

# **Updated Policy for Integration of Immigrants – Living Together – and Proposal for Further Steps in the Year 2011**

This material was approved by a Resolution of the Government of the Czech Republic dated 9<sup>th</sup> February 2011, no. 99 regarding the updated Policy for Integration of Immigrants in the territory of the Czech Republic and regarding the proposal for further steps in the year 2011. This constitutes a shortened version containing three chapters: Analysis of the Current Situation, Updated Policy for Integration of Immigrants – Living Together, and Procedure for Implementation of the Plan for the Year 2011.

## **Chapter 1**

### **Analysis of the Current Situation in the Area of Immigrant Integration in the Territory of the Czech Republic**

#### **Part 1 - An Analysis of the Structure of the Foreigner Population with Regard to the Needs for Integration**

##### **A. INTRODUCTION**

The analysis of the structure of the foreigner population was compiled in reaction to a task set by Government Resolution No. 344, dated 10<sup>th</sup> May 2010. Its aim is to define the population of third-country nationals (i.e. from non-European Union countries) staying in the territory with regard to the needs for an integration policy for foreigners.

The findings arising from this analysis were subsequently used for formulation of integration measures and their effective targeting on a specific group of foreigners. The findings were taken into consideration during creation of the updated *Policy for Integration of Immigrants – Living Together - and Procedure for Implementation of the Policy for the Year 2011* (chapters 2 and 3).

The analysis of the structure of the foreigner population focuses on the integration policy's target group – i.e. on citizens of third countries legally staying in the territory of the Czech Republic (on a permanent residence permit or a visa for a stay of longer than 90 days, a long-term residence permit and temporary residence permit). Citizens of the European Union/European Economic Area and Switzerland are not considered to be members of the integration target group; nor are applicants for international protection and persons granted asylum or provisional protection.

Statistical data from the Aliens Police Service Foreigners Information System, the Czech Statistical Office and data gained from the project, *Methodology for Evaluation of Monitoring*

*the Instruments of the Integration Process for Third Country Nationals in the Czech Republic*<sup>1</sup> were all used for compiling the Analysis of the foreigner population.

The structure of the foreigner population is evaluated from its status as of 31<sup>st</sup> December 2009.

## B. EVALUATION OF SEPARATE INTEGRATION INDICATORS

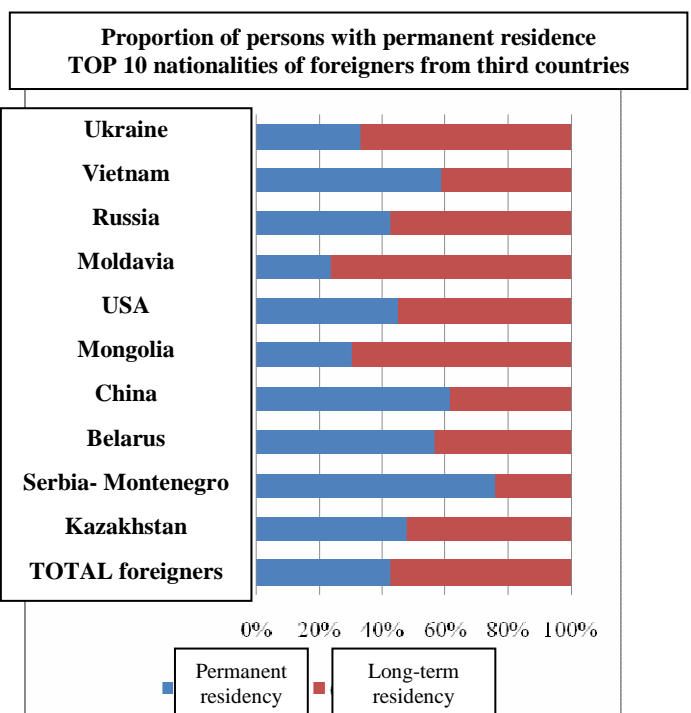
### 1. RESIDENCE IN THE TERRITORY OF THE CZECH REPUBLIC

The **foreigner integration target group** as of 31<sup>st</sup> December 2009 totalled **295,603 citizens of third countries** (68.2% of a total of 433,305 foreigners resident in the Czech Republic). Their **proportion against the total inhabitants of the Czech Republic reached 2.8%**.

The numbers of third-country nationals legally resident in the Czech Republic is rising in the long-term; since 2004 the numbers have almost doubled and a slight drop (of 0.2 %) in numbers occurred only in the second half of 2009 in connection with the impacts of the economic crisis. In the long term, it can be expected that with economic growth and renewed demand for foreign employees, the numbers of foreigners resident in the Czech Republic will again begin to grow.

The groups of third-country nationals most high in numbers have not changed in the long term. The groups with the highest numbers of third-country nationals are citizens of the Ukraine (131,977), Vietnam (61,126) and Russia (30,393). These 3 nationalities constitute more than 3/4 of the people forming the integration target group. After a significant gap there follow citizens of Moldavia (10,049), USA (5,941), Mongolia (5,745), China (5,354), Belarus (4,427), Serbia and Montenegro (4,140) and Kazakhstan (3,933).

Most third-country nationals (57.4%, 169,688 persons) in the Czech Republic are resident here temporarily (on a long stay visa or long term residence permit). **A total of 125,915 third-country nationals (i.e. 42.6%) live in this country permanently.** In the long term, the proportion of third-country nationals living permanently in the Czech Republic is rising. In 2007, the proportion



<sup>1</sup> The Project System for Evaluation of Monitoring the Tools of the Integration Process for Third Country Nationals in the Czech Republic has been under implementation since 2009 by the Research Institute for Labour and Social Affairs and has repeatedly received financial support from the Fund for Supporting Integration of Foreigners from Third Countries. One of the outputs of the project is identification of integration indicators. Integration indicators (integration evaluation data) facilitate quantification of the integration process, monitoring and evaluation of the development in the area of foreigner integration.

was 40.1% and in 2009 it had grown to 42.6%.

Within the largest groups of foreigners from third countries, interest in permanent settlement in the Czech Republic is evident mainly in citizens of Serbia and Montenegro (76.3% have permanent residency), China (61.3%), Vietnam (58.5%) and Belarus (56.5%). On the other hand, temporary residency is predominant for citizens of Moldavia (23.6% have permanent residency), Mongolia (30.2%) and Ukraine (33.1%).

Nearly 40,000 persons from the target group have residence status in the Czech Republic as a family member of a citizen of the Czech Republic, or the European Union. 90% of such persons had been granted permanent residency by the end of 2009.

### The Proportion of Women among Third Country Nationals

Women form a significant group of migrants living in the Czech Republic. At the end of the year 2009, their number had reached 124,607 (42.2%).

Although the proportion of women among the total number of third-country nationals has stabilised over the past years at around 40%, **the proportion of women of different nationalities varies quite considerably**. If we take into account their nationalities where the representation of women exceeds 500 individuals with permitted residency, by far the highest proportion of women is of citizens of Thailand (91.1%). Other countries whose proportion of women is over half are Mongolia (59.7%), Belarus (57.0%), Kyrgyzstan (56.3%), Kazakhstan (53.9%) and Russia (53.6%). On the other hand, the nationalities with the lowest proportion of women are Tunisia (8.5%), Algeria (11.1%), Uzbekistan (19.6%), Macedonia (20.9%), India (26.4%) and Turkey (27.8%).

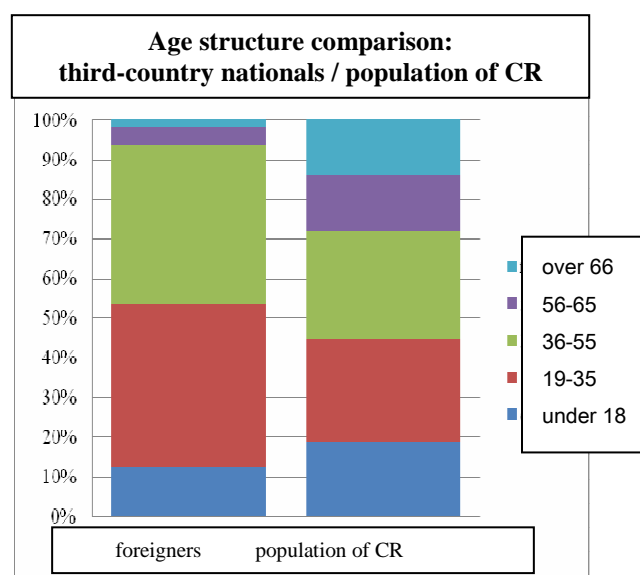
In the case of the most numerously represented nationalities, which were not mentioned above, the proportion of women more or less corresponds to the level of the overall proportion (Ukraine – 41.7%, Vietnam – 40.2%, Moldavia – 36.3%, USA – 39.4%, China – 44.4%).

