

Annex no. 4 to OP Employment 2014-2020

Detailed specification of general and thematic ex-ante conditionalities and their fulfilment, including identification of partially fulfilled and unfulfilled general ex-ante conditionalities at the national level

Detailed identification of relevant GENERAL ex-ante conditionalities and evaluation of their fulfilment at both the national level and the OPE (Operational Programme Employment) level

Ex-ante conditionality	Priority axis or axes to which the conditionality applies	Ex-ante conditionality fulfilled: Yes/No/Partially	Criteria	Criteria fulfilled: Yes/No/Partially	References (for fulfilled ex-ante conditionalities)	Explanation
1. The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds	Applicability will be documented in relevant programmes	Yes (fulfilment takes place on an ongoing basis and will take place throughout the programming period of 2014–2020)	Arrangements in accordance with the institutional and legal framework of Member States for the involvement of bodies responsible for the promotion of equal treatment of all persons throughout the preparation and implementation of programmes, including the provision of advice on equality in ESI fund-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/	<p>Based on the Anti-discrimination Act, the Public Defender of Rights was given the role of the national body for equal treatment and anti-discrimination pursuant to Union law. The ombudsman helps promote the right to equal treatment of all people regardless of their race or ethnic origin, nationality, gender, sexual orientation, age, disability, religion, belief or world view and, to that end, provides guidance to victims of discrimination when bringing an action based on discrimination, carries out research, publishes reports and issues recommendations on discrimination-related issues, ensures exchange of available information with relevant European bodies.</p> <p>However, the law in force and effect does not require the ombudsman to act as a consultative or educational body for government bodies in the field of non-discrimination. The ombudsman is completely independent of the executive and is only answerable to the Chamber of Deputies of the Parliament of the Czech Republic.</p> <p>Because of that, most tasks related to the applicable ex-ante conditionality of “The existence of administrative capacity for the implementation and application of EU anti-discrimination law and policy in the field of ESI Funds” are performed by the Office of the Government – Human Rights Section reporting to the human rights, equality and legislation minister, also in cooperation with the managers of MAs under individual programmes.</p> <p>The Public Defender of Rights closely collaborates with the Office of the Government in the exchange of necessary information and available knowledge when reviewing ESI fund-related activities not only to prevent discrimination but also to promote equal treatment of entities concerned and balance the opportunities of disadvantaged groups. He is also ready to cooperate with relevant representatives of public administration and experts from academia, the legal profession and civil society.</p> <p>To systematically secure and strengthen administrative capacity for efficient application and implementation of anti-discrimination law and policy in the field of ESI Funds, each MA is required to appoint a specific contact person, who systematically deals with the implementation and application of anti-discrimination law and issues of gender equality</p>

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						<p>and people with disabilities, is responsible for coordinating activities in this field within individual programmes and cooperates closely with the Office of the Government – Human Rights Section and the MLSA, to whom it provides consulting and guidance at the request of the ombudsman if necessary.</p> <p>A representative of the OG – Human Rights Section is invited to programme platforms and will also be invited to the Monitoring Committees of individual programmes once the programmes have been approved. Also, the human rights, equality and legislation minister sits on the ESI Funds Council. A representative of the Human Rights Section of the Office of the Government is also invited to the meetings of the Working Group to prepare Partnership Agreement. In addition, a representative of the ombudsman will attend monitoring committees for individual programmes and is also a permanent guest of the Funds Council."</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment YES</u></p> <p>Within the OP HRaE (Operational Programme Human Resources and Employment), the question of monitoring horizontal topics is systematically addressed in all the stages of the project's life cycle. Within the department of equal opportunities, the problems of horizontal topics are addressed through a cross-cutting approach within the overall programme. The department of equal opportunities will be accountable for monitoring and solving non-discrimination also within the OPE.</p>
			Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union anti-discrimination law and policy.	Yes	http://www.strukturalni-fondy.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny/Metodika-rozvoje-lidskych-zdroju	<p>Schedules of training concerning equal treatment and non-discrimination have been prepared for all relevant employees collaboratively by the Office of the Government – Human Rights Section and the Public Defender of Rights. Fulfilment of this criterion is underway and will take place on an ongoing basis throughout the future programming period. Training is intensive at the beginning of the programming period and then provided on an as-needed basis in connection with the recruitment of new employees and programme implementation. Lecturers are experts with experience in issues of equal treatment and combating discrimination. Within the contents of the training, special attention is paid to the Romani minority. Appointed MA contacts are required to cooperate with the Public Defender of Rights and the Office of the Government – Human Rights Section on specifying an adequate training scope and content.</p> <p>The MoRD-NCA ensures at the horizontal level that employees implementing EU funds are trained under the Education System; the Human Rights Section of the Office of the Government provides content and lecturers for the training.</p> <p>The area of education is included in the Guidance Note on Human Resources Development in the Programming Period 2014–2020 and the Programming Period 2007–2013 (Government Resolution no. 444 of 16 July 2014).</p> <p>The overall objective of the Guidance Note is to set uniform requirements to ensure</p>

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						<p>quality administrative capacities involved in the implementation of the objectives of the Partnership Agreement and individual activities in the implementation of programmes, and one of the specific objectives of the Guideline Note is to create a system of training for the employees who are involved in the implementation of EU funds in order for the system to meet their needs at their position described in the control documents of programmes, management and coordination of the PA, and create conditions to promote the principle of transparency and anti-corruption.</p> <p>The training provides for the conditions for stabilising and motivating implementation structure employees in relation to the needs of their professional growth and improvement of knowledge and skills.</p> <p>The offer of educational activities depends on the objectives of each programme and individual education plans created during employee appraisal.</p> <p>The training event dates are published on the Training and Education System's website.</p> <p>Educational events are reviewed regularly based on participants' feedback obtained from evaluation questionnaires (in order to optimize efficiency). Participants can also access the training and education event presentations from the e-library at the Training and Education System's website.</p> <p>The Education System is implemented on the basis of the MoRD-NCA's cooperation with representatives (education coordinators) from individual implementation entities, who submit their requirements for educational events under the Education System to the MoRD-NCA twice a year, and all issues of the Education System for the 2014-2020 programming period will be discussed by the Administrative Capacity Working Group (the NSRF Education Working Group in the 2007-2013 programming period).</p>
2. The existence of administrative capacity for the implementation and application of Union gender equality law and policy in	Applicability will be documented in relevant programmes	Yes (fulfilment takes place on an ongoing basis and will take place throughout the programming period of 2014–2020)	Arrangements in accordance with the institutional and legal framework of Member States for the involvement of bodies responsible for gender equality throughout the preparation and implementation of programmes, including the provision of advice on gender equality in ESI Fund-related activities;	Yes	http://www.ochrance.cz/en/discrimination/ http://www.mpsv.cz/cs/12152	<p>Based on the Anti-discrimination Act, the Public Defender of Rights was given the role of the national body for equal treatment and anti-discrimination pursuant to Union law. The ombudsman helps promote the right to equal treatment of all people regardless of their race or ethnic origin, nationality, gender, sexual orientation, age, disability, religion, belief or world view and, to that end, provides guidance to victims of discrimination when bringing an action based on discrimination, carries out research, publishes reports and issues recommendations on discrimination-related issues, ensures exchange of available information with relevant European bodies.</p> <p>However, the law in force and effect does not require the ombudsman to act as a consultative or educational body for government bodies in the field of non-discrimination. The ombudsman is completely independent of the executive and is only answerable to the Chamber of Deputies of the Parliament of the Czech Republic.</p> <p>Within respect to this fact most tasks related to the applicable ex-ante conditionality are performed by the Office of the Government – the Human Right Section as the national coordinator of the gender equality agenda, together with appointed contact persons from</p>

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the field of ESI Funds						<p>the MAs of individual ESI Funds.</p> <p>The Public Defender of Rights closely collaborates with the Office of the Government - the Human Rights Section in order to exchange necessary information and available knowledge when reviewing ESI fund-related activities not only to prevent discrimination of women or men but also to promote the equal treatment of entities concerned in terms of gender and balance the opportunities of disadvantaged groups. He is also ready to cooperate with relevant representatives of public administration and experts from academia, the legal profession and civil society.</p> <p>To systematically secure and strengthen administrative capacity for efficient application and implementation of gender equality in the field of ESI Funds, the MA is required to appoint a specific contact person within each MA that has an obligation to systematically deal with the implementation and application of gender equality law and responsibility for coordinating activities in this area and collaborates closely with the Office of the Government - the Human Rights Section.</p> <p>A representative of the Office of the Government - the Human Rights Section is invited to programme platforms as the national coordinator of the agenda of equal opportunities between men and women, and will also be invited to the Monitoring Committees of individual programmes once the programmes have been approved. In addition, a representative of the ombudsman will also attend monitoring committees and is a permanent guest of the Funds Council.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment YES</u></p> <p>Within the OP HRaE, the question of monitoring horizontal topics is systematically addressed in all the stages of the project's life cycle. Within the department of equal opportunities, the problems of horizontal topics are solved through a cross-cutting approach within the overall programme. The department of equal opportunities will be accountable for monitoring and solving the problems of equal opportunities also within the OPE.</p>
			Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union gender equality law and policy as well as on gender mainstreaming.	Yes	http://www.strukturalni-fondy.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny/Metodika-rozvoje-lidskych-zdroju	<p>The MoRD-NCA ensures at the horizontal level that employees implementing EU funds are trained under the Education System; the Office of the Government - the Human Rights Section provides the content and lecturers for the training.</p> <p>The area of education is included in the Guidance Note on Human Resources Development in the Programming Period 2014–2020 and the Programming Period 2007–2013 (Government Resolution no. 444 of 16 July 2014).</p> <p>The general objective of the Guidance Note is to establish uniform requirements to provide high-quality administrative capacity participating in the fulfilment of the objectives of the Partnership Agreement and individual activities in programme implementation and one of the specific objectives of the Guidance Note is to create an education system for</p>

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						<p>employees that participate in the implementation of EU funds so that it meets their needs at the job positions described in programme management documents, PA management and coordination and creates the conditions for enforcing the principle of transparency and non-bribery. Education creates the conditions for stabilising and motivating implementation structure employees in relation to the needs of their professional growth and improvement of knowledge and skills.</p> <p>The offer of educational activities depends on the objectives of each programme and individual education plans created during employee appraisal.</p> <p>The training event dates are published on the Training and Education System's website.</p> <p>Educational events are reviewed regularly based on participants' feedback obtained from evaluation questionnaires (in order to optimize efficiency). Participants can also access the training and education event presentations from the e-library at the Training and Education System's website.</p> <p>The Education System is implemented on the basis of the MoRD-NCA's cooperation with representatives (education coordinators) from individual implementation entities, who submit their requirements for educational events under the Education System for the 2014-2020 programming period to the MoRD-NCA twice a year, will be discussed by the Administrative Capacity Working Group (the NSRF Education Working Group for the 2007-2013 programming period).</p>
3. The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities	Applicability will be documented in relevant programmes	Yes (fulfilment takes place on an ongoing basis and will take place throughout the programming period of 2014–2020)	Arrangements in accordance with the institutional and legal framework of Member States for the consultation and involvement of bodies in charge of protection of rights of persons with disabilities or representative organisations of persons with disabilities and other relevant stakeholders throughout the preparation and implementation of programmes;	Yes	http://www.vlada.cz/cz/ppov/vvzpo/dokumenty/narodni-plan-vytvareni-rovnnych-prilezitosti-pro-osoby-se-zdravotnim-postizenim-na-období-2010---2014-70026/	<p>Most tasks related to the applicable ex-ante conditionality are performed by the MLSA in close cooperation with the Government Committee for People with Disabilities along with designated MA contacts for each programme.</p> <p>The Public Defender of Rights closely cooperates with the MLSA and the Government Committee for People with Disabilities and they exchange necessary information and available knowledge when reviewing ESI fund-related activities.</p> <p>To systematically secure and strengthen administrative capacity for efficient application and implementation of the Convention in the field of ESI Funds, the MA is required to appoint a specific contact person within each MA that mandatorily and systematically deals with the implementation and application of law on people with disabilities, is responsible for coordinating activities in this area and collaborates closely with the MLSA and with the Government Committee for People with Disabilities.</p> <p>A representative of the MLSA and a representative of the Government Committee for People with Disabilities are invited to programme platforms and will also be invited to the Monitoring Committees of individual programmes once the programmes have been approved. In addition, a representative of the ombudsman will also attend monitoring committees and is a permanent guest of the Funds Council.</p> <p>At the same time, an authorized representative of the MLSA is a member of the ESI</p>

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s (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC						<p>Funds Council.</p> <p>Moreover, a National Plan of the Creation of Equal Opportunities for People with Disabilities has been prepared for the period of 2010–2014 and a report on the implementation of measures has been submitted to the government every year. National Plan will be prepared for the next years, taking account of the programming period, i.e. 2015–2020.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment YES</u></p> <p>Within the OP HRaE, the question of monitoring horizontal topics is systematically addressed in all the stages of the project's life cycle. Within the department of equal opportunities, the problems of horizontal topics are solved through a cross-cutting approach within the overall programme. The department of equal opportunities will be accountable for monitoring and solving the problems of equal opportunities for disabled persons also within the OPE.</p>
			Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of applicable Union and national disability law and policy, including accessibility and the practical application of the UNCRPD as reflected in Union and national legislation, as appropriate;	Yes	<p>http://www.vlada.cz/cz/ppov/vvzpo/dokumenty/zprava-opleni-opatreni-narodniho-planu-vytvareni-rovnnych-prilezitosti-pro-osoby-se-zdravotnim-postizenim-na-období-2010-2014-v-roce-2012-110987/ http://www.strukturalni-fondy.cz/cs/Fondy-EU/2014-2020/Metodicka-pokyny/Metodika-rozvoje-lidskych-zdroju</p>	<p>Under the National Plan of the Creation of Equal Opportunities for People with Disabilities for the period of 2010–2014, every year – a report on the implementation of measures. The arrangement for training for staff of the authorities involved in the management and control of the ESI Funds is already being fulfilled.</p> <p>The MoRD-NCA ensures at the horizontal level that employees implementing EU funds are trained under the Education System; the MLSA provides content and lecturers for the training.</p> <p>The area of education is included in the Guidance Note on Human Resources Development in the Programming Period 2014–2020 and the Programming Period 2007–2013 (Government Resolution no. 444 of 16 July 2014).</p> <p>The general objective of the Guidance Note is to establish uniform requirements to provide high-quality administrative capacity participating in the fulfilment of the objectives of the Partnership Agreement and individual activities in programme implementation and one of the specific objectives of the Guidance Note is to create an education system for employees that participate in the implementation of EU funds so that it meets their needs at the job positions described in programme management documents, PA management and coordination and creates the conditions for enforcing the principle of transparency and non-bribery. Education creates the conditions for stabilising and motivating implementation structure employees in relation to the needs of their professional growth and improvement of knowledge and skills.</p> <p>The offer of educational activities depends on the objectives of each programme and individual education plans created during employee appraisal.</p> <p>The training event dates are published on the Training and Education System's website.</p>

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						<p>Educational events are reviewed regularly based on participants' feedback obtained from evaluation questionnaires (in order to optimize efficiency). Participants can also access the training and education event presentations from the e-library at the Training and Education System's website.</p> <p>The Education System is implemented on the basis of the MoRD-NCA's cooperation with representatives (education coordinators) from individual implementation entities, who submit their requirements for educational events under the Education System for the 2014-2020 programming period to the MoRD-NCA twice a year, will be discussed by the Administrative Capacity Working Group (the NSRF Education Working Group for the 2007-2013 programming period).</p>
			Arrangements for monitoring implementing Article 9 of the UNCRPD in relation to the ESI funds within the preparation and implementation of programmes.	Yes	http://www.vlada.cz/cz/ppov/vvzpo/dokumenty/narodni-plan-vytvoreni-rovných-prilezitosti-pro-osoby-se-zdravotním-postizením-na-období-2010---2014-70026/	<p>The above National Plan contains measures to equalize opportunities for people with disabilities. Performance in these measures is subject to annual evaluation. The National Plan's design follows the elements of CRPD and it deals with Accessibility of Buildings, Transport and Information in chapter 4. To be prepared for next period, the National Plan for 2015-2020 is also expected to include a chapter on accessibility.</p> <p>Most requirements as to accessibility of both new and renovated public building result from the Building Act (Act No. 183/2006 Coll., on zoning and building rules – the Building Act) and Regulations No. 398/2009 Coll. on General Technical Requirements as to Easy-access Use of Buildings. The ratio of the vehicles in public transport which must allow transporting people with movement or orientation impairment is defined in Government Decree no. 63/2011 Coll. setting the minimum quality and safety standard values and indicators and the manner of their demonstration in connection with providing passenger public transport services.</p> <p>Given the Anti-discrimination Act (Act No. 198/2009 Coll. regulating equal treatment and legal means of discrimination protection and amending some acts – the Anti-discrimination Act, as amended by Act No. 89/2012 Coll.), all providers of services intended for public are required to adopt reasonable measures to protect people with disabilities.</p> <p>The measures to ensure that people with disabilities can make themselves familiar with the information related to public administration enforcement and published in a manner allowing remote access are regulated in the Public Administration Information Systems Act (Act No. 365/2000 Coll. regulating public administration information systems and amending some other acts) and the Accessibility Regulations (Regulations No. 64/2008 Coll. regulating how information related to public administration enforcement is published on websites for people with disabilities – the Accessibility Regulations) issued to implement the act.</p> <p>The current legislation already has guarantees for that no money from ESI funds will be used to support projects the outputs of which would not be accessible by people with disabilities (in conflict with Article 9 of CRPD).</p>

