



Government Board for
People with Disabilities

**National Plan
for the Promotion of Equal
Opportunities for Persons with
Disabilities
2015–2020**

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1 Introduction

The National Plan for the Promotion of Equal Opportunities for Persons with Disabilities for the period of 2015–2020 (hereinafter “the National Plan”) is submitted on the basis of Government Resolution No. 567 of 14 July 2014 that requires the Minister for Human Rights, Equal Opportunities and Legislation to draw up this document and submit it to the Czech Government for hearing.

In the past twenty-five years, the Czech Republic has earned a place among the countries that are aware and accept their increased responsibility for removing barriers impeding disabled persons’ full participation and integration into society. The Czech Republic has methodically attempted to gradually solve the individual areas that directly affect the disabled and their families with the aim to improve the conditions and quality of their lives. To this end, five National Plans have been drawn up, approved by the Government and implemented. These National Plans have formulated and regulated the government policy on disabled people, including specific measures identified as important priorities in the given period. The Government annually reviewed the implementation of the National Plans and, where necessary, made changes or additions. People representing the disabled have always actively participated in the preparation and monitoring of the National Plans. Therefore, it is possible to objectively state that the implementation of the National Plans has demonstrably improved the approach of the state to persons with disabilities, which has had a positive impact on a whole range of areas that are important in providing conditions for quality and dignified life of this group of people and that help their integration into society.

The primary goal and purpose of the presented National Plan is to follow the state policy established in this area, to continue promoting and supporting integration of persons with disabilities and to fulfil the individual articles of the Convention on the Rights of Persons with Disabilities through specific measures. Although most of the measures contained in the National Plans that have been implemented so far have been fulfilled, there are still a number of open and unresolved issues that directly affect the lives of the groups of disabled persons we need to focus on in this National Plan in the following period.

Employment of persons with disabilities remains unfavourable. There is a need to perform an overall revision of the system for supporting the employment of this group of people, including the evaluation of the impacts on related systems (social and tax). We need to methodically continue removing barriers in public buildings and transport structures that were built before the new Building Act, which requires barrier-free construction, became effective. The observance and application of valid regulations concerning barrier-free use of constructions need to be strictly enforced. It is also necessary to pay increased attention to the principle of inclusive education for children, pupils and students with disabilities and to come up with a systematic solution for the conditions in tertiary education of students with disabilities. The task to find a transparent, fair and effective method of financing social services is also urgent. It is of utmost importance that specific grant programmes for organizations of

persons with disabilities are preserved and supported as they provide publicly meaningful and mutually beneficial activities for disabled persons.

The presented material is divided into five chapters. The first chapter contains basic information related to this strategic document. The second chapter describes the contact and circumstances of the creation of the National Plan, briefly maps the development of the support of persons with disabilities after 1989, including the history of already implemented National Plans and points out the most important relevant international and national documents related to this issue. The third chapter describes the preparation and creation of the National Plan. The fourth chapter, which is the most extensive one, provides a list of the strategic areas of the support of persons with disabilities that the National Plan focuses on. The content of these areas follows the individual articles of the Convention of the Rights of Persons with Disabilities. The introduction of each strategic area contains a brief characteristic of the article of the Convention that the particular area follows, a brief description of the current situation in the Czech Republic, the objectives that are set for the following period and a set of term and continuous measures, including the ministries that are responsible for their implementation. Some measures will be fulfilled in cooperation with other subjects (Czech National Disability Council, Czech Confederation of Employers' and Entrepreneurs' Associations, Czech Statistical Office). The final chapter deals with the provision of funds for the implementation of the measures contained in the National Plan.

1.1 Basic Information

BASIC INFORMATION ABOUT THE STRATEGY	
Strategy Title	National Plan for the Promotion of Equal Opportunities of Persons with Disabilities 2015–2020
Strategy Category	National, medium-term, with all-society impact
Contracting Authority	Government of the Czech Republic
Strategy Creation Lead Manager	Government Board for People with Disabilities and the Minister for Human Rights, Equal Opportunities and Legislation
Strategy Creation Coordinator	Secretariat of the Government Board for People with Disabilities
Year of Creation	2014
Strategy Approver	Government of the Czech Republic
Date of Approval	25 May 2015
Form of Approval	Government hearing
Latest Revision	
Previous Document	National Plan for the Promotion of Equal Opportunities of Persons with Disabilities 2010–2014
Related Legislation	Convention on the Rights of Persons with Disabilities
Implementation Period	2015–2020
Responsibility for Implementation	Ministries and institutions that are required to implement specific measures
Implementation Budget	
Context of the Strategy Creation	This document follows the previous National Plans. The area of creating equal opportunities for persons with disabilities is a long process and there is still a number of current issues required for full integration of the disabled people that need to be solved.
Brief Description of the Issue and Content of the Strategy	The issue of living conditions of persons with disabilities is a complex topic that concerns all areas of life, which needs to be solved not only within the managing activity of the relevant ministries, but also interdepartmentally.

2 Context and Circumstances of the Creation of the National Plan

2.1 Reasons and Purpose of the Creation of the National Plan

The Czech Republic has regularly accepted and reviewed National Plans for Persons with Disabilities since 1992 with the aim to improve the conditions and quality of life of persons with disabilities and their integration into society. With regard to the fact that the National Plan for the Promotion of Equal Opportunities for Persons with Disabilities 2010-2014 expired in 2014, the Government passed Resolution No. 567 of 14 July 2014 that put the Minister for Human Rights, Equal Opportunities and Legislation under the obligation to prepare a new National Plan for the Promotion of Equal Opportunities for Persons with Disabilities for 2015-2020 and to submit it by 28 February 2015.

The basic purpose of the National Plan is to continue promoting and supporting integration of persons with disabilities and to fulfil the individual articles of the Convention on the Rights of Persons with Disabilities through specific measures.

The existence of disability has a significant effect on life, not only of the disabled person, but also on the family. Particularly, persons with more severe forms of disability face significant challenges for full participation and involvement in either private activities or public life. However, adverse consequences can be mitigated by a system of actions. Many limitations are not created by the existence of disability, but often by the setting and layout of the surroundings. Disabilities, be they physical, mental or otherwise do not necessarily have to be the problem: oftentimes, the environment is not prepared for the existence persons with disabilities to be an integral part of society.

The living conditions of persons with disabilities is very often perceived as a matter that should be solely included in the area of social affairs, employment or health care. However, the character, causes and demands of the disability require a holistic approach and as such need to be solved interdepartmentally. Interdepartmental cooperation is required to protect the rights, to cater to the needs and to develop the living conditions of persons with disabilities and this Plan creates the proper conditions and helps with implementation.

The purpose of the National Plan also includes setting up functioning systems of educational, social and medical services as well as a barrier-free environment in the broadest sense possible. An established system of efficient prevention and treatment can reduce the expenses spent on services, support and care related to disabilities. Similarly, expenses spent on the removal of barriers in buildings, transport and infrastructure leading to the creation of a barrier-free environment help persons with disabilities lead a more independent life and participate in public life, which also includes occupational activities. Even though some measures require financial costs, the rate of return often exceeds the costs several times, in addition to the incalculable values such as the feeling of personal fulfilment, self-reliance, independence and such.

The issue of living conditions of persons with disabilities includes all the aspects of one's life in society and thus the implementation of the National Plan will affect the whole society. For example, the requirement for barrier-free environment also concerns persons whose free movement in an environment is also limited (persons with temporary disabilities, parents with strollers and seniors).

2.2 Users of the National Plan

The primary users of the National Plan, or of the results of the implementation of its measures, are persons with disabilities as the measures focus on such persons and their integration into society.

According to the statistical survey executed by the Czech Statistical Office in 2013¹, there are approximately 1,078,000 persons with disabilities living in the Czech Republic, which is 10.2% of the population, making it a significant group of citizens. The situation in other European countries is similar. The percentage of persons with disabilities ranges from 5% to 19% but this large percentage difference is not given by the actual number of persons with disabilities, but by the different criteria of the individual countries for the definition of a disability. According to the Explanatory Memorandum of the European Union on the acceptance of the Resolution of the European Council on the European Year of Persons with Disabilities 2003, there are about 38 million persons with disabilities in the European Union, i.e. every tenth European across age categories.

The statistical survey also compared the number of women and men with disabilities. Overall, there are more women with disabilities in the group of persons with disabilities – 52.4%. Similarly, women with disabilities in the overall population represent 10.6%, while men only 9.9%. However, the differences vary in different age groups: in the 75+ category, there are more women (43.6%) than men (39.3%), which is generally caused by the fact that women live longer; the age categories of 30-44 and 45-59 are mostly equal. As for the lowest age category of 0-14, it is reversed (men 5.2% and women 3.0%). As for the causes of disabilities, women are mostly disabled due to an illness, while men are more often born with a disability or have a disability caused by an injury. The comparison of the survey results performed in 2007 and 2013 also shows that the ratio of persons with disabilities increased slightly more in women than men (women by 0.6%, men by 0.1%).

The statistical survey also focused on the ratio of individual types of disabilities. Seven types of disabilities were used: physical, visual, hearing, mental, intellectual, internal and other. Internal disability has the largest ratio – 41.9%, with physical disability being the second largest – 29.2%. The remaining types range from 5.1 to 8.5%.

¹ Survey Sampling of Persons with Disabilities 2013, data source:
http://www.czso.cz/csu/2014edicniplan.nsf/publ/260006-14-n_2014

Other users of the National Plan, to a smaller extent, are organizations of persons with disabilities with a national, regional and local scope of activity who are mostly subject to the measures concerning the participation in public administration by such organizations and access to grants.

And lastly, the National Plan is also useful for the ministries, other public administration authorities and institutions that are in charge of the fulfilment of the individual measures. The fulfilment of the National Plan implements the primary mission of public administration, which is to create conditions for the fulfilment of the rights of citizens, including persons with disabilities, as well as to provide and guarantee public services.

2.3 Definition of Disability

Persons with disabilities form a differentiated group with their own abilities and needs. The primary characteristic of a disability is the existence of an impediment in normal functioning; due to the state of health as well as due to deficiencies in the social environment. The environment (in the broadest sense of the word, e.g. even virtual) was formed according to the standardized ideas about normal capabilities of a “healthy” individual. A disability, as a social construct, occurs when a person with a particular health restriction does not correspond with this “standard”. The word disability means a decreased ability or inability of the disabled individual to perform activity in a way that is considered “normal” which was perceived as a problem occurring only on the part of the individual. At present, the meaning of this term is being re-evaluated and expanding to take on the concepts of the supporting or limiting effects of the environment: a disability is a comprehensive term for limitations present in body, or in the activities of the individual or with his or her integration into society when the individual with the disability faces barriers of the physical, information, attitudinal, cultural and other environments. The new terminology includes other terms next to the term “persons with disabilities”, such as “otherly abled”, “diverse abled” and so on. Such terms refer to the fact that all people live in various relations to their environment and have various “responses” to its settings.

The individual definitions of a disability more or less differ in the various documents in relation to their purpose. Therefore, we only mention some important legal regulations. Article 1 of the Convention on the Rights of Persons with Disabilities (hereinafter “the Convention”) states the following definition: “Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.” Act No. 198/2009 Coll., On Equal Treatment and on Legal Means of Protection against Discrimination and on Changes of Some Acts (the Antidiscrimination Act), as amended, defines a disability in Section 5 as follows: “...physical, sensory, mental, intellectual or other impairment that prevents or may prevent individuals from exercising their right for equal treatment in areas defined by the Act; the disability is long-term and shall last for at least one year or shall be estimated by a physician to last at least one year.”

Act No. 108/2006 Coll., On Social Services, as amended, formulates a disability for the purpose of contribution for care as follows: "...physical, mental, intellectual, sensory or combined impairment whose impacts make or may make the individual dependent on the assistance of another person." Act No. 561/2004 Coll., On Preschool, Elementary, Secondary, Higher Professional and Other Education (the Education Act), as amended, defines a disability in Section 16 as: "...mental, physical, visual or hearing impairment, speech defects, combined impairment, autism and developmental learning or behavioural disabilities." Act No. 435/2004 Coll., On Employment, as amended, defines persons with disabilities in Section 67 for the purpose of employment as: "...individuals who have been acknowledged by the social security authority as a) disabled at the third level (hereinafter "a person with a more severe disability"), b) disabled at the first or second level, or c) physically disadvantaged (hereinafter "a person physically disadvantaged")."

As the overview above implies, a disability has various definitions in the Czech law according to the various situations; there is not a single definition of disability. For the purpose of this document, the definition as stated in Article 1 of the Convention shall apply.

2.4 Development after 1989

From 1990 to 1993, fundamental social changes occurred and those changes also transformed the position of persons with disabilities in society. The first legal norms respecting the specific conditions of persons with disabilities were accepted. Also, a number of new facilities for the support of persons with disabilities were built, particularly in the field of education and social services. The Government Board for People with Disabilities was established (by Government Resolution No. 151 of 8 May 1991) and the first National Plan for the support of persons with disabilities was accepted. Over time, many new civic associations of persons with disabilities were founded.

