

## UPDATED CONCEPT OF IMMIGRANT INTEGRATION

### 1. Introduction to the updated Concept of immigrant integration

#### **1.1. International context surrounding the development of the policy of immigrant integration**

Immigration is a constant phenomenon in most developed countries. However, due to various factors, international migration and immigration are gaining in importance in the globalized world.

Almost all Member States of the European Union are currently target countries of international migration. This is also the case with the Czech Republic where as at 31 December 2004 a total of **254 294** immigrants lived which accounts for some 2.4 % of the country's total population.

Within the European Union, the issue of *migration* became to be focused more systematically since the early 90's of the last century. This development may be exemplified, inter alia, also by the fact that the Treaty of Amsterdam which took effect in 1999, transferred from the third pillar to the first pillar the issues pertaining to the asylum and immigration policy and thereby, in some areas, the European Union acquired mandate to adopt Community legislation.

Together with the issue of migration and immigration, the issue of *immigrant integration* becomes the focal point of attention of the European Union, its Member States and other international organizations. The issue of integration has been included in migration policies due to the revelation that labour migration that was deemed to be a temporary feature only within the Member States of the European Union, has changed to the constant one. Another reason for this approach is the fear that poorly integrated immigrants may become a serious problem for the majority population.

***Immigrant integration is of key importance for maintaining social cohesion of host societies and for economic development.*** Experience, in particular of the „old“ Member States of the European Union, where already a large number of immigrants are established in the long term, shows that poor immigrant integration may cause some serious problems, not only for the majority (host) society, but also for the society in general, i.e. including immigrants. Non-integrated immigrants (or individuals who have already acquired citizenship, but who were born abroad or whose parents are immigrants) are in comparison with the majority population more affected by the unemployment, have lower education, qualifications and lower income, depend on social benefits; they tend to live segregated and usually are unable to raise their children to live in integrated society – segregation thus becomes a problem not only for the first generation but also for the next generations. They are at risk of discrimination, their rights are violated more often and due to various barriers they are unable to participate fully in the creation of societal values and also benefit from these values. At the same time they are often unable to get to grips with problems, conditions and requirements of their social environment, come into conflict with such environment and tend to be radical.

*Integration policies* of individual Member States of the European Union *differ considerably*, both in terms of setting of the targets, the target group and the manner of implementation of integration policies. This is, inter alia, due to a different historical experience with migration in the given country, different origin of immigrants, different needs and different legal framework. On the other hand, integration policies have certain features in common, in the course of formulation of national strategies particular components of integration policies of other Member States are adopted. In general, it holds that integration policies of the old Member States have, due to a long-term immigration past, a longer tradition.

The development and implementation of integration policy is primarily the task of each Member State. In the light of the fact that any failure of a Member State to implement its integration policy may have various adverse impacts on other Member States and the European Union in general, subsequent to the adoption of the Treaty of Amsterdam increasingly more attention started to be paid to integration-related issues.

In 1999, the European Council at its meeting in Tampere confirmed the necessity to ensure honest and fair treatment of third country nationals, i.e. immigrants, except for EU citizens who reside legally in the territory of the EU Member States. Considerable attention was paid to the immigrant integration at the session of the European Council at Thessalonike (held on 19 and 20 June 2003) that based its conclusions on the Communication *from the Commission to the Council, the European Parliament on immigration, integration and employment*. The European Council noted that it is necessary to develop a comprehensive policy with respect to the integration of legally residing third country nationals. The conclusions from the meeting of the European Council at Thessalonike may be labelled as the first EU strategy of immigrant integration. In comparison with the conclusions of the European Council at Tampere, which emphasized (only) fair treatment, this strategy has been modified, in particular, due to the emphasis put on comprehensive nature of integration.

In 2004, under the Dutch Presidency, the document **Common basic principles for immigrant integration policy in the European Union**, which should serve as a guideline for Member States when formulating their national integration policies, was drawn up. In this document, the following principles have been highlighted as common basic principles:

1. Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States.
2. Integration implies respect for the basic values of the European Union.
3. Employment is a key part of the integration process and is central to the participation of immigrants, to the contributions immigrants make to the host society, and to making such contributions visible.
4. Basic knowledge of the host society's language, history and institutions is indispensable to integration; enabling immigrants to acquire this basic knowledge is essential to successful integration.
5. Efforts in education are critical to preparing immigrants, and particularly their descendants to be more successful and more active participants in society.
6. Access for immigrants to institutions, as well as to public and private goods and services, on a basis equal to national citizens and in a non-discriminatory way is a critical foundation for better integration.
7. Frequent interaction between immigrants and Member State citizens is a fundamental mechanism for integration. Shared forums, inter-cultural dialogue, education about

immigrants and immigrant cultures and stimulating living conditions in urban environments enhance the interactions between immigrants and Member State citizens.

8. The practice of diverse cultures and religions is guaranteed under the Charter of Fundamental Rights and must be safeguarded, unless practices conflict with other inviolable European rights or with national law.
9. The participation of immigrants in the democratic process and in the formulation of integration policies and measures, especially at the local level, supports their integration.
10. Mainstreaming integration policies and measures in all relevant policy portfolios and levels of government and public services is an important consideration in public-policy formation and implementation.
11. Developing clear goals, indicators and evaluation mechanisms are necessary to adjust policy, evaluate progress on integration and to make the exchange of information more effective.

## **1.2. National context surrounding the development of the immigrant integration policy**

Individuals coming from other countries and residing in the Czech Republic on a permanent or a long-term basis increasingly ***affect the demographic development of the Czech Republic***, whereby also their impact on various areas of the country's economic and social life is strengthened. In the past 15 years the Czech Republic has been changed from a transit route to target countries to the target country for many foreign nationals who are trying to find in its territory a new home or a place for the pursuit of a long-term or permanent economic activity.

Whereas at the end of 2002 ***immigrants accounted for 1.8% of the Czech Republic's population, in mid-2005 their share increased to 2.5%***. This share still belongs to the lowest ones within EU25 and it is comparable for instance with the share of immigrants in Portugal, Slovenia, Italy or Finland. However, immigrants increasingly influence the development of the number of the Czech Republic's population. It is necessary to expect that in the future the ***share of immigrants in the overall population will be rising***. Consequently, it is necessary to prepare an appropriate and effective migration and integration policy whereby the society in the Czech Republic would be prepared for the continued and growing influx of immigrants and immigrants would become beneficial for the country.

The increasing positive migration balance not only covers the natural population decrease which results from the fact that the mortality rates exceed birth rates but also secures a slight growth of the Czech Republic's population. For instance, in the first half of 2005 positive migration balance amounted to 18.4 thousand people and thanks to it the Czech Republic's population grew by 14.8 thousand. This figure is also consistent with the projection of the development of the Czech Republic's population until 2050 which was prepared by the Czech Statistical Office. According to the median variant of this projection, the ***number of the Czech Republic's population will drop by 2050 to less than 9.5 million, which will however include some 1.4 million of immigrants***, i.e. almost one out of seven inhabitants of the Czech Republic will be an immigrant.

The growing proportion of immigrants in the overall population of the Czech Republic considerably influences the labour market but also the commercial sector. Immigrants bring a different culture, and the way of life, eating habits, social behaviour or health care. This must be taken into account in the medium-term and long-term outlooks for most sectors. ***It is in the interest of both the host country and the immigrants that migration processes are rather controlled than spontaneous.***

From the analyses of the current development is clear that among immigrants residing on a long-term or permanent basis in the territory of the Czech Republic, immigrants from five countries prevail. Out of the total number of more than 254 000 immigrants residing legally in the Czech Republic at the end of 2004, there were 78 000 nationals of the Ukraine, 47 000 nationals of Slovakia, 34 000 nationals of Vietnam, 16 000 nationals of Poland and almost 15 000 nationals of Russia. Out of this number, about 40% had their permanent residence in the territory of the Czech Republic and 60% had their temporary residence there.

The arriving nationals of other states have a ***number of special features*** whereby they differ from the majority society. Among immigrants, in particular, the number of men exceeds the number of women. Female immigrants accounted for 40% of the overall number of immigrants as at 31 December 2004, out of the total number of economically active migrants they accounted for 29 % as at 30 June 2005, while this share, as far as the employment is concerned, has been growing since 1995 (15 %). In terms of the age, there is an especially dominant age group between 30 and 35 years. Consequently, these are immigrants arriving with school-age children or giving birth to children who will soon participate in the school attendance in the territory of the Czech Republic. At the same time, the increasing number of children will be transferred from the currently prevailing attendance of kindergartens and primary schools to secondary schools and universities. There are also sharp differences in the quality of education of the incoming immigrants and the manner of their economic activity in the Czech Republic. About 30% of citizens of Vietnam and Poland in the Czech Republic have only primary education. On the other hand, 44% of Russia's nationals in the Czech Republic have university education. From the viewpoint of the economic activity, almost 100% of economically active nationals of Vietnam are engaged in commercial activities under the trade licence, almost 100% of Polish nationals are employed and a similar situation is in the case of Slovak nationals. A similar profile for these dominant groups of nationals exists when analyzed by individual regions. The prevailing commercial activities of nationals of Vietnam are concentrated in border areas of the Karlovy Vary and the Ústí nad Labem region, nationals of the Ukraine in the Central Bohemian region and in Prague in connection with building activities, and Slovak nationals in particular in the Moravian and Salesian region and in Prague.

### **1.3. Key changes in the existing Concept of immigrant integration**

In response to the increased number of immigrants in the territory of the Czech Republic in 1999 a strategy comprising fifteen points was prepared and approved by the Government of the Czech Republic under the title ***Principles for the concept of immigrant integration in the territory of the Czech Republic***, and on its basis, the ***Concept of immigrant integration in the territory of the Czech Republic*** was prepared which was adopted in 2000. Thereby, a necessary prerequisite for gradual formation of the targeted and systematic policy in the area of immigrant integration has been established.