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4. The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds.	All priority axes of all programmes.	Partly – (fulfilment takes place on an ongoing basis and will take place throughout the programming period 2014–2020)	Arrangements for the effective application of Union public procurement rules through appropriate mechanisms;	Partially	<u>http://www.portal-vz.cz/cs/Jak-na-zadavani-verejnych-zakazek/Legislativa-a-Judikatura/Legislativa/Narodni-legislativa-aktualni-a-uplne-zneni-z-(1)</u> <u>http://www.portal-vz.cz/cs/Jak-na-zadavani-verejnych-zakazek/Metodiky-standoviska</u> <u>http://www.portal-vz.cz/cs/Jak-na-zadavani-verejnych-zakazek/Metodiky-standoviska/Standoviska/Standoviska-expertni-skupiny-MMR-k-ZVZ</u> <u>http://www.portal-vz.cz/cs/Aktuality</u> <u>http://www.strukturalni-fondy.cz/cs/Fondy-EU/Narodni-organ-pro-koordinaci/Dokumenty</u> <u>http://mmr.cz/cs/Ministerstvo/Ministerstvo/Pro-</u>	<p>Within the MoRD, both the legislative and non-legislative measures are prepared by the Department of the Public Tenders and Concessions Regulations. This department is the sponsor (author) of the Public Procurement Act and its implementing provisions, via this act it provides through the methodology the support for all the recipients of this act and its implementing provisions. Within this department, also another department operates, which prepares the Guidance Note for the area of awarding public contracts for the programme period of 2014 - 2020 and provides methodological and consulting support for the recipients of such a guideline (managing authorities, other entities of the implementation structure and the beneficiary - contracting authority).</p> <p>LEGISLATIVE MEASURES:</p> <p>The EU's legislation transferred into national legislation – see Act No. 137/2006 Coll., the Public Procurement Act, (hereinafter only the “PPA”) as amended and Act No. 139/2006 Coll. regulating concession agreements and concession proceedings (the Concession Act), as amended. There have been very intensive preparations on a new public procurement act since autumn 2013 in order to transpose the contents of three new directives of the European Parliament and the Council 2014/23/EU, 2014/24/EU and 2014/25/EU in the legal order of the Czech Republic. Expert discussions have been under way along the preparations on the new public procurement act. Material discussions over the contents of new procurement directives and how they should be transposed into national law have been under way at the Public Investments Board set up by the regional development minister.</p> <p>An amendment to the Public Procurement Act (Act No. 55/2012 Coll.) was adopted, with effect from 01/04/2012,</p> <p>implementing regulations for the Public Procurement Act were adopted (Decree No. 230/2012 Coll., 231/2012 Coll., 232/2012 Coll., 133/2012 Coll.).</p> <p>A legislative measure of the Senate No. 341/2013 Coll., was adopted, with effect from 01/01/2014.</p> <p>The sponsor of the PPA prepared a partial amendment of the PPA in cooperation with the OPC, with the proposed effect as of 01/01/2015. The Government of the Czech Republic approved a draft of the amendment of the PPA at its meeting dated 3 September 2014 and submitted it to the Chamber of Deputies for discussion. The draft of the law was sent to the deputies as 300/0 print dated 03/09/2014.</p> <p>Rules that are very complicated to apply in practice are identified on an ongoing basis (assessment of effective amendments to the Public Procurement Act).</p> <p>The adoption of the aforesaid Act No. 55/2012 Coll., was an essential legislative measure, which with effect from 01/04/2012 implemented the measure to the Czech laws aiming at principal improvement of awarding public contracts. This regulation responded to a number of problem aspects of the current legislation. Concurrently, some of the institutes</p>

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					media/Tiskove-zpravy/2014/Zakon-o-verejnych-zakazkach-pripravuje-siroke-kole http://www.portal-vz.cz/cs/Jak-na-zadavani-verejnych-zakazek/Metodiky-stanoviska/Katalog-vzorovych-zadavacich-dokumentaci	<p>and principles were implemented via such a regulation, which are included in the Directive of the European Parliament and Council 2014/24/EU. This legislative measure resulted in:</p> <ol style="list-style-type: none"> 1) increasing transparency of the tender procedure and strengthening the equal treatment principle, as the obligatory publication of the text part of the tender conditions at the contracting authority's profile was introduced, 2) explicit implementation of the proportionality principle, in the case of the public tenders for construction works, the contracting authority may request individual reference obligations only in the financial volume of 50% of the estimated value of the assigned contract, 3) prohibition of discrimination of the applicants via nonsensically set economic qualifications (the contracting authority may request the liability insurance only from the selected applicant), 4) (also with respect to the audit ascertainties within the contracts financed from the EU funds) the application of the contractual sanctions as the evaluating criteria was explicitly prohibited, 5) obligatory introduction of the duty to publish a preliminary notification no later than 30 days prior to the commencement of the tender procedure for all above limit public contracts and the majority of below limit tender procedures, 6) introduction of the duty to publish the reasons of the purposefulness of the public contract, 7) introduction of the duty to publish the concluded contract, including changes and amendments, actually paid price and the list of subcontractors whom the supplier paid at least 10% of the contractual price, 8) introduction of a new category of public contracts, the so called significant public contracts, such contracts have the limits for the submission of tenders and applications for the participation, if any, extended by half of the standard minimum limits, 9) strengthening computerisation of public contracts via compulsory application of contracting authority's internet profiles, 10) introduction of the duty to cancel the tender procedure in the case than only one offer is submitted or left for the evaluation (excluding specific cases – e.g. NPwPP (negotiated procedure without prior publication) owing to uniqueness) 11) defining a prohibited major amendment of the contract, according to relevant jurisdiction of the EU Court of Justice, 12) introduction of the duty to publish the wording of the concluded contract for the

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						<p>fulfilment of the public contract which exceeds CZK 500,000 no later than 15 days from its conclusion,</p> <p>13) in the case of failure to meet the obligation to publish the contract, the contracting authority is in danger of being fined by an amount of no more than CZK 20,000,000,</p> <p>14) shortening the limit for the publication of the Notification on awarding the contract (it is published in the Public Procurement Bulletin and in the case of the above the limit public contracts also in the TED) for the period of 15 days (in the EU directive the limit is 60 days).</p> <p>With effect from 06/03/2015, Act No. 40/2015 Coll., (technical amendment of the PPA) was adopted, which governs the procedure before the OPC. The subject matter of the amendment is a duty of tender applicants to submit all the proposals and evidences as early as possible, no later than within 15 days from the commencement of the procedure. The proposer has an obligation to attach all the evidence already to the proposal for the commencement of the procedure. Such a measure will shorten the length of the procedure before the OPC, as it does not allow the "artificial" postponement of the procedure by sending documents in parts. Concurrently, the provisions governing the amount and reimbursement of the deposit have been specified in order to eliminate illegitimate (bullying) proposals, which was also a useless burden for the OPC.</p> <p>NON-LEGISLATIVE MEASURES:</p> <ol style="list-style-type: none"> 1. A catalogue of sample contract documents has been created and published. It is published at the Public Contracts and Concessions Portal (see the left column with references). 2. As of 01/06/2014, the Mandatory rules for awarding public contracts co-financed from the EU resources falling outside the scope of Act No.137/2006 Coll., on Public Procurements, in the programming period of 2007-2013, approved by the Government of the Czech Republic by its Resolution No. 48/2009 with effect from 01/02/2009, were updated and published. This document is binding on the MA, therefore, indirectly on the beneficiary in the programming period of 2007-2013, nevertheless, it can be amended by the MAs and the rules for awarding contracts in the individual OPs are not therefore uniform. 3. A Guidance Note for the area of awarding contracts for the programme period of 2014- 2020 (the Resolution of the Government of the Czech Republic, dated 15 January 2015, No. 44) has been prepared and published, this Guidance Note is updated when needed; this Guidance Note is binding on the MA, indirectly, therefore, on the beneficiary in the programme period of 2014 – 2020 and it cannot be amended by the MAs, therefore, the rules for awarding contracts in the individual OP are uniform.

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						<p>This Guidance Note regulates awarding contracts which do not fall under the scope of the Public Procurement Act (minor public contracts, below the limit public contracts awarded by the sector contracting authorities and all and any ((below the limit, above the limit and minor) contracts assigned by the “insufficiently” subsidised contracting authorities – private persons, in the case the subsidy does not exceed 50% of the price of the contract). The Guidance Note is binding on all the managing authorities of the individual operational programmes, which have an obligation to accept its regulation and integrate it in the terms and conditions for granting a subsidy. Due to such a Guidance Note, all the operational programmes include a uniform regulation of the contracting authorities' duties when awarding contracts. The Guidance Note includes the sample documents of the Tender Conditions, Protocol on Opening Envelopes, Assessment and Evaluation of Bids, Appointment of the Evaluation Committee. The Guidance Note also contains sample commercial terms and conditions for the contracts for construction works.</p> <p>In addition, the Resolution of the Committee C(2013) 9527, dated 19/12/2013 has been fully incorporated in such a Guidance Note, which determines and approves the instructions for the specification of financial corrections, which should be made by the Committee in the case of costs financed by the Union within the shared procedure in the case of the failure to meet the rules for awarding public contracts. Managing authorities shall proceed in accordance with such a resolution when specifying financial corrections in the tenders awarded under such a Guidance Note.</p> <p>Part of the Guidance Note deals with the conflict of interests, when the beneficiary (contracting authority) may not enter into the contract for the fulfilment of the public tender with the applicant, if any person in the conflict of interests participated in the preparation of the bid. The conflict of interests is primarily governed by the PPA in relation to the members of the Evaluation Committee. New European Directives include a wider regulation of the conflict of interests and their wording will be taken into account in the new PPA as well as in this Guidance Note. In addition, there is a separate law on the conflict of interests, however, this law does not govern awarding public tenders and, therefore, it cannot be considered relevant for the purposes hereof, the problems of the conflict of interests is indirectly regulated also by the Labour Code, nevertheless, nor this regulation is relevant for the purposes hereof.</p> <p>The Guidance Note contains a definition of the prohibited major amendment of the contract, according to relevant jurisdiction of the EU Court of Justice.</p> <p>4. The (national) independent methodology for awarding public contracts including the methodology for awarding minor public contracts has been prepared and published. It is a very detailed methodology for individual provisions of the Public Procurement Act. The methodology concentrates on the interpretation of the comprehensive institutes and procedures in awarding public contracts, in particular, from the practical viewpoint. The goal of the methodology is to bridge a gap between the statutory provisions and practical implementation of the</p>

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					http://www.mfcr.cz/cs/legislative/metodiky/2014/metodika-financnich-toku-a-kontroly-prog-17121	<p>provision of the law in context, with the relation to related statutory provisions, jurisdiction of the European Court Tribunal and the decision-making practice of the Competition Protection Office. This methodology also serves as an instrument for contracting authorities (beneficiaries and applicants) and public contracts' suppliers, but also for all the entities which are encountered with the Public Procurement Act in any way.</p> <p>5. A MoRD expert group's partial methodological opinions on / recommendations for the Public Procurement Act have been prepared and published. The expert group of the MoRD does not have any special status, it consists of the experts, whose prevailing majority includes the MoRD staff, this group publishes independent recommendations for the PPC application in ambiguous cases. The difference between the MoRD and the OPC results, in particular, from the competence law (Act No. 2/1969 Coll., on the Establishment of the Ministries and Other Central Bodies of the Government Administration of the Czech Republic), the MoRD is accountable for the preparation of the PPA, the OPC supervises its compliance, the methodological activity is primarily in the competence of the MoRD, both the bodies cooperate therein.</p> <p>6. Every week the sponsor of the Public Procurement Act prepares for the minister of regional development the expert opinions of the materials which are submitted to the Government of the Czech Republic for the governmental meetings by individual resorts or other institutions, according to the resolution of the government of the Czech Republic dated 10 April 2013, No. 246 (these are mainly the materials relating to above the limit public contracts, to which the general exemptions from the effect of the PPA, pursuant to Section 18 of the PPA are applied, above the limit contracts, which are assigned in the tender procedure without publication pursuant to Section 23 of the PPA, major public contracts pursuant to Section 16a of the PPA)</p> <p>7. The public procurement act's sponsor maintains and uses its own internal database of cases which contains all the applications for public procurement legal rules interpretation received from the bodies of the implementation structure of the programmes of either the previous (2007-2013) or the current (2014-2020) programming period. This database is not open to public, the sponsor is planning to adjust it in such a manner that via the Info-forum stated below, the general conclusions regarding good and bad practice with the preparation and management of the tender procedure could be more easily published on the basis of key words. The sponsor also uses the database for collecting major recurrent cases, identifying the most friction-causing and recurrent issues about applying the public procurement rules. The data collected are a basis for updating legislation or methodology guidelines, planning educational events and providing legal aid and advice.</p>

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						<p>8. The sponsor prepares the adjustment of the Info-forum at the Public Tenders and Concessions Portal in such a manner that the specific information as well as the general conclusions regarding good and bad practice with the preparation and management of the tender procedure could be more easily published on the basis of key words could be looked up in a better way. The portal is publicly accessible for the entities of the implementation structure as well as beneficiaries (contracting authorities). The Info-forum is an information portal for public (suppliers, contracting parties, any other persons), the MoRD responds to the questions related to public tenders, the responses that are considered essential or important are published.</p> <p>9. The Czech Republic has had the Office for the Protection of Competition (OPC) since 1996. The OPC creates conditions for promoting and protecting fair trading, conducts supervision over awarding public contracts and executes other powers as defined in separate legislation. In relation to ex-ante conditionality B.4 the OPC oversees awarding public contracts and granting public concessions. Doing this, the OPC adds to a higher transparency in spending public money, reviews acts of contracting authorities, conducts inspections at contracting authorities and takes part in drafting and amending public procurement and concession legislation. The OPC also plays an active role in educating the parties affected by the public procurement act. The OPC publishes its decisions, interpretation positions, methodology policies and public procurement current affairs on its website.</p> <p>In order to increase the effectiveness of monitoring activities of the OPC, in 2014, the OPC working group has been set up at the MRD, consisting of representatives of the OPC, MoRD and MF. This working group discusses the possibility to increase the efficiency of collaboration between Managing Authorities and other entities of the implementation structure in cooperation with the OPC with regard to internal procedure of Managing Authorities and other entities of the implementation structure when making a submission to the OPC. In addition, the aim of such working group's dealings is to set standardisation of the contents of motions so that a motion unequivocally showed a specific breach of the PPC by the beneficiary and thus the review by the OPC could be more effective.</p> <p>In order to standardise a decision-making practice in the area of public contracts, the OPC is involved in such a working group, also in the working group of the Public Contract, which includes the representatives of all managing authorities and other entities of the implementation structure. In order to standardise the interpretation of the PPA, the OPC issues the interpretation opinions, which versions are consulted with the MoRD, such interpretation opinions are accessible at: http://www.uohs.cz/cs/verejne-zakazky/vykladova-stanoviska-a-metodiky.html.</p> <p>The conclusions and recommendations of this working group will be sent to the MA with</p>

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						<p>the recommendation of the application of the agreed procedure. The recommendations are not binding on the MA, nevertheless, it is mainly in the MAs' interest to follow them. In the event of the absolute disagreement by the MA, the ministry of regional development can issue a methodological opinion, which is binding on the MA upon the resolution of the government, No. 44/2014.</p> <p>When examining inconsistencies, a procedure which was introduced in 2012 within the fulfilment of Item 3, Inconsistencies, of the Action plan to improve managing and inspection systems of the structural funds and the Cohesion Fund in the Czech Republic, is applied and is regulated in Chapter 3.10 Methodologies of Financial Flows and Programmes Inspection Co-financed by the SF/CF/EFF for the programme period of 2007 – 2013, which is continuously updated (a final update was performed as of 1 April 2014). As per Chapter 3.10.1, on the basis of the results of the executed audits, the MFTK MA decides whether it is an inconsistency or not, including the assessment of ineligible costs, as a rule, no later than 6 months from the receipt of the notification on the suspicion of an inconsistency. In the event that the MA believes that an administrative offence could have been committed under the PPA, it shall submit the case to the OPS, which is competent to make a decision in this matter according to the PPA, nevertheless, the MA's competence to decide on such cases within its competence in solving inconsistencies shall not be hereby affected and the aforesaid shall apply.</p> <p>The procedure of awarding public contracts is specified in the Guidance Note for the area of awarding contracts for the programme period of 2014-2020. The Guidance Note states the contracting authority's duties of keeping the documentation about the contract and the records on the acts related to its assignment as well as the subsidy provider's duties during the audit of the tender procedure. Prior to the commencement of the tender procedure, the subsidy provider is obliged to assess tender conditions in no less than 30% above the limit public contracts and higher value contracts and also assess the correctness of the contracting authority's course of action in the tender procedure prior to the conclusion of the fulfilment of the public tender in all above the limit orders as well as the higher value orders. During the audit of awarding public tenders, the subsidy provider proceeds, in addition to the PPA, pursuant to Act No. 255/2012 Coll., on the Audit (Audit Rules), and Act No. 320/2001 Coll., on Financial Audit, which should be replaced from 2016 by a new act on management and audit in public administration, which has been already submitted to the Government of the Czech Republic by the Ministry of Finance.</p> <p>The Government of the Czech Republic approved via its Resolution No. 5 dated 5 January 2011 the Strategy of computerisation of awarding public tenders for the period of 2011-2015.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment YES</u> Via the OPE managing documentation, the rules for awarding are provided to the</p>

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						<p>beneficiaries and they are obliged to follow them. The principles of public procurement awarding are obligatorily applied also on the contracts which (type of the contracting authority, estimated value of the contract) do not fall under the statutory provisions for awarding public procurement.</p> <p>In the MS2014+, all the contracts within the projects are recorded (the contracts implemented pursuant to statutory provisions as well as the contracts outside their competence), during the implementation of the project, the beneficiaries are obliged to submit the audit trail to the procurement procedures. If the mistakes are identified, for which the financial corrections are determined upon the EC's resolution, which determines the instructions for setting financial corrections if the rules for public procurement awarding are not followed, upon the basis of the national Guidance Note for public procurement awarding or terms and conditions for granting subsidy, the eligible expenditures are adjusted by the amount of a financial correction.</p>
			Arrangements which ensure transparent contract award procedures;	Yes	http://www.portal-vz.cz/cs/Jak-na-zadavani-verejnych-zakazek/Legislativa-a-Judikatura/Legislative/Narodni-legislativa-aktualni-a-uplne-zneni-z-(1) http://www.portal-vz.cz/cs/Jak-na-zadavani-verejnych-zakazek/Metodiky-stanoviska/Metodicky-pokyny http://www.vestnikverejnychzakazek.cz/ http://www.portal-vz.cz/cs/Aktuality/Informace-k-postupu-pri-uverejnovani-v-souvislosti http://www.portal-vz.cz/cs/Aktuality/Uv	<p>The “transparent” amended version of the Public Procurement Act (Act No. 55/2012 Coll.) was adopted.</p> <p>Implementing legislation has been prepared for the Public Procurement Act as well as methodological documents to use as guidelines when applying new responsibilities e.g. public contract award methodology;</p> <p>methodological statement created for the annex to Decree No. 9/2011 Coll.;</p> <p>methodology accompanying Decree No. 133/2012 Coll., on the publication of notifications in relation to the Public Procurement Act and requirements for the contracting authority profiles);</p> <p>information on the procedure for publication in connection with a technical amendment to Act No. 137/2006 Coll., the Public Procurement Act, has been prepared and published</p> <p>Updated Methodology Guideline to regulations on publication of notices in the context of public procurement act and contracting authority profile requirements (in effect as from 1 January 2014);</p> <p>The public procurement base data in both the Public Contracts Journal and contracting authority profiles is structured data – such data allows a relatively simple way of gaining public procurement data in an automated manner for further processing or control. The MoRD has several times checked the functionality of contracting authority profiles in terms of providing data in a structured form. The outcomes of these checks are sent to the contracting authority concerned, which is asked to make corrections. An application has been set up in the Public Procurement Information System (PPIS), serving the purpose of checking a contracting authority profile's function for the provision of structured data.</p> <p>Reasoning for major public contracts prior to opening up public procurement is assessed by the Czech government;</p>