The social and political liberalization after the Velvet Revolution in November 1989 created conditions for the development of civic initiatives. This was probably most significant in the foundation and building of organizations protecting the interests of citizens with disabilities. Civic associations for persons with disabilities based on specific types of impairments were founded. National associations were established to defend and promote the interests and needs of persons with particular types of impairments. Regional and local civic associations for persons with various disabilities were also important. There are also many associations based on the principle of combining a specific and local scope of activity. The activities of newly founded civic associations of persons with disabilities focused on two basic areas: defending the rights and interests of such citizens and providing necessary and currently missing services.

In the mid-1990s, the non-profit sector emerged and new methods of working with persons with disabilities, particularly in the field of social services, were introduced. Legal regulations concerning areas that have an immediate relation to persons with disabilities (social security, education and transport) were accepted or amended. The

reform of public administration changed regional governments to administrative units, including 14 regions (including the Capital City of Prague), 205 municipalities with extended powers and 6,248 basic municipalities. Accordingly, the obligations of the performance of public administration and local government were defined, including the responsibilities in the field of social policy, transport, regional development and so on. In 2000, an umbrella organization of persons with disabilities was founded: the Czech National Disability Council.

The process of integration quite successfully continued in the first decade of the 21st century. The discussion on the issue of persons with disabilities was gradually opened to the public which has brought a change in the relationship of the public to this group of people. More frequent presentations of the issue are in the media and public contributing to the elimination of discriminating prejudices and to the creation of opinions and attitudes based on equal treatment. The issues of persons with disabilities are discussed and solved at many levels.

The economic crisis and the acceptance of austerity measures, however, slowed down the process of integration. There was a significant reduction of support, particularly in the field of grant policy; construction activity focused on the removal of barriers in public buildings was also limited and the state subsidies for the acquisition of low-rise and barrier-free public transport vehicles were stopped. The restrictive measures in the social area, implemented within the “social reform” in 2012 also had a negative impact on persons with disabilities and their families.

In conclusion, the position of persons with disabilities in the Czech Republic can be characterized as stabilized, supported by the existence of a solid legal framework, leaning on mostly positive attitudes of the majority. Any potential discriminating or limiting tendencies that persons with disabilities still have to face today are not usually caused by deliberate harm or failure to deal with the interests of the disabled, but they are mostly the result of the lack of awareness of the actual problems and needs of persons with disabilities as a group and as individuals.

2.5 International Experience

Most European countries have plans for the support of integration of persons with disabilities. In some countries, such plans have been accepted in relation to the ratification of the Convention on the Rights of Persons with Disabilities. Therefore, we only include some examples.

The German Federal Ministry of Labour and Social Affairs adopted the National Action Plan for the Implementation of the Convention on the Rights of Persons with Disabilities in 2011. Based on the plan, there should be a significant shift in the implementation of the Convention in Germany in the following ten years. In 2013, the German Federal Ministry for Economic Cooperation and Development adopted the Action Plan for Integration of Persons with Disabilities 2013–2015. This document focuses on the involvement of persons with disabilities in the development policy.

The Austrian Federal Ministry of Labour, Social Affairs and Consumer Protection also accepted a strategic document for the support of the implementation of the Convention entitled National Action Plan on Disability 2012–2020.

The Swedish Strategy on the Policy towards Persons with Disabilities 2011–2016 is not as closely related to the Convention as the previous documents. The strategy contains ten areas (such as the labour market policy, social policy, education) while special attention is paid to three areas: the judicial system, transport and information technology.

Action plans or strategies can be found all over the world. For example, Australia accepted the National Strategy on Disability 2010–2020, which is a strategic document based on six priority areas: inclusive and accessible communities, protection of rights, justice and legislation, economic security, personal and social support, education and acquiring skills and health.

Another example is the Plan for Equal Opportunities for Persons with Disabilities accepted in Peru for 2009–2018 period. It is the second plan in Peru that contains four areas of support (health, education, social development and employment).

Plans or strategies created at the national or federal level are often accompanied by similar documents created at lower administrative levels (in federal countries, provinces or autonomous units).

2.6 Relevant Documents Related to the Issue of Disabilities

2.6.1 History of National Plans

This National Plan follows a series of previous documents of the same focus. The first adopted government document was the **National Plan of Helping Disabled Citizens** approved in 1992 by Government Resolution No. 466. The document was mainly prepared to eliminate the most serious cases of discrimination and to launch systemic changes in the field of support of persons with disabilities, such as the implementation of a classification system for degrees of disability, establishment of a grant programme for the activities of civic associations of persons with disabilities, organizing awareness campaigns, and the plan also contained legislative regulations that solved the issue of barrier-free flats, a ban on discrimination of persons with disabilities and so on.

The first plan was immediately followed by the **National Plan of Measures for Reducing the Negative Impact of Disability** adopted in 1993 by Government Resolution No. 493. This plan updated the previous document and many of the measures remained the same. The measures to be implemented according to this plan mainly concerned access to education, a barrier-free environment, and transport and legislative regulations. The preparation and adoption of the first two plans included the Czech Republic among European countries with the most advanced national concept of support of persons with disabilities. For example, the Standard Rules for Equalization of Opportunities for Persons with Disabilities, which

methodically deal with this issue at an international level, were not accepted by the General Assembly of the United Nations until 28 October 1993.

The third document was the **National Plan of Equalization of Opportunities for Persons with Disabilities** adopted by the Czech Government in 1998 in Resolution No. 256. The structure of the plan was based on the aforementioned Standard Rules for Equalization of Opportunities for Persons with Disabilities. Some of the implemented measures included, for example, the preparation of a list and categorization of types of disability, support of investment construction of barrier-free homes and flats of protected living, expansion of the activity of special educational centres also to the students of secondary schools and the increase in the support of families with children with severe disabilities. The measure requiring at least 10% of flats from the total number of flats supported by the government to be built as barrier-free was fulfilled as well as the measure on the obligation of public television to broadcast five-minute reports in sign language every day and the measure concerning the transfer of the mandatory percentage of employed citizens with disabilities directly into the Act on Employment.

Another important document that needs to be mentioned in this context is the **Medium-term Concept of National Policy towards Citizens with Disabilities**, adopted in 2004 by Government Resolution No. 605. The document had an opening analytical part evaluating the situation and development of the issue of persons with disabilities from the 1990s and the effectiveness of the implementation of the existing National Plans; the following chapters then focused on the key areas of life for persons with disabilities, such as ban on discrimination, education, social security, employment and accessibility of the environment. Each of the parts was structured to describe the current situation, goals, tasks and measures for the period from 2004 to 2009. The concept specified basic procedures and objectives that were to be achieved, to be followed by the fourth plan that provided specific measures to fulfil those goals.

The fourth **National Plan of Support and Integration of Citizens with Disabilities 2006-2009** was adopted by Government Resolution No. 1004 in 2005. The plan was based on the goals and measures of the aforementioned Concept. Some of the key implemented measures included the adoption of Act No. 108/2006 Coll., On Social Services, which newly defined the basic types and forms of social services, including the rights and competences of the users of social services. The measures concerning the concretization of resources for special educational support and the methods of their provision were also met, as well as the establishment of “activation centres” in schools for students with mental disabilities, the expansion of educational and vocational counselling by the part concerning vocational participation of pupils and students with disabilities, amendments of Act No. 155/1998 Coll., On Communication Systems for Deaf and Deafblind Persons with the aim to provide communication aids and resources to deafblind citizens, an introduction of a system of independent supervision over the quality of social services based on the social services quality standards stipulated by law, the execution of the first statistical survey sampling of the number and structure of persons with disabilities (in 2007), determination of the conditions for publishing selected information on public administration in a way allowing remote access so that it is in compliance with the WAI principles (Web Accessibility Initiative).

The fifth plan was the **National Plan for the Promotion of Equal Opportunities for Persons with Disabilities 2010-2014** and it was fundamentally influenced by the Convention on the Rights of Persons with Disabilities that the Czech Republic ratified in September 2009. In relation to the implementation of the measures of this plan, Act No. 372/2011 Coll., On Health Services, was adopted. The Act incorporates the rights of patients arising from the Convention on the Human Rights and Biomedicine and the supplementary protocol to the Convention, i.e. the protection of human rights and dignity of the human being in relation to the application of biology and medicine and the ban on cloning human beings. The adoption of the new Civil Code abolished the institute of incapacitation which was replaced by the institute of capacity limitations. Also, the support for placing children and youth with disabilities into foster care was also increased. The new Government Plan for Financing the National Development Programme of Mobility for All for 2016–2025 period was adopted. It contributes to the provision of barrier-free access to public buildings and transport structures built at the time when there was no obligation to build barrier-free construction regulated by the law. The measures that were not implemented and that were thus transferred to this National Plan included the ratification of the Optional Protocol to the Convention on the Rights of Persons with Disabilities, measures focused on reform steps in the education of children, pupils and students with disabilities, which concerned the creation of a general catalogue of available resources for special education support and the determination of the method of their provision, proposal of rules for the provision of another method of education with the aim to unify the methodical, organizational and personal provision of education of children with severe mental disabilities as well as the systemic solution of tertiary education.

The implementation of the measures contained in the individual plans has verifiably improved the approach of the state to persons with disabilities and thus the progress and provision of a better quality and more dignified life for this group of people. One of the most significant positive changes include a greater emphasis on equal treatment and non-discrimination in the education of children, pupils and students with disabilities, gradual accessibility of the individual types of public transport when the number of barrier-free stations and stops has been increasing, as well as a barrier-free means of transport, and improvement in the access to information systems of public administration for persons with disabilities. There are more and more museums and galleries that are barrier-free and accessible even to persons with severe disabilities; the accessibility of the public library and information services has also improved. As a result of the implementation of the plans and the efforts of organizations representing persons with disabilities, national and other public institutions, there has been an overall and fundamental positive shift in perceiving persons with disabilities, their needs and contributions to the community.

Even though the majority of the measures contained in the National Plans have been implemented, there are still a number of open and unsolved questions that directly concern the life of the various groups of persons with disabilities. The situation in the employment of persons with disabilities is still unfavourable. We need to continue in our efforts to remove barriers in public buildings and transportation structures that were built before the Building Act became effective. Similarly, the regulations concerning barrier-free access to buildings have to be consistently followed. It is also

important to consistently apply the principle of inclusive education for children, pupils and students with disabilities and subsequently solve the conditions of education of students with disabilities in tertiary education. Finding a transparent, fair and effective method of financing social services is also an urgent task.

2.6.2 Relevant Documents in the Czech Republic

With regard to the fact that the issue of persons with disabilities concerns many aspects of life, such as employment, health care, social services, transport, housing or education, there are many relevant documents in the Czech Republic. The National Plan differs from those documents with measures focusing directly at a clearly specified group of recipients; the other plans or strategies focus on specific areas and persons with disabilities and are only mentioned as one of the target subgroups of people that the strategy concerns. As there are many such documents, we will only mention some of them.

One of the relevant documents is the **National Report on the Strategies of Social Protection and Social Integration**. EU member states submitted such plans from 2001 to 2006 on the basis of adopting objectives in their fight against poverty and social exclusion specified by the European Council in 2000. From 2006 to 2010, EU member states submitted the National Report on the Strategies of Social Protection and Social Integration to the European Commission. The reports were prepared on the basis of common goals approved by the European Council in March 2006. The National reports consist of the following: a Common Overview, characterizing the economic and social situation in the country, a National Action Plan of Social Integration, a National Strategic Report in the Area of Pensions, and the National Strategy in Health and Long-term Care. The following concepts for fighting poverty and social exclusion will be based on the newly adopted 2020 EU Strategy. The National Report on the Strategies of Social Protection and Social Integration 2008-2010 was prepared under the coordination of MoLSA.

The **Strategy of Social Integration 2014-2020** is a general document for social integration of socially excluded persons or persons at risk of social exclusion. The purpose of the strategy is to reduce poverty and decrease the level of social exclusion. The strategy specifies social work as the primary instrument for social integration and the individual areas of the strategy describe how social work can contribute to the implementation of the strategic measures. The areas supporting social integration include: support of access to employment and maintenance of employment, social services, support of the family, and support of equal access to education, access to housing, support of access to health care, the provision of decent living conditions and the support of other incorporated public services.

The **2015 National Strategy of the Development of Social Services in the Czech Republic** is the fundamental strategic document for social services. It will be followed by the 2016 National Strategy of the Development of Social Services. The strategy describes the current situation in social services as one of the resources also designated for persons with disabilities and describes some problematic aspects that need to be taken care of.

The **National Development Programme of Mobility for All** (hereinafter “the Mobility Programme”) was announced by the Government Board for People with Disabilities in 2002. The goal of the programme is to ensure free movement in cities and municipalities for all citizen groups. This is achieved by providing access to public administration buildings, health and social services, schools, cultural facilities as well as public transport and footpaths. In July 2014, the government approved the Government Plan for Financing the National Development Plan of Mobility for All 2016–2025. In the following decade, funding will be provided to build comprehensive barrier-free routes in cities and municipalities, submitted within the Mobility Programme.

The issue of education of children, pupils and students with disabilities (however, not exclusively) is discussed in the **2020 Education Strategy**. One of the priorities of the strategy is to reduce inequality in education (reinforce fairness in education). The goal in this area is, for example, to increase the accessibility and quality of preschool education and early care, to introduce a mandatory last year of preschool education or to reduce the number of deferred start of school education and link them to the system of preparatory classes. The Czech education system is characteristic for the persisting inequality between pupils and students. Therefore, another priority of the strategy is to improve this area in medium-term, i.e. to achieve a situation when each child or young person in each school can access quality education. The strategy does not only perceive fairness as a formal equality in the access to education (which must be a matter of fact), but also as the ability of the educational system to create conditions for effective compensation of social and other personal disadvantages in education so that all pupils and students can achieve at least a common elementary level of knowledge, skills and qualifications.

