, material deprivation or life in households with very low employment intensity	15.3 %⁷⁰ (1,566,000 persons)	14.7 % (1,566,000 persons) or alt. 14.4 % (1,536,000 persons)

Reform measures in the National Reform Programme 2014

The National Reform Programme of the Czech Republic 2014 which was adopted by the Czech government on 16/ 04/ 2014 is generally designed for the entire period until 2020 and is annually updated as part of the 'European term', with respect to development in meeting the objectives of the Europe 2020 Strategy at the European level, with respect to progress achieved in the Czech Republic and development in political priorities of the government. The NRP 2014 defines reform efforts of the government beyond response to the Council's Recommendations for the CR for 2013 in four thematic areas, when the OPE will contribute to implementing the key measures primarily contained in area No. 2 '*Functioning labour market, education system and social inclusion*' and in area No. 1 '*Transparent public financing and efficient institutions*'.

The thematic area '*Functioning labour market, education system and social inclusion*' includes six fields, when the OPE is linked to four of them. To comply in the area of 'Labour market development and active employment policy, increase in labour productivity', the OPE will help through its priority axis 1 '*Promoting employment and workforce adaptability*', particularly by promoting active employment policy, modernisation of public employment services and promoting further education of company employees. With regard to 'Quality and available health care', the OPE will implement measures in priority axis 2 '*Social inclusion and combatting poverty*'. In the OPE, the field of 'Social inclusion and combatting poverty' will be addressed as part the priority axis 2 of the same name, via measures contributing to inclusion of people at risk of social exclusion or socially excluded from society. The field of 'Reconciliation of family and work life and gender equality issues' has a direct link to the OPE priority axis 1 '*Promoting employment and workforce adaptability*', specifically to the measures promoting reduction of inequalities in position of women and men in the labour market and in balancing private and work life.

The thematic area '*Transparent public financing and efficient institutions*' represents one of the key prerequisites for promoting economic growth recovery and increasing employment and contains two fields one of which has a direct link to the OPE. It is the field of '*Efficient public administration and quality legislative environment*' the implementation of which will be helped by interventions under the OPE priority axis 4 '*Efficient public administration*'.

⁶⁹ Czech Statistical Office figure, [http://www.czso.cz/csu/2012edicniplan.nsf/t/47003B517A/\\$File/310312167.pdf](http://www.czso.cz/csu/2012edicniplan.nsf/t/47003B517A/$File/310312167.pdf), the unemployment rate of the age group 15+. Eurostat data for the group 25-64 are therefore lower – 22.7%.

⁷⁰ 2008 data

c) Links to key national strategic documents of the Czech Republic

During the Programme preparation, links of priority axes and investment priorities to key national strategic documents of the CR were reviewed. The following table is a tabular summary of this detailed analysis. (The identified links are marked with a cross in the table.)

National strategy of the Czech Republic	Employment OP									
	PA 1					PA 2			PA 3	PO 4
	IP 1.1	IP 1.2	IP 1.3	IP 1.4	IP 1.5	IP 2.1	IP 2.2	IP 2.3	n. r.	IP 4.1
Partnership Agreement	x	x	x	x	x	x	x	x	x	x
International Competitiveness Strategy of the CR for 2012–2020	x	x	x	x	x	x	x	x	x	x
Regional Development Strategy of the CR for 2014–2020	x	x	x	x	x	x	x	x	x	x
The National Reform Programme	x	x	x	x	x	x	x	x	x	x
Strategic Framework of Sustainable Development of the CR (2010)	x	x	x	x	x	x	x	x	x	x
Strategy of Efficient Public Administration and User-Friendly Public Services									x	x
Strategic Framework of Public Administration Development of the Czech Republic in 2014+									x	x
National Action Plan to Support Positive Ageing for the period 2013–2017;						x	x	x	x	
Social Inclusion Strategy 2014-2020						x	x	x	x	
Long-Term Vision of the MoLSA for Social Inclusion						x	x	x	x	
National Strategy of Anti-Drug Policy for 2010–2018						x	x	x	x	
Long-term Programme to Improve the State of Health of the Population in the CR - Health for Everyone in the 21st century.							x			
Health 2020 – National Strategy of Health Protection and Promotion and Disease Prevention							x			
Strategy of Psychiatric Care Reform							x			
National Plan for Creating Equal Opportunities for Persons with Disabilities for the period 2010–2014	x					x	x	x	x	
Employment Policy Concept for 2013–2020	x	x	x	x	x				x	
Employment Policy Strategy until 2020	x	x	x	x	x				x	
Priorities and Procedures of the Government when Promoting Equal Opportunities for Women and Men	x	x							x	
Principles of Long-Term Concept for Integration of Roma Minority until 2025						x	x	x	x	
Implementation Plan for the Youth Guarantees Programme of the CR	x				x					

