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MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
OF THE CZECH REPUBLIC

# Operational Programme Employment Plus 2021-2027



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*This document is a working translation, without proofreading. In case of differences the Czech language version shall be considered as decisive.*

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## Contents

1	Programme strategy: main development challenges and policy responses.....	5
1.1	The main identified challenges and needs of the Czech Republic in the field of human resources, taking into account economic, social and territorial disparities	5
1.1.1	Employment and the labour market .....	5
1.1.2	Social inclusion and access to services .....	8
1.2	Market failure .....	10
1.3	Investment needs and complementarity with other forms of support .....	10
1.4	Challenges identified in relevant country-specific recommendations and other relevant Union recommendations addressed to the Member State, in relevant national strategies and in relation to the European Pillar of Social Rights .....	10
1.5	Challenges in administrative capacity and governance and simplification measures .....	12
1.6	Integrated approach to address demographic challenges .....	12
1.7	Lessons learnt from past experience .....	13
1.8	Macro-regional strategies and sea-basin strategies .....	13
1.9	Justification for the choice of specific objectives .....	15
	Table 1 .....	15
2	Priorities.....	24
2.1	Priority 1 The future of work .....	24
2.1.1	Specific Objective 1.1: a) improving access to employment and activation measures for all jobseekers, in particular young people, especially through the implementation of the Youth Guarantee, for long-term unemployed and disadvantaged groups on the labour market, and for inactive people, as well as through the promotion of self-employment and the social economy .....	24
2.1.2	Specific Objective 1.2: c) promoting gender-balanced labour market participation, equal working conditions, and a better work-life balance, including through access to affordable childcare, and care for dependent persons.....	30
2.1.3	Specific Objective 1.3: d) promoting the adaptation of workers, enterprises and entrepreneurs to change, active and healthy ageing and a healthy and well-adapted working environment that addresses health risks.....	35
2.1.4	Specific Objective 1.4: b) modernising labour market institutions and services to assess and anticipate skills needs and ensure timely and tailor- made assistance and support for labour market matching, transitions and mobility; .....	41
2.2	Priority 2 Social inclusion .....	46
2.2.1	Specific Objective 2.1: h) fostering active inclusion with a view to promoting equal opportunities, non-discrimination and active participation, and improving employability, in particular for disadvantaged groups .....	46
2.2.2	Specific Objective 2.2: (k): enhancing equal and timely access to quality, sustainable and affordable services, including services that promote the access to housing and person-centred care including healthcare; modernising social protection systems, including promoting access to social protection, with a particular focus on children and disadvantaged groups; improving accessibility including for persons with disabilities, effectiveness and resilience of healthcare systems and long-term care services.....	53
2.2.3	Specific Objective 2.3: j) promoting the socio-economic integration of marginalised communities, such as Roma people. ....	59
2.3	Priority 3 Social innovation.....	63
2.3.1	Specific Objective 3.1: h) fostering active inclusion with a view to promoting equal opportunities, non-discrimination and active participation, and improving employability, in particular for disadvantaged groups .....	63
2.4	Priority 4 Material assistance to the most deprived persons.....	68

	2.4.1 Specific Objective 4.1: (m) addressing material deprivation through food and/or basic material assistance to the most deprived persons, including children, and providing accompanying measures supporting their social inclusion .....	68
	2.5 Priority 5 Technical assistance.....	71
3	Financing plan .....	74
	3.1 Transfers and contributions .....	74
	3.2 Financial appropriations by year .....	74
	3.3 Total financial appropriations by fund and national co-financing .....	75
4	Enabling conditions.....	76
5	Programme authorities.....	95
6	Partnership .....	96
7	Communication and visibility .....	99
8	Use of unit costs, lump sums, flat rates and financing not linked to costs.....	100

# **1 PROGRAMME STRATEGY: MAIN DEVELOPMENT CHALLENGES AND POLICY RESPONSES**

## **1.1 The main identified challenges and needs of the Czech Republic in the field of human resources, taking into account economic, social and territorial disparities**

This chapter summarizes the challenges and needs of the Czech Republic in the area of the labour market, further education, social inclusion and fighting poverty. The data source is Eurostat unless otherwise stated. The identified needs are summarized in Table 1 containing an overview of the justifications for the selection of policy objectives and specific objectives.

### **1.1.1 Employment and the labour market**

#### **Employment**

The employment developments in the Czech Republic (CZ) basically follow the developments in the business cycle. The CZ labour market still reports some of the best results in the EU, but this situation is not sustainable and the effects of the Covid-19 pandemic will show their negative impact on it in the near future.

The total employment rate in the 20-64 age group was 80.3% in 2019, which was 6.4 percentage points higher than the EU average. Between 2010 and 2019, the employment rate in CZ increased by 9.9 pp, from the initial 70.4% to 80.3%. Women contributed the most to the employment growth, as their employment rate grew twice as fast as that of men over the reporting period. Between 2010 and 2019, the employment rate of women increased by 11.8 percentage points, from 60.9% to 72.7%. Nevertheless, the employment rate of women is still significantly lower than the employment rate of men (by 15.0 percentage points in 2019, the EU average is 11.4 percentage points). An important reason for the economic inactivity of women in the age group of 20-64 is caregiving responsibilities (41.0% in 2019, the EU average is 32.7%).

In the 2nd quarter of 2020, the employment rate fell by 1.9% year on year as a result of the Covid-19 pandemic. Thanks to state interventions, especially the Antivirus programme, a more significant drop in employment was prevented. The number of hours worked fell by 10.6% in the same period.

A significant role in increasing the employment of women is played by raising the retirement age, or levelling this age limit between men and women. However, the raising of the retirement age contributes to the growth of employment of persons aged 55-64 in general. Between 2010 and 2019, the employment rate of persons aged 55-64 increased from the initial 46.5% to 66.7%. Nevertheless, the employment rate of older workers lags behind the employment rate of younger workers (87.4% for persons aged 25-54).

The favourable economic situation also improved the labour market position of young people. The unemployment rate of young people aged 15-24 dropped between 2010 and 2019 from the initial 18.3% to 5.6%, which is still almost 3 times higher than the overall unemployment rate. However, it should be taken into account that in times of recession, young people are the first to be threatened with unemployment (the usual reason is that school-leavers cannot find a job after completing their education). This is evident already as the unemployment rate for young people aged 15-24 rose to 8.7% at the end of the 2nd quarter of 2020.

The unemployment rate of people with a low level of education (ISCED level 0-2) decreased from the initial 25% in 2010 to 10.7% in 2019, but these people continue to be one of the most disadvantaged groups in the labour market and their unemployment rate is still 5 times higher than the overall unemployment rate. Also for this reason, low educated persons still make up a significant part of job seekers - 30.3%<sup>1</sup>. The employment rate of people with a low level of education increased

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<sup>1</sup> Analysis of the developments in employment and unemployment in 2019, Ministry of Labour and Social Affairs

to 53.4% in 2019, but remains well below the employment rate of people with secondary education (81.3%) and higher education (84.9%). In addition, low-skilled people are at risk of losing their jobs earlier than other groups at a time of recession.

People with disabilities have long been a group whose access to employment is considerably limited. Differences in the employment rate of persons with and without disabilities are high in CZ (29.7 percentage points compared to 24.2 percentage points in the EU).

The size of the working-age population (15-64 years) is gradually shrinking, decreasing from 7.4 million in 2010 to 6.86 million in 2019. The employment rate is rising due to a falling unemployment rate and an increasing rate of economic activity due to high demand for labour and rising wages. The decline in the working-age population cannot be prevented in the period till 2027, but its impact can be mitigated and the available labour force can be enlarged by harnessing the potential of less active people, including women with young children, low-skilled people, older workers and persons with disabilities, as well as by targeted recruitment of foreign workers. The decrease in the productive component of the population can be further compensated for by supporting an increase in labour productivity - robotization, automation and digitization.

The favourable economic situation before the outbreak of the Covid-19 pandemic helped to lower the unemployment rate in the CZ regions. The proportion of unemployed persons higher than the national average (2.9%) was recorded in 4 regions as of 31.12.2019. The highest was in the Moravian-Silesian Region (4.4%), followed by the Ústí nad Labem Region (3.9%). Higher long-term unemployment (over 12 months) prevails in regions with above-average unemployment, i.e. especially in the Moravian-Silesian and Ústí nad Labem Regions<sup>2</sup>.

### **Employment services**

Employment services are not yet fully effective, which is particularly evident when working with clients who need more help than clients who are able to put more of their own efforts in seeking work. The provision of individualized services tailored to the needs of clients has not yet been introduced as a universal measure. For this, it is advisable to carry out so-called profiling of clients on the basis of clearly defined criteria that assess their qualifications, skills, abilities and obstacles that prevent their access to the labour market. The active employment policy (AEP) tools need to be modernized to suit the level of disadvantage and the needs of target groups, and be tailored to them. This means that they will be applied on a case-by-case basis and modularized (using only a combination of the necessary tools), and the impacts of AEP must be continuously evaluated.

Employment services, i.e. especially the Labour Office of the Czech Republic (LO CR), do not have appropriate conditions for providing quality services, as well as adequate and high-quality personnel capacities. This mainly means sufficient material and technical equipment corresponding to modern trends in technology and communication, as well as adequate and high-quality personnel capacities. The LO CR counsellors are not provided with a comprehensive system of continuous professional training, which sometimes affects the quality of services. An effective career counselling system is missing. The LO CR must make use of technological progress and innovations for communication with clients and administration of agendas, and digitise the maximum number of its operations. Only in this way can the LO CR apply a case-by-case approach and effectively provide accessible and high-quality services.

It is necessary to map and predict changes in the development of the labour market and its requirements, especially with regard to the effects of the 4th industrial revolution and other socio-economic trends, including the transition to a low-carbon economy.

There is also room for streamlining in the area of cooperation between public employment services and other actors in the labour market, especially local authorities, representatives of employers and employees, educational authorities and other organizations dedicated to the integration of people into the labour market. The basic pillar of this cooperation is already set up through the so-called advisory councils of the Labor Office of the Czech Republic, but it is advisable to set up more specific forms of cooperation. In the context of the Covid-19 pandemic, employment services will have to

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<sup>2</sup> Analysis of the developments in employment and unemployment in 2019, Ministry of Labour and Social Affairs

deal with the gradual transfers of their clients between occupations and sectors, and probably with an increase in their numbers.

### **Gender equality**

Women's participation in the labour market declines after giving birth and contributes to gender employment and pay gaps. The difference in employment between women who have a child under the age of six and women without children amounted to 48.3 percentage points in 2017 and was the highest in the EU. Differences in remuneration are high in CZ, the average hourly wage of a man was 18.9% higher than the wage of a woman in 2019. The EU average is 14.1%.

Long parental leave (rarely taken by men) and lack of affordable and locally available childcare services contribute to lower labour market participation of women. The share of children under the age of three enrolled in formal care facilities (6.3% in 2019) is the lowest in the EU (the EU average is 35.5%). Although the number of rejected applications for admission to a kindergarten in the 2019/20 school year fell by roughly half compared to previous years, it still amounted to 36,710 applications. The largest number of rejected applications concerned the youngest age group, i.e. children under the age of 3, who accounted for 36.5% of the total number of rejected applications<sup>3</sup>.

Although the share of part-time workers in total employment has been increasing in recent years, especially among women, the Czech labour market has a long-term shortage of part-time jobs. In the case of women, from 7.8% in 2007 to 10.6% in 2019, in the case of men, from 1.6% to 2.8%, overall from 4.3% to 6.3%. The EU average in 2019 was 19.1% (29.9% women and 8.4% men).

The Covid-19 pandemic and the measures taken to mitigate its spread had a greater impact on women, mainly because of the high proportion of women employed in the most affected fields of the service sector (tourism, hospitality, personal services) and also because of the greater involvement of women in care for children and other dependents.

### **Adaptability of the workforce**

Due to demographic limitations, the automation of production processes is a possible solution to the labour shortage in CZ. Further investment in education and upskilling of the workforce is crucial to prepare the country for future technological changes, population aging and the transition to a low-carbon economy. Studies to date<sup>4</sup> indicate that in the next 10 years there could be a loss of about 10% of jobs in CZ and about 35% of jobs could be strongly affected by automation. In absolute terms, this means the disappearance of approximately 420,000 jobs and a change in approximately 1.4 million jobs by 2029. In the same period, however, there will be a decrease in the workforce, in the predicted scope of 400,000 people. A simple comparison of these trends shows that, rather than the actual number of disappearing jobs, their qualitative transformation will be crucial for the Czech Republic, not only in terms of the professions that will undergo transformation, but also in terms of workers who will have to be employed in other jobs on the labour market as a result of the demise of their original profession. The new jobs will require new competences and major investments, especially in the area of digital skills, the importance of which has been highlighted even more by the Covid-19 pandemic.

The support and development of the further education system is a big and long-term challenge for CZ. In the Czech environment, this area has been underestimated for a long time and participation in further education has also been low in the long term, although it is not significantly below the EU average. In 2019, 8.1% of people aged 25-64 participated in formal or non-formal education in the Czech Republic, the average in the EU was 11.3% in the same year, but in Sweden, for example, the adult population participating in education accounted for 34.3%. However, the most problematic is the very low participation in further education in the case of older people (55-64 years old) - 4.3% in CZ, EU average 6.7%, and people with low qualifications - 3% in CZ, EU average 4.5%.

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<sup>3</sup> Czech School Inspectorate, Annual Report 2019/20

<sup>4</sup> The Labour 4.0 initiative, Ministry of Labour and Social Affairs, 2016, and Impacts of digitization on the labour market in the Czech Republic and the EU, Office of the Government of the Czech Republic, 2015.

## 1.1.2 Social inclusion and access to services

### Social inclusion

The proportion of people at risk of poverty or social exclusion in the Czech Republic is the lowest in the EU. In 2019, the rate of material deprivation in CZ was 2.7%, the share of people living in households with very low work intensity was 4.2%, and the at-risk-of-poverty rate was 10.1%. According to the summary indicator, which was created on the basis of the above three indicators, 12.5% (10.4% of men and 14.6% of women) of the total population (1,306 thousand) were at risk of poverty or social exclusion in the Czech Republic in 2019, which is 2.8 percentage points (260 thousand persons) less than in 2008. Regional differences are high, the highest shares of people at risk of poverty and social exclusion are reported in the regions with the highest unemployment - in the Ústí nad Labem Region (21.5%) and in the Moravian-Silesian Region (14.9%). On the contrary, the share is the lowest in the City of Prague (7.9%).

The most endangered group of the population with a size of approx. 50 thousand is made up of persons who are at risk of income poverty, material deprivation and at the same time live in households with low work intensity. These are mainly long-term unemployed persons, persons living in single-parent families with children and large families with three or more children, and persons belonging to the Roma minority.

The at-risk-of-poverty rate in CZ continues to be significantly influenced by the relatively high effectiveness of social transfers. In 2019, before the provision of pensions and other social transfers, 34.5% of the population was at risk of poverty. After the payment of pensions, the at-risk-of-poverty rate decreased to 17.2% and after the inclusion of other social transfers to the final 10.1%. 12.1% of women and 8.1% of men were at risk of poverty. In terms of the level of education achieved, poverty is a risk for 38.7% of persons with a low level of education, for 9.5% with a medium level and 2.8% with a high level of education. In 2017, the poverty rate for working persons was 3.5% and for non-working pensioners 16.7%. An above-average poverty rate of 29.2% was recorded in single-person households (men 18%, women 37%) and especially in households of single persons aged 65 and over (41.2%). An increased risk of poverty also concerned multi-member families with three children (17.6%) and especially single-parent families with children (30.8%). The share of the Roma at risk of income poverty is roughly six times higher than in the general population.

Poverty and social exclusion are very closely connected with unemployment, especially long-term unemployment. More than half of all unemployed persons (52.7%) are at risk of income poverty. In CZ conditions, long-term and repeated unemployment is mainly associated with low qualifications, health disadvantages and discrimination on the part of employers - especially towards ethnic groups such as the Roma, women with small children and older persons. A significant opportunity for the re-integration of persons at risk of social exclusion or socially excluded into the labour market is the development of social entrepreneurship and social enterprises. The socio-economic integration of socially excluded persons also requires investments in food and basic material aid.

Unemployment, poverty and social exclusion also lead to over-indebtedness. Over-indebted individuals then find themselves in an often unsolvable social situation. Over-indebtedness grows proportionally with decreasing education level and social status. Although the total level of household indebtedness in CZ is one of the lowest in the EU, in 2019 enforcement was conducted against 8.6% of CZ population over the age of 15 (775 thousand people), while 1.29% of the population (116 thousand people) were in personal bankruptcy. 157 thousand people faced more than ten concurrent enforcements. In the Ústí nad Labem and the Karlovy Vary Regions, more than 16% of the population faced forced execution. This can lead to a high incidence of undeclared work.

In the Czech Republic in 2018, according to a qualified estimate<sup>5</sup> a total of 54 thousand households (and 83 thousand people living in them) were at risk of losing their housing (these are people in unsuitable and insecure housing<sup>6</sup>). The highest number of such persons was in the Moravian-

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<sup>5</sup> Housing Exclusion Report 2018, LUMOS Social Housing Platform.

<sup>6</sup> People in unsuitable housing are people living in temporary and unusual buildings, in uninhabitable apartments, in overcrowded apartments, etc. People in unsatisfactory housing are people temporarily living with family or friends, without legal claims, in a squat, people at risk of being evicted from their own apartment, etc.



Silesian Region (approx. 28 thousand) and in the Ústí nad Labem Region (approx. 14 thousand). The total estimate of people without housing was almost 68.5 thousand persons (these are people without a roof and without an apartment). Of the total estimated number of houseless persons, 23.6% were women, 11.9% were people under 18 and 10.3% were people over 65 years of age. The highest number of people without housing was identified in the Moravian-Silesian Region (13.8 thousand) and in the City of Prague (9.5 thousand). The lowest numbers were recorded in the Hradec Králové Region (1.6 thousand), Karlovy Vary and Pardubice Regions (both 2.1 thousand).

Exclusion from access to housing and homelessness, high indebtedness and unemployment affect the most vulnerable groups, including the Roma. The number of socially excluded localities almost doubled in the period 2006–2014 (from 310 localities in 167 municipalities to 606 localities in 297 municipalities)<sup>7</sup>, in the Moravian-Silesian and Karlovy Vary Regions it increased more than three times. The estimated number of people living in socially excluded localities varies between 95,000 and 115,000, with up to 80% estimated to be the Roma. Compared to 2006, there is an increase in excluded localities in which the Roma do not make up the majority of the population, although these localities are still in the minority. In recent years, some residents of socially excluded localities moved to more remote municipalities with less functional infrastructure, which have fewer opportunities to address social exclusion. According to the newly calculated index of social exclusion<sup>8</sup>, 185 municipalities out of a total of 6,258 municipalities in CZ were in 2019 in the worst range of social exclusion (index values of 12-30 points). In 2020, the number of those municipalities increased to 208, mainly due to an increase in long-term unemployment.

It can be assumed that the Covid-19 pandemic, which has reversed positive trends in the labour market, will also have a negative impact on the social inclusion data in the coming years, with a more pronounced impact expected on the most vulnerable groups.

### **Access to services**

According to socio-demographic forecasts, mainly due to the aging of the population in CZ, there will be an increase in the number of people who will require one of the types of intervention provided by social services. Moreover, the system of social services in its current form is not sufficiently prepared for the upcoming challenges. The coherence of employment services and social services, social and health services and other related services is very limited. Despite efforts to improve it in recent years, there remains a low supply of community, in-home and outpatient (or quality residential) services provided in the clients' natural settings and responding to their current needs. There is still a high use of institutional care, which does not contribute to the integration of the supported persons into society, but on the contrary can lead to their isolation and segregation. For this reason, it is necessary to continue to enhance the processes of transformation of the services, in favour of providing community services.

The potential of social work is not sufficiently utilized in CZ, new methods of social work are not being introduced to the needed extent. There is a shortage or unavailability of community services for some groups (e.g. for people with mental illness, the elderly, people without shelter or people with accumulated problems, integration activities for people after serving a sentence, etc.). For people without shelter, a frequent phenomenon is that they end up in a loop of social service facilities, or in medical facilities that have to make up for the absence of the possibility of transitional housing, be it with the support of social work and health care, or independent rental housing, which is almost unattainable for these groups.

In order to ensure the effective functioning of the system of social services, health services, services for families and children and follow-up services supporting social inclusion, it is necessary that the workers in these services have adequate knowledge and skills. The knowledge and skills of social workers need to be further deepened, expanded and supplemented and especially applied comprehensively in the practice of the social protection system.

Relatively low support is still available to so-called informal caregivers – whether family members or other natural persons, even when the care is terminated and the caregiver returns to the labour

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<sup>7</sup> Analysis of socially excluded localities in the Czech Republic, Čada et al., 2015

<sup>8</sup> [https://www.socialni-zaclenovani.cz/index\\_socialniho\\_vyloucení/](https://www.socialni-zaclenovani.cz/index_socialniho_vyloucení/)

market. Providing greater support to informal caregivers has the potential to improve the assistance provided and reduce the transition of people to residential social services.

Overall subjective unmet need for healthcare is among the lowest in the EU, but unmet need due to distance to healthcare is higher than average. The overall health status of the population is still below the EU average and varies significantly among regions (e.g. life expectancy at birth can differ by more than 4 years for both men and women). These differences are largely due to socioeconomic factors and behavioural risk factors such as alcohol consumption. There is a very strong negative correlation between social exclusion (long-term unemployment), poor health/disability and lower life expectancy. In order for the health system to contribute to better health outcomes for vulnerable people, further investments in primary care and integrated care, prevention and increasing the health literacy of the population would be appropriate, especially in lagging regions.

The Covid-19 pandemic has highlighted the need to support the availability and development of social services, health services, services at the social-health borderline, services aimed at preventing housing loss and sustaining housing, and services for families and children.

In order to increase the effectiveness of the provided services, supported instruments and policies, including the verification of the effects of newly developed measures, it is appropriate to support social innovation and social experimentation.

## 1.2 Market failure

The areas proposed for OPE+ support generally do not function on a market basis and therefore require public investment if the planned activities for the target groups are to be implemented. Taking into account the fact that, in the vast majority of cases, OPE+ projects do not generate significant income that the beneficiaries could use to repay the support provided, the dominant form of support will be subsidies (non-repayable aid).

Similarly to the 2014-2020 period, market failure justifying the use of financial instruments can be identified in the area of social entrepreneurship support. The main identified market failures in social entrepreneurship that lead to limited access of social enterprises to external funding include:

- Limited opportunities for a social enterprise to dispose of gains according to the basic principles of social entrepreneurship
- Expected lower productivity per worker
- Complicated predictability of future cash flows of a social enterprise
- Projects focusing on operating/consumption expenditure, the return of which is lower
- Information asymmetry and imperfect information transmission
- High transaction costs relative to the size of the investment
- Regulatory uncertainty in the field of social entrepreneurship

## 1.3 Investment needs and complementarity with other forms of support

The identified needs are summarized in Table 1 containing the justifications for the selection of policy objectives, priorities and specific objectives. Complementarity with other forms of support is indicated in the description of activities under each specific objective.

## 1.4 Challenges identified in relevant country-specific recommendations and other relevant Union recommendations addressed to the Member State, in relevant national strategies and in relation to the European Pillar of Social Rights

The 2019 country-specific recommendations for the Czech Republic ("CSR 2019") contain 2 recommendations that are relevant for the content of OPE+:

*No. 1 Improve long-term fiscal sustainability of the pension and health-care systems. Adopt pending anti-corruption measures.*

*No. 2 Foster the employment of women with young children, including by improving access to affordable childcare, and of disadvantaged groups. Increase the quality and inclusiveness of the education and training systems, including by fostering technical and digital skills and promoting the teaching profession.*

CSR 2020 contains 1 recommendation that is relevant for the content of OPE+:

*No. 2: "promote employment through active labour market policies, skills provision (including digital skills) and access to digital learning"*

The CSR 2019 also refer to Annex D of the Country Report Czech Republic, which contains recommendations for the programming of EU funds in the Czech Republic for the period 2021–2027. Below are passages from the aforementioned annex, relevant to the focus of OPE+.

## **ANNEX D: INVESTMENT GUIDANCE ON COHESION POLICY FUNDING 2021-2027 FOR THE CZECH REPUBLIC**

### **Policy Objective 4: A more social Europe – Implementing the European Pillar of Social Rights**

Some population groups face structural difficulties in the labour market and future industrial and demographic changes will heavily affect the workforce. Therefore, high priority investment needs have been identified to **promote women's labour market participation, provide individualised employment services and strengthen workers' ability to adapt**, and in particular to:

- support flexible working arrangements, increase the number of childcare places for children below 3 years, improve long term care, including through infrastructure development,
- implement a comprehensive skills strategy, promote lifelong learning and skills recognition; support workers' adaptability to future requirements through upskilling/reskilling, including for non-EU nationals,
- modernise labour market institutions and services, including necessary infrastructure,
- promote healthy and elderly–adapted working environment and new work organisation practices,
- support business incubators, infrastructure and equipment for self-employment, micro-enterprises and business/job creation and social innovation, focusing on social enterprises.

Social challenges at regional level are increasing. Priority investment needs have been identified to **promote the socio-economic integration of the most deprived, and to improve access to social, healthcare and long-term care services with a view to reducing health inequalities**, including by developing infrastructure, and in particular to:

- further promote a coordinated approach to the socioeconomic integration of the socially excluded, such as the Roma, including through food and basic material assistance, access to employment, health and social services, financial counselling, targeted education/training, and measures to tackle housing exclusion,
- support de-institutionalisation of care particularly for children under 3, people with disabilities, the elderly and people with mental disabilities; cooperation between health and social services; strengthen and improve access to primary care particularly for vulnerable groups; integration of care and prevention.

### **European Pillar of Social Rights**

OPE+ measures will contribute to the EU's social headline targets by 2030 set out in the Action Plan Implementing the European Pillar of Social Rights in the areas of employment (employment rate of persons aged 20-64), adult training (participation of adults aged 25-64 in training in the previous 12 months) and fighting poverty (reducing the number of people at risk of poverty and social exclusion). The Czech Republic sets national goals in the mentioned areas.

## **The European Green Deal**

OPE+ measures will contribute to the European Green Deal, in particular by supporting adaptation to the transition to a low-carbon economy and adaptation to other impacts related to increased environmental protection. An important aspect in the context of OPE+ interventions is the support of digital transformation, which will enable an increase in economic growth without environmental impacts. The transition to a low-carbon economy must be carried out in a fair way, the OPE+ intervention will support the retraining of workers in industries that will be going through a decline, or the fight against poverty.

**Relevant national strategic documents** including relevant goals, or priorities are clearly presented in Table 1 containing the justification for the selection of policy objectives, priorities and specific objectives. The same table also shows the link of the OPE+ specific objectives to the relevant **principles of the European Pillar of Social Rights** ("EPSR").