The education of children, pupils and students with disabilities is also discussed in the **Long-term Plan of Education and Development of the Education System in the Czech Republic 2011-2015**. The aspect of equal access to education is presented in part B1 Equal Opportunities in Education, which is divided into measures in the following areas: inclusive education, education of children, pupils and students with disabilities or disadvantages, education of socially disadvantaged children, pupils and students, education of children, pupils and students of ethnic minorities, foreigners and asylum seekers, and improvement in the atmosphere in schools and school facilities. Part B2 includes a chapter on the System of Counselling in Schools that concerns equal access to education. The Long-term Plan of Education and Development of the Education System in the Czech Republic 2016-2020 is currently being prepared.

The goal of the **Strategy of the Reform of Psychiatric Care** is to increase the quality of life of persons with mental health problems, to reduce their stigmatization, to increase the effectiveness of psychiatric care, to improve diagnostics, to increase the success rate of integrating persons with mental health problems into society, to improve the coherence of health, social and other related services and to humanize psychiatric care. The reform and related activities focus on the needs of the person with a mental disorder and on the contexts and life events in which the person in question and his or her family exist. One of the primary points of the strategy is to establish another pillar of provided care, i.e. community Mental Health Centres. The care will be provided closer to the patient’s natural environment.

The **Government Strategy of Equality of Women and Men in the Czech Republic for 2014-2020** (hereinafter “the Strategy of Equality of Women and Men”) is also relevant with regard to multiple discrimination that mainly affects women with disabilities. When adopting and implementing measures that concern persons with disabilities, it is necessary to ensure equal conditions for women and men with disabilities. The Strategy of Equality of Women and Men is a strategic document that represents a framework for the application of the policy of equality of women and men in the Czech Republic. The goal of the Strategy of Equality of Women and Men is to ensure equal position and equal participation of women and men in all aspects and at all levels of social life. The Strategy of Equality of Women and Men contributes to the elimination of discrimination based on gender and to reducing the current inequalities between men and women, including the aspects of disability. Some of the specific goals of the Strategy of Equality of Women and Men include the support of employment for women, the reduction of the risk of poverty in women, the provision of sufficient capacity of services providing care of dependants, the support of flexible forms of work, a systematic analysis of the specific needs of women and men and their consideration in public transport or reinforcing mechanisms for the support of elimination of gender-based marginalization of persons facing multiple discrimination.

The relevant documents in transport are based on the main conceptual document **Transport Policy of the Czech Republic for the period of 2014-2020 with Prospect to 2050** which specifies the principles of development of the sector of transport. The individual areas are further elaborated in related strategic documents that also contain the issue of persons with disabilities. Second-phase transport sector strategies mainly concern the maintenance, development and funding of transport infrastructure of all types of transport owned by the state; the document declares that all upcoming railway constructions must meet the barrier-free conditions. The National Strategy of Traffic Safety focuses on the protection of participants in traffic. There are two other documents in preparation: the Concept of Public Transport, which proposes a new public transport organizational structure, required legislative modifications and proposed funding, and the ITS Action Plan, which concerns the development of telematics in all types of transport, the application of which will contribute to the facilitation of the movement of persons with disabilities.

The **Concept of Housing in the Czech Republic until 2020** also mentions the specific aspects of housing for persons with disabilities. One of the goals of the concept is to create conditions to ensure dignified and adequate housing options be available regardless of age, gender or disability. The prerequisite for this goal is accessibility of the house with interior dispositions linked to the accessibility of the surroundings. As for housing units, those must be adapted with the aim of minimum low-budget modifications that can be changed according to the needs of the individual users during their lives.

2.6.3 International Documents

United Nations

The Convention on the Rights of Persons with Disabilities and its Optional Protocol is the key instrument of the international law regarding the rights of persons with disabilities. The Convention was adopted by the UN General Meeting on 13 December 2006 and became effective on 3 May 2008. The Czech Republic ratified the Convention in September 2009 and it became effective on 28 October 2009. The Convention follows seven existing UN conventions on human rights and it is the first one that is open for succession by regional integration organizations. It does not constitute any new rights or demands of persons with disabilities, but it explicitly specifies the rights of persons with disabilities in a way that considers their specific life situation and needs. The Convention is the result of the work of the United Nations focusing on changing attitudes towards persons with disabilities. Those persons should not be perceived as objects of charity, health care and social protection, but as legal subjects with capacity to exercise their rights and to make decisions about their lives on the basis of a free and informed consent, as well as active members of the community.

The Convention adopts a broad categorization of persons with disabilities and reaffirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms. The Convention also identifies areas where modifications are required so that persons with disabilities can effectively exercise their rights. The Convention is based on the principles of respecting inherent dignity, individual autonomy, non-discrimination, full and effective participation in society, respect for difference and acceptance of persons with disabilities as a part of human diversity and humanity, equality of opportunity, accessibility, equality between men and women and respecting the evolving capacities of children with disabilities, including their right to preserve their identities.

Article 33 of the Convention presumes the formation of an independent monitoring mechanism focused on the promotion, protection and monitoring of implementation of the Convention. The Czech Republic has not managed to implement this article yet and therefore one of the measures of the National Plan focuses on this issue.

The Optional Protocol is an important part of the Convention. It guarantees the possibility to use a complaint mechanism when the state does not follow the Convention. The Czech Republic has not ratified the Optional Protocol but its adoption is one of the measures of the National Plan.

The World Health Organization adopted a resolution at its 67th meeting that approved the WHO World Action Plan on disabilities for 2014-2020: Better Health for All Persons with Disabilities.

The Action Plan has three objectives:

- To remove barriers and improve access to health services and programmes
- To strengthen and extend rehabilitation, habilitation, assistive technology, assistance and support services and community-based rehabilitation
- To strengthen collection of relevant and internationally comparable data on disability and support research on disability and related services

European Council

The European Council has been involved in drawing up standards and creating policies regarding persons with disabilities at an intergovernmental level since 1959. Since then, more than sixty recommendations have been adopted, focusing on the issues of universal design, deinstitutionalization, rehabilitation and more. In 1992, the European Council adopted a comprehensive policy for persons with disabilities². This policy sets general principles on the prevention of disability discrimination, active participation in social life and independence in aspects such as health care, education, employment and accessibility.

The European Social Charter, which together with the European Convention on the Protection of Human Rights and Freedoms and instruments concerning the protection of minorities forms the *European system of human rights protection*, deals with the issues of disability in Article 9 (right to vocational counselling), Article 10 (right to vocational preparation) and Article 15 (right of persons with physical or mental disabilities to vocational preparation, rehabilitation and vocational and social re-adaptation). The Czech Republic is only bound by Art. 15, Para 2. The Czech Republic has not ratified the revised European Social Charter yet where Article 15 guarantees the right of persons with disabilities to independence, social integration and participation in social life. For that purpose, the contractual parties must provide quality education for free, support of access to employment and accept measures to provide transport, housing and cultural activities available to everybody. In addition, measures for the elimination of barriers that prevent persons with disabilities from accessing public buildings, using public transport and using new information and communication technologies.

Another important instrument in this area is the acceptance of the Action Plan for the period of 2006-2015 for the support of rights and full participation of persons with disabilities in society (Council of Europe Disability Action Plan 2006–2015)³. The Action Plan is complementary to the Convention in the sense that it offers very specific measures that may facilitate the ratification and implementation of the Convention. The Action Plan can also be used for monitoring progress in the implementation of reforms related to disability and subsequently help the member states of the European Council with the fulfilment of their obligations arising from the Convention.

European Union

The primary law of the European Union explicitly regulated the rights of persons with disabilities for the first time on 1 May 1999 when the Amsterdam Treaty became valid. Article 13 of the Treaty enables the EU Council to adopt appropriate measures to fight discrimination, also on the basis of disability. The new Treaty on the Functioning of the European Union (hereinafter “TFEU”), went into effect on 1

² Recommendation of Board of Ministers R (92)6 on comprehensive policy aimed at persons with disabilities.

³ Recommendation of the European Council [Rec(2006)5] “Action Plan for the Support of Rights and Full Participation of Persons with Disabilities in Society: Improvement of the Quality of Life of Persons with Disability in Europe 2006-2016” was approved at the 961st Meeting of Minister Delegates on 5 April 2006.

December 2009 and preserves and reinforces this provision (new TFEU Article 19) and adds a new provision (TFEU Article 10) that stipulates that “when defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation”. Together with TFEU, the Charter of the Fundamental Rights of the European Union, adopted in 2000, also became effective and it contains many references to the aspects of disability.

The European Disability Strategy 2010-2020: A renewed Commitment for a Barrier-free Europe⁴ is a fundamental document that covers the EU policy aimed at persons with disabilities.

In 2000, the EU Council adopted Directive 2000/78/EC that specifies a general framework for equal treatment in employment and occupation. The Directive, as the first one of its kind, does not aim at creating specific measures for persons with disabilities, but at removing obstacles that prevent them from exercising their rights and integration into society. The Directive bans all discrimination, direct or indirect, based on religion or faith, disability, age or sexual orientation. With regard to disability, the Directive also considers an insufficient modification of the work space to be discrimination. Moreover, indirect discrimination due to disability also includes rejection or failure to accept measures necessary in the given case so that the person with disabilities has access to his or her rights according to special acts, unless such a measure represented an unreasonable burden on the individual or legal entity. The Directive is implemented in the Czech law through Act No. 198/2009 Coll., On Equal Treatment and on Legal Means of Protection against Discrimination and on Changes of Some Acts (the Antidiscrimination Act).

On 2 July 2008, the European Commission accepted a draft of a directive of the EU Council aimed at expanding the protection against discrimination on the basis of religion or faith, disability, age or sexual orientation also outside employment. If the proposed directive is adopted, it will ban discrimination on the basis of the reasons stated above in the aspects of social protection, including social security and health care, social benefits, education, access to goods and services, including housing.

The European Union regulates various matters concerning the disabled in approximately 200 legal instruments. Most of them concern the transport of passengers and social aspects.

Based on the EU Council Decision of 26 November 2009 on the conclusion of the Convention on the Rights of Persons with Disabilities by the European Community (2010/48/EC), the European Union is a contractual party to the Convention. Annex No. 2 of the aforementioned decision specifies competences that are within the scope of the EU authority and its member states in relation to the Convention.

⁴ Communication of the European Economic and Social Committee on the Statement of the Commission to the European Parliament, Council, European Economic and Social Committee and the Committee of Regions on the European Strategy of Helping People with Disabilities 2010-2020: Renewed Commitment for Barrier-free Europe; KOM(2010) 636, as amended.

3 Procedure of the Creation of the National Plan

3.1 Authors of the Plan and Involved Parties

As mentioned in the chapter on the circumstances of the drawing up the National Plan, the preparation of the National Plan was assigned by the Czech Government. The Minister for Human Rights, Equal Opportunities and Legislation and GBPD are responsible for the preparation of the National Plan.

The plan was mainly prepared by the Working Group for the preparation of the National Plan for Persons with Disabilities for the period of 2015-2020 (hereinafter “the Working Group”) that GBPD appointed in its resolution of 8 April 2014. This Working Group included representatives of all involved ministries, institutions and CNDC as well as representation of persons with disabilities. Namely, the following ministries and institutions were involved: OGCR, MoT, MoF, MoC, MRD, MIT, MoLSA, MoJ, MoEYS, MoI, MoH, MoHE, CZSO and the Czech Association of Employers of Persons with Disabilities. The regional governments were also represented through the Association of Regions of the Czech Republic, even though it is not possible to assign tasks to the regions and municipalities on the basis of their right to self-government.

Other organizations of persons with disabilities also participated in the creation of the National Plan (the Association of Organizations of the Deaf, Hearing Impaired and Their Friends, Czech Society for the Support of People with Mental Disabilities, organizations representing persons with mental disorders, the Czech United Organization of the Blind and Visually Impaired and so on) that sent their measure proposals or participated in some of the meetings.

The GBPD Secretariat was the coordinator of the creation of the National Plan.

3.2 Description of the Preparation of the Plan

The first meeting of the Working Group addressed the structure and form of the National Plan. The members of the Working Group agreed that the structure of the previous plan based on the Convention on the Rights of Persons with Disabilities proved to be suitable and so they decided to keep it in the upcoming document. The National Plan is thus divided into thematic areas following the selected articles of the Convention whose implementation is the most topical for the following period with regard to persons with disabilities. Each area is introduced with a brief characteristic of the specific article of the Convention it relates to, followed with a description of the situation in the given area in the Czech Republic. Then, objectives to be achieved in the monitored period are defined and each objective is assigned individual term and continuous measures assigned to relevant ministries and institutions.

The Methodology of Preparation of Public Strategies⁵ was applied to the preparation of the National Plan but the Working Group also respected the structure and form of the already implemented National Plans.

The Working Group discusses the proposed measures to the individual objectives at its regular meetings, both by the ministries and by organizations of persons with disabilities. Some areas were discussed at separate meetings with involved ministries and organizations of persons with disabilities. The final version of the individual measures was thus a compromise between the representation of persons with disabilities and the corresponding ministries.