The Government has set in the area of immigrant integration several chief objectives. The government policy was primarily intended to approximate the status of foreign nationals legally residing in the Czech Republic on a long-term basis to that of citizens of the Czech Republic and systematically protect political, economic, social and cultural rights of the immigrants.

The Concept of immigrant integration addressed in particular **the issue of division of competencies** and responsibilities of the relevant government departments (sectors) for the preparation, introduction and implementation of the proposed projects in individual areas of life and immigrant integration in the Czech Republic. Subject to their respective competencies, the Ministry of Labour and Social Affairs, the Ministry of Industry and Trade, the Ministry of Education, Youth and Physical Education, the Ministry for the Regional Development and the Ministry of the Interior have prepared **Plans of integration policies**. In terms of their content, these plans were focused on legislative, organizational, methodological and practical aspects of implementation of the Concept of immigrant integration.

**Support for projects** is deemed to be one of the key elements of the existing Concept of immigrant integration. Non-governmental non-profit organizations play an important role in this respect. In particular through them individual ministries initiated the implementation of projects in the area of immigrant integration. The themes of the projects are focused, for instance, on the increase of awareness of immigrants and nationals of the host state, social and legal consultancy for immigrants, language skills and other qualification of immigrants, prevention of intolerance, racism and discrimination of immigrants.

At the beginning of 2004, based on the Government Resolution, **the agenda** associated with the co-ordination of implementation of the Concept of immigrant integration in the territory of the Czech Republic was transferred from the Ministry of the Interior to the Ministry of Labour and Social Affairs. This change was made in connection with the existing experience with the implementation of the Concept of immigrant integration, which showed that the issue of immigrant integration needs to be addressed in particular with focus on social aspects of this process.

In connection with the present experience with the implementation of the Concept of immigrant integration and the ongoing development of immigrant integration policy at the Community level and with the performed analyses of factual and legal status, **it is obvious that the existing Concept of immigrant integration needs to be revised in several areas**. These areas and priorities have been indicated already in the document approved by the Government Resolution in 2005.

In the light of the present experience with the implementation of the Concept of immigrant integration and the ongoing development of immigrant integration policy abroad, the most serious weakness of the existing Concept of immigrant integration seems to be the fact that it was focused exclusively on **granting the rights to immigrants and disregarded the issue of social integration**. The Concept of immigrant integration has been right from the start implemented on the basis of the mainstreaming method, i.e. a method taking into account the impacts of the adopted measures on the immigrant integration when developing and revising other policies and legal regulations. Validity of this method is not questioned, however, as the only approach towards development of an efficient immigrant integration policy, it is insufficient. The existing experience suggests that trying to approximate legal status of

nationals and immigrants by way of mainstreaming only without certain requirements and implementation of specific integration measures would not be sufficient to ensure the success of the integration process. A necessary prerequisite for the proposal of effective specific integration measures is *defining of priority areas and key prerequisite for immigrant integration*.

When determining the priority areas for immigrant integration, both the performed analyses of the status of immigrants in the Czech Republic and local or foreign experience are taken into account.

In this respect, this is a key modification of the existing Concept of integration of immigrants. In comparison with the Principles for the concept of immigrant integration in the territory of the Czech Republic, another change consists in higher *emphasis placed on an individual*, i.e. on his/her personal efforts and responsibility as a means to ensure his/her independence, self-sufficiency and integration into society. An immigrant is perceived in particular as a member of the society, rather than as a member of a particular community.

The existing Concept of immigrant integration is based on several documents approved by the Government, which are complementary. The objective of the presented document is to develop *a coherent long-term framework of the integration policies*, which will clearly and comprehensibly define the purpose and priorities of immigrant integration policy and which will become a guideline for all parties involved in their efforts to contribute to immigrant integration.

The clearly defined objectives will also enable to *incorporate the priorities of the Czech Republic into immigrant integration policy at the Community level and to use effectively both the existing and future funds* of the European Union allocated to immigrant integration.

The general conceptual part of the document is supplemented with a proposal for specific measures, i.e. a comprehensive proposal for long-term legislative and practical measures, which will be assessed and updated on an ongoing basis.

#### **1.4. Comprehensive proposal for long-term legislative and practical measures**

In connection with the updated Concept of immigrant integration, a comprehensive proposal for long-term legislative and practical measures has been determined. This is a document that builds on the updated Concept of immigrant integration, which constitutes a long-term framework for future course of the integration policy of the Czech Republic and assigns the tasks for the first phase of introduction of the proposed integration measures (between the years 2006 and 2008). These measures have been formulated as continuous, follow-up steps leading to the set objective; their specification or revision and subsequent approval of further procedure will be carried out gradually in connection with outputs of previous phases.

In the light of this fact, it is not possible to estimate now the overall expensiveness of individual targeted specific measures, the costs incurred may be specified only upon the submission of individual legislative proposals, the formulation of which depends to a

considerable extent on outputs of individual phases within the time schedule of putting these measures into practice. These measures were in the first phase formulated in such a manner to make use to the maximum possible extent the outputs of projects carried out in the area of immigrant integration from EU funds. Specifically, in the case of the targeted specific measure which is the knowledge of the Czech language, the time schedule of its implementation has been set in such a manner to allow in particular the use of outputs of projects *Systemic support for the employment of asylum-seekers and immigrants residing on a long-term basis in the Czech Republic* and *Systemic support for employment of asylum-seekers and immigrants residing on a long-term basis in Prague*. Financial impacts will be calculated upon submission of particular legislative proposals. Certain tasks are already fulfilled at present and will not require any additional funds in the future.

#### **1.4.1. Legislative regulation of the execution of the state administration in the area of immigrant integration**

The Concept of immigrant integration has been developed gradually since 1999 when the *Principles for the concept of immigrant integration in the territory of the Czech Republic* were prepared and approved by the Government of the Czech Republic. Based on these principles, *the Concept of immigrant integration in the territory of the Czech Republic* was prepared which was then adopted in 2000. The Government is informed every year about the progress on implementation of the Concept of immigrant integration and makes decisions on further development of the Concept of immigrant integration (for more details see Chapter 1.3. Key changes in the existing Concept of immigrant integration).

In connection with the above considerations, we may note that the Concept of immigrant integration is implemented on a non-legislative basis. However, such a statement might suggest incorrect interpretation to the effect that the entire issue of the immigrant integration is undertaken on a non-legislative basis.

The above procedure is associated with the nature of immigrant integration. Immigrant integration is a comprehensive phenomenon that affects a number of areas that have various levels of importance within this process. So far, there is neither at the national, nor at the international level any exhaustive definition of the term immigrant integration. The term immigrant integration is usually characterized by means of the areas it affects. If we take as the reference, for instance, the document **Common basic principles for immigrant integration policy in the European Union** approved by the EU Council in November 2004 which should serve as a guideline for the Member States in the formulation of the national integration policies, then even on the basis of the above demonstrative list of areas we may note that a number of areas that are mentioned there is already regulated in the Czech legal order (for instance, the area of education, social aid, health care, etc.), namely both in terms of the opportunities and conditions for an access of immigrants to a given public service, including the regulation of competencies of territorial self-governing units (municipal authorities) in the given areas.

However, in the Czech Republic, there is no special legislative regulation that would govern exclusively immigrant integration, i.e. the regulation focused exclusively on this issue. Nevertheless, recently a trend towards the adoption of special legislative regulation has been obvious abroad. Such a legislative regulation usually results from the fact that though the mainstreaming method is deemed to be an important tool of the integration policy, it is

not sufficient for immigrant integration. Due to its nature, it does not cover important areas such as the knowledge of the language of the host country, respect for its values or establishing of relations between immigrants and members of the host society. These areas are deemed to be of key importance for the integration process (for more details see – The goal-directed specific measures of the updated Concept of immigrant integration). A shift of integration policies of individual countries to targeted integration measures is quite obvious, regardless of the fact whether they have been already enshrined in legislation or whether they are still implemented on a non-legislative basis.

The task to finalize the solution to the need for or possibly the manner of the legislative regulation of the execution of the state administration in the area of immigrant integration and its execution on the basis of the delegated competence therefore needs to be interpreted in the light of the above considerations.

The presented updated Concept of immigrant integration envisages the introduction of targeted specific measures. Not all proposed targeted specific measures will require to be enshrined in legislation, nevertheless in particular in the case of the priority „knowledge of the Czech language“ and possibly also „orientation in society“, with respect to their general systematic application and interrelatedness with residence or other permits, it will be necessary to enshrine them in legislation in the future. Currently, however, the process of setting of conditions for their implementation is just in its initial stage and the manner of their enshrining in legislation and precise time schedule cannot be anticipated.

#### **1.4.2. Legislative regulation of the execution of the state administration in the area of immigrant integration at the level of territorial self-governing units**

The Concept of immigrant integration envisages right from the start an active role at the local level (see in particular Principle No. 11, which reads as follows: „*Territorial self-governing units play an irreplaceable role in immigrant integration. These authorities actively participate in the formation and implementation of the Government concept and policy in the area of integration of legally residing and long-term immigrants and in the area of the Concept. The Government participates in their activity in this area in terms of organization and financing*“). Consequently, in 2001, in this connection in all districts of the Czech Republic *District consultative bodies for immigrant integration issues were established* which dealt in particular with the monitoring and analysis of the situation and status of immigrants under local conditions. In connection with the reform of the territorial public administration of the Czech Republic and new territorial administrative structure at the end of 2002, also the activities of consultative bodies were terminated.