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					<p>erejneni-dokumentace-k-moznosti-napojeni-Individ</p> <p>http://www.mfcr.cz/cs/legislativa/metodiky/2014/metodicky-pokyn-financnich-toku-programu-19506</p>	<p>Moreover, prior to opening up negotiations on making a public contract, the Czech government is provided information on over-the-threshold public contracts in such a detail as required in the Czech Government Decree No. 246 of 10 April 2013.</p> <p>Within the Information public procurement system - via the unlimited distant access, the information on public procurement published in the Public Procurement Journal and via electronic markets in the form of the "open data" is available</p> <p>Basic information for below the limit and above the limit public tenders are published via a national system – the Public procurement journal and via such a system the information is sent to the European public procurement journal (TED), which ensures the harmony of published information in both the systems.</p> <p>A unique communication interface is created between the systems which relate to public contracts (Public procurement journal, Information system of public procurement) and the information system of basic registers for improving quality and specifying details, e.g. on suppliers or contracting authorities.</p> <p>E-market places for the public administration entities (hereinafter only the "E-market Places") - It is a web application, electronic instrument enabling electronic public procurement awarding, which is designed for flexible purchases of easily standardised commodities in determined procurement procedures. The E-market Place is a fully electronic system, in which the acts of the procurement procedure are performed in the electronic way and replace the existing documentary method of public procurement awarding. The system was launched on 01/07/2012.</p> <p>The E-market Place supports awarding:</p> <ul style="list-style-type: none"> - minor public contracts, - below the limit public contracts awarded in a simplified below the limit procurement procedure, - public contracts awarded upon the basis of the general contract with more applicants pursuant to Section 92(3) of the PPA. <p>At https://nen.nipez.cz the documents and systems describing the method of the connection of individual electronic instruments and electronic market places of the public administration with the National electronic instrument for public procurement awarding were published.</p> <p>Other instruments which shall be applied in connection with transparency includes, in particular, the unified monitoring system MS2014+, in which the available documents shall be maintained (in the form of references or annexes) relating to a respective procurement procedure. In accordance with the Partnership Agreement, the application of the ARACHNE instrument for the detection of the fraud is being considered. With respect to</p>

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						<p>the transparency principle and to prevent a potential conflict of interests, applicants having the legal form of the company will be obliged to disclose their ownership structure based on the proportionality principle according to the methodological guideline specifying the area of financial flows when submitting their grant applications or during the project selection process. Applicants at risk of conflict of interests or who will not be able to prove their ownership structure will be excluded.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment YES</u></p> <p>Via the OPE managing documentation, the rules for awarding are provided to applicants/beneficiaries and beneficiaries are obliged (in addition to the statutory provision, also the terms and conditions for providing subsidy) to apply such rules. At the OPE website, the MA provides the overview of good and bad practice.</p> <p>In the case of contracts, in which the statutory provision does not stipulate the obligatory publication in the Public Procurement Journal or the EU Public Procurement Journal, the beneficiary is bound by the terms and conditions for granting subsidy to publish the procurement procedure at the OP website. (in the case of contracts implemented in the regime of the simplified below-the limit procurement procedure as well as in contracts outside the competence of the statutory provision.) This measure strengthens the competition of the suppliers as well as the public supervision over handling the funds provided for the supported projects (call, tender documentation as well as the responses to queries can be freely studied during the procurement procedure as well as after its completion).</p> <p>The rules of procurement awarding in the OPE managing documentation requires evidencing all the steps of the contracting authority in procurement awarding (it concerns setting the estimated value of the contract, publication of the tender documentation, process of assessing and evaluating of the offers, contracts with the supplier, including all its amendments). Contracting authorities are obliged to produce these documents to the provider within different levels of the audit.</p> <p>In the relevant contracts, the ex ante inspection of the tender documentation (prior to the announcement of the contract or prior to the conclusion of the contract) and the ex ante inspection of the contracting authority's course of action (prior to the conclusion of the contract) shall be carried out by the managing authority.</p>
			Arrangements for training and dissemination of information for staff involved in the implementation of the	Partially	Providing consultation and legal support for public contract award procedures; Disseminating	In order to coordinate and discuss how ex-ante conditionality sub-criteria should be fulfilled on a continuous basis, national bodies work in a working group set up just for this purpose (the Public Procurement Working Group or the Public Procurement WG). This group is managed by the MRD CZ and the members are met no less than four times a year, its main objectives include fulfilling the sub-criteria related to technical preparations, information sharing control of the management bodies, professional support for the

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			ESI funds;		<p>explanatory statements on the application of the Public Procurement Act;</p> <p>Preparing and sending responses to questions regarding the award of public contracts;</p> <p>Participation of lecturers in seminars and conferences organised for staff involved in the implementation of the funds;</p> <p>Organizing educational seminars on public procurement for entities in the implementation structures of operational programmes and other structures involved in the implementation of the NSRF;</p> <p>Active participation in working groups that address public procurement issues</p> <p>Exchange of information and experience with</p>	<p>Managing Authorities in their monitoring activities in the area of public procurement, the possibility of immediate response when finding new violations of the regulations governing public procurement, spreading of information and strengthening of administrative capacity; Within this group, in addition to the unification of application practice in the monitoring activities of the Managing Authorities and other entities of the implementation structure, we also expect problems in public procurement, increasing the efficiency in addressing these problems; at the end of 2016 the group will prepare a report on its activities containing the results of its activities. In this context, we remind that with regard to the earlier legislation the transparency of public procurement in the Czech Republic has significantly increased since 2012, as the tender conditions of contracts must be published on the Internet, providing the amendment included in the Directive of the European Parliament and Council 2014/24 establishes the same obligation only from 2016.</p> <p>The activity of the group will be in particular preventive, when on the basis of the analyses of individual ascertainties, the recommendations for the MA in the matter of public procurement audit, which aspects shall be focused on during the public procurement audit. Indirectly, through MAs, recommendations shall be issued for beneficiaries (contracting authority) regarding how to proceed correctly in public procurement and on the contrary which procedures should be avoided. These recommendations shall be discussed at the Public Procurement WG and formalised by updating the Guidance Note, which is binding on the MA. In urgent cases, methodological opinions of the Ministry of the Regional Development, which shall be binding on MAs, shall be (may be) issued in the periods between updates. The members of the Working Group of the Public Procurement include managing authorities, NCA, PPA sponsor, OPC, Office of the Government of the Czech Republic, Association of Cities and Municipalities of the Czech Republic, Association of Regions of the Czech Republic, PCA, AO and the Independent department of administrative capacities at MRD and the Department of EU publicity at MRD are a permanent guest.</p> <p>The employees of the sponsor of the public procurement act provide the interpretation of the PPA and methodological instructions applicable for awarding contracts co-financed from the EU resources, which are not awarded under the PPA, to national inspection authorities, law enforcement authorities, Judicial academy's auditors and others.</p> <p>The measure is also implemented under the Guidance Note on the Development of Human Resources in the programming period 2014–2020 (Government Resolution no. 444 of 16 June 2014). All Methodology areas (i.e. including training/education and administrative capacity settings) will be discussed by the Administrative Capacity Working Group from 2014 onwards.</p> <p>The MRD-NCA ensures at the horizontal level that employees implementing drawing contributions from EU funds are trained under the Education System; the MRD Public Procurement and Concession Law Section provides content and lecturers for the training.</p>

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					<p>otgher EU member countries</p> <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>http://www.strukturalni-fondy.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny/Metodika-rozvoje-lidskych-zdroju</p>	<p>Currently, the System of training 2007-2013 is still in operation and it will be ended in March 2015. Concurrently, a follow-up System of training 2014-2020 is being prepared.</p> <p>The overall objective of the Guidance Note on the Development of Human Resources is to set uniform requirements for ensuring the quality of administrative capacities involved in the implementation of the objectives of the Partnership Agreement and individual activities during the implementation of programmes.</p> <p>One of the specific objectives of the Guidance Note is to create a system of education of employees who are involved in the implementation of EU funds which would match their needs at their positions described in managing documents of programmes, management and coordination of the PA,</p> <p>and creates the conditions for enforcing the principle of transparency and non-bribery.</p> <p>The training provides for the conditions for stabilising and motivating implementation structure employees in relation to the needs of their professional growth and improvement of knowledge and skills.</p> <p>The offer of educational activities depends on the objectives of each programme and individual education plans created during employee appraisal.</p> <p>The training event dates are published on the Training and Education System's website.</p> <p>Educational events are reviewed regularly based on participants' feedback obtained from evaluation questionnaires (in order to optimize efficiency). Participants can also access the training and education event presentations from the e-library at the Training and Education System's website.</p> <p>The Education System is implemented on the basis of the MoRD-NCA's cooperation with representatives (education coordinators) from individual implementation entities, who submit their requirements for educational events under the Education System for the 2014-2020 programming period to the MoRD-NCA twice a year, will be discussed by the Administrative Capacity Working Group (the NSRF Education Working Group for the 2007-2013 programming period).</p> <p>Three conferences were organised concerning the upcoming changes in the area of public procurement.</p> <p>Specific fulfilment within the OPE:</p> <p><u>MA OPE: fulfilment YES</u></p> <p>Implementation structure workers are educated continuously as needed. Public procurement rules represent a stable part of the basic module of education determined for all implementation structure workers of OPE (project managers consulting with beneficiaries and applicants – are involved in the direct administration of reports and project implementation – as well as inspectors performing on-the-spot inspections). Such education is ensured by MA and supplements training events ensured by MoRD-NCA. In</p>

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						the event of amendments of the Public Procurement Act, MA ensures courses containing the changes. MA has its own team of lawyers ensuring consultations regarding public procurement not only for the implementation structure workers. Workshops regarding public procurement are regularly organised under the coordination of the lawyers, which are attended by the implementation structure workers. The discussion on-line forum is used for consultations within the implementation structure, questions and answers are available to all registered workers of the Managing Authority, thereby their competences are continuously increased in the specific area. The Managing Authority prepares interpretation procedures for public procurement, which include also the most common mistakes of contracting authorities in the selection of a supplier. These outputs are available at the aforesaid on-line forum and a relevant part thereof is available via the OPE website to the aid beneficiaries, or contracting authorities (where appropriate).
			Measures to support administrative capacity for the implementation and application of the Union's statutory provisions regarding public procurement.	Partially	Partial hiring of staff for positions at the Department of Public Procurement and Concessions Law at the Ministry for Regional Development	<p>New obligations laid down in the Public Procurement Act and a larger number of public contracts awarded according to the Public Procurement Act required new employees for the above Department at the MoRD.</p> <p>At present, the MA continuously fulfils the measure; it will also depend on the development and the number of announced calls.</p> <p>The date of extending administrative capacity will be different for each programme. Continuous fulfilment is going on from the first half of 2014, also according to availability on the labour market. The required administrative capacities have been partially supplemented to the MRD Public Procurement and Concession Law Section (the sponsor of the Public Procurement Act), additional capacities shall be adopted for the needs of the effective application of new EU tender directives for the creation of reports for EC by the fulfilment of an ex-ante conditionality and for a more intensive provision of assistance to Managing Authorities and other national entities (e.g. inspection authorities).</p> <p>The issue of measures concerning administrative capacity was discussed with the representatives of all managing authorities at the meeting of the national Working Group Procurement, including aspects that should be taken into account when deciding on the size of the capacities. In determining the specific measures of the MAs, particular regard is taken of the specificities of individual programmes which have an impact on the number and complexity of the public contracts, and therefore on the size of administrative capacities</p> <p>MAs have prepared analyses of required administrative capacities, within which they have planned the administrative capacities taking into account the smooth transfer of administrative capacities between 2007-2013 and 2014-2020 programming periods (ensuring the concentration of human resources to key activities, continuity and stability of teams).</p> <p>From the received analyses, MoRD-NCA prepared a Summary Final Report, which shall be submitted to the Government of the Czech Republic for information during March and</p>

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						<p>which shall be sent to the European Commission. MoRD-NCA recommended to the individual MAs that for the process of negotiating and approving programmes for the period 2014-2020 they use the individual analyses of administrative capacities for each programme separately.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment YES</u></p> <p>Human resources management in the implementation structure is performed with respect to the activities that need to be ensured. The administrative capacity is planned with respect to the numbers of projects in administration and planned calls and their allocation. With respect to the fact that the inspection of public procurement concerns both the administrative inspection (desk-checks) and on-the-spot inspections (on-the-spot checks), the capacities of different departments within the MA are evaluated and the team is reinforced as a result of ascertained facts. MA is planning the reinforcement of administrative capacity before the starting of the OPE implementation due to the fact that this programme (unlike the previous one) shall not be implemented using intermediation entities and probably not even external administrators and inspections suppliers. For financing required human resources, technical assistance is used in the present period 2007-2013 and shall be also used for 2014-2020.</p>
5. The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds.	Applicability will be documented in relevant programmes	Partially – (fulfilment takes place on an ongoing basis, depending on the approval of EC regulations)	Measures for effective application of the Union's rules for public aid;	Yes	Act no. 215/2004 Coll., amending certain relations in the field of state aid and amending the act on the promotion of research and development	<p>Since 01/01/2010, the Czech Republic has set up a central register of small-scale aid, which monitors all small-scale aid granted in the Czech Republic and was established in order not to exceed the maximum de minimis aid provided to one recipient for the relevant period of three fiscal years. Its existence is enacted in national law, specifically in Act no. 215/2004 Coll. The central register is also governed by Decree no. 465/2009 Coll. on the data to be recorded in the central registry. The central register includes all 4 regulations on de minimis aid, i.e. Commission Regulation (EU) no. 1407/2013, Commission Regulation (EU) No. 1408/2013 and Commission Regulation (EU) No. 717/2014 and Regulation no. 1535/2007. Before providing small-scale aid, the provider must check the central registry whether the granting of the aid to the recipient will not exceed the limit for de minimis and record data on the aid granted and on the recipient to the central register within 5 working days from the date the aid was provided. Failure to comply with the above duty is considered an administrative infraction and the provider shall be fined for the administrative infraction by up to CZK 100,000. Therefore, this central register checks whether the maximum limit for de minimis aid has not been exceeded. The central register of small-scale aid also has its public version, which is available to the general public without the need to log-in. The provider must provide the aid in accordance with state aid rules (including the rules on cumulation), both national and Community rules.</p> <p>The Central register of small-scale aid was updated and brought into line with the requirements of the revised EU legislation.</p>

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					<p>(http://www.uohs.cz/cs/legislativa/verejna-podpora.html)</p> <p>Decree no. 456/2009 Coll. on the data to be recorded in the central registry</p> <p>Act No. 218/2000 Coll., on budgetary rules and amending certain related acts, as amended.</p> <p>Act No. 250/2000 Coll., on budgetary rules for territorial budgets, as amended.</p> <p>Act No. 320/2001 Coll., on financial audit in public administration and amending certain acts, as amended.</p> <p>Act no. 456/2011 Coll., on financial administration of the Czech Republic</p> <p>Methodology of financial flows and audit (http://www.mfcr.cz/cs/legislativa/metodiky/2014/metodika-financnich-toku-a-</p>	<p>The data on aid provided from ESI funds are collectively included in the monitoring system MS2014+ and will also be available on the "central website" in accordance with the requirements of the revised EU legislation. The MS2014+ covers data from the level of beneficiaries, providers (managing authorities) to the PCA and is subsequently integrated with the Commission system for ESI funds (SFC). The MS2014+ is used to administer all support applications from the relevant operational programmes, and in the new programming period 2014–2020 is also linked to the central de minimis register – this way, providers only enter data into a single system from which the data is then transferred to the other system. This system serves the central coordinator (MRD-NCA) to monitor state aid granted to projects co-financed by ESI funds. Necessary functionality of the system in the area of public aid is ensured (e.g. by processing data items to the area of the granted public aid, functional inspection of the aid limit in the de minimis register). The Czech Republic is aware of the obligation arising from Article 9 of the Commission Regulation (EU) no. 651/2014 dated 17 June 2014, by which in accordance with Articles 107 and 108 of the Contract certain categories of aid are declared as compatible with the internal market that need to be fulfilled within two years after the entry of the Regulation into force. i.e. by 01/07/2016. The OPC as the central coordinating authority in public procurement has commenced steps necessary for the implementation of the central website. With respect to the fact that the aforesaid Regulation entered into force on 01/07/2014, at present the OPC is performing an analysis of possible solutions so that the optimal solution would be selected, which shall be implemented in the Czech Republic. The solution of this question is discussed also within the ongoing dealings of the Working Group for the implementation of the public procurement rules, where other member states and the European Commission representatives participate.</p> <p>In the Czech Republic, the reporting obligation is ensured by the Act on the regulation of some relationships in public procurement and on amendment of the act on the support of research and development, No. 215/2004 Coll., dated 2 April 2004. Section 5(1) a) the Provider is obliged to submit information on public aids granted in the previous calendar year and ongoing public aid programmes to the coordinating authority until 30 April of the calendar year; the information that the provider needs to submit to the coordinating authority is set forth in the directly applicable Regulation of the European Union. The Coordinating Authority – the Competition Protection Office provides access to the electronic system SARI (State Aid Reporting Interactive) to some providers, which registers aids also outside ESI funds financed exclusively from public budgets.</p> <p>Procedures for project administration, which are to ensure compliance with the cumulation rules are set out in the managing documents for each programme (e.g. in operating manuals, operating procedures). This documentation specifically details activities and persons responsible for their implementation. At the same time cumulation rules are detailed in the relevant calls in which managing authorities assume the provision of state aid and its cumulation. To ensure that the conditions arising from the Deggendorf case-law are met, the applicant must, before being granted aid, sign a statutory declaration in</p>