Entities responsible for the implementation of the individual measures include the individual ministries with competence in the given issue. GBPD, organizations of persons with disabilities and other involved institutions also participate in some measures.

When the Working Group achieved an agreement in the composition of the objectives and measures, the material was submitted for an interdepartmental comment procedure. When the procedure was completed, the National Plan was discussed at the GBPD meeting and approved. The National Plan was then submitted for hearing and adoption by the Czech Government, being adopted with Resolution No. 358 on 25 May 2015.

⁵ <http://www.mmr.cz/cs/Microsites/verejne-strategie/Vystupy-projektu/Methodika>

4 Strategic Areas in the Support of Persons with Disabilities

The content of the following area follows specific articles of the Convention on the Rights of Persons with Disabilities. The individual areas are divided into separate chapters. The specific article of the Convention is briefly introduced at the beginning of the chapter, followed with a description of the current situation in the given area. Each chapter then presents the objectives that are to be achieved and measures leading to their achievement.

4.1 Equal Treatment and Protection against Discrimination

The chapter is based on Article 5 of the Convention, Equality and Non-discrimination, that recognizes the equality of all people and bans discrimination on the basis of disability on all grounds. The Article further declares that measures which are necessary to achieve equality shall not be considered discrimination.

The right for equal treatment is also stipulated in Article 1 of the Charter of Fundamental Rights and Freedoms: “People are free and equal in dignity and rights. The fundamental rights and freedoms are unalienable, indefeasible, imprescriptible and irrevocable.” The society cannot limit the rights of some people based on their gender, skin colour, language, religion, political and other beliefs, national or social origins, ethnicity or disability. Also, it is necessary to be aware of the fact that some people are in risk of multiple discrimination whether with regard to their gender, age or national or ethnical background.

Equal treatment does not only mean equal approach to persons with disabilities, but also the facilitation and provision of equal facilities using a universal design with the aim to make objects, technologies, buildings and the environment accessible to all people without limitations.

Raising awareness of the general public to persons with disabilities and the protection against discrimination requires long-term attention. Therefore, within the implementation of measures from the previous National Plan, we assessed the effectiveness of Act No. 198/2009 Coll., On Equal Treatment and on Legal Means of Protection against Discrimination and on Changes of Some Other Acts (the Antidiscrimination Act), as amended, with effect from 1 September 2009. The interest of persons with disabilities facing discrimination and their equal rights is increasing. Thus the acceptance of the Antidiscrimination Act was helpful and beneficial for the free exercise of the rights of persons with disabilities.

In 2012, CNDC performed a questionnaire survey concerning discrimination against persons with disabilities within the project of “Supporting the Enforcement of Equal Rights of Persons with Disabilities in the Czech Republic”. 1,068 respondents participated in the survey. The results showed that the awareness of respondents of what is and what is not discrimination increased. Direct discrimination was the most frequent form of discrimination. The respondents preferred solving the discrimination

case either alone or with the use of consultancy or by resigning; institutional solution had the lowest preference. Direct discrimination most often affects persons with mental disability (54.5%), hearing impairment (44.3%) and visual impairment (37.6%). Indirect discrimination then occurred in 40.5% of persons with hearing impairment, 33.3% with visual impairment and 33.3% with mental disorders. The survey also showed that women with a mental disability are the most vulnerable as they also have to deal with sexual harassment; an alarming 11.4%.

With reference to the aforementioned, it is also necessary to methodically focus on a thorough review of current Czech legislation focused on the protection against discrimination and on educational activities supporting the rights of persons with disabilities. Of additional importance is the monitoring and auditing of the legislation through the mechanism provided by the Convention which includes right to appeal in the event of the failure to observe it using the ratification of the Optional Protocol.

Objective: To prevent discrimination and to ensure equal treatment.

- 1.1 Prepare and submit a proposal to create a monitoring mechanism of the Convention on the Rights of Persons with Disabilities.
Coordinator: MoLSA, MHR, GBPD
Cooperation: CNDC
Deadline: 31 December 2015
- 1.2 Prepare and submit a proposal to ratify the Optional Protocol to the Convention on the Rights of Persons with Disabilities.
Coordinator: MoLSA, MHR, GBPD
Deadline: 31 December 2016
- 1.3 When adopting all organizational, legislative and factual solutions that relate to the lives of citizens, respect the principle of complex planning (universal design) so that the proposed solutions are also suitable for persons with disabilities.
Coordinator: all ministries
Deadline: continuously
- 1.4 When adopting all legislative, organizational and technical measures that relate to the lives of persons with disabilities: provide equal conditions to persons at risk of multiple discrimination (in particular children, women, seniors and members of ethnic minorities) and cooperate with representatives of organizations of persons with disabilities in their formulation.
Coordinator: all ministries
Deadline: continuously

4.2 Public Education and Awareness Raising Action

Article 8 of the Convention, Awareness-raising, points out the need to spread awareness of the situation in the society for persons with disabilities, the need to

promote respect for their rights and dignity and to break stereotypes and prejudices related to disabilities.

The stereotypical attitudes held by society towards persons with disabilities represent a substantial barrier that makes the creation of equal opportunities difficult. How persons with disabilities are perceived and approached by other members of the society largely depends on the level and quality of awareness. The issue of persons with disabilities is often underestimated due to insufficient knowledge. The information, as well as the approach of the majority, differs according to the type of disability: some disabilities are well known while others are connected to many prejudices. The stigmatization of persons with mental disorders is a problem as the tolerance of the society towards such people decreases.

Generally, the awareness of disability has been improving but still requires continued efforts to inform, such as publications, educational activities or the support of such activities with grant programmes. An important objective in this area is to ensure the continuance and broadening of the education of employees in the public sector at all levels of public administration.

Objective: To increase the awareness of disabilities, capabilities and contributions of persons with disabilities in society.

- 2.1 Announce the Award by the Government Board for People with Disabilities for work publicizing disability issues.
Coordinator: GBPD
Deadline: once a year
- 2.2 Through grant programmes, promote educational and informational activities for the equalization of opportunities for persons with disabilities: organize public awareness-raising campaigns, participate in exhibitions and public presentations including accompanying programmes, organize professional conferences and seminars, operate information websites, publish information materials, leaflets, printed materials and publications focusing on disabilities.
Coordinator: MHR, GBPD, OGCR, MoH, MoC
Deadline: continuously

Objective: Through educational activity spread awareness on the forms of discrimination, the law against it, the solutions and prevention of discrimination.

- 2.3 Increase the social and legal awareness of the anti-discrimination law based on disabilities or adverse health. Also consider the topic of multiple discrimination (e.g. based on gender and age), by printing information materials, through radio and television media, by organizing professional seminars and discussions.
Coordinator: MHR, GBPD, all ministries
Cooperation: CNDC
Deadline: continuously

- 2.4 Perform destigmatizing education focused on the negative attitudes of Czech society towards persons with mental health problems.
Coordinator: MoH, MoEYS, MoLSA, MHR, GBPD
Cooperation: CNDC
Deadline: continuously

Objective: To educate employees in the public sector on the topic of disability.

- 2.5 Prepare training content and implement training sessions for employees of the individual public administration bodies, regarding the issue of persons with disabilities and the principles of communication with selected groups of persons with disabilities.
Coordinator: Mol
Deadline: continuously
- 2.6 Prepare training content and implement training sessions for judges, public prosecutors, assistants, notarial candidates and higher clerks of court focused on the issue of disabilities and the rights arising from the Convention on the Rights of Persons with Disabilities, particularly the rights for support and safety during legal proceedings, the issue of communication with selected groups of persons with disabilities (communication systems of persons with hearing impairment, easy-to-understand form of communication etc.).
Coordinator: MoJ – Justice Academy
Deadline: continuously
- 2.7 Increase awareness of the employees of the Prison Service of the Czech Republic in the area of the ban on discrimination due to disability or adverse state of health of prisoners and provide training on awareness of limited mobility and other consequences of disabilities.
Coordinator: MoJ – Prison Service of the Czech Republic
Deadline: continuously
- 2.8 Spread instructional materials about the work and approach of the Czech Police to persons with hearing impairment.
Responsibility: Mol – Czech Police Presidium
Deadline: continuously

4.3 Accessibility of Buildings and Transport, Access to Information

The accessibility of buildings, transport and roads follows Article 9 of the Convention on Accessibility that generally deals with the provision of independent and full participation of persons with disabilities in all aspects of life, particularly by eliminating barriers preventing accessibility to buildings, transport and information and information technology. The access to information is discussed in a separate chapter of the National Plan.

The freedom of movement is also declared by the Charter of Fundamental Rights and Freedoms. Other rights are limited without the freedom of movement, particularly access to the buildings of authorities and other institutions, schools, cultural facilities and other public buildings. It is also necessary to ensure freedom of movement to perform one's occupation or other occupational activity and to be able to fully participate in social life. As mentioned above, the removal of barriers in buildings and transport is also important for other groups of citizens, such as pregnant women, parents with strollers, seniors with reduced mobility or persons with temporary limitations of mobility.

The freedom of movement does not only concern structural adjustments so that there are no physical barriers, but also easy orientation inside buildings, transport and on roads, both for persons with sensory impairment and for persons with a mental disability.

We need to methodically continue to remove barriers in public buildings and transportation structures that were built before the Building Act became effective or where the requirements were not followed for various reasons. Czech legislation relating to the requirement for barrier-free public buildings compares with European standards. However, we have to consistently observe and monitor the adherence to and correct application of regulations in new buildings or in reconstructions, which is not always followed. When removing barriers, it is also necessary to make sure that the individual barrier-free places are connected so that they are not isolated. Therefore, barrier-free routes have to be built wherever it is suitable. To this end, there is the National Development Programme of Mobility for All mentioned in Chapter 2.6.2.

Clear criteria must be set for easy orientation in the accessibility of public buildings to determine whether and how the particular building is accessible. When defining the criteria for barrier-free constructions, there are many aspects that need to be considered. Each type and level of disability bring different requirements for barrier-free access and thus they need to be assessed separately. The criteria determining the level of accessibility of buildings should consider the needs of persons with reduced mobility as well as persons with reduced ability of orientation.

Also, the process of accepting and extending appropriate measures and modifications making public transport more and more accessible to persons with disabilities needs to continue.

Objective: To provide free access to public buildings and movement on footpaths and roads to persons with disabilities.

3.1 Check the need for the establishment of a professional organization of experts for barrier-free use of buildings.

Coordinator: MRD

Co-operator: MoT, GBPD

Cooperation: CNDC

Deadline: 30 June 2016

3.2 Prepare uniform methodology for mapping barrier-free buildings.

Responsibility: MRD
Co-operator: MoT
Deadline: 30 June 2016

- 3.3 Analyse the accessibility to judicial and court buildings. Prepare a schedule for making all structures accessible based on the analysis.
Responsibility: MoJ
Deadline: 30 June 2017
- 3.4 Analyse the accessibility of medical facilities for persons with limited mobility and orientation that are operated by MoH. Initiate the execution of similar analyses within the scope of activity of the individual regional authorities.
Responsibility: MoH
Deadline: 30 June 2017
- 3.5 Create a plan for making medical facilities accessible based on the analysis of accessibility of medical facilities to persons with limited mobility and orientation. Initiate the creation of similar plans at the regional level in cooperation with regional authorities.
Responsibility: MoH
Deadline: 31 December 2017
- 3.6 Monitor and assess the effectiveness of Czech technical standards and other technical regulations in the field of barrier-free use of buildings in their application in practice and ensure their amendments and updates.
Responsibility: MRD, MoT, MIT
Deadline: continuously
- 3.7 Perform methodological activity towards general building authorities in the field of general technical requirements for barrier-free use of buildings.
Responsibility: MRD
Deadline: continuously
- 3.8 Continue supporting the grant programme for non-profit non-governmental organizations. Support and protection of public interest in the area of barrier-free use of buildings.
Responsibility: MRD
Deadline: continuously
- 3.9 Provide the activity of the National Development Programme of Mobility for All, particularly submitting, selecting and assessing the intentions of barrier-free routes and setting rules for the support of the programme by individual ministries and promoting the programme.
Responsibility: MHR, GBPD
Cooperation: CNDC
Deadline: continuously
- 3.10 Cooperate with the Government Board for People with Disabilities in the implementation of the National Development Programme of Mobility for All in the period of 2016–2025.

Responsibility: ministries appointed by Government Resolution No. 568 of 14 July 2014
Deadline: continuously

- 3.11 Increase the number of buildings with evacuation lifts allowing transport of persons with limited mobility and orientation.
Responsibility: all ministries
Deadline: continuously
- 3.12 Continue removing barriers in prisons so that they are accessible to persons with limited mobility and orientation for the purpose of visiting prisoners, as well as removing barriers preventing the participation of prisoners in the educational process, access to culture or sports.
Responsibility: MoJ – Prison Service of the Czech Republic
Deadline: continuously
- 3.13 Equip public buildings and other publicly accessible facilities with visual signalization for the deaf according to the principle “what can be heard must also be visible” (information panels displaying current messages that are broadcasted, fire alarms with light signalization, lifts with visible communication etc.); such information must also be provided in an easy-to-understand form (e.g. in the form of pictograms).
Responsibility: all ministries
Deadline: continuously

Objective: To allow persons with disabilities to fully utilize public transportation.