## **1.5 Challenges in administrative capacity and governance and simplification measures**

The underlying principles for setting up the management and control system (of rules and procedures) and administrative capacity are continuity and stability. The Managing Authority ("MA") will follow up on good practice from previous periods, any changes will be implemented based on an analysis evaluating the functioning to date. The MA will make every effort to retain existing employees.

Compared to the 2014-2020 period, the legislation on EU funds contains a number of simplifications that have a positive impact on reducing the administrative burden, both for the beneficiaries and for the implementation structure. Specifically, this is, for example, the inclusion of the Youth Employment Initiative ("YEI") and the Fund for European Aid to the Most Deprived ("FEAD") in the ESF+, while maintaining simpler rules for aid to the most deprived.

Another simplification is the abolition of the requirement to carry out the designation process and the possibility of taking over an existing well-functioning management and control system. Programmes with a well-functioning management and control system and a low error rate will be able to use simplifications in the area of audits. Verification by the MA should be based on a risk analysis and proportionate to the identified risks.

Further simplification during implementation will be achieved by using a simple implementation structure entirely without intermediate bodies (similar to the 2014-2020 period) - this will harmonise procedures and interpretation of rules towards applicants and beneficiaries and preserve a clear implementation structure for beneficiaries.

Furthermore, emphasis will be placed on the use of simplified cost options (flat rates, unit costs, lump sums, financing not related to costs) in order to reduce the administrative burden for beneficiaries and for the implementation structure during the preparation and implementation of projects. Moreover, this step will contribute to a greater orientation on results of the supported projects.

Public procurement is governed by Act No 134/2016 Coll., on public procurement and the Methodological Guideline for public procurement in the 2021-2027 programming period. Contracting authorities should be encouraged to make more frequent use of criteria related to quality and life cycle costs. Where relevant, environmental (e.g. Green Public Procurement criteria) and social considerations, as well as innovation incentives, will be incorporated into public procurement procedures.

## **1.6 Integrated approach to address demographic challenges**

The biggest demographic challenge of CZ for the 2021-2027 period is the population aging. Demographic aging will lead not only to a decline in the productive component of the population, but also to the need to strengthen the number of employees in health care, social services and the care sector and in general in the so-called silver economy (i.e. economic opportunities associated with growing expenditure required by the population aging and the needs of people over 50 years of age).

The response to demographic aging is projected into activities under several specific objectives of OPE+, fully in accordance with the Strategic Framework Czech Republic 2030 and the Strategic Framework of Preparation for the Aging of Society 2020-2025. Support under OPE+ will focus, on the one hand, on addressing the decrease in working-age population and, on the other hand, on addressing the effects of demographic aging on social services, other services in the field of social inclusion and health services. The following table provides a detailed overview.

Challenge	Need	Tools	Specific objective
Decline in working-age population	Utilizing the labour force potential of economically less active persons	<ul style="list-style-type: none"> <li>• Orienting the tools and measures of active employment policy to persons whose employment rate is lower (women, low-skilled, elderly, persons with disabilities, caregivers, minorities)</li> <li>• Support for flexible forms of work</li> </ul>	1.1 1.1, 1.2, 1.3
	Promoting women's employment	<ul style="list-style-type: none"> <li>• Supporting the building and operation of high-quality, locally available and affordable child care facilities</li> </ul>	1.2
	Utilizing the potential of older workers and extending their active professional life	<ul style="list-style-type: none"> <li>• Training of older workers</li> <li>• Support of age management and creating an appropriate working environment</li> </ul>	1.3
Population aging	Ensuring sufficient capacity of high-quality, locally available and affordable social services, other services in the field of social inclusion and health services in line with the demographic development of CZ	<ul style="list-style-type: none"> <li>• Development of the quality, capacity, scope and availability of provided social services, other services in the field of social inclusion and health services</li> <li>• Support for the provision of social services, other services in the field of social inclusion and services at the social-health borderline</li> </ul>	2.2 2.1

## 1.7 Lessons learnt from past experience

The experience gained from previous programming periods is or will be projected into OPE+ and its implementation in several main aspects:

- in the structure of the programme – emphasis is placed on setting the lowest possible number of priorities and on the flexibility of interventions, for this reason, not all ESF+ specific objectives in the field of employment and social inclusion were chosen for support, but only the most relevant ones were selected;
- in maintaining the existing simple implementation structure – this step also enables the use of simplification in the field of audits from the beginning of the programming period;
- in the use of good practice from OPE, especially in the area of setting the processes and procedures;
- in the emphasis on the use of simplified cost options;
- in managing the announcement of calls, especially at the beginning of implementation, when the available administrative capacities need to be matched with the need for relatively fast financial spending, in order to avoid decommitment.

## 1.8 Macro-regional strategies and sea-basin strategies

CZ is part of the territory covered by the EU Strategy for the Danube Region. This strategy is defined as an integrated framework for cooperation, relating to EU Member States and third countries from the same geographical area, in order to address common challenges and strengthen cooperation with the aim of achieving economic, social and territorial cohesion. The implementation of macro-

regional strategies is governed by the so-called principle of triple neutrality: budgetary/financial neutrality (no additional expenditure), legislative neutrality (no new legislation) and institutional neutrality (no new institutions).

OPE+ contributes, among other things, to the objectives of this strategy in Priority Area 9 Investing in People and Skills through support in the areas of employment and social inclusion.

## 1.9 Justification for the choice of specific objectives

Table 1

Policy objective	Specific objective	Justification (summary)
PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights	a) improving access to employment and activation measures for all job seekers, in particular young people, especially through the implementation of the Youth Guarantee, for long-term unemployed and disadvantaged groups on the labour market, and for inactive people, as well as through the promotion of self-employment and the social economy;	<p>The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• Lower employment rate of disadvantaged groups in the labour market (women, low-skilled, elderly, disabled, carers, minorities)</li> <li>• High unemployment rate of low-skilled people</li> </ul> <p><b>Strategic Framework Czech Republic 2030</b>, strategic objective 2 Technological and social development expanding the access to decent work.</p> <p><b>National Concept for Cohesion Policy Implementation after 2020</b>, strategic objective Competitive and cohesive society</p> <p><b>Strategic Framework of the Employment Policy until 2030</b>, pillar 2 Individualization (Individual approach to persons, Individual approach to employers, Individual approach to regions) and pillar 3 Adaptation (Adaptation of the workforce, Adaptation of employers, Adaptation of the working environment).</p> <p><b>CSR 2019</b> No. 2 Foster the employment of women with young children, including by improving access to affordable childcare, and of disadvantaged groups. Increase the quality and inclusiveness of the education and training systems, including by fostering technical and digital skills and promoting the teaching profession.</p> <p><b>CSR 2020</b> No. 2: Promote employment through active labour market policies, skills provision (including digital skills) and access to digital learning.</p> <p><b>Country Report Czech Republic 2019, Annex D:</b> High priority investment needs have been identified to promote women's labour market participation, provide individualised employment services and strengthen workers' ability to adapt.</p> <p><b>EPSR</b> In particular, Principle 4. Active support to employment, 5. Secure and adaptable employment, 1. Education, training and life-long learning, 2. Gender equality, and 3. Equal opportunities.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p> <p><b>Form of support:</b> The potential for the use of FI was not identified in the SO. Projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.</p>

Policy objective	Specific objective	Justification (summary)
PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights	b) modernising labour market institutions and services to assess and anticipate skills needs and ensure timely and tailor-made assistance and support for labour market matching, transitions and mobility;	<p>The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• Employment services do not fully meet the needs of clients, especially of persons at risk on the labour market</li> </ul> <p><b>Strategic Framework Czech Republic 2030</b>, strategic objective 2 Technological and social development expanding the access to decent work.</p> <p><b>National Concept for Cohesion Policy Implementation after 2020</b>, strategic objective Competitive and cohesive society</p> <p><b>Strategic Framework of Employment Policy until 2030</b>, pillar 1 Prediction and prevention ( Information systems, statistical monitoring, monitoring, Prediction, Profiling, Prevention) and pillar 4 Streamlining (Effective public employment services, Effective cooperation on the labour market).</p> <p><b>CSR 2019</b> No. 2 Foster the employment of women with young children, including by improving access to affordable childcare, and of disadvantaged groups. Increase the quality and inclusiveness of the education and training systems, including by fostering technical and digital skills and promoting the teaching profession.</p> <p><b>CSR 2020</b> No. 2: Promote employment through active labour market policies, skills provision (including digital skills) and access to digital learning.</p> <p><b>Country Report Czech Republic 2019, Annex D:</b> High priority investment needs have been identified to promote women's labour market participation, provide individualised employment services and strengthen workers' ability to adapt, and in particular to:</p> <ul style="list-style-type: none"> <li>• modernise labour market institutions and services, including necessary infrastructure,</li> </ul> <p><b>EPSR</b> In particular, Principle 4. Active support to employment, 1. Education, training and life-long learning, 2. Gender equality, and 3. Equal opportunities.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p> <p><b>Form of support:</b> The potential for the use of FI was not identified in the SO. Projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.</p>
PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights	c) promoting a gender-balanced labour market participation, equal working conditions, and a better work-life balance including through access to affordable childcare,	<p>The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• Insufficient conditions for reconciling work and private life, including insufficient capacity of available childcare services</li> <li>• Discrimination on the labour market, vertical and horizontal gender segregation, gender stereotypes and the gender pay gap</li> </ul>



Policy objective	Specific objective	Justification (summary)
Pillar of Social Rights	and care for dependent persons,	<p><b>Strategic Framework Czech Republic 2030</b>, strategic objectives 1 and 3.</p> <p><b>National Concept for Cohesion Policy Implementation after 2020</b>, strategic objective Competitive and cohesive society</p> <p><b>Strategic Framework of Employment Policy until 2030</b>, pillar 2 Individualization and pillar 3 Adaptation.</p> <p><b>Gender Equality Strategy for the period 2021-2030</b>  <b>Family Policy Concept 2017-2022</b>  measures aimed at improving the access of parents with children to the labour market by supporting access to childcare services and flexible employment.</p> <p><b>CSR 2019</b>  No. 2 Foster the employment of women with young children, including by improving access to affordable childcare, and of disadvantaged groups. Increase the quality and inclusiveness of the education and training systems, including by fostering technical and digital skills and promoting the teaching profession.</p> <p><b>CSR 2020</b>  No. 2: Promote employment through active labour market policies, skills provision (including digital skills) and access to digital learning.</p> <p><b>Country Report Czech Republic 2019, Annex D:</b>  High priority investment needs have been identified to promote women's labour market participation, provide individualised employment services and strengthen workers' ability to adapt, and in particular to:</p> <ul style="list-style-type: none"> <li>• support flexible working arrangements, increase the number of childcare places for children below 3 years, improve long term care, including through infrastructure development,</li> </ul> <p><b>EPSR</b>  In particular, Principle 2. Gender equality, 3. Equal opportunities, 9. Work-life balance, and 11. Childcare and support to children.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p> <p><b>Form of support:</b> The potential for the use of FI was not identified in the SO. Projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.</p>
PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights	d) promoting the adaptation of workers, enterprises and entrepreneurs to change, active and healthy ageing and a healthy and well-adapted working	<p>The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• Low adaptability of workers to future requirements resulting from technological changes, future mismatch between offered and demanded skills</li> <li>• The declining size of the working-age population and the resulting labour shortage</li> </ul>

Policy objective	Specific objective	Justification (summary)
	environment that addresses health risks.	<p><b>Strategic Framework Czech Republic 2030</b>, strategic objective 4.</p> <p><b>National Concept for Cohesion Policy Implementation after 2020</b>, strategic objective Competitive and cohesive society</p> <p><b>Strategic Framework of Employment Policy until 2030</b>, pillar 3 Adaptation.</p> <p><b>CSR 2019</b> No. 2 Foster the employment of women with young children, including by improving access to affordable childcare, and of disadvantaged groups. Increase the quality and inclusiveness of the education and training systems, including by fostering technical and digital skills and promoting the teaching profession.</p> <p><b>CSR 2020</b> No. 2: Promote employment through active labour market policies, skills provision (including digital skills) and access to digital learning.</p> <p><b>Country Report Czech Republic 2019, Annex D:</b> High priority investment needs have been identified to promote women's labour market participation, provide individualised employment services and strengthen workers' ability to adapt, and in particular to:</p> <ul style="list-style-type: none"> <li>• implement a comprehensive skills strategy, promote lifelong learning and skills recognition; support workers' adaptability to future requirements through upskilling/reskilling, including for non-EU nationals,</li> <li>• promote healthy and elderly-adapted working environment and new work organisation practices,</li> </ul> <p><b>EPSR</b> In particular, Principle 1. Education, training and life-long learning, 5. Secure and adaptable employment, 8. Social dialogue and involvement of workers, and 10. Healthy, safe and well-adapted work environment and data protection.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p> <p><b>Form of support:</b> The potential for the use of FI was not identified in the SO. Projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.</p>
PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights	h) fostering active inclusion with a view to promoting equal opportunities, non-discrimination and active participation, and improving employability, in particular for disadvantaged groups.	<p>The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• Low participation of socially excluded persons or those at risk of social exclusion in the labour market and their limited access to services</li> <li>• Over-indebtedness of socially excluded persons or those at risk of social exclusion</li> <li>• Exclusion from access to housing and homelessness and discrimination in the housing market</li> <li>• The growing number of socially excluded localities and the number of people living in them</li> </ul>

Policy objective	Specific objective	Justification (summary)
		<p><b>Strategic Framework Czech Republic 2030</b>, strategic objective 3 Structural inequalities in society are low, and strategic objective 5 The health of all population groups is improving.</p> <p><b>National Concept for Cohesion Policy Implementation after 2020</b>, strategic objective Competitive and cohesive society</p> <p><b>Social Inclusion Strategy 2021-2030</b></p> <p><b>Country Report Czech Republic 2019, Annex D:</b> High priority investment needs to support the socio-economic integration of the most deprived people and improve access to health and long-term care services with the objective to reduce health inequalities through infrastructure development, in particular with the aim to:</p> <ul style="list-style-type: none"> <li>• further promote a coordinated approach to the socioeconomic integration of the socially excluded, such as the Roma, including through food and basic material assistance, access to employment, health and social services, financial counselling, targeted education/training, and measures to tackle housing exclusion.</li> </ul> <p><b>EPSR</b> In particular Principle 3 Equal opportunities, 11. Childcare and support to children, 17. Inclusion of people with disabilities, 18. Long-term care, 19. Housing and assistance for the homeless, and 20. Access to essential services.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p> <p><b>Form of support:</b> The use of FI is planned in the area of social entrepreneurship. In the other parts of the SO, the potential for the use of FI was not identified. Projects supported in this area do not generate (with the exception of social entrepreneurship) significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.</p>
PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights	j) promoting the socio-economic integration of marginalised communities, such as Roma people.	<p>The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• Low participation of the Roma in addressing public affairs</li> <li>• Discrimination against the Roma and manifestations of anti-Gypsyism</li> <li>• A high proportion of the Roma at risk of income poverty</li> </ul> <p><b>Strategic Framework Czech Republic 2030</b>, strategic objective 3 Structural inequalities in society are low</p> <p><b>National Concept for Cohesion Policy Implementation after 2020</b>, strategic objective Competitive and cohesive society</p> <p><b>Social Inclusion Strategy 2021-2030</b></p> <p><b>Strategy for Equality, Inclusion and Participation of the Roma (Roma Integration Strategy) 2021 - 2030</b></p>

Policy objective	Specific objective	Justification (summary)
		<p><b>Country Report Czech Republic 2019, Annex D:</b> High priority investment needs to support the socio-economic integration of the most deprived people and improve access to health and long-term care services with the objective to reduce health inequalities through infrastructure development, in particular with the aim to:</p> <ul style="list-style-type: none"> <li>• further promote a coordinated approach to the socioeconomic integration of the socially excluded, such as the Roma, including through food and basic material assistance, access to employment, health and social services, financial counselling, targeted education/training, and measures to tackle housing exclusion.</li> </ul> <p><b>EPSR</b> In particular Principle 3 Equal opportunities, 11. Childcare and support to children, 20. Access to essential services.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p> <p><b>Form of support:</b> The potential for the use of FI was not identified in the SO. Projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.</p>
PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights	k) enhancing equal and timely access to quality, sustainable and affordable services, including services that promote the access to housing and person-centred care including healthcare; modernising social protection systems, including promoting access to social protection, with a particular focus on children and disadvantaged groups; improving accessibility including for persons with disabilities, effectiveness and resilience of healthcare systems and long-term care services.	<p>The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• Insufficient quality, effectiveness, capacity, sustainability and availability of social services and other services in the field of social inclusion (including with regard to population aging, reform of psychiatric care)</li> <li>• Insufficient quality, efficiency, sustainability and availability of health services in some regions</li> <li>• Low availability of community services</li> <li>• Inequalities in the health status of the population, especially in some regions</li> <li>• Low interconnection of the health and social service systems</li> </ul> <p><b>Strategic Framework Czech Republic 2030</b>, strategic objectives 3 and 5.</p> <p><b>National Concept for Cohesion Policy Implementation after 2020</b>, strategic objective Competitive and cohesive society</p> <p><b>Social Inclusion Strategy 2021-2030</b></p> <p><b>Strategic framework Development of health care in the Czech Republic until 2030</b>, strategic objectives 1 and 2.</p> <p><b>CSR 2020</b> No. 1 (...) Ensure the resilience of the health system, strengthen the availability of health workers, primary care and the integration of care, and deployment of e-health services.</p> <p><b>Country Report Czech Republic 2019, Annex D:</b> High priority investment needs to support the socio-economic integration of the most deprived people and improve access to</p>

Policy objective	Specific objective	Justification (summary)
		<p>health and long-term care services with the objective to reduce health inequalities through infrastructure development, in particular with the aim to:</p> <ul style="list-style-type: none"> <li>• support de-institutionalisation of care particularly for children under 3, people with disabilities, the elderly and people with mental disabilities; cooperation between health and social services; strengthen and improve access to primary care particularly for vulnerable groups; integration of care and prevention.</li> </ul> <p><b>EPSR</b> In particular Principle 3 Equal opportunities, 11. Childcare and support to children, 16. Health care, 17. Inclusion of people with disabilities, 18. Long-term care, 19. Housing and assistance for the homeless, and 20. Access to essential services.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p> <p><b>Form of support:</b> The potential for the use of FI was not identified in the SO. Projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.</p>
PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights	h) fostering active inclusion with a view to promoting equal opportunities, non-discrimination and active participation, and improving employability, in particular for disadvantaged groups.	<p><b>Social innovation</b> The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• When creating policies and services, an evidence-based approach is not sufficiently used and the specific needs of clients are not sufficiently taken into account</li> <li>• As a result of little use of social innovations, the offered services are often not sufficiently interlinked, individualized, oriented to clients and their needs, and focused on prevention</li> </ul> <p><b>Strategic Framework Czech Republic 2030</b>, strategic objectives 24 and 26.</p> <p><b>Country Report Czech Republic 2019, Annex D:</b> High priority investment needs to support the socio-economic integration of the most deprived people and improve access to health and long-term care services with the objective to reduce health inequalities through infrastructure development, in particular with the aim to:</p> <ul style="list-style-type: none"> <li>• further promote a coordinated approach to the socioeconomic integration of the socially excluded, such as the Roma, including through food and basic material assistance, access to employment, health and social services, financial counselling, targeted education/training, and measures to tackle housing exclusion.</li> <li>• promote the deinstitutionalization of care, especially for children under three years of age, people with disabilities, the elderly and people with intellectual disabilities, promote cooperation between health and social services, strengthen and improve access to primary care, particularly for vulnerable groups, care integration and prevention.</li> </ul> <p>(...) support social innovation, focusing on social enterprises</p>

Policy objective	Specific objective	Justification (summary)
		<p><b>Social Inclusion Strategy 2021-2030:</b> objective Use an evidence-based approach when creating policies and strengthen awareness of the issues of social exclusion</p> <p><b>EPSR</b> In particular Principle 3 Equal opportunities, 4. Active support to employment, and 20. Access to essential services.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p> <p><b>Form of support:</b> The potential for the use of FI was not identified in the SO. Projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.</p>
<p>PO 4 A more social and inclusive Europe implementing the European Pillar of Social Rights</p>	<p>m) addressing material deprivation through food and/or basic material assistance to the most deprived persons, including children, and providing accompanying measures supporting their social inclusion.</p>	<p>The choice of this specific objective is based on the following:</p> <p><b>Main identified challenges:</b></p> <ul style="list-style-type: none"> <li>• Low participation of socially excluded persons or those at risk of social exclusion in the labour market</li> <li>• The growing number of socially excluded localities and the number of people living in them</li> </ul> <p><b>Strategic Framework Czech Republic 2030</b>, strategic objective 3 Structural inequalities in society are low, and strategic objective 5 The health of all population groups is improving.</p> <p><b>National Concept for Cohesion Policy Implementation after 2020</b>, strategic objective Competitive and cohesive society</p> <p><b>Social Inclusion Strategy 2021-2030</b></p> <p><b>Roma Integration Strategy 2021-2030</b></p> <p><b>Country Report Czech Republic 2019, Annex D:</b> High priority investment needs to support the socio-economic integration of the most deprived people and improve access to health and long-term care services with the objective to reduce health inequalities through infrastructure development, in particular with the aim to:</p> <ul style="list-style-type: none"> <li>• further promote a coordinated approach to the socioeconomic integration of the socially excluded, such as the Roma, including through food and basic material assistance, access to employment, health and social services, financial counselling, targeted education/training, and measures to tackle housing exclusion.</li> </ul> <p><b>EPSR</b> In particular Principle 3 Equal opportunities, 11. Childcare and support to children, and 20. Access to essential services.</p> <p><b>Headline targets of the EU until 2030 outlined in the EPSR Action Plan</b></p> <p><b>United Nations Sustainable Development Goals</b></p>

Policy objective	Specific objective	Justification (summary)
		<b>Form of support:</b> The potential for the use of FI was not identified in the SO. Projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.

## 2 PRIORITIES

### 2.1 Priority 1 The future of work

<input type="checkbox"/> This is a priority dedicated to youth employment
<input type="checkbox"/> This is a priority dedicated to innovative actions
<input type="checkbox"/> This is a priority dedicated to support to the most deprived persons under the specific objective set out in point (m) of Article 4(1) of the ESF+ Regulation
<input type="checkbox"/> This is a priority dedicated to support to the most deprived persons under the specific objective set out in point (l) of Article 4(1) of the ESF+ Regulation <sup>9</sup>

#### 2.1.1 Specific Objective 1.1: a) improving access to employment and activation measures for all jobseekers, in particular young people, especially through the implementation of the Youth Guarantee, for long-term unemployed and disadvantaged groups on the labour market, and for inactive people, as well as through the promotion of self-employment and the social economy

##### 2.1.1.1 Interventions of the Funds

##### Priority interventions under this specific objective:

- Support of entering the labour market for all job seekers who have difficulty finding or keeping a job.
- In particular, older persons, persons with disabilities, with no qualifications or low educated, and persons caring for children or their loved ones will receive services tailored to their needs, including support for the creation of suitable job opportunities.

##### The related types of activities

In order to achieve this specific objective, the following activities will be supported in particular:

##### **Promoting education**

- Support of further education strengthening the labour market position of the persons, i.e. in particular increasing, expanding or deepening existing qualifications, both in specific and general skills (including soft);
- Measures supporting the return to education, or leading to the development of basic competences (e.g. financial, numerical, reading and civic literacy and the development of digital competences) and other similar measures aimed at supporting the improvement of skills and raising qualifications.

##### **Counselling and information activities**

- Individual counselling for disadvantaged groups in the labour market – introduction of case management as a service that is tailored to the needs of the client, support in mediated employment adaptation, profiling the employment service clients based on the degree of disadvantage and diagnosing the clients as a precursor to other activities aimed at labour market integration;
- Personalised counselling that meets the needs of people and is aimed at long-term labour market integration, including further education counselling, career counselling or vocational guidance in cooperation with schools (for the last school grades), including with an emphasis

<sup>9</sup> In the event that the resources under the specific objective set out in Article 4(1)(l) ESF+ Regulation are taken into account for the purposes of Article 7(4) ESF+ Regulation.



on non-discrimination and combating stereotypes or on the transition to a low-carbon economy;

- Counselling aimed at preventing over-indebtedness, debt counselling and other supportive social and accompanying activities specialised in the disadvantage of the target group and enabling labour market integration of the supported persons and their independence;
- Information activities to support the involvement of employers in the work integration of the target groups.

### **Motivating activities**

- Activation activities encouraging the participation in further professional education;
- Support of specifically disadvantaged employees in the labour market as a prevention of unemployment of the most vulnerable groups, including support of the employer's motivation to maintain the employment relationship of the at-risk employee and involve such employee in addressing their personal situation affecting their work performance or ability to keep the job.

### **Support for activities leading to sustainable and suitable employment**

- Support of flexible forms of employment as a way of creating conditions especially for the employment of women, young people, older persons and other disadvantaged persons on the labour market, which do not lead to precarisation of work;
- Support for the employment of disadvantaged people, corresponding to the nature of their disadvantage and combining various tools of active employment policy - for example, subsidized jobs, activation and motivation measures, support for further education and retraining, coaching or mentoring, job training, professional traineeships or internships, including foreign internships and related comprehensive support for disadvantaged young people (ALMA), and other forms of support for disadvantaged people, also taking into account the concept of transitional employment, including support for starting self-employment; Support for the creation of new jobs or positions reserved for a certain group of people belonging to vulnerable groups in the labour market, including support for starting self-employed persons from among job seekers or other groups of people disadvantaged in the labour market, which do not lead to precarisation of work, support for placement in vacant jobs (e.g. after retiring employees);
- Employment mediation – activities related to job search for job seekers, including the support of international labour mobility through the EURES network; the search for employees suitable for employers looking for new workers; counselling and information activities in the field of employment opportunities; shared mediation of employment through employment agencies;
- Ensuring the availability of services for foreigners and persons with migration experience looking for work or interested in employment mediation and the AEP tools, including specific services (for example, retraining for this target group, Czech language courses, assistance in verifying qualifications, providing interpretation, etc.);
- Implementation of new or innovative instruments of active employment policy in accordance with the current needs of the labour market (e.g. the emergence and demise of certain occupations and professions in connection with the transition to a low-carbon economy, digitization or society aging), including promotion of social economy principles.

Priority 1 of OPE+ will not support community service according to Section 112 of Act No 435/2004 Coll., on employment.

