

DECADE OF ROMA INCLUSION 2005 - 2015
NATIONAL ACTION PLAN

Czech Republic

1.) PRIORITY 1: EDUCATION

Objective	Measure	Indicator	Monitoring	Data availability and needs	Time limit	Budget
Increase participation of socio-culturally disadvantaged children from 3 to 6 years in pre-school care	Creation of a comprehensive system of early care for socio-culturally disadvantaged; Introduction of enabling mechanisms (free attendance of last year of kindergarten) to be built into the Education Act;	Enrollment of socio-culturally disadvantaged children in mainstream, integrated primary schools (as opposed to schools or classes with different curricula for pupils with special educational needs)	Statistical data of the Ministry of Education	Do not exist at this moment.	2005	Free attendance of last year kindergarten will be financed from the budget of municipalities. Early care system for socioculturally disadvantaged children will be financed from the state budget. “Zero grades” are already financed from the state budget,
in the field of primary	Support of the revision of the system	Number of children who	Statistical date of the Ministry of	Do not exist at this moment.	2005	Revision of the financing system

education: achieve full inclusion of children with socio-cultural disadvantage in the educational mainstream.	of financing of schools (financing normative) ¹ ;	enroll and stay in mainstream primary schools	Education			will be financed from the state budget and budget of regions.
Providing equal access to quality tertiary education for Roma students	To discuss with representation of colleges and universities creation of a stipend program for Roma university students	number of students receiving stipend; annual report of the program; number of students successfully continuing (and, of course, finishing) tertiary education;	Annual report of the program	Do not exist at the moment	2005	It is already planned in the state budget for 2005.
Increase the capacity of teachers to work adequately in a fully multicultural	To discuss with representation of colleges and universities a) possibility of	% of students in pedagogic faculties, active teachers and teachers'	the Ministry of Education statistical information	Some baseline data already exist	2015	Will be financed partially from the state budget and partially from private sources.

¹ For obvious reasons, the proportion of such pupils has to be limited (for instance, up to five per class – that is a subject for discussion). Beyond such a limit the schools would *not* be supported for having more disadvantaged/Roma pupils, because it could actually result in the promotion of ethnically segregated schools, not inclusion.

environment	revision of the curricula of pedagogic faculties with clear consideration of the crosscutting theme of multiculturalism (a task for the Accreditation Commission); b) possibility of adaptation of further education programs for those who teach future teachers in pedagogic faculties c) to define problems with training within further learning for established teachers of pedagogical schools (and based on this definition to create concrete training including multicultural education.	teachers who are exposed to multicultural education; indirect indicator: levels of prejudice among students as ascertained by specialized polls				
significantly enhance local implementation of national	Support of a creation of an educational agency for local authorities and	number of local authorities participating in pilot project,	Annual report of the program Analysis of the Councils decisions	Some data already exists	2007	Will be financed from the private sources

strategies	representatives of schools		and decrees, Analysis of publicly available annual reports of schools and other education institutions			
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2.) PRIORITY 2 HOUSING:

Overall objectives: preventing new residential segregation, improving situation in existing segregated Roma locations (ghettos) and increasing access to housing by socially weak Roma

Objective	Measure	Indicator	Monitoring	Data: Availability and needs	Time limit	Budget
Securing fair access of Roma to all forms of housing	Adoption and implementation of the anti-discrimination law and follow-up activities (e.g. Guide on Good Practice on Housing)	Change of practices following the solution of individual cases (either by settling a dispute by mediation or following a court decision)	Permanent, as a part of the monitoring and research activities of the “to be established” Equality Body. Input by ngos active in anti-discrimination field.	At present, there is just but marginal evidence on discrimination of Roma in the field of housing. Data will be collected in the process of monitoring.	2005 - adoption of law 2010 - first comprehensive report, changes of law or policies proposed, based on evaluation of the law and its implementation, 2015 - final evaluation	Activity will be financed from the budget of the Equality Body. Complementary activities by ngos (awareness raising activities) co-financed by the EU (e.g. Community Action Programme to Combat Discrimination).
Fighting social exclusion - preventing evictions of vulnerable	Intensify social work in excluded Roma communities/municipalities and in other places threatened by social exclusion.	The proportion of municipalities with Roma “ghettos” where street workers are employed.	Monitoring based on reporting by street workers, sociological surveys and studies.	Data already available come from the researches commissioned by central bodies (Office for the	2005 - 2015	Ministry of Labour and Social Affairs, Office of the Council of Roma Community Affairs