- 3.14 Methodically advise building authorities (Rail Authority, Civil Aviation Authority) on the technical requirements for barrier-free use of transport structures as stipulated by the technical regulations of the Ministry of Transport.
Responsibility: MoT
Deadline: continuously
- 3.15 Provide consultation and advice for competency in barrier-free use of transport structures and vehicles.
Responsibility: MoT
Deadline: continuously
- 3.16 Cooperate and consult on specific requirements with representatives of persons with disabilities when preparing documents for international negotiations where legally binding technical requirements for the transport of persons with disabilities by public transport vehicle are determined.
Responsibility: MoT
Deadline: continuously
- 3.17 In accordance with the Public Transport Conception and with the plans of transport services of countries and regions gradually increase the number of

newly acquired railway carriages designated for passengers; create an individual priority for funding the railway carriages fleet providing access and use to persons with limited mobility or orientation within the Operational Programme for Transport 2014-2020.

Responsibility: MoT

Deadline: continuously

- 3.18 In accordance with the Action Plan of Developing Intelligent Transport Systems (ITS) in the Czech Republic by 2020 (with prospect of 2050), pay attention to the issue of cosmic technologies with regard to their application in the support of independent and safe movement or orientation. Promote development activities in this area. Support the application of such technologies in practice when application is possible.

Responsibility: MoT

Deadline: continuously

4.4 Emergencies and Critical Situations

The fourth area follows Article 11 of the Convention on Situations of Risk and Humanitarian Emergencies concerning the provision of protection and safety of persons with disabilities in case of emergency and critical situations, such as emergencies caused by natural disasters.

Such events happen frequently in most countries all over the world. The experience and available information show that persons with disabilities are more vulnerable in emergencies than the majority population. There are many factors contributing to this situation: insufficient awareness, lack of inclusive policies, strategies and programmes for the reduction or elimination of risks, insufficient access to information and inaccessible facilities and services.

The National Plan now newly includes the theme of emergencies and critical situations in order to increase the safety of persons with disabilities. The awareness of persons with disabilities of the capabilities of obtaining information, solutions and how to behave in case of an emergency needs to be increased.

Objective: To increase the awareness of persons with disabilities in emergency preparation, critical situations and methods of protection.

4.1 Integrate persons with disabilities into the system of citizen protection by increasing their awareness and ability of self-protection, e.g. by organizing seminars, discussions and other activities focused on the issue of human protection in case of common risks and emergencies with emphasis on the specifics and needs of persons with disabilities.

Responsibility: Mol

Cooperation: CNDC

Deadline: continuously

4.5 Equality before the Law and Access to Justice

Article 12 of the Convention, Equal Recognition before the Law, imposes the liability to recognize persons with disabilities as persons before the law and their legal capacity on an equal basis with others in all aspects of life. The provisions of the Article reflect the shift from the model of representing persons with disabilities to the new model of supporting them in their decision-making. The Convention presumes that the member countries will accept corresponding measures providing persons with disabilities with access to assistance that they might need in order to exercise their legal capacity. At the same time, it is necessary to make sure that the measures concerning legal capacity respect the rights, will and preferences of the person, are free of conflict of interest and undue influence, are proportional and tailored to the person's circumstances, apply for the shortest time possible and are subject to regular review by a competent, independent and impartial authority or judicial body.

This Chapter is also based on Article 13 of the Convention on Access to Justice that concerns the need to ensure effective access to justice for persons with disabilities through the provision of procedural accommodations that will facilitate their effective role as direct and indirect participants and witnesses in all legal proceedings. For the same reason, persons who work in the area of justice administration, including the police and the prison service, need to be educated in this issue.

The new Civil Code that became effective on 1 January 2014 embeds fundamental changes regarding the legal capacity of a person and regulates the rules for its potential limitations. The accepted legal regulation moves away from the former concept of "substitute decision-making" (when a guardian made decisions on behalf of the person with disabilities which often excluded the person with disabilities from social life). This concept has been replaced with by the concept of "support" or "assisted" decision-making based on the premise that all persons are capable to make their own decisions, but might need a greater or lesser degree of support. A greater emphasis is put on the autonomy of will, independence and social integration of the person concerned and the means that help in making decision in legal matters have a priority. The Civil Code provides various methods of supporting such persons in their decision-making so that courts have a wider range of options when deciding on a person that does not have a full legal capacity. The amendment was followed by a corresponding procedural amendment embedding the procedural rights of such

persons within proceedings regarding their personal status, regulated by the Act on Special Legal Proceedings.

Apart from the limitations of legal capacity, the Civil Code also contains other subsidiary measures when the ability of an adult citizen to act legally is impaired. However, the new subsidiary measures are used only exceptionally. The organizations of persons with disabilities believe that the legal regulations are too general and insufficient to be used. Also, there is a lack of a more detailed regulation regarding guarantees against misapplication. The practice when decisions on the capacity limitations are accepted for the maximum permissible period is also a problem; the institute of legal capacity limitations is still preferred from other alternative measures. Therefore, education in this issue is important and it is solved by Measure 2.6 in Chapter 4.2 Public Education and Awareness Raising Action.

The task for the following period is to analyse the application of the individual forms of subsidiary measures contained in the Civil Code and, if needed, to modify the rules and guarantees of the individual forms of subsidiary measures in greater detail in accordance with Article 12 of the Convention so that they unambiguously ensure that the will and preferences of the persons concerned shall always be respected.

The equal access to justice also concerns technical measures and administrative procedures so that persons with disabilities have the possibility to fully exercise their rights. As for the needs of persons with hearing impairment and deafblind persons, it is necessary to respect the right to choose a preferred communication system as stipulated by Act No. 155/1998 Coll., On Communication Systems for Deaf and Deafblind Persons, as amended.

Objective: To provide persons with disabilities with assistance that helps them exercise their rights in all aspects of life.

5.1 In cooperation with organizations of persons with disabilities, assess the functioning of the individual forms of subsidiary measures contained in the Civil Code and compare the results with the requirements of Article 12 of the Convention on the Rights of Persons with Disabilities. Shall any disproportions be found, determine a procedure for making the situation compliant with Article 12 of the Convention on the Rights of Persons with Disabilities.

Responsibility: MoJ

Deadline: 30 June 2017

5.2 Prepare and submit the Act on Public Guardianship.

Responsibility: MoJ

Co-operator: Mol

Deadline: 31 December 2017

- 5.3 In relation to the preparation and submission of the Act on Public Guardianship, solve the issue of training, professional consulting, advisory, mediation in solving conflicts for guardians, supporters, representatives from family members and private guardians.
Responsibility: MoJ
Deadline: 31 December 2017
- 5.4 Continue creating conditions for ensuring simultaneous recording of spoken word during court proceedings for persons with hearing impairment.
Responsibility: MoJ
Deadline: continuously
- 5.5 In accordance with the Act on Communication Systems for Deaf and Deafblind Persons, consistently observe the right to choose a preferred communication system of each of the participants in the court proceedings who is deaf or deafblind.
Responsibility: MoJ
Deadline: continuously
- 5.6 Strengthen legal awareness and guidance for particularly vulnerable victims of criminal acts (in particular children, women and seniors with disabilities), e.g. by creating links on the website, information cards with instructions for the victims.
Responsibility: MoJ
Deadline: continuously

Objective: To provide persons with limited capacity in civil proceedings with access to court hearings on matters that concern them.

- 5.7 Analyse the following:
- a) The rights of the person to commence and act independently or through an appointed person in court proceedings that concern his or her legal capacity, guardianship or subsidiary measures;
 - b) Duplicity of representation stipulated by Section 37 of the Act on Special Court Proceedings according to which the court has to appoint a guardian for the person under review, even when such a person has appointed a plenipotentiary.
- Propose legislative changes in this area based on the analysis.
Responsibility: MoJ
Deadline: 31 December 2015

4.6 Independent Living

Article 19 of the Convention, Living Independently and Being Included in the Community, recognizes the equal right of all persons with disabilities to live in the community, with choices equal to others. It concerns the right to choose one's place of residence, access to services provided at home and residential and community support services (including personal assistance).

The provision of adequate housing is essential for the independent and self-sustaining life of persons with disabilities. With regard to the fact that such people mostly live on low income, the support of social housing has to be set so that it also includes the support of construction or reconstruction of flats modified for persons with disabilities.

In the following period, it is necessary to continue and methodically assist in the transformation of housing facilities of social services. It is a process that definitely contributes to the humanisation of social service facilities with the aim to provide accessible services in a natural environment of the user.

It is also important to solve the method of financing social services and to ensure economic balance and stability of the system of social services, both legislatively and materially. In addition to the social services, Enabling Assistive Services (EAS) also need to be supported: these are services that allow integration into society, which the National Plan also reflects.

Objective: To create conditions so that persons with disabilities can live as independently as possible in their natural environment.

- 6.1 Analyse and review the framework for providing and using assistive technologies and aids for persons with disabilities and related services to improve the provision of public services.
Responsibility: MoLSA
Co-operator: Mol, MIT
Deadline: 30 June 2016
- 6.2 Find a systemic solution for assessing long-term care and incorporate it in legislation.
Responsibility: MoLSA
Co-operator: MoH
Deadline: 31 December 2016
- 6.3 Incorporate the support of modifiable flats for barrier-free use into the framework of the investment support of social housing.
Responsibility: MRD
Deadline: continuously

- 6.4 Continue supporting the transformation of institutional facilities for persons with disabilities, including facilities where transformation has not yet started.
Responsibility: MoLSA
Deadline: continuously
- 6.5 Prepare imprisoned persons with mental disabilities and mental disorders for their transfer into society when their sentence ends.
Responsibility: MoJ – Prison Service of the Czech Republic
Deadline: continuously

Objective: To provide access for at home care, community support services and residential services.

- 6.6 Create a material and technical standard of social services that will set the basal environment (minimum level) for the provision of social services and will be a condition for registration of such services.
Responsibility: MoLSA
Deadline: 31 December 2017
- 6.7 Support such social services for persons with disabilities within strategic documents that will let them stay at home as a prevention against placing such persons in residential facilities (field services for individual target groups, particularly services of personal assistance, care, interpreting, guiding and reading services). Focus the support on sufficient coverage of the entire territory of the Czech Republic, including rural areas.
Responsibility: MoLSA
Deadline: continuously
- 6.8 Prepare and implement an individual project by MoLSA focused on the support of transformation of social and community services. Its audit shall be controlled according to the ESF settings.
Responsibility: MoLSA
Deadline: continuously

Objective: To provide financing of social services reflecting the needs of persons with disabilities.

- 6.9 Perform an analytical study on the change in financing social services with the aim to analyse the abolishment of grant proceedings for providers of social services. Analyse the possibility of financing social services through clients or on the basis of public insurance.
Responsibility: MoLSA
Deadline: 31 December 2015
- 6.10 Based on the analytical study on the change in financing social services, prepare a proposal of a corresponding legal regulation for financing social services.
Responsibility: MoLSA
Deadline: 31 December 2016

- 6.11 Incorporate the rules of the European Commission into financing social services compatible with the domestic market in which the calculation of grant aid uses the compensatory payment scheme according to SGEI Decision, particularly for services of social consultancy and prevention.
Responsibility: MoLSA
Deadline: 31 December 2017

Objective: To support the education and development of social service employees who support and assist persons with disabilities.

- 6.12 Prepare a systemic proposal for planning and development in the area of qualification courses and accredited courses of lifelong learning, including setting the priorities in education.
Responsibility: MoLSA
Deadline: 31 December 2015
- 6.13 Prepare a draft of the amendment of the legal regulation on education according to Act No. 108/2006 Coll., On Social Services, as amended, by setting education according to the needs of the employees based on the methods and concepts of care and support implemented by the concerned organizations.
Responsibility: MoLSA
Deadline: 30 June 2016
- 6.14 Support the education of employees in social services and municipalities in the form of EU-funded projects.
Responsibility: MoLSA
Deadline: continuously
- 6.15 Support the facilities for the performance of social work in municipalities, particularly with regard to persons with disabilities.
Responsibility: MoLSA
Deadline: continuously

4.7 Personal Mobility

Article 20 of the Convention on Mobility ensures the personal mobility of persons with disabilities with the greatest possible independence, i.e. in the manner and at the time of their choice and at affordable cost, using quality mobility aids, devices, assistive technologies and forms of live assistance and intermediaries.

The mobility of persons with disabilities is discussed in Chapter 4.3 which contains measures focusing on public transport. This Chapter focuses more on the mobility of the persons with disabilities themselves.

Personal mobility and ability to orientate oneself, which can be improved by various types of appropriate aids and devices, are essential for the integration of persons with disabilities into society, i.e. by participating in the labour market, having access to education or visiting cultural facilities.

The aids that are called “medical devices” are often fully or partially covered by the public health insurance system. The Labour Office of the Czech Republic helps with the payment of some aids for designated persons with disabilities with the allowance for a special aid. The conditions are stipulated by Act No. 329/2011 Coll., On the Provision of Allowances to Persons with Disabilities and on Changes of Related Acts, as amended, and its implementing ordinance. It is necessary to continue providing financial affordability of aids at least to such extent as to date. The development and production of such aids also need to be supported.