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					<p>kontrolny-prog-17121)</p> <p>Manual of services of general economic interest (http://www.uohs.cz/cs/verejna-podpora/manualy-metodiky-a-dalsi-dokumenty.html)</p> <p>Central register of small-scale aid (http://eagri.cz/publiweb/mze/farmar/registr-podpor-de-minimis/)</p> <p>Methodological recommendations for the implementation of financial instruments in the programming period 2014-2020. Completed and published on the central level on 31/10/2014.</p> <p>Methodological recommendation for the area of public aid. Completed and issued on the central level on 08/04/2015.</p>	<p>which the applicants represents that he has no outstanding financial obligations (from other projects or from EC decision to return funds).</p> <p>According to established practice, in the case of any amendment of an EC-approved programme or GBER programme providers approach the central coordinating authorities responsible for state aid (OPC, MA) with a request for consultation on the matter. The Coordinating Authority will recommend a procedure that will respect the rules for public aid (e.g. "re-notification" of the EC programme under GBER, implementation of a simplified notification, etc.).</p> <p>Providers may also at any time approach coordinating authorities responsible for state aid with questions as to whether or not the measures they are going to provide constitute state aid. Within the inter-ministerial comment procedure, coordinating authorities also express their opinions on present legislative proposals, in which they analyse the proposed legislation in terms of state aid rules and give comments on how to adjust the legislation to make it consistent with state aid rules; where GBER, institute of services of general economic interest or the de minimis regime cannot be used, they recommend the provider to make a notification to the EC.</p> <p>A final decision on the utilisation of financial instruments in the programmes has not been made at the level of programmes – relevant Managing Authorities decide about their implementation on the basis of ex-ante evaluation.</p> <p>According to the results of this evaluation, Managing Authorities decide whether and in what form they will implement the financial instruments. In the case of the decision on the implementation, detailed procedures of administration of such projects shall be set up in the managing document of the programme.</p> <p>If the alternative without the implementation of a financial instrument is selected at the Commission level, the so-called "Off the shelf", the issue of public aid for such financial instruments is acknowledged by the European Commission as "public aid compatible with the market".</p> <p>In the case of the selection of the national alternative tailored to the selected financial instrument, the Managing Authority of the programme shall handle the issue of public aid at all levels of implementation individually, according to the character of the financial instrument, the selected form of aid and type of beneficiaries.</p> <p>When setting the rules for the use of financial instruments, the providers will consult the coordinating authorities responsible for state aid rules so that the rules comply with the state aid rules.</p> <p>Calls containing support in the form of financial instruments will contain conditions required by state aid rules. All of these calls will be checked before their announcement. State aid rules are regularly consulted with the entities that implement financial</p>

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						<p>instruments. Before being granted support, the beneficiaries of financial instruments must sign a legal document, which also contains the state aid rules and solemnly declare that they are aware of the legal framework for state aid.</p> <p>MRD-NCA as the central coordinator has prepared a document "Methodological recommendations for the implementation of financial instruments in the programming period 2014-2020".</p> <p>This document was discussed by the Government of the Czech Republic and published on the website of the national authority for coordination available to all Managing Authorities that analyse or prepare the possibility of the implementation of financial instruments.</p> <p>According to a national law (Act no. 215/2004 Coll.), the provider must, without undue delay, take all necessary steps to ensure that the duty to recover the aid received is fulfilled. For this purpose, the provider will immediately request the beneficiary to return the aid; unless the time limit to recover or provisionally recover state aid follows from a Commission's decision, the time limit is to be set by the provider in the call. After the time limit to recover or provisionally recover public aid has expired and the aid has not been recovered, the provider shall decide to withdraw it from the beneficiary based on a special national legal regulation, or where this is not possible, file a court action against the beneficiary. Violation of the duty will result in the provider being imposed a fine of CZK 1,000,000 (Section 8a(3)(d) of Act no. 215/2004 Coll.).</p> <p>The rules for financial audit are laid down in national legislation. Act no. 218/2000 (the "budgetary rules") is the basic regulation governing the use of funds from the state budget, at the regional level, these procedures are governed by Act no. 250/2000 Coll. The area of financial audit in public administration is also regulated by Act no. 320/2001. This Act defines the organization and scope of financial audit exercised among public administration bodies, between public administration bodies and the applicants or beneficiaries of state financial aid and within public administration bodies. It shall specify the subject matter, main objectives and principles of financial audit.</p> <p>Unlawful and incompatible aid is regarded as a misuse of subsidies, which follows directly from the document on the granting of aid. The recovery of misused funds is carried out under a regime which is identical for all instances of misuse of state budget funds, i.e. the financial administration authority requires the beneficiary to return the aid received. Detailed procedures for the investigation and enforcement in the case of irregularities (which also includes the provision of unlawful or incompatible aid) are described in the Methodology of Financial Flows and Audit prepared by the Ministry of Finance, which is binding for all managing authorities (MFFA for the programming period 2014–2020 is being prepared). If the provider detects discrepancies, it must submit the case without delay to the competent financial administration body for further proceedings; this body subsequently enforces the recovery of the unlawfully granted aid from the beneficiary. If it</p>

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						<p>fails to recover the aid, it refers the case to a court having jurisdiction. Financial administration bodies perform their activities subject to territorial competence, thus ensuring sufficient administrative capacity. They are created by Act no. 456/2011 Coll., on financial administration of the Czech Republic, as amended, which defines their competence and activities and their territorial scope is defined in Section 8 of this Act.</p> <p>Financial audits of projects co-financed from ESI funds are ensured at all implementation levels; the structure of management and audit systems are headed by the relevant ministries acting in the capacity of managing authorities, the Ministry of Finance acting as the payment authority and responsibility of "winding-up" bodies, which, on the basis of the results of all audits and inspections, prepares a declaration on the winding up of support or project required by the EC before the final payment from EU funds.</p> <p>Duties and procedures for the recovery of state aid are also described in the managing document of programmes (manuals, decision conditions, contracts, etc.), which is subject to approval by the central coordinating authority (in this case, the MoRD-NCA, as the coordinator of a single methodological environment).</p> <p>The provider has an obligation to provide the aid in accordance with all state aid rules, whether national or EU. The provider of aid which is subject to state aid rules cooperates with the central coordinating authority (OPC, Ministry of Agriculture). Coordinating authorities and providers set programmes in accordance with specific legislation governing state aid rules. Before a programme is adopted at the national level, the programme provider consults the setting of conditions with the coordinating authority to ensure compliance with state aid rules. During the consultation on individual measures of support, the coordinating authority points out the risks associated with unlawfully granted state aid. When implementing the programme, the provider regularly checks compliance with the conditions of the programme. These checks are also carried out by the tax authorities.</p> <p>In the case ESI co-funded programmes, the managing authorities preparing these programmes also approach the MoRD-NCA coordinator, which evaluates the programmes and the subsequent managing documentation (including detailed setting of audits and project administration) with regard to compliance with state aid rules.</p> <p>Provider's audits of projects are carried out before the subsidy is provided, as well as during project implementation. Checklists and statutory declarations of the applicant are used during the audit. The providers record and monitor the support provided in the MS2014+ and, where appropriate, also in their internal information systems. Procedures to administer state aid are set in the managing documentation of the programmes (manuals, calls, recipient guides), which restricts support in accordance with the degree of intensity of support, sets eligibility of expenditure under individual regimes, defines small and medium-sized enterprises and the related restriction of support intensity (by enterprise size), the rules of enterprises providing services of general economic interest,</p>

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						<p>etc.</p> <p>In the case of the provision of de minimis support, the Czech Republic has had since 2010 a central register of small-scale aid. Before providing small-scale aid, the provider must check the central registry whether the granting of the aid to the recipient will not exceed the limit for de minimis and record data on the aid granted and on the recipient to the central register within the statutory time limit (5 working days). The failure to fulfil the duty is also penalised by the competent central coordinating body (pursuant to Act no. 215/2004 Coll.)</p> <p>Fulfilment of the reporting duty pursuant to Commission Regulation no. 659/1999 (or Commission Regulation no. 794/2004) and Commission Decision on the application of Article 106(2) of the Treaty on the Functioning of the European Union to State aid in the form of public service compensation granted to certain undertakings entrusted with the operation of services of general economic interest (2012/21 / EU) is coordinated by the OPC. The OPC invites support providers in sufficient advance to submit data on support granted under Decision 2012/21/EU, such a submission to be made every two years. Providers must submit the data on existing aid schemes for the calendar year to the OPC by 30 April. Failure to comply with the duty is also considered under the Act 215/2004 Coll. as an administrative infraction and is penalized up to CZK 300,000. The OPC subsequently records these data in SARI, through which they are electronically transmitted to the Commission. In the case of large providers, these data are entered into SARI directly and the OPC only checks them before they are finally sent to the European Commission. This activity of the OPC, as well as the duty of the providers to provide documents is provided in Act no. 215/2004 Coll.</p> <p>Act no. 215/2004 Coll. requires the providers and beneficiaries to present the coordinating authority, on its written request, with all documents and other information related to state aid or state aid programmes. Failure to comply with the duty is also considered under the Act 215/2004 Coll. as an administrative infraction and is penalized up to CZK 300,000.</p> <p>The data on aid provided from ESI funds are collectively included in the monitoring system MS2014+ and will also be available on the "central website" in accordance with the requirements of the revised EU legislation, as specified in Chapter 1.1. MS2014+ will replace the MSC2007 used in this period, (including individual IS Monit7+, thus harmonizing the systems of relevant operational programmes, as well as simplifying the administration of project applications).</p> <p>Specific fulfilment within the OPE:</p> <p>MA OPE: fulfilment YES</p> <p>The rules for public aid are reflected to the managing documentation of OPE (the Operational Guidelines and Working Procedure Public Aid and De Minimis Aid), are</p>

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						<p>included in the managing and inspection processes. The OPE rules set forth the obligation to check whether the project does not establish an unauthorised public aid, in projects in which aid is granted in one of the authorised regimes, the inspection verifies the compliance with all conditions arising from the relevant regulation, before the granting of the aid for the project and also during the project implementation.</p> <p>Th references to statutory provisions regulating public aid are shown in binding rules for applicants/beneficiaries and are also on the website OPE aids and questions and answers for public aid so that applicants/beneficiaries would be aware of this issue. (Launching a new website in connection with the approval of OPE – date may not be fixed – no reference is shown so far).</p>
			Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds;	Yes	www.uohs.cz/cs/verejna-podpora/akuality-z-verejne-podpory.html http://www.vzdelavaniminsrr.cz/ www.strukturalni-fondy.cz http://www.strukturalni-fondy.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny/Metodika-rozvoje-lidskych-zdroju	<p>Currently, the OPC, as the central coordinating authority for state aid, provides training to state aid providers (local authorities, state administration authorities, managing authorities) and audit authorities, both at the request of these authorities and of its own initiative. The feedback from the training is evaluated through questionnaires for trainers or training institutions. As part of the training, the OPC increasingly encounters specific problematic questions in the field of state aid, which indicates increased awareness about the issue among providers. The OPC also organizes an annual conference in the field of state aid, which focuses on current issues including selected cases from the decision practice of the European Commission in the field of state aid.</p> <p>At the horizontal level, there is central training of entities involved in the implementation of the ESI project funds through projects from the Operational Programme Technical Assistance within the Education System, the content of education and qualified lecturers being provided by central coordinating authorities (e.g. OPC employees also work as lecturers). The frequency of training depends on the requirements of individual entities or at the discretion of the central authorities (e.g. training organised due to the need to update information, adoption of new regulations by the EC). The area of education is included in the Guidance Note on Human Resources Development in the Programming Period 2014–2020 and the Programming Period 2007–2013 (Government Resolution no. 444 of 16 July 2014). The overall objective of the Guidance Note is to set uniform requirements to ensure quality administrative capacities involved in the implementation of the objectives of the Partnership Agreement and individual activities in the implementation of programmes, and one of the specific objectives of the Guideline Note is to create a system of training for the employees who are involved in the implementation of EU funds in order for the system to meet their needs at their position described in the control documents of programmes, management and coordination of the PA, and create conditions to promote the principle of transparency and anti-corruption. The training provides for the conditions for stabilising and motivating implementation structure employees in relation to the needs of their professional growth and improvement of knowledge and skills. The offer of educational activities depends on the objectives of each programme and individual education plans created during employee appraisal. The</p>

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						<p>training event dates are published on the Training and Education System's website. Educational events are reviewed regularly based on participants' feedback obtained from evaluation questionnaires (in order to optimize efficiency). Participants can also access the training and education event presentations from the e-library at the Training and Education System's website. The Education System is implemented on the basis of the MRD-NCA's cooperation with representatives (education coordinators) from individual implementation entities, who submit their requirements for educational events under the Education System to the MRD-NCA twice a year, and all issues of the Education System for the 2014-2020 programming period are handled by the Administrative Capacity Working Group.</p> <p>The above is complemented by ongoing training of the implementation structure staff at the programme level.</p> <p>The MRD-NCA (in collaboration with the OPC) issues guidance documents for individual areas of state aid (e.g. completion of the Manual of Services of General Economic Interest, Methodological Recommendations for State Aid are completed). The OPC also ensures that all relevant information provided by the European Commission in matters of state aid are passed to providers (see e.g. information on the procedure to extend programmes in the first half of 2014, information on the validity of updated regulations, etc.).</p> <p>Dissemination of information and mutual consultation also take place at the Working Group regarding the issue of state aid (WG established at the MoRD), whose members include various entities involved in the implementation of ESI Funds (representatives of the MoRD-NCA, OPC, certification and audit authority, managing authorities, the Office of the Government, Association of Towns and Municipalities, the Association of Regions). The WG was established at the end of 2013 with a view to allow direct negotiation and exchange of experience between stakeholders. The Working Group on the issue of state aid serves as a basic platform to deal with all issues regarding state aid rules when creating and implementing various operational programmes, including a focus on the ex-ante conditionalities set by the European Commission in terms of state aid in relation to the use of structural and investment funds. The leadership of the WG includes a representative of the MoRD-NCA and the OPC. The WG is convened as needed (either on the initiative of the central coordinators or request of a member), information is also exchanged by email communication. The WG serves as a platform for the exchange of information and experience. At its meetings, the members also raise questions arising from practice which are either dealt with directly or in subsequent written communication (depending on the complexity of the question). Given the broad range of areas which state aid covers, the WG will also be convened in with a reduced number of participants according to the specific topics (e.g. services of general economic interest, state aid in science and research or environmental protection). The participants make minutes of each meeting, which specify any tasks and deadlines for their completion.</p>

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						<p>All current information on state aid is available on the OPC website: www.uohs.cz/cs/verejna-podpora.html.</p> <p>All relevant information on ESI fund is available at: www.strukturalni-fondy.cz.</p> <p>Specific fulfilment within the OPE:</p> <p><u>MA OPE: fulfilment YES</u></p> <p>OPE implementation structure workers are trained continuously. Public aid rules represent a stable part of the basic module of education determined for all implementation structure workers of the programme (project managers who provide consultations with beneficiaries and applicants and are involved in the direct administration of reports and the implementation of individual projects and inspectors performing on-the-spot inspections). The MA has a team of lawyers and methodologists, who ensure the provision of consultations regarding public aid. The discussion on-line forum is used for consultations within the implementation structure, questions and answers are available to all registered workers, thereby their competences are continuously increased in the area of public aid. Hypertext link to the on-line forum used also for the OP HRaE implementation structure is not shown because access to the discussion is restricted to the implementation structure workers.</p>
			Measures to support administrative capacity for the implementation and application of the Union's statutory provisions regarding public aid.	Partially	www.compet.cz , www.mze.cz , www.strukturalni-fondy.cz	<p>The central coordinating authority for state aid as a whole is the OPC or the Ministry of Agriculture (laid down by Act no. 215/2004 Coll.). Workers of coordinating bodies represent the Czech Republic at the European Commission advisory committees or other multilateral meetings on the various proposals put forward by the EC, participate in international seminars aiming to continuously improve their professional qualifications. Providers may at any time approach the coordinating authority with questions, whether in writing or by telephone. Before the approval of the programme, the coordinating authorities cooperate with the managing authorities to set the programme in accordance with state aid rules, and give them recommending opinions in terms of state aid rules (this role of coordinating authorities is enacted in Section 3(3) in Act 215/2004 Coll.)</p> <p>In addition to its other activities, the Ministry for Regional Development (MoRD-NCA) also acts in the capacity of a coordinating and advisory body for the managing authorities in the area of state aid for projects co-financed from ESI funds. A department whose agenda includes state aid has been established at the MoRD-NCA. The employees of this department are continuously trained in state aid, and also participate in international seminars with the aim of continuously improving their skills. The MoRD-NCA employees cooperate with the managing authorities in the preparation of programmes and act in the capacity of a consultative body for all entities involved in the implementation of ESI funds. The MoRD-NCA employees also closely cooperate with the OPC, and also approach the OPC where they need to consult specific cases of state aid.</p>

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						<p>Also, each managing authority designates a certain number of persons responsible for matters of state aid; these persons serve as contacts for central coordinators (MoRD, OPC, MA).</p> <p>In January 2015, MRD-NCA has prepared a Summary Final Report NCA on the planning of administrative capacity within the ESI funds, which besides others focuses on the set-up of the administrative capacity in the programming period 2014-2020. It is based on the individual analyses/reports of operational programmes that were prepared following the Resolution of the Government of the Czech Republic no. 444/2014 and Resolution of the Government no. 144/2014. This Summary Final Report includes Chapter no. 3.2 "Staffing of the Public Aid Agenda", whose aim is to obtain an overview of the securing of the administrative capacity within the public aid agenda at the level of the individual programmes. The analysis has been prepared on the basis of information provided by Managing Authorities.</p> <p>The MRD-NCA Administrative Capacity Working Group has been established on the central level, which shall deal with the issues regarding the securing and development of administrative capacity in this area as needed (i.e. operatively).</p> <p>All information (legislation, methodologies, manuals and other documents relating to the application of state aid rules) are available to the general public on the website of central coordinating authorities (www.compet.cz, www.mze.cz, www.strukturalni-fondy.cz); these sites are regularly updated, with new information and regulations being added.</p> <p>The MRD-NCA (in collaboration with the OPC) issues guidance documents for individual areas of state aid (e.g. completion of the Manual of Services of General Economic Interest, Methodological Recommendations for State Aid are completed). Methodological documents are created with regard to current needs – e.g. regarding the modernization of the state aid rules by the EU (new legislation), the experience of individual providers (especially with their problems and confusions) or because of the need to further clarify and explain the specifics of providing state aid (e.g. the concept of a "single undertaking" within the application of de minimis rules or the calculation of gross grant equivalent). External experts are also involved in the creation of guidance documents, where the creation of certain methodologies is awarded by means of a public contract to experts from the general public who are in the coordinated in the performance of the contract by the contracting authority (central authority). These experts enhance the documents thanks to their experience and knowledge resulting from practice.</p> <p>Providers having specific problems can also at any time approach the coordinating authorities responsible for state aid (OPC, Ministry of Agriculture, MoRD-NCA), who will provide them with an opinion and, where appropriate, cooperation in the proceedings before the Commission or before the state aid is notified to the Commission. Coordinating authorities initially analyse the measure/programme concerned in terms of state aid rules and then, where applicable, suggest a suitable instrument based on which the relevant</p>