d) Selected documents and recommendations at the European level

Relevant recommendations of the Council

The Council issues recommendations for individual NRPs, which contain a list of main challenges which the Member State should focus on in the given year. The table below provides a summary of recommendations for the Czech Republic relevant substantively under OP Employment in the last three years.

Field	Country Specific Recommendations of the Council on the National Reform Programme of the Czech Republic		
	2014	2013	2012
Employment rate, employment services	No. 4 Improve efficiency and effectiveness of public employment services, primarily by introduction of a performance measurement system. Increase participation of unemployed young people in individualised services. Significantly increase availability of affordable and high-quality child-care facilities and services, with a focus on children under three years of	No. 4 Make further efforts to strengthen efficiency and effectiveness of public employment services. . Significantly increase availability of affordable and high-quality child-care facilities promoting social inclusion with a focus on children under three years of age and increase participation of Roma children, especially by adoption and implementation of law on childcare services and an capacity increase of public and private childcare services.	No. 4 Improve performance of PES in the field of employability in order to increase quality and efficiency of training, employment search assistance and personalised services, including outsourced services.
Reconciliation of work and family life	No. 3 [...] Promote employability of older people and review the mechanism of pension adjustment [...]		No. 3 Take further measures to substantially increase availability of affordable and high-quality pre-school child care.
Public administration	No. 5 To adopt a law on civil servants in 2014 that will secure stable, efficient and professional state administration. Accelerate and markedly reinforce the fight against corruption by implementing the remaining legislative measures defined in the Anti-Corruption Strategy for 2013–2014 and drawing up plans for the future. Make further improvements in management of financial resources, specifically by simplifying the	No. 5 . Ensure implementation of Anti-Corruption Strategy for 2013–2014. To adopt a law on civil servants that should secure stable, efficient and professional services of state administration. Improve the management of EU funds with respect to the 2014–2020 programming period. Reinforce capacities for implementation of public tenders at local and regional levels.	No. 5 Urgently adopt Civil Service Act in order to promote stability and efficiency of public administration and to avoid infringement. Ensure adequate implementation of the new Public Procurement Act. Address the issue of anonymous shareholding. Ensure flawless use of EU funds and further reinforce the fight against corruption

	implementation structures, increasing capacity and improving solutions of conflict of interest. Enhance transparency at public procurement and improve implementation of public tendering by securing relevant instructions and relevant supervision.		
Health services	No. 3 [...] Adopt measures to improve cost-effectiveness of health care expenditures, in particular, the hospital care.	No. 3 [...] Adopt measures which would significantly improve cost-effectiveness of health care expenditures, in particular, the care in hospitals.	

Demographic situation and data on the size of main target groups of the OPE

In 2013, the population of the Czech Republic was approx. 10.52 million. The population of the Czech Republic is very close to the population peak for the time after World War 2. So far it is not clear whether it was reached already in early 2013 (in accordance with the low alternative of the CSO projection), or whether the mean alternative starts prevailing with a very moderate population growth in the next few years. However, beyond the horizon of the projection, a long-term decrease in the population of the Czech Republic is highly probable.