### Age Structure

As for the age structure of third-country nationals, this is clearly dominated by adults of productive age of 19 – 55 years old (over 81% of the total number of third-country nationals).

Unlike the age structure of the population of the Czech Republic, the proportion of foreigners in the post-productive age group (over 65 years old) is significantly lower, the number not even reaching 2% (5,421 persons).

Of the total number of third-country nationals, minors constitute 12.3% (36,411 persons), dominated by children of compulsory school age (more than 18,000 persons); children of pre-school age (younger than the age of 6) number over 12,000 (half of whom are under the age of 2).



## **2. GAINING CZECH CITIZENSHIP**

The number of third-country nationals who gain citizenship of the Czech Republic is in the region of just under one thousand persons annually but over the long term this number is tending to fall. While in 2004, 1,073 third-country nationals were granted Czech citizenship, in 2007 this number was 904, in 2008, 864 and in 2009, a total of 824. **Persons gaining Czech citizenship each year constitute a proportion of less than 1% of the number of third-country nationals with permanent residency.**

## **3. THE LABOUR MARKET AND ECONOMIC ACTIVITY OF FOREIGNERS**

**A total of 162,077 gainfully active third-country nationals** (employed foreigners and those with trading licences) **were registered** as of 21 December 2009. The groups with the highest numbers of third-country nationals who were gainfully active as of 31<sup>st</sup> December 2009 were citizens of the Ukraine (83,701, i.e. 51.6%) and Vietnam (39,260, i.e. 24.2%), after whom, in significantly smaller numbers were citizens of Moldavia (7,265, i.e. 4.5%), Russia (4,980, i.e. 3.1%) and Mongolia (4,493, i.e. 2.8%).

### Foreigner Employees

At the end of the year 2009, a total of **91,394 third-country nationals** were registered as working in the Czech Republic **as employees**<sup>2</sup>. In comparison with 2008, the number of third-country nationals has fallen by 22.3% as a result of the economic crisis, although until then this number had been growing fairly rapidly<sup>3</sup>.

As of 31<sup>st</sup> December 2009, most foreign employees (57,360 persons, i.e. 62.7%) were employed in positions requiring little or no qualification<sup>4</sup>. A total of 11,479 third-country nationals (12.6%) were employed in positions with a requirement for high qualifications<sup>5</sup>.

In branch and type of employment terms, third-country nationals are mostly employed in construction (31,879, i.e. 34.9%) and the processing industry (20,193, i.e. 22.1%). After this come property, science and research, technical and administrative professions (15,032). The proportion of other economic activities does not exceed 10%.

### Structure of foreigner employees– according to age and sex

<b>Age category (years old)</b>	<b>number</b>	<b>% of total</b>	<b>of whom women</b>	<b>% women</b>
<b>up to 19</b>	706	0.8%	262	37.1%
<b>20 - 24</b>	12 763	14.0%	4 437	34.8%
<b>25 - 39</b>	46 849	51.3%	17 221	36.8%
<b>40 - 54</b>	26 917	29.5%	10 296	38.3%
<b>55 - 59</b>	3 016	3.3%	1 069	35.4%
<b>60 - 64</b>	900	1.0%	286	31.8%
<b>over 65</b>	243	0.3%	83	34.2%
<b>Total</b>	<b>91,394</b>	<b>100.0%</b>	<b>33,654</b>	<b>36.8%</b>

More than a half of all employed third-country nationals are of ages between 25 and 39 years of age (46,849 persons), the category of 40 to 54 also has significant representation (26,917 persons).

The proportion of women amongst employees from third countries is lower than the total proportion of women among third-country nationals, reaching only 36.8%. While men mostly work in construction (42.5%), the most frequent

<sup>2</sup> Including third country nationals of employee status and also those in the function of partners and members of statutory bodies of companies and cooperatives, if they perform the tasks usual for a company or cooperative.

<sup>3</sup> 2004 – 35,144 third-country foreigner employees; 2007 – 94,491; 2008 – 143,450

<sup>4</sup> Category KZAM 9 – assisting and unqualified employees (48,751), KZAM 8 – machine and apparatus operators (8,609)

<sup>5</sup> Category KZAM 1 – legal and political, supervisory and management employees; KZAM 2 – scientists and professional intellectual employees; KZAM 3 - technicians, healthcare and pedagogical employees.

field of work for women is the processing industry (26.5%).

#### Foreigners Doing Business on Trading Licences

Self-employed persons are in particularly high numbers among third-country nationals. The proportion of self-employed third-country nationals as against the total number of those gainfully active at the end of 2009 was **43.6% (i.e. 70,683 persons)**.

Unlike foreigner employees, the number of persons with a valid trading licence increases every year at a considerable rate<sup>6</sup>.

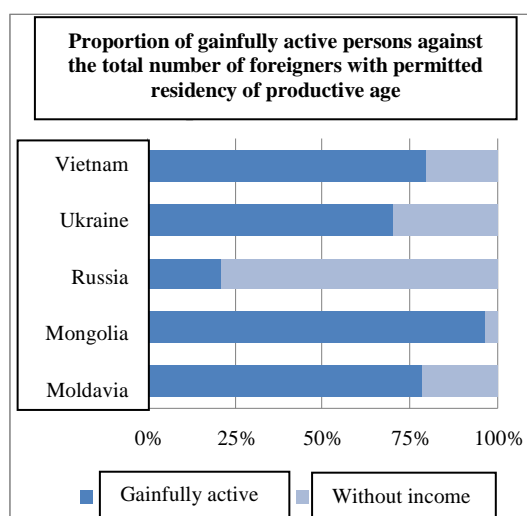
The number of persons from third countries doing business is constantly dominated by citizens of Vietnam (35,590 persons as of 31<sup>st</sup> December 2009). The second most numerous group are citizens of the Ukraine (26,223 persons), followed some way afterwards by citizens of Moldavia (1,559 persons).

The proportion of women amongst business persons from third countries is low (21,923 as of 31<sup>st</sup> December 2009), reaching a level of only 31%.

#### **4. SOCIAL BENEFITS**

While the **proportion of the gainfully active** of the total number of third-country nationals in 2008 constituted 70.3% (204,668 persons), **in 2009 the figure was down to only 54.8%**. In the case of women, this proportion was even lower (44.6%).

On comparison of the numbers of gainfully active persons with people of a productive age (19-65 years old), it is evident that more than a third of the third-country nationals of productive age in the Czech Republic do not perform any economic activity (approx. 93,000 people). This group also includes foreigners who study in the Czech Republic (approx. 9,000 third-country nationals are registered as students in higher education). The group of the economically active does not include foreigners whose residence in this country is permitted as members of companies or cooperatives and whose incomes originate from the activities of such legal entities (approx. 50,000 persons have residency for purposes of membership of a legal entity).



Despite the fairly high number of third-country nationals of productive age who are not gainfully active, **the number of third-country nationals registered at employment agencies amongst job-seekers<sup>7</sup> is every low**. As of 31<sup>st</sup> December 2009, 4,523 of such persons were registered at employment agencies, less a third of whom (1,319 persons) received unemployment benefit. Nevertheless, this constitutes an increase of more than double the figure of 2007.

<sup>6</sup> 2004 – 48,509 third-country nationals with a trading licence, 2008 – 61,218, 2009 – 70,683.

<sup>7</sup> This is an expert estimation made by calculation of the difference between the total number of job-seekers and the number of job-seekers who are citizens of the Czech Republic, the European Union/European Economic Area and Switzerland.

**The number of third country nationals claiming social benefits<sup>8</sup> is also minimal.** In 2009 their share of the total number of benefits reached only 0.6% (**10,775 benefits**). Development in the area of third country nationals claiming social benefits, however, is on an upward trend both in the number of social benefits paid out and in the volume of money paid out. Between the years 2007 and 2009, the number of benefits paid out increased by a third and the volume of money paid out grew by almost half (in 2009, third-country nationals were paid a total of CZK 37.8 million in social benefits).

## **5. EDUCATION**

With the total growth in numbers of third-country nationals, **the number of school children and students** from their ranks **is also gradually on the rise**. The growth tempo is, however, in comparison with the tempo of growth in total numbers of third-country nationals only half. Over the past 5 years (between the school years 2005/2006 and 2009/2010), while the number of third-country national students/school children rose by 39.1% (from 20,309 to 28,243), the total number of third-country nationals resident in the Czech Republic rose by 77.7% between the years 2004 and 2009.