Ex-ante conditionalit y	Priority axis or axes to which the conditionalit y applies	Ex-ante conditionalit y fulfilled: Yes/No/Partially	Criteria	Criteria fulfilled: Yes/No/Partially	References (for fulfilled ex-ante conditionalities)	Explanation
						<p>measure can be provided. If the measure concerned must be notified to the European Commission, they cooperate with providers on filling out the notification form as well as on the response to the questions of the European Commission raised under the notification procedure.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment YES</u></p> <p>Human resources management in the implementation structure is performed with respect to the activities that need to be ensured. The administrative capacity is planned with respect to the numbers of projects in administration and planned calls and their allocation. The individual programme levels (e.g. PA) are evaluated by MA in terms of probability under which conditions public aid may be established. Based on such identification – estimates of the required capacity of human resources. The inspection of public procurement concerns both the administrative inspections and on-the-spot inspections, the capacities of different departments within the MA are evaluated and the team is reinforced as a result of ascertained facts. The MA is preparing the reinforcement of the OPE administrative capacity due to the fact that this programme (unlike OP HRaE) shall not be implemented using intermediation entities. For financing required human resources, TA is used in the present period 2007-2013 and shall be also used for 2014-2020.</p>
7 Existence of the statistical basis required for the performance of evaluation to assess effectiveness and impacts of the programmes. Existence of the result	<p>Applicability will be documented in relevant programmes</p> <p>Applicability will be documented in relevant programmes</p>	Partially	<p>Measures have been prepared for timely collection and aggregation of statistical data, which include these items:</p> <ul style="list-style-type: none"> determination of resources and mechanisms for the securing of statistical verification, 	Partially		<p>Under preparation</p> <p>On 9 August 2013, Government Resolution no. 597 approved a binding guidance note determining the rules for the creation of an indicator systems (GN for indicators 2014–2020).</p> <p>A technical solution within the monitoring system MS2014+ is being prepared.</p> <p>In the preparation of the indicator system, individual indicators are assessed with regard to their relevance, unambiguity and accessibility. During preparation, there is also collaboration with ex-ante evaluators of programmes.</p> <p>For relevant result indicators, which are based on central statistics, cooperation is agreed with the Czech Statistical Office (CSO) to ensure regular supply of the necessary data.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment PARTLY</u></p> <p>Within the information system for collection of micro-data from beneficiaries regarding the characteristics of supported persons (the so-called IS ESF 2014+) including aggregation of the data from the existing databases of the department of labour and social affairs, validation mechanisms for the verification of statistical validity of data in accordance with the EC methodologies shall be ensured (<i>Practical guidance on data collection and validation</i>; Based on the June 2014 version of the Guidance document on Monitoring and</p>

Ex-ante conditionality	Priority axis or axes to which the conditionality applies	Ex-ante conditionality fulfilled: Yes/No/Partially	Criteria	Criteria fulfilled: Yes/No/Partially	References (for fulfilled ex-ante conditionalities)	Explanation
indicators system required for the selection of measures that shall contribute most effectively to the achievement of the required results, to monitoring of the progress in the accomplishment of goals and to evaluating impacts.						<i>Evaluation of European Cohesion Policy, European Social Fund)</i>
			Measures have been prepared for timely collection and aggregation of statistical data, which include these items: <ul style="list-style-type: none"> measures for the publication and making summary information available to the public; 	Yes	http://www.s-f.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny	<p>In terms of methodology, fulfilled in the form of the following binding guidance notes:</p> <p>GN evaluation (approved by the GR no. 597/2013), which incorporates the requirement for mandatory disclosure of all evaluation outputs.</p> <p>GN monitoring (approved) which defines the content and the regular publication of reports on the course of implementation</p> <p>MP publicity (approved by the GR no. 44/2014), which defines binding rules for the creation of a single website for ESI funds.</p> <p>Specific fulfilment within the OPE:</p> <p><u>MA OPE: fulfilment YES</u></p> <p>Within IS ESF 2014+, a possibility shall be ensured of an easy publication and making summary information available to the public both via the “linked open data” technology (LOD), which enables a machine processability of data, and in common text format.</p>

Ex-ante conditionality	Priority axis or axes to which the conditionality applies	Ex-ante conditionality fulfilled: Yes/No/Partially	Criteria	Criteria fulfilled: Yes/No/Partially	References (for fulfilled ex-ante conditionalities)	Explanation
			<p>Effective system of result indicators, including:</p> <ul style="list-style-type: none"> selection of result indicators for each programme, which shall be indicative of the motivation to the selection of strategic steps financed from the programme, 	Partially		<p>Under preparation – preparation of indicator systems for programmes and cooperation with the CSO to define the sources of statistical data.</p> <p>The preparation of programming documents includes an intensive cooperation between the MoRD-NCA, MA and ex-ante evaluators, also emphasising topics such as the correct setting of the intervention logic of the programme (or the theory of change), including a follow-up indicator system. The preparation of indicator systems and the creation of programme-specific indicators is coordinated according to a binding guidance note for the creation of indicators (GN indicators 2014–2020) and respects the requirements of the EC, including the contents of this ex-ante conditionality. In accordance with the GN monitoring and GN evaluation the achievement of objectives will be regularly evaluated. The conclusions of the evaluations will be used for a potential revision of strategies or programming documents.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment PARTLY</u></p> <p>A relevant set of indicators has been developed, which is related to the individual specific objectives, investment priorities, and consequently to priority axes of the whole operational programme.</p>
			<p>Effective system of result indicators, including:</p> <ul style="list-style-type: none"> determination of goals for these indicators, 	Partially		<p>They will be part of the programming documents.</p> <p>The initial and target values are set as part of programme preparation. Continuously in cooperation with the ex-ante evaluators, the relevance of values is assessed by experts in relation to the allocation for a given topic.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment PARTLY</u></p> <p>A target value has been set for each of the indicators.</p>
			<p>Effective system of result indicators, including:</p> <ul style="list-style-type: none"> compliance of each indicator with these conditions need to be ensured: robustness and statistical 	Partially		<p>It is part of the programming documents. The same rules are part of GN indicators (approved by GR no. 597/2013).</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment PARTLY</u></p> <p>The details shall be obtained from beneficiaries in time before the commencement of activities, at the latest upon the submission of monitoring reports, robust validation mechanisms shall be ensured in accordance with the EC methodology (<i>Practical</i></p>

Ex-ante conditionalit y	Priority axis or axes to which the conditionalit y applies	Ex-ante conditionalit y fulfilled: Yes/No/Parti ally	Criteria	Criteria fulfilled: Yes/No/Partially	References (for fulfilled ex-ante conditionalities)	Explanation
			validation, clear normative interpretation, compliance with strategies, timely collection of details,			<i>guidance on data collection and validation</i>); compliance with strategies is consulted at the level of a separate independent unit for evaluations and strategies.
			Procedures ensuring that all operations financed from the programme use an effective system of indicators.	Partially	http://www.s-f.cz/cs/Fondy-EU/2014-2020/Metodicke-pokyny	<p>Mandatory procedures to meet the criteria are part of the approved binding methodological environment:</p> <p>MP indicators (GR no. 597/2013 and MP selection and evaluation of projects (approved by GR 873/2013), which define binding rules for the selection and fulfilment of at least one indicator in relation to a specific objective. Within the above guidance, 3E principles for the selection and evaluation of operations are simultaneously reflected. Binding and uniform methodical designs of all indicators used in the programmes and each operation are defined in the "National codebook of indicators for the programme period 2014–2020" (NCI2014+), which, in its final form, will contain a list and description of the methodological design of all common and specific indicators used in ESI fund programmes in the 2014–2020 programming period. The expected completion date for the NCI2014+ will correspond with the dates of approval of individual programmes.</p> <p>Subsequently, the MA will prepare relevant programming documentation (e.g. Guidelines for applicants) that will reflect the already approved binding guidance notes.</p> <p>Methodological rules are reflected in the upcoming MS2014+ monitoring system, which will technically enable automatic aggregation of data from project level.</p> <p>Specific fulfilment within the OPE: <u>MA OPE: fulfilment PARTLY</u></p> <p>The selection of indicators shall be implemented at the level of the individual projects. Obligatory and optional indicators shall be specified within each call, whose fulfilment shall be binding upon beneficiaries.</p>

A detailed description of measures to meet GENERAL ex-ante conditionalities, responsible entities and time schedules at the national level and OPE

Unmet or partially met <u>generally applicable</u> condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
4 The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds.	Arrangements for the effective application of Union public procurement rules through appropriate mechanisms;	<p>A brand new public procurement law shall be prepared, which shall represent a <u>transposition of new EU tender directives</u>. The basic principles, which this new law shall contain, include:</p> <ol style="list-style-type: none"> 1) transposition of all relevant (obligatory) provisions which must be adopted by the member states; 2) similar regime for below-the-limit procurements, 3) reduction in the administrative intensity of procurement, 4) increasing computerisation (application of electronic instruments) during tenders shall correspond to the obligations stated in new tender directives: <ol style="list-style-type: none"> a) as of 18/04/2016, the Czech Republic shall adopt statutory provisions on the obligatory electronic public procurement in accordance with Directives 2014/23/EC, 2014/24/EC and 2014/25/EC, we guarantee the implementation of computerisation at the dates required by SM EU 2014/24. b) launching the full operation of the National Electronic Instrument (NEI), c) the Government of the Czech Republic shall decide on the obligation to use NEI for the individual types of customers 5) taking the proportionality principle in the tender procedure into 	<p>18/04/2016 31/12/2015 Item 6</p> <p>18/04/2016 Item 4a 01/10/2015 Item 4b 31/12/2016 Item 4c</p>	MoRD

Unmet or partially met <u>generally applicable</u> condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
		with a progress report regarding the delay in the decision-making of the OPC.		
	Arrangements for the effective application of Union public procurement rules through appropriate mechanisms;	<p><u>Measures to reduce error rate and increase effectiveness of public procurement announcements:</u></p> <p><u>Every year, MoRD prepares a Progress Report.</u></p> <p>The Progress Report shall serve as the main instrument for identification of the most frequent mistakes and problems within the procurement.</p> <p>After identification of the most common problems within the procurement, the measures for their removal shall be defined as well.</p> <p>The Report shall particularly include:</p> <ul style="list-style-type: none"> a) a list of analysed reference documents, particularly the decisions of the OPC, courts, the EU Court of Justice, audit reports that shall be prepared in the Czech Republic by auditors of the ECA and EC concentrating on the analysis of negative and positive findings and recommendations concerning public procurement b) Evaluation of the compliance of the methodological environment with the application practice and relevant legislation: c) Evaluation of application practice in the area of inspections: d) Evaluation of the 	<p>31/12/2015</p> <p>31/12/2016</p>	MoRD, MA

Unmet or partially met <u>generally applicable</u> condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
		<p>functionality of the prevention system</p> <p>e) A list of adopted measures (prepared methodical recommendations, amendments of legislative provisions and methodologies, if any) and</p> <p>f) analysis of impacts of the adopted measures and the analysis of error causes.</p> <p>g) Proposed measures of a legislative and non-legislative character, defined on the basis of the aforesaid items, including the time schedule of the implementation of such measures.</p> <p>On the basis of the outputs of this report, MoRD shall also provide continuous counselling activities to entities of the implementation structure and beneficiaries (contracting authorities).</p>		
	Arrangements for the effective application of Union public procurement rules through appropriate mechanisms;	<p><u>Ensuring the compliance of the methodological environment with the application practice and relevant legislation:</u></p> <p>1) Using the prepared check lists, the PPA sponsor shall verify whether each managing authority has integrated the Guidance Note for the area of awarding contracts for the programme period of 2014-2020 into its managing documentation of the programme.</p> <p>2) Every year, within the aforesaid Progress Report, a need shall be evaluated to update the Guidance Note for the area of awarding contracts for the programme period of 2014-2020. In the event</p>	<p>30/06/2015 (following the adoption of individual programmes, no later than on 30/12/2015)</p> <p>31/12/2015 31/12/2016</p>	MoRD, MA

Unmet or partially met <u>generally applicable</u> condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
		that it shall be necessary, it shall be completed at within five months after the issue of the Progress Report the latest.		
	Arrangements for the effective application of Union public procurement rules through appropriate mechanisms;	<u>Unification and improvement of the application practice in the area of inspections.</u> On the basis of analysis of the individual findings, recommendations for MA regarding the inspection of public procurement shall be issued. Methodological recommendations shall be discussed by the Public Procurement WG. Movements within this area shall be part of the Progress Report.	31/12/2015 31/12/2016	MoRD
	Arrangements for the effective application of Union public procurement rules through appropriate mechanisms;	Development of an effective prevention system for the purpose of ex ante implementation of preventive measures. The basic instrument for securing are the following measures: <ul style="list-style-type: none"> Establishment of the Public Procurement WG form the network of experts across MAs, members are outside MA and MoRD and experts of the Ministry of Finance, the OPC and regions. (this group was already been established) The activity of the group is primarily preventive and serves as the main communication channel. Recommendations shall be issued in relevant cases. These recommendations shall be discussed at the Public Procurement WG and formalised by updating the Guidance Note for the area of awarding contracts for the programme period of 2014- 	31/12/2015 31/12/2016	MoRD, MA

Unmet or partially met <u>generally applicable</u> condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
		<p>2020, which is binding on the MA.</p> <ul style="list-style-type: none"> Indirectly, through MAs, recommendations shall be issued for beneficiaries (contracting authority) regarding how to proceed correctly in public procurement and on the contrary which procedures should be avoided. In urgent cases, methodological opinions of the Ministry of the Regional Development, which shall be binding on MAs, shall be (may be) issued in the periods between updates. Every year, MoRD prepares a report on the activity of the group and particularly on the method of the implementation of the individual recommendations. This report shall be part of the Progress Report. 		
	Arrangements for the effective application of Union public procurement rules through appropriate mechanisms;	<p><u>Measures to improve the information dissemination system:</u></p> <p>The following measures shall be adopted for the improvement of the information dissemination system and increasing awareness of all entities in the procurement area:</p> <p>1) The technical adjustment of the Info-forum at the Public Tenders and Concessions Portal in order to improve user-friendliness and easy search regarding good and bad practice with the preparation and management of the tender procedure on the basis of key words.</p> <p>The portal is publically accessible for the entities of the implementation structure as well as beneficiaries (contracting authorities).</p>	31/12/2015	MoRD

Unmet or partially met <u>generally applicable</u> condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
		2) Expansion of the database by other major Decisions of the Competition Protection Office, Czech courts and the EU Court of Justice and selected anonymised most common audit findings in this area so that the database would create a comprehensive framework for the whole area of procurement.		
	Arrangements for the effective application of Union public procurement rules through appropriate mechanisms;	The sponsor of anti-corruption strategy undertakes to reflect the EU directives leading to transparency of public procurement to the obligations define in the anti-corruption strategy which is always immediately following. In a similar way, immediately after the adoption of the relevant legislation, both the aforesaid directives and the provisions of the national legislation connected thereto shall be reflected in a single methodological environment for the ESI funds.	In connection with the up-to-date development in adopting the EU legislation, new obligations shall be reflected in the up-to-date versions of anti-corruption strategy and the unified methodological environment for the ESI funds.	GO/MoRD
	Measures to support administrative capacity for the implementation and application of the Union's statutory provisions regarding public procurement.	Hiring 4 more employees by the PP sponsor (some of the aforesaid activities of a methodological character shall be secured also by other PPA sponsor's employees that are not directly designated for the agenda of the ESI funds, because it is a general methodological activity that the PPA sponsor performs within his competence).	30/06/2015	MoRD
	Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds	Preparation of the final evaluation of the Education System 2007-2013	31/12/2015	MoRD
	Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds	Development of the Education System 2014-2020, which shall be based on the tried-and-tested Education System 2007-2013 and which shall be innovated further. The education modules in the public procurement shall include:	31/12/2015	MoRD

Unmet or partially met <u>generally applicable</u> condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
		<ol style="list-style-type: none"> 1. Basic PPA terms 2. Preparation of tender conditions, defining the subject of a public tender 3. Evaluation criteria 4. Qualifications 5. The most common mistakes of contracting authorities in the tender proceedings 6. PPA exceptions 		
	Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds	<p>Ensuring training of all relevant employees of MAs and ISs dealing with public procurement in connection with the adoption of the new Guidance Note for the area of awarding contracts:</p> <p>1) The PPA sponsor shall train the Managing Authorities and Intermediation Entities in public procurement according to the procedures set forth in the PPA and according to the procedures set forth in the Guidance Note for the area of awarding contracts for the programme period of 2014-2020 (full-time education events).</p> <p>2) In cooperation with NCA and MA and at his request, the PPA sponsor shall train also beneficiaries (contracting authorities) in a similar way.</p>	30/06/2015	MoRD, MA
	Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds	The PPA sponsor identifies new legal regulations in the EU tender directives that he considers as problematic/risky (e.g. with respect to the fact that it was not used in the past or it is considerably amended when compared to the previous period) and organises training events on this topic for the implementation structure entities.	31/12/2015 31/12/2016	MoRD
	Arrangements for training and dissemination of information for staff involved in the implementation of the	Submitting the application for the project Public Investment Academy: (the project contents shall be the following:	31/07/2016	MoRD

Unmet or partially met generally applicable condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
	ESI funds	cooperation with MAs, applicants and beneficiaries in the preparation and implementation of projects from ESIF, sharing best practice, training of the implementation team and the team of specialists, training of applicants and beneficiaries, specialist conferences and working meetings)		
5. The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds.	Measures to support administrative capacity for the implementation and application of the Union's statutory provisions regarding public aid.	Evaluation of the fulfilment of the administrative capacity for the area of public aid and supplementing this capacity, where appropriate	30/06/2016	MoRD, MA
7 Existence of the statistical basis required for the performance of evaluation to assess effectiveness and impacts of the programmes. Existence of the result indicators system required for the selection of measures that shall contribute most effectively to the achievement of the required results, to monitoring of the progress in the accomplishment of results and to evaluating impacts	Measures have been prepared for timely collection and aggregation of statistical data, which include these items: <ul style="list-style-type: none"> determination of resources and mechanisms for the securing of statistical verification 	Completion of the National Codebook of indicators for the programming period 2014–2020 which will ensure a uniform methodological design of all indicators used across all ESI programmes. Setting of cooperation with the CSO for regular provision of the necessary statistical data.	31/12/2015	MoRD, MA, CSO
		In cooperation with the ministries concerned and the Office for Personal Data Protection (OPDP) prepare and then approve (by OPDP) and issue an interpretative opinion on the processing of personal data of the parties in the provision of financial support from the European Social Fund.	31/12/2015	The MRD, Office of the Government (Office for Personal Data Protection) + MA of ESF programmes which have an obligation to monitor project participants under obligatory common indicators (MLSA, CP, MEYS)
	Effective system of result indicators, including: <ul style="list-style-type: none"> selection of result indicators for each programme, which shall be indicative of the motivation to the selection of strategic steps financed from the programme, 	Completion of the National Codebook of Indicators for the programming period 2014–2020. Completion and approval of programme strategy and the necessary follow-up programme documentation Preparation and approval of evaluation plans of programmes and the Partnership Agreement, which will define the indicative	30/06/2016	MoRD, MA