The importance of the involvement of the local level has been confirmed also by foreign experience. In 2004 **Common basic principles for immigrant integration policy in the European Union** were drawn up which, inter alia, state that: „*Integration is a process that takes place primarily at the local level. The frequency and quality of private interactions and exchanges between immigrants and other residents are key elements of greater integration. There are many ways to encourage integration. An important aspect is a greater focus on promoting the use of common forums, intercultural dialogue, spaces and activities in which immigrants interact with other people in the host society, and on the sustained education of the host society about immigrants and immigrant cultures. .... The integration*

*of immigrants is deeply influenced by a broad array of policies that cut across institutional competencies and levels of government. In this context particular consideration needs to be given to the impact of immigration on public services like education, social services and others, especially at the level of regional and local administrations, in order to avoid a decrease in the quality of these services. Accordingly, not only within Member States, but also at the European level, steps are needed to ensure that the focus on integration is a mainstream consideration in policy formulation and implementation while at the same time specifically targeted policies integrating migrants are being developed (mainstreaming).“*

Currently, the law does not impose on regions or municipalities the obligation to deal specifically with the issue of immigrant integration. However, a number of regions and municipalities are well aware of the urgent nature of problems associated with immigrant integration and take the initiative to address them.

Based on suggestions of representatives of regional authorities, a proposal for the job description of the staff of regional authorities dealing with the issue of immigrant integration has been prepared. However, this list does not reflect crucial changes, the presented updated Concept of immigrant integration is targeted at, and which depend on outputs and conclusions of individual targeted specific measures.

With regard to the above, we may draw the following conclusions. The involvement of the local level in immigrant integration policy is necessary. A number of regions/municipalities have already started to participate in the solution of the problem of immigrant integration from their own initiative and thereby mutual co-operation between the central and local levels of the public administration is successfully developed. Due to the fact that the requirements of the central level of the state administration with respect to the regional/local level cannot be formulated on a comprehensive basis since it is impossible to anticipate the results of tasks assigned within the targeted specific measures, it is not currently proposed to enshrine in legislation the execution of the state administration in the area of immigrant integration on the basis of the delegated competence. Before the issue of involvement of regions/municipalities in the implementation of targeted specific measures is resolved, the opportunities for participation of regions/municipalities under the existing legislative status will be examined, i.e. the existing (informal) manner of co-operation will be continued and this co-operation will be further intensified. The ways towards raising the funds for immigrant integration in territories of regions/municipalities will be sought much more extensively than up till now.

### **1.5. Manner of evaluation of progress achieved in the course of implementation of the updated Concept of immigrant integration**

All countries in the course of development of immigrant integration policy face the problem of how should be determined whether the integration has been achieved or not. The determination of integration indicators is complicated due to the comprehensive nature of integration and due to the blending of often subjective and therefore not easily identifiable aspects (for instance the identification of an immigrant with the host society, accepting of general standards and values, establishing of social relations outside own ethnic group, etc.) with objective, verifiable facts (acquired education, knowledge of language, employment, etc.).

The updated Concept of immigrant integration sets out four priority areas – basic prerequisites for integration, i.e. knowledge of the Czech language, economic self-sufficiency, the immigrant's orientation in society and relations between the immigrant and members of the majority society, and thus lays the foundations for the evaluation of the progress of the integration process.

The process of immigrant integration is a long-term qualitative matter and exclusively quantitative indicators therefore cannot separately show the effectiveness of the output of the process. However, they may serve as support indicators. For the objectives of the targeted specific measures „knowledge of the Czech language“ and „economic self-sufficiency“ it will be possible to use for the evaluation of the progress achieved statistical monitoring methods, since the acquired level of knowledge of the Czech language will be tested on the basis of the obligation to pass an approved test and confirmed by the certificate and also employment or a commercial activity is an objectively measurable fact. As for the remaining priorities, i.e. the immigrant's orientation in society and relations between the immigrant and members of the majority society, direct monitoring will be possible only partly (for instance in the case of introductory courses, if test is to be passed upon their completion). In other cases, (for instance in the case of the evaluation of improvement of social climate in the relation between immigrants and the majority society) it will be necessary to obtain information leading to the evaluation of effectiveness of the implemented measures indirectly (in the form of surveys, public opinion polls, analyses of media image of immigrants, etc.).

In the case of support measures which are in particular part of sectoral Plans of integration policies, for instance, the progress and quality of the documentation activity, number of publications pertaining to the immigrant integration, the frequency and quality of information sources, etc., constitute measurable outputs.

The issue of setting specific integration indicators will be discussed in a detailed manner in the course of 2006 as part of the Specialized consulting group for statistics and research.

Individual government departments (sectors) taking part in the implementation of the updated Concept of immigrant integration will always at the end of the calendar year inform the Ministry of Labour and Social Affairs about the progress on implementation of a comprehensive proposal for long-term legislative and practical measures, including the sectoral Plans of integration policies. Due to the comprehensive nature of immigrant integration, the Ministry of Labour and Social Affairs will receive also information about implementation of other measures which are not expressly stated in the comprehensive proposal for long-term legislative and practical measures and sectoral Plans of integration policy, but nevertheless have impact on integration of the target group of immigrants.

## **1.6. Prerequisites for successful implementation of the Concept of immigrant integration**

### **1.6.1. Coherent migration policy strategy**

Experience with the implementation of the Concept of immigrant integration in the Czech Republic and with international activities in the area of migration show that the

formation and possibilities of effective integration policy of the Czech Republic are closely connected with migration phenomena and the development of migration in the Czech Republic.

By the Resolution of the Government of the Czech Republic of 13 January 2005 No. 55 *on effectiveness of the Concept of immigrant integration in the territory of the Czech Republic and further development of this Concept subsequent to the Czech Republic's accession of the European Union the Principles for government policy in the area of immigrant migration* were adopted. These principles should serve as an essential document and the basis for the preparation of targeted Concept of migration policy of the Czech Republic. However, migration policy of the Government of the Czech Republic which would clearly define the conditions reflecting specific role of the state both at the national and the international level and which would be also conducive to the support for combating illegal migration and mitigation of security risks associated with migration has not been prepared yet.

When drawing up integration measures within the Concept of immigrant integration, the absence of a coherent migration policy of the Czech Republic is obvious. Migration and integration are closely interrelated areas; successful solution of one area is a necessary prerequisite for the other area. Consequently, consistent integration policy is unthinkable in the future without the development of migration policy of the Czech Republic.

Due to the fact that migration influences political, economic, social, demographic and cultural environment of society, the development of migration policy should be based on cooperation and support of all ministries involved, or other parties.

#### **1.6.2. Personnel resources for the implementation of the Concept of immigrant integration**

The Concept of immigrant integration envisages right from the start the involvement of a number of sectors (The Ministry of Labour and Social Affairs as the co-ordinator and also in particular the Ministry of the Interior, the Ministry of Education, Youth and Physical Training, the Ministry of Industry and Trade, the Ministry for Regional Development and the Ministry of Culture). The Concept thus responds to the fact that immigrant integration is a comprehensive issue that affects a number of areas.

The quality of the systematic and targeted immigrant integration policy and the implementation of the Concept of immigrant integration in individual areas directly depends on securing of personnel and organizational conditions that would guarantee consistent and goal-directed interrelatedness of activities of the relevant ministries and use of the professional potential of other parties in this area.

The document approved by the Government Resolution No. 1360 of 19 December 2001 required that within each affected sector, one contact employee dealing with the issue of immigrant integration would be assigned. Despite the fact that the relevant employees were assigned to be in charge of the immigrant integration agenda, the practice shows that accumulated agenda of these employees does not allow them to deal with issues of immigrant integration to the required extent. The existing personnel and organizational resources for the Concept of immigrant integration at certain ministries are not sufficient and do not allow them

to exercise their tasks up to the required standards and within the required deadlines. Due to the anticipated increase of tasks in the area of immigrant integration and higher requirements for their preparation, it is necessary to pay increased attention to personnel resources since it is the essential prerequisite for further development of the Concept of immigrant integration.

Apart from personnel resources as such, there is another barrier to the implementation of the Concept of immigrant integration, namely the absence of sufficiently clearly formulated commitment to address the issues of immigrant integration. It is obvious that emergent integration policy requires certain changes in the existing legislative regulation and procedures, which places higher demands on activities of the affected sectors. It is therefore necessary that individual affected sectors actively accept their role in the development and implementation of the Czech Republic's integration policy and at the same time that the Ministry of Labour and Social Affairs, as the co-ordinator of immigrant integration and the owner of know-how, will be given a clear mandate for the promotion of integration policy and for supervision of the progress of implementation of immigrant integration policy.

### **1.6.3 Financial resources**

Currently, the implementation of the Concept of immigrant integration is financed on the basis of the Government Resolution approved annually whereby the funds are always distributed among the relevant ministries and the Czech Statistical Office. However, the amount of funds that are allocated on the basis of these Government Resolutions for the implementation of the Concept of immigrant integration from the chapter of a state budget General Treasury Administration, is relatively low (for instance, in 2004 the total sum of CZK 20 million was allocated, in 2005 even only the sum of CZK 12 million was approved).

For this reason, it is necessary to look also for other sources of financing for immigrant integration than the funds from the chapter of a state budget General Treasury Administration. Another option available for individual ministries is the obtaining of financial resources also from their chapters of a state budget. Individual government departments (sectors) will receive a certain sum from the chapter General Treasury Administration, but apart from this sum, the relevant ministries should allocate additional funds for immigrant integration from their own chapters of a state budget (the amount of funds allocated in this manner depends on individual ministries). The calculation and claiming of requirements for the allocation of funds into the relevant chapter of a given sector for the implementation of measures the relevant ministry is in charge of, i.e. in particular measures associated with legislative changes, is the responsibility of the relevant government department (sector).