### **Accompanying measures enabling the integration of supported persons into the labour market**

- with the aim of facilitating the access of target groups to the main form of support in this specific objective - in particular, support for on-the-job training, transport, accommodation and meals for participants, care for dependent persons, support for regional labour mobility

in the form of measures or allowances for commuting (a contribution to support for regional mobility for persons registered at the LO CR, who meet the conditions set by the LO CR) in order to create and maintain jobs in the smallest settlements, especially those from which a high number of people commute to work. These activities are available to the supported persons only for the duration of their participation in the project, or for the duration of the main form of support within the project.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

*Expected contribution of the supported activities to the specific objective:*

Activities within this specific objective will contribute to the implementation of the European Pillar of Social Rights, specifically they are aimed at contributing to the EU headline target in the field of employment (increasing the employment rate of persons aged 20-64) and the EU headline target in the field of education (increasing the participation of adults in training) and will also contribute to the EU target regarding the fight against poverty (reducing the number of people at risk of poverty and social exclusion).

The implementation of the above activities will ensure customised and comprehensive approach to disadvantaged groups in the labour market.

The specific objective will support a lasting employment of target groups in the automated economy through targeted training and retraining according to the needs of employers, professional traineeships or internships, incentives to start one's own business, etc. Professional development (education) implemented through modern teaching methods using advanced technology will also be supported.

The supported activities will contribute to a higher number of disadvantaged people entering the free labour market and jobs included in the system of transitional employment, supported employment, the use of flexible forms of employment, job trials, internships or work experience placements with the employer, in combination with counselling or retraining before starting the work. The activities should also contribute to increasing the employment rate in areas significantly affected by structural changes in the economy, in peripheral areas and in the smallest settlements, especially where there is a high level of commuting to work. The implementation of activities provided within the EURES network will contribute to increasing employment and international labour mobility within the EU/EEA countries and Switzerland.

The activities in the field of education support and job creation under this objective will also be part of the response to the ongoing processes of digitization, population aging and the transition to a low-carbon economy. The implementation of these activities will also contribute to the European Green Deal, the climate contribution from ESF+ is indicatively enumerated at EUR 3.7 million.

The activities will also focus on increasing the level of financial, numerical and reading literacy (as a prevention against debt or enforcement proceedings) as well as ICT literacy.

The activities in this specific objective, aimed at the target group of young people (up to 29 years inclusive), will fulfil the requirement of Article 7(5) of the ESF+ Regulation to set aside an adequate amount to support the employment of young people, especially in connection with the implementation of the Youth Guarantee. The indicative amount set aside for these activities represents approximately 6% of the funds allocated to Priority 1.

**Demarcation between OPE+ and similar interventions in other programmes**

**OP JT**

The activities supported in SO 1.1 of OPE+ are linked to activities implemented under Operational Programme Just Transition (OP JT) - these are activities supporting access to employment in regions affected by restructuring due to the phase-out of the coal industry, i.e. the Moravian-Silesian, Ústí

nad Labem and Karlovy Vary Regions. The demarcation between OPE+ and OP JT is based primarily on the specific needs of the target groups (employees of the affected companies) in the regions supported by OP JT.

### **Main target groups**

The target groups mainly include: persons with cumulated labour market disadvantages; persons aged 55+; persons with disabilities; persons with a low level of qualification; persons caring for children and returning to the market from maternity/parental leave; persons caring for dependents; school-leavers with identified transition-to-work problems, early school-leavers and young people without work experience under the age of 30 (i.e. up to and including 29 years of age), persons neither in education nor employment or training (NEET), students in the last grades of school, unemployed and employed job seekers registered at the Labour Office of the Czech Republic and inactive persons – long-term and repeatedly unemployed persons; minorities (esp. the Roma) and persons with other disadvantages in the labour market (persons in material need, with debts and enforcements, from socially excluded or remote localities, persons with mental illness, with a criminal record, persons leaving prison and institutional facilities, etc.), foreigners and persons with migration experience.

### **Actions safeguarding equality, inclusion and non-discrimination**

Activities under this specific objective will significantly contribute to gender equality, inclusion and non-discrimination. The activities will mainly support the improvement of access to the labour market for disadvantaged people (women, low-skilled people, older people, people with disabilities, carers, minorities). The actions also include, for example, the support of flexible forms of employment as a way of creating conditions especially for the employment of women and older people. The counselling will also place emphasis on non-discrimination and combating stereotypes in the labour market. In order to facilitate the access of target groups to the main form of support in this specific objective, the actions will include so-called accompanying measures (provision of transport, accommodation, meals, care for dependent persons, etc.).

The programming, management, monitoring and evaluations will take into account the contribution of the supported interventions to gender equality, inclusion and non-discrimination, so that all social groups have the same access to the ESF+ funding (e.g. ethnic minorities, persons with disabilities, etc.). It is particularly important to ensure that project implementers, as part of promoting equal treatment and non-discrimination, properly take into account the specific needs of the different target groups and use appropriate measures to remove any barriers to participation in projects for the target groups. The topic of gender equality and non-discrimination will be incorporated into the project selection criteria. Efforts will be made to ensure that supported projects contribute to the principle of gender equality and non-discrimination wherever relevant. Projects in which a negative impact on those topics is identified during the appraisal cannot be supported by OPE+.

### **Indication of the specific territories targeted, including the planned use of territorial tools**

The provided support will be targeted at the entire CZ territory and at all three categories of region so that labour market problems can be addressed across the board in the entire CZ.

Less developed regions (North-West, North-East, Central Moravia, Moravian-Silesia) – activities will be more intensive with respect to the persistent overall higher unemployment rate and insufficient readiness for changes caused by technological progress and the persisting need for increased support of disadvantaged groups.

Transition regions (Central Bohemia, South-West, South-East) – support with respect to the insufficient preparedness for changes caused by technological progress, the persisting need for targeted support of disadvantaged groups and the high number of job seekers in some regions.

More developed regions (Prague) – support with respect to the rapid onset of changes caused by technological progress and the persisting need for targeted support of disadvantaged groups.

Projects generated by the ITI mechanism will also be supported under this specific objective.

### **The interregional, cross-border and transnational actions**

Under this specific objective, no interregional, cross-border and transnational activities are expected to be implemented, in which beneficiaries from other Member States or non-EU states would be involved.

### **Planned use of financial instruments**

Within this specific objective, the use of financial instruments is not expected, because the projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.

#### **2.1.1.2 Indicators**

<b>Table 2: Output indicators</b>								
Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
1	1.1	ESF+	Less developed	EE CO 01 (600 000)	Total number of participants	participants	8 739	43 695
			Transition				9 515	47 575
			More developed				222	1 109

The number of the supported Roma will be monitored through qualified estimates of the beneficiaries.

<b>Table 3: Result indicators</b>											
Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Baseline or reference value	Reference year	Target (2029)	Source of data	Comments
1	1.1	ESF+	Less developed	EEC R03 (626 000)	participants gaining a qualification upon leaving	participants	34 230	2020	9 564	beneficiary	
			Transition				n.r.		10 413		
			More developed				3 070		243		
1	1.1	ESF+	Less developed	EEC R04 (627 000)	Participants in employment, including self-employment, upon leaving	participants	106 193	2020	29 674	MA	
			Transition				n.r.		32 309		
			More developed				9 524		753		
1	1.1	ESF+	Less developed	EEC R05 (629 000)	participants in employment, including self-employment, six months after leaving	participants	83 441	2020	23 314	MA	
			Transition				n.r.		25 384		
			More developed				7 483		591		

**2.1.1.3 Indicative breakdown of the programme resources (EU) by type of intervention**

<b>Table 4: Dimension 1 - intervention field</b>					
<b>Priority</b>	<b>Fund</b>	<b>Category of region</b>	<b>Code</b>	<b>Specific objective</b>	<b>Amount (EUR)</b>
1	ESF+	Less developed	134	1.1	131 197 464
		Transition			117 638 816
		More developed			1 566 342
		Less developed	135	1.1	38 454 429
		Transition			34 480 343
		More developed			459 100
		Less developed	136	1.1	22 620 253
		Transition			20 282 554
		More developed			270 059

<b>Table 5: Dimension 2 - form of support</b>					
<b>Priority</b>	<b>Fund</b>	<b>Category of region</b>	<b>Code</b>	<b>Specific objective</b>	<b>Amount (EUR)</b>
1	ESF+	Less developed	01	1.1	192 272 146
		Transition			172 401 713
		More developed			2 295 501

<b>Table 6: Dimension 3 - territorial delivery mechanism and territorial focus</b>					
<b>Priority</b>	<b>Fund</b>	<b>Category of region</b>	<b>Code</b>	<b>Specific objective</b>	<b>Amount (EUR)</b>
1	ESF+	Less developed	27	1.1	3 845 443
		Transition			3 448 034
		More developed			45 910
1	ESF+	Less developed	33	1.1	188 426 703
		Transition			168 953 679
		More developed			2 249 591

<b>Table 7: Dimension 6 - ESF+ secondary themes</b>					
<b>Priority</b>	<b>Fund</b>	<b>Category of region</b>	<b>Code</b>	<b>Specific objective</b>	<b>Amount (EUR)</b>
1	ESF+	Less developed	01	1.1	1 922 722
		Transition			1 724 017
		More developed			22 955
		Less developed	02	1.1	9 613 607
		Transition			8 620 086
		More developed			114 775
		Less developed	09	1.1	180 735 817
		Transition			162 057 610
		More developed			2 157 771

<b>Table 8: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension</b>					
<b>Priority</b>	<b>Fund</b>	<b>Category of region</b>	<b>Code</b>	<b>Specific objective</b>	<b>Amount (EUR)</b>
1	ESF+	Less developed	02		192 272 146
		Transition			172 401 713
		More developed			2 295 501

## **2.1.2 Specific Objective 1.2: c) promoting gender-balanced labour market participation, equal working conditions, and a better work-life balance, including through access to affordable childcare, and care for dependent persons**

### **2.1.2.1 Interventions of the Funds**

#### **Priority interventions under this specific objective:**

- **Building and operating high-quality, affordable and locally accessible childcare services for preschool children in order to increase the participation of parents with young children in the labour market.**
- **Support of activities leading to equal opportunities for women and men in all areas, especially in the labour market.**

#### **The related types of activities**

In order to achieve this specific objective, the following activities will be supported in particular:

##### **Childcare services area**

- Support for the construction and operation, setting the quality and subsequent development of a network of affordable and locally available childcare services of the children's group type, with an emphasis on covering the existing shortage of services for children up to three years of age, or for older children according to current demographic situation, including public and corporate childcare services (for employees), the training of persons working in the supported childcare facilities and of persons providing or preparing to provide childcare services.

##### **Labour market area**

- Educational, advocacy and other support and advisory programmes mainly for the purpose of reducing horizontal and vertical segregation of the labour market and discrimination, for the purpose of stabilizing and developing women's entrepreneurship and for the purpose of preventing precarisation of work;
- Cooperation with employers and educational institutions in order to reduce the gender segmentation of the labour market;
- Conducting gender-sensitive analyses of the labour market and continuous mapping of needs and trends in the labour market, including taking appropriate measures to reduce horizontal and vertical segregation of the labour market and wage inequality and to eliminate gender stereotypes;
- Support of activities aimed at a higher level of involvement of men in caring for the household, children and other dependents;
- Raising awareness of gender equality issues and promoting an informed societal debate on persistent inequalities.

##### **Employers sphere**

- Support for the deployment of flexible forms of work and their use in practice as a tool for supporting the reconciliation of work and private life;
- Support for the introduction of maternity and parental leave management (e.g. employing caregivers in flexible forms of work, maintaining skills and professional competences of employees who are on parental leave, creating and piloting a system of training for persons on parental leave, etc.);
- Support for the implementation of gender audits, or other analytical tools at employers and follow-up measures in order to strengthen equal opportunities for women and men in a specific company;

- Support for activities strengthening the role of social dialogue in reducing the gender pay gap (e.g. introducing gender equality into collective bargaining, analysing collective agreements from a gender perspective, establishing practical measures to support gender equality in collective agreements, etc.).

#### **Legislative and institutional area**

- Activities strengthening the institutional guarantee of equality between women and men in public administration bodies, improving the design, coordination and implementation of policies, transfer of good practice.
- Support of organizations with relevant professional expertise in gender equality.
- Analyses and monitoring of topics in the field of gender equality.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

#### **Expected contribution of the supported activities to the specific objective:**

Activities within this specific objective will contribute to the implementation of the European Pillar of Social Rights, specifically they are aimed at contributing to the EU headline target in the field of employment (increasing the employment rate of persons aged 20-64) and to the EU target in the field of education (increasing the participation of adults in training).

In the area of childcare services, the activities will lead to an improvement in the offer of affordable and locally accessible childcare services in order to increase the employment of caregivers, especially women, and improve the conditions for reconciling work and private life. The opportunity for a child to spend time among children in a childcare facility is also an important tool for preventing future social exclusion and poverty.

In the area of the labour market, the supported activities will contribute to reducing gender inequality in the labour market and to reducing the negative effects of motherhood and parenthood on the employment of parents, especially women. Activities aimed at individuals should primarily reduce the horizontal and vertical segregation of the labour market by gender and thereby, among other things, reduce the high wage gap between women and men. Other expected results are an increased awareness of issues of gender equality, an increased share of men caring for the household, children and other dependents, and the gradual elimination of gender stereotypes leading to inequalities between women and men in the labour market.

Activities aimed at employers will improve the conditions for a balance between work and private life, expand the offer of flexible forms of work and reduce the negative effects of flexible forms of work on gender equality, i.e. strengthening the principle of flexicurity. Other expected results are an increase in the motivation of employers to put in place the principles of equal opportunities for women and men and conditions for reconciling work and private life, an increase in the number of employers who implement maternity and parental leave management, a reduction in the precariousness of women's working conditions and a strengthening of the role of social dialogue in the field of equal opportunities for women and men in the labour market.

In the legislative and institutional area, the supported activities should contribute to strengthening the institutional guarantee of gender equality in the labour market and to improving the design and coordination of relevant policies, including their implementation.

#### **Demarcation between OPE+ and similar interventions in other programmes**

##### **OP JAC**

For activities in SO 1.2 of OPE+ focused on childcare services directly follow the activities contained in OP JAC, in Priority 2 Education - in particular, it concerns quality assurance at all levels of education (including preschool) and the support of pre-literacy in preschool education, as well as

measures supporting tools leading to an increase in the participation of children from socially disadvantaged backgrounds in preschool education. The demarcation between OPE+ and OP JAC is primarily at the level of supported facilities (children's groups in OPE+ vs kindergartens in OP JAC).

## **IROP**

The activities in SO 1.2 of OPE+ focused on preschool-age child care services are linked with activities ensuring sufficient capacities in kindergartens and increasing the quality of conditions in kindergartens for the provision of education, which will be implemented as part of IROP in Priority 4 Improving the quality and accessibility of social and health services, educational infrastructure and the development of cultural heritage, and in Priority 5 Community-led local development, in which a link is identified with activities focused on upgrading the infrastructure of kindergartens and child care facilities such as children's groups. The demarcation between OPE+ and IROP is primarily in the types of projects and expenditure (non-investment in OPE+ vs investment in IROP).

## **Main target groups**

The main target groups include particularly disadvantaged women, parents with young children, people caring for a dependent family member, employees, people returning to the labour market after maternity/parental leave, people who are neither in education nor employment or training (NEET), inactive persons, self-employed persons, employers, public administration bodies, childcare service providers, educational and counselling institutions, non-governmental non-profit organizations.

## **Actions safeguarding equality, inclusion and non-discrimination**

This entire specific objective is aimed at promoting equal opportunities for women and men. Activities supported under this specific objective will also significantly contribute to inclusion and non-discrimination. Support for the capacities of preschool childcare facilities and support for the introduction of flexible forms of work will contribute to improving women's access to the labour market, especially women with young children. This specific objective will also support a number of specific activities aimed at promoting equality between women and men, non-discrimination based on gender and reducing horizontal and vertical gender-based segregation in the labour market.

The programming, management, monitoring and evaluations will take into account the contribution of the supported interventions to gender equality, inclusion and non-discrimination, so that all social groups have the same access to the ESF+ funding (e.g. ethnic minorities, persons with disabilities, etc.). It is particularly important to ensure that project implementers, as part of promoting equal treatment and non-discrimination, properly take into account the specific needs of the different target groups and use appropriate measures to remove any barriers to participation in projects for the target groups, e.g. through accompanying measures. The topic of gender equality and non-discrimination will be incorporated into the project selection criteria. Efforts will be made to ensure that supported projects contribute to the principle of gender equality and non-discrimination wherever relevant. Projects in which a negative impact on those topics is identified during the appraisal cannot be supported by OPE+.

## **Indication of the specific territories targeted, including the planned use of territorial tools**

The support provided will be targeted at the entire CZ territory and all three categories of region so that the issue of gender equality and the reconciliation of private and working life can be addressed across the whole of the Czech Republic.

## **The interregional, cross-border and transnational actions**



Under this specific objective, no interregional, cross-border and transnational activities are expected to be implemented, in which beneficiaries from other Member States or non-EU states would be involved.

### **Planned use of financial instruments**

Within this specific objective, the use of financial instruments is not expected, because the projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided.

#### **2.1.2.2 Indicators**

<b>Table 9: Output indicators</b>								
Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
1	1.2	ESF+	Less developed	EE CO 01 (600 000)	Total number of participants	participants	989	9 893
			Transition				1 077	10 771
			More developed				25	251
1	1.2	ESF+	Less developed	600 020	Total number of participants - women	participants	623	6 233
			Transition				679	6 786
			More developed				16	158
1	1.2	ESF+	Less developed	805 000	Number of written and published analytical and strategic documents (incl. evaluations)	documents	21	208
			Transition				23	227
			More developed				1	5
1	1.2	ESF+	Less developed	500 010	Capacity of supported childcare or education facilities	persons	1 419	6 261
			Transition				1 545	6 817
			More developed				36	159

The number of the supported Roma will be monitored through qualified estimates of the beneficiaries.

<b>Table 10: Result indicators</b>											
Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Baseline or reference value	Reference year	Target (2029)	Source of data	Comments
1	1.2	ESF+	Less developed	EEC R03 (626 000)	Participants gaining a qualification upon leaving	participants	4 377	2020	862	beneficiary	
			Transition				n.r.		939		
			More developed				392		22		
1	1.2	ESF+	Less developed	EEC R04 (627 000)	Participants in employment, including self-employment, upon leaving	participants	1 975	2020	389	MA	
			Transition				n.r.		423		
			More developed				177		10		
1	1.2	ESF+	Less developed	EEC R05 (629 000)	Participants in employment, including self-employment, six months after leaving	participants	1 236	2020	243	MA	
			Transition				n.r.		265		
			More developed				111		6		
1	1.2	ESF+	Less developed	5011 00	Number of persons using pre-school	persons	26 684	2020	7 513	beneficiary	
			Transition				n.r.		8 180		

			More developed		childcare facilities		2 393		191		
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### 2.1.2.3 Indicative breakdown of the programme resources (EU) by type of intervention

**Table 11: Dimension 1 - intervention field**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed	142	1.2	30 160 336
		Transition			27 043 406
		More developed	143	1.2	360 079
		Less developed			45 240 505
		Transition			40 565 109
		More developed			540 118

**Table 12: Dimension 2 - form of support**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed	01	1.2	75 400 841
		Transition			67 608 515
		More developed			900 197

**Table 13: Dimension 3 - territorial delivery mechanism and territorial focus**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed	33	1.2	75 400 841
		Transition			67 608 515
		More developed			900 197

**Table 14: Dimension 6 - ESF+ secondary themes**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed	09	1.2	75 400 841
		Transition			67 608 515
		More developed			900 197

**Table 15: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed	01	1.2	75 400 841
		Transition			67 608 515
		More developed			900 197

### **2.1.3 Specific Objective 1.3: d) promoting the adaptation of workers, enterprises and entrepreneurs to change, active and healthy ageing and a healthy and well-adapted working environment that addresses health risks.**

#### **2.1.3.1 Interventions of the Funds**

##### **Priority interventions under this specific objective:**

- **Education of workers in companies not only for the current needs of the employer, but also for the workers' future career path in the changing labour market**
- **Preparing employers and employees for changes caused by technological progress, the effects of increased environmental protection and the aging of society (Work 4.0.).**

#### **The related types of activities**

In order to achieve this specific objective, the following activities will be supported in particular:

##### **Education and training**

- Further education focused on the acquisition and deepening of professional, basic and key competences, including the acquisition of new competences in areas associated with socio-economic changes, the transition to a low-carbon economy, the 4th industrial revolution, and in relation to the needs of the labour market;
- Design and implementation of corporate training programmes, including training of corporate lecturers and instructors;
- Design and implementation of training programmes for employees who are at risk of layoffs, including employees of employers threatened by the transformation of the economy or as a result of global influences.

##### **Human resource management**

- Support for the adaptation of employers and the workforce to technological changes (especially in connection with Industry 4.0) and demographic aging, e.g. tools supporting lifelong further education, on-the-job training, transformation, including support for the adaptation of older persons and intergenerational exchange with an emphasis on, among other things, non-discrimination and combating stereotypes;
- Capacity building of the social partners mainly through training, networking measures and strengthening of social dialogue and activities jointly carried out by the social partners;
- Support for the introduction of age management (management with regard to the age, abilities and potential of workers) in enterprises;
- Support for creating an adequate working environment with regard to health risks and healthy aging (including the promotion of health as part of corporate culture with an emphasis on creating suitable working conditions and a quality working environment).

##### **Sharing of good practice and transfer of experience**

- Supporting the formation of associations among small and medium-sized enterprises for the purpose of training and exchange of experience;
- Supporting the cooperation of businesses and educational institutions in order to match the qualification level and qualification structure of the workforce with the requirements of the labour market;

##### **Counselling**

- Consulting and information activities in companies in the field of lifelong career counselling adapted to different life stages, orientation in the labour market, employment service options, etc., training and retraining programmes or the possibility of obtaining a new professional

qualification for employees of companies undergoing restructuring or ending their activity e.g. due to the transition to a low-carbon economy, including for employees being laid off.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

*Expected contribution of the supported activities to the specific objective:*

Activities under this SO will contribute to the implementation of the European Pillar of Social Rights, specifically, they are aimed at pursuing the EU's headline target in the field of education (increasing the participation of adults in training).

The activities under this SO will contribute to the response to the qualitative transformation of jobs, not only in terms of the professions that will undergo a transformation especially in connection with the 4th industrial revolution, other socio-economic trends and the transition to a low-carbon economy, but also in terms of workers who will have to be employed in other jobs on the labour market as a result of the demise of their original profession. Thanks to the activities under this SO, employers will be able to enable their employees to acquire new competences, including in the field of digital skills. Furthermore, the discrepancy between the qualification level of the workforce and the requirements of the labour market will be reduced, while the adaptability of the workforce and employers to changes in the labour market will be increased. Training will enable businesses, their employees and the workforce in general (including self-employed persons) to better cope with the changes related in particular to the 4th industrial revolution, other socio-economic trends and the transition to a low-carbon economy. The implementation of these activities will also contribute to the European Green Deal, the climate contribution from ESF+ is indicatively enumerated at EUR 7.2 million.

The activities will contribute to increasing the participation of adults in further education in CZ, with the emphasis placed on the target groups of people over 55 years of age, people with low qualifications or people who need to improve their basic skills. Increasing the expertise and qualifications of employees and employers will contribute to increasing the productivity of work in enterprises, especially the small and medium-sized, and thus also to increasing the competitiveness of enterprises in CZ.

By supporting the introduction and deployment of alternative (new) forms of work organization, the activities will contribute to a better use of resources, especially the domestic workforce, and will facilitate entry into the labour market for those who are currently outside it or are limited in it. The development of lifelong career guidance will also contribute to this. Also, people who will work in alternative (new) forms of work organization will be encouraged to participate in further education, same as people representing potential new employees.

Activities in the area of social dialogue fulfilling Article 9(2) of the ESF+ Regulation will contribute to addressing problems related to the mismatch between the qualification level of the workforce and the requirements of the labour market, the development of a healthy and adequate working environment with regard to health and other risks, adaptation of the working environment to the population aging and adaptation to changes related in particular to the 4th industrial revolution and the transition to a low-carbon economy. An amount of approximately 1% of the funds allocated to Priority 1 will be set aside for building the capacities of social partners, including in the form of training, measures in the area of networking and strengthening of the social dialogue and activities carried out jointly by social partners. The specific amount of funding will depend on the absorption capacity of social partners and the number of quality projects.

Activities in the field of age management and the creation of adequate working environment will help to respond to population aging and the overall decline in the working-age population by extending active professional life. Older people are one of the potential sources of labour force. The activity aimed at supporting the creation of an adequate working environment with regard to health risks and healthy aging should lead employers and employees to creating suitable working conditions and a high-quality working environment, which will contribute in particular to reducing incapacity for work and increasing labour productivity.

## **Demarcation between OPE+ and similar interventions in other programmes**

### **OP TAC**

The training activities supported in SO 1.3 of OPE+ intended primarily for training the workforce in enterprises are linked to activities in OP TAC, Priority 1 Strengthening the performance of enterprises in the field of research, development and innovation and their digital transformation, which will support the increase of skills and competences in SMEs when introducing advanced technologies, development of digital innovation centres, cooperation in digital transformation, etc. in connection with RIS3; and also training and education of staff, associated with the introduction of new technologies in companies as part of investment activities, the activities are also linked to RIS3 (implementation in combination with investment activities). The demarcation between OPE+ and OP TAC is thus at the level of the entities and project types: OP TAC supports mainly innovation infrastructure or complex investment projects of SMEs, linked to RIS3.

### **OP JAC**

The activities supported in SO 1.3 of OPE+ follow on from the interventions implemented in OP JAC, Priority 2 Education, which supports activities such as the development of digital literacy and computational thinking, the development of career counselling, support of schools and educational establishments increasing their ability to implement lifelong learning and development of key competences, as well as activities such as the development of civic education, the piloting and implementation of courses focused on civic education, as well as the collection and evaluation of information on the needs on the ground and the potential demand for lifelong learning programmes, increasing the number and availability of courses/programmes dedicated to lifelong learning, including increasing the qualification of persons involved in teaching the lifelong learning courses. The demarcation between OPE+ and OP JAC is at the level of target groups (OP JAC mainly supports education workers, pupils and students) and supported activities.

### **OP JT**

The activities supported in SO 1.3 of OPE+ are linked to activities implemented under OP JT - these are selected training activities in regions affected by restructuring due to the phase-out of the coal industry, i.e. the Moravian-Silesian, Ústí nad Labem and Karlovy Vary Regions. The demarcation between OPE+ and OP JT is based primarily on the specific needs of the target groups (employees of the affected companies) in the regions supported by OP JT.

### **CAP SP**

The Strategic Plan of the Common Agricultural Policy envisages support for education aimed at increasing the professional qualifications of employees in forestry and agriculture, which is partly linked to further education implemented under SO 1.3 of OPE+.