Roma households		Proportion of successful intervention as an alternative to eviction.		Roma Community Affairs, Ministry of Interior), from Roma street workers and Roma advisors.		
Fighting social exclusion - re-integration of socially excluded Roma individuals and households.	Implementation the program of Construction of Supported housing (2 elements: “halfway dwellings” and “entry level dwelling”)	Indirect indicators: Number of municipalities involved, where the Roma ghettos/slums are located. Direct indicator: Number of Roma beneficiaries who are re-integrated successfully.	Monitoring by the central government in co-operation with non-profit and research organisations. (Follow-up to monitoring studies commissioned by the Office for the Roma Community Affairs, Ministry of Interior).	Data already available come from the researches commissioned by central bodies (Office for the Roma Community Affairs, Ministry of Interior).	2005 - 2015	Ministry for Regional Development in co-operation with Municipalities, with the involvement of Ministry of Labour and Social Affairs and Non-profit sector.
Improve the access of Roma low income households to rental housing	Implementing the Program of Support for Construction of Rental Housing and Technical Infrastructure	Indirect indicators: number of municipalities with large Roma populations involved, Evaluation of submitted municipal housing plans by the Ministry from the point of view of Roma inclusion. Direct indicator:	By the Ministry for Regional Development, independent surveys.		2005-2015	State Budget – Ministry for Regional Development.

		Number of Roma families among beneficiaries.				
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3.) PRIORITY 3 EMPLOYMENT:

Objective	Measure	Indicator	Monitoring	Data: Availability and needs	Time limit	Budget
To increase employment of Roma	a)increase of effectivity of job searches for Roma applicants through interconnection of already existing measures such as: - requalification and vocational training - use of Individual Action plans - creation of new jobs for Roma (e.g. motivation through tax benefits or creation of protected manufacturers); b)change of the	achieve a 5-10 % annual increase of the proportion of supported employment for Roma applicants in comparison with the rest of applicants and to achieve a 10% annual increase in the number of Roma graduates of further professional and vocational training	monitoring of the number of jobs provided to long-term unemployed registered with labor offices	Do not exist at the moment	2006	State budget

	proportion between social benefits and minimum wage in order to increase motivation for Roma to be employed; and c) development of further professional and vocational training targeting young Roma.					
to increase the employability of unemployed Roma	a) support of NGOs that develop programs and projects on job mediation and training in functional illiteracy and other fields for Roma, and b) support of employers employing the long-term unemployed.	cut the length of the average period that Roma remain unemployed in half	monitoring lists of NGOs clients and statistics of labor offices	Do not exist at the moment	2006	State budget
Capacity-building of small and medium	creation of regional incubation	to increase the number of small and medium	monitoring the number of incubators, the	Do not exist at the moment	2004 (the program has already started)	State budget

enterprises (SMEs)	agencies for small and medium enterprises, or alternatively, the introduction of a system of incubation for small and medium enterprises created by Roma or employing Roma within an already existing regional system of SME support	enterprises created by Roma or employing Roma	number of SMEs created within incubation system, the number of SMEs that survive for a considerable time after their incubation period and monitoring the number of Roma employed by SMEs			
increase the interrelation and interconnection of services provided on the local level	creation of an agency for social inclusion, which will deal with the problems of employment, social services and housing simultaneously, offering to local authorities complex projects for advancement of depressed local neighborhoods	to increase employment of people living in ghettoized communities to 50% by the end of the Decade	annual reports from this agency, long-term sociological surveys financed by state and statistics of labor offices	Data do not exist	2005	State budget, ESF
equal-opportunity policies in	a) finalized anti-discrimination	change the willingness of	public opinion surveys targeting	Do not exist	2006	State budget, ESF

practice	legislation, b)trainings for officers of labor offices on anti-discrimination policies, and c)campaigns targeting SMEs to publicly promote enterprises employing Roma employees in the long term.	entrepreneurs to employ Roma job applicants	SMEs public opinion surveys targeting SMEs monitoring the percentage of Roma employees employed in SMEs			
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PRIORITY 4 HEALTH:

Objective	Measure	Indicator	Monitoring	Data: Availability and needs	Time limit	Budget
To improve health of Roma	To Implement health mediators program in regions and municipalities	Number of clients	Sociological surveys	At the present these data do not exist	2005 – beginning of the pilot project 2007- putting the project into the systematic frame	European Structural Funds