The development in the numbers of third-country nationals at different levels of the educational system significantly vary. While the number of primary school pupils (*up to the age of 15 in the CR*) has grown only minimally since 2005 (from 9,386 pupils in the school year 2005/2006 to 10,053 pupils in the school year 2009/2010), the number of third-country nationals studying in higher education has almost doubled (from 4,683 to 9,096 students). A significant rise in the numbers of students has also been registered at secondary schools (*from 16 to 19 years of age in the CR*) (from 3,684 to 6,024). In the case of nursery schools, the number of children from the ranks of third-country nationals has not changed significantly since 2005 (from 2,461 to 2,923).

## **C. SUMMARY**

The number of third-country nationals who have been granted residency in the Czech Republic is steadily rising. With the exception of the economic crisis period when a temporary stagnation occurred, numbers of new arrivals can be counted in the tens of thousands. **New arrivals represent a group of considerable size from the point of view of integration.**

**The number of people who have decided to settle permanently in the Czech Republic is gradually rising** (the proportion is reaching 43% of the total number of third-country nationals here).

Three quarters of the people who form the target group for integration measures are citizens of these three countries: the Ukraine, Vietnam and the Russian Federation. Residency of 40,000 third-country nationals is on the basis of family member status with a Czech citizen. The foreigner target group is **dominated by persons of the productive age** of 19 - 65 years (86%). Not inconsiderable too is the group of minor children, in particular **children of compulsory school age** (18,000) and **children of pre-school age** (12,000).

**55% of third-country nationals resident in the Czech Republic are gainfully active** (with employee or licensed trader status). The positions occupied by foreigners for the

---

<sup>8</sup> This applies to the total of state social support benefits, assistance in material need and care allowances.

most part (63%) require no or only minimal qualification. A significantly sizeable proportion (almost half) of gainfully active third-country nationals is self-employed.

A large group of people of productive age (93,000 people) are not involved in any economic activity. This group includes not only people directly dependent for their income (i.e. housewives), but also a large group of foreigners who are members of companies or cooperatives and whose income originates from the activities of these legal entities, and also foreigners who study in the Czech Republic.

Although women have a relatively high representation in the integration target group (42%), their proportion among gainfully active persons is approximately one third, i.e. **the majority of women are economically inactive**. When setting up integration measures, this fact should be taken into consideration and work on the premise that integration activities and the method of actual contact with such women must be distinct than for other, working foreigners.

## **Part 2 Analysis of Problems in the Area of Foreigner Integration**

### **1. INTRODUCTION**

Over the past few years, the Czech Republic has registered significant changes in the area of immigration and integration of immigrants, both in the nature and composition of immigration and concerning the integration needs of foreigners and the priorities of integration policy.

The Czech Republic has become primarily an **immigration country**. Over the period 2006 - 2008 a large number of immigrants made their way here (year-on-year rises in the total number of immigrants with permitted residency reached 40,000 immigrants). This involved mainly labour immigration for less qualified or unqualified positions; workers came from distant regions for employment in the Czech Republic. **The composition of the foreigner population underwent significant changes not only in numbers but also in cultural and social diversity**. Then the economic crisis towards the end of 2008 and mainly over the course of 2009 brought not only significant limitations in job opportunities and a temporary stagnation in immigration to the Czech Republic, but some problems connected with migration and the integration of immigrants began to come to the fore.

**Integration policy reacted to changes in the migration situation** and newly focused on systematic monitoring and assessment of the situation and status of foreigners in the Czech Republic as material for enhancing the quality of the content and distribution of integration measures. Greater emphasis was put on implementation of integration measures in places with high concentrations of immigrants, on cooperation with regional and local public administration and on broadening the spectrum of bodies supporting integration, and their mutual cooperation and sharing of experiences. Measures for increasing the efficacy of integration measures as well as the range of information concerning and for immigrants were greatly reinforced. Integration measures began to be addressed not only to those immigrants living in the Czech Republic legally for more than one year, but also for newly arrived third-country nationals. Integration policy focused particularly on the integration of immigrant children and youths.

Since the last update of the Policy for Integration of Immigrants in the year 2006, **progress has been made in a range of areas relating to integration of immigrants**, integration measures have contributed to an improvement of the status of immigrants and of interaction, but **nevertheless a range of problems still remains to be solved and new ones are appearing**.

### **2. KNOWLEDGE OF THE CZECH LANGUAGE AND ACCESS TO EDUCATION**

Knowledge of the Czech language has a fundamental significance for integration of immigrants into society. The need (and motivation of immigrants) to learn the Czech language has increased with the obligation to prove knowledge of Czech (at A1 level) as one of the conditions for gaining permanent residence permit, which, since 1<sup>st</sup> January 2009, has been a requirement of the Act on the Residence of Foreign Nationals.

**In some groups of immigrants the knowledge of Czech is at a very low level** – this is particularly true of newly arrived immigrants and foreigner employees who generally have only minimal contact with the local population. The same can be assumed with immigrants



who, while performing their economic activities, only come into contact with their own community and of housewives.

Despite the fact that Czech courses are provided by a range of non-government organisations, Foreign Nationals Integration Support Centres and some language schools, **access to tuition of Czech for adults is not always sufficient**, either locality or time-wise. An insufficient number of qualified teachers of Czech as a foreign language and also limited continuity of courses has also been registered. There is insufficient availability of courses of advanced Czech and courses aimed at the type of Czech language suitable for performing a profession or employment. Another problem is a low level of awareness amongst some immigrants of the availability of courses; there have even been cases where the employer, or else their intermediary prevent the immigrants from attending these courses.

A fundamental task of integration is to ensure equal opportunities for **immigrant children** in education. Compulsory school attendance applies to all foreigners with authorised residency in the territory of the Czech Republic for a period longer than 90 days. The problem is, however, the fact that free tuition of the Czech language as part of primary education in the Czech Republic is available only to children from European Union countries, but not for pupils of third countries. The fact, that third-country national pupils are not provided free tuition of Czech language is, for the time being, compensated by Ministry of Education, Youth and Sports (MoEYS) subsidies for school projects from funds for integration and from the MoEYS development programme.

**The growing proportion of foreign children in schools** (which is nearing **10%** in some areas) is a challenge. Language adaptation is easier for those foreign children who attend school from the first year. For older children, especially those immediately joining schools after their arrival in the Czech Republic, mastery of Czech and adaptation to the new environment is a difficult task and their integration is very hard for practical reasons. The practice where schools solve the situation by placing these pupils several years lower than corresponds to their age is counter-productive and is not conducive to the integration of foreign pupils. The enormous language barrier complicates tuition itself and requires extraordinary effort from teachers including the necessity of an individual approach. The inability to speak Czech also complicates communication between the pupil's parents and the school.

There have been cases of foreign pupils whose parents were not currently in the Czech Republic and these children were in the care of their relatives. In such situations there is the danger that not all foreigners' children satisfy their compulsory school attendance (e.g. they might not have been even registered).

### **3. FOREIGNER AWARENESS AND THEIR ORIENTATION IN SOCIETY**

Over the years 2006 – 2008, large numbers of foreign employees made their way to the Czech Republic in search of work. These people had minimal knowledge of the conditions of everyday life in the Czech Republic, often distorted by unrealistic expectations and disinformation supplied by various entities involved in arranging work. The low level of awareness of their legal status including ignorance of their legal rights and obligations led to an increased dependence of immigrants on their employment intermediary combined with ignorance of the language leading in many cases to isolation and a low status in society.

It is clear that **lack of awareness continues to be a serious problem for foreigners**, even though over the past years a range of informative publications have been produced both by ministries and non-government organisations as part of various projects. Although these

publications are issued in a several language versions, i.e. in languages understandable for the immigrants, it seems that for these immigrants it is a problem to comprehend the content of the information itself; the completely different nature of their experience in their country of origin adds to this lack of comprehension. Information is available on various websites (government departments, [www.cizinci.cz](http://www.cizinci.cz) etc.), but even this route for provision of information has its limits – not every immigrant has internet access and is capable of making use of it.