The funds allocated for immigrant integration are currently approved always only for one fiscal year. Due to the fact that these funds are used primarily for the support of projects of non-governmental non-profit organizations, as part of the annually announced grant programmes in support of immigrant integration, this policy of approval for one-year only causes serious problems to the parties in charge of their implementation (no stability in the employment of qualified professionals, impossibility to maintain the continuity of the services provided, etc.) and results in the lack of financial stability in the implementation of the above projects. Only large non-profit organizations are able to manage these problems, for other parties the situation is extremely difficult and complicates their activities.

However, the introduction of multi-annual financing is very problematic and administratively demanding process. One-year financing of grant programmes arises from budgetary rules and from the government rules for the provision of government grants and currently no change of this manner of financing is being prepared.

The financing of non-governmental non-profit organizations is an important issue and it is being discussed on an ongoing basis at the level of the Government council for non-governmental non-profit organizations. However, no optimal solution to the existing situation has been found yet.

## **2. Updated Concept of immigrant integration**

The Czech Republic saw in the course of the 90's of the past century a considerable increase in the number of immigrants in its territory. A number of them established in the Czech Republic and thereby created new immigrant communities. The Czech Republic thus faces the task of integrating immigrants into society in the economic, social and cultural field and of addressing the issue of their political and legal status.

The objective of the Concept of immigrant integration in the territory of the Czech Republic is to respond to the increasing number of immigrants in the territory of the Czech Republic who live here on a long-term or permanent basis and propose measures geared to immigrant integration aimed at ***maintaining social cohesion of society*** and in the long-term perspective increase political participation of all inhabitants in the life of society.

In general, we may define ***immigrant integration*** as a **process in the course of which the local population and immigrants are integrated into a single society**. This is a two-way process, which requires mutual accommodation by immigrants on one hand and the creation of conditions for immigrant integration in the host (receiving) society on the other.

The Concept of immigrant integration defines under what key conditions immigrant integration occurs and based on this definition proposes ***integration measures*** which are intended to prevent the occurrence of economically, socially and culturally divided society. A necessary prerequisite for the proper functioning of these measures is the setting of transparent rules, clearly defined expectations and predictable advantages for immigrants seeking integration.

In order to propose adequate measures it is necessary to define in particular on whom the integration measures are targeted, i.e. ***the target group***, what are the key ***prerequisites for immigrant integration*** and what is the ***role and tools of the state and other parties*** involved in the process of immigrant integration.

**Target group.** The primary interest of the state is to facilitate integration for those immigrants who reside in the territory of the Czech Republic or intend to reside there on a long-term basis or on a permanent basis. The approach to immigrants is based on the assumption that the longer a particular immigrant resides in the territory of the Czech Republic, the more likely it is that he/she will stay there; the immigrant's intention to reside in the territory of the Czech Republic on a long-term basis or on a permanent basis may be also presumed from the purpose of residence of the immigrant concerned.

**In general, legally residing (established) immigrants who reside in the territory of the Czech Republic legally at least for a period of one year** are deemed to be the target group. On the basis of this definition, immigrants who were granted residence (i.e. permanent residence or temporary residence in the territory on the basis of long-term visa or under long-term residence permit) and immigrants who were granted asylum fall within this group.

The target group of the updated Concept of immigrant integration does not include EU Member State citizens and asylum-seekers.

However, the uniform definition of the target group applicable to all proposed measures is not useful. Consequently, when formulating individual measures, it is necessary

to modify their general definition and extend it or narrow it for individual categories of immigrants, in order to target the proposed measures better, evaluate their efficiency and thus achieve their maximum effectiveness. Special emphasis should be placed on measures proposed with respect to immigrants, in the case of whom it is reasonable to anticipate that they will seek to obtain a permanent residence (permit) and with respect to immigrants whose presence in the Czech Republic is beneficial for the state and society in the long-term. Increased attention needs to be paid to the assessment of the impact of the proposed measures from the gender viewpoint and with respect to family cohabitation of immigrants.

Due to the nature of integration as a two-way process, the updated Concept of immigrant integration will also determine the measures targeted on the majority society.

**Prerequisites for immigrant integration.** Immigrant integration is a **comprehensive process** affecting many areas. Factors influencing the integration process are closely interrelated, prerequisites for and consequences of integration of individual segments are blended and immigrant integration policy thus necessarily has to come to grips with certain contradictory tendencies. In view of this fact, it is essential to define the prerequisites that are **of key importance** in terms of immigrant integration, and to propose specific integration measures aimed at meeting these prerequisites.

The updated Concept of immigrant integration is therefore based on **two categories of measures**. The core part of the Concept of immigrant integration constitute **targeted specific measures** which are defined on the basis of the determined key factors influencing the success of the integration process and which have been developed directly with a view to regulating the integration process. Their purpose is to eliminate disadvantages arising from the fact that an individual concerned is an immigrant, usually does not speak the language of the host country, his/her orientation in society and the labour market is more difficult and has not established contacts with members of the majority society.

The second group is comprised of such measures and procedures that reflect the impacts of the adopted or existing measures for immigrant integration in the development and revision of other policies and legal regulations (the so-called mainstreaming). We may label these measures as **support measures**. Such measures include migration-related measures (for instance issuing of residence permits) and also measures unrelated to migration (for instance access of immigrants to public health insurance).

Both groups of measures are complementary and only by way of their appropriate setting and interrelatedness favourable conditions for successful progress of the integration process may be achieved.

Immigrant integration is to a large extent autonomous process. It may be influenced and supported by targeted policy of the state, but it is impossible for the state administration to regulate the integration process in all areas. For this reason, it is important to ensure the **involvement of additional partners** and development of additional measures which will contribute to the support for individual efforts of immigrants to integrate themselves into Czech society which is of key importance for the success of integration.

Integration is the process that is being implemented at the local level. The frequency and quality of relations between immigrants and inhabitants of a municipality or a region is the key factor of integration. There are various methods whereby **municipalities and regions**,

subject to local conditions, may support relations between immigrants and nationals. At the same time, municipalities and regions play an important role in the provision of feedback to central bodies on the functioning of integration policy and the provision of information about the situation and status of immigrants in the given territory and on problems they face during the process of immigrant integration. From the viewpoint of effective functioning therefore the involvement of the local level in the development and implementation of immigrant integration policy seems to be necessary.

### **TARGETED SPECIFIC MEASURES**

Targeted specific measures are proposed both at the legislative and non-legislative level. Especially those measures that determine for persons who meet the prerequisites defined by the state for integration purposes preferential treatment or a wider scope of rights in comparison with other immigrants should be enshrined in legislation.

Immigrants who intend to reside in the territory of the Czech Republic on a long-term basis or on a permanent basis must have legal certainty in terms of their legal status and measures of the state must be set in such a manner to provide sufficient incentives for immigrants to acquire prerequisites necessary for integration by way of *acquisition of rights over time (gradual accrual of rights)*. Such an acquisition of rights, however, is not automatic, i.e. it does not accrue solely with the length of the stay but it is also conditional upon achieving a certain degree of integration. A necessary condition for the proper functioning of these measures is the practical availability of the required prerequisites for immigrants and preferential treatment of those immigrants who prove the efforts to integrate themselves into the host society, in comparison with persons who are not involved in such activities.

Targeted specific measures are formulated with a view to fulfilling *key prerequisites of integration*, which are necessary for successful involvement in other areas of the life of society. If we proceed from the assumption that an integrated person is especially someone who maintains contacts with other members of society, is able to provide by himself/herself or with the help of members of his/her family necessities of life for himself/herself and identifies himself/herself with the essential values of the society he/she lives in, then key prerequisites for successful immigrant integration under the conditions of the Czech Republic are as follows:

- 1) **knowledge of the Czech language**
- 2) **immigrant's economic self-sufficiency**
- 3) **immigrant's orientation in society**
- 4) **immigrant's relations with members of the majority society.**

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

Good knowledge of the host society's official language is essential to successful integration. The knowledge of the language is for an immigrant not only a tool for acquisition of other skills, but above all, it is a bridge to the understanding of the thinking of individuals in the given society. The language is a means of communication serving for the establishing

of the immigrant's relation with the environment, extends the opportunities of his/her participation in the labour market, as well as offers opportunities for further education and increases the chance for an immigrant to feel to be a part of the society he lives in. The language to a considerable extent participates in the shaping of the immigrant's new identity. Insufficient language skills are not only a personal handicap of a given immigrant, but have also nation-wide impacts in the form of fragmentation of society and segregation of the entire immigration communities.

If an immigrant resides in the Czech Republic with his/her family or if he/she has founded a family with a Czech national, family members often play an irreplaceable role in the acquisition of the knowledge of the Czech language,

The requirement for a certain level of language skills requires from the Czech Republic to secure the opportunity of achieving clearly defined levels of knowledge of the language, which an immigrant may prove by the relevant *certificate*. It is intended that the certificate should have a format employers and educational institutions are familiar with and which would be comparable on an international basis and the obtaining of which would be a necessary prerequisite for the acquisition of certain rights; thereby sufficient incentives for immigrants will be secured.

Certificates confirming certain level of language skills will be a part of the conditions for the acquisition of both permanent residence and citizenship (in the case of citizenship the condition of the knowledge of language exists, however its proving has not been standardized). An immigrant should at the same time be given a chance to extend his/her language education on a life-long basis and to prove achieving of higher levels of language skills by internationally valid certificates having clearly defined contents.