## **Main target groups**

The main target groups include employers, employees and self-employed persons (including employees who were laid off during the implementation of the project and potential new employees, e.g. students<sup>10</sup>), but also the working-age population in general.

Emphasis will be placed on supporting employees/employers in small or medium-sized enterprises, mainly because these enterprises play an important role in creating new jobs and are an important factor in social stability and economic development with the potential for innovation.

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<sup>10</sup>These are people who are in full-time education or professional training, who are in the last year of secondary school, the last but one and the last year of post-secondary vocational school and higher education institution (HEI). For these persons, any support provided by the project must be provided exclusively beyond the scope of practical teaching provided by the school, in order to exclude overlap with OP JAC under the responsibility of the Ministry of Education, Youth and Sport (MoEYS).

### **Actions safeguarding equality, inclusion and non-discrimination**

Activities under this specific objective will contribute to gender equality, inclusion and non-discrimination, in particular by increasing the participation of adults in further education, with an emphasis on the target groups of older people and people with low qualifications. Activities in the field of age management and the creation of an adequate working environment will contribute to a better involvement of mainly older workers in the labour market. Supporting the introduction of flexible forms of work will contribute to improving the access of women and older people to the labour market. Social dialogue activities will also contribute to equality, inclusion and non-discrimination.

The programming, management, monitoring and evaluations will take into account the contribution of the supported interventions to gender equality, inclusion and non-discrimination, so that all social groups have the same access to the ESF+ funding (e.g. ethnic minorities, persons with disabilities, etc.). It is particularly important to ensure that project implementers, as part of promoting equal treatment and non-discrimination, properly take into account the specific needs of the different target groups and use appropriate measures to remove any barriers to participation in projects for the target groups. The topic of gender equality and non-discrimination will be incorporated into the project selection criteria. Efforts will be made to ensure that supported projects contribute to the principle of gender equality and non-discrimination wherever relevant. Projects in which a negative impact on those topics is identified during the appraisal cannot be supported by OPE+.

### **Indication of the specific territories targeted, including the planned use of territorial tools**

The support will be targeted at the entire CZ territory and all three categories of region so that the adaptability of the workforce and activities in the area of social dialogue can be supported throughout the CZ territory.

The support will be focused mainly on less developed regions (Northwest, Northeast, Central Moravia, Moravian-Silesia), in accordance with targeted programmes that are implemented according to the Employment Act, and that are prepared with regard to regional specifics and are approved by the Ministry of the Labour and Social Affairs (MoLSA). Transition regions (Central Bohemia, Southwest, Southeast) and the more developed region (Prague) will also be supported, because in these regions businesses will face the challenges of the digital economy and Industry 4.0 earlier and to a greater extent than in less developed regions. The need for a greater response to these challenges can be expected from regions with dominating mechanical engineering industry (especially vehicle engineering).

### **The interregional, cross-border and transnational actions**

Under this specific objective, no interregional, cross-border and transnational activities are expected to be implemented, in which beneficiaries from other Member States or non-EU states would be involved.

### **Planned use of financial instruments**

Within this specific objective, the use of financial instruments is not expected, because the projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.

### 2.1.3.2 Indicators

**Table 16: Output indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
1	1.3	ESF+	Less developed	EEC O01 (600 000)	Total number of participants	participants	2 135	42 708
			Transition				2 325	46 500
			More developed				54	1 083
1	1.3	ESF+	Less developed	EEC O19 (101 060)	Number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	enterprises	29	292
			Transition				32	318
			More developed				1	7
1	1.3	ESF+	Less developed	6820 01	Number of conferences/ seminars/ workshops/ round tables and discussion forums in the field of social dialogue	events	7	71
			Transition				8	77
			More developed				0	2

**Table 17: Result indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Baseline or reference value	Reference year	Target (2029)	Source of data	Comments
1	1.3	ESF+	Less developed	EEC R03 (626 000)	Participants gaining a qualification upon leaving	participants	67 781	2020	34 166	beneficiary	
			Transition				n.r.		37 200		
			More developed				6 079		867		
1	1.3	ESF+	Less developed	620 100	Population impacted by activities promoting social dialogue	persons	859	2020	3 323	beneficiary	
			Transition				n.r.		3 618		
			More developed				77		84		

### 2.1.3.3 Indicative breakdown of the programme resources (EU) by type of intervention

**Table 18: Dimension 1 - intervention field**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed	144	1.3	4 712 553
		Transition			4 225 532
		More developed			56 262
		Less developed	146	1.3	84 825 946
		Transition			76 059 579
		More developed	147	1.3	1 012 722
		Less developed			4 712 553
		Transition			4 225 532
		More developed			56 262

**Table 19: Dimension 2 - form of support**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed	01	1.3	94 251 052
		Transition			84 510 643
		More developed			1 125 246

**Table 20: Dimension 3 - territorial delivery mechanism and territorial focus**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
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1	ESF+	Less developed Transition More developed	33	1.3	94 251 052 84 510 643 1 125 246
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**Table 21: Dimension 6 - ESF+ secondary themes**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed	01	1.3	3 770 042
		Transition			3 380 425
		More developed			45 010
		Less developed	02	1.3	8 482 595
		Transition			7 605 958
		More developed			101 272
		Less developed	04	1.3	23 562 763
		Transition			21 127 661
		More developed			281 311
		Less developed	07	1.3	3 770 042
		Transition			3 380 426
		More developed			45 010
		Less developed	09	1.3	54 665 610
		Transition			49 016 173
		More developed			652 643

**Table 22: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed Transition More developed	02	1.3	94 251 052 84 510 643 1 125 246



## **2.1.4 Specific Objective 1.4: b) modernising labour market institutions and services to assess and anticipate skills needs and ensure timely and tailor- made assistance and support for labour market matching, transitions and mobility;**

### **2.1.4.1 Interventions of the Funds**

#### **Priority interventions under this specific objective:**

- **Development of the Labour Office of the Czech Republic in order to improve the availability and quality of services, including a friendly, client-oriented approach and the involvement of modern information and communication technologies.**

#### **The related types of activities**

In order to achieve this specific objective, the following activities will be supported in particular:

- Modernization, support for development and capacities (analytical, methodological and management) and introduction of client-oriented, customised and conveniently accessible (including the digital environment) public employment services<sup>11</sup> and key institutions for further education with regard to the needs of the labour market;
- Design, development and implementation of training programmes (continuous education system) for employees of labour market institutions and their collaborating organizations focused on increasing the quality of services provided (including an emphasis on non-discrimination and combating stereotypes or the transition to a low-carbon economy) and of the staff;
- Introduction of profiling of persons on the labour market and its use for ensuring personalised employment services and for targeting AEP tools in order to provide comprehensive counselling;
- Support for the introduction of individual comprehensive and accessible services of the public employment services and their interconnection, taking into account the aspects of the transition to a low-carbon economy (mainly support for services introduced under SO 1.1);
- Design and development of new instruments and measures of active employment policy, geographic and professional mobility of unemployed and employed job seekers and persons threatened by unemployment;
- Development of effective methods of targeting and interlinking employment policy tools and measures, especially AEP, including linking with other services/policies in the field of social inclusion (e.g. social housing, non-insurance social benefits, debt issues, health status, family situation, addictions, digital literacy, etc.);
- Development of monitoring and information systems and classifications enabling better matching of supply and demand, evaluation of the effectiveness of the implementation of active labour-market measures and support for analytical activities and support for the development of digitization and the deployment of technological innovations in the activities of public employment services increasing their efficiency and accessibility, including ensuring adequate equipment for employees of labour market institutions;
- Strengthening the ability of labour market institutions to predict and respond to changes in the labour market, including the improvement of systems for standardizing descriptions of professions and the related qualifications;
- Support and development of cooperation and partnership in the implementation of employment policy at the national and regional level with all relevant actors in the labour

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<sup>11</sup> The terms "public employment services" and "labour market institutions" are used synonymously in the text.

market (including, for example, territorial employment pacts) and support of cooperation between LO CR, educational institutions and employers;

- Continued development and support of the EURES network – increasing the efficiency of the services provided and professional development of the EURES implementation team, support for the implementation of the EURES network in public employment services, intensification of cooperation with foreign partners (at the regional, bilateral and multilateral level), digitization of the services provided, including ensuring the accessibility of the services for employers and job seekers or persons interested in employment mediation and foreigners;
- The design, development and implementation of systemic measures in the field of further education, focused mainly on the lack of systemic support for lifelong learning, support for tools enabling up-skilling, design and development of new diagnostic tools that will help with the evaluation of the level of competences already acquired and the identification of areas in which it is necessary to support the development of skills, the linkage of systems for recognizing the results of non-formal education and informal learning, financial support for participation in further professional education, the introduction of quality elements into the educational process;
- Design, development and implementation of measures in the field of occupational health and safety and hygiene, especially with regard to the concept of age management and addressing the effects of the 4th industrial revolution on the labour market.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

*Expected contribution of the supported activities to the specific objective:*

Activities within this specific objective will contribute to the implementation of the European Pillar of Social Rights, specifically they are aimed at contributing to the EU headline target in the field of employment (increasing the employment rate of persons aged 20-64) and to the EU target in the field of education (increasing the participation of adults in training).

Interventions under this specific objective will contribute to the modernisation, streamlining and individualization of employment services (including the development and support of the EURES network) so that they work effectively with unemployed and employed job seekers and the wider public as well as with employers offering jobs. The activities will support professional development and professionalization of employees of public employment services and the creation of adequate material and technical conditions for public employment services, which will enable an increase in the performance of direct work with clients as part of counselling or employment mediation. The development of cooperation and partnership in the implementation of the employment policy with all relevant actors in the labour market will be supported.

The effectiveness of work with clients of public employment services will also be enhanced by so-called profiling of clients on the basis of clearly defined criteria that assess their qualifications, skills, abilities and obstacles that prevent their access to the labour market.

The activities will contribute to the creation of a comprehensive counselling system, leaning on timely diagnosis of the client and personalised work based on the client's needs. An effective system of targeted and individualized counselling can capture the latest changes in the labour market and name them, which is also important in connection with its dynamics (Industry 4.0, etc.).

The activities will also focus on supporting the development of digitization of employment services with the aim of increasing their efficiency and accessibility, and reducing the administrative burden. This will be facilitated, for example, by the development and deployment of effective self-service systems for linking supply and demand on the labour market, connected to the information system of the LO CR. These systems will also use specifically focused subsystems, e.g. for career counselling or the design and development of an effective career counselling system using websites,

online diagnostics, interactive web services and face-to-face counselling, together with the setting of a wider institutional base, know-how and continuous education of advisers.

The ability of employment services to predict and respond to changes in the labour market will be strengthened, especially in connection with the 4th industrial revolution and other socio-economic trends, when certain professions will disappear and entirely new professions will emerge. With respect to the international commitments, laws and strategies of the Czech Republic in the field of environmental protection, the potential of green jobs and jobs in the low-carbon economy will be activated, and the labour market institutions will learn to exploit the potential. The implementation of these activities will also contribute to the European Green Deal, the climate contribution from ESF+ is indicatively enumerated at EUR 0.3 million.

The activities will contribute to the design and implementation of new AEP tools, including the development of methods targeting AEP tools and connecting them with other policies, especially in the area of social inclusion. The activities will also contribute to strengthening the linkage of retraining courses to the labour market and to increasing the flexibility of retraining courses (modularization).

The implementation of the activities will help to improve the systems for standardizing the descriptions of professions and their related qualifications, and to their greater use in practice. As part of the supported activities, measures will be sought to make employers more interested in supporting further professional education and lifelong learning, even beyond the retraining scheme established by the Employment Act.

### **Demarcation between OPE+ and similar interventions in other programmes**

Similar interventions are not supported in any other programmes.

### **Main target groups**

The main target groups primarily include labour market institutions (especially MoLSA and LO CR, as well as the State Labour Inspection Office, RILSA and OSRI) and their employees - due to the need for a systemic approach to addressing the issues of the specific objective, it is necessary to focus primarily on the group of public employment service institutions and their employees, because this group prepares and subsequently also directly implements the employment policy setting in CZ.

The target groups also include relevant actors in the labour market and their employees (especially employers, employment agencies, social partners, education providers, regions, municipalities, territorial employment pacts, non-governmental non-profit organizations, research institutions) and key institutions for further education – the groups mentioned are closely linked to the practical side and the real functioning of the employment policy, and thus their involvement in the supported projects is necessary and desirable.

### **Actions safeguarding equality, inclusion and non-discrimination**

Activities under this specific objective will indirectly contribute to gender equality, inclusion and non-discrimination. The implementation of the activities will lead to greater personalisation of employment services that will then be able to offer services according to the needs of individual clients, which will contribute to the integration mainly of the most disadvantaged people into the labour market. In the educational activities aimed at raising the qualifications of employment service employees, the issue of equal opportunities and non-discrimination and combating stereotypes when working with clients will also be covered.

The programming, management, monitoring and evaluations will take into account the contribution of the supported interventions to gender equality, inclusion and non-discrimination, so that all social groups have the same access to the ESF+ funding (e.g. ethnic minorities, persons with disabilities, etc.). The topic of gender equality and non-discrimination will be incorporated into the project selection criteria. Efforts will be made to ensure that supported projects contribute to the principle of

gender equality and non-discrimination wherever relevant. Projects in which a negative impact on those topics is identified during the appraisal cannot be supported by OPE+.

### **Indication of the specific territories targeted, including the planned use of territorial tools**

The support provided will be targeted at the entire CZ territory and all three categories of region so that the system of employment services and the system of further education can be set across the board in the whole of the Czech Republic. The coordinated approach of labour market institutions plays a key role especially in structurally affected regions, i.e. the Moravian-Silesian, Ústí nad Labem and Karlovy Vary Regions and in economically weak and economically and socially vulnerable territories.

### **The interregional, cross-border and transnational actions**

Under this specific objective, no interregional, cross-border and transnational activities are expected to be implemented, in which beneficiaries from other Member States or non-EU states would be involved.

### **Planned use of financial instruments**

Within this specific objective, the use of financial instruments is not expected, because the projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.

#### **2.1.4.2 Indicators**

Table 23: Output indicators								
Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
1	1.4	ESF+	Less developed	EE CO 01 (600 000)	Total number of participants	participants	42	421
			Transition				46	458
			More developed				1	11
1	1.4	ESF+	Less developed	805 000	Number of written and published analytical and strategic documents (incl. evaluations)	documents	0	7
			Transition				1	7
			More developed				0	0

Table 24: Result indicators											
Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Baseline or reference value	Reference year	Target (2029)	Source of data	Comments
1	1.4	ESF+	Less developed	674 100	Number of newly introduced or innovated services	services	0	2020	1	beneficiary	
			Transition				0		2		
			More developed				0		0		

#### **2.1.4.3 Indicative breakdown of the programme resources (EU) by type of intervention**

Table 25: Dimension 1 - intervention field					
Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)

1	ESF+	Less developed Transition More developed	139	1.4	15 080 168 13 521 703 180 039
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**Table 26: Dimension 2 - form of support**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed Transition More developed	01	1.4	15 080 168 13 521 703 180 039

**Table 27: Dimension 3 - territorial delivery mechanism and territorial focus**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed Transition More developed	33	1.4	15 080 168 13 521 703 180 039

**Table 28: Dimension 6 - ESF+ secondary themes**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed Transition More developed	01	1.4	150 802 135 217 1 800
		Less developed Transition More developed	09	1.4	14 929 366 13 386 486 178 239

**Table 29: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
1	ESF+	Less developed Transition More developed	02	1.4	15 080 168 13 521 703 180 039

## 2.2 Priority 2 Social inclusion

<input type="checkbox"/> This is a priority dedicated to youth employment
<input type="checkbox"/> This is a priority dedicated to innovative actions
<input type="checkbox"/> This is a priority dedicated to support to the most deprived persons under the specific objective set out in point (m) of Article 4(1) of the ESF+ Regulation
<input type="checkbox"/> This is a priority dedicated to support to the most deprived persons under the specific objective set out in point (l) of Article 4(1) of the ESF+ Regulation

### 2.2.1 Specific Objective 2.1: h) fostering active inclusion with a view to promoting equal opportunities, non-discrimination and active participation, and improving employability, in particular for disadvantaged groups

#### 2.2.1.1 Interventions of the Funds

##### Priority interventions under this specific objective:

- Provision of social services and other services and programmes including social entrepreneurship for people in a difficult life situation associated with lost or poor quality housing or other social crisis situation, support of social work.
- Support will primarily focus on families with children in an unfavourable social situation, children at risk, teenagers and young adults, people with disabilities, caregivers, people living in socially excluded localities, people living in insecure or inadequate housing or on the street.
- Prevention and addressing of early school leaving

#### The related types of activities

In order to achieve this specific objective, the following activities will be supported in particular:

- Support for the social inclusion of persons and groups of persons socially excluded or at risk of social exclusion through social services, services for families and children and services on the social-health borderline with a focus on involving these persons in the economic, social and working life of society; support of social work services without accommodation, support of services of a community nature;
- Development of activities, including training and guidance, to support informal care (i.e. care provided within families or communities by close persons or others) and shared care (i.e. a combination of care provided by professional providers and informal carers);
- Supporting the performance and development of social work as an activity aimed at helping individuals, groups of people, families or communities to improve or restore their ability to function socially in their natural settings;
- Support of social work focused on families with children with an emphasis on the needs of the child, other services and activities (counselling, motivational programmes to support parental competences, on pre-school and school education, multidisciplinary cooperation, etc.) in order to prevent and address early school leaving of children;
- Support of specific tools to prevent and address problems in socially excluded localities;
- Support for social housing, support for affordable and sustainable housing, support for social work in the area of housing, support for tools to prevent housing loss and to re-enter housing, support for furnishing, for retaining housing, support for the development of housing led and housing first programmes for disadvantaged groups of people, interconnection of the various tools that prevent housing loss or solve the loss; support for legal, numerical and financial literacy programmes, programmes preventing and solving indebtedness and over-indebtedness of individuals and households (including counselling);
- Training and counselling, activation, assistance and motivational programmes for acquiring basic social and professional skills, digital literacy, etc.;

- Support for the use of assistive technologies in helping persons who find themselves in socially unfavourable situations with the aim of their social inclusion and return to or retention in the labour market;
- Programmes for the prevention of risk social phenomena and crime prevention; programmes for persons leaving prison facilities, for persons serving a sentence, probation and resocialization programmes;
- Activities contributing to the fight against discrimination, for example training activities for workers and other awareness-raising activities destigmatizing the target group, informing about the causes, forms of discrimination and methods of preventing and eliminating discrimination, providing advice to target groups regarding non-discrimination, and developing various forms of services for discrimination victims;
- Programmes in the area of social and legal protection of children, programmes supporting the transformation of the system of care for vulnerable children in the sense of developing tools to help families in time to prevent the removal of a child from the care of its own parents and its placement in substitute care, programmes focused on the development and professionalization of substitute family care, programmes to support the active participation of children and adolescents in decision-making on matters that concern them, support for people leaving institutional care or substitute family care;
- Programmes for persons at risk of addiction or abusing addictive substances and suffering non-substance addictions (including support for addiction services), with the exception of primary prevention programmes;
- Programmes for people with mental illness;
- Programmes to support victims of violence (including victims of domestic and gender-based violence) and assistance to violent persons;
- Programmes to support the integration of foreigners;
- Support in the field of social entrepreneurship: design and development of business activities in the field of social entrepreneurship, support for the start, development and sustainability of social enterprises;
- Supporting the activities of local actors in rural areas in addressing local problems and people's needs, especially in the form of community (social) work and community activities, implementation of innovative ideas and approaches, activation, mutual cooperation, strengthening of participatory work methods based on the active involvement of people (community members) living in the given municipality/locality in the process of planning, implementation and evaluation of smaller interventions.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

*Expected contribution of the supported activities to the specific objective:*

Activities within this specific objective will contribute to the implementation of the European Pillar of Social Rights, specifically they are aimed at contributing to the EU headline target regarding the fight against poverty (reducing the number of people at risk of poverty and social exclusion), and will also contribute to the EU target in the field of employment (increasing the employment rate of persons aged 20-64) and the EU target in the field of education (increasing the participation of adults in training).

The selected activities will contribute to increasing employability of persons at risk of social exclusion or socially excluded in the society and the labour market.

Interventions in this specific objective will be aimed at supporting selected social services, services on the social-health borderline and other services and programmes in the field of social inclusion,

including social entrepreneurship, aimed at the active inclusion of vulnerable groups of people with an emphasis on their provision in the natural settings of those people.

The support of these services and programmes will contribute to social inclusion and at the same time to the reduction of the number of people at risk of poverty, social exclusion and institutionalization in residential facilities. It will enable them to participate in economic, social and cultural life. The activities also aim to contribute to reducing the number of over-indebted people. In order to provide comprehensive support, the performance of social work in the territories will also be strengthened. Models of social services of general interest will be developed, including the system of social housing and the associated preventive, follow-up and accompanying services based on the principle of community services.

In the area of services for families and children, prevention and intervention services will be introduced to help in a timely and comprehensive solution to the unfavourable situation of the child and the family. The support for these services will make the system of care for families and children more efficient in the long term, and the activation of families and children will be supported so that in the future they can handle adverse situations independently using their own natural sources of support. The support of services for families and children will also contribute to preventing and addressing early school leaving. The support for social inclusion will be in line with comprehensive regional and local development.

Increased attention will be paid to the situation in socially excluded localities, the widest possible range of tools will be used there for prevention, timely problem solving and the socio-economic integration of socially excluded persons (especially the Roma), including the so-called Coordinated Approach to Social Exclusion (an approach designed for territorial self-governing units with higher occurrence of social exclusion). Interventions under this specific objective will also contribute to the implementation of relevant measures from the Roma Integration Strategy.

The active approach of local actors to preventing and addressing the issue of social exclusion and the development of community life will be supported by strengthening the bottom-up approach.

The activities in this specific objective, targeted at children and families with children, will fulfil the requirement of Article 7(3) of the ESF+ Regulation to allocate a corresponding amount for the fight against child poverty. The indicative amount set aside for these activities represents (together with activities under SOs 2.2 and 2.3) approximately 10% of the funds allocated to Priority 2.

The implementation of activities under this specific objective will also contribute to the European Green Deal, given the support of people at risk of poverty and social exclusion, the amount of the climate contribution from ESF+ resources is indicatively enumerated at EUR 3.9 million.

### **Demarcation between OPE+ and similar interventions in other programmes**

#### **IROP**

Activities in SO 2.1 of OPE+ follow on from the activities supported in IROP Priority 4 Improving the quality and availability of social and health services, educational infrastructure and the development of cultural heritage. In particular, these are investments in the infrastructure of social services and social housing and the deinstitutionalization of social services for the purpose of social inclusion, as well as activities aimed at socially excluded localities, and in this case the so-called Coordinated Approach to Social Exclusion will be applied - i.e. an instrument of coordinated assistance to territorial self-governing units and their associations, which includes measures set out in OPE+, IROP and OP JAC. The demarcation between OPE+ and IROP is primarily in the types of projects and expenditure (non-investment in OPE+ vs investment in IROP). There will be close cooperation and coordination of ESF+ and ERDF activities in the field of social housing and social services between MoLSA and the Ministry of Regional Development (MoRD), consisting in the coordination of the preparation of relevant calls, the mutual membership of the relevant managing authorities in platforms for the preparation of calls and in monitoring committees, etc.

#### **OP JAC**



Activities focused on enhancing social inclusion in SO 2.1 of OPE+ follow on from activities implemented in OP JAC, Priority 2 Education; the activities are: reducing inequality in the quality of education, eliminating early school leaving, supporting children, pupils and students with special educational needs, including the socio-economically disadvantaged and those from culturally different backgrounds. Implementation of the above-mentioned OP JAC priority will include activities focused on socially excluded localities, and in this case the Coordinated Approach to Social Exclusion will be applied. The demarcation between OPE+ and OP JAC is at the level of target groups and supported activities. A memorandum of cooperation will be concluded between MoLSA and MoEYS, where one of the areas covered will be the issue of early school leavers.

## **OP AMIF**

Selected OPE+ activities implemented in SO 2.1 of OPE+ generally also support further integration of foreigners, focused on their employability, and thus follow on from activities financed under OP Asylum Migration and Integration Fund (AMIF), managed by the Ministry of the Interior. AMIF's activities focus on migration issues (measures for third-country nationals), the implementation of the common asylum and immigration policy, and also on the integration of foreigners into society. The demarcation between OPE+ and OP AMIF is at the level of the supported activities.

## **Main target groups**

These include but are not limited to persons:

- socially excluded or at risk of social exclusion
- with disabilities
- with mental illness
- with autism spectrum disorder
- living in socially excluded localities
- caring for young children, families with children in an unfavourable social situation
- up to 18 years of age with special educational needs, children and young people at risk of placement in institutional care or already placed in it, growing up in substitute family care
- unemployed repeatedly or in the long term
- threatened by over-indebtedness and addictions
- in or after serving a sentence
- living in areas with difficult access to healthcare
- with difficult access to health care due to social exclusion
- living in inadequate or insecure housing

Employers (social enterprises) and their employees;

Elderly people, national minorities (esp. the Roma), foreigners, people with migration experience, roofless people, victims of crime and violence, informal carers, substitute parents, volunteers, the public.

Service providers and contracting entities and their employees. Participants in programmes in rural areas to promote employment and inclusion.

## **Actions safeguarding equality, inclusion and non-discrimination**

This entire specific objective is aimed at promoting inclusion. Activities supported under this specific objective will also significantly contribute to ensuring equality and non-discrimination. This specific objective is aimed at increasing the engagement of persons at risk of social exclusion or socially excluded in society and in the labour market, as it is these persons who often have cumulated disadvantages and, as a result, face direct or indirect discrimination most often. This specific objective will also support prevention and solution of problems in socially excluded localities. Specific activities aimed at combating discrimination will also be supported.

The programming, management, monitoring and evaluations will take into account the contribution of the supported interventions to gender equality, inclusion and non-discrimination, so that all social groups have the same access to the ESF+ funding (e.g. ethnic minorities, persons with disabilities,

etc.). It is particularly important to ensure that project implementers, as part of promoting equal treatment and non-discrimination, properly take into account the specific needs of the different target groups and use appropriate measures to remove any barriers to participation in projects for the target groups, e.g. through accompanying measures. The topic of gender equality and non-discrimination will be incorporated into the project selection criteria. Efforts will be made to ensure that supported projects contribute to the principle of gender equality and non-discrimination wherever relevant. Projects in which a negative impact on those topics is identified during the appraisal cannot be supported by OPE+.

#### **Indication of the specific territories targeted, including the planned use of territorial tools**

The provided support will be targeted at the entire CZ territory and at all three categories of region so that social exclusion issues and fight against poverty can be addressed systemically in the entire CZ.