Developments so far have shown that provision of basic information for orientation in the Czech Republic and for awareness of the rights and obligations only when immigrants arrive in this country is not sufficient. **The immigrant should receive this information in a comprehensible form in the period before his/her arrival in the Czech Republic.**

The knowledge and skills necessary for familiarisation with the conditions of life in the Czech Republic are provided to immigrants through courses in socio-cultural orientation. The courses currently in existence do not always reflect the immediate and actual needs of the immigrants. It is becoming clear mainly that immigrants do not show sufficient interest in these introductory courses for new arrivals. In view of the fact that for success in resolving the basic day-to-day situations and for easier communication both in dealings with officials and in everyday interpersonal relations, knowledge of Czech helps significantly: **combining courses of socio-cultural orientation with tuition of Czech** has proven effective. From practical experience it has become clear that it is better to adapt the course to fit the needs and situation of those actually taking the course. The effectiveness of the courses is also restricted by the limited opportunity of using already produced and proven teaching materials. Although teaching materials created by non-government organisations as part of projects are available, no mechanism exists for them made available to other organisations.

Many problems during integration of immigrants, especially those of new arrivals, can be avoided by using **interpreting**. The problem here is mainly with the low quality of interpreting, either for reasons of their insufficient knowledge of one of the languages or lack of knowledge of a specialised aspect of the interpreted information; there have also been cases of manipulation with information during interpreting. An obstacle to frequent use of interpreting and translation is not only a lack of qualified interpreters, but also their cost.

#### **4. FOREIGNER ACCESS TO HEALTHCARE**

Unlike citizens of European Union countries and their family members who have the same access to public health insurance as Czech citizens, **access to healthcare for third-country citizens is in some cases limited**. Problems arise with immigrants who do not have a right to public health insurance<sup>9</sup> and must take out commercial insurance.

The most serious problem is the unwillingness of commercial insurance companies to insure some people (e.g. in view of their age, or the fact that they are suffering from a serious illness), or that the insurance does not apply to some diseases. A significantly limiting factor is unwillingness of some doctors to take on a commercially insured foreigner (due to the necessity of concluding a contract between the doctor and insurance company). From the foreigner's point of view, a complication lies in the considerable financial burden connected with payment of commercial insurance premiums, especially for persons with low income.

---

<sup>9</sup> The right to public health insurance for third-country nationals arises on gaining permanent residency or if he/she has contractual employment with a domestic organisation. Other foreigners must take out commercial insurance.

Access to healthcare for an immigrant is generally affected by their low level of awareness of their rights issuing from specific insurance and of the healthcare system in the Czech Republic and also by the language barrier. These problems are dealt with at some healthcare facilities by using various **communication tools**, or by interpreting via a third language.

The availability of healthcare is also negatively influenced by a low level of awareness in healthcare workers of foreigners' access to healthcare and their rights in this area. This includes mainly gaps in knowledge regarding interpretation of the public health protection act relating to foreigners and uncertainty regarding their obligations towards illegal migrants.

## **5. ACCESS TO THE LABOUR MARKET**

Foreign employees from the ranks of third-country nationals mainly represent for Czech companies a source of flexible and cheap labour. They tend to be employed mainly in positions requiring manual labour and in positions not demanding a high level of qualification. From the point of view of the employer, immigrants **are a solution to an immediate lack of workforce**. However, for the foreigners such work represents temporary and unstable employment.

In the days before the economic crisis, agency employment was very widespread, when foreigners were employed by an employment agency which would send them to work to various target clients according to immediate demand. At the present time, foreigners perform work outside contractual (full-time) employment on the basis of various forms of work agreements.

As well as **reduced stability of employment**, such terms for work are the source of further disadvantage (employment is not based on a written contract, there is no right to holiday or other employee benefits, the employer does not make social security or health insurance contributions etc.) and risk (manipulation and exploitation by unfair employers).

It is common for employers not to make an effort for any professional advancement for the foreign employees, not to arrange Czech language courses and not to provide training or the possibility of enhancing their professional education.

The circumstances described above put foreigners into a disadvantaged position and lead to a growth of uncertainty in the foreigner, in some cases increasing the risk of a loss of legal residency.

## **6. MUTUAL COEXISTENCE BETWEEN COMMUNITIES**

**The Czech Republic is a country with almost a zero level of conflict between the foreigner community and the domestic population.** The migration reality of the last few years nevertheless brings with it a risk of certain side effects such as xenophobia, racism, extremism or other expressions of negative attitudes of individuals or groups towards foreigners. Crimes with racial undertones are isolated, but **in some areas with higher concentrations of foreigners, negative attitudes of the majority population towards foreigners have been registered.**

## **7. COORDINATION OF INTEGRATION POLICY IMPLEMENTATION**

Since its creation, the methodology of immigrant integration presupposes the involvement and cooperation of a range of government departments (ministries of the Interior, of Labour and Social Affairs, Education, Youth and Sport, Finance, Industry and Trade, Regional Development, Health and of Culture). This is dictated by the fact that foreigner integration is a complex matter which involves many areas. It must be said that every ministry is responsible for integration to the extent of its competency.

One obstacle to effective implementation of the Policy for Integration of Immigrants could be **insufficiently clearly formulated determination by the departments to address questions of foreigner integration**. The individual ministries generally rely on the initiative of the ministry commissioned with its coordination (the Ministry of the Interior) and do not always take responsibility for the integration policy of their own department. It is essential that the ministries approach implementation of integration policy actively, systematically monitoring and analysing the development and changes in the area of foreigner integration and then implementing the appropriate measures.

## **8. INTEGRATION ON A REGIONAL AND LOCAL LEVEL**

A condition for successful integration is active involvement at a regional and local level, i.e. the environment where mutual coexistence and integration of immigrants into society actually takes place.

The position of regional coordinator has been created in all regions, commissioned with integration of immigrants among other things, but these coordinators also have other agendas and do not have the necessary capacity or competency for performing foreigner integration in their region to the full. In most regions and some municipalities, advisory work groups have been set up to address not only agenda concerning foreigners – “platforms”, where representatives of practically all institutions and organisations, which can contribute to foreigner integration, meet regularly for discussion. The aim of these meetings is to share information about foreigners, evaluate the foreigners’ situation in the region, and identify problem areas and to strive together in a coordinated fashion for a practical or systematic solution in relation to the relevant body. These platforms can be of real benefit only if its activities become more than merely formal.

In view of the absence of a regional integration policy, the Ministry of the Interior has supported a new instrument for implementing integration policy – **Foreign Nationals Integration Support Centres**, financed mainly from the European Fund for the Integration of Third Country Nationals. These Centres are established on the basis of projects whose organisers have been chosen in a grant tender procedure. The organisers of these Centres are, therefore, various bodies – at present they include a civic association (Poradna pro integraci v Ústeckém kraji – *Usti Region Integration Advice Centre*), a region (in the Southern Moravian Region) and the Refugee Facility Management (in the remaining eight regions). The Centres which are to be gradually established in all regions (at present ten are already in existence) are intended to be centres for integration activities in the region and to provide information, advice, Czech language and socio-cultural orientation courses for immigrants in society in cooperation with other actors, mainly non-government, non-profit organisations (if these operate in the region in question).

As for integration at a local level, municipalities, with a few exceptions, are not as yet sufficiently aware of the necessity of reacting to the presence of foreigners in the town, thereby avoiding potential problems in mutual coexistence. In view of the problems arising

some towns with significant numbers of foreigners (in particular foreign employees) which have occurred as a consequence of the financial crisis towards the end of 2008, the Ministry of the Interior has supported the implementation of some **Emergency Projects**. These projects, aimed at supporting intercommunity relations and prevention of conflicts in coexistence of immigrants with the majority, were implemented by city or borough councils with great success. Nevertheless, the emergency projects were an ad hoc instrument for solving immediate crisis situations. Their aim was to start up action by the cities or boroughs, but not as a long-term solution. It remains a question as to whether the local governments manage to build on this impulse for developing a long-term integration policy of their own.

## **9. NON-GOVERNMENT ORGANISATIONS AND CIVIL SOCIETY**

The civil society and in particular non-government, non-profit organisations, **plays a very important role in the foreign nationals integration** process. They are vital actors for the implementation of integration policy and integration measures. Their crucial role involves mainly anticipating of social exclusion of immigrants, attempting to create conditions for mutual respect and coexistence, preventing of discrimination, racism and xenophobia and encouraging interactive communication between immigrants and the majority society.

There is a range of non-government, non-profit organisations involved in the topic of third-country nationals, some of which have been active for several years. The problem remains that immigrants tend to be **concentrated in large cities** (mainly in Prague). Therefore, some regions exist where as yet not one non-government, non-profit organisation is in operation which could address the matter of immigrants. This fact holds a range of repercussions arising from irregular provision of services in separate regions and localities. It was also with regard to this fact, that the system of regional Foreign Nationals Integration Support Centres began to be established in 2009, whose task is to implement integration services for the whole region in synergy with other bodies in that region.