*The contents of language courses and methodology of language instruction* are important aspects of the Czech language instruction. The contents needs to be tailored to the needs of an immigrant coming from a different socio-cultural environment and should be focused on the provision of basic information about the majority society and socio-cultural aspects of its life and institutions.

Methodology and format of Czech language courses should respect *specific features of individual groups* of immigrants (for instance, unfamiliarity with Roman letters, illiteracy, various age groups) and respond to the immigrant's particular needs and abilities. In the course of Czech language instruction, subject to financial and personnel resources available, it is necessary to enable it in such a manner that would guarantee real possibility of studies for any participant.

The Czech language instruction needs to be provided by *qualified instructors*. The term qualified instructors means such instructors who are well versed in methodology and contents of the Czech language instruction as a foreign language.

*The payment for the costs of language courses* is an important issue. The state should at least partly contribute to the financing of such courses. A participant should also contribute to the covering of the costs of language courses since this is an incentive for his/her regular attendance and for more responsible approach to the language instruction.

When assigning a party responsible for *securing of the Czech language instruction* it is necessary to take into account the local availability of language courses and for economy reasons consider the option of making use of the local network of institutions providing

language education services. Also the available options of involvement of the local administration and non-governmental organizations should be considered.

## 2. ECONOMIC SELF-SUFFICIENCY

The immigrant's economic self-sufficiency is an enormously important part of a successful integration. Economic self-sufficiency means that an immigrant is independent of the state aid, capable of providing the necessities of life *by means of his/her own income, or by means of income of his/her family members derived from employment or commercial activities*.

The participation of immigrants in the labour market, or the *participation of immigrants taking the form of employment*, has special function in terms of integration impact. Employment (a job) is an important way, how immigrants may obviously contribute to the creation of societal values. Self-esteem of an immigrant in such a case is higher which has a very significant impact on his/her capability to come to grips with mental stress that is necessarily caused by any integration. At the same time, employment contributes in a natural way to the establishment of contacts in the new society and an immigrant thereby more easily overcomes communication barriers and also barriers that arise from cultural differences.

For better immigrant integration in the labour market more active approach is necessary. Experience has shown that the concepts envisaging a temporary status of migration are false; it is necessary to assume that even those migrants, who originally intended to reside in the territory of the Czech Republic only temporarily, will remain there permanently.

The task of every state is to endeavour to *achieve primarily the highest level of employment of own national citizens* and persons having equal status. Integration measures are not intended to change this principle, but rather facilitate access of immigrants to the labour market in those cases where an immigrant already participates in the labour market, i.e. has found a job in the case where the vacancy failed to be filled with a Czech national or an immigrant whose legal status in the area of employment is equal with that of the Czech national citizen.

From the viewpoint of integration measures leading to the immigrant's participation in the labour market, immigrants who reside in the Czech Republic on the basis of visa for a stay exceeding 90 days, long-term residence permit or permanent residence and asylum-seekers constitute *the target group*. In accordance with the above principle of priority of national citizens of the Czech Republic and selected categories of immigrants in the labour market, however, the measures proposed for individual groups of immigrants will be different.

*Permanently residing immigrants and asylum-seekers* have been already currently granted the same scope of rights as national citizens of the Czech Republic under the existing legal regulation applicable to employment. Measures for this group of immigrants, therefore, cannot consist in changes of the legislative regulation of their employment. However, such measures are justified in related areas, such as, for instance, the area of recognition of qualifications. Migrating workers have often higher *qualification for the pursuit of their profession* in given positions than the one that is required. This is partly due to the demand for unskilled labour, but partly it also results from the complicated structure of procedures

aimed at recognition of qualifications acquired abroad. The measures targeted on facilitating the recognition of qualifications acquired abroad should contribute to full use of the immigrant's potential in the Czech labour market.

Similarly appropriate in this respect are measures aimed at better enforcement of law, improvement of an access of authorities implementing law (job centres) and programmes in support of an access to jobs.

For immigrants who reside in the Czech Republic on the basis of *visa for residence exceeding 90 days for employment purposes or on the basis of a long-term residence permit issued for the same purposes* and who have proved their capability to find a long-term job in the Czech labour market, the existing legislative regulation is excessively burdensome. In accordance with the accrual integration method, it is necessary to change the legislative regulation of the employment of immigrants in such a manner that the period of validity of a work permit be extended with the growing period of validity of previous work permits.

Similarly, it is necessary to regulate the possibility for an immigrant (again subject to the period of validity of previous work permits) to find a new job if he/she loses one in a certain protective period. An immigrant who arrives in the territory of the Czech Republic with a view to seeking a job, thus will not be obliged to leave the territory of the Czech Republic immediately if he/she loses job, which normally involves the necessity to undergo again a complicated procedure of obtaining a residence permit and a work permit, and will be able to seek a new job within the determined protective period.

The proposed measures will facilitate the demanding procedure of obtaining the required permits and thus will serve also *as a precautionary measure against illegal employment*, which is often the solution chosen by immigrants also due to complicated procedures.

A possibility to work as *a self-employed person* is, in terms of the requirements for immigrant integration, also a certain form leading towards economic self-sufficiency. The current legislative regulation of commercial activities of immigrants is liberal, the immigrant's status is in this case comparable to that of national citizens of the Czech Republic. No fundamental barriers to commercial activities of immigrants have been identified.

Due to the fact that similarly as in the case of job centres employees of trade licensing offices come often into contact with immigrants, it is appropriate to introduce such measures that would make mutual communication of workers easier.

It is not desirable to allow the immigrants to circumvent the requirement for a work permit by opting for the self-employed status. This phenomenon, together with other illegal forms of employment of immigrants, has adverse impacts not only on attitudes of the majority society towards immigrants but also on immigrants themselves who are in a vulnerable position in which they are unable to assert their rights guaranteed by the relevant legislation (for instance, in the area of the minimum wage or regulations applicable to health and safety protection at work). Consequently, measures aimed at combating these adverse phenomena need to be implemented both at the level of prevention (see the above elimination of excessive administrative obstacles with respect to immigrants who have proved their capability to find a permanent job in the Czech labour market) and at the level of sanctions. Due to the fact that a

coherent strategy for combating illegal employment is already in place, the Concept of immigrant integration need not formulate separate measures in this area, but rather take into account in the course of their implementation the impacts of the proposed measures on immigrant integration.

### 3. IMMIGRANT'S ORIENTATION IN SOCIETY

The immigrant's orientation in the society of the host state is one of indispensable conditions for immigrant integration. If an immigrant does not orientate himself/herself in the society he/she has decided to live in, he/she cannot identify himself/herself with it and become its part. Only understanding of the system of the society's functioning and its structures will help to an immigrant to become a part of the host society, to be its independent and self-sufficient member, participating in the creation of its values and benefiting from such values.

One of the objectives of integration policy of the state is therefore to help to an immigrant to orientate himself/herself in society through the systematic **provision of basic information** that an immigrant necessarily needs after his/her arrival to the Czech Republic. This integration measure is also an expression of the interest of the state in the immigrant's smooth integration into the local society.

The experience shows the importance of making available the required information as soon as possible after the immigrant's arrival to a new country. Due to the fact that at the time after his/her arrival an immigrant usually does not speak Czech, it is necessary to make him/her available basic information in the **language he/she understands**.

Integration measures geared to orientation of immigrants in society will consist in the offer of a set of initial information, which will be provided to immigrants **in several various ways** in such a manner to be available to the widest range of immigrants.

For the widest target group, i.e. for immigrants regardless of the purpose or the length of their residence in the territory of the Czech Republic an **information manual** will be prepared and subsequently distributed in an appropriate way. This manual will contain basic information on the legal order, values, rights and obligations and information on situations an immigrant normally faces (*basic information about conditions for employment, education, housing, public services, rights and obligations pertaining to social and health insurance and the system of social security and social care benefits, integration measures, etc.*), the system of government, history of the Czech Republic, etc. The importance of knowledge of at least basic rights and obligations arises from the nature of law, which apart from information about prohibited and required manners of behaviour also contains information about behaviour which society in general expects and which is deemed to be desirable, i.e. expresses value preferences and thus is the society's basic integrative regulatory system. This information manual should not serve as an exhaustive source of information about all aspects of the immigrant's life in the Czech Republic, but rather as a basic source of information, a guideline for information contained in specialized information sources.

Due to the importance of easy accessibility of information it is also necessary to deal with other forms of its provision. Often practice abroad is to provide to selected groups of

immigrants information in the form of an **introductory course** as part of which information about the host society is presented by means of workshops, interviews, showing a film describing the life in the given country, etc. The introductory courses should be in the Czech Republic focused on selected target groups, too. The attention in this connection needs to be paid in particular to immigrants who arrive with a view to reuniting a family and who by such a step usually demonstrate their decision to stay in the country and in the case of whom the risk of isolation is usually higher.

Apart from the provision of introductory information, it is also necessary to provide effective assistance to immigrants in the course of the entire duration of their residence in the territory of the Czech Republic. Measures in this area are primarily geared to the level of easily accessible social and legal consultancy financed within the Concept of immigrant integration. Non-governmental non-profit organizations play an important role in the provision of social and legal consultancy services, and their potential for working with immigrants needs to be used and supported in an appropriate manner.

#### **4. THE IMMIGRANT'S RELATIONS WITH MEMBERS OF THE MAJORITY SOCIETY**

The above prerequisites will help to an immigrant to become self-sufficient and independent. However, if an immigrant should accept the standards and values of a given society, identify himself/herself with them, it is necessary for him to establish and maintain contacts with members of the majority society. The opinions and approach of the host society are therefore also essential to immigrant integration since they strongly influence the efforts of immigrants to integrate themselves into society.