In justified cases, the interventions will focus specifically on socially excluded localities (especially those with a high proportion of Roma population) and the people living in them. This specific objective will enable support through the so-called Coordinated Approach to Social Exclusion. Activities in this approach will be implemented based on the cooperation of territorial self-governing units with the Agency for Social Inclusion (MoRD).

This specific objective will make it possible to implement activities that inherently belong to Community-Led Local Development (CLLD). The activities will primarily be implemented by local action groups (LAGs), or by other entities in the territory of the LAGs with an approved community-led local development strategy according to Article 32 of the Common Provisions Regulation. It will, therefore, be a support of local actors, based on the main principles and attributes of CLLD, however, not all provisions listed in Article 33 of the Common Provisions Regulation will be fully utilized in the implementation.

Projects generated by the ITI mechanism will also be supported under this specific objective.

#### **The interregional, cross-border and transnational actions**

Under this specific objective, no interregional, cross-border and transnational activities are expected to be implemented, in which beneficiaries from other Member States or non-EU states would be involved.

#### **Planned use of financial instruments**

The use of financial instruments is planned in the area of social entrepreneurship.

In the other parts of this specific objective, the use of financial instruments is not expected, because the projects supported in this specific objective, with the exception of social entrepreneurship, do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support in those areas therefore appears to be the most appropriate.

### 2.2.1.2 Indicators

**Table 30: Output indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
2	2.1	ESF+	Less developed	EE CO 01 (600 000)	Total number of participants	participants	7 967	39 833
			Transition				8 674	43 370
			More developed				202	1 011
2	2.1	ESF+	Less developed	670 012	Capacity of supported services	places	3 089	16 388
			Transition				3 363	17 843
			More developed				78	416

The number of the supported Roma will be monitored through qualified estimates of the beneficiaries.

**Table 31: Result indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Baseline or reference value	Reference year	Target (2029)	Source of data	Comments
2	2.1	ESF+	Less developed	670102	Use of supported services	persons	109 104	2020	75 427	beneficiary	
			Transition				n.r.		82 125		
			More developed				9 784		1 914		

### 2.2.1.3 Indicative breakdown of the programme resources (EU) by type of intervention

**Table 32: Dimension 1 - intervention field**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	138	2.1	6 141 845
		Transition			5 507 114
		More developed			73 326
		Less developed	152	2.1	40 945 634
		Transition			36 714 092
		More developed			488 842
		Less developed	153	2.1	157 640 689
		Transition			141 349 256
		More developed			1 882 043

**Table 33: Dimension 2 - form of support**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	01	2.1	198 586 323
		Transition			178 063 348
		More developed			2 370 885
		Less developed	03	2.1	6 141 845
		Transition			5 507 114
		More developed			73 326

**Table 34: Dimension 3 - territorial delivery mechanism and territorial focus**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	27	2.1	4 094 563
		Transition			3 671 409
		More developed			48 884
		Less developed	28	2.1	22 921 810
		Transition			20 562 527
		More developed			271 906
		Less developed	33	2.1	177 711 795
		Transition			159 336 526
		More developed			2 123 421

**Table 35: Dimension 6 - ESF+ secondary themes**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	01	2.1	2 047 282
		Transition			1 835 705
		More developed			24 442
		Less developed	05	2.1	182 208 070
		Transition			163 377 711
		More developed			2 175 348
		Less developed	06	2.1	20 472 816
		Transition			18 357 046
		More developed			244 421

**Table 36: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	02	2.1	204 728 168
		Transition			183 570 462
		More developed			2 444 211

**2.2.2 Specific Objective 2.2: (k): enhancing equal and timely access to quality, sustainable and affordable services, including services that promote the access to housing and person-centred care including healthcare; modernising social protection systems, including promoting access to social protection, with a particular focus on children and disadvantaged groups; improving accessibility including for persons with disabilities, effectiveness and resilience of healthcare systems and long-term care services**

**2.2.2.1 Interventions of the Funds**

**Priority interventions under this specific objective:**

- **Increasing the quality and accessibility of social and health services.**
- **Development of services at the health-social borderline, services for children at risk, services for families with children and caregivers, and services aimed at preventing the loss of and retaining housing.**
- **An essential part will be the transformation of institutional facilities (for persons with disabilities, the elderly, children, persons with mental disabilities) into services provided as social work services without accommodation and services of a community nature with the aim of integrating the clients into the normal environment.**

**The related types of activities**

In order to achieve this specific objective, the following activities will be supported in particular:

- Support for the transformation of the system of care for vulnerable children and the deinstitutionalization of residential services for children (especially care facilities for children under the age of three), the development of new community-type services, social work services without accommodation, including destigmatization activities;
- Support for the transformation of the social service system and the deinstitutionalization of facilities providing social services for persons with disabilities, the elderly and persons with mental disabilities, the development of new community-type services, social work services without accommodation, informal and shared care and new types of care, the development and expansion of tools for identification and elimination of the effects of deinstitutionalization on residential service users and the development of individual support planning aimed at the integration of the residential service user into the normal environment, destigmatization activities, addressing the effects of the psychiatric care reform on the social service system and linkage with follow-up publicly available services;
- Support for the transformation of psychiatric care and deinstitutionalization of facilities providing services for people with mental illness, the development and expansion of tools for identifying and removing the effects of deinstitutionalization on residential service users, the development of individual support planning aimed at integrating residential service users into the normal environment, development of community care services, destigmatization activities;
- Support for the accessibility and development of social services, services aimed at preventing housing loss and sustaining housing, services for families and children, services at the social-health borderline and health services with regard to their uneven territorial coverage;
- Conceptual, strategic and methodological measures in the field of social services, health services (especially with the aim of reducing disparities in the availability of health care in individual regions and medical fields, including, for example, in the area of optimization of payment mechanisms and computerisation of health care), services at the social-health borderline, services for families and children, services for the protection of children's rights, services supporting the development of parental competences, care services for children at

risk, substitute family care, social work, community care, social housing and social entrepreneurship;

- Introducing comprehensive programmes and creating conditions that go beyond the individual areas of support for social inclusion, introducing tools for inter-disciplinary and inter-ministerial cooperation, linking support in the areas of housing, employment, social work, education and health care;
- Development of new models of services supporting social inclusion (including new models of socio-legal protection of children), transfer of good practice and support of pilot projects to enhance the sustainability and efficiency of the individual systems;
- Development and expansion of quality systems, standardization of activities and support of the medium-term planning process in social services, services for families and children, social and legal protection of children and in other downstream services (including services for informal caregivers);
- Professional, conceptual, strategic and managerial training for social workers, public administration workers, workers providing social services, workers providing services connected with social housing, workers working with children, workers in services for families and children, health workers (including prevention of the negative effects of mental and physical stress) and workers of other organizations in the field of social inclusion;
- Improving the quality and organization of postgraduate education of healthcare workers in fields showing regional differences in availability, in fields where the unfavourable average age of the workers causes the unavailability of care, and in fields with insufficient coverage of care;
- Capacity building of non-governmental non-profit organizations, especially through training of NGO staff and measures to increase the professionalism, organizational management, planning, transparency, effective functioning, sustainability and multi-source financing of NGOs;
- Support for the creation and development of services on the social-health borderline, especially in the field of palliative care, addictology, care for the mentally ill, long-term care, care for patients with dementia and gerontological patients, etc.;
- Support of activities aimed at reforming primary health care and adapting medical fields to current needs and trends (for example, creating education models, recommended clinical procedures, competences and educational plans, programmes to increase the availability of primary care in areas with insufficient coverage);
- In the area of health promotion: support for setting and improving the quality of preventive programmes and the actual implementation of programmes aimed at early detection of diseases and increasing health literacy and motivation of citizens to care for their own health, aimed at disadvantaged population groups, and prevention in the field of mental health.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

*Expected contribution of the supported activities to the specific objective:*

Activities under this SO will contribute to the implementation of the European Pillar of Social Rights, specifically they are aimed at contributing to the EU headline target regarding the fight against poverty (reducing the number of people at risk of poverty and social exclusion), and will also contribute to the EU target in the field of employment (increasing the employment rate of persons aged 20-64) and the EU target in the field of education (increasing the participation of adults in training).

Interventions in this SO will contribute to an increased availability and development of the network of social services, health services, services on the social-health borderline, services aimed at

preventing the loss of housing and retaining housing and services for families and children. In order to coordinate the approach to the various aspects of social exclusion (housing, health status, indebtedness, etc.), the intervention in this specific objective will also be aimed at the development of strategic management and conceptual setting of the system at the national and regional level. Moreover, multidisciplinary cooperation in the territory will be strengthened. The coordinated action of actors within the network of services, especially in the services for families and children, will contribute to the prevention of early school leaving of young people and thus enable the full use of their potential. The necessary preconditions for improving the quality of the system of social and healthcare and other services include improving the quality of education systems and the training of workers in the state sector and outside it (especially workers in direct care, professional workers, etc.) so that their knowledge is at an appropriate level and corresponds to the current trends and to the needs of both systems and the workers' specialisations complement each other.

Support will be provided to the process of transformation and deinstitutionalization of facilities providing services for vulnerable groups (including care for children under 3 years of age, people with disabilities, mental illness, etc.), and the offer will be expanded of community-type services and social work services without accommodation.

In the area of health, the SO will support the shift of the care focus from the institutional environment towards primary care, community care and prevention, taking into account territorial differences in the availability of services. Interventions, including activities optimising the reimbursement mechanisms, will contribute to the availability of health care and increase the health literacy of the population, thereby improving the health status of the population. Interventions will also target access to health care for vulnerable groups of people. The implemented activities will contribute to the development of integrated health and social services with an emphasis on their transfer to community care and to the development of digital healthcare with a view to ensuring the accessibility of care. The development of health services will follow on from the mapping of needs.

The activities in this SO, targeted at children and families with children, will fulfil the requirement of Article 7(3) of the ESF+ Regulation to allocate a corresponding amount for the fight against child poverty. The indicative amount set aside for these activities represents (together with activities under SOs 2.1 and 2.3) approximately 10% of the funds allocated to Priority 2.

Activities in the field of capacity building of non-governmental non-profit organizations fulfilling Article 9(2) of the ESF+ Regulation will contribute to strengthening the sustainability and improving the quality of services provided by NGOs, especially to socially excluded persons or those at risk of social exclusion, or to persons with health disadvantages, for example patients with rare diseases. An amount of approx. 1% of the funds allocated to Priority 2 will be set aside for specific calls aimed at building the capacities of NGOs. The specific amount of funding will depend on the absorption capacity of NGOs and the number of quality projects.

## **Demarcation between OPE+ and similar interventions in other programmes**

### **IROP**

Activities in SO 2.2 of OPE+ follow on from activities supported under IROP in Priority 4 Improving the quality and accessibility of social and health services, educational infrastructure and the development of cultural heritage - this includes support for the infrastructure of social services and social housing and the deinstitutionalization of social services, as well as activities focused mainly on investment in primary care, integrated care and integration of health and social services, as well as in public health. The demarcation between OPE+ and IROP is primarily in the types of projects and expenditure (non-investment in OPE+ vs investment in IROP).

### **Main target groups**

These are mainly providers and contractors of social and health services, services for families and children and other services to support social inclusion, social workers, workers in social and health services, public administration employees who deal with social, family or health issues, workers in the field of public health protection and promotion and health promotion and disease prevention,

schools and educational establishments, informal caregivers, families in an adverse social situation, children at risk, applicants for substitute family care, substitute parents, volunteers.

Operators of social (affordable) housing and other services of general interest; judges and senior court officials, the police; the public.

#### Persons

- socially excluded or at risk of social exclusion
- with difficult access to health care due to social exclusion (preventive/ health promotion programmes)
- with a disability or at risk of discrimination due to a health impairment
- living in excluded localities (especially the Roma) or with insufficient competences in their approach to health

### **Actions safeguarding equality, inclusion and non-discrimination**

This entire specific objective is aimed at promoting inclusion. Activities supported under this specific objective will also significantly contribute to ensuring equality and non-discrimination. Interventions in this specific objective will contribute to an increased availability and development of the network of social services, health services, services on the social-health borderline, services aimed at preventing the loss of housing and retaining housing and services for families and children. Support will be provided to the process of transformation and deinstitutionalization of facilities providing services for vulnerable groups, and the offer will be expanded of community-type services and social work services without accommodation. This specific objective will also support capacity building of NGOs providing services to socially excluded or health-disadvantaged persons, thereby it will contribute to inclusion and non-discrimination.

The programming, management, monitoring and evaluations will take into account the contribution of the supported interventions to gender equality, inclusion and non-discrimination, so that all social groups have the same access to the ESF+ funding (e.g. ethnic minorities, persons with disabilities, etc.). It is particularly important to ensure that project implementers, as part of promoting equal treatment and non-discrimination, properly take into account the specific needs of the different target groups and use appropriate measures to remove any barriers to participation in projects for the target groups. The topic of gender equality and non-discrimination will be incorporated into the project selection criteria. Efforts will be made to ensure that supported projects contribute to the principle of gender equality and non-discrimination wherever relevant. Projects in which a negative impact on those topics is identified during the appraisal cannot be supported by OPE+.

### **Indication of the specific territories targeted, including the planned use of territorial tools**

The provided support will be targeted at the entire CZ territory and at all three categories of region so that social exclusion issues and fight against poverty can be addressed systemically in the entire CZ.

In justified cases, the interventions will focus specifically on socially excluded localities (especially those with a high proportion of Roma population) and the people living in them. Moreover, the interventions will be focused mainly on territories with insufficient coverage by quality social and health services and social work, including community-type services.

### **The interregional, cross-border and transnational actions**

Under this specific objective, no interregional, cross-border and transnational activities are expected to be implemented, in which beneficiaries from other Member States or non-EU states would be involved.

### **Planned use of financial instruments**

Within this specific objective, the use of financial instruments is not expected, because the projects supported in this area do not generate significant income that the beneficiaries could use to repay



the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.

### 2.2.2.2 Indicators

**Table 37: Output indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
2	2.2	ESF+	Less developed	EE CO 01 (600 000)	Total number of participants	participants	1 206	12 055
			Transition				1 313	13 126
			More developed				31	306
2	2.2	ESF+	Less developed	670 012	Capacity of supported services	places	79	791
			Transition				86	861
			More developed				2	20

The number of the supported Roma will be monitored through qualified estimates of the beneficiaries.

**Table 38: Result indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Baseline or reference value	Reference year	Target (2029)	Source of data	Comments
2	2.2	ESF+	Less developed	EE CR 03 626 000	Participants gaining a qualification upon leaving	participants	667	2020	3 139	beneficiaries	
			Transition				n.r.		3 418		
			More developed				60		80		
2	2.2	ESF+	Less developed	670 102	Use of supported services	persons	42 682	2020	54 864	beneficiaries	
			Transition				n.r.		59 736		
			More developed				3 828		1 392		

### 2.2.2.3 Indicative breakdown of the programme resources (EU) by type of intervention

**Table 39: Dimension 1 - intervention field**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	158	2.2	43 399 977
		Transition			38 914 792
		More developed			518 144
		Less developed	159	2.2	8 679 996
		Transition			7 782 958
		More developed			103 629
		Less developed	160	2.2	17 359 991
		Transition			15 565 916
		More developed			207 258
		Less developed	161	2.2	8 679 995
		Transition			7 782 958
		More developed			103 629
		Less developed	162	2.2	8 679 995
		Transition			7 782 958
		More developed			103 629

**Table 40: Dimension 2 - form of support**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	01	2.2	86 799 954

		Transition			77 829 582
		More developed			1 036 289

Table 41: Dimension 3 - territorial delivery mechanism and territorial focus					
Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	33	2.2	86 799 954
		Transition			77 829 582
		More developed			1 036 289

Table 42: Dimension 6 - ESF+ secondary themes					
Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	05	2.2	75 126 857
		Transition			67 362 845
		More developed			896 926
		Less developed	06	2.2	8 679 995
		Transition			7 782 958
		More developed			103 629
		Less developed	08	2.2	2 993 102
		Transition			2 683 779
		More developed			35 734

Table 43: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension					
Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	02	2.2	86 799 954
		Transition			77 829 582
		More developed			1 036 289

## **2.2.3 Specific Objective 2.3: j) promoting the socio-economic integration of marginalised communities, such as Roma people.**

### **2.2.3.1 Interventions of the Funds**

#### **Priority interventions under this specific objective:**

- **Support of community work with the aim of increasing the civic competences of the Roma or parental competences in Roma families.**
- **Support of activities to strengthen the participation of the Roma in elections.**
- **Strengthening the role of non-governmental non-profit organizations in monitoring hate speech against Roma, domestic or gender-based violence.**
- **Support will also be provided for capacity building of Roma and pro-Roma non-governmental organizations, and design and implementation of measures to support the integration of marginalized communities.**

#### **The related types of activities**

In order to achieve this specific objective, the following activities will be supported in particular:

- support of community work and community organizing in order to increase the civic competences of Roma; support of community work and services for families with children of preschool age, strengthening of their parental competences;
- supporting the activities of non-governmental non-profit organizations in the field of strengthening the participation of Roma in elections through information and awareness-raising activities (including strengthening the capacities of those organizations); supporting the activities of non-governmental non-profit organizations in monitoring hate speech against the Roma (including strengthening the capacities of those organizations);
- support of non-governmental non-profit organizations in monitoring, prevention and punishment of hate speech against the Roma (including capacity building of those organizations);
- supporting the activities of non-governmental non-profit organizations in the field of domestic and gender-based violence against persons from the Roma minority (including strengthening the capacities of organizations and work with victims of domestic and gender-based violence);
- support for capacity building of Roma and pro-Roma non-governmental non-profit organizations - especially through training of the NGO staff and measures to increase the professional level, organizational management, planning, transparency, effective functioning, sustainability and multi-source financing of the NGOs, measures aimed at networking, strengthening partnerships and cooperation with public administration and with cooperating organizations, support for participation and involvement of NGO staff in the process of preparation and implementation of strategic documents focused on the Roma minority;
- support of analytical activity and monitoring in the field of structural anti-Gypsyism, residential segregation or access to housing;
- design and implementation of conceptual, strategic and methodological measures to integrate marginalized communities, including monitoring of the implementation of the measures;

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

#### **Expected contribution of the supported activities to the specific objective:**

Activities within this specific objective will contribute to the implementation of the European Pillar of Social Rights, specifically they are aimed at contributing to the EU headline target regarding the fight against poverty (reducing the number of people at risk of poverty and social exclusion), and will also contribute to the EU target in the field of employment (increasing the employment rate of persons aged 20-64).

Interventions under this specific objective will contribute to the implementation of relevant measures from the Roma Integration Strategy 2021-2030, primarily in the area of anti-Gypsyism, emancipation, support for equality, inclusion and participation. Activities related to non-profit organizations aim to strengthen the perception of the role of civil society among the Roma, either through community work or activities supporting participation in elections and monitoring anti-Gypsyism in public space. Other expected effects of the interventions include a shift towards changing the perception of traditional gender roles and awareness-raising in the area of domestic and gender-based violence in Roma families and among Roma LGBTIQ+ persons.

The activities in this SO, targeted at children and families with children, will fulfil the requirement of Article 7(3) of the ESF+ Regulation to allocate a corresponding amount for the fight against child poverty. The indicative amount set aside for these activities represents (together with activities under SOs 2.1 and 2.2) approximately 10% of the funds allocated to Priority 2.

### **Demarcation between OPE+ and similar interventions in other programmes**

#### **OP JAC**

Activities focused on enhancing social inclusion in SO 2.3 of OPE+ follow on from activities implemented in OP JAC, Priority 2 Education; the activities are: reducing inequality in the quality of education, eliminating early school leaving, supporting children, pupils and students with special educational needs, including the socio-economically disadvantaged and those from culturally different backgrounds. The demarcation between OPE+ and OP JAC is at the level of target groups and supported activities.

#### **Main target groups**

These include but are not limited to:

- members of the Roma minority,
- service providers, non-governmental non-profit organizations that operate in the field of social inclusion and Roma integration or defend the interests of the Roma minority,
- service providers, public administration employees, social workers and other workers working with the Roma minority, volunteers.

### **Actions safeguarding equality, inclusion and non-discrimination**

This entire specific objective is aimed at supporting the inclusion of marginalized communities such as the Roma. Activities supported under this specific objective will also significantly contribute to ensuring equality and non-discrimination. This specific objective will support e.g. capacity building of Roma and pro-Roma NGOs, which will contribute to inclusion and non-discrimination. Interventions within this specific objective will also contribute to the implementation of relevant measures from the Roma Integration Strategy.

The programming, management, monitoring and evaluations will take into account the contribution of the supported interventions to gender equality, inclusion and non-discrimination, so that all social groups have the same access to the ESF+ funding (e.g. ethnic minorities, persons with disabilities, etc.). It is particularly important to ensure that project implementers, as part of promoting equal treatment and non-discrimination, properly take into account the specific needs of the different target groups and use appropriate measures to remove any barriers to participation in projects for the target groups, e.g. through accompanying measures. The topic of gender equality and non-discrimination will be incorporated into the project selection criteria. Efforts will be made to ensure that supported

projects contribute to the principle of gender equality and non-discrimination wherever relevant. Projects in which a negative impact on those topics is identified during the appraisal cannot be supported by OPE+.

### **Indication of the specific territories targeted, including the planned use of territorial tools**

The provided support will be targeted at the entire CZ territory and at all three categories of region so that the Roma integration activities can be carried out systemically in the entire CZ.

### **The interregional, cross-border and transnational actions**

Under this specific objective, no interregional, cross-border and transnational activities are expected to be implemented, in which beneficiaries from other Member States or non-EU states would be involved.

### **Planned use of financial instruments**

Within this specific objective, the use of financial instruments is not expected, because the projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.

#### **2.2.3.2 Indicators**

Table 44: Output indicators								
Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
2	2.3	ESF+	Less developed	EE CO 01 (600 000)	Total number of participants	participants	142	710
			Transition				155	773
			More developed				4	18

The number of the supported Roma will be monitored through qualified estimates of the beneficiaries.

Table 45: Result indicators											
Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Baseline or reference value	Reference year	Target (2029)	Source of data	Comments
2	2.3	ESF+	Less developed	67 01 02	Use of supported services	persons	0	2020	2 365	beneficiary	
			Transition				0		2 575		
			More developed				0		60		

#### **2.2.3.3 Indicative breakdown of the programme resources (EU) by type of intervention**

Table 46: Dimension 1 - intervention field					
Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed	154	2.3	2 334 620
		Transition			2 093 348
		More developed			27 872
		Less developed	155	2.3	5 447 445
		Transition			4 884 477
		More developed			65 036

**Table 47: Dimension 2 - form of support**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed Transition More developed	01	2.3	7 782 065 6 977 825 92 908

**Table 48: Dimension 3 - territorial delivery mechanism and territorial focus**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed Transition More developed	33	2.3	7 782 065 6 977 825 92 908

**Table 49: Dimension 6 - ESF+ secondary themes**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed Transition More developed	05	2.3	7 003 859 6 280 042 83 617
		Less developed Transition More developed	06	2.3	778 206 697 783 9 291

**Table 50: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
2	ESF+	Less developed Transition More developed	02	2.3	7 782 065 6 977 825 92 908

## 2.3 Priority 3 Social innovation

<input type="checkbox"/> This is a priority dedicated to youth employment
<input checked="" type="checkbox"/> This is a priority dedicated to innovative actions
<input type="checkbox"/> This is a priority dedicated to support to the most deprived persons under the specific objective set out in point (m) of Article 4(1) of the ESF+ Regulation
<input type="checkbox"/> This is a priority dedicated to support to the most deprived persons under the specific objective set out in point (l) of Article 4(1) of the ESF+ Regulation

### 2.3.1 Specific Objective 3.1: h) fostering active inclusion with a view to promoting equal opportunities, non-discrimination and active participation, and improving employability, in particular for disadvantaged groups

#### 2.3.1.1 Interventions of the Funds

There are persistent problems in CZ that have failed to be solved using traditional instruments of national policies, whether it is the area of the labour market, social inclusion or equal opportunities. One of the reasons why some problems are still solved satisfactorily is the low use of evidence-based policy principles, i.e. the low emphasis on identifying the real effects and impacts of the implemented policies. Long-standing and difficult-to-solve problems could be addressed using social innovations, but the level of use of social innovations and newly created tools is still low in the Czech Republic. If a new instrument or measure is implemented, its impact is usually not pilot-validated nor subsequently systematically evaluated.

When designing tools in the field of employment, social inclusion and equal opportunities, a silo-based approach of ministries often prevails, the services offered are not sufficiently individualized, client-oriented and focused on prevention. It is therefore necessary to support greater use of social innovation, social experimentation and a transfer of good practice in designing services and policies, so that the various instruments are more coordinated, linked, client-oriented and effective in solving the problems of their clients.

Within this specific objective, support will be focused on the development and use of testing, experimentation and pilot verification of policies before their nation-wide introduction, the use of existing evidence, the development and support of innovations and new approaches, the support of systemic approaches and the development of organizations that address major societal challenges, the development of services, expanding the access to services, supporting client-oriented services and creating services based on the comprehensive needs of clients.

In order to achieve this specific objective, the following activities will be supported in particular:

**Social experimentation**, which includes:

- Identification of unmet social needs, creation of new solutions responding to them; their testing and evaluation
- Development of new tools, their verification, pre-selection of suitable approaches for public administration policies and their implementation;
- Supporting approaches that identify early signals of changes in trends and the developments in social phenomena, and testing the possibilities of how to set public policies adequately to the changes;
- Supporting cooperation with research facilities, etc.;
- Advocacy work and dissemination of proven solutions.

**Improving the quality of public services using new approaches**, which includes:

- Analysis of services, development of client-oriented and systemic approaches;
- Supporting the development of learning organizations;
- Processing and use of scientifically proven data for decision-making (evidence informed policy making);
- Training of the public sector workers in the field of designing public services, policies and in innovative approaches to their setting and delivery.

**Dissemination of innovative solutions and approaches developed, for example, under the Employment and Social Innovation component or other EU programmes**, which includes:

- Intelligent transfer of good practice,
- Support for learning from the experience of others, including the use of knowledge from foreign and domestic evidence.

Indicative list of thematic areas on which the activities will mainly focus:

**In the area of social inclusion**

- Increasing the effectiveness of social services, other services in the field of social inclusion and services at the social-health borderline, new ways of providing and financing them;
- Support of preventive services and services that solve problems as soon as they emerge, with the aim of preventing social exclusion; the search for new approaches in the activation of socially excluded persons or those threatened by social exclusion and poverty, including the search for solutions to the social impacts associated with the transition to a low-carbon economy.
- Interconnection of sectors - elimination of barriers to the transition of clients between sectors, continuity of agendas, coordination of services and systemic approach both at the level of providers and at the level of contracting authorities, interdisciplinary cooperation;
- Support for highly personalised services, coordinated approach to services and integrated services, support for experimentation and the search for new approaches in the field of health services and access to health care, and support for building expert capacities and their more even coverage in localities;

**In the area of employment**

- The piloting of measures responding to changes in society, the labour market and in the field of further education responding to socio-economic and environmental changes (transition to a low-carbon economy, automation, digitization and other);
- Piloting new approaches to increasing employability, new business models with a social impact and comprehensive services combining social inclusion and employment support;

**In the area of equal opportunities**

- Piloting new measures increasing equal opportunities (in the labour market, in access to services, in the employer sector and in childcare) and contributing to the fight against discrimination.