Other problems identified in relation to operation of the non-governmental sector include **low level of activity in seeking out and approaching immigrants**. Most organisations provide information about their services through leaflets and over the internet, or make contact through their current clients. This has proved to be somewhat insufficient. This is evident by the fact that a significant number of immigrants are not yet aware of their opportunity of using the services of non-government organisations. The problem with some immigrants is the fact that they seek out the help of non-government, non-profit organisations too late, after other possibilities have failed and so their problems are already hard to solve.

## **10. FUNDING OF IMMIGRANT INTEGRATION IN THE CZECH REPUBLIC**

Funding integration activities is a vital element for facilitating success of the policy aims in practice. Management of the flow of finances also facilitates planning the execution of separate priorities of integration. Some of the main aims in this area include the efficacy of the use of funds and focusing on the practical impact on the situation of the target group.

With regard to funding integration of immigrants, the situation in the Czech Republic fundamentally changed when it started to draw from the **European Fund for the Integration of Third Country Nationals** in 2009. Up until that year, the integration programme drew on several different sources (mainly from the state budget and from European Union grants) which facilitated implementation of projects of only rather limited impact and fairly isolated results. The European Fund for the Integration of Third Country Nationals for the first time facilitated structural change in the area of immigrant integration in the Czech Republic and

has opened the path towards the implementation of larger projects. There also still exists the opportunity of funding from other European Union sources (mainly from the **European Social Fund**) and from the **state budget**. It can be said that in the years 2009 and 2010, the greatest volume of funds yet were successfully earmarked for immigrant integration and such fundamental changes were made.

The efficacy of integration measures is reduced by delayed release of grants from state funds. As a rule, bodies are informed of how these are to be divided up in the second quarter of the year at earliest, often resulting in situations where funding is paid out in the last third of the year. This threatens not only smooth linking of projects and the ability of organisers to keep hold of qualified staff, but mainly the efficacy of the funds spent.

## Chapter 2

### Updated Policy for Integration of Immigrants – Living Together

#### 1. INTRODUCTION

The intention of this material is to define progress of the Czech Republic in the area of integration of immigrants. Future actions should take into consideration the development, new trends and immediate needs registered by the Czech Republic in relation to immigrant integration and the matter of immigrants in general.

The immigrant integration policy is a complementary component of the legal migration policy: immigration can be problem-free and beneficial for the majority society only if directly supported by integration measures which help foreigners to integrate into society. Beneficial and effective migration is dependent on the success of integration.

Integration is a process of incorporation of immigrants into society necessarily entered into both by immigrants and the majority society.

The task of integration policy is to create the right conditions for immigrants for their incorporation into society and to assist them, to encourage and support their active participation, to guarantee upholding their rights, protection against discrimination and other negative phenomena, to create conditions for peaceful coexistence in society in the context of a wider war on xenophobia, racism and discrimination. Integration demands from the immigrants a sense of individual, personal responsibility, self initiative and a will to join in with society, knowledge of his/her rights and compliance with obligations and respect for the values of the receiving country as a sovereign state and member state of the European Union.

#### 2. THE AIMS OF INTEGRATION POLICY

The aim of integration policy is for the immigrant to be independent and self-sufficient (i.e. becoming fully involved in society, able to resolve all aspects of his/her own life and that of those dependent on him/her. An important component part of foreigner integration is to achieve the ability to execute his/her activities without being dependent on other entities). In this regard, the aim of integration policy is to ensure that foreigners:

- know their rights and be capable of fulfilling their obligations,
- orient themselves in the new environment, customs and way of life of the host country which they have chosen as their new, either temporary or permanent, home,
- understand and be able to communicate in Czech,
- be both socially and economically independent and self-sufficient,
- have sufficient information on where to find help and support in the event of need.

An integration policy helps the majority society to be open and helpful to immigrants through the measures adopted.

The objective of the integration policy is to avoid enclosed communities of immigrants forming which causes social isolation and segregation of immigrants, and to maintain the social integrity in the Czech Republic and separate parts thereof (regions, municipalities).

Integration measures and activities aim at achieving mutually beneficial and problem-free coexistence of new arrivals and the local population. Integration policy must react to new situations and needs both of immigrants and of Czech society and to reinforce awareness of the connection between migration and integration with the socio-cultural and political aspects of life in the society. The essence of integration is not only to achieve mutual understanding between immigrants and the society in which they live and for their coexistence to be conflict-free and mutually beneficial, but also to allow immigrants to be able to enjoy a dignified life during their residence in the Czech Republic.

Active involvement of immigrants in society is desirable and necessary whether the immigrant intends after some time to return to his/her country of origin or to settle permanently in the Czech Republic. The time spent by the immigrant in the Czech Republic is not the deciding factor for the approach to integration measures – the opportunity of making use of integration measures and activities is open to all immigrants. The scope and direction of integration measures will, however, depend on the need of the immigrant in relation to the length of and reasons for his/her stay. Integration measures must reflect the immediate needs of the immigrant and also of mutual coexistence and so must be direct and universally available; immigrants must be fully informed about the choice of integration measures and their significance and benefit.

### **3. TARGET GROUP FOR INTEGRATION MEASURES**

The integration target group continues to be third-country nationals<sup>10</sup>, who are long-term legally resident in the Czech Republic, with the exception of applicants for international protection and persons who have been granted international protection (other programmes are designed for them). A new development is that also citizens of different European Union member states will, in exceptional cases, also be able to access some integration measures.

The integration measures and activities have, until now, been offered and provided only after the immigrants' arrival or settlement in the Czech Republic; the immigrant, therefore, was lacking basic information and support at the time when he/she was first getting to know his/her new environment, with all the resulting consequences (dependence on intermediaries, greater vulnerability). For these reasons and others, it is essential to introduce elements of integration into the phase before departure.

Integration measures in the pre-migration period in the land of origin should in particular provide immigrants with a general awareness of the conditions for legal residency in the Czech Republic, the risks of migration, and to provide contact details for relevant institutions in the Czech Republic (a "pre-departure pack").

These should be implemented, for instance, by means of assistance projects in the country of origin, part of which would be a pre-departure integration/adaptation foundation provided to immigrants who are to be granted permission for stay in the Czech Republic. It would be ideal also for the future receiving bodies (schools, employers etc.) to play a part in implementation of these pre-departure integration elements.

The choice of standard integration measures will be available to all immigrants with permission for a stay exceeding 90 days, including new arrivals.

---

<sup>10</sup> citizens of states other than European Union member states



- Newly arrived immigrants will be provided basic information in the form of a “welcome pack” – adaptation-integration courses of socio-cultural orientation in a language which they understand with tuition of the fundamentals of Czech language, including advice if needed.
- Stress will be put on integration of immigrants legally resident in the Czech Republic for more than a year, who will receive a full range of integration measures including continuing courses of socio-cultural orientation.
- Immigrants with permanent residency will be provided advice and assistance leading to their stabilisation on the job market and more advanced tuition of Czech aimed at knowledge necessary for performing a profession or employment.

Special attention will be paid to immigrants of vulnerable status while implementing the integration measures. This concerns mainly:

- Youth – second generation of immigrants. Their active involvement in the education system, the initiative to deal with their own problems and their status in society independently must be encouraged.
- Immigrants’ children. In particular a good knowledge of Czech must be fostered: this is a fundamental requirement for their future education and a condition for further incorporation into society. Vital for familiarisation with the reality of life in the Czech Republic and further development of their character is to involve the children of immigrants in leisure activities (including sports) together with children from the majority.
- Foreigner women. Great attention must be paid to promotion of integration for women, not only those active on the work market, but in particular housewives, reducing the risk of their isolation by means of active promotion of integration measures.
- It is also essential to target integration of immigrants’ families.

#### **4. ADAPTION-INTEGRATION COURSES (SOCIO-CULTURAL ORIENTATION IN SOCIETY)**

Integration of immigrants into society is in the interest of the state, and/or its population, as much as for the immigrants themselves. Integration is still not an obligation but an offer; taking advantage of integration measures is the decision of the immigrant him/herself. However, the opportunity to participate in integration measures is, for whatever reason, taken up by only certain immigrants. If immigrants remain in the Czech Republic for the long term, their efforts to integrate can no longer be on a voluntary basis only. Over the following years an element of limited and corresponding obligation shall be introduced with relation to integration courses:

- successful attendance of introductory adaptation-integration courses including information on the rights and obligations connected with residency (with possible variation in focus depending on the purpose of residency) and basic socio-cultural orientation could in some cases be one of the conditions for residency in this country in the future.