Most nationals of the Czech Republic do not regard the growing number of immigrants arriving into the Czech Republic as a positive phenomenon. The share of those people who perceive the influx of immigrants as a positive development has slightly increased, but in general the Czech society remains to be relatively opposed to immigration and settling of immigrants in the Czech Republic. On the other hand, for the formation of immigrant integration policy the important fact is that ***the Czech society agrees to the granting of all rights***, including the possibility to acquire citizenship, ***to those immigrants who integrate themselves into the Czech society.***

The fears of the public cannot be neglected or belittled. Immigrant integration is not a smooth process and integration policy is developed in particular with a view to preventing problems, which the presence of people with a different cultural background might bring.

Integration is a two-way process requiring effort and willingness on the part of both immigrants and nationals. Nationals wish that immigrants integrate into society. On the other hand, immigrants should enter an environment that will support them in the integration process. Consequently, the willingness of the majority society to accept immigrants and participate in the integration process is an important feature of the integration process.

Measures of the Concept of immigrant integration consist in the implementation of particular measures targeted on ***the promotion of awareness*** and ***consolidation of positive relations*** between immigrants and Czech nationals.

The Concept of immigrant integration aims to provide systematic **objective information** about immigrants residing in the Czech Republic since xenophobia, prejudice and hostile approach to immigrants often stems from unfamiliarity with foreign cultures, habits, religion, etc.

Increased attention needs to be paid also to the issue of **intercultural education and multicultural education**. The aim of intercultural education is to enable familiarization with own cultural roots and thereby open the way for understanding of different cultures; it leads towards understanding and respecting of constantly higher socio-cultural diversity and helps to understand various ways of life, thought and reflection of the world. Multicultural education is an expression of the efforts to shape the capability of people to understand and respect other cultures.

Multicultural education should be incorporated in particular into **educational programmes** of all types of schools where in the long-term most tangible impacts on members of the society may be anticipated. However, it is also necessary to focus on the adult population – in particular on the public administration staff – both at the level of central bodies and subordinated institutions on one hand and at the regional and local level on the other.

At all types of schools nowadays the presence of children-immigrants is reality. Culturally diverse environment is stimulating and conducive to a comprehensive personality development (tolerance, respect and openness to different groups and life forms, awareness of the need for personal commitment, recognition of the principles of democracy and human rights). At the same time, however, it places higher demands on all students and teachers. Teachers must be prepared to meet these challenges. To this end, it is necessary to supply them with sufficient information and teaching aids that will help them not only to inform their students about coexistence of persons coming from a different cultural environment, but also resolve in practice the cases of conflicts and misunderstanding between students having a different cultural background.

The steps towards the introduction of multicultural education within educational programmes have been already taken, however, it is necessary to pay permanent attention to this topic.

Multicultural education plays an important role also in the development of competencies of **the public administration staff** who come often into contact with immigrants in the course of discharge of their duties. These are in particular employees of the aliens' registration office, job centres, trade licensing offices, etc.

The immigrant's orientation in society and the capability to orientate himself/herself in formal relations is important, but insufficient for integration purposes. From the viewpoint of integration it is important to establish informal relations with members of the majority society, to create a social network. The more frequent and more intense **the relations between an immigrant and members of the majority society are**, the higher is the chance of a successful integration. Establishing of personal contacts between members of the majority society and immigrants, willingness, understanding of immigrants' problems and willingness to help to resolve them lead not only to better mutual understanding, but mainly reinforce the immigrant's tendency to integrate himself/herself into the majority society.

The Concept of immigrant integration will determine the mechanisms that will enable establishing of normal human relations. The possibilities of legislative regulation or public institutions are very limited in this area and not very appropriate; natural human relations need to be created on a voluntary basis. However, it is necessary to stimulate the activities aimed at establishing of the social network, as a necessary factor in the process of immigrant integration.

The existing experience with the implementation of the Concept of immigrant integration shows enormous *potential of the non-governmental non-profit sector* in the above areas, i.e. in the area of promotion of awareness and consolidation of relations between immigrants and Czech nationals. For this reason, it is necessary to reflect these thematic areas in grant programmes of individual sectors.

Due to the fact that establishing of human relations may effectively occur only at the local level, i.e. in the place where the immigrant concerned lives, works, attends school, etc. the *involvement of municipalities and regions* seems to be extremely necessary.

## **SUPPORT MEASURES**

Support measures are such measures and procedures that reflect the impacts of adopted or existing measures on immigrant integration in the development and revision of other policies and legislative regulations (the so-called mainstreaming); regulation of the above areas does not apply exclusively to immigrants.

Support measures influence considerably immigrant integration; subject to their setting, they may either stimulate or on the other hand complicate or even make the integration process impossible and therefore it is necessary to pay sufficient attention to them.

*The principle of legal certainty, fair approach and acquisition of rights* constitute the principles that must be taken into account when formulating all policies with respect to immigrants.

The key prerequisite for effectiveness of support measures is the proper functioning of the existing systems and the use of the existing institutions and instruments. Legal rules may perform their function only if they are comprehensible for the parties they are addressed to and sufficiently stable and their fulfillment is effectively enforced; otherwise they have disintegration impact. The important aspect is also the quality of the implementation activity of public administration bodies in the given area, while it is necessary to take into account the fact that higher demands are placed on the staff of bodies executing public administration in areas in which legal matters of immigrants are being decided. For this staff it is necessary to ensure education and training related to issues of communication with immigrants and at the same time facilitate the execution of their activities as far as possible, for instance by way of the improvement of their technical background or methodological guidance.

Equality in dignity, freedom and rights is one of the essential values of modern society. At the same time, however, it holds that the state *grants the full scope of all rights* only to those individuals who are its national *citizens*. The state therefore faces the problem

what scope of rights should be granted to immigrants residing in the territory of the Czech Republic and their descendants.

The aim of the Concept of immigrant integration is to define such scope of rights and obligations of immigrants that will be perceived as fair. The basic assumption will be in this respect the principle of acquisition of rights. In practice, this means that *the scope of rights granted to an immigrant will usually depend on the length of his/her residence in the territory of the Czech Republic*, or his/her residence status. The longer the immigrant resides in the territory of the state, the more extensive scope of rights will be granted to him/her. However, the acquisition of rights is not automatic, it is necessary to take into account also other facts (for instance the period of payment of contributions into social systems, etc.).

Support measures are proposed with regard to securing of legal certainty of the immigrant's residence in the territory of the Czech Republic and with a view to facilitating integration in the social and economic, cultural and political area.

#### 1. Legal certainty of the immigrant's residence in the territory of the Czech Republic

The performed analyses have revealed poor legislative regulation of residence-related issues, which is too complicated and places an excessive number of formal requirements on immigrants. The weaknesses have been noted also at the level of procedure of the relevant administrative authorities (failure to inform immigrants, low level of standardization of the requirements at individual workplaces, corruption, poor language skills, unprofessional approach). Also time limits were criticized (for the granting of a permanent residence for family members of the residing residents, for the possibility to ask for the granting of citizenship).

#### 2. Social and economic area

Social and economic integration includes the area of employment, social and health security, education, housing, knowledge of the Czech language etc.

The following aspects have been identified as key barriers to social and economic integration: administrative demands placed on the process of obtaining a work permit and on the other hand relatively easy access to trade licences, immediate loss of a residence permit if the immigrant loses his/her job, impossibility to change a job before the validity of the work permit expires without prejudice to the validity of the residence permit, extensive illegal employment of immigrants, impossibility to participate in the public health insurance system on the part of nationals of third countries or their family members (in particular children) who are not employees in the territory of the Czech Republic or do not have their permanent residence in the territory of the Czech Republic or are the citizens of the state with which the Czech Republic has not entered in the bilateral agreement (most often the agreement on social security) or if Council Regulation (EC) No 859/2003 extending the provisions of Regulation (EEC) No 1408/71 and Regulation No 574/72 to nationals of third countries does not apply to such persons.

In the area of education a serious barrier to integration is the absence of the obligation to secure for students who are nationals of other than Member States of the

European Union free preparation for their inclusion into the primary education, including the Czech language instruction.

However, this problem does not apply exclusively to children of immigrants. The absence of a comprehensive concept and a system that would regulate Czech language instruction for immigrants (apart from asylum-seekers), including their family members, insufficient availability of the language instruction and insufficient motivation for immigrants to learn Czech language were identified as key barriers to immigrant integration.

In the area of housing the performed analyses highlighted difficult access of immigrants to housing, including impossibility to acquire real property.

### 3. Cultural area

Cultural integration includes the issue of access of immigrants to basic rules and standards of the host society, etc.

The main tasks in the cultural area include the support for multiethnic events aimed at promotion of mutual familiarization between immigrants and the host society and the prevention of xenophobia and racism in society; and also support for cultural and educational activities geared to awareness of culture, history, and traditions of both the host country (the Czech Republic) and immigrants. Another task of cultural integration consists in support for cultural and art activities of immigrants and the development of their own culture.

### 4. Political area

Political integration includes the area of the right to vote at the local level, the right of assembly, freedom of expression, etc.

The following aspects have been identified as key barriers to political integration: existence of the permit procedure required for the establishing of organizations of foreign nationals, conditions for registration of civic societies and non-existence of the right to vote for permanently residing immigrants in elections into municipality and regional councils.

### **3. Comprehensive proposal for long-term legislative and practical measures – proposal for objectives and measures for the first phase of introduction of long-term legislative and practical measures**

#### **a) TARGETED SPECIFIC MEASURES**

#### **1. Knowledge of the Czech language**

##### **1.1. Immigrants**

**Objective:** support the knowledge of the Czech language on the part of the target group of immigrants, namely through enshrining in legislation of the condition of the knowledge of the Czech language as a necessary prerequisite for the granting of a permanent residence.