Unmet or partially met generally applicable condition precedent	Unmet criteria	Measures to be taken	Due Date (deadline)	Bodies responsible
		schedule for the planned evaluation programme activities.		
	Effective system of result indicators, including: <ul style="list-style-type: none"> determination of goals for these indicators 	Approval of programmes	31/10/2015	MRD, MA, Office of the Government, EC
	Effective system of result indicators, including: <ul style="list-style-type: none"> compliance of each indicator with these conditions need to be ensured: robustness and statistical validation, clear normative interpretation, compliance with strategies, timely collection of details, 	<p>Setting of cooperation with the CSO for regular provision of the necessary statistical data.</p> <p>Completion of the monitoring system ensuring the collection and aggregation of data from operations (MS2014+).</p> <p>In cooperation with the MA OP Employment prepare a technical solution to collect data on intervention participants, the "IS ESF2014+", which will ensure automatic interconnection to the selected data sources of the Czech Social Security Administration and the Labour Office, which are necessary to evaluate the success rate of ESF interventions.</p>	31/03/2016	MoRD, MA, CSO, CSSA, LO
	Procedures ensuring that all operations financed from the programme use an effective system of indicators	Preparation of programming documentation (manuals for applicants and beneficiaries), which will reflect their approved binding methodological rules.	31/10/2015	MoRD, MA

Detailed identification of relevant THEMATIC ex-ante conditionalities and evaluation of their fulfilment at the OPE level

Ex ante conditionality	Priority Axes to which the ex-ante conditionality applies	Ex-ante conditionality fulfilled: Yes/No/Partially	Criteria	Criteria fulfilled: (Yes / No)	Links	Explanation
8.1. Active labour market policies are designed and delivered in the light of the Employment guidelines	PA 1. Supporting employment and workforce adaptability;	Yes	Employment services have the capacity to, and do, deliver: <ul style="list-style-type: none"> personalised services and active and preventive labour market measures at an early stage, which are open to all jobseekers while focusing on people at highest risk of social exclusion, including people from marginalised communities; 	Yes	Employment Act: http://portal.mpsv.cz/sz/obecne/prav_predpisy/akt_zneni/zoz_1_1.2014.pdf www: http://portal.mpsv.cz/sz/politikazamest/trh_prace	<p>Sections 104 to 120 of Act No. 435/2004 Coll., on Employment, contain a number of Active Employment Policy (AEP) tools, which are applied by the LO CR on the basis of the labour market analyses (each year target groups are defined according to current labour market situation and structure of job seekers, target groups include persons who demonstrate disadvantages preventing them from accessing the labour market on the basis of the analysis of the labour market and analysis of regional labour markets and structure of job seekers) and also according to the requirements of employers and in cooperation with educational institutions with the use of individual counselling. Analyses of the labour market are available at – see the link. In the application of the AEP tools it is always considered whether such a measure shall contribute to the prospects of a specific job seeker who is disadvantaged on the labour market (hence they are provided individually), which is ensured by the opinion of a specific intermediary/counsellor.</p> <p>The individualisation of provided services has been strengthened by the introduction of the selected re-training, which is selected by the job seeker himself/herself on the basis of his/her own needs, or on the basis of his/her present qualification and potential prospects on the labour market. For this, necessary counselling is provided by employment service. Mass lay-offs are announced by the employer to the LO CR, which will start providing consulting and employment facilitation to the laid-off persons. Pilot verification of the measure of combined support in the case of mass lay-off, including the provision of a financial contribution to the employers hiring a person who is subject to a mass lay-off of another employer; also the measure "generation tandem" preventing the lay-off of persons approaching retirement age.</p> <p>In accordance with Section 33 of the Employment Act, individual action plans may be concluded with job seekers, which are sets of steps facilitating a gradual integration on the labour market to job seekers, particularly persons at risk on the labour market (at risk of social exclusion, persons of marginalised communities etc.). They are concluded in the basis of an agreement with a job seeker and prepared in such a manner that they would take the</p>

Working translation, without proofreading

					<p>client's possibilities, needs and characteristics into account. IAPs may be concluded at any time when the client is recorded as unemployed, depending on the client's needs, his/her disadvantage and risk on the labour market, at the latest after five months of his/her record in the LO CR, when they are concluded obligatorily.</p> <p>A higher degree of individualisation of provided services is also enabled by the instrument of shared intermediation of employment (Section 119a of the Employment Act), when under the agreement between the LO CR and a job agency with a relevant certificate and on the basis of a job seeker's consent, employment (including some accompanying services) may be intermediated by a job agency.</p> <p>Therefore, employment services have sufficient instruments for the provision of individualised services at their disposal.</p>	
			<ul style="list-style-type: none">comprehensive and transparent information on new job vacancies and employment opportunities taking into account the changing needs of the labour market.	Yes	<p>http://portal.mpsv.cz/eures</p> <p>http://portal.mpsv.cz/sz/obcane/vmjedno/vmrozsir</p> <p>Motivational measures: https://portal.mpsv.cz/sz/politikazamest/sztrateg_zam_2020</p>	<p>This portal provides information on job vacancies and job offers. These job listings are continuously updated. Job vacancies in other EU countries within the framework of the EURES network are also included as well as the contact information of fourteen regional EURES advisers and about eighty contact persons at the Contact Centres of the labour offices operated by the Public Employment Service of the Czech Republic. In accordance with Section 8a of the Employment Act, the Labour Offices of the Czech Republic maintain records of job vacancies and this information is freely available (on the portal, at the individual Labour Office) to all job applicants, jobseekers, and other individuals. Although since 1 January 1 2012 the duty of employers to report job vacancies (JVs) has been cancelled, this has not reflected in reduced JV records kept by the LO CR. Unemployment flows show that the records cover almost 100% JVs, which can be recorded. In the context of motivational measures, it is proposed to strengthen cooperation with employment agencies in sharing client database and mutual provision of information to fill appropriate vacancies, 2015/2016.</p>
			Employment services have set up formal or informal cooperation arrangements with relevant stakeholders.	Yes	<p>Employment Act: http://portal.mpsv.cz/sz/obecne/prav_predpisy/akt_zneni/zoz_1.1.2014.pdf</p>	<p>The Employment Act – LO CR (Section 7(2) of the EA) establishes advisory boards composed of representatives of trade unions, employers, cooperative bodies, organizations of persons with disabilities, CC CR and self-government authorities. The purpose of these advisory boards is to coordinate the implementation of the employment policy and human resource development in the respective administrative district. They are established by regional offices of LO CR and selected contact offices of the LO CR, they meet at least twice a year. They issue statements on the provision of contributions under the AEP, retraining programs, advisory services and mass lay-offs.</p> <p>Section 8a(r) of the Employment Act ensures cooperation in the</p>

						matters of employment, workforce mobility, and human resource development with the authorities of territorial self-governing units, the relevant trade unions, and employers' organisations. In some regions partnerships are formed based on Employment Pacts. LO CR concluded a memorandum of cooperation with the CBC, CC CR and some other partners (employers).
8.3. Labour market institutions are modernised and strengthened in the light of the Employment Guidelines; Reforms of labour market institutions will be preceded by a clear strategic policy framework and ex ante assessment including with regard to the gender dimension	PA 1. Supporting employment and workforce adaptability;	Yes	Actions to reform employment services, aiming at providing them with the capacity to deliver: <ul style="list-style-type: none"> personalised services and active and preventive labour market measures at an early stage, which are open to all jobseekers while focusing on people at highest risk of social exclusion, including people from marginalised communities; 	Yes	Employment Act: http://portal.mpsv.cz/sz/obecne/prav_predpisy/akt_zneni/zoz_1.1.2014.pdf Employment policy strategy and Motivational measures: https://portal.mpsv.cz/sz/politikazamest/trateg_zam_2020	For current state, see PP 8.1 On 15 October 2014, the Government approved Employment Policy Strategy until 2020 (EPS), which is the basic document for the development of employment services and the adoption of new measures on the labour market. It is implemented through Motivational measures to address the adverse situation on the labour market, approved by the Government on 3 November 2014. EPS requires both qualitative and quantitative strengthening of the capacities of the LO CR (material and personnel), the introduction of preventive measures on the labour market (e.g. "contribution during partial unemployment" and support for those already employed but vulnerable in the labour market), better targeting of AEP and increase in the volume of funds for its implementation. The introduction of specifically targeted instruments (e.g. targeting the youth), it is required to better target retraining according to the needs of employers, introduction of new processes (e.g. profiling) streamlining the use of the time spent with clients. Piloting of new measure is allowed under Sections 106 and 120 of the Employment Act.
			<ul style="list-style-type: none"> comprehensive and transparent information on new job vacancies and employment opportunities taking into account the changing needs of the labour market. 	Yes	http://portal.mpsv.cz/sz/obecne/vmjedno	For current state, see PP 8.1 Then also partial activities: www.budoucnostprofesi.cz and www.infoabsolvent.cz The pilot project "Available Jobs and Monitoring" is in the implementation process and the original information system is being restored. The services and options offered by the information system are gradually being expanded. The EPS defines a requirement to increase the efficiency of labour market monitoring and implementation of a system for forecasting skill needs on the labour market. Motivational measures require the reporting of vacancies based on memoranda concluded with employers and improving cooperation with employment agencies by sharing data.
			Reform of employment services will include the creation of formal or informal cooperation networks with relevant stakeholders.	Yes	Employment Act: http://portal.mpsv.cz/sz/obecne/prav_predpisy/akt_zneni/zoz_1.1.2014.pdf	Within the advisory groups, according to Section 7(2) of the Employment Act In order to ensure cooperation in the labour market, the Public Employment Service establishes advisory councils as needed, composed primarily of the representatives of trade unions, employers' organizations, cooperative bodies, organizations of handicapped individuals, CC CR and authorities of territorial self-governing units. Section 8a(r) of the Employment Act ensures cooperation in the area of employment, workforce mobility, and

					Employment policy strategy: https://portal.mpsv.cz/sz/politikazamest/strateg_zam_2020	human resource development with the authorities of territorial self-governing units, trade unions, and employers' organisations. The LO CR and CC CR signed a "Memorandum on Cooperation on the Labour Market", aiming to ensure cooperation in the case of labour market changes, compliance of the qualification structure of the workforce with the needs of employers, success of young people on the labour market, SME development, etc. LO CR – involved in the implementation of the Employment Pact (concluded in the following regions: Ústí, Moravia-Silesia, South Bohemia, West Bohemia, Liberec, Pardubice, Karlovy Vary). WG to address problems in the labour market in the Moravian-Silesian, Ústí and Karlovy Vary regions were set up within the MLSA; participation of representatives of employers and regions. The requirement to strengthen cooperation in the labour market is part of the Employment Policy Strategy, approved by the Government on 15/04/2014.
8.5. Adaptation of workers, enterprises and entrepreneurs to change: The existence of policies aimed at favouring anticipation and good management of change and restructuring.	PA 1 Supporting employment and workforce adaptability	Partially	Instruments are in place to support social partners and public authorities to develop and monitor proactive approaches towards change and restructuring which include measures: <ul style="list-style-type: none"> to promote anticipation of change; 	No	Employment policy strategy and Activation Measures: https://portal.mpsv.cz/sz/politikazamest/strateg_zam_2020	The Employment Policy Strategy until 2020 was approved by the Government on 15 October 2014; its implementation document entitled Activation measures to address the Adverse Situation on the Labour Market was approved by the Government on 03/11/2014. The measures will focus on deepening regional cooperation with employers and other stakeholders on the labour market – to systematic introduction of anticipation of qualification needs. Partial steps performed on the regional level, the anticipation model for the Moravian and Silesian Region prepared in 2014. The Anticipation of Qualification Needs of the Labour Market project implemented with the estimated completion on 31/10/2015. In 2013 the Labour Office of the Czech Republic signed the "Memorandum on Cooperation in the Labour Market" with the Chamber of Commerce of the Czech republic, which aims to ensure flexible co-operation with regard to labour market changes, the adaptation of the qualification structure of the workforce to the needs of employers, support for promoting the opportunities for young people in the labour market, the development of small and medium-sized enterprises, etc.
			<ul style="list-style-type: none"> to promote the preparation and management of the restructuring process 	Yes	http://portal.mpsv.cz	The regional branches of the Public Employment Service (the Labour Offices) monitor the situation on the labour market, and work together with employers and other stakeholders in the region. Employers – have a duty to report mass lay-offs to the LO. The Public Employment Services is able to operationally establish temporary mobile worksites in companies in the event of a lay-off, where it provides the necessary services to the employees. In 2014, piloting verification is conducted of a new active employment policy instrument – potential provision of a motivational financial contribution to employers who hire a person who is subject to a mass lay-off of another employer to partially cover his wage costs, etc. The Public Employment Service

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						(Labour Offices) has the tools for cooperating with regional stakeholders in the labour market (e.g. the advisory councils), as well as for working with the dismissed employees. In order for laid-off employees to find new jobs, greater involvement of regional authorities and other stakeholders is required in the creation of regional development plans, creation of infrastructure for business, changes in the educational structure of schools, collaboration with employers.
8.6. The existence of a strategic policy framework for promoting youth employment including through the implementation of the Youth Guarantee. This ex ante conditionality applies only for implementation of the YEI	PA 1 Supporting employment and workforce adaptability;	Yes	A strategic policy framework for promoting youth employment is in place that:	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla	Implementation Plan of the Guarantee Programme for Youth (Plan) has been prepared, containing a separate part on the Youth Employment Initiative (YEI). The Plan was updated in 4/2014 on the basis of EC comments. The Plan is a strategic employment policy framework in the area of support for young people entering the labour market, it is reflected in Employment policy Strategy until 2020 (approved by the Government on 15 October 2014). The implementing document of the Strategy is entitled Activation Measures to Address the Adverse Situation on the Labour Market, approved by the Government on 03/11/2014. The Plan was drawn up in collaboration with the Ministry of Education; evaluation is carried out annually. If problems in the implementation and achievement of the objectives are found, the Plan will be updated in cooperation with the Ministry of Education. Implementation and coordination of the YEI will take place at the regional level within the Advisory Bodies established by the LO CR, with the involvement of local self-governing authorities and regions (founders of schools). The Plan includes a commitment to provide an offer of employment or training to each NEET after 4 months of unemployment.

			<ul style="list-style-type: none"> is based on evidence that measures the results for young people not in employment, education or training and that represents a base to develop targeted policies and monitor developments; 	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	<p>The Plan was drawn up on the basis of available data, which are relevant for youth support (unemployment rate, employment rate, educational structure). Data are collected by the MLSA and the CSO based on statistical registers or Labour Force Survey. They are available both at national level and at the regional level. Unemployment data are collected monthly by the MLSA (link), data of the Labour Force Survey are collected quarterly (link). For the purposes of the monitoring of the Plan, a new set of indicators has been prepared, to be incorporated into the MLSA system in 2015. However, the pilot phase of their collection has been in progress since April 2014.</p>
			<ul style="list-style-type: none"> identifies the relevant public authority in charge of managing youth employment measures and coordinating partnerships across all levels and sectors; 	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla	<p>The Ministry of Labour and Social Affairs was appointed as the main coordinator for the programme and is responsible for managing the measures adopted within the context of the programme. The Ministry of Labour and Social Affairs is working closely with the Ministry of Education, Youth, and Sports, which is responsible mainly for the programme actions that relate to the initial education system. The main implementer of the programme measures is the Public Employment Service of the Czech Republic and its Labour Offices, which will cooperate with employers, the representatives of the regions and municipalities, schools and other educational facilities, and other stakeholders in the labour market. At the level of the NUTS North-West Region (the Ústí nad Labem and Karlovy Vary Regions), the main implementers are the Labour Offices in Ústí nad Labem and Karlovy Vary</p>
			<ul style="list-style-type: none"> involves stakeholders that are relevant for addressing youth unemployment; 	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla	<p>At the national level, the Ministry of Education Youth and Sports is working on the implementation measures for the Guarantee Programme in cooperation with social partners (Council of Economic and Social Agreement), the representatives of educational institutions, youth organisations, and other partners. Comparable representatives are cooperating at the regional level, as well as the representatives of the regional authorities, municipalities, employers, etc. (The programme specifies the key organisations that will support and implement the Youth Guarantee Programme).</p>
			<ul style="list-style-type: none"> allows early intervention and activation; 	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla	<p>At present, the Programme Implementation Plan contains nine summary initiatives aimed at early intervention and activation. The Implementation Plan for the Guarantee Programme also takes into account information-providing and awareness-raising actions.</p>
			<ul style="list-style-type: none"> comprises supportive measures for access to employment, enhancing skills, labour mobility and sustainable integration of 	Yes	http://portal.mpsv.cz/sz/politikazamest/zarpromla	<p>The plan sets out the measures implemented at the strategic level in general by means of a requirement for activities specifically designed to support the youth, consisting in job creation, consulting activities, promotion of educational activities,</p>