**In the area of effective functioning of organizations:**

- Experimentation and search for new approaches in increasing transparency, sustainability and more efficient functioning of NGOs, reducing dependence of NGOs on public resources, more effective use of corporate and private donations/volunteering and cooperation of NGOs with the private sector;
- Experimenting and finding new ways to support the more efficient functioning of public administration, enabling a flexible response to turbulent changes in the 21<sup>st</sup> century, strengthening a proactive approach, opening state administration to citizens and participatory decision-making, supporting the development of conscious and client-oriented state



administration, supporting public decision-making based on the use of scientifically verified source documents, including policy impact assessments;

- Supporting new ways of organizing work and thinking about organizational cultures.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

**Expected contribution of the supported activities to the specific objective:**

Activities within this specific objective will contribute to the implementation of the European Pillar of Social Rights, specifically they will contribute to the EU target in the field of employment (increasing the employment rate of persons aged 20-64) and to the EU target regarding the fight against poverty (reducing the number of people at risk of poverty and social exclusion).

The supported activities aim at the improvement and development of solutions to public problems, the development of a system for the creation and promotion of innovations and the design of public policies as such. The supported activities will contribute to the fact that public policies in the field of social inclusion and employment and equal opportunities will be evidence-based, and pilot verification of new measures will be a common part of the agenda of public administration.

The implementation of the activities will also contribute to the fact that public and private entities operating in the field of social inclusion and employment and equal opportunities will take into account the needs of their clients and design their services according to them, will provide personalised services and will be oriented towards clients and their needs instead of unnecessary administration. Public services will be accessible, coordinated, interlinked, client-oriented and effective in solving their clients' problems, they will solve problems as they emerge and thus prevent their escalation, and they will have an elaborate prevention system.

The activities should not only strengthen active inclusion and promote equal opportunities, but also develop the system for designing public services and policies and support the use of social innovations and social experimentation.

The implementation of the activities under this specific objective will also contribute to the European Green Deal, the climate contribution from ESF+ is indicatively enumerated at EUR 0.4 million.

**Demarcation between OPE+ and similar interventions in other programmes**

Similar interventions are not supported in any other programmes.

**Main target groups**

The target groups mainly include unemployed and employed job seekers, economically inactive persons, persons socially excluded or at risk of social exclusion and poverty, persons living in insecure or inadequate housing, families with children (including multiples), persons under 30 years of age, persons caring for other dependent persons, providers and contracting entities of social services and subsequent work integration, services for families and children and other services to support social inclusion and their employees, as well as social workers, employees of NGOs and social enterprises, employers and employees, central state administration bodies and local and regional authorities and their employees and also the public.

**Actions safeguarding equality, inclusion and non-discrimination**

Activities under this specific objective have the potential to significantly contribute to equal opportunities, inclusion and non-discrimination. The activities will support social experimentation and the creation of social innovations, including in the areas of social inclusion and equal opportunities. The implementation of the activities will lead, among other things, to a higher quality of public services that will then be more personalised and client-oriented, which will contribute to the integration of the most disadvantaged people into the labour market and into society.

The programming, management, monitoring and evaluations will take into account the contribution of the supported interventions to gender equality, inclusion and non-discrimination, so that all social groups have the same access to the ESF+ funding (e.g. ethnic minorities, persons with disabilities, etc.). It is particularly important to ensure that project implementers, as part of promoting equal treatment and non-discrimination, properly take into account the specific needs of the different target groups and use, in relevant cases, appropriate measures to remove any barriers to participation in projects for the target groups, e.g. through accompanying measures. The topic of gender equality and non-discrimination will be incorporated into the project selection criteria. Efforts will be made to ensure that supported projects contribute to the principle of gender equality and non-discrimination wherever relevant. Projects in which a negative impact on those topics is identified during the appraisal cannot be supported by OPE+.

### **Indication of the specific territories targeted, including the planned use of territorial tools**

The support provided will be targeted at the entire CZ territory and all three categories of region so that the issue of supporting social innovation and social experimentation can be addressed across the whole of the Czech Republic.

### **The interregional, cross-border and transnational actions**

Under this specific objective, no interregional, cross-border and transnational activities are expected to be implemented, in which beneficiaries from other Member States or non-EU states would be involved.

### **Planned use of financial instruments**

Within this specific objective, the use of financial instruments is not expected, because the projects supported in this area do not generate significant income that the beneficiaries could use to repay the support provided. Maintaining a non-repayable form of support therefore appears to be the most appropriate.

#### **2.3.1.2 Indicators**

**Table 51: Output indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
3	3.1	ESF+	Less developed	EE CO 01 (600 000)	Total number of participants	participants	117	933
			Transition				105	836
			More developed				1	11

**Table 52: Result indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Baseline or reference value	Reference year	Target (2029)	Source of data	Comments
3	3.1	ESF+	Less developed	EEC R03 (626 000)	Participants gaining a qualification upon leaving	participants	554	2020	231	beneficiary	
			Transition				n.r.		207		
			More developed				50		3		

#### **2.3.1.3 Indicative breakdown of the programme resources (EU) by type of intervention**

**Table 53: Dimension 1 - intervention field**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
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3	ESF+	Less developed	134	3.1	3 820 984
		Transition			3 426 105
		More developed	146	3.1	45 618
		Less developed			1 910 492
		Transition	152	3.1	1 713 052
		More developed			22 809
		Less developed	158	3.1	5 731 476
		Transition			5 139 157
		More developed			68 427
		Less developed			7 641 969
		Transition			6 852 210
		More developed			91 237

**Table 54: Dimension 2 - form of support**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
3	ESF+	Less developed	01	3.1	19 104 921
		Transition			17 130 524
		More developed			228 091

**Table 55: Dimension 3 - territorial delivery mechanism and territorial focus**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
3	ESF+	Less developed	33	3.1	19 104 921
		Transition			17 130 524
		More developed			228 091

**Table 56: Dimension 6 - ESF+ secondary themes**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
3	ESF+	Less developed	01	3.1	191 049
		Transition			171 305
		More developed			2 281
		Less developed	09	3.1	18 913 872
		Transition			16 959 219
		More developed			225 810

**Table 57: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension**

Priority	Fund	Category of region	Code	Specific objective	Amount (EUR)
3	ESF+	Less developed	02	3.1	19 104 921
		Transition			17 130 524
		More developed			228 091

## 2.4 Priority 4 Material assistance to the most deprived persons

<input type="checkbox"/> This is a priority dedicated to youth employment
<input type="checkbox"/> This is a priority dedicated to innovative actions
<input checked="" type="checkbox"/> This is a priority dedicated to support to the most deprived persons under the specific objective set out in point (m) of Article 4(1) of the ESF+ Regulation
<input type="checkbox"/> This is a priority dedicated to support to the most deprived persons under the specific objective set out in point (l) of Article 4(1) of the ESF+ Regulation

### 2.4.1 Specific Objective 4.1: (m) addressing material deprivation through food and/or basic material assistance to the most deprived persons, including children, and providing accompanying measures supporting their social inclusion

#### 2.4.1.1 Interventions of the Funds

##### Types of aid

Interventions are aimed at providing basic material and food assistance to persons and families at risk of poverty

##### **I. Meals for children in educational establishments**

The assistance is targeted at children in the form of allowances for free school meals. Children will be included in the supported target group based on the assessed income and social situation of the families.

The allowance in the form of reimbursement of unit costs is not paid to legal representatives, but to partner organizations, which are kindergartens, primary schools, multi-year grammar schools, secondary schools, vocational (apprenticeship) schools incl. boarding facilities, independent catering facilities, or children's groups and other. The allowance corresponds to the amount paid by the child's legal representative and is determined by an internal directive of the educational establishment, following the related legislation. The assistance is distributed in the catering facilities.

In order to prevent the risk of stigmatization of children, the assistance is handed out together with meals for other children. Accompanying measures are therefore not provided.

##### **II. Material and food assistance**

Distribution of material and food assistance to target groups. Types of aid:

- Food
- Basic consumer goods that are intended for consumption by target groups, such as clothing, footwear, hygiene items, school supplies, household items and other.

The beneficiary of the subsidy can be a public entity or an NGO that will provide the aid by itself or will ensure, in cooperation with partners and cooperating entities, the distribution of the material and/or food assistance to the final recipients. The entity providing assistance directly to the target group also provides accompanying measures.

The accompanying measures are any intervention that will enable the target group members to improve their personal situation. It mainly concerns counselling, social service activities, courses, etc.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

##### Main target groups

The main target groups include persons, groups of persons and families with children at risk of poverty and material or food deprivation. It will also cover individuals, groups of people, families with low work activity and families with one parent, children living in households at risk of poverty, elderly persons in a difficult social situation, persons at risk of losing their housing or being homeless, etc. The target groups for the specific interventions will be defined based on objective criteria for identifying the persons in need, established by national authorities after consultation with partners, while excluding conflicts of interest.

### **Description of national or regional aid schemes**

At the national level, there are the following interventions with a similar thematic focus:

#### **I. Meals for children:**

MoEYS implements a national subsidy scheme that can be used by non-profit organizations to support needy children. However, with the exception of the Ústí nad Labem and Karlovy Vary Regions in 2021-2023, the support does not apply to kindergartens and covers a different segment of the target groups.

#### **II. Material and food assistance:**

There is no systemic solution in this area at the national or regional level. It is mostly non-profit organizations which distribute aid from national collections or supermarket surpluses. The assortment is significantly different from the assistance provided from the European funds, and the aid is provided only occasionally.

### **Criteria for selecting the operations**<sup>12</sup>

Not relevant as the support provided under this specific objective does not constitute a separate programme.

#### **2.4.1.2 Indicators**

<b>Table 58: Output indicators</b>						
<b>Priority</b>	<b>Specific objective</b>	<b>Fund</b>	<b>Category of region</b>	<b>ID</b>	<b>Indicator</b>	<b>Measurement unit</b>
4	4.1	ESF+	Less developed	EM	Total value of the food support	EUR
			Transition	CO		
			More developed	02		
				(990		
				013)		
4	4.1	ESF+	Less developed	EM	Total value of goods distributed	EUR
			Transition	CO		
			More developed	05		
				(992		
				012)		

<sup>12</sup> Only for programmes limited to the specific objective set out in Article 4(1)(m) of the ESF+ Regulation.

**Table 59: Result indicators**

Priority	Specific objective	Fund	Category of region	ID	Indicator	Measurement unit	Reference value	Reference year	Source of data	Comments
4	4.1	ESF+	Less developed	EMC R01 (991 202)	Number of the end recipients receiving food support	persons	67 586	2020	beneficiary	
			Transition				0			
			More developed				0			
4	4.1	ESF+	Less developed	EMC R10 (992 202)	Number of the end recipients receiving material support	persons	50 436	2020	beneficiary	
			Transition				0			
			More developed				0			

The number of the supported Roma will be monitored through qualified estimates of the beneficiaries.

## 2.5 Priority 5 Technical assistance

### **Priority for technical assistance pursuant to Article 36(4) CPR**

#### **The related types of activities**

The basic purpose of the activities under Priority 5 Technical assistance is to ensure the proper administration of OPE+, i.e. the timely exhaustion of the programme allocation in line with the rules set out in the legislation for EU funds while achieving the goals and indicator values set in the substantive priorities of OPE+. When using the funds under this priority, apart from ensuring the mandatory functions of the Managing Authority listed in particular in Articles 72-75 of the Common Provisions Regulation, emphasis will be placed on support for activities that have the potential to simplify the implementation and streamline the activities carried out (e.g. the introduction of simplified cost options in the calls, etc.).

This priority will support the following activities in particular:

- preparation, appraisal, selection, contracting, monitoring, administration, control and audit of projects/operations, ensuring the programme's management and implementation;
- training and seminars for the staff of the implementing bodies;
- advice for OPE+ applicants in the preparation of projects/operations and for beneficiaries in the implementation of projects/operations;
- the activities of the Monitoring Committee and its working groups;
- meetings of the Managing Authority and its working groups;
- technical and operational arrangements for the functions of the Managing Authority;
- document archiving;
- preparation of draft reports for meetings of committees, working groups, etc.;
- promotion of the programme, seminars, information events, communication, publicity;
- evaluations, studies, analyses, exchange of experience, networking;
- operation, maintenance and further development of the monitoring and information system;
- setting and implementation of control mechanisms in order to minimize errors and irregularities;
- ensuring anti-corruption mechanisms and preventing the risk of conflicts of interest by using tools to identify potentially risky projects, such as Arachne, or using new tools introduced at the national level in accordance with the Strategy for combating fraud and corruption in the use of funds of the Common Strategic Framework<sup>13</sup>;
- complaint resolution support;
- support for measures to reduce the administrative burden for applicants, beneficiaries and implementation structure bodies;
- completion of OPE implementation;
- activities carried out in connection with the "Framework for strengthening the administrative capacity of the implementation structure of European funds in the programming period 2021–2027".
- preparation and start of implementation of the programme following OPE+ in the next programming period.

The types of activities mentioned above have been assessed as compatible with the "do no significant harm" principle, as they are not expected to have any significant negative impact on the environment due to their nature.

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<sup>13</sup> The strategy remains in force also for the 2021-2027 programming period.

The activities in this priority are linked to the activities contained in the Operational Programme Technical Assistance (OP TA) managed by the MoRD. The demarcation between Priority 5 of OPE+ and OP TA is as follows:

### 1) Financing of personnel costs of the administrative capacity

OPE+ technical assistance finances the personnel costs of OPE+ implementing staff.

OP TA finances the personnel costs of employees of central authorities participating at the horizontal level in the implementation of EU funds, i.e. in particular the Ministry of Regional Development - National Coordination Authority and OP TA Managing Authority, and the Ministry of Finance - Audit Authority and National Fund.

### 2) The system of administrative capacity training

OPE+ technical assistance provides specific training organized by the OPE+ MA.

OP TA finances training at the horizontal level and provides for training activities on themes common for multiple programmes.

### 3) Ensuring the absorption capacity

OPE+ technical assistance provides the main part of the support for OPE+ absorption capacity.

In OP TA, support for absorption capacity is primarily focused on communicating the Partnership Agreement and raising basic awareness of EU funds, where the main target group is the general public and potential applicants, without a link to a specific programme.

### 4) Single monitoring system 2021+

OPE+ technical assistance provides funding for applications that complement MS2021+ and are required by the specific needs of OPE+. In the event that some requirements of the OPE+ MA for the development of MS2021+ are not covered by the OP TA, then the technical assistance of the OPE+ will be used for that as well.

OP TA finances the administration, operation and necessary development of the single monitoring system 2021+, the operation and development of the Information System of the European Social Fund and specific requirements for establishing links between MS2021+ and external systems that are the subject of horizontal activities.

### Simplified cost options

Funds under this priority will be drawn exclusively through a lump sum according to Article 53(1)(c) and in accordance with Article 51(b) of the Common Provisions Regulation. The lump sum will be related to the volume of expenditure approved in the aggregate requests for payment (excluding expenditure on technical assistance), until the maximum budgeted amount for technical assistance in OPE+ is used up.

### Main target groups

The target groups mainly include the bodies of the OPE+ implementation structure, applicants and beneficiaries, the OPE+ Monitoring Committee and the public.

### Output indicators with corresponding milestones and targets

Table 60: Output indicators							
Priority	Fund	Category of region	ID	Indicator	Measurement unit	Milestone (2024)	Target (2029)
5	ESF+	Less developed	825002	Number of jobs funded from the programme	FTE/year	95	53
		Transition				104	57
		More developed				2	1



**Indicative breakdown of the programme resources (EU) by type of intervention**

<b>Table 61: Dimension 1 - intervention field</b>				
<b>Priority</b>	<b>Fund</b>	<b>Category of region</b>	<b>Code</b>	<b>Amount (EUR)</b>
5	ESF+	Less developed	179	611 358
		Transition		548 177
		More developed		7 299
		Less developed	180	29 039 486
		Transition		26 038 390
		More developed		346 697
		Less developed	181	917 036
		Transition		822 265
		More developed		10 948

<b>Table 62: Dimension 6 - ESF+ secondary themes</b>				
<b>Priority</b>	<b>Fund</b>	<b>Category of region</b>	<b>Code</b>	<b>Amount (EUR)</b>
5	ESF+	Less developed	09	30 567 880
		Transition		27 408 832
		More developed		364 944

<b>Table 63: Dimension 7 – ESF+, ERDF, Cohesion Fund and JTF gender equality dimension</b>				
<b>Priority</b>	<b>Fund</b>	<b>Category of region</b>	<b>Code</b>	<b>Amount (EUR)</b>
5	ESF+	Less developed	03	30 567 880
		Transition		27 408 832
		More developed		364 944

### 3 FINANCING PLAN

#### 3.1 Transfers and contributions<sup>14</sup>

#### 3.2 Financial appropriations by year

<b>Table 64: Financial appropriations by year</b>											
Fund	Category of region	2021	2022	2023	2024	2025	2026		2027		Total
							Financial appropriation without flexibility amount	Flexibility amount	Financial appropriation without flexibility amount	Flexibility amount	
ESF+	Less developed	0	130 513 615	132 614 047	134 758 344	136 943 489	56 740 380	56 740 380	57 875 036	57 875 036	764 060 327
	Transition	0	117 078 670	118 962 764	120 883 950	122 845 567	50 900 402	50 900 402	51 922 897	51 922 898	685 417 550
	More developed	0	1 548 177	1 573 091	1 598 496	1 624 434	673 076	673 076	686 597	686 596	9 063 543
Total		0	249 140 462	253 149 902	257 240 790	261 413 490	108 313 858	108 313 858	110 484 530	110 484 530	1 458 541 420

<sup>14</sup> It only applies to programme amendments in accordance with Articles 10 and 21 CPR.

### 3.3 Total financial appropriations by fund and national co-financing

**Table 65: Total financial appropriations by fund and national co-financing**

Policy objective No or technical assistance	Priority	Basis for calculation of Union support (total or public contribution)	Fund	Category of region*	Union contribution  (a) = (g) + (h)	Breakdown of Union contribution		National contribution  (b)=(c)+(d)	Indicative breakdown of national contribution		Total  (e)=(a)+(b)**	Co-financing rate  (f)=(a)/(e)**
						Union contribution less the flexibility amount (g)	Flexibility amount (h)		public (c)	private (d)		
4	Priority 1	total	ESF+	More developed	4 500 983	3 825 766	675 217	6 751 475	6 076 327	675 148	11 252 458	40.00%
				Transition	338 042 574	287 330 927	50 711 647	144 875 389	130 387 850	14 487 539	482 917 963	70.00%
				Less developed	377 004 207	320 450 434	56 553 773	66 530 155	59 877 139	6 653 016	443 534 362	85.00%
4	Priority 2	total	ESF+	More developed	3 573 408	3 037 341	536 067	5 360 112	5 360 112	0	8 933 520	40.00%
				Transition	268 377 869	228 117 012	40 260 857	115 019 087	115 019 087	0	383 396 956	70.00%
				Less developed	299 310 187	254 411 165	44 899 022	52 819 445	52 819 445	0	352 129 632	85.00%
4	Priority 3	total	ESF+	More developed	228 091	193 874	34 217	12 005	10 804	1 201	240 096	95.00%
				Transition	17 130 524	14 560 678	2 569 846	901 607	811 446	90 161	18 032 131	95.00%
				Less developed	19 104 921	16 239 024	2 865 897	1 005 523	904 971	100 552	20 110 444	95.00%
4	Priority 4	total	ESF+	More developed	396 117	336 693	59 424	44 013	44 013	0	440 130	90.00%
				Transition	34 457 751	29 288 552	5 169 199	3 828 639	3 828 639	0	38 286 390	90.00%
				Less developed	38 073 132	32 361 845	5 711 287	4 230 348	4 230 348	0	42 303 480	90.00%
TA	Priority 5 (Article 36(4))	total	ESF+	More developed	364 944	310 197	54 747	547 416	547 416	0	912 360	40.00%
				Transition	27 408 832	23 297 081	4 111 751	11 746 643	11 746 643	0	39 155 475	70.00%
				Less developed	30 567 880	25 982 443	4 585 437	13 100 520	13 100 520	0	43 668 400	70.00%
TA	Priority 6 (Article 37(4))	total	ESF+	More developed	0							
				Transition	0							
				Less developed	0							
ESF+ total				More developed	9 063 543	7 703 871	1 359 672	12 715 021	12 038 672	676 349	21 778 564	41.62%
				Transition	685 417 550	582 594 250	102 823 300	276 371 365	261 793 665	14 577 700	961 788 915	71.26%
				Less developed	764 060 327	649 444 911	114 615 416	137 685 991	130 932 423	6 753 568	901 746 318	84.73%
Grand total					1 458 541 420	1 239 743 032	218 798 388	426 772 377	404 764 760	22 007 617	1 885 313 797	77.36%

\*For ESF+: less developed, transition, more developed and, where applicable, additional allocation for outermost regions. For technical assistance, application of categories of region depends on the selection of the fund.

\*\*Where relevant for all categories of regions.

## 4 ENABLING CONDITIONS

Table 66: Enabling conditions

Horizontal enabling conditions (pursuant to Annex III to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling condition	Fund	Specific objective selected	Fulfilment of the enabling condition	Criterion	Fulfilment of the criterion	Reference to relevant documents	Justification
<b>(1) Effective monitoring mechanisms of the public procurement market</b>	ESF+	All specific objectives	YES	Monitoring mechanisms are in place that cover all public contracts and their procurement under the Funds in line with Union procurement legislation. This requirement includes:  1. Arrangements to ensure compilation of effective and reliable data on public procurement procedures above the Union thresholds in accordance with reporting obligations under Articles 83 and 84 of Directive 2014/24/EU and Articles 99 and 100 of Directive 2014/25/EU.	YES	<a href="https://www.vestnikverejnychzakazek.cz/">https://www.vestnikverejnychzakazek.cz/</a> <a href="http://www.isvz.cz">www.isvz.cz</a> <a href="http://www.portal-vz.cz">www.portal-vz.cz</a>	<p>Fulfilled, all information on contracts awarded under the Public Procurement Act is provided in the Public Procurement Information System (ISVZ).</p> <p>To introduce the “<i>once only</i>” principle - NIPEZ (National Infrastructure for Electronic Public Procurement) ISs are linked to the information system of basic registers. In addition, there is a link between the National Electronic Tool and other information electronic tools in the Public Procurement Bulletin. This ensures the maximum possible use of the “<i>once only</i>” principle at the MoRD level.</p> <p>Article 84 – these data are stated in the contracting authority's written report, which the contracting authority must publish on its profile within 30 days of the completion of the tendering procedure pursuant to Section 217 of Act No 134/2016 Coll., on Public Procurement. The profile of each contracting authority is given in the Public Procurement Bulletin.</p> <p>Article 83(3) – fulfilled by the existence and administration of the website <a href="http://www.portal-vz.cz">www.portal-vz.cz</a>. All legislation, methodologies and interpretative opinions are published there.</p>

Horizontal enabling conditions (pursuant to Annex III to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling condition	Fund	Specific objective selected	Fulfilment of the enabling condition	Criterion	Fulfilment of the criterion	Reference to relevant documents	Justification
				<p>2. Arrangements to ensure the data cover at least the following elements:</p> <p>a. quality and intensity of competition: names of winning bidder, number of initial bidders and contractual value;</p> <p>b. information on final price after completion and on participation of SMEs as direct bidders, where national systems provide such information.</p>	YES	<a href="https://www.vestnikverejnychzakazek.cz/">https://www.vestnikverejnychzakazek.cz/</a> <a href="https://smlouvy.gov.cz/">https://smlouvy.gov.cz/</a> <a href="http://www.isvz.cz">www.isvz.cz</a>	<p>a) Fulfilled:</p> <p><b>Public Procurement Bulletin-</b></p> <p>Information about the winning contractor/bidder, including the winning contractual value, is directly traceable in one place - in the Public Procurement Bulletin and in the Public Procurement Information System.</p> <p>Information on all submitted bids, including the name of the economic entity and the bid price, is provided on the profiles of the relevant contracting authorities, whose list can be found in one place, again the Public Procurement Bulletin.</p> <p><b>Register of Contracts</b></p> <p>Contracts above CZK 50,000 must be published in the Register of Contracts, i.e. also contracts awarded under one of the exemptions to the Public Procurement Act, which are all contracts above the thresholds of the directives. The Register includes the following information:</p> <ul style="list-style-type: none"> <li>-identification of the winning contractor;</li> <li>-price including VAT, price excluding VAT;</li> <li>-date of conclusion of the contract</li> </ul> <p>b) This information is included in the Contract Award Notice under sections V.2.2 and V.2.3 of the Public Procurement Bulletin.</p>
				<p>3. Arrangements to ensure monitoring and analysis of the data by the competent national authorities in accordance with Article 83(2) of Directive 2014/24/EU and Article</p>	YES	<a href="http://www.portal-vz.cz/cs/Spoluprace-a-vymena-informaci/Vyrocnni-zpravy-a-souhrnne-udaje-o-verejnych-">http://www.portal-vz.cz/cs/Spoluprace-a-vymena-informaci/Vyrocnni-zpravy-a-souhrnne-udaje-o-verejnych-</a>	<p>Monitoring and analysis of data on public procurement is performed by the MoRD Department of National and EU Information Systems (ONEUIS) and published annually in the Annual Report on Public Procurement.</p>

Working translation, without proofreading

Horizontal enabling conditions (pursuant to Annex III to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling condition	Fund	Specific objective selected	Fulfilment of the enabling condition	Criterion	Fulfilment of the criterion	Reference to relevant documents	Justification
				99(2) of Directive 2014/25/EU.		<a href="#">zakazk/Vyrocní-zpravy-o-stavu-verejnych-zakazek</a>	
				4. Arrangements to make the results of the analysis available to the public in accordance with Article 83(3) of Directive 2014/24/EU and Article 99(3) of Directive 2014/25/EU.	YES	<a href="#">www.isvz.cz</a> <a href="https://www.isvz.cz/ISVZ/Podpora/ISVZ_open_data_vz.aspx">https://www.isvz.cz/ISVZ/Podpora/ISVZ_open_data_vz.aspx</a>	The MoRD Department of National and EU Information Systems provides OpenData on public contracts by law. The data are provided through the Public Procurement Information System and the National Open Data Catalogue.  The data are provided in several formats to ensure higher user friendliness (xlsx, XML, csv).
				5. Arrangements to ensure that all information pointing to suspected bid-rigging situations is communicated to the competent national bodies in accordance with Article 83(2) of Directive 2014/24/EU and Article 99(2) of Directive 2014/25/EU.	YES	<a href="https://portal-vz.cz/wp-content/uploads/2019/12/%C3%9Apln%C3%A9-zn%C4%9Bn%C3%AD-z%C3%A1kona-%C4%8D.-134_2016-Sb.-o-zad%C3%A1v%C3%AD-ve%C5%99ejn%C3%BDc-h-zak%C3%A1zek-%C3%BA%C4%8Dinn%C3%A9-od-26.-listopadu-2019.pdf">https://portal-vz.cz/wp-content/uploads/2019/12/%C3%9Apln%C3%A9-zn%C4%9Bn%C3%AD-z%C3%A1kona-%C4%8D.-134_2016-Sb.-o-zad%C3%A1v%C3%AD-ve%C5%99ejn%C3%BDc-h-zak%C3%A1zek-%C3%BA%C4%8Dinn%C3%A9-od-26.-listopadu-2019.pdf</a>	All suspicions are communicated to the Office for Protection of Competition (OPC), or to law enforcement authorities pursuant to the Criminal Procedure Code, i.e. pursuant to Section 8 par. 1, second sentence, of Act No 141/1961 Coll., On Criminal Judicial Proceedings.