Objective: To provide access to quality mobility aids, medical devices, assistive technologies and various forms of assistance and to make them affordable.

- 7.1 Supervise, within its competence, the affordability of medical devices for persons with disabilities.
Responsibility: MoH
Deadline: continuously
- 7.2 Under grant schemes, support the development of rental agencies providing medical devices to persons with disabilities to improve their availability.
Responsibility: MoH
Deadline: continuously
- 7.3 Supervise, within its competence, the assurance of affordability of special aids for persons with disabilities.
Responsibility: MoLSA
Deadline: continuously
- 7.4 Encourage the development and manufacture of mobility aids, medical devices and supportive technologies for persons with disabilities.
Responsibility: MIT
Deadline: continuously

Objective: To increase the safety of persons with disabilities on footpaths and roads.

- 7.5 Through an awareness campaign, draw attention to safety of persons with limited mobility and orientation as participants in traffic.
Responsibility: MoT
Deadline: continuously

4.8 Accessibility of Information and Public Services

Article 21 of the Convention, Freedom of Expression and Opinion, and Access to Information, concerns the right of freedom of expression and opinion and the right to seek, receive and impart information and ideas through all communication of their choice.

As for accessibility of information, the Czech Republic is in good standing when compared with other EU member countries. The accessibility of the websites of public administration authorities have been enforced for several years and there are specific rules of accessibility, such as technical implementation rules. As for the accessibility of websites, the Czech Republic has more liabilities than other countries. However, the accessibility of documents, particularly digital documents of public administration as basic carriers of information as well as changes in the rights and liabilities of third parties is problematic. The area of accessibility of digital documents is still elusive for Czech public administration and unfortunately, there is no unambiguous liability embedded in the law (which is one of the reasons of the preparation of a complete review of legislation regarding accessibility of information). Persons with disabilities can use the electronic services of eGovernment, for example, communication via data boxes is much easier and actively helps with not having to go to the post office and allows them to communicate with public administration from any place, which is the most convenient technical method. However, there are still considerable gaps in the capabilities of using electronic forms and other resources for submission, since electronic forms of public administration are not sufficiently accessible. There is no barrier-free access for persons with disabilities to a valid law when the printed form of the valid law complicates their access to relevant legal information.

The Czech Republic is also active in “governance accessibility” (i.e. accessibility of public administration and public services and their availability to persons with disabilities) and has been promoting these principles at a national level. This is only partially successful as some areas are not solved sufficiently due to well-known problems in the past development of eGovernment. The accessibility of information and services depends on how well and purposefully eGovernment and electronic state services are developed and whether or not their development is done with regard to the needs of persons with disabilities (which has been successful) and on making public administration and public services as such more effective.

Within the activities in the field of governance accessibility, we will implement measures with the aim to continue improving accessibility of information with a focus on public administration information and strengthening of the accessibility and availability of public services.

Objective: To provide access to information and services of public administration for persons with disabilities on equal basis with others at the utmost possible level.

- 8.1 Implement prepared EU directives on the accessibility of websites of public sector subjects.
Responsibility: Mol
Deadline: 31 December 2017
- 8.2 Set and implement a new national framework of accessibility of public administration information.
Responsibility: Mol
Deadline: 31 December 2017
- 8.3 Create and implement a regulatory framework and methodology for accessibility of public administration documents.
Responsibility: Mol
Deadline: 31 December 2017
- 8.4 Prepare methodology for the creation of information materials and texts of public administration accessible in an easy-to-read and easy-to-understand form, not only for persons with reduced ability to perceive information.
Responsibility: Mol, MoLSA
Deadline: 31 December 2017
- 8.5 In practice, check the possibility of the application of technical resources for automated speech recognition and transcribing speech into text for communication of persons with hearing impairment with public administration and providers of public services.
Responsibility: Mol
Deadline: 31 December 2018
- 8.6 Make consolidated versions of legal regulations accessible to persons with visual impairment and enable the use of related public services by implementing the project eStatutes/eLegislation.
Responsibility: Mol
Co-operator: MHR
Deadline: 31 December 2018
- 8.7 Create electronic services of public administration with regard to the availability and accessibility for persons with disabilities and modify the current electronic government services.
Responsibility: Mol
Deadline: continuously
- 8.8 Provide guidelines and education in the field of information accessibility.
Responsibility: Mol
Deadline: continuously

- 8.9 Analyse the current services and improve the conditions in the area of accessibility of public administration services and guaranteed public services (governance accessibility).
Responsibility: Mol
Deadline: continuously

4.9 Family Life

Article 23 of the Convention, Respect for Home and the Family, appeals to eliminate discrimination against persons with disabilities in all matters related to marriage, family, parenthood and relationships. This includes measures that ensure parenting in the family environment, the guarantee of the right of guardianship and adoption.

Family is the most natural environment in which to raise children. Measures in this Chapter focus on supporting families so that all members can stay in their family environment and on increasing the interest of applicants in foster care of children with disabilities. An emphasis is also placed on providing consulting services to families taking care of children with disabilities, to applicants for intermediation of substitute family care and to people who have accepted children with disabilities in their care. At the same time, young persons with disabilities need to be supported so that they can realize their own ideas of an independent life.

Furthermore, the system to help victims of domestic violence will also pay more attention to persons with disabilities. Such persons are often more vulnerable and defenceless against abuse in the family, community or institutions and they need to be taught how to prevent abuse, recognize when abuse has occurred and report such acts.

Objective: To support independent life and life in the family of persons with disabilities.

- 9.1 In the field of social and legal protection of children, support activities to increase interest among applicants for adoption or foster care of children with disabilities. Develop respite care for foster parents, specific forms of foster care for a temporary period and other programmes for the support of returning the child with disabilities to his or her original family.
Responsibility: MoLSA
Deadline: continuously
- 9.2 Provide professional preparation of applicants so that they can become adoptive parents or foster parents qualified to accept a child with disabilities into their family. Ensure accessibility to specialised consultancy for parents and persons who have been consigned a child with disability.
Responsibility: MoLSA
Deadline: continuously

- 9.3 Implement programmes to support development of an independent life for young persons with disabilities leaving institutional facilities when they become full age or finish their occupational preparation.
Responsibility: MoLSA
Deadline: continuously

Objective: To prevent potential violence against persons with disabilities.

- 9.4 Within the system that aids victims of domestic violence and its relation to the fulfilment of the Action Plan of Prevention of Domestic and Gender-based Violence for 2015-2018; increase attention to persons with disabilities, both in the form of prevention and awareness.
Responsibility: MoLSA, MoH, MoEYS, MoI, MHR, MoJ
Deadline: continuously
- 9.5 Support awareness actions focusing on prevention of violence against persons with disabilities in institutional care facilities.
Responsibility: MoLSA
Deadline: continuously

4.10 Training and Education

This Chapter follows Article 24 of the Convention on Education that concerns the right to education without discrimination and on the basis of equal opportunities, which also means supporting inclusive education, providing appropriate adjustments and assistance according to the individual needs so that persons with disabilities can fully develop their potential, talents and creativity and actively participate in social life.

The primary goal in the period covered by the National Plan is to increase the ability of the educational system to create conditions and apply effective procedures for effective prevention and compensation of physical, social, cultural and other personal disadvantages (impediments) so that the inequality in achieved results is minimally predetermined by factors that the individual cannot influence.

The application of inclusive education remains the basic principle. At the primary and secondary levels of education, each child has the right to the common education available near their place of residence. Mainstream school principals and teachers need to be offered professional, methodical and financial support in educating children with any disability. Schools must be motivated to create an inclusive environment. Legislation should create sufficient support, particularly the amendment of the Education Act and related legal regulations. The accessibility of subsidiary measures divided into five levels must be increased, including the provision of a teacher's assistant. It is also necessary to set uniform rules for allocating and funding assistance services.

The aforementioned is also connected to the gradual transformation of the current system of schools established for children, pupils and students with disabilities and to the expansion of their activity towards mainstream schools that should provide professional, methodical, didactic and technical facilities.

The support for children, pupils, their legal representatives and teachers should be provided by education counselling centres. Their activities should be standardised in order to ensure a uniform approach in all regions and to improve the quality of provided services. School facilities are expected to use modern assessment tools and procedures evolving from assessment of diagnose to assessment of support measures. Furthermore, we expect more extensive cooperation and connection with early-care facilities, schools and other institutions. The institute of an auditing office will be established.

At institutions of higher learning, equal opportunities for persons with disabilities will be promoted by financing the costs of universities that make studies accessible to students with specific needs. The financing will be provided by funding projects and by incorporating the accessibility requirements into the standards for institutional accreditation. An emphasis is also placed on obtaining better data on the issues related to studies within various groups of student populations and mapping the progress of their studies.

Objective: To continue in the system of inclusive education.

- 10.1 Prepare and adopt a concept that includes a list of tasks and measures required to improve the accessibility of mainstream schools at all levels of education for children, pupils and students with disabilities. Regularly access the implementation of the concept and monitor educational conditions of children, pupils and students with disabilities as specified by the working commission consisting of the representatives of MoEYS, CNDC, GBPD, CSI.
Responsibility: MoEYS
Deadline: 31 December 2015, then continuously
- 10.2 In relation to the model of the upcoming subsidiary measures, prepare an information campaign, including methodical support of school principals with the aim to emphasise the obligation of primary schools to provide education to all students regardless of their state of health and potential disability and dissemination of the results of good practice.
Responsibility: MoEYS
Deadline: 31 December 2015
- 10.3 Examine recommendation procedures for allocating children to schools designated for children, pupils and students with disabilities and prepare a legal form of the existence of education counselling centres based on the assessment, e.g. by separating the existence of special schools (concerns majority of special pedagogical centres).
Responsibility: MoEYS
Deadline: 31 December 2015

- 10.4 Permanently focus on education of children, pupils and students with mild mental disabilities with the aim to eliminate the former exclusive education of such pupils in schools designated for pupils with disabilities. Annually publish statistics of attendance of this group of children, pupils and students in all types and kinds of schools.
Responsibility: MoEYS
Deadline: 31 December 2015, then continuously
- 10.5 Prepare an analysis of the number of pupils with disabilities in special schools, including an analysis of the professional capacity of such schools in relation to the types of disabilities of the pupils and propose a concept of the availability of professional capacity of such schools for the support of educating children, pupils and students in mainstream schools.
Responsibility: MoEYS
Deadline: 30 September 2016
- 10.6 Evaluate, via pilot schools, the system for the creation of school education programmes in relation to the needs of students with disabilities, particularly appropriate inclusion of special educational care subjects.
Responsibility: MoEYS
Deadline: 31 December 2016
- 10.7 Draw up MoEYS requirements to ensure equal access to higher education for persons with disabilities – minimum standards for the accessibility of higher education in the context of disabilities. These guidelines will be specified in the form of standards for accreditation in relation to the amendment of the Act on Universities in the field of accreditation. The standards will specify the conditions and criteria of accessibility of higher education.
Responsibility: MoEYS
Deadline: 31 December 2016
- 10.8 Adopt binding “standards” of activities of education counselling centres for students with disabilities and ensure their realization in each education counselling centre, e.g. in the form of accreditation or licensure for the given facility for a determined period. Ensure sufficient capacities of education counselling centres in accordance with the standards of education counselling centres.
Responsibility: MoEYS
Deadline: Create standards – 01 September 2017,
Provide capacities – 01 September 2018
- 10.9 Recommend that universities offering degree programmes focused on work with children, pupils and students suffering from visual, hearing, physical and mental disabilities include in their curriculum and require of their graduates, the competency and skills necessary for working with this target group.
Responsibility: MoEYS
Deadline: continuously
- 10.10 Regularly evaluate the results of the diagnostic activity of education counselling centres regarding children, pupils and students with disabilities

and publish the results with the aim to ensure social control and standardisation of the activity of education counselling centres in the entire territory of the Czech Republic.

Responsibility: MoEYS

Deadline: continuously

10.11 Monitor school education programmes for preschool education in relation to the needs of children with disabilities. Prioritise determination and improvement of quality of provided speech therapy for strengthening children's communication competences.

Responsibility: MoEYS

Deadline: continuously

10.12 Within MoEYS strategic materials, consider the issue of equal opportunity of students with disabilities and ensure that legal regulations, or drafts of new legal regulations in the field of tertiary education, contain provisions on equal approach and non-discrimination of persons with disabilities.

Responsibility: MoEYS

Deadline: continuously

10.13 Use financial instruments to promote access to higher education for the greatest possible number of persons with disabilities.

Responsibility: MoEYS

Deadline: continuously

10.14 Focus on monitoring the quality of university activities focusing on the education of persons with disabilities (number of students with specific education needs, strategies, methods and activities of universities in this aspect), particularly through the "Long-term Plan of Educational, Scientific, Research, Development, Innovation, Artistic and Other Creative Activities for Universities 2016–2020".

Responsibility: MoEYS

Deadline: continuously

10.15 Encourage development of teacher training programs focused on the education of children, pupils and students with disabilities in mainstream education. In this respect, promote training of future teaching staff at university departments.

Responsibility: MoEYS

Deadline: continuously

Objective: Choose the form of education in accordance with the best interest of the child, pupil and student.

10.16 Finish subsidiary measures for other groups of children with special educational needs (pupils with specific development, learning and behavioural disabilities, pupils with rare illness, pupils with combined disabilities or pupils with other health handicaps).