## **5. KNOWLEDGE OF THE CZECH LANGUAGE**

Knowledge of the Czech language has a fundamental significance for integration of immigrants into society and is the main requirement for successful integration. In future, emphasis will be put on:

- providing the widest possible availability of Czech tuition at all stages of a immigrant's residence;
- wider diversity of courses (not just classic courses, but also professionally specialised, for various levels of knowledge – courses), creation and development of alternative methods of tuition (e.g. an e-learning course, audio textbooks for self-study, electronic dictionaries etc.);

In certain cases the introduction of compulsory knowledge of Czech language will be considered for extension of long-term residency in this country. In the future, the required level of knowledge of the Czech language on application for permanent residency will rise (from level A1 according to the Common European Framework of Reference for Languages, as required at present, to level A2).

## **6. FOREIGNER AWARENESS**

The immigrants' insufficient awareness of the rights and obligations connected with their residency is, combined with insufficient knowledge of the language, one of the main sources of vulnerability and dependency of immigrants and also an obstacle to integration. In the coming period, consolidation of foreigner awareness will be one of the priorities of the integration policy.

For ensuring increased foreigner awareness, the instruments for consolidation of awareness and reflecting the specific need of immigrants with a stress on directness, comprehensibility and utility of the information provided will be diversified.

Provision of information to immigrants will be conducted by active seeking out and approaching the target group, mainly by means of field-work (street-work) in the immigrants' everyday environment. An essential part of information provision will be provision of services following directly on from contact gained by field-work (advice given both in the field and advice centres, assistance, escorting etc.) in cooperation with separate actors.

In the context of consolidation of foreigner awareness, an effort will be made in new legal regulations for entry and residency of immigrants to ensure greater transparency in foreigner residency and simplification of the residency conditions which will facilitate better orientation in the obligations relating to their residence status.

A significant role in information provision, but also for provision of all other integration activities, will be played by Foreign Nationals Integration Support Centres, as well as non-state, non-profit organisations and separate ministries.

## **7. INTEGRATION POLICY AT A REGIONAL AND LOCAL LEVEL**

Immigrant integration takes place first and foremost in an environment of the immigrants' mutual coexistence with the majority society, i.e. at an immigrant's actual place of residence. In order to increase the efficacy of integration measures it is therefore vital to transfer integration policy to a regional and local level.

To achieve wider involvement at a regional and local level is one of the goals of the integration policy. The active role of the local and/or regional administration is an essential precondition in this respect. Important instruments for immigrant integration in the regions are Foreign Nationals Integration Support Centres which must mainly be fully-fledged partners of the administrative offices. They fill the role of information centres and are the implementers and initiators of the integration measures. They can become – together with other actors in integration in the region – an effective partner in creating regional strategies.

With regard to consolidation of involvement of the regional and local level in the implementation of integration policy, emphasis in future will be placed on:

- further development of Foreign Nationals Integration Support Centres, in particular their creation in all regions of the Czech Republic and ensuring their permanent sustainability (possibly by imbedding into legislation and financial support).
- support of active creation and implementation of a local and/or regional strategy for immigrant integration in accordance with the integration policy of the Government of the Czech Republic (including legal embedding the synergy of regions and municipalities in implementation of the state integration policy).

## **8. PARTICIPATION OF IMMIGRANTS IN PUBLIC AND POLITICAL LIFE**

The participation of immigrants in public life, mainly in the form of participation in events in the municipality, should be encouraged. Certain groups of immigrants feel the fact that they cannot be involved in elections to be a problem. The opportunity of involvement of immigrants in elections is to be addressed in connection with the preparation of the election code and ratification of the Council of Europe Convention (No.144) on the Participation of Immigrants in Public Life at a Local Level. The scope of voting rights and connected conditions will then be a subject of discussion in future.

## **9. THE ROLE OF THE MAJORITY SOCIETY**

The aim of the integration policy is to gain the synergy of the majority society in the progress of immigrant integration as an actor in the mutual process of integration. Essential to this is greater awareness of society of the conditions of the life of immigrants in the Czech Republic, of the importance of integration for mutual coexistence and peaceful relations between communities.

With relation to the majority society, integration policy in the future will:

- place a greater emphasis on cooperation with the media to ensure that the public is objectively and sufficiently aware of the situation of immigrants.
- support inclusion of primary and secondary schools in the immigrant integration principles and practice awareness system.
- support cultural, informative and other events organised by the majority society or immigrants with an aim of sharing information about the culture and conditions in the immigrants' land of origin and also about their living conditions in the Czech Republic thereby creating preconditions for mutual and informal introduction and meeting and development of peaceful interaction between communities.

- support the expansion of civil society, in particular broadening the competency of non-government, non-profit organisations focusing of integration of immigrants to further regions, and support other bodies too, in cooperation with the activity of Foreign Nationals Integration Support Centres.
- Strive for enhancement of the professional and intercultural skills of workers dealing with immigrants' agendas.

## **10. FUNDING INTEGRATION**

In view of the limited capabilities of the state budget for the near future, sources for funding immigrant integration must be sought in diversification of financial resources. It is essential to focus mainly on effective use of the European Fund for the Integration of Third Country Nationals. An independent supplementary resource for integration of immigrants will still be the European Social Fund including the relevant operation programmes.

In the coming period the task will be:

- to secure promotion of linking funds from the state budget with the European Integration Fund concentrating on the efficacy verification and practical impact on the target group by the measures implemented,
- to start negotiations mainly in the regions and municipalities on assumption of part of the financial responsibility for foreigner integration at regional and local level,
- to secure incorporation or retention of the target group of legally resident third-country nationals in European Social Fund operational programmes, thereby ensuring wider possibility of financing integration activities,
- to secure establishment and management of a publicly accessible database of projects focusing on integration of immigrants, financed from the resources of state administration and the European Union resources, with an aim of ensuring increased efficacy of the funds laid out, to achieve transparency in the executed projects, to limit duplicity and subsequently allow donors and organisers even provision of the whole spectrum of integration measures.

## **11. INFORMING THE GOVERNMENT OF THE CZECH REPUBLIC OF IMPLEMENTATION OF THE POLICY FOR INTEGRATION OF IMMIGRANTS**

In view of the increasing importance of cohesion between migration and integration and particularly with the objective of increasing the alertness and efficacy of the integration measures, the material forming the Report on Implementation of Immigrant Integration, until now always submitted to the government, will be divided up:

- Procedure in the area of immigrant integration for the coming calendar year will be compiled according to problems identified on the area of integration over the preceding period. The proposal for procedure containing specific tasks exclusively for the subsequent calendar year shall be submitted to the government independently at latest by 15<sup>th</sup> December of the year in question.
- Evaluation of the implementation of integration policy containing reports from individual departments is to be submitted as part of information material for the government entitled Report on Migration and Integration each year by 30<sup>th</sup> June of the following calendar year.

## Chapter 3

### Procedure for Implementation of the Updated Policy for Integration of Immigrants – Living Together in 2011

#### 1. INTRODUCTION

The aim of the Procedure for implementation of the updated Policy for Integration of Immigrants – Living Together in 2011 (hereinafter the “Procedure”) is to propose specific measures by which separate government departments responsible for implementation of the integration policy in the course of 2011 will boost the successful integration of immigrants in the Czech Republic.

The Procedure reacts to the analysis of the current situation and to the problems identified in the area of immigrant integration and specifically compiled objectives of the immigrant integration policy described in the *updated Policy for Integration of Immigrants – Living Together* (Chapter 2 of this text).

The Procedure presupposes that foreigner integration policy will continue to work mainly on the following principles:

- efficacy of integration measures and also of funding outlay;
- evident and tangible results in all integration activities;
- availability and relevance of integration measures;
- support of development of civil society and practical cooperation of all those who can contribute to the successful course of integration;
- support of implementation of integration policy on a regional and local level (further development of the system of Foreign Nationals Integration Support Centres, direct cooperation with municipalities).

#### 2. THE TARGET GROUP FOR INTEGRATION

The basic target group of the immigrant integration policy are the citizens of third countries (i.e. countries outside the European Union) legally resident in the territory of the Czech Republic. In exceptional cases, the target group may also include (as a supplementary target group) citizens of the European Union. The target group for Policy for Integration of Immigrants does not include applicants for international protection or persons already granted international protection<sup>11</sup>.

Integration measures will be directed mainly at long-term or permanently resident immigrants, but selected measures will also apply to newly-arrived immigrants with an aim to provide them with basic orientation in the host country after their arrival in the Czech Republic. Specific measures (in the form of pre-departure information foundation) will aim at immigrants’ awareness in the pre-migration period in their country of origin.