The objective of the proposed measures is to regulate on a legislative basis proving of the knowledge of the Czech language as a necessary prerequisite for the granting of a permanent residence and create conditions for the Czech language instruction for immigrants to whom the compulsory school attendance does not apply anymore. In order to be able to require fairly in the course of the process of applying for a permanent residence from immigrants the proving of the knowledge of the Czech language, it is necessary to create in particular organizational, institutional, technical and financial conditions for the acquisition of the required level of knowledge of the Czech language (otherwise this might involve the risk that immigrants will continue to reside in the territory of the Czech Republic, but, in comparison with the permanent residence status, their status would be legally uncertain which will not be a sufficient incentive for them to integrate.).

The proposed measures have been formulated in time sequence; the fulfilment of individual steps is a necessary prerequisite for the implementation of subsequent measures. The time schedule for measures has been proposed in the first phase in such a manner in order to make maximum use of the outputs from projects submitted within the EQUAL Community Initiative Programme and thereby eliminate the occurrence of duplicity activities and ensure the savings of state funds. The above projects are to be finished by 30 June 2008, but their results may be used already sooner, namely in connection with the completion of Action 2 (31 December 2007). For the preparation of these issues also outputs of possible projects within Human Resource Development Operational Programme (OPRLZ) and Single Programming Document (JPD3) targeted on immigrants and completed by 31 December 2008 at the latest may be helpful.

In connection with outputs from the first phase, the relevant legislative proposals will be submitted which will take effect by 1 January 2010 at the latest. The precise effective date of the proposed legislative changes will be specified by 31 December 2006.

#### **Proposed measures for the first phase**

- 1.1.1. Inform the Ministry of Labour and Social Affairs (MPSV) about the determination of criteria for the proving of the knowledge of the Czech language for individuals applying for the granting of Czech citizenship as part of subject-matter of the new Act on acquisition and loss of citizenship of the Czech Republic.

- Ministry of the Interior (MV)
  - time schedule (deadline): 9/2006
- 1.1.2 Determine the required level of knowledge of the Czech language according to the Common European Framework of Reference for Languages that will be a necessary prerequisite for the granting of a permanent residence (status of a long-term resident).
- Ministry of Labour and Social Affairs (MPSV) in collaboration with Ministry of the Interior (MV) and Ministry of Education, Youth and Physical Training (MŠMT)
  - time schedule (deadline) 6/2006
- 1.1.3. Send to Ministry of Labour and Social Affairs (MPSV) a proposal for the determination of exemptions from the requirement for the achieving of the required level of language skills that will be a necessary prerequisite for the granting of a permanent residence (status of a long-term resident) and citizenship of the Czech Republic, for a limited scope of immigrants.
- Ministry of the Interior (MV)
  - time schedule (deadline): 6/2006
- 1.1.4. Submit to the Minister of Labour and Social Affairs a list of language schools with a licence for the state language examination or other entities that provide the Czech language instruction for immigrants, structured by regions and information on possibilities and availability of other than full-time studies of the Czech language as a foreign language in the territory of the Czech Republic at these language schools.
- Ministry of Education, Youth and Physical Training (MŠMT)
  - time schedule (deadline): 6/2006
- 1.1.5. Develop methodology for the Czech language instruction for immigrants respecting specific features of individual groups of immigrants, with special focus on the concept of introductory courses for immigrants and send the information on the fulfillment of this task to Ministry of Labour and Social Affairs (MPSV).
- Ministry of Education, Youth and Physical Training (MŠMT)
  - time schedule (deadline): 12/2007
- 1.1.6. Propose the manner of financing of the Czech language instruction for immigrants.
- Ministry of Labour and Social Affairs (MPSV) in collaboration with Ministry of Education, Youth and Physical Training (MŠMT), Ministry of the Interior (MV)
  - time schedule (deadline):12/2007
- 1.1.7. Determine the number of hours of the Czech language instruction and financial costs of language courses needed to achieve the required level of the Czech language skills (see point 1.1.2).
- Ministry of Education, Youth and Physical Training (MŠMT)
  - time schedule (deadline): 12/2006
- 1.1.8. Propose the amount of the state contribution to educational institutions for Czech language courses for immigrants and for passing of the approved Czech language examination (test) and the immigrant's financial contribution for the covering of the cost of courses and Czech language examination.

- Ministry of Labour and Social Affairs (MPSV) in collaboration with Ministry of Education, Youth and Physical Training (MŠMT), Ministry of the Interior (MV)
- time schedule (deadline): 12/2007

1.1.9. Recommend to faculties preparing teachers of Czech language to introduce (accredit with Ministry of Education, Youth and Physical Training /MŠMT/) the subject of study Czech language into curricula of universities.

- Ministry of Education, Youth and Physical Training (MŠMT)
- time schedule (deadline): 6/2006

1.1.10. Prepare a list of available textbooks for the instruction of the Czech language as a foreign language (including textbooks with a clause issued by Ministry of Education, Youth and Physical Training /MŠMT/), appropriate for the preparation for Czech language examination for immigrants – potential applicants for a permanent residence (permit).

- Ministry of Education, Youth and Physical Training (MŠMT)
- time schedule (deadline): 3/2007

### **On an ongoing basis**

1.1.11. Map the requirements for practical Czech language instruction for immigrants, namely both with respect to the obligation to achieve the approved level of knowledge of the Czech language for the purposes of obtaining a permanent residence or acquisition of citizenship by immigrants and as part of instruction of pupils and students among immigrants.

- Ministry of Education, Youth and Physical Training (MŠMT) in collaboration with Ministry of Labour and Social Affairs (MPSV), Ministry of the Interior (MV)

## 1.2. Immigrants to whom the compulsory school attendance applies

### **Objective: support the knowledge of the Czech language on the part of children - immigrants**

<p>Good knowledge of the Czech language is of key importance for successful immigrant integration. In the case of immigrants – children, the knowledge of the Czech language is also a necessary prerequisite for successful participation in the educational process. The measures described below are therefore targeted especially on the provision of the Czech language instruction for children-immigrants to whom the obligation of the compulsory school attendance applies.</p>
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### **on an ongoing basis**

1.2.1. Recommend to directors of schools a methodological procedure applicable to the instruction of children - immigrants, announce programmes in support of the Czech language instruction for children – immigrants and examine the opportunities

available for allocation of the funds of individual sectors for programmes in support of the Czech language instruction for children – immigrants.

- Ministry of Education, Youth and Physical Training (MŠMT)
- time schedule (deadline): 6/2006 and further on an ongoing basis

1.2.2. Monitor in collaboration with the Czech School Inspection the status of the Czech language instruction for immigrants to whom the compulsory school attendance applies.

- Ministry of Education, Youth and Physical Training (MŠMT)

## **2. Economic self-sufficiency**

**Objective: support economic self-sufficiency of immigrants, namely by way of simplification of administrative demands associated with the realization of immigrants in the Czech labour market and by way of targeted use of the existing programmes geared to the integration of disadvantaged groups of the population.**

The objective of the above measures is in particular a change in the legislative regulation applicable to the employment of immigrants, in such a manner to grant in compliance with the accrual of rights over time (gradual acquisition of rights) to those immigrants, who have proved their capability to find a job (realize themselves) in the Czech labour market, higher level of legal certainty and limit formal requirements placed on employed immigrants or their employers.

In connection with the outputs from the first phase, in the course of 2007 the relevant legislative proposals will be submitted.

### **Proposed measures for the first phase**

- 2.1. In compliance with the principle of accrual of rights on the basis of the length of presence in the Czech labour market propose the manner of extension of validity of the work permit subject to the length of validity of previous work permits.
  - Ministry of Labour and Social Affairs (MPSV)
  - time schedule (deadline): 12/2006
- 2.2. Propose the system of preparation and regular updating of lists of vacancies/professions that are impossible to be filled in the long term, in which there is a long-term lack of Czech jobs-seekers with a view to speed up and simplify the employment of immigrants.
  - Ministry of Labour and Social Affairs (MPSV)
  - time schedule (deadline): 12/2006
- 2.3. Analyze the possibilities available for the simplification of the legislative regulation applicable to the granting of permits for hiring employees abroad or work permits for hiring of immigrants.
  - Ministry of Labour and Social Affairs (MPSV)
  - time schedule (deadline): 12/2006

- 2.4. Send to Ministry of Labour and Social Affairs (MPSV) a proposal for the introduction of the protective period for immigrants coming to the Czech Republic to find a job in the local market that will enable them in the case of losing their job, not through their own fault, to stay for a defined period in the territory of the Czech Republic and start a new job.
- Ministry of the Interior (MV) in collaboration with Ministry of Labour and Social Affairs (MPSV)
  - time schedule (deadline): 12/2006

#### **on an ongoing basis**

- 2.5. Make use for the purposes of immigrant integration of the European Employment Strategy and the European social integration process which are covered from the European Social Fund, including experience with the EQUAL Community Initiative Programme.
- Ministry of Labour and Social Affairs (MPSV)
- 2.6. Increase awareness of employers of the conditions for employment of various categories of immigrants and increase the awareness of employees of procedures of legal employment.
- Ministry of Labour and Social Affairs (MPSV) in collaboration with Ministry of the Interior (MV)

### **3. Orientation in society**

#### **Objective: improve the awareness of immigrants of the Czech society, its values and functioning of its institutions**

The measures indicated below are targeted on securing the immigrants' awareness of the Czech society, its values and institutions, with special focus on the development and enhancement of the quality of social consultancy services. Comprehensive information sources (information manual) for immigrants will be distributed to the widest possible groups of immigrants and will serve as the guideline for information contained in specialized (sectoral) information sources. The co-operation of individual sectors in their development will ensure to the maximum possible extent the objectivity of the information provided and thereby contribute to the efforts to eliminate irregular mediation of information.