<b>(2) Tools and capacity for effective application of State aid rules</b>	ESF+	All specific objectives	YES	<p>Managing authorities have the tools and capacity to verify compliance with State aid rules:</p> <p>In the case of undertakings in difficulty and under a recovery requirement.</p>	YES	<p><a href="https://aplikace.mvcr.cz/sbirka-zakonu/SearchResult.aspx?q=304/2013&amp;typeLaw=zakon&amp;what=Cislo_zakon_a_smlouvy">https://aplikace.mvcr.cz/sbirka-zakonu/SearchResult.aspx?q=304/2013&amp;typeLaw=zakon&amp;what=Cislo_zakon_a_smlouvy</a></p> <p><a href="https://or.justice.cz/ias/ui/ejstrik">https://or.justice.cz/ias/ui/ejstrik</a></p> <p><a href="http://www.uohs.cz/cs/verejna-podpora/podniky-v-obtizich.html">http://www.uohs.cz/cs/verejna-podpora/podniky-v-obtizich.html</a></p> <p><a href="http://www.uohs.cz/cs/verejna-podpora/nesplacene-inkasni-prikazy.html">http://www.uohs.cz/cs/verejna-podpora/nesplacene-inkasni-prikazy.html</a></p> <p><a href="#">Recovery of unlawful aid (europa.eu)</a></p> <p><a href="#">DotaceEU – State aid with a focus on undertakings in difficulty</a></p>	<p>1. Tools</p> <p>Providers have at their disposal a basic, continuously updated and supplemented base of methodological materials for the assessment of the issue of an undertaking in difficulty through information provided mainly on the website of the OPC.</p> <p>The supervisor and the co-supervisors have prepared a specific Methodological Guideline for the verification of undertakings in difficulty (UiD) including calculation tables.</p> <p>Target situation for the MA/providers: Provided methodological guidelines enabling the assessment of undertakings in difficulty under every programme.</p> <p>To verify unduly granted unlawful and incompatible aid, aid applicants and providers have access to the registers on the website of the Office for the Protection of Competition and on the website of the EC (see links on the left).</p> <p>Currently, the Methodological Guideline on UiD is formally issued and is part of the Single National Framework. In addition, a website of the Ministry of Regional Development has been set up with basic data and links on State aid and UiD.</p> <p>2. Capacities:</p> <p>Target situation: Sufficient capacity is ensured at both the MA/providers, the supervisor and co-supervisors and the AA to fulfil the enabling condition.</p> <p>Continuous training and support of staff allocated at the MA.</p>
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Working translation, without proofreading

Horizontal enabling conditions (pursuant to Annex III to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling condition	Fund	Specific objective selected	Fulfilment of the enabling condition	Criterion	Fulfilment of the criterion	Reference to relevant documents	Justification
				2. Through access to expert advice and guidance on State aid matters, provided by State aid experts of local or national bodies	YES	<a href="https://www.uohs.cz/cs/ve-rejna-podpora.html">https://www.uohs.cz/cs/ve-rejna-podpora.html</a> <a href="https://aplikace.mvcr.cz/sbirka-zakonu/SearchResult.aspx?q=215/2004&amp;typeLaw=zakon&amp;what=Cislo_zakona_smlouvy">https://aplikace.mvcr.cz/sbirka-zakonu/SearchResult.aspx?q=215/2004&amp;typeLaw=zakon&amp;what=Cislo_zakona_smlouvy</a> <a href="#">DotaceEU – State aid with a focus on undertakings in difficulty</a>	<p>1. Tools:</p> <p>1a) The MAs may at any time turn to the national coordinators of State aid according to the competencies set for them in Act No 215/2004 Coll. The issue is addressed in methodologies on the websites of MoRD and OPC/ Ministry of Agriculture (MoA).</p> <p>1b) Conferences and thematic seminars and workshops are organised and prepared.</p> <p>1c) MAs have resources from technical assistance for participation in specialised events abroad.</p> <p>1d) MoRD and OPC/MoA agreed on the concept of mutual cooperation and signed a memorandum of cooperation on 12 June 2020.</p> <p>1e) The platform for exchange of information and mutual consultations between the supervisors and the MA is: Working Group on State Aid.</p> <p>2. Capacities:</p> <p>Current situation: The capacity of the implementation structure is secured for the new programming period.</p>



Horizontal enabling conditions (pursuant to Annex III to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling condition	Fund	Specific objective selected	Fulfilment of the enabling condition	Criterion	Fulfilment of the criterion	Reference to relevant documents	Justification
<b>(3) Effective application and implementation of the Charter of Fundamental Rights</b>	ESF+	All specific objectives	YES	Effective mechanisms are in place to ensure compliance with the Charter of Fundamental Rights of the European Union ('the Charter') which include:  1. Arrangements to ensure compliance of the programmes supported by the Funds and their implementation with the relevant provisions of the Charter.	YES	<a href="#">Guidance on ensuring the respect for the Charter of Fundamental Rights of the European Union in implementing the European Structural and Investment Funds (ESI funds)</a>	The condition is fulfilled by checking compliance with the EU Charter of Fundamental Rights, which is carried out by the managing authorities (MAs) in cooperation with experts from the Human Rights and Minority Protection Department of the Office of the Government. They participate in the design of programming documents and criteria for the appraisal of applications and the verification of projects, and check their setting and compliance with fundamental rights. As necessary, they are involved in monitoring committees and other platforms participating in the implementation of programmes. Similarly, non-governmental organizations are included in these bodies, in line with the partnership principle applied in programme design, implementation and monitoring. The ombudsman is a member of the Board for the Funds at working level. They all contribute to the implementation and monitoring of programmes in accordance with fundamental rights. Relevant employees of the MA are trained in compliance of the use of EU funds with fundamental rights. The Audit Authority checks the system setting.
				2. Reporting arrangements to the monitoring committee regarding cases of non-compliance of operations supported by the Funds with the Charter and complaints regarding the Charter submitted in accordance with the arrangements made pursuant to Article 69(7).	YES	<a href="#">Methodological Guideline on Common processes in the implementation of EU funds</a>  Statutes of the programme monitoring committee	Complaints will be settled through the MA under the mechanism set up on the basis of the law and methodological guidelines. The MA will set up an e-mail address where anyone can file a complaint concerning a violation of the Charter. The MA shall evaluate the received complaint, consult it with the supervisor of the horizontal enabling condition (the Human Rights and Minority Protection Department of the Office of the Government) as necessary, then settle it or refer it to another competent authority. Compliance with the horizontal enabling condition is also assessed by the MA during the checks of projects. The supervisor of the horizontal enabling condition will advise the MA on how to solve problems. Situations, problems and their solutions will be discussed at the WG led by supervisors of the horizontal enabling condition and composed of MA

Horizontal enabling conditions (pursuant to Annex III to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling condition	Fund	Specific objective selected	Fulfilment of the enabling condition	Criterion	Fulfilment of the criterion	Reference to relevant documents	Justification
							representatives, which will coordinate the resolution of complaints and cases of non-compliance. The MA informs the monitoring committee once a year about complaints related to violations of the Charter, together with their assessment and resolution, and about identified non-compliance of programme operations with the Charter, together with the corrective measures taken. If the MA does not register any complaints of violation of the Charter in a given year, it will inform the monitoring committee about this as well. Complaints about the activity of managing authorities and their handling of complaints can also be addressed by the ombudsman.
<b>(4) Implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in accordance with Council Decision 2010/48/EC<sup>15</sup></b>	ESF+	All specific objectives	YES	A national framework to ensure implementation of the UNCRPD is in place that includes:  1. Objectives with measurable goals, data collection and monitoring mechanisms	YES	The National Plan for the Promotion of Equal Opportunities for Persons with Disabilities for the Period 2021–2025 (NPPD) was approved on 20 July 2020 by Government Resolution No 761. In line with the established and proven practice, since 2005, the Czech Republic has been adopting strategic documents for the support of persons with disabilities for five-year periods. Accordingly, the next national plan will also be adopted for the period 2026-2030.	The NPPD is a strategic document formulating state policy for persons with disabilities, its aim is to continue promoting and supporting the integration of these persons and, through specific measures, to fulfil the relevant articles of the UN Convention on the Rights of Persons with Disabilities (UNCRPD). NPPD includes 17 strategic areas, each of which contains goals to be achieved, a set of time-limited and ongoing measures incl. the supervisors of their achievement and indicators of their achievement. As part of the monitoring of the implementation of the NPPD measures, their supervisors are required once a year to submit an implementation report for the past year. Data collection on persons with disabilities is carried out by the ministries (MoLSA, MoEYS, Ministry of Foreign Affairs, Ministry of Justice, Ministry of the Interior and Ministry of Culture) as part of their statistics, through which progress can be monitored. Special sample surveys on persons with disabilities are carried out by the Czech Statistical Office (2007,

<sup>15</sup> Rozhodnutí Rady ze dne 26. listopadu 2009 o uzavření Úmluvy Organizace spojených národů o právech osob se zdravotním postižením Evropským společenstvím (Úř. věst. L 23, 27. 1. 2020, s. 35).

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Horizontal enabling conditions (pursuant to Annex III to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling condition	Fund	Specific objective selected	Fulfilment of the enabling condition	Criterion	Fulfilment of the criterion	Reference to relevant documents	Justification
							2013, 2019 and 2023). The independent monitoring mechanism of the UNCRPD is the Ombudsman.
				2. Arrangements to ensure that the accessibility policy, legislation and standards are properly reflected in the preparation and implementation of the programmes.	YES	<a href="#">Act No 183/2006 Coll., on land-use planning and the building code</a> <a href="#">Act No 361/2000 Coll., on road traffic</a> <a href="#">Act No 365/2000 Coll., on public administration information systems and amending some other acts</a> <a href="#">Act No 198/2009 Coll., on equal treatment and legal means of protection against discrimination and amending some acts</a> <a href="#">Act No 99/2019 Coll., on the accessibility of websites and mobile applications</a> <a href="#">Methodological Guideline on Common processes in the implementation of EU funds</a> <a href="#">Methodological Guideline on Expenditure Eligibility and Reporting</a>	The CZ legal framework contains a whole range of obligations related to ensuring the accessibility of various areas, e.g. the built-up areas, public transport or information. The CZ legislation contains clearly defined standards (in fact technical standards and specifications) which are generally binding, i.e. they must be observed by all concerned entities. The Methodological Guideline on Common Processes contains a condition that accessibility conditions must always be taken into account and observed in designing programmes and implementing projects. The Methodological Guideline on Eligible Expenditure includes the condition of project accessibility, as it stipulates that the expenditure must comply with the relevant legislation. These requirements are projected into the rules for beneficiaries established by the MA. The fulfilment of accessibility conditions is also defined in the Partnership Agreement which, in its section Respect for Fundamental Rights, includes the CZ obligation to observe the horizontal principles of non-discrimination on the basis of disability, as well as the principle of accessibility for persons with disabilities.
				3. Reporting arrangements to the monitoring committee regarding cases of non-compliance of operations supported by the Funds with the UNCRPD and complaints regarding the	YES	<a href="#">Methodological Guideline on Common processes in the implementation of EU funds</a>	Complaints will be settled through the MA under the mechanism set up pursuant to the law and methodological guidelines. The MA will set up an e-mail address where anyone can file a complaint concerning a violation of the UNCRPD. The MA shall evaluate the received complaint, consult it with the supervisor of the horizontal enabling condition as

Horizontal enabling conditions (pursuant to Annex III to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling condition	Fund	Specific objective selected	Fulfilment of the enabling condition	Criterion	Fulfilment of the criterion	Reference to relevant documents	Justification
				UNCRPD submitted in accordance with the arrangements made pursuant to Article 69(7).		Statutes of the programme monitoring committee	<p>necessary, then settle it or refer it to another competent authority. Once a year, the MA informs the monitoring committee about all complaints and cases of non-compliance of operations under the programme, related to the UNCRPD or its violation.</p> <p>In the information, the MA will state what kind of complaint it is, by whom it was submitted, how the MA evaluated it and, if justified, what measures were taken. If the MA does not register any such complaints in a given year, it will inform the monitoring committee about this as well.</p> <p>The MoLSA will advise the MA on how to solve the problems. Consultations will also take place in the working group composed of representatives of the MA and the secretariat of the Government Committee for Persons with Disabilities.</p>

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
<b>4.1 Strategic policy framework for active labour market policies</b>	ESF+	Improving access to employment and activation measures for all jobseekers, in particular youth, especially through the implementation of the Youth Guarantee, for long-term	YES	<p>A strategic policy framework for active labour market policies in the light of the Employment guidelines is in place and includes:</p> <p>1. Arrangements for conducting jobseekers' profiling and assessment of their needs;</p>	YES	<p>Profiling and counselling: Act No 435/2004 Coll., on employment, as amended (Sec. 15, Sec. 33)</p> <p>Reference: <a href="https://aplikace.mvcr.cz/sbirka-zakonu">https://aplikace.mvcr.cz/sbirka-zakonu</a></p> <p>Reference to amendment: <a href="https://apps.odok.cz/veklep-detail?pid=ALBSBJTHPCT1">https://apps.odok.cz/veklep-detail?pid=ALBSBJTHPCT1</a></p>	<p>Profiling of job seekers takes place on an ongoing basis as part of counselling for employment mediation. When entering the job seeker into the records, relevant information (knowledge, skills, experience, etc.) is ascertained. Subsequently, the job seeker receives personalised recommendation of activities and programmes that will increase the job seeker's employability or will find a suitable job.</p> <p>An inter-ministerial comment procedure was launched on the amendment to the Employment Act, which enshrines the profiling of clients of the LO CR in legislation. The amendment is in line with the upcoming Strategic Employment Policy Framework until 2030 (SEPF2030) being prepared. On 27.12.2019, the inter-</p>

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
		unemployed and disadvantaged groups on the labour market, and for inactive people, as well as through promoting self-employment and the social economy				<a href="https://www.mpsv.cz/web/cz/strategie-ramec-politiky-zamestnanosti-do-roku-2030">https://www.mpsv.cz/web/cz/strategie-ramec-politiky-zamestnanosti-do-roku-2030</a>	ministerial comment procedure on SEPF2030 was completed. SEPF2030 was approved by CZ Government in Resolution No 871 on 24.08.2020.  Due to the extraordinary events related to the Covid-19 pandemic, work on the comprehensive package has been stopped. However, the requirement to introduce profiling of persons engaged in the labour market is still part of the SEPF2030, and MoLSA will continue its preparations as soon as the situation allows.
		Modernising labour market institutions and services to assess and anticipate skills needs and ensure timely and tailor-made assistance and support to labour market matching, transitions and mobility		2. Information on job vacancies and employment opportunities, taking into account the needs of the labour market	YES	Act No 435/2004 Coll., Employment Act (EA)  Sections 6, 34-38, link: <a href="https://aplikace.mvcr.cz/sbirka-zakonu">https://aplikace.mvcr.cz/sbirka-zakonu</a>  National Occupational System: <a href="https://www.nsp.cz/">https://www.nsp.cz/</a>  Job vacancies: <a href="https://www.mpsv.cz/web/cz/prace-a-zamestnani">https://www.mpsv.cz/web/cz/prace-a-zamestnani</a>  Statistics: <a href="https://www.mpsv.cz/web/cz/statistiky">https://www.mpsv.cz/web/cz/statistiky</a>  Analysis of supply and demand on the labour market <a href="https://www.mpsv.cz/web/cz/strategie-politiky-zamestnanosti-do-roku-2020">https://www.mpsv.cz/web/cz/strategie-politiky-zamestnanosti-do-roku-2020</a>	Job vacancy reporting is voluntary, it is mandatory in employment of foreigners, regulated by EA. The re-introduction of the obligation to report job vacancies is proposed. Job vacancies will be registered for a period of 3 months, after which the employer will have to confirm that their offer is up-to-date.  Job vacancies are registered by LO CR.  The register contains the type of work, place of performance, requirements for employees, wages and working conditions, identification of the employer, suitability for disabled persons.  Job vacancies and their statistics are published, with the exception of discriminatory vacancies or if the employer has violated labour law regulations. MoLSA conducts analyses of labour-market supply and demand semi-annually.  MoLSA in cooperation with relevant actors designs and updates the National Occupational System which contains the description of the occupation; qualification, health, professional requirements.
				3. Arrangements for ensuring that its design, implementation, monitoring and review is conducted in close cooperation with relevant stakeholders	YES	<a href="https://www.vlada.cz/cz/ppov/tripartita/tripartita-139224/">https://www.vlada.cz/cz/ppov/tripartita/tripartita-139224/</a>  Act No 435/2004 Coll., on employment, as amended (Sec. 7 par. 2)	Strategies with effect on the economic and social policy are discussed at the national level on a tripartite basis.  Based on Section 7 of Act No 435/2004 Coll., the Employment Act, the LO CR establishes advisory councils bringing together relevant actors. Their purpose is to coordinate the implementation of the

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
						reference: <a href="https://www.mpsv.cz/aktualni-zneni">https://www.mpsv.cz/aktualni-zneni</a>  Kompas project: <a href="https://www.esfcr.cz/detail-clanku/-/asset_publisher/BBFAoaudKGfE/content/predikce-trhu-prace?redirect=%2F">https://www.esfcr.cz/detail-clanku/-/asset_publisher/BBFAoaudKGfE/content/predikce-trhu-prace?redirect=%2F</a>  <a href="https://www.mpsv.cz/web/cz/strategieicky-ramec-politiky-zamestnanosti-do-roku-2030">https://www.mpsv.cz/web/cz/strategieicky-ramec-politiky-zamestnanosti-do-roku-2030</a>	employment policy and the development of human resources.  Steps are being prepared to strengthen the role of partners in the implementation of the employment policy, especially the focus of retraining courses. The requirement to develop social dialogue and the role of partners in the implementation of the employment policy is contained in the SEPF 2030. The SEPF 2030 was approved by CZ Government on 24.08.2020 in Resolution No 871.  The KOMPAS project creates a labour market prediction system. Social partners participate in it. The SEPF 2030 contains a requirement to enshrine predictions in the employment policy and strengthen cooperation in the labour market.
				4. Arrangements for monitoring, evaluation and review of active labour market policies.	YES	<a href="http://www.vupsv.cz/">http://www.vupsv.cz/</a> <a href="https://www.esfcr.cz/evaluace-opz">https://www.esfcr.cz/evaluace-opz</a> <a href="https://www.vupsv.cz/2019/01/16/nova-publikace-vupsv-3/">https://www.vupsv.cz/2019/01/16/nova-publikace-vupsv-3/</a>	The evaluation of the AEP impacts is carried out through ad hoc studies in approximately five-year cycles. AEP monitoring is carried out continuously, statistical data are published monthly, and records of supported persons (including disadvantaged) are also kept. Since 2017, a project has been implemented to set up an ongoing evaluation of the AEP impacts on the supported persons and the evaluation of the AEP impact on target groups. In 2018, the first outputs were published.  Moreover, the UP CR conducts an ongoing evaluation of selected AEP tools.
				5. For youth employment interventions, evidence-based and targeted pathways towards young people not in employment, education or training including outreach measures and based on quality requirements, taking into account criteria for quality apprenticeships and traineeships, including in the	YES	Youth Guarantees: <a href="https://www.mpsv.cz/program-zaruky-pro-mladez">https://www.mpsv.cz/program-zaruky-pro-mladez</a>  SEPF 2030: <a href="https://www.mpsv.cz/web/cz/strategieicky-ramec-politiky-zamestnanosti-do-roku-2030">https://www.mpsv.cz/web/cz/strategieicky-ramec-politiky-zamestnanosti-do-roku-2030</a>	There are programmes promoting youth employment.  Youth Guarantees are part of the Employment Policy Strategy till 2020. In the follow-up SEPF 2030, attention is paid to young people as disadvantaged persons, at the same time emphasis on prevention - career counselling, choice of profession and setting of the educational fields according to the needs of the labour market. Existing tools will be used and developed, also taking into account the growing problem of early school

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
				context of Youth Guarantee schemes implementation.		Education Act: <a href="https://www.msmt.cz/dokumenty-3/skolsky-zakon-ve-zneni-ucinnem-od-25-8-2020">https://www.msmt.cz/dokumenty-3/skolsky-zakon-ve-zneni-ucinnem-od-25-8-2020</a> Educational Policy Strategy until 2030+: <a href="https://www.msmt.cz/file/54104/">https://www.msmt.cz/file/54104/</a>	leaving and the increasing proportion of young people with low levels of qualification in some regions.  The Education Act has been expanded on secondary education which is supposed to create prerequisites for the performance of a profession/work activity. Schools, therefore, have an obligation to make efforts to cooperate with employers so as to meet those secondary education goals.  As part of the Educational Policy Strategy until 2030+ (Chap. 1.7), the framework educational plans of secondary vocational education and their linkage with the National Qualifications Framework will be revised. It will be possible to acquire qualifications during studies without the need to meet the conditions of the study and obtain secondary level of education and therefore greater flexibility in employability.
<b>4.2</b> <b>National strategic framework for gender equality</b>	ESF+	Promoting a gender-balanced labour market participation, equal working conditions, and a better work/life balance including through access to affordable childcare, and care for dependent persons	YES	A national strategic policy framework for gender equality is in place that includes:  1. Evidence-based identification of challenges to gender equality	YES	<a href="#">Gender Equality Strategy for the period 2021-2030</a>	In 2020, the Government Strategy for Gender Equality in the Czech Republic for the years 2014–2020 expired. The implementation of the strategy was continuously evaluated in reports on equality between women and men. The new Gender Equality Strategy for the period 2021–2030 was approved by the CZ Government on 8 March 2021. The strategy contains an analytical part that is based on the identification of existing challenges in gender equality. The task part then responds to these challenges and defines specific goals, their indicators and measures to achieve them.
				2. Measures to address gender gaps in employment, pay, pensions, and to promote work-life balance for women and men, including through improving access to early childhood education and care, with targets, while respecting the role and autonomy of the social partners	YES	<a href="#">Gender Equality Strategy for the period 2021-2030</a>	The new strategy also focuses on the mentioned topics (equality on the labour market, pensions, reconciling work and private life, childcare services, etc.). The logical frameworks of the individual chapters also include specific goals with indicators.



Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
				3. Arrangements for monitoring, evaluation and review of the strategic policy framework and data collection methods based on sex-disaggregated data	YES	<a href="#">Gender Equality Strategy for the period 2021-2030</a>	The coordination and monitoring of the strategy is carried out by the Office of the Government of the Czech Republic. The Government Council for Gender Equality and its committees will be involved in monitoring the implementation of the strategy. A report on gender equality and the implementation of the strategy will be submitted to the CZ Government every year. The report will also include an independent assessment of the implementation of the strategy by the Government Council for Gender Equality. The progress in achieving the specific goals set in the chapters of the strategy will be measured through an indicator system using data broken down by gender.
				4. Arrangements for ensuring that its design, implementation, monitoring and review is conducted in close cooperation with relevant stakeholders, including equality bodies, social partners and civil society organisations.	YES	<a href="#">Gender Equality Strategy for the period 2021-2030</a>	All relevant stakeholders (including civil society and the Government Council for Gender Equality) were involved in both the expert and consultation phases of the preparation. Civil society, the academic community, social partners, the Government Council for Gender Equality and other relevant entities will also be involved in the implementation and evaluation of the implementation of the strategy, especially through their membership in the Government Council for Gender Equality and its committees.



Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
<b>4.4</b> <b>National strategic policy framework for social inclusion and poverty reduction</b>	ESF+	Fostering active inclusion with a view to promoting equal opportunities, non-discrimination and active participation, and improving employability, in particular for disadvantaged groups	NO	A national or regional strategic policy or legislative framework for social inclusion and poverty reduction is in place that includes:  1. Evidence-based diagnosis of poverty and social exclusion, including child poverty, in particular as regards equal access to quality services for children in vulnerable situations as well as homelessness, spatial and educational segregation, limited access to essential services and infrastructure, and the specific needs of vulnerable people of all ages	YES	<a href="#">Social Inclusion Strategy 2021–2030</a>	Social Inclusion Strategy 2021–2030 was approved in Government Resolution No 55 of 20 January 2020.  As part of the Strategy 2021–2030, the data and knowledge on poverty and social exclusion contained in the Social Inclusion Strategy 2014–2020 will be updated and supplemented based on the Comprehensive Poverty and Social Exclusion Indicator.
				2. Measures to prevent and combat segregation in all fields, including social protection, inclusive labour markets and access to quality services for vulnerable people, including migrants and refugees	YES	<a href="#">Social Inclusion Strategy 2021–2030</a> <a href="#">National Strategy for the Development of Social Services 2016–2025 ("NSDSS")</a> <a href="#">Social Housing Concept of the Czech Republic 2015–2025</a>	Social Inclusion Strategy 2021–2030 was approved in Government Resolution No 55 of 20 January 2020.  The CZ Government approved the National Strategy for the Development of Social Services for the period 2016–2025 by Resolution No 245/2016 of 21 March 2016.  The other documents will be updated following the CZ Government's non-legislative work plan.
				3. Measures for the shift from institutional to family- and community-based care	NO	<a href="#">National Strategy for the Development of Social Services 2016–2025</a> <a href="#">Social Inclusion Strategy 2021–2030</a> <a href="#">Act No 363/2021 Coll. on the social and legal protection of children</a>	The National Strategy for the Development of Social Services 2016–2025, approved by CZ Government in its Resolution No 245 of 21 March 2016, is a core document that sets goals, priorities and measures for social services in CZ.  Its goals include: Ensuring the transition from the institutional model of care for vulnerable people to the support of people in their natural environment.  MoLSA with relevant actors is preparing an Action plan for the deinstitutionalization of social services for the

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
							period 2022-2024 (2023-2025). The document will be submitted to the CZ Government in November 2022.  Act No 363/2021 Coll., which amends Act No 359/1999 Coll., on the social and legal protection of children, as amended, and other related laws containing provisions aiming at the same goal of reducing the stay of young children in institutional care entered into force on 1 January 2022.
				4. Arrangements for ensuring that its design, implementation, monitoring and review is conducted in close cooperation with relevant stakeholders, including social partners and relevant civil society organisations	YES	See the above-cited/planned documents.  <a href="#">Social Inclusion Strategy 2021–2030</a>  <a href="#">National Strategy for the Development of Social Services 2016–2025 ("NSDSS")</a>  <a href="#">Social Housing Concept of the Czech Republic 2015–2025</a>  <a href="#">Statute of the Committee on Social Inclusion</a>  <a href="#">Composition of the Committee on Social Inclusion</a>	Even in case of new/updated strategies and concepts it is assumed that the preparation of documents and subsequent evaluation and monitoring will always be carried out in cooperation with social partners.  The implementation of the Social Inclusion Strategy measures is commented by the Committee on Social Inclusion – an advisory body of MoLSA in the field of social policy focusing on the fight against poverty and social exclusion, composed of representatives of ministries, non-profit organizations and academia.
<b>4.5 National Roma inclusion strategic policy framework</b>	ESF+	Promoting the socio-economic integration of marginalised communities such as Roma people	YES	The National Roma inclusion strategic policy framework is in place that includes:  1. Measures to accelerate Roma integration, and prevent and eliminate segregation, taking into account the gender dimension and situation of young Roma, and sets baseline and measurable milestones and targets	YES	Strategy for Equality, Inclusion and Participation of the Roma 2021 - 2030 (Roma Integration Strategy)  <a href="#">04-Strategie-romske-rovnosti-zacleneni-a-participace-2021---2030---textova-cast-cista_1.pdf (vlada.cz)</a>  <a href="#">05 Strategie romské rovnosti, začlenění a participace 2021 - 2030 - úkolová část - MK čistá C.xlsx (vlada.cz)</a>	The new Roma Integration Strategy 2021-2030 was approved by CZ Government on 10 May 2021.  A public consultation on the strategy took place in May 2020 via the CZ Government's website. At the same time, the entire working version of the Strategy was forwarded to all members of the Government Council for the Roma Minority Affairs for comments. As part of the next wave of consultations, the draft Strategy was elaborated and supplemented in a participatory manner involving Roma actors in the second half of 2020.

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
				2. Arrangements for monitoring, evaluation and review of the Roma integration measures	YES	<p>CZ Government Resolution No 127 of 23.02.2015 on the Roma Integration Strategy until 2020  <a href="https://apps.odok.cz/attachment/-/down/VPRA9U9AS85O">https://apps.odok.cz/attachment/-/down/VPRA9U9AS85O</a></p> <p>CZ Government Resolution No 447 of 10 May 2021 – Strategy for Roma Equality, Inclusion and Participation (Roma Integration Strategy) 2021-2030.  <a href="https://www.vlada.cz/assets/odok/czech-republic/odok.cz">GOVERNMENT OF THE CZECH REPUBLIC (odok.cz)</a></p>	<p>A Report on the Situation of the Roma Minority is submitted to the CZ Government every year, which includes information on the implementation of the Roma Integration Strategy until 2020, as well as on the implementation of the Government's resolutions in the area of Roma integration.</p> <p>The task of submitting a report to the Government on the situation of the Roma minority for the previous year arises both from the Roma Integration Strategy until 2020 and the Roma Integration Strategy 2021-2030.</p> <p>The Roma Integration Strategy 2021-2030 and the resulting measures will logically fall within the range of measures monitored by the Government. This requirement is also included in the Resolution related to the Roma Integration Strategy 2021-2030, i.e. the first evaluation of the new strategy will take place in 2022.</p>
				3. Arrangements for the mainstreaming of Roma inclusion at regional and local level	YES	<p>Act No 273/2001 Coll., on the rights of members of national minorities and amending some acts, as amended  <a href="https://www.vlada.cz/assets/ppov/rnm/Zakon-o-pravech-prislusniku-narodnostnich-mensin.pdf">https://www.vlada.cz/assets/ppov/rnm/Zakon-o-pravech-prislusniku-narodnostnich-mensin.pdf</a></p> <p>Act No 129/2000 Coll. on regions, as amended.  <a href="http://www.vlada.cz/assets/ppov/zalezitosti-romske-komuniti/Krajsti_koordinatori/zakon-o-krajich.pdf">http://www.vlada.cz/assets/ppov/zalezitosti-romske-komuniti/Krajsti_koordinatori/zakon-o-krajich.pdf</a></p>	<p>According to Section 6 and Section 13a of Act No 273/2001 Coll., on the rights of members of national minorities and amending certain acts, as amended, regions and municipalities with extended powers implement the agenda of Roma integration into society. They exercise the tasks in this area as part of the delegated powers.</p> <p>The regional authorities exercise the agenda of the Roma minority integration through the function of coordinators for Roma affairs, in accordance with Section 67 paragraph 1 letter f) of Act No 129/2000 Coll., on regions, as amended.</p> <p>Municipalities with extended powers usually appoint a specific person (the so-called Roma adviser) who is responsible for carrying out tasks in the field of Roma integration.</p>
				4. Arrangements for ensuring that its design, implementation, monitoring and review is conducted in a close cooperation with the Roma civil	YES	<p>The Government Council for Roma Community Affairs  <a href="http://www.vlada.cz/cz/pracovni-a-poradni-organy-">http://www.vlada.cz/cz/pracovni-a-poradni-organy-</a></p>	<p>The Government Council for Roma Community Affairs ensures that the design, implementation, monitoring and updating is carried out in cooperation with the Roma civil society and other actors.</p>

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
				society and all other relevant stakeholders, including at the regional and local levels		<a href="#">vlady/zalezitosti-romske-komunity/uvod-5779/</a> Coordinators for Roma Affairs <a href="http://www.vlada.cz/cz/ppov/zalezitosti-romske-komunity/krajsti_koordinatori/krajsti-koordinatori-178166/">http://www.vlada.cz/cz/ppov/zalezitosti-romske-komunity/krajsti_koordinatori/krajsti-koordinatori-178166/</a>	<p>Members of the Government Council for Roma Community Affairs and regional coordinators for Roma affairs were involved in the preparation of the new Roma Integration Strategy 2021–2030 but also Roma and pro-Roma organizations were approached to cooperate in the preparation. At the same time, the Human Rights Department of the Office of the Government is responsible for the methodological guidance of regional coordinators who cooperate with the so-called Roma advisors in the municipalities and check the implementation of the Roma integration agenda in the municipalities.</p> <p>As part of the methodological guidance, the regional coordinators are obligated to organize methodological meetings for Roma advisors, field (front line) workers and non-profit organizations, during which they discuss the implementation of measures in the field of Roma integration and current topics related to it.</p>
<b>4.6</b> <b>Strategic policy framework for health and long-term care</b>	ESF+	Enhancing equal and timely access to quality, sustainable and affordable services, including services that promote the access to housing and person-centred care including healthcare; modernising social protection systems,	YES	<p>A national or regional strategic policy framework for health is in place that contains:</p> <p>1. Mapping of health and long-term care needs, including in terms of medical and care staff, to ensure sustainable and coordinated measures</p>	YES	<p>Mapping of needs is carried out as part of the analytical part of the <b>Strategic Framework for the Development of Health Care in the Czech Republic until 2030</b> ("Health 2030", <a href="https://www.mzcr.cz/finalni-dokument-strategickeho-ramce-rozvoje-pece-o-zdravi-v-ceske-republice-do-roku-2030-a-jeho-implementacni-plan/">https://www.mzcr.cz/finalni-dokument-strategickeho-ramce-rozvoje-pece-o-zdravi-v-ceske-republice-do-roku-2030-a-jeho-implementacni-plan/</a>), with an attached extensive analytical study available at <a href="https://zdravi2030.mzcr.cz/">https://zdravi2030.mzcr.cz/</a></p> <p>Partial needs mapping was carried out in part for the national Strategic Framework Czech Republic 2030 ("SF CR 2030", available from</p>	<p>The enabling condition is fulfilled by the approval of Health 2030 by CZ Government on 18.11.2019. In connection with the Covid-19 pandemic, the document was updated and re-approved by the Government on 13 July 2020 in Resolution 743/20.</p> <p>Mapping of the needs is part of the analytical part of Health 2030 and the attached analytical study describing the health status of the CZ population and its main determinants, morbidity and predictions of its probable development, structure and capacity of the health services system in CZ.</p> <p>Health 2030 and its implementation plans have a monitoring system set up with their own sets of indicators that will enable the evaluation of the measures.</p> <p>Some criteria for fulfilling the enabling condition are included in the tasks of the SF CR 2030. The main health objective is: The health of all population groups is</p>

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
		including promoting access to social protection, with a particular focus on children and disadvantaged groups; improving accessibility including for persons with disabilities, effectiveness and resilience of healthcare systems and long-term care services				<a href="https://www.cr2030.cz/">https://www.cr2030.cz/</a> Annex 2, Chapter 1).	improving. The implementation plan of the SF CR 2030 was approved in October 2018 by CZ Government.  The development analysis and the set of indicators for evaluating the achievement of the objectives is part of the SF CR 2030. The achievement will be documented in regular reports and assessments against the indicators listed in Annex 1 Indicators of Group 5.1.1 to 5.5.4.
				2. Measures to ensure the efficiency, sustainability, accessibility and affordability of health and long-term care services, including a specific focus on individuals excluded from the health and long-term care systems, including those who are hardest to reach	YES	Health 2030 includes specific objectives aimed at ensuring the effectiveness, sustainability and accessibility of health care and long-term care services (specific goals 1.1 and 2.1, available at <a href="https://www.mzcr.cz/finalni-dokument-strategickeho-ramce-rozvoje-pece-o-zdravi-v-ceske-republice-do-roku-2030-a-jeho-implementacni-plan/">https://www.mzcr.cz/finalni-dokument-strategickeho-ramce-rozvoje-pece-o-zdravi-v-ceske-republice-do-roku-2030-a-jeho-implementacni-plan/</a>  Achievement of the Strategic Framework Czech Republic 2030 ("SF CR 2030", available at <a href="https://www.cr2030.cz/">https://www.cr2030.cz/</a> , Chapter 1.5), according to Government Resolution No 292/2017.	The enabling condition is fulfilled by the approval of Health 2030 by CZ Government on 18 November 2019. In connection with the Covid-19 pandemic, the document was updated and re-approved by the Government on 13 July 2020 in Resolution 743/20.  Health 2030 defines specific objectives aimed directly at ensuring the effectiveness, sustainability and accessibility of health care and long-term care services, mainly in specific goals 1.1, 2.1. These specific goals will be implemented primarily through implementation plans or other implementing documents.  The criteria for fulfilling the enabling condition are partly included in the tasks of the SF CR 2030. The main health objective is: The health of all population groups is improving. The sub-objectives include: 5.2 – The causes of health inequalities are reduced, 5.3 – The public health system is stable, generally accessible in terms of quality and capacity, etc. The implementation plan of the SF CR 2030, including the specific measures, was approved by CZ Government in October 2018.
				3. Measures to promote community and family-based services through de-institutionalisation, including prevention and primary care, home-care and community-based services	YES	<b>Health 2030</b> includes specific goals aimed directly at supporting community services and their linkage to other health care services (specific goal 2.1, available at <a href="https://www.mzcr.cz/finalni-dokument-strategickeho-ramce-rozvoje-pece-o-zdravi-v-ceske-republice-do-roku-2030-a-jeho-implementacni-plan/">https://www.mzcr.cz/finalni-dokument-strategickeho-ramce-rozvoje-pece-o-zdravi-v-ceske-republice-do-roku-2030-a-jeho-implementacni-plan/</a>	The enabling condition is fulfilled by the approval of Health 2030 by CZ Government on 18 November 2019. In connection with the Covid-19 pandemic, the document was updated and re-approved by the Government on 13 July 2020 in Resolution 743/20.  Health 2030 defines specific goals focused directly on the support of community services and their linkage to other health care services, especially goal 2.1. These

Thematic enabling conditions (pursuant to Annex IV to the Common Provisions Regulation) including evaluation of the current fulfilment							
Enabling conditions	Fund	Specific objective selected	Fulfilment of the enabling condition	Criteria	Fulfilment of criteria	Reference to relevant documents	Justification
						<a href="#">republice-do-roku-2030-a-jeho-implementacni-plan/</a> Achievement of the Strategic Framework Czech Republic 2030 ("SF CR 2030", available at <a href="https://www.cr2030.cz/">https://www.cr2030.cz/</a> , Chapter 1.5), according to Government Resolution No 292/2017.	specific goals will be implemented primarily through implementation plans or other implementing documents.  The criteria for fulfilling the enabling condition are partially included in the tasks of the SF CR 2030. The main health objective is: The health of all population groups is improving. The sub-objectives include: 5.2 – The causes of health inequalities are reduced, 5.3 – The public health system is stable, generally accessible in terms of quality and capacity, etc. The implementation plan of the SF CR 2030, including the specific measures, was approved by CZ Government in October 2018.

## 5 PROGRAMME AUTHORITIES

Table 67: Programme authorities			
Programme authorities	Name of the institution	Contact name	E-mail
Managing Authority	Ministry of Labour and Social Affairs of the Czech Republic / Section of European Funds and International Cooperation	Mgr. Jiří Kinský	<a href="mailto:jiri.kinsky@mpsv.cz">jiri.kinsky@mpsv.cz</a>
Audit Authority	Ministry of Finance / Audit Authority	Mgr. Stanislav Bureš	<a href="mailto:stanislav.bures@mfcz.cz">stanislav.bures@mfcz.cz</a>
Body which receives payments from the Commission	Ministry of Finance / National Fund	Ing. Veronika Ondráčková	<a href="mailto:veronika.ondrackova@mfcz.cz">veronika.ondrackova@mfcz.cz</a>
Where applicable, body or, bodies which receive payments from the Commission in case of technical assistance pursuant to Article 36(5) CPR	n. r.		
Accounting function in case this function is entrusted to a body other than the managing authority	Ministry of Finance / National Fund	Ing. Veronika Ondráčková	<a href="mailto:veronika.ondrackova@mfcz.cz">veronika.ondrackova@mfcz.cz</a>



## 6 PARTNERSHIP

### Preparation of the programme

In accordance with Article 8 of the Common Provisions Regulation, a number of entities were involved in the process of preparation and design of OPE+. Based on Government Resolution No 94/2019, the entity responsible for the preparation of OPE+ is the Ministry of Labour and Social Affairs. In February 2019, the Platform for OPE+ Preparation was established to prepare the programme under the responsibility of MoLSA for the 2021-2027 period. The members of the Platform are, apart from MoLSA representatives, also representatives of relevant ministries (MoEYS, MIT, MoH, MoI and MoE), representatives of MoRD (IROP and NCA) and MoF, representatives of the relevant Government Councils and departments of the Office of the Government of the Czech Republic (Government Council for Gender Equality, Government Council for NGOs, Government Council for Roma Community Affairs, Agency for Social Inclusion), representatives of regions, cities and municipalities and local actors (Association of Regions of the Czech Republic, Prague City Hall, Union of Towns and Municipalities of the Czech Republic, National Network of Local Action Groups of the Czech Republic, Association for Rural Renewal of the Czech Republic and Association of Local Self-Governing Units of the Czech Republic) and also representatives of non-governmental non-profit organizations, social, economic and other partners (Czech-Moravian Confederation of Trade Unions, Association of Independent Trade Unions, Confederation of Industry of the Czech Republic, Confederation of Employers' and Business Unions of the Czech Republic, the Economic Chamber of the Czech Republic, Association of Public Benefit Organizations of the Czech Republic, Czech Bishops' Conference, Institute for Social Inclusion). The relevant partners involved in the OPE+ preparation process through this Platform were selected in accordance with Article 8 of the Common Provisions Regulation and the European Code of Conduct on Partnership. Attention was paid in particular to the involvement of all relevant partners with regard to the content of OPE+. Account was also taken of experience with cooperation in the preparation and implementation in the 2014-2020 programming period. In order to involve the widest possible range of partners in the preparation of the OPE+ and to enable a detailed discussion of the substantive focus of each specific objective, a use was made of the expert capacity of the so-called Programme Partnerships, i.e. platforms established by the MA to ensure partnership cooperation in the implementation of the relevant parts of the Operational Programme Employment in the 2014-2020 programming period. The total number of partners involved in the preparation of OPE+ under the relevant Programme Partnerships exceeded 100.

The first working draft of the programme was presented to the partners at the second meeting of the Platform for OPE+ Preparation held on 27 June 2019. Comments from the Platform members were settled and the accepted comments were incorporated into the 2nd version of OPE+. In September 2019, this 2nd version of OPE+ was provided to the members of the Platform for OPE+ Preparation and also published on the website [www.esfcr.cz](http://www.esfcr.cz) for comments from the public. The comments received as part of the public comment procedure as well as the comments of other partners submitted in the meantime were settled and the accepted comments were projected into the 3rd version of OPE+ (November 2019).

In September 2019, a consultation was held with the evaluation unit of MoLSA on the OPE+ text (version 2) to clarify and improve the wording, especially in chapters 1 Programme Strategy and 2 Priorities. The involvement of the evaluation unit in the preparation of OPE+ resulted mainly in the following amendments to the OPE+ text:

- Chapter 1 Programme strategy – wording adjustments to the description of challenges and needs were made;
- Chapter 1.8 Justification for the selection of specific objectives - a justification for the selection of specific objective h) for the area of social innovation was added;



- Description of supported activities - some activities in Priority 1 were clarified and supplemented;
- Description of the expected contribution of supported activities to specific objectives - the description of the expected contribution in Priorities 1 and 2 has been clarified;
- Priority 3 – a description of challenges and needs in this area was added at the beginning of the description of supported activities.

Modifications to the template for programmes, made by the end of 2019 as part of the dialogue with the European Parliament, were projected into the 4th version of OPE+ (March 2020). Information on the fulfilment of enabling conditions was also updated, and a brief description of priority interventions was added to the introduction of the specific objectives in Priorities 1 and 2. This version was approved by a Management Meeting of MoLSA after an internal comment procedure within MoLSA.

Subsequently, this version of OPE+ was provided to the EC in March 2020 to start an informal dialogue. The preparation of OPE+ in 2020 was affected by the Covid-19 pandemic which made personal negotiations with partners impossible, it delayed the approval of the regulation for the 2021-2027 period and delayed the decision within the CZ on the distribution of allocations to programmes. Nevertheless, the negotiations took place online and the preparation of the programme continued.

In particular, financial allocations, target values of indicators, current fulfilment of enabling conditions and links to other programmes were added to the OPE+ version of March 2021, and the data in the analytical part were updated. Furthermore, the changes resulting from the modification of the template for programmes and the resulting form of the ESF+ thematic concentration were taken into account. In 2020 and 2021, a number of negotiations took place on the issue of supporting Roma integration in OPE+. At the meeting on 27 May 2021, representatives of beneficiaries and Roma organizations discussed and reached a general agreement on the proposed content focus of SO 2.3, which was incorporated into OPE+. Subsequently, a version of the OPE+ was developed for the internal comment procedure, in which the accepted comments from the informal dialogue with the EC were incorporated. Comments from the internal comment procedure were reflected in the next version of OPE+, and that version was submitted to an inter-ministerial comment procedure before being submitted to CZ Government. The comments from the inter-ministerial comment procedure were settled and the accepted comments, together with the comments of the EC from the ongoing informal dialogue, were incorporated into the OPE+ version of August 2021, which was submitted to the CZ Government for approval before the official submission of the OPE+ to the European Commission.

### **Implementation of the programme**

In accordance with Article 8 of the Common Provisions Regulation and the European Code of Conduct on Partnership, relevant partners will be involved not only in the preparation but also in the implementation of OPE+. The basic tool for involving relevant partners in the implementation, monitoring and evaluation of the Operational Programme Employment Plus is the OPE+ Monitoring Committee. The Monitoring Committee will be established on a proposal of the Managing Authority no later than 3 months after the approval of the programme by the European Commission. The composition of the Monitoring Committee will be primarily based on membership in the Platform for OPE+ Preparation, so that actors involved in the OPE+ preparation are adequately involved in the implementation. Within the Monitoring Committee, it will be possible to set up working groups for discussing and addressing specific issues. The appropriate involvement of relevant partners in the working groups of the Committee will be supported. In order to ensure the participation of partners in the implementation of OPE+, Priority 5 Technical assistance will cover expenditure on activities of the OPE+ Monitoring Committee.

There will also be Programme Partnerships, i.e. platforms for the preparation of calls, established by the OPE+ MA for defined levels of the OPE+ structure (usually for priorities) based on the partnership principle. As a rule, the Programme Partnerships will consist of: representatives of the MA, the partner managing authorities concerned, content supervisors of OPE+ priority axes, MoRD, other expert entities/persons, social and economic partners (especially the non-governmental non-profit sector). The Programme Partnerships will be involved mainly in the preparation of calls for proposals, and calls cannot be announced without the recommendation of the Programme Partnership.

Links to other programmes identified in the individual priorities and specific objectives of OPE+ will be secured and coordinated in particular by involving representatives of the relevant programmes in platforms for the preparation of calls and in the OPE+ Monitoring Committee. Working groups can be established to address potential overlaps in the supported activities, or memoranda can be concluded with the relevant managing authorities and content supervisors of the OPE+ areas of support.

The support for capacity building of social partners is detailed and will be supported in Specific Objective 1.3. Support for NGO capacity building is detailed and will be supported in Specific Objective 2.2 and, in the case of thematically focused NGOs (the area of gender equality and Roma integration), also in Specific Objectives 1.2 and 2.3.

## **7 COMMUNICATION AND VISIBILITY**

The goal of OPE+ communication is for the general public to be sufficiently informed about European Union funds and projects supported from OPE+, and for applicants and beneficiaries to have enough information to apply for aid and implement projects. In addition to informing about the possibilities and benefits of OPE+, communication with work partners will also be important.

The target groups of OPE+ communication include persons who prepare and implement projects (potential applicants, applicants and beneficiaries), persons for whom the projects are intended (end clients - project participants), the media and the general public. The Managing Authority's communication also covers work partners, i.e. other entities involved in the preparation, administration and verification of the programme. Various communication tools will be used to address the target groups, also based on their needs. Emphasis will be placed on ensuring quality services and showcasing the practically usable benefits for the target groups.

The communication tools include advertising in the media, video / photographic / written reports on projects, contests, online communication incl. social media, PR activities, direct communication (events and fairs), printed materials and promotional items. Informational and methodical support will also be provided, and the communication will be monitored and evaluated. The basic communication obligations of the Managing Authority, defined in the Common Provisions Regulation, will be observed.

The intensity and ways of using the communication tools can be adjusted and supplemented with new communication tools during the OPE+ implementation. The communication will reflect the stage of the programming period, the current communication needs of the programme and developments in the area of communication.

About EUR 1.7 million from the technical assistance of OPE+ has been earmarked for the implementation of the communication activities of the OPE+ MA, in addition to the personnel costs of the employees concerned. The specific budget for these activities will be approved annually by the OPE+ Monitoring Committee as part of the annual communication plans.

The communication activities of the OPE+ MA will be continuously monitored and evaluated, through indicators such as the number of informational or promotional activities, the number of informational materials, website traffic, etc. Concrete goals and indicators will be set in annual communication plans and information on their achievement will be included in annual evaluations of the plans. The MoRD will monitor the results of communication activities, such as the degree of awareness of EU funds, which will be used by all managing authorities for planning the communication and promotion of programmes.

## 8 USE OF UNIT COSTS, LUMP SUMS, FLAT RATES AND FINANCING NOT LINKED TO COSTS

Table 68: Use of unit costs, lump sums, flat rates and financing not linked to costs

Intended use of Articles 94 and 95 CPR	YES	NO
Since its adoption the programme will make use of the reimbursement of the Union contribution based on unit costs, lump sums and flat rates under the priority according to Article 94 of the Common Provisions Regulations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Since its adoption the programme will make use of the reimbursement of the Union contribution based on financing not linked to costs pursuant to Article 95 of the Common Provisions Regulation.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## List of abbreviations

AA	Audit Authority
AEP	Active employment policy
AMIF	Asylum, Migration and Integration Fund
CAP SP	Strategic Plan of the Common Agricultural Policy
CF	Cohesion Fund
CLLD	Community-Led Local Development
CSR	Country-specific Recommendations
CZ	Czech Republic
EC	European Commission
EMFAF	European Maritime and Fisheries Fund
EPSR	European Pillar of Social Rights
ERDF	European Regional Development Fund
ESF	European Social Fund
ESF+	European Social Fund Plus
EU	European Union
EURES	European Job Mobility Portal (European Employment Service)
FEAD	Fund for European Aid to the Most Deprived
FI	Financial Instruments
HEI	Higher education institution
IROP	Integrated Regional Operational Programme
ISCED	International Standard Classification of Education
LO CR	Labour Office of the Czech Republic
MA	Managing Authority
MIT	Ministry of Industry and Trade
MoLSA	Ministry of Labour and Social Affairs
MoA	Ministry of Agriculture
MoE	Ministry of the Environment
MoEYS	Ministry of Education, Youth and Sports
MoF	Ministry of Finance
MoH	Ministry of Health
Mol	Ministry of Interior
MS2021+	Information system for monitoring EU funds in the 2021-2027 program period
NCA	National Coordination Authority
NGO	non-governmental non-profit organisation
NSDSS	National Strategy for the Development of Social Services 2016–2025
OHS	Occupational Health and Safety
OP	operational programme
OPE	Operational Programme Employment
OP JAC	Operational Programme Johannes Amos Comenius
OP JT	Operational Programme Just Transition
OP TA	Operational Programme Technical Assistance
OP TAC	Operational Programme Technologies and Applications for Competitiveness
OPC	Office for Protection of Competition of the Czech Republic
OPE+	Operational Programme Employment Plus
OSRI	Occupational Safety Research Institute
PO	Policy objective
PSVS	Post-secondary vocational school
RILSA	Research Institute for Labour and Social Affairs
SEPF 2030	Strategic Employment Policy Framework until 2030
SF CR 2030	The Strategic Framework Czech Republic 2030
SLIO	State Labour Inspection Office
SO	Specific objective
STEM	The fields in science, technology, engineering, and mathematics
TA	Technical assistance
YEI	Youth Employment Initiative