Responsibility: MoEYS

Deadline: 31 December 2015

10.17 Propose rules for implementing an adequate method of education with the aim to unify methodical, organizational and personal provision of education of children and students with severe mental disabilities in accordance with Article 24 of the Convention on the Rights of Persons with Disabilities.

Responsibility: MoEYS

Deadline: 31 December 2015

10.18 In relation to the determination of the level (stages) of subsidiary measures, create a general catalogue of available resources for special education support and specify the method of their provision.

Responsibility: MoEYS

Deadline: 01 September 2016

10.19 In relation to the provision of subsidiary measures in schools and school facilities, use the Catalogue of Subsidiary Measures created within the project “Systemic Support of Inclusive Education in the Czech Republic”, including its electronic version. Support the creation of other methodical and instructional publications (books, videos) that will facilitate the implementation of subsidiary measures in schools and school facilities in the Czech Republic.

Responsibility: MoEYS

Deadline: 01 September 2016

10.20 Legislatively provide the effectuality of rules specified in the “recommendations” of education counselling centres regarding the education of children, pupils or students with disabilities in every school.

Responsibility: MoEYS

Deadline: 01 September 2016

10.21 Evaluate the model of assessing special educational needs according to the level of subsidiary measures (Level I to V). Independently evaluate the effectiveness and contribution of revision of appealed decisions on the acknowledgement of the level of subsidiary measures.

Responsibility: MoEYS

Deadline: 01 September 2017

10.22 Ensure that general educational programmes for secondary education respect the particulars of the individual groups of students with disabilities, including the specification of resources for special education support and methods of their provision.

Responsibility: MoEYS

Deadline: continuously

Objective: To provide support to persons with disabilities in education, at all levels of education, including lifelong learning.

10.23 Submit an amendment of Act No. 155/1998 Coll., On Communication Systems of Deaf and Deafblind Persons, as amended, specifying its

provisions so that it is possible to issue implementing regulations stated in Section 10 of the Act.

Responsibility: MoEYS

Deadline: 31 December 2015

10.24 Adopt a generally valid standard for the activity of teacher's assistant valid for all schools (kindergartens, primary, secondary, schools for students with disabilities, mainstream schools).

Responsibility: MoEYS

Deadline: 01 September 2016

10.25 Propose and implement an integrated system of methodical management of teacher's assistants according to the type of disability and region.

Responsibility: MoEYS

Deadline: 01 September 2016, then continuously

10.26 Specify and expand the conditions for the provision of assistance services (teacher's assistant) and the activity of several teachers in a class with students with disabilities, with emphasis on the activity of such workers in mainstream education. Expand the activity of the teacher's assistant by assisting children with disabilities affecting their ability to take care of themselves and their mobility.

Responsibility: MoEYS

Deadline: 01 September 2016

10.27 Introduce, evaluate and incorporate the possibility of concurrent activity of two teachers in a class with students with disabilities, in mainstream classes and schools.

Responsibility: MoEYS

Deadline: 01 September 2016

10.28 Create and introduce a binding method of recommending, determining and financing the activity of teacher's assistants for students with disabilities.

Responsibility: MoEYS

Deadline: 01 September 2016

10.29 Gradually expand the activity of schools and school facilities for children, pupils and students with disabilities with the offer of subsidiary care and services, including the provision of methodical assistance to teachers of other schools and to legal representatives. Schools designated for such groups of students shall be used for students with the most severe levels of disability. Use new technical and compensatory aids to the largest extent possible and continue training teachers in working with such aids and learning to use communication tools of the individual groups of persons with disabilities.

Responsibility: MoEYS

Deadline: continuously

10.30 Promote the lifelong learning of persons with disabilities by offering accredited educational programmes that are non-gender stereotypical and that consider the needs of both men and women with disabilities to an equal extent.

Responsibility: MoEYS
Deadline: continuously

10.31 Create more educational materials for persons with hearing impairment that do not reduce the content, include information in Czech sign language and use modern technologies.

Responsibility: MoEYS
Deadline: continuously

10.32 Broaden the cooperation of schools and employers, particularly with regard to the awareness of the issue of persons with disabilities (and also consider the different position and needs of men and women with disabilities).

Responsibility: MoEYS
Deadline: continuously

4.11 Health and Health Care

Article 25 of the Convention on Health states that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination and to access to health services in the same scope and quality as other citizens. At the same time, we shall develop such health services that persons with disabilities need with regard to their disability, such as early intervention and services preventing the occurrence of secondary disabilities. Persons with disabilities shall not be discriminated in access to health insurance and life insurance.

Health, integration and participation are closely related in the life of persons with disabilities. One of the primary goals for the following period is to provide accessible and quality health care to persons with disabilities. Naturally, health care provided to patients with disabilities is an integral part of the uniform public health insurance system. But even in this system it is necessary to ensure respect to specific conditions of persons with disabilities by applying such instruments that will remove barriers, both architectural and communication, in the provision of health care. Such conditions must also be respected at the level of local governments and communities that can facilitate the development of secondary prevention through their own specific programmes and thus increase the quality of life of persons with disabilities.

One of the instruments in the field of prevention of disability is education focusing on the general public as well as the persons with disabilities. The development of health awareness must also be supported in the field of secondary prevention where each patient should be provided sufficient information on how to maintain their state of health and prevent complications, particularly those that are typical of their disability. However, we have to emphasise the responsibility of the approach of each individual to their own health.

The reform of psychiatric care is an important task for all parties involved: central public administration authorities, local governments and representatives of non-governmental organizations or associations. In this aspect, it is necessary to set legislative framework in the form of new laws so that it is possible to support the

development of a network of field and outpatient services for persons with mental disorders in all regions of the Czech Republic.

Objective: To provide accessible and quality health care to persons with disabilities.

- 11.1 Legislatively attend to the right of the person dependent on the care by another person so that the caretaker can provide care when the client stays in a medical facility, if required
Responsibility: MoH
Deadline: 30 June 2016
- 11.2 Within the amendment of Ordinance No. 98/2012 Coll., On Medical Documentation, as amended by Ordinance No. 236/2013 Coll., add information on essential compensatory aids that the patient uses and on the forms of communication that the patient with hearing impairment or combined hearing and visual impairment prefers, as one of the obligatory particulars of medical documentation.
Responsibility: MoH
Deadline: 31 December 2016
- 11.3 Check that the issue of disability and its consequences is contained to a sufficient extent in the curricula of medical schools. If required, propose additions.
Responsibility: MoEYS
Co-operator: MoH
Deadline: 31 December 2016
- 11.4 Encourage the improvement of the conditions of access of persons with disabilities to health care with respect to the specific needs of persons with sensory or mental disability, or persons with severe limitation of mobility and the ability to communicate.
Responsibility: MoH
Deadline: continuously
- 11.5 At the community level, promote specialised centres and medical facilities for chronically ill patients, for persons with health disabilities and patients in a terminal condition, and in cooperation with MoLSA promote the coherence of these facilities with the system of social services.
Responsibility: MoH, MoLSA
Deadline: continuously
- 11.6 Support recovery centres with emphasis on specialisations in the individual groups of persons with disabilities.
Responsibility: MoH
Deadline: continuously
- 11.7 Encourage the formation of volunteer centres and the development of voluntary activities in medical facilities.

Responsibility: MoH
Deadline: continuously

- 11.8 Consistently apply the methods of exercising the rights of patients in the upcoming legislation, on the basis of the Convention on Human Rights and on biomedicine and other normative acts.

Responsibility: MoH
Deadline: continuously

Objective: To promote awareness in the field of prevention of disabilities, including the mitigation of the consequences, and education of medical public on the issue of disabilities.

- 11.9 Encourage the creation of information materials and educational activities regarding the issue of disability (particularly the methods and forms of communication) that also make provisions for the specific needs of women and men with disabilities, and help spread such information among the medical public.

Responsibility: MoH
Deadline: continuously

- 11.10 Encourage the creation of information and awareness materials and activities focusing on the general public in the area of prevention of disability, also with consideration to the differences in the causes of disability in men and women.

Responsibility: MoH
Deadline: continuously

- 11.11 Under the grant programmes of the Ministry of Health, encourage the creation of information materials for first-contact doctors with regard to the advisory and information services available of the individual types of disability.

Responsibility: MoH
Deadline: continuously

- 11.12 Give the annual Award of the Minister of Health for working in favour of persons with disabilities and for the development of medical and social care.

Responsibility: MoH
Deadline: once a year

- 11.13 Promote the emergence of information materials and activities aimed at the protection of persons with disabilities against sexual abuse.

Responsibility: MoH
Deadline: continuously

Objective: To reform the system of psychiatric care of persons with mental disorders.

11.14 Analyse the capabilities of a specific legal regulation regarding the position of persons with mental disorders in accordance with the Convention on the Rights of Persons with Disabilities and analyse the formation of a system of outpatient support of persons with mental disorders.

Responsibility: MoH

Co-operator: MoLSA, MoJ

Deadline: 31 December 2015

11.15 Create an interdepartmental system of control of psychiatric care in relation to the implementation of the Convention on the Rights of Persons with Disabilities with the participation of representatives of the involved civil society.

Responsibility: MoH

Co-operator: MoLSA, MoJ

Deadline: 30 June 2016

11.16 In relation to the reform of psychiatric care and the establishment of Mental Health Centres, create an integrated National Plan of Care for Persons with Mental Disorders with the participation of all relevant stakeholders.

Responsibility: MoH

Co-operator: MoLSA, MoEYS, MoJ

Deadline: 31 December 2016

11.17 In relation to the upcoming reform of psychiatric care, survey the situation of persons with mental disorders (income level, availability of social allowances, housing situation/rate of homelessness). Also include persons with mental disorders living under institutional conditions in the study.

Responsibility: MoH

Deadline: 31 December 2016

11.18 In relation to the upcoming reform of psychiatric care, promote the development of the network of field and outpatient services for persons with mental disorders in all regions of the Czech Republic.

Responsibility: MoH

Deadline: continuously

4.12 Rehabilitation

According to Article 26 of the Convention, Habilitation and Rehabilitation, it is necessary to accept such measures that will enable persons with disabilities to attain and maintain maximum independence, full physical, mental, social and vocational ability and full inclusion and participation in all aspects of life. To that end, there are comprehensive rehabilitative services and programmes, particularly in the areas of health care, employment, education and social services.

Rehabilitation is characterised as a directed connection of resources of the multidisciplinary support with the aim to remove or minimise the progress of the illness or consequences of an injury and to mitigate their consequences for the individual, his or her family and for the community. Rehabilitation is a process of a systematic, coherent and coordinated planning and managing medical, social, vocational, educational, technological, cultural, informal and other instruments to restore the state of health or to provide a dignified and active life when the state of health cannot be restored.

The primary goal of rehabilitation must be aimed at minimising, as much as possible, the direct consequences of the permanent or long-term disability. It is essential that the process of rehabilitation is performed coherently. Coherence in rehabilitation means concurrence of the individual elements of rehabilitation (treatment, social, educational and work-related). Coherent performance of rehabilitation is important not only for the person concerned, but it is also beneficial for the country and society because learning of essential skills makes the person with disabilities less dependent on the help from the environs and such a person is also often able to participate in the work process to some extent, which usually means not only a higher level of economic independence, but also reinforced self-sufficiency and increased self-esteem.

The task to set and introduce a system of coordination of rehabilitation has been repeatedly imposed by the previous National Plans for Persons with Disabilities but it has not been yet implemented. The main reason is that the ministries involved in this system have not reached an agreement. However, individual areas of rehabilitation were developed in the previous period, but their mutual coherence and coordination is not sufficient, which has negative impacts not only on the persons with disabilities that need rehabilitation and that have to be intensely involved in the process of rehabilitation.

Objective: To set the conditions and rules for coordination of rehabilitation of persons with disabilities.

12.1 Prepare a legal regulation providing coordination of rehabilitation and instruments for its financing.

Responsibility: MoLSA

Co-operator: MoH, MoEYS, MF

Deadline: 31 December 2016

Objective: To continue in the development of the individual areas of rehabilitation.

12.2 Develop health-related rehabilitation of persons with disabilities and create conditions for better cooperation with other areas of rehabilitation.

Responsibility: MoH

Deadline: continuously

- 12.3 Develop the social and vocational rehabilitation of persons with disabilities and create conditions for better cooperation with other areas of rehabilitation.
Responsibility: MoLSA
Deadline: continuously
- 12.4 Develop the education of children, pupils and students with disabilities in the context of coordination of rehabilitation and create conditions for better cooperation with other areas of rehabilitation.
Responsibility: MoEYS
Deadline: continuously

4.13 Employment

Article 27 of the Convention, Work and Employment, concerns the ban on discrimination due to disability in all matters related to employment, whether it is recruiting, employment, remuneration, promotion or labour safety and health protection. The article also emphasises the importance of professional advisory and services of job agencies. It is necessary to support employment of persons with disabilities in the private sector, in the entrepreneurial sector as well as in the public sector.