			young people not in employment, education or training into the labour market.			including retraining depending on the individual needs of the people supported, creating jobs for acquiring professional experience or facilitating internships. At the strategic level, the activities are further specified in the section on Youth Employment Initiative (Section 2.4 of the Plan) and also at the national level, they are elaborated in Motivational Measures to Address the Adverse Situation on the Labour Market. Areas of focused support are grouped in the Plan into 14 initiatives (Annex 1 to the Plan).
September 1 The existence and the implementation of a national strategic policy framework for poverty reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment guidelines.	PA 2 - Social inclusion and combating poverty	Yes	A national strategic policy framework for poverty reduction, aiming at active inclusion, is in place that:	Yes	Link to the Social Inclusion Strategy 2014-2020: http://www.mpsv.cz/fi/les/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf (a translation into English will be available)	On 8 January 2014, the Government of the Czech Republic (by means of Government Resolution No. 24/2014) adopted a framework document on social inclusion, specifically the Social Inclusion Strategy 2014-2020, which is the national umbrella document for active inclusion and poverty reduction. The purpose of the Strategy is to contribute towards fulfilling the national objective for reducing poverty and decreasing the level of social exclusion as defined in the National Reform Programme of the Czech Republic and based on the Europe 2020 Strategy. The Strategy contains an overview of the measures that have an effect on social inclusion.
			<ul style="list-style-type: none"> provides a sufficient evidence base to develop policies for poverty reduction and monitor developments; 	Yes	Link to the Social Inclusion Strategy: http://www.mpsv.cz/fi/les/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf	Each chapter of the Strategy assesses the situation in each of the priority areas of social inclusion. Strategy provides an overview of the measures affecting social inclusion, based on, amongst other things, the other individual strategic and conceptual documents. The monitoring activities will include the continuous tracking of the situation in all areas (including the use of a cumulative indicator for combating poverty and social exclusion) and the proposal of appropriate updates and, if applicable, supplemental measures for the Strategy. (Note: the process for updating the Strategy is described in Chapter 5. Monitoring.) To increase the effectiveness of the Strategy, the output from the project completed by the VÚPSV (Research Institute for Labour and Social Affairs) entitled "National indicators for assessing the progress in reducing poverty and social exclusion" will be used (the deadline for preparation by 31 December 2013 was fulfilled, and the methodology is available). This methodology will be used to monitor the progress in combating poverty and social exclusion in relation to the Social Inclusion Strategy 2014-2020.
			<ul style="list-style-type: none"> contains measures supporting the achievement of the national poverty and social exclusion target (as defined in the National Reform Programme), which includes the promotion of sustainable and quality 	Yes	Link to the Social Inclusion Strategy: http://www.mpsv.cz/fi/les/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf	The purpose of the Strategy is to contribute towards fulfilling the national objective for reducing poverty and decreasing the level of social exclusion as defined in the National Reform Programme of the Czech Republic and based on the Europe 2020 Strategy. The Strategy provides an overview of measures affecting social inclusion and covers all significant areas associated with the social inclusion of individuals, including support for access of

			employment opportunities for people at the highest risk of social exclusion, including people from marginalised communities;			persons at risk of social exclusion or socially excluded to employment and to the sustainment of employment.
			<ul style="list-style-type: none"> involves relevant stakeholders in combating poverty; 	Yes	http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf	The Committee for Social Inclusion, which is the permanent consultancy, initiative and coordination body of the Ministry of Labour and Social Affairs for social policy and specifically focuses on combating poverty and social exclusion, participated in designing the Social Inclusion Policy 2014–2020. The Commission comprises the representatives of those involved in tackling poverty and social exclusion, i.e. the representatives of state and local government, academia, non-governmental umbrella organizations dealing with this issue, and other social partners.
			<ul style="list-style-type: none"> depending on the identified needs, includes measures for the shift from institutional to community based care 	Yes	Link to the Social Inclusion Strategy: http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf	The Social Inclusion Policy places special emphasis on supporting the access of individuals to available high-quality services provided within the community. The Strategy includes measures supporting the move from institutional to community care in several areas, specifically: in Chapter 3.2 Social services (community social services), Chapter 3.3 Support for Families (the deinstitutionalisation in the socio-legal protection of children), and Chapter 3.6 Promoting Access to Healthcare (the deinstitutionalisation of psychiatric care). The deinstitutionalisation of social services takes place within the context of the Ministry of Labour and Social Affairs project entitled “Concept for supporting the transformation of residential social services to other types of social services provided in the client’s natural community and promoting the individual’s social inclusion within the community”.
			Upon request and where justified, relevant stakeholders will be provided with support for submitting project applications and for implementing and managing the selected projects.	Yes	http://www.mpsv.cz/files/clanky/17082/strategie_soc_zaclenovani_2014-20.pdf	As in the 2007-2013 programming period, the departments of the Ministry of Labour and Social Affairs active in the relevant fields are prepared to provide advice regarding the preparation of projects for the calls and also to provide consultancy during the implementation of projects. Project consultancy services are provided by the Government Council for Human Rights, together with the support provided by the Regional Coordinators for Roma Community Affairs operating at the level of the regional authorities in the individual regions involved in processing project applications.
September 3 Healthcare: The existence of a national or regional strategic policy	PA 2 - Social inclusion and combating poverty	Partially	A national or regional strategic policy framework for health is in place that contains:	Yes	Links: http://www.mzcr.cz/Verejne/dokumenty/zdravi-2020-narodni-strategie-ochrany-a-podpory-zdravi-a-prevence-	<p>The national strategies for the protection and promotion of health and prevention of diseases – Health 2020 as the national strategic document for healthcare was approved by the Government on 08/01/2014 by Resolution No. 23/2014.</p> <p>The document concerns all questions monitored in connection with the fulfilment of ex-ante conditionality 9.3. It meets all</p>

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framework for health within the limits of Article 168 TFEU ensuring economic sustainability.					nemoci_8690_3016_5.html http://www.mzcr.cz/Verejne/obsah/program-zdravi-21_1101_5.html http://www.reformapsychiatrie.cz/ http://www.mzcr.cz/Verejne/dokumenty/konceptce-hygienicke-sluzby-2013_7740_5.html http://www.mzcr.cz/Uverejne/obsah/strategicke-dokumenty_3217_8.html	required criteria on the general level and creates the basic strategic framework (some sub-criteria of the ex-ante conditionality are also regulated by laws). The strategy is elaborated in detail in implementation documents (action plans) according to the individual topics; action plans shall contain details that shall reflect the requirements of other criteria. Action plans are now being prepared and shall be completed by 31/12/2015. Out of the action plans, the Concept of the Follow-up Care (AP 8b) has already been approved. Other existing documents include: The concept of hygienic service and primary prevention in the protection of public health, Strategic of the psychiatric care reform.
		<ul style="list-style-type: none">coordinated measures to improve access to health services;	No	Links: http://www.mzcr.cz/Verejne/dokumenty/zdravi-2020-narodni-strategie-ochrany-a-podpory-zdravi-a-prevence-nemoci_8690_3016_5.html http://www.reformapsychiatrie.cz/ http://www.mzcr.cz/Uverejne/obsah/strategicke-dokumenty_3217_8.html	Out of the existing documents, the document Strategy of the Psychiatric Care Reform meets the criterion (approved on 08/10/2013), which describes the measures required for the improvement of availability of psychiatric care (setting the number of care providers to the population, time availability etc. for each defined pillar of the care). Enhancement of the quality of care is handled by the definition of basic services that need to be provided within the individual pillars. The handle the question of its organisation by its classification to pillars. The concentration on the psychiatric area is met also by the requirement for the consideration of the sub-criterion of the initiative of active assistance to hard accessible marginalised groups. The document takes also the geographic distribution of the individual types of services into account. The concept of follow-up care was approved on 02/12/2014 and creates one of the documents fulfilling the action plan No. 8 – Improving availability and quality of care including follow-up and long-term care. The concept primarily handles the questions of availability of follow-up care in regions and through them also availability of highly specialised care in regions, methods of their organisation and concerns also the issue of its quality. The laws covers the topics: care availability, quality and the coverage of health insurance and physical availability of the infrastructure, access to pharmaceutical and medical supplies in laws: 372/2011, 373/2011, 374/2011, 48/1997, Directive 39/2011, 70/2012, 92/2012, Government Regulation 307/2012, Health Insurance Act, Directive 92/2012, Act 123/2000. Organisation of care in the documents not completed yet:	

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						<p>Health 2020: handles the question of availability in Action Plan No.8 Improving availability and quality of care including follow-up and long-term care. Only Action Plan 8a Post-acute Care, which has been completed in 40%, needs to be finished within this part. Coverage of services by insurance, socio-economic factors of availability in the documents completed to date:</p> <p>In addition to laws, this issue is handled in Action Plan 8a – Post-acute Care and Action Plan 7 Screening Programmes, which is completed in 20% (logical frameworks at the level of goals and expected outputs have been prepared).</p> <p>Initiatives of active assistance to hard accessible, marginalised groups in the documents not completed yet:</p> <p>Within Health 2020, this area is handled in Action Plan 4 Restricting Health Risky Behaviour, Action Plan 6 Handling Infectious Diseases, Action Plan 2 Correct Nutrition and Eating Habits of the Population, Action Plan 7 Screening Programmes, which have been completed in 20% (logical frameworks at the level of goals and expected outputs have been prepared).</p> <p>eHealth in the documents not completed yet:</p> <p>Handled in the National Healthcare Computerisation Strategy, which has been completed in 30%.</p> <p>Other measures to improve effectiveness in the documents yet not completed:</p> <p>Various other measures are included in all action plans and partial documents, particularly in Action Plan 4 Restricting Health Risky Behaviour, Action Plan 5 Reducing Health Risks from the environment and health environment and Action Plan 6 Handling Infectious Diseases. These documents have been completed in 20% (logical frameworks at the level of goals and expected outputs have been prepared).</p> <p>All documents related to the Health 2020 strategy shall be completed by 31/12/2015.</p> <p>The detailed information on the preparation of documents are shown in a separate document Action Plan to Meet the Ex-ante Conditionality (9.3).</p>
			<ul style="list-style-type: none">measures to stimulate efficiency in the health sector, through deployment of service delivery models and infrastructure;	No	Links: http://www.mzcr.cz/Verejne/dokumenty/zdravi-2020-narodni-strategie-ochrany-a-podpory-zdravi-a-prevence-nemoci_8690_3016_5.html	<p>Out of the existing documents, the document Strategy of the Psychiatric Care Reform meets the criterion (approved on 08/10/2013), which describes different models of the care, including community care, required infrastructure and its geographic distribution. The strategy describes e.g. the operation of a new model of community care in the Czech Republic, the so called Centre of Mental Health.</p> <p>In addition, since 02/12/2014, the Concept of the Follow-up Care document has been approved, which represents a new concept</p>

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				http://www.reformapsychiatrie.cz/ http://portal.gov.cz/aktualizace/zakony/zakon.jsp?page=0&nr=372~2F2011&rpp=15#seznam http://www.mzcr.cz/Unie/obsah/strategickedokumenty_3217_8.html	<p>of the care following up a highly specialised care, it maps its provision in the regions and proposes the methods of its development leading to the increase in effectiveness in the provision of acute care. The goal of the concept is also to create the environment for the transfer of the care centre to the community and implementation of the new models of the care at the interface of healthcare and social care. The concept is one of the documents of Action Plan No.8 Improving availability and quality of care including follow-up and long-term care.</p> <p>The area of the criterion is solved also by laws in Acts 95/2004, 96/2004, 372/2011, Directive 395/2004.</p> <p>The models of the provision of services in so far uncompleted documents:</p> <p>The models of care are handled, in particular, in the Action Plan of Post-acute Care, which is currently finalised in 40% (it is a draft) and the Strategy of Innovation and Training of Medical Staff.</p> <p>The infrastructure, including mapping needs in so far uncompleted documents:</p> <p>The infrastructure care is handled, in particular, in the Action Plan of Post-acute Care, which is currently finalised in 40%.</p> <p>Other measures to support effectiveness in so far uncompleted documents:</p> <p>This area is mainly handled in Action Pan 9 Quality and Safety of Healthcare Services, which is finalised in 20%.</p> <p>All documents related to the Health 2020 strategy shall be fully completed by 31/12/2015.</p> <p>The detailed information on the preparation of documents are shown in a separate document - the Action Plan to Meet the Ex-ante Conditionality (9.3).</p>
		<ul style="list-style-type: none">system of monitoring and evaluating.	No	<p>Links:</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.mzcr.cz/Unie/obsah/strategickedokumenty_3217_8.html</p>	<p>Already finalised and approved documents contain a description of the system of monitoring and evaluating. The Strategy of the psychiatric care reform concerns Chapter 4.3 Results and Outputs from the Implementation of Individual Measures, and Indicators) and Chapter 5.5 Monitoring and Evaluation System for the Implementation of the Strategy. The Concept of the follow-up care concerns Chapter 7 Monitoring and indicators.</p> <p>The method of monitoring, indicators and target values are part of all the prepared action plans. The proposal of the method of monitoring and indicator system shall be already included in the version which shall be prepared as of 31/03/2015. The action plans are based on the Health 21 document , the system of monitoring shall reflect and use the Health 21 system. The system shall be updated and supplemented to include the target</p>

					http://www.reformapsychiatrie.cz	values of indicators. All documents related to the Health 2020 strategy shall be completed by 31/12/2015. The detailed information on the preparation of documents are shown in a separate document Action Plan to Meet the Ex-ante Conditionality (9.3).
			A Member State or region has adopted a framework outlining available budgetary resources on an indicative basis and a cost- effective concentration of resources on prioritised needs for health care.	No	Links: http://www.mfcr.cz/cs/legislativa/legislativni-dokumenty/2000/zakon-c-218-2000-sb-3443	The indicative framework of resources designated for healthcare in the "Medium-term Outlook" for the national budget under Section 4 of Act No. 218/2000 Coll. The outlook is always prepared for a period of two years following the year for which the budget is submitted. It contains a proposal of the funds designated in the future budgets for financing healthcare. For the same period the "Medium-term Expenditure Framework" is prepared pursuant to Section 8a of Act 218/2000 Coll., on budgetary rules, for each year of the medium-term outlook. The effectiveness of the funds designated (not only) for health is determined by Section 14 of Act No. 219/2000 Coll. Each implementation document for Health 2020 will specify the requirements for financial and material provision for the necessary associated costs. Some documents for Health 2020 have been in preparation so far. All documents related to the Health 2020 strategy shall be completed by 31/12/2015. The detailed information on the preparation of documents are shown in a separate document Action Plan to Meet the Ex-ante Conditionality (9.3).
11. existence of a strategic policy framework for reinforcing the Member States' administrative efficiency including public administration reform	PA 4 – Effective public administration	Partially	A strategic policy framework for reinforcing a Member State's public authorities' administrative efficiency and their skills with the following elements are in place and in the process of being implemented:	Yes	Link – Strategic framework and Implementation Plans: http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-doзору-a-kontroly.aspx?q=Y2h1dW09OQ%3d%3d http://database-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020	This criterion is considered to be met with respect to the approval of the Strategic framework of the development of the public administration of the Czech Republic for the period 2014-2020 (Strategic framework) by the Government of the Czech Republic, by Resolution No. 680 dated 27 August 2014 and its implementation via the Implementation plans for the Strategic framework (approved by the Government by Resolution No. 21 dated 14 January 2015).
			<ul style="list-style-type: none"> an analysis and strategic planning of legal, organisational and/or 	No	Link – Strategic framework and	Strategic framework of the PA ČR development for the period of 2014–2020 (Strategic framework) follows up:

			procedural reform actions;		<p>Implementation Plans: http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-doзору-a-kontroly.aspx?q=Y2h1dW09OQ%3d%3d</p> <p>http://database-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020</p> <p>Link – Analysis: http://www.mvcr.cz/clanek/analiza-aktualniho-stavu-verejne-spravy.aspx</p> <p>Link – Smart Administration: http://www.smartadministration.cz/</p> <p>Link – Public service: http://www.mvcr.cz/statni-sluzba.aspx</p>	<p>- Analysis of the current state of the PA (12/2011)</p> <p>- Strategy of implementation of Smart Administration 2007–2015 (7/2007)</p> <p>- Analysis of the execution of the public administration in municipalities with a basic scope of transferred competence (1/2011)</p> <p>- Report on the implementation of projects with the impact on the reduction of administrative burden of citizens (7/2011)</p> <p>- Concept of the completion of the public administration reform (submitted to the Government in 6/2012, not approved)</p> <p>- Report on the efficiency of the General principles for the evaluation of impacts of regulation (RIA) (10/2013)</p> <p>- Continuous report on the progress of process modelling and standardisation of the PA agendas (12/2014)</p> <p>The Implementation plans to the Strategic Framework(IPs) contain also elaboration of analyses (12/2016)</p> <p>See public service: On 06/11/2014, Act No. 234/2014 Coll., on public service (AoPS), took effect (majority effect as of 01/01/2015).</p> <ul style="list-style-type: none"> – The information on the results of the data collection to systematise ministries, CAA and other administrative authorities (7/2014) – Public servants: their actual number, where they work and which salaries they receive (6/ 2014)
			<ul style="list-style-type: none"> • development of quality management systems, 	No	<p>Link – Strategic framework and Implementation Plan for Strategic Goal No. 1: http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-doзору-a-kontroly.aspx?q=Y2h1dW09OQ%3d%3d</p> <p>http://database-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020</p>	<p>Within the Strategic framework in the sub-chapter PA modernisation</p> <p>Measure in ImP to the strategic objective (StO) No. 1 Modernisation of the PA, <u>specific objective (SpO) No. 1.3 Extension of quality methods in the PA</u> (namely in the area of strategic management, the legislative measures shall not be the condition for the fulfilment of such a criterion).</p> <p>The objective is to increase the PA quality and its effectiveness via concept quality management and implementation of the quality management methods in the PA.</p> <p>The responsibility for this area falls under the MoI: a) <u>Process at the level of self-governed territorial units (TSU)</u> - responsibility of the MoI from the viewpoint of</p>

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				verejne-spravy-ceske-republiky-pro-obdobi-2014-2020 Link – Support for the implementation of quality in public administration: http://www.mvcr.cz/cl/aneK/verejna-sprava-podpora-zavadeni-kvality-ve-verejne-sprave.aspx?q=Y2hudW09Mw%3D%3D	methodological management (support of implementing quality methods in the TSU authorities (they have already an elaborated system of implementing quality methods, eg. CAF, Local Agenda 21 and ISO9001); - Mol award for quality and innovation, since 2008). b) Process at the level of service authorities provided by MI in terms of coordination of quality management methods implementation (support to implementation of quality management methods in administr. authorities subject to CSA).
		<ul style="list-style-type: none"> integrated actions for simplification and rationalisation of administrative procedures 	No	Link – Strategic framework and Implementation Plans: http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-doзору-a-kontroly.aspx?q=Y2hudW09OQ%3d%3d http://database-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020	Stated in the Strategic framework in the sub-chapter modernisation of PA Measures in ImP for: 1. SG No. 1 Modernisation of PA <u>SG 1.1 utilisation of the elements of the process management and implementation of the standards of selected agendas</u> The goal is to increase quality of the PA execution and decrease a regulatory burden via elaborating the process models of selected agendas and their follow-up standardisation. <u>SG 1.2 Decrease in regulatory burden</u> The goal is to decrease time and financial burden of affected entities during the contact with PA as well as within its frame and, thus increase the quality of the PA operation in the CR and its benefit of higher competitiveness of the Czech Republic. Promotion of RIA ex post and improving RIA implementation. 2. StG No. 2 Revision and optimisation of the PA execution on territory; 3. StG No.. 3 Increase in PA availability and transparency via eGovernment tools. The goal is to complete well-arranged, transparent and, concurrently, flexible environment and the terms and conditions of the legal and institutional character for a fluent eGovernment development and ensuring maximum application of the benefits of its operation.
		<ul style="list-style-type: none"> the development and implementation of human resources strategies and policies covering the main gaps identified 	No	Link – Public service: http://www.mvcr.cz/slatni-sluzba.aspx Link – Act No.	Civil service On 06/11/2014, the PSA took partial effect (majority as of 01/01/2015). The PSA sponsor and its implementation from 01/10/2014 is the Mol.