In absolute terms, the population of working age (15–64 years) decreases by approx. 70–80k people per year, which represents a decline of about 1 % per year. On the contrary, the structural share of the population 64+ in the total population in early 2013 reached 16.8 %, growing by 0.5 p.p. annually. As a result of the demographic structure and continuing extensive lengthening of the mean lifespan, the number of senior citizens in the population is growing significantly.

In 2013, the share of the population at the age of 65+ in the population between 15 and 64 years of age (i.e. economic dependency index) was 24.6 % (i.e. almost by 3 p.p. lower than the EU-27 average). In 2020, the value of the index should be as high as 31.3 %, i.e. just as the EU-27 average.

Therefore, it can be stated that in 2020 the population of the Czech Republic will be approximately identical to its population in 2013. Of which the population under the age of 15 will be likely slightly higher, the population of working age of 15–64 years will be lower and the population 65+ will be significantly higher than in 2013.

The following table presents a clearly arranged summary of the structure of the population, the employed, unemployed and economically inactive population in 2013, according to the CSO data. The given data illustrate the size of each target group that will be supported in the OPE.

The table below summarises the key characteristics of job candidates in the LO CR register as at 31 December 2013. As a result of different conditions for registration of a person in the job applicant register of the LO CR ⁷¹and categorisation as an unemployed person according

⁷¹ Natural persons may become job applicants if they personally apply for mediation of suitable employment at the regional branch of the Labour Office in the administration district of which their domicile is, and provided legally

to the methodology of the International Labour Organisation⁷²(ILO), the size of the category of the unemployed according to the data of CSO – General Labour Force Survey and the data of the LO CR differ markedly (by almost 230 thousand people). The LO CR, its regional branches and contact offices provide support to job applicants registered by the LO CR.

	2013		
	Total	Men	Women
	In thousands.		
Population in total	10 520.7	5 167.0	5 353.7
Under 14 years of age	1 569.2	805.0	764.3
15 – 24 years of age	1 148.3	587.4	561.0
25 – 54 years of age	3 913.4	2 010.1	1 903.3
55 – 64 years of age	1 452.8	703.6	749.1
65+ years of age	1 797.4	738.1	1 059.3
of which 20 – 64 years of age	6 659.1	3 370.2	3 288.9
The employed in the national economy	4 937.1	2 794.0	2 143.0
15 – 24 years of age	293.5	175.8	117.8
25 – 54 years of age	3 802.3	2 126.5	1 675.8
55 – 64 years of age	750.0	439.8	310.2
65+ years of age	91.2	52.0	39.2
of which 20–64 years of age	4 829.2	2 731.4	2 097.8
The unemployed	368.9	175.3	193.6
15 – 24 years of age	68.7	40.3	28.4
25 – 54 years of age	252.5	109.2	143.4
55 – 64 years of age	46.3	25.2	21.1
65 + years of age	1.4	0.6	0.8
of which 20–64 years of age	354.9	167.5	187.3
Economically inactive	3 645.4	1 392.7	2 252.7
15 – 24 years of age	786.1	371.3	414.8
25 – 54 years of age	448.5	78.9	369.6
55 – 64 years of age	656.5	238.6	417.8
65+ years of age	1 704.8	685.6	1 019.3
of which 20-64 years of age	1 475.1	471.2	1 003.8
Pensioners in early retirement	38.1	19.6	18.5
Pensioners in regular retirement	2 202.1	840.1	1 362.1
Pensioners with disability	228.3	117.3	111.1
Students of apprentice schools	68.9	46.0	22.9
Students of secondary schools (incl. apprentice schools with school-leaving exam)	335.9	163.7	172.2
Students of universities (incl. advanced vocational schools)	327.8	143.4	184.3

Source: CSO – General Labour Force Survey

The table below summarises the key characteristics of job candidates in the LO CR register as at 31 December 2013. As a result of different conditions for registration of a person in the

prescribed conditions (Employment Act No. 435/2004, Section 25) are met, the regional branch of the Labour Office enters them in the job applicant register.