---

<sup>11</sup> Integration of asylum seekers and those granted asylum is implemented via the State Integration Programme.

With regard to the current situation, experience gained so far and the integration needs, immigrant integration policy will be focused on individual needs. Emphasis will be placed on integration particularly of persons of the second or third generation, i.e. on integration of child and youth immigrants. Particular attention will be paid on support of vulnerable groups – especially women with an emphasis on measures promoting their participation in integration activities, and measures leading to integration of migrants' families.

### **3. PRIORITIES OF IMMIGRANT INTEGRATION**

The implementation of the Policy for Integration of Immigrants will continue to operate in the framework of four key areas of foreigner integration – knowledge of the Czech language, economic self-sufficiency, orientation in society and interaction between communities. The priorities and content of each area including new measures will be newly profiled in accordance with the updated *Policy for Integration of Immigrants – Living Together*.

#### **Knowledge of the Czech language among immigrants**

- immigrant children:

Insufficient knowledge of the Czech language limits the school performance of immigrant children from third countries and in consequence their opportunities for further education, gaining employment and career advancement are handicapped. Free tuition of the Czech language is provided only for children of migrants from the European Union.

The Ministry of Education, Youth and Sports (MoEYS) was already commissioned in the preceding period to produce a legislative measure to systematically implement tuition of the Czech language for pupils from third countries and also to ensure enlargement of status of pupils with special educational needs to include children from third countries who have problems with Czech as a foreign language. Until such time as this legislative measure comes into effect, it is essential to support provision of Czech language courses and coaching for pupils from third countries at primary schools through a grant tender procedure. Inclusion of immigrant children in school activities and their problem-free completion of school attendance must be supported also by other activities.

#### Proposed Measures (MoEYS):

To compile and submit to the government by 30<sup>th</sup> June 2011 a draft legislative measure – an amendment to the Schools Act No. 561/2004 Coll. for provision of Czech language tuition to pupils from third countries (i.e. from non-EU states) by regional offices and to support provision of this tuition financially by means of an ordinance of the development programme

- to consider and, by 31<sup>st</sup> December 2011, make partial amendments to the legislation for implementation of individual study plans for foreigner pupils from third countries who have problems with Czech as a foreign language;
- to support provision of Czech courses and coaching to pupils from third countries at primary schools via a grant tender procedure by 31<sup>st</sup> March 2011 at latest;
- to produce and advise to head teachers on a methodical approach for tuition of Czech to pupils from third countries by 31<sup>st</sup> August 2011;
- to periodically subsidise training for pedagogues for working in areas with a high number of immigrants;

- to periodically subsidise systematic training of pedagogues in tuition of Czech as a foreign language and for enhancing intercultural skills of pedagogues for working with immigrants;
- to initiate and subsidise creation and issue of teaching materials and textbooks for Czech as a foreign language for tuition of pupils from third countries by 30<sup>th</sup> November 2011 and recommend them to school head teachers;
- to perform an analysis by 30<sup>th</sup> November 2011 of the possibility of drawing on EU funds for implementation of the tasks set for MoEYS in the in the area of foreigner integration.

- foreigner adults:

Knowledge of Czech is an essential precondition for gaining education and qualifications, facilitating access to the job market and socio-economic self-sufficiency on the basis of the principle of equal opportunities. It is essential to provide the widest possible regional availability to Czech language courses for foreigner adults, not only for a basic level of knowledge, but in view of the identified interest, it is necessary to widen the choice by courses with various levels of progress, including profession-oriented language courses. With an aim of increasing the accessibility of the courses it would be advisable also to develop alternative methods of teaching Czech.

Courses will be provided at regional Foreign Nationals Integration Support Centres, as part of projects of non-government, non-profit organisations and other bodies (e.g. schools, through employment agencies as part of requalification).

Proposed Measures:

- by 30<sup>th</sup> September 2011 at latest, to subsidise through grant tender procedures and/or calls in the framework of European Union funds tuition of the fundamentals of Czech, which would allow immigrants to become actively involved in social life and to succeed on the job market (MoLSA);
- by 30<sup>th</sup> September 2011 at latest, to subsidise through grant tender procedures and/or calls in the framework of European Union funds, to facilitate widening the choice of Czech language courses for foreigner adults for varying levels of progress, above level A1, as required for permanent residency (MoI);
- to perform an analysis of alternative teaching methods, i.e. an e-learning Czech course, audio textbooks for self-learners, etc. (MoEYS);
- to periodically subsidise provision of Czech language courses given by employment agencies (as part of requalification) and courses in cooperation with employers (Czech focused of profession) (MoLSA);
- to periodically continue in the information campaign of the obligation of passing a Czech examination for gaining permanent residency, including updating the website <http://check-your-czech.com> and operating a telephone information line regarding the examination (MoI, MoEYS);
- to periodically promote among immigrants the format of the examination for gaining permanent residency, including holding training regarding the examination format for teachers of Czech language courses for immigrants (MoEYS).

## **Economic Self-sufficiency**

One of the preconditions for the immigrants' economic self-sufficiency is their awareness of their rights and obligations, as well as of the conditions of everyday life in the Czech Republic which can significantly help limit the degree of manipulation by or dependence on intermediaries.

In this regard, the measures should aim at consolidation of the instruments for immigrant access to the job market and their ability to persevere in the job market and provision of protection against discrimination. It is vital to monitor carefully the development of the situation and status of the immigrants and to react immediately to any problems and barriers to integration discovered and to eliminate not only the barriers to integration, but also the barriers to access to integration services.

### Proposed Measures:

- by 30<sup>th</sup> September 2011 at latest, through grant tender procedures and/or calls in the framework of European Union funds, to allow support of active seeking out of immigrants in their everyday environment (workplace, residence etc.) using street-workers providing initial information support for the immigrants (MoI, MoLSA);
- by 30<sup>th</sup> September 2011 at latest, through grant tender procedures and/or calls in the framework of European Union funds, to facilitate link-up of social services and activities – in the field and office-based social services, advice, assistance, etc. and to coordinate a systematic approach to immigrants and to other bodies (authorities, NGOs, etc.) which provide assistance in resolving specific problems (MoI, MoEYS);
- by 30<sup>th</sup> September 2011, to ensure creation of methodology for street-work in the immigrants' everyday environment (MoI, MoEYS);
- to periodically carefully monitor the development of the immigrants' situation and status in separate regions and areas with an aim to effectively resolving problems arising (MoI);
- by 30<sup>th</sup> September 2011, to facilitate through grant tender procedures and/or calls in the framework of European Union funds the consolidation of socio-legal advice, including seminars on specific topics relating to immigrants' employment and their doing business (MoLSA, MoI).

## **Immigrants' Orientation in Society**

The key to integration is the immigrants' full awareness both in the period before arrival and at all stages of their residence in the Czech Republic.

For successful integration into society it is essential to help immigrants orient themselves in their new environment, familiarise themselves with their rights and obligations, with local conditions and customs and with dealing with day-to-day situations. The aim is support of the social self-sufficiency of immigrants and reducing their degree of vulnerability.

An immigrant's orientation in the host society will be achieved mainly by means of adaptation-integration courses whose focus and scope will differ according to the length and purpose of the immigrant's residence in the Czech Republic.



**Adaptation-orientation courses for newly arrived** immigrants will focus on familiarisation with local customs and ways of dealing with day-to-day situations, rights and obligations of immigrants, with the values of the host country society - with the principles of democracy, equality of the sexes, respect for human beings and protection of human rights. These courses will be conducted in a language understood by the immigrants, interpreted if necessary; the courses will be linked with tuition in basic Czech language, advisory and assistance services. Characteristic for these courses will be their short duration, time-wise accessibility, ease of understanding, general nature of information and mainly presentation of material for self-study, incl. contact details of offices and organisations supporting immigrant integration.

**Course for immigrants with long-term or permanent residency** will focus on introducing the values of the society in the Czech Republic and the European Union, on getting to know Czech society in greater depth (history of the state, legal code, the state's political system, cultural diversity etc.). The focus will also be on information about the laws and obligations of immigrants, on familiarisation with the system of institutions and offices in the Czech Republic and on solution of the current problems and needs of immigrants. These courses will be given in Czech, either independently or as part of enhancing Czech language tuition, together with links to the resources of relevant information.