			in this field;		<p>234/2014 Coll., on public service: http://portal.gov.cz/app/zakony/zakonPar.jsp?idBiblio=82812&fulltext=&nr=234~2F2014&part=&name=&rpp=15#local-content</p> <p>Link – Strategic framework and Implementation Plan to Strategic Goal No. 4: http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-doзору-a-kontroly.aspx?q=Y2h1dW09OQ%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 – Act No. 312/2002 Coll., on officials of territorial self-governing units (TSUs) and amending certain acts: http://portal.gov.cz/app/zakony/zakonPar.jsp?idBiblio=53652&fulltext=&nr=312~2F2002&part=&name=&rpp=15#local-content</p>	<p>Human resources are also addressed in the Strategic Framework.</p> <p>Measures in IP to SG No. 4 Professionalism and development of human resources in PA</p> <p>TSU</p> <p>Act no. 312/2002 Coll. improves the performance of PA by means of increasing the professionalism of TSU officials. This Act is effective already as of 01/01/2003. This Act governs also the professional capacity test for the TSU officials.</p>
			<ul style="list-style-type: none"> development of competences at all the levels of professional hierarchy of public authorities; 	No	<p>Link – Act No. 312/2002 Coll., on officials of territorial</p>	<p>Civil service</p> <p>On 06/11/2014, the CSA (Civil Service Act) took partial effect (majority as of 01/01/2015). The CSA sponsor and its</p>

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					<p>self-governing units (TSUs) and amending certain acts: http://portal.gov.cz/app/zakony/zakonPar.jsp?idBiblio=53652&fulltext=&nr=312~2F2002&part=&name=&pp=15#local-content</p> <p>Link – Public service: http://www.mvcr.cz/statni-sluzba.aspx</p> <p>Link – Act No. 234/2014 Coll., on public service: http://portal.gov.cz/app/zakony/zakonPar.jsp?idBiblio=82812&fulltext=&nr=234~2F2014&part=&name=&pp=15#local-content</p> <p>Link – Strategic framework and Implementation Plans: http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-doзору-a-kontroly.aspx?q=Y2h1dW09OQ%3d%3d http://databaze-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020</p>	<p>Working translation, without preceeding</p> <p>implementation from 01/10/2014 MC. The CSA includes the area of training government employees with a view to professionalising public administration in Title IV. It regulates the deepening of qualification, i.e. initial education, continuous education, education of managers and language learning. The area is specified in detail in the implementing regulations to CSA and by the department of the deputy for public service within the MC.</p> <p>TSU</p> <p>Efficient public administration is conditional on increasing the level of professionalism of civil servants achieved through education. Act no. 312/2002 Coll. requires civil servants to keep broadening their qualification by attending training events and take tests of their specialised technical competence.</p> <p>This area is also addressed in the Strategic Framework.</p> <p>Measures in ImP for:</p> <ol style="list-style-type: none">1. SG No. 1 Modernisation of PA2. SG No. 2 Revision and optimisation of PA's execution on territory3. SG No. 4 Professionalism and development of human resources in PA
			<ul style="list-style-type: none">• development of procedures and tools for monitoring and	Yes	Link – Strategic framework and	We consider this criterion to be met with respect to the approved Strategic framework and the approved respective Implementation

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			evaluation.		<p>Implementation Plan for Strategic Goal No. 1: http://www.mvcr.cz/odk2/clanek/odbor-verejne-spravy-doзору-a-kontroly.aspx?q=Y2h1dW09OQ%3d%3d http://databaze-strategie.cz/cz/mv/strategie/strategicky-ramec-rozvoje-verejne-spravy-ceske-republiky-pro-obdobi-2014-2020</p>	<p>Plans.</p> <p>These documents declare monitoring of the implementation of proposed measures in the area of the introduction of the system of public administration evaluation by Annual Reports on the state of public administration for a calendar year, which shall be submitted to the Government of the Czech Republic for information every year.</p> <p>The annual reports contain the evaluation of the meeting the indicators, progress of the fulfilment of the hierarchic structure of work, time schedule, budget, goals, fitness of risk management approaches and other aspects (if any) of the accomplishment of the implementation plans.</p> <ul style="list-style-type: none"> - the annual report shall be prepared for each implementation plan - the annual report shall be discussed and approved by the relevant Managing Committee - annual reports shall be submitted to the Government Council
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A detailed description of measures to meet THEMATIC ex-ante conditionalities, responsible entities and time schedules at the OPE level

Thematic Ex ante conditionality	Unmet criteria	Measures to be taken	Deadline (date)	Accountable bodies
8.5. Adaptation of workers, enterprises and entrepreneurs to change: The existence of policies aimed at favouring anticipation and good management of change and restructuring.	Instruments are in place to support social partners and public authorities to develop and monitor proactive approaches towards change and restructuring which include measures: to promote anticipation of change;	<p>In 2016, a completion of the project implementing the system of qualification needs anticipation in the practice of employment services. Individual steps already in 2015 within the project Qualification needs anticipation (completed by 10/2015). The project creates a basis for the system of evaluating and anticipating qualification needs in the Czech Republic. Improving quality of the instrument for regular, long-term creation, application of the information by the target groups, including the provision of quality information for the employment services in the area of anticipated labour market development. So far performed steps at the regional level, 2014 - preparation and fulfilment of the model of anticipating qualification needs in the Moravia-Silesian region.</p> <p>Implementation of the National system of occupations (NSoO) performed from the MLSA budget.</p> <p>In 2014, description and update of about 300 units of jobs / type positions was performed, involving Profession Teams (nominations from representatives of Sector Councils). Each year, the funds for the operation and update of the NSoO will be committed from the MLSA budget. Administration performed by the FTF (Further Training Fund) and managed by the managing acts of the MLSA.</p>	31/10/2015	MLSA
9.3 Health: The existence of a national or regional strategic policy framework for health within the limits of Article 168 TFEU ensuring economic sustainability.	<ul style="list-style-type: none"> coordinated measures to improve access to quality health services; 	<p>The national strategy for the protection and promotion of health and prevention of diseases – Health 2020. The National Strategy is developed into implementation documents (action plans) by topics that specify sub-objectives, responsibilities, indicators and deadlines including the setting of requirements to cover financial and material needs. To eventually meet the ex-ante conditionality, it is necessary to complete and approve partial implementation documents (action plans) on individual topics. The procedure of necessary measures (preparation and approval of action plans) and the current state are described in the document titled "Action Plan to meet the ex-ante conditionality for the area of health (9.3)".</p> <p>To a certain extent, the question of the improvement of available care is solved in all the action plans. The documents Strategy of the Psychiatric Care Reform dated 08/10/2013 and the Concept of the Follow-up Care dated 02/12/2014, which constitute part 8b of the Action Plan 8 Improving Availability and Quality of Care, incl. follow-up and long-term care are completed.</p> <p>In order to fulfil the requirements of the ex-ante conditionality, it is necessary to make the following steps from the viewpoint of individual criteria:</p> <ul style="list-style-type: none"> Organisation of the care and territorial access - complete Action Plan 8, Improving Availability and Quality of Care, incl. follow-up and long-term care, namely part 8a) Post-acute Care, which is completed in 40% and has a form 	31/12/2015	MH

		<p>of the working paper.</p> <ul style="list-style-type: none"> ▪ Coverage of services by insurance, socio-economic factors of availability – finish the completion of Action plan 8a), which is completed in 40% and has a form of the working paper. Elaborate Action Plan 7 Screening Programmes, which is completed in 20% (logical frameworks containing both the goals and outputs are prepared). ▪ Initiatives of active assistance to hard accessible, marginalised groups: complete Action Plan 4 Restricting Health Risky Behaviour, Action Plan 6 Handling Infectious Diseases, Action Plan 2 Correct Nutrition and Eating Habits of the Population, Action Plan 7 Screening Programmes, which have been completed in 20% (logical frameworks containing both the goals and outputs are prepared). ▪ eHealth – complete the National Healthcare Computerisation Strategy, which is completed in 30%. ▪ Other measures to improve the attitude shall be described in Action Plans 2 Correct Nutrition and Eating Habits of the Population, 4 Restricting Health Risky Behaviour, Action Plan 5 Reducing Health Risks from the environment and health environment, 6 Handling Infectious Diseases, which are currently finalised in 20% (logical frameworks containing both the goals and outputs are prepared). <p>All so far uncompleted documents will be finalised by 15/03/2015 in at least 50%, i.e. the version including indicators will be prepared.</p> <p>By 31/05/2015, they will be finalised in 90%, i.e. they will be approved by the Resort Working Group for Implementation Z2020.</p> <p>More information is described in the Action Plan to meet the ex-ante conditionality for the area of health (9.3).</p>		
	<ul style="list-style-type: none"> ▪ measures to stimulate efficiency in the health sector, through deployment of service delivery models and infrastructure; 	<p>The question of the increase in effectiveness in healthcare and the new models of care⁰ by care are handled to a certain extent in all the action plans. The documents Strategy of the Psychiatric Care Reform dated 08/10/2013 and the Concept of the Follow-up Care dated 02/12/2014, which constitute part 8b of the Action Plan 8 Improving Availability and Quality of Care, incl. follow-up and long-term care are completed.</p> <p>In order to fulfil the requirements of the ex-ante conditionality, it is necessary to make the following steps from the viewpoint of individual criteria:</p> <ul style="list-style-type: none"> ▪ Models of services - complete Action Plan 8a), which is currently finalised in 40% and has a form of the working paper and elaborate the Strategy of Innovation of the Training of Medical Staff within the topics of pre-gradual, post-gradual (specialist) and lifelong education. ▪ Infrastructure and its mapping - finish the completion of Action Plan 8a), which is completed in 40% and has a form of the working paper. ▪ Other measures to achieve effectiveness - complete Action Plan 9 Quality and Safety of Healthcare Services, which is finalised in 20% (logical 	31/12/2015	MH

		<p>frameworks containing both the goals and outputs are prepared).</p> <p>All so far uncompleted documents shall be finalised by 15/03/2015 in at least 50%, i.e. the version including indicators will be prepared.</p> <p>By 31/05/2015, they will be finalised in 90%, i.e. they will be approved by the Resort Working Group for Implementation Z2020.</p> <p>More information is described in the Action Plan to meet the ex-ante conditionality for the area of health (9.3).</p>		
	<ul style="list-style-type: none"> system of monitoring and evaluating. 	<p>The method for monitoring the measures, and the indicators as well as their target values will be included in the individual action plans (December 2015). Given the fact that 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 defined indicators. However, the system will be updated and supplemented to include the target values for the individual indicators. The action plans, which will fulfil the "National Strategy", will thus take into account the requirement to set the targets values. The documents of the Strategy of the Psychiatric Care Reform and the Concept of the Follow-up Care are already finalised and contain the description of the system of monitoring and evaluating.</p> <p>To eventually meet the ex-ante conditionality, it is necessary to complete remaining implementation documents (action plans) on individual topics.</p> <p>The proposal of the indicator system will be included in the document version as of 15 March 2015.</p>	31/12/2015	MH
	<p>A Member State or region has adopted a framework outlining available budgetary resources on an indicative basis and a cost-effective concentration of resources on prioritised needs for health care.</p>	<p>The indicative framework of resources designated for healthcare - shown in the "Medium-term Outlook" for the national budget under Section 4 of Act No. 218/2000 Coll. The outlook is prepared for a period of two years following the year for which the national budget is submitted. It contains an indicative proposal of the funds that will be designated for healthcare in the planned future national budgets, down to the level of the individual chapters and the programmes and projects that will be supported.</p> <p>For the same period the "Medium-term Expenditure Framework" is prepared pursuant to Section 8a of Act 218/2000 Coll., for each year of the medium-term outlook. The effectiveness of spending the funds designated (not only) for health is determined by Section 14 of Act No. 219/2000 Coll. In addition, each implementation document for Health 2020 will specify the requirements for financial and material provision for the necessary associated costs. The approval of implementation documents (action plans) is a necessary measure to meet the ex-ante conditionality. The procedure to meet the conditionality is described in detail in the document entitled "Action Plan to Meet the Ex-ante Conditionality for the Area of Health (9.3)".</p>	31/12/2015	MH

11. Existence of a strategic policy framework for reinforcing the Member States' administrative efficiency including public administration reform	<p>A strategic policy framework for reinforcing a Member State's public authorities' administrative efficiency and their skills with the following elements are in place and in the process of being implemented:</p> <p>An analysis and strategic planning of legal, organisational and/or procedural reform actions;</p>	<p>Activities to be fulfilled under the Implementation Plan (ImP) for strategic goal (StG) 1 <i>Modernisation of public administration</i></p> <p><u>specific goal No. 1.2:</u></p> <ul style="list-style-type: none"> - preparation of the analysis of the current state of reducing the regulatory burden of citizens and public administration of the Czech Republic (12/2015) <p><u>specific goal No. 1.3:</u></p> <ul style="list-style-type: none"> - preparation of the analysis of applying the methods of quality at the level of the central public administration (6/2016) - preparation of the analysis of applying the methods of quality at the level of territorial self-governing units (6/2015) <p><u>specific goal No. 1.4:</u></p> <ul style="list-style-type: none"> - preparation of the analysis of the option of measuring and evaluating PA's execution (6/2015) 	30/06/2016	Mol and sponsors of the relevant implementation plans, in cooperation with territorial self-governing units and central bodies of public administration
	<ul style="list-style-type: none"> • development of quality management systems, 	<p>Activities to be fulfilled under the ImP for the StG 1 <i>Modernisation of public administration</i></p> <p><u>specific goal No. 1.3:</u></p> <ul style="list-style-type: none"> - preparation of the methodological recommendation for the implementation/development of the methods of quality management for territorial self-governing units (12/2015) - preparation of the methodological recommendation for the education in the area of quality management of central public administration staff (12/2016) 	31/12/2016	Mol and sponsors of the relevant implementation plans, in cooperation with territorial self-governing units and central bodies of public administration
	<ul style="list-style-type: none"> • integrated actions for simplification and rationalisation of administrative procedures 	<p>Activities to be fulfilled under the ImP for the StG 1 <i>Modernisation of public administration</i></p> <p><u>specific goal No. 1.1:</u></p> <ul style="list-style-type: none"> - preparation of the process models (3 agendas) (1-3/2016) - creation of the standard of 3 pilot agendas (the first in 12/2015, then 6-12/2016) <p><u>specific goal No. 1.2:</u></p> <ul style="list-style-type: none"> - preparation of the Methodology for measuring total costs of meeting duties arising from regulation (6/2016) <p>Activities to be fulfilled under the ImP for the StG 2 <i>Revision and Optimisation of Public Administration Execution on Territory</i></p> <p><u>specific goal No. 2.1:</u></p> <ul style="list-style-type: none"> - preparation of the intention of harmonisation of the administrative division of the country and the most suitable alternatives for the approval by the Government and its submission to the Government (7/2016) <p>Activities to be fulfilled under the ImP for the StG 3 <i>Increase in PA availability and transparency via eGovernment tools</i></p> <p><u>specific goal No. 3.1:</u></p>	31/12/2016	Mol and sponsors of the relevant implementation plans, in cooperation with territorial self-governing units and central bodies of public administration

		<ul style="list-style-type: none">- promoting the Open Data principle – implementation of the National Catalogue of Open Data (6-12/2016)- creation of the conceptually strategic document of investment management in the ICT (12/2016)- implementation of safety measures pursuant to the Act on Cyber Security (6-12/2016)		
<ul style="list-style-type: none">the development and implementation of human resources strategies and policies covering the main gaps identified in this field;	<ul style="list-style-type: none">- Government Regulation on the rules to organise civil authority (3/2015)- Government Regulation on the rules to protect civil servants and appropriate measures to protect such notifiers (6/2015)- Statutory provision on the system of oral evaluation of civil servants and its linkage to the motivation component of the salary (7/2015) <p><u>Activities to be met</u></p> <ul style="list-style-type: none">- preparation of the proposal of the first systematisation of administrative/civil authorities for the approval by the Government of the Czech Republic with effect from 01/07/2015 (6/2015);- preparation of the guidance note on employing new staff and tenders after 01/07/2015 (6/2015)- transfer of the existing employees meeting the conditions for the entry in the public service (12/2015)	01/01/2016	Department of Deputy Minister of Interior for the public service within the Mol, Mol in cooperation with territorial self-governing units and central bodies of public administration	
<ul style="list-style-type: none">development of competences at all the levels of professional hierarchy of public bodies,	<p>Regulation on the contents, scope and other requirements of the white-collar test, including the method of its completion and evaluation (7/2015)</p> <p><u>Activity to be met</u></p> <ul style="list-style-type: none">- preparation for the completion of tests for officials (creation of examination committees - identification of the members, appointment) (6/2015)	31/07/2015	Department of Deputy Minister of Interior for the public service within the Mol, Mol in cooperation with territorial self-governing units and central bodies of public administration	
	<p><u>Activities to be fulfilled under the ImP for the StG 1 Modernisation of public administration</u></p> <p><u>specific goal No. 1.2:</u></p> <ul style="list-style-type: none">- preparation and testing the e-learning course by the RIA methods with 3 levels of advancement (basic, intermediate, advanced) (9/2015) <p><u>specific goal No. 1.3:</u></p> <ul style="list-style-type: none">- preparation of the methodological recommendation for the education in the area of quality management of central public administration staff (12/2016)- preparation of the methodological recommendation for the education of self-governed territorial units staff in the area of quality management (12/2015) <p><u>Activities to be fulfilled under the ImP for the StG 2 Revision and Optimisation of the Public Administration Execution on the Territory</u></p>	31/12/2016	Mol and sponsors of the relevant implementation plans, in cooperation with territorial self-governing units and central bodies of public administration	

		<u>specific goal No. 2.5:</u> - preparation of the educational activities in the area of financial management for the territorial self-governing units staff(12/2015)		
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