⁷² According to the ILO methodology, an unemployed person is considered to be a person who is not employed (even for an hour per week), seeks employment actively (via public or private employment services, on his/her own, by taking steps to establish his/her own company, etc.) and is prepared to start working by 14 days, at latest.

job applicant register of the LO CR⁷³ and categorisation as an unemployed person according to the methodology of the International Labour Organisation⁷⁴ (ILO), the size of the category of the unemployed according to the data of CSO – General Labour Force Survey and the data of the LO CR differ markedly (by almost 230 thousand people). The LO CR, its regional branches and contact offices provide support to job applicants registered by the LO CR.

Composition of job applicants in the LO register

Composition of job applicants	As at 31 December 2013		
	In thousands		
	Women	Men	Total
By age			
Total	289.5	307.3	596.8
15 - 19 years of age	10.1	12.0	22.1
20 - 24 years of age	33.9	44.1	78.0
25 - 29 years of age	30.8	36.1	66.9
30 - 34 years of age	33.3	32.1	65.4
35 - 39 years of age	41.9	34.0	75.9
40 - 44 years of age	35.0	29.5	64.5
45 - 49 years of age	32.4	29.6	62.0
50 - 54 years of age	32.7	31.0	63.7
55 - 59 years of age	36.5	39.9	76.4
60 - 64 years of age	2.6	18.7	21.3
65+ years of age	0.3	0.3	0.6
15-24 years of age	43.9	56.1	100.0
55-64 years of age	39.1	58.6	97.7
By education			
No education	1.4	1.6	3.0
Primary education	78.8	82.5	161.3
Apprentice without school-leaving exam	99.1	141.8	240.9
Secondary school without school-leaving exam	7.0	5.9	12.9
Apprentice with school-leaving exam	10.1	10.8	20.9
Grammar school	8.0	5.1	13.1
Secondary school with school-leaving exam	61.8	41.0	102.8
Higher (advanced vocational) education	3.6	1.5	5.1
University	19.8	17.2	37.0
By months of registration			
Fewer than 3 months	61.0	88.5	149.5
3 - 6 months	52.1	49.0	101.1
6 - 9 months	28.7	28.0	56.7

⁷³ Natural persons may become job applicants if they personally apply for mediation of suitable employment at the regional branch of the Labour Office in the administration district of which their domicile is and provided legally prescribed conditions (Employment Act No. 435/2004, Section 25) are met, the regional branch of the Labour Office enters them in the job applicant register.

⁷⁴ According to the ILO methodology, an unemployed person is considered to be a person who is not employed (even for an hour per week), seeks employment actively (via public or private employment services, on his/her own, by taking steps to establish his/her own company, etc.) and is prepared to start working by 14 days, at latest.

Working translation, without proofreading

9 - 12 months	24.3	28.3	52.6
12 - 24 months	52.8	53.4	106.2
More than 24 months	70.7	60.1	130.8
More than 6 months	176.4	169.8	346.2
More than 12 months	123.4	113.5	236.9

Source: LO CR

The table below summarises the 2013 numbers of people at risk of poverty and social exclusion including breakdown to three indicators of which the number of people at risk of poverty and social exclusion consists.

2013 data	Number in thousands
People at risk of poverty and social exclusion	1 508
People living in households with a very low work intensity	541.4
People at risk of poverty (even after social transfers)	885.9
Materially deprived people	678.7

Source: CSO

Opinion of the Commission Services on the development of the Partnership Agreement and programmes in the Czech Republic for the period of 2014-2020

The Opinion identifies specific problems of the Czech Republic and introduces preliminary views of the Commission Services on the main priorities for funding in the Czech Republic for public expenditures that promote growth from European structural and investment funds. In terms substantively relevant under OP Employment the following problems, which the EC identifies in its Opinion, are particularly relevant:

- discrepancy between the vocational education and the labour market requirements
- significantly lower employment rate of women (limited availability of quality childcare facilities, lack of flexible working-time arrangements)
- pay gap between women and men
- women's inequality in the labour market
- untapped human resources - low participation of vulnerable groups in the labour market (in addition to parents with young children also the low-qualified, young people, older workers, the long-term unemployed, people with disabilities and the Roma)
- lack of funding, limited scope and inefficiency of active labour market policies, inadequate evaluation of policy tools
- insufficient range of personalised and targeted services provided by the Labour Office
- limited access to education for Roma children and the subsequent unemployment
- lack of employment opportunities in the country and related migration
- distrust in the public administration
- unfair practice in the area of procurement, high political influence on civil servants
- high administrative burden
- bad performance of the system of civil justice and lengthy legal proceedings, absence of forms of alternative dispute resolution

Main role of the OPE Policy Domain Authority

The essential/main role of the Policy Domain Authority (in cooperation with the Managing Authority and a professional platform for the respective area of intervention) is as follows:

- It participates in the setting of the time frame for calls, absorption plan and fulfilment of monitoring indicators;
- It guarantee the focus of calls for project presentations with regard to the fulfilment of planned values of monitoring indicators, absorption plan and implementation milestones;
- In participates in the setting of technical parameters of calls (allocation of funds, setting of form of the call, territorial focus, specification of eligible applicants and beneficiaries, quantification of indicators etc.);
- It participation in selection commissions;
- It is involved in the evaluation of calls
- It participates in the evaluation of project benefits;
- It cooperates on OPE evaluations;
- It cooperates on OPE monitoring (annual reports, implementation reports, fulfilment of milestones and so on) in relevant areas;
- It is a member of OPE monitoring committee and other relevant platforms;
- It assists during audits of the European Commission, European Court of Auditors, Audit Authority, Supreme Audit Office.

14 ANNEX NO. 3 DETAILED ACTION PLANS FOR SELECTED UNFULFILLED THEMATIC EX-ANTE CONDITIONALITIES

In a separate file, this Annex includes Action Plan on Thematic Ex-Ante Conditionality 9.3.

Fulfilment of thematic ex-ante conditionalities 8.1, 8.3, 8.5 and 8.6, or activities necessary to fulfil them are listed in a table in chapter 9.2: Description of measures for fulfilment of ex-ante conditionalities, responsible entities and timetable.

15 ANNEX NO. 4 DETAILED DEFINITION OF GENERAL AND THEMATIC EX-ANTE CONDITIONALITIES AND THEIR FULLFILMENT AT THE NATIONAL LEVEL, INCLUDING IDENTIFICATION OF PARTIALLY FULFILLED AND UNFULLFILLED EX-ANTE CONDITIONALITIES AT THE NATIONAL LEVEL

With regard to its extent, the implementation of general and thematic ex-ante conditionalities is attached in a separate file.

16 ANNEX NO. 5 COORDINATION MECHANISM FOR PUBLIC ADMINISTRATION

A description of the coordination mechanism for public administration, as of the date of presentation of the OPE, is attached in a separate file.

17 ANNEX NO. 6 FINAL REPORT: EX-ANTE EVALUATION OF THE OP EMPLOYMENT

The Executive Summary of the Final Report on Ex-Ante Evaluation of the OPE is attached in a separate file.

18 ANNEX NO. 7 TABLES OF SYNERGIES AND COMPLEMENTARITIES

Synergies and complementarities of the OPE are described in a separate file attached.

19 ANNEX NO. 8 INDICATIVE CALCULATION OF ALLOCATION OF OPE FUNDS TO CATEGORIES OF REGIONS

An indicative calculation of allocation of the OPE funds to categories of regions, including pro-rata shares applied in each investment priority, is included in a separate file.

20 ANNEX NO. 9 INDICATIVE QUANTIFICATION OF CONTRIBUTION TO THE CSR 2014

A table with indicative quantification of the OPE contribution to implementation of the Council Specific Recommendations 2014 is attached in a separate file.