At the same time these measures are aimed at adapting the public administration to new conditions, under which substantial part of its clients constitute individuals coming from a different socio-cultural environment. In the course of preparation and pilot testing of introductory courses outputs from projects carried out within the Equal Community Initiative programme (or Human Resource Development Operational Programme - OPRLZ and Single Programming Document - JPD3) may be used.

In connection with outputs from the first phase the effectiveness of the proposed concept for the introductory courses will be tested.

#### **Proposed measures for the first phase**

- 3.1. Prepare the concept of introductory courses, including the determination of the target group and the manner of testing of the knowledge acquired with special focus on interrelatedness of these courses with methodology of the Czech language courses for immigrants.
- Ministry of Labour and Social Affairs (MPSV) in collaboration with Ministry of the Interior (MV), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Culture (MK)
  - time schedule (deadline): 6/2008

#### **on an ongoing basis**

- 3.2. Ensure the preparation or updating of publications providing to immigrants information which is within the terms of reference of individual ministries and in the appropriate manner, including the electronic mail, distribute them among the target group of immigrants and the provider of services to immigrants.
- Ministry of Labour and Social Affairs (MPSV), Ministry of the Interior (MV), Ministry of Industry and Trade (MPO), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Health (MZd.), Ministry for Ministry for the Regional Development (MMR)
- 3.3. On an ongoing basis ensure translations of information publications for immigrants issued within its terms of reference (see the previous point), in particular into English, Russian, Ukrainian and Vietnamese language.
- Ministry of Labour and Social Affairs (MPSV), Ministry of the Interior (MV), Ministry of Industry and Trade (MPO), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Health (MZd.), Ministry for Ministry for the Regional Development (MMR)
- 3.4. Co-operate with the Ministry of Labour and Social Affairs in the development and updating of comprehensive information sources for immigrants.
- Ministry of the Interior (MV), Ministry of Culture (MK), Ministry of Industry and Trade (MPO), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Health (MZd.), Ministry for Ministry for the Regional Development (MMR)

#### **4. Relations of immigrants with members of the majority society**

**Objective: support the development of relations between immigrants and members of the majority society, including the information for the society about aspects of immigrants' presence in the territory of the Czech Republic**

The objective of the measures described below is to support the development of relations between immigrants and members of the majority society, namely through multicultural education of the public administration staff and support for cultural educational activities. As far as the outlook for the future is concerned, subject to the available financial resources, attention should be paid also to the improvement of language skills of the public administration staff who come into contact with immigrants.

### **on an ongoing basis**

- 4.1. Extend the skills of intercultural communication of selected public administration officials who come into contact with immigrants.
  - Ministry of Labour and Social Affairs (MPSV), Ministry of the Interior (MV), Ministry of Health (MZd.)
- 4.2. As part of cultural policy support cultural educational activities (seminars, workshops, training, etc.) of immigrants or other activities targeted on coexistence with immigrants, including the development of common cultural creative and social activities of immigrants and national citizens.
  - Ministry of Culture (MK)

## **5. Common measures**

The Concept of immigrant integration envisages right from the start an active role of the local level. Due to the fact that the requirements of the central level of the state administration with respect to the regional/local level cannot be formulated on a comprehensive basis, since it is not possible to anticipate the results of the tasks assigned as part of targeted specific measures, it is not proposed currently to enshrine in legislation the execution of the state administration in the area of immigrant integration on the basis of the delegated competence. Before the issue of participation of regions/municipalities in the implementation of targeted specific measures is resolved, it is proposed to examine the possibilities (options) available for the participation of regions/municipalities under the existing legislative status, i.e. to continue to pursue the existing (informal) manner of co-operation and to intensify this co-operation. The ways towards raising the financial resources for immigrant integration projects in the territory of regions/municipalities will be sought much more extensively than before.

### **Proposed measures for the first phase**

- 5.1. Assess the appropriateness of and possibilities for the provision of grants by individual government departments (sectors) to municipalities and regions for the execution of an independent competence in the area of implementation of immigrant integration projects.
  - Ministry of Labour and Social Affairs (MPSV) in collaboration with Ministry of the Interior (MV), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Culture (MK), Ministry of Finance (MF)
  - time schedule (deadline): 10/2006
- 5.2. Analyze possibilities of systematic participation of volunteers (under Act No. 198/2002 Coll., on Volunteer Service and amending some Acts, as amended) in the Concept of immigrant integration and deliver the information on fulfillment of this task to Ministry of Labour and Social Affairs (MPSV).
  - Ministry of the Interior (MV)
  - time schedule (deadline): 9/2006

**on an ongoing basis**

- 5.3. Continue collaboration with individual regions, in particular provide the regions with up-to-date information on the problems of immigrant integration and use their suggestions for further development of the Concept of immigrant integration.
  - Ministry of Labour and Social Affairs (MPSV)
- 5.4. As part of its terms of reference enable the submission of projects for research or survey targeted on the issue of immigrant integration with a view to specifying information on the status of immigrants pertaining to the relevant sector.
  - Ministry of Labour and Social Affairs (MPSV), Ministry of the Interior (MV), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Health (MZd.), Ministry for Ministry for the Regional Development (MMR)
- 5.5. Take into account targeted specific measures (i.e. the knowledge of the Czech language, economic self-sufficiency, the immigrant's orientation in society and the immigrant's relations with members of the majority society) determined by the Concept of immigrant integration when setting the sectoral grant programmes focused on immigrant integration.
  - Ministry of Labour and Social Affairs (MPSV), Ministry of the Interior (MV), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Health (MZd.), Ministry of Industry and Trade (MPO), Ministry for Ministry for the Regional Development (MMR), Ministry of Culture (MK)
- 5.6. Apply the so-called integration mainstreaming, i.e. in the development of sectoral policies, legislation and in adopting measures within its terms of reference take into account their impact on immigrant integration.
  - Ministry of Labour and Social Affairs (MPSV), Ministry of the Interior (MV), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Health (MZd.), Ministry of Industry and Trade (MPO), Ministry for Ministry for the Regional Development (MMR), Ministry of Culture (MK)
- 5.7. When assigning scientific and research projects in the area of immigrant integration put emphasis on the analysis of issues from the gender viewpoint.
  - Ministry of Labour and Social Affairs (MPSV), Ministry of the Interior (MV), Ministry of Education, Youth and Physical Training (MŠMT), Ministry of Health (MZd.), Ministry of Industry and Trade (MPO), Ministry for Ministry for the Regional Development (MMR)

**b) SUPPORT MEASURES**

Support measures are such measures and procedures that reflect the impacts of adopted or existing measures in support of immigrant integration in the course of the development and revision of other policies and legislative regulations (the so-called mainstreaming). A list given below contains the proposed key measures in the given area; other measures are contained in the updated Plans of integration policies that are attached to the presented document and that are already being implemented on an ongoing basis.

## **6. Social and economic area and education**

### **2006**

- 6.1. Submit to the Government a proposal for a legislative change that would enable to unsupported children of immigrants under 18 years who reside in the territory of the Czech Republic on the basis of the visa for a residence exceeding 90 days, an access to public health insurance.
  - Ministry of Health (MZd.)
  - time schedule (deadline): 12/2006
  
- 6.2. Submit to the Government a proposal for the extension of the personal scope of Act No. 48/1997 Coll., on public health insurance and amending and supplementing some related Acts, as amended, in such a manner to be applicable also to immigrants who are engaged in commercial activities under Act No. 455/1991 Coll., on Licensed Trade (Trade Licensing Act) and reside in the territory of the Czech Republic on the basis of a long-term residence permit.
  - Ministry of Health (MZd.)
  - time schedule (deadline): 12/2006
  
- 6.3. Adopt measures allowing within the private health insurance of immigrants monthly payments of insurance contributions.
  - Ministry of Finance (MF) in collaboration with Ministry of Health (MZd.)
  - time schedule (deadline): 12/2006
  
- 6.4. Adopt measures to the effect that the period of insurance of immigrants might be determined on a flexible basis, namely for a period not exceeding the immigrant's anticipated period of residence in the Czech Republic subject to the length of validity of the immigrant's residence permit in the Czech Republic. However, it is necessary to take into account the initial costs associated with the establishment of such insurance and the necessary waiting period for some diseases or health conditions.
  - Ministry of Finance (MF) in collaboration with Ministry of Health (MZd.)
  - time schedule (deadline): 12/2006

### **on an ongoing basis**

- 6.5. Take steps towards full implementation of the Convention on protection of children's rights with respect to the securing of health care for all children, and implementation of the European convention on the execution of children's rights pertaining to the right to information and right to health care.
  - Ministry of Health (MZd.)

## **7. Culture**

### **on an ongoing basis**

- 7.1. Support documentation and publication activity pertaining to the immigrant integration in the area of culture.
  - Ministry of Culture (MK)
  
- 7.2. Increase the awareness of immigrants and the majority society of culture, history and traditions of both the minority and majority society through the National Information and Consulting Centre for Culture (*NIPOS*), magazine *Local Culture*, namely both at the local and regional level.
  - Ministry of Culture (MK)

**A list of abbreviations:**

MPSV – Ministry of Labour and Social Affairs

MK – Ministry of Culture

MPO – Ministry of Industry and Trade

MŠMT – Ministry of Education, Youth and Physical Training

Mzd – Ministry of Health

MV – Ministry of the Interior

MF – Ministry of Finance

MMR - Ministry for the Regional Development