In view of the recognition that the benefit of migration depends directly upon the success of integration, basic information will be provided to potential immigrants in the period before their departure from their country of origin. This will concern **pre-departure information foundation**, i.e. basic information on the conditions of residency of foreigners in the Czech Republic with a warning of the potential risks connected with failure to comply with laws, including contact details to offices and organisations supporting immigrant integration. This information will be provided in the immigrants' own language.

#### Proposed Measures:

- by 30<sup>th</sup> June 2011, to compile information materials for pre-migration preparation of immigrants (pre-departure information foundation) and arrange distribution of this information (MoI in cooperation with MoFA);
- by 30<sup>th</sup> June 2011, to compile systematic adaptation-integration courses for immigrants and prepare a pilot run intended for newly arrived immigrants on a voluntary basis (MoI in cooperation with MoLSA, MoIT, MoEYS);
- to periodically publish on the website [www.cizinci.cz](http://www.cizinci.cz) the choice of already produced information materials for socio-cultural integration into society (MoI in cooperation with MoLSA);
- by 30<sup>th</sup> June 2011, to propose a regulation for compulsory successful completion of an adaptation-integration course in a draft for a material objective of the new legal regulation for foreigner entry and residence (MoI).

#### **Interrelations of immigrants and the Majority Society**

One of the aims of the immigrant integration policy is to support harmonious, conflict-free coexistence between immigrants and the majority society and preserving social cohesion in the country as well as preventing isolation or social segregation of immigrants and conflict arising from this. Mutual dialogue is vital for communication and mutual understanding between immigrants and the majority environment.

It must be emphasised that integration is a two-way process which must be established on the will to integrate and on mutual benefit for both sides. With relevance to this, an open attitude of society and reciprocal communication must be encouraged, with activities linking both parties, both immigrant and majority.

Proposed Measures:

- by December 2011, through grant tender procedures and/or calls in the framework of European Union funds, to support linking up formal and informal mutual activities, incorporation of foreigners into the events organised by the majority (cultural, sports, social) and introducing new organisations for creating mutual contacts between immigrants and the majority with an emphasis on the second generations of immigrants – children and youths, and vulnerable immigrant groups (e.g. centres for mothers and family centres, sports clubs, civic activities) (MoC, MoLSA, MoEYS, MoI).

**4. INTEGRATION AT A LOCAL AND REGIONAL LEVEL**

For the integration policy to be effective, it is essential to take it to a regional and local level. Immigrant integration occurs firstly in the places where immigrants live and work. An active role taken by local and regional government is an essential precondition for immigrant integration and peaceful coexistence in society.

In the regions, the regional Foreign Nationals Integration Support Centres, which must foremost be fully-fledged partners of administrative offices, are gradually becoming important instruments for integration. It is important for the regions to make use of synergy with these Centres for supporting incorporation of immigrants and for facilitating the peaceful coexistence of the population of the region.

Proposed Measures:

- to continue supporting the activities and development of Foreign Nationals Integration Support Centres and coordination of their activities with other organisations, including non-government, non-profit organisations, and with the institutions of the region to achieve the objectives of integration at a regional level (MoI);
- to periodically subsidise the enlargement of the network of Foreign Nationals Integration Support Centres through calls in the framework of European Union funds (MoI);
- to periodically cooperate with city and municipal or borough officials with an aim to supporting immigrant integration on a local level, e.g. by emergency projects (MoI).

**5. FURTHER MEASURES FOR SUPPORT OF IMMIGRANT INTEGRATION**

In accordance with the aims and priorities described above, emphasis will be placed on implementation of further measures meant to contribute to an effective and comprehensive integration policy for the Czech Republic. This mainly concerns measures focused on:

a) Immigrant awareness:

- to periodically increase the awareness of immigrants and also other actors in the integration process, including the majority society, making use of EU funds (MoI),
- to periodically ensure updating of information materials for immigrants and access to information for immigrants in the framework of state administration and local

government, including using various language mutations<sup>12</sup> (MoI, MoLSA, MoIT, MoRD, MoH, MoC).

b) Enhancing Professional Skills:

- to periodically provide educational seminars for employees of regional Foreign Nationals Integration Support Centres and possibly for employees from non-government, non-profit organisations providing immigrants with socio-legal advice (MoI);
- to continually facilitate intercultural and professional skills for employees of separate government departments and other bodies dealing with immigrants' affairs, including focusing on preparing them for contact with immigrants and for working within the immigrants' communities by means of systematic and continual professional training. This task concerns all government departments involved in implementation of the Policy for Integration of Immigrants, especially in the following areas:
  - healthcare – training of healthcare staff (MoH);
  - education – training pedagogical staff for tuition of immigrant children and work with them (MoEYS);
  - social work and services – professional training of relevant workers (including street-workers) who work with foreigners, also for work in the immigrants' everyday environment (MoLSA);
  - doing business on a trading licence (MoIT);
  - immigrants' residency (MoI, PoCR).

c) Foreigner Access to Healthcare:

By the deadline period stipulated in the government's legislative plan, to add to the amendment of the Public Health Insurance Act:

1. to provide access to public health insurance for minor children under the age of 18 not covered by the "coordination" directive and resident in the Czech Republic on a long-term residence permit from the moment of their birth,
2. to enlarge the application of Act No. 48/1997 Coll. to include immigrants not covered by the "coordination" directive and who have income from gainful activities within the CR under Act No. 586/1992 Coll., on income tax, as amended, after three months of beginning to receive an income from gainful activity within the Czech Republic,

**6. STATISTICS**

- by 31<sup>st</sup> March 2011, to produce an updated issue of yearbook Foreigners in the Czech Republic which is to contain statistical data concerning separate areas of immigrants' lives within the Czech Republic (Czech Statistical Office);
- to obtain and periodically publish relevant statistical data regarding immigrants within the Czech Republic (Czech Statistical Office, MoI, MoLSA, MoEYS, MoIT, MoRD, MoH).

---

<sup>12</sup> Since most foreigners do not have access to the internet, this information must be provided not only by means of the website but also printed information as part of professional seminars for foreigners, socio-legal advice and other activities.

## **7. COORDINATION**

A whole range of government departments are involved and cooperate on the Policy for Integration of Immigrants (ministries of the Interior, of Labour and Social Affairs, Education, Youth and Sport, Finance, Industry and Trade, Regional Development, Health and of Culture). The Ministry of the Interior has been commissioned with coordination of the Policy for Integration of Immigrants, but each ministry is responsible for implementation of integration policy to the extent of its competency; coordination and communication with each department is therefore also of utmost importance. It is therefore essential to ensure mutual awareness between separate departments and cohesion of their activities.

### **Proposed Measures:**

- by 31<sup>st</sup> March 2011 to appoint a ministerial integration coordinator with all necessary decision-making powers at a department head level and supply his/her name to the MoI which is commissioned with coordination of implementation of the Policy for Integration of Immigrants (MoLSA, MoEYS, MoF, MoIT, MoRD, MoH, MoC).

## **8. FINANCING IMMIGRANT INTEGRATION**

For the year 2011, the amount from the state budget earmarked for support of integration of foreigners was set at **CZK 10,000,000** which constitutes a reduction as against the previous year (CZK 25,000,000 in 2010).

In 2011, while using state funds, special emphasis is placed in particular upon:

- effective use of state funds for immigrant integration;
- focus on linking finances from European Union funds and finances from the state budget (covering the necessary amount for co-financing) for projects which comply with the objectives of separate government departments;
- speeding up the administrative process of conferring grants;
- monitoring.

### **Division of finances to separate ministries:**

Ministry of the Interior	CZK 7,700,000
Ministry of Labour and Social Affairs	CZK 0 <sup>13</sup>
Ministry of Education, Youth and Sports	CZK 1,500,000
Ministry for Regional Development	CZK 400,000
Ministry of Culture	CZK 150,000
Czech Statistical Office	CZK 250,000

(Annotation):

This material is a shortened version of the approved Government Ordinance No. 99/2011. It contains 3 chapters: Analysis of the Current Situation, Updated Policy for Integration of Immigrants – Living Together and Procedure for Implementation of the Plan in 2011.

---

<sup>13</sup> MoLSA has announced that due to organisational changes, it shall not implement grant proceedings in the area of support for immigrant integration from funds earmarked for implementation of the Policy for Integration of Immigrants.

## List of Abbreviation

CR	Czech Republic
MoI	Ministry of the Interior
MoLSA	Ministry of Labour and Social Affairs
MoEYS	Ministry of Education, Youth and Sports
MoF	Ministry of Finance
MoIT	Ministry of Industry and Trade
MoRD	Ministry for Regional Development
MoH	Ministry of Health
MoC	Ministry of Culture
PoCR	Police of the Czech Republic