Persons with disabilities represent one of the most vulnerable groups on the labour market as this group is not sufficiently competitive with regard to the relative excess of workforce. However, as for the relative and absolute numbers that are the result of a workforce survey performed by CZSO in 2013, there is a positive development in the employment rate of persons with disabilities, even at the time of the economic crisis and the following period. The low participation of persons with disabilities in the labour market and the complicated access to employment are primarily caused by their disability that reduces their capacity to work, however, this is not always the case. The disadvantage always has to be evaluated with regard to the performed activity or increased demands of the employer in the area of assistance, work control and also any potential modifications of the workplace. Prejudices of the majority towards those persons, their performance and self-sufficiency also play an important role: they often arise from mere lack of awareness and experience. The existence of disability does not have to mean reduced capacity to work. That depends on the type of disability and the type of work. To that end, there are considerable reserves in the area of cooperation of employers and employment services, as the analyses imply. In the following period, we need to make effort to improve the situation in this aspect.

Secondarily, however, the health handicap is demonstrated in other aspects limiting the participation of persons with disabilities in the labour market. This particularly concerns education as persons with disabilities have worse access to education with regard to the specific educational needs. This fact is significantly manifested in the educational structure of persons with disabilities. Also, the areas of education and employment need to be linked, particularly when it comes to vocational counselling in schools. The factors that have an effect on their success on the labour market also depend on the people themselves – often there is a lack of self-esteem and resignation to look for employment, including reliance on the social system.

For the aforementioned reasons, the employment of persons with disabilities has long been given special attention and a system of support for the employment of the disabled in the labour market has been built. The aforementioned trend of increasing employment of persons with disabilities can be considered a positive result of the instruments of the employment policy that supports their employment. However, with respect to the growing costs related to such measures, we can state that the decreasing efficiency has had a negative effect. From 2006 to 2010, the number of employed persons with disabilities increased by 21% but the national budget expenses for the same period in this area increased by 76%. The structure of the expended resources also changes – while the expenses for contributions to the active employment policy remained more or less the same, the expenses for contributions for the support of employment of persons with disabilities almost doubled.

This trend is also visible in the structure of the employment of persons with disabilities. For example, about 19% of the total number of persons with disabilities worked for employers with more than 50% of employees with disabilities in 2006, this number increased to 27% in 2010. There is a trend of moving employees with disabilities to the protected labour market (employees with more than 50% of employees with disabilities). But the goal of the employment policy and support of persons with disabilities was primarily to employ such persons in the open labour market among the majority. Employment should not only be a source of income for this group of people (however, it is the main mission), but the performance of work should also fulfil other, similarly important social-integration functions, e.g. the prevention of social exclusion, maintaining social contact and fulfilling the needs of self-realisation of the individual.

There is a systemic support of both persons with disabilities and their employers. The elements of active and passive support of employment in combination with incentive and sanction measures are used. The individual aspects of the individual institutes of support are changing so that they better reflect and respond to the current development in this area.

Objective: To effectively support employment of persons with disabilities on the protected and open labour market.

13.1 Submit a proposal of systemic changes in the field of support of the employment of persons with disabilities, including recommendations for other related systems (rehabilitation, social services, insurance systems and so on).

Responsibility: MoLSA

Co-operator: MoH

Cooperation: CEEA, CNDC

Deadline: 31 March 2016

- 13.2 Specify the activity of providers of social services focused on the participation of persons with disabilities with the use of their education and professional qualifications.
Responsibility: MoLSA
Deadline: 30 June 2016
- 13.3 Eliminate unequal position of persons with disabilities in the use of minimum wage as remuneration.
Responsibility: MoLSA
Deadline: 01 January 2017
- 13.4 For the purpose of connecting the system of education and employment that will increase the chances of young persons with disabilities to transfer from school to work smoothly, ensure conditions for the implementation of an integrated system of career counselling in lifelong perspective.
Responsibility: MoLSA, MoEYS
Deadline: continuously
- 13.5 Pay increased attention to applicants for employment among persons with disabilities during recruitment and integration within the instruments of active employment policy and the counselling activities of the Labour Office of the Czech Republic.
Responsibility: MoLSA
Deadline: continuously
- 13.6 When intermediating employment and implementing an active employment policy, pay increased attention to applicants for employment among persons with disabilities whose degree of disability has been reduced or who have their disability pension revoked.
Responsibility: MoLSA
Deadline: continuously
- 13.7 Once a year, submit the results of inspections carried out by the National Labour Inspectorate in the area of employing persons with disabilities to GBPĐ; particularly with respect to the ban on discrimination due to the state of health, including multiple discrimination based on other reasons (e.g. gender, age), by 30 April of the relevant year.
Responsibility: MoLSA
Deadline: continuously

Objective: To employ persons with disabilities in the public sector.

- 13.8 Within their competence, central public administration authorities, including their organizational units, will strive for direct employment of persons with disabilities with respect to equal employment of men and women with disabilities. When selecting potential employees with disabilities, ministries will cooperate with the Labour Office of the Czech Republic with respect to the professional and qualification conditions.
Responsibility: all ministries
Deadline: continuously

13.9 In relation to Measure 13.8, increase the number of employees with disabilities and submit data on the development of the employment of persons with disabilities in the individual ministries (including classification by gender).
Responsibility: all ministries
Deadline: once a year

13.10 Monitor the situation in the employment of persons with disabilities in selected institutions of public administration.
Responsibility: MHR, GBPD
Deadline: continuously

Objective: To promote vocational and professional rehabilitation of persons with disabilities and programmes focusing on maintaining one's job and on returning to work.

13.11 In accordance with requirements in practice, legislatively and organizationally regulate and economically secure a system of social and vocational rehabilitation for persons with disabilities that are difficult to place in the labour market by applying existing forms of support (especially persons with more severe forms of disability, combined disabilities and mental disabilities).
Responsibility: MoLSA
Deadline: continuously

13.12 In cooperation with CNDC and other organizations, inform persons with disabilities on the possibility of vocational rehabilitation, counselling and other instruments that the Labour Office of the Czech Republic provides to persons with disabilities.
Responsibility: MoLSA
Cooperation: CNDC
Deadline: continuously

13.13 Continue supporting and developing projects implemented in cooperation with the Ministry of Agriculture, the Czech Agrarian Chamber and the French Social Agricultural Insurance Company – MSA for the purpose of vocational rehabilitation in agriculture. Create conditions so that persons with disabilities have the opportunity to apply their skills at work on farms and in trades related to rural life.
Responsibility: MoHE
Deadline: continuously

4.14 Social Security and Social Protection

Article 28 of the Convention, Adequate Standard of Living and Social Protection recognizes the right of persons with disabilities to an adequate standard of living, social protection, and access to services, aids, housing, pension benefits and assistance from the state in case of material need and so on.

The measures contained in this part mainly focus on looking for options for specifying and for improving the quality of the system of assessing the state of health in the individual subsystems of social security. There is a need to investigate whether and in what form it would be possible to set up a system of multidisciplinary assessment in the assessment process as in other advanced European countries. Multidisciplinary assessments has been demonstrated as a more objective and more transparent assessment of a long-term adverse state of health and its consequences.

On 1 January 2010, a legal amendment that replaced the definition of conditions for considering an insured person fully or partially disabled with three-level disability became effective. At the same time, a new legal amendment for assessing disability became effective. It is recommended to evaluate the effectiveness of Ordinance No. 359/2009 Coll., On Disability Assessment, after a specific period of application of the classification and, if required, to propose corrections.

The World Health Organization prepared International Classification of Functioning, Disability and Health and recommended its implementation by the individual states. The Czech Republic joined this classification but suspended the activities in this area in 2012. It would be effective to analyse and consider the suitability of the application of the classification for the area of health care and medical services as well as for the area of social work, social services and allowance and benefit systems.

One of the urgent tasks is also the revision of the system of assessing the level of dependence for the purpose of the allowance for care and setting up the system so that it better differentiates the existing level of dependence in relation to the individual disabilities and that it is more transparent and comprehensible to all participants whom it concerns and who work with the system.

Objective: To improve the system of assessing the state of health for the purpose of social security and social protection.

14.1 Analyse the method of assessing the state of health and its consequences in social security with the aim to determine the conditions for the implementation of a multidisciplinary assessment and propose changes in corresponding legal regulations according to the results.

Responsibility: MoLSA

Deadline for Analysis: 31 December 2015

Deadline for Measure: 01 January 2017

14.2 Assess the effectiveness of Ordinance No. 359/2009 Coll., which determines the percentage level of decrease in the capacity to work and the particulars of the opinion on disability and which amends the assessment of the capacity to work for the purpose of disability (Ordinance on Disability Assessment) and propose changes, if required.

Responsibility: MoLSA

Deadline: 31 December 2016

- 14.3 Review the abolishment of the application of the ICF international classification under the conditions of the Czech Republic. Renew the Act on Medical Services with regard to the obligation of attending physicians/providers of medical services to use ICF in case a long-term or permanent disability is determined. For this purpose, prepare user forms of the ICF application for field practice of the providers of medical and social services that could also be subsequently used by MoLSA.
Responsibility: MoH
Deadline: 31 December 2016
- 14.4 Develop the assessment of the state of health and its consequences in accordance with the progress in medicine and needs of persons with disabilities, particularly in the area of assessing disability and the level of dependence.
Responsibility: MoLSA
Deadline: continuously
- 14.5 Establish cooperation and cooperate with GBPD in specifying methodological rules for the assessment of the state of health and its consequences.
Responsibility: MoLSA, MHR, GBPD
Deadline: continuously
- 14.6 Monitor and assess the position of persons with disabilities in the individual systems of social security with regard to the provision of their needs, and submit required individual and methodical proposals for changes.
Responsibility: MoLSA
Deadline: continuously

Objective: To support persons taking care of persons with disabilities.

- 14.7 Create such material and professional facilities for families so that they can provide care to their family members who require such care. Support caretakers so that the care improves the quality of life of persons with disabilities and facilitates the return of the caretakers to the labour market. If required, propose corresponding legislative changes.
Responsibility: MoLSA
Deadline: continuously

4.15 Participation of Persons with Disabilities and Their Organizations in the Administration of Public Affairs

Article 29 of the Convention, Participation in Political and Public Life shall guarantee political rights, particularly the capabilities of persons with disabilities to participate in political and public life, whether directly or through elected representatives. The Article also emphasizes the right of persons with disabilities to participate in the administration of public affairs through non-governmental organizations and associations.

Organizations of persons with disabilities provide services to citizens, such as consultancy and education, social rehabilitation and educational activity. Therefore, it is important to support their activity that focuses on the integration of persons with disabilities into society with the use of grants.

To strengthen the capability of organizations of persons with disabilities to contribute to the process of developing policies and programmes, it is required to permanently promote partnerships between organizations of persons with disabilities with the state and other social partners. Consultations and comments from organizations of persons with disabilities concerning the life of persons with disabilities are also important. This area is the subject of measures concerning the provision of participation of organizations of persons with disabilities in the legislative process.

The right to vote is one of the basic rights. This does not only mean participation in the political process, but integration into society and the opportunity to express one's opinion. The insufficient accessibility of elections for some persons with disabilities is still a problem. This includes access to information about the elections that is suitable, accessible and comprehensible (e.g. for persons with sensory or mental disabilities) as well as the right to vote as persons with mental disorders or disabilities are often denied this right (according to the new Civil Code, it is up to the court to make that decision, even though there are no adequate methods of determining the ability to vote). A lot of these people are able to vote as long as they have access to comprehensible information and some form of support. Those who are not able to form their own opinion for medical reasons, temporarily or permanently, will not exercise this right. The most frequently voiced argument against the abolition of the restriction of the right to vote is that the vote of such persons could be misused. However, that is not a reason for denying such a right; on the other hand, measures preventing such misuse need to be accepted.

Objective: To actively support an environment in which persons with disabilities and their organizations can effectively and fully participate in the administration of public affairs without any discrimination and on equal basis with others and to facilitate their participation in public life.

15.1 Continue supporting the grant programme on Support of Publicly Purposeful Activities of Associations of the Disabled and at least maintain the current funding.

Responsibility: OGCR, MHR, GBPD

Deadline: continuously

15.2 Continue supporting international cooperation of organizations of persons with disabilities within the programme on Support of Publicly Purposeful Activities of Associations of the Disabled (membership in international organizations, costs of trips abroad, participation in international conferences etc.).

Responsibility: OGCR, MHR, GBPD

Deadline: continuously

15.3 Promote projects focused on increasing the level of participation of women with disabilities in public life.

Responsibility: MoLSA
Deadline: continuously

15.4 Ensure participation of organizations of persons with disabilities in the legislative process.

Responsibility: MHR, GBPD

Deadline: continuously

Objective: To improve the conditions of access of persons with disabilities to the performance of their right to vote.

15.5 Analyse the feasibility of removing barriers that prevent persons with disabilities from performing their right to vote due to restrictions in their capacity, in relation to experience from other countries.

Responsibility: Mol

Deadline: 31 December 2016

15.6 Ensure that information concerning elections is published in formats accessible to persons with disabilities (particularly on the Internet and in the form of easy-to-understand texts).

Responsibility: Mol

Deadline: continuously

4.16 Access to Cultural Heritage and Participation in Cultural Life

Article 30 of the Convention, Participation in Cultural Life, Recreation, Leisure and Sport recognizes the right of persons with disabilities to take part cultural life, i.e. to have access to cultural materials, television programmes, films, theatre and other performances and to have access to places for cultural activities, such as theatres, museums, cinemas, libraries and tourism services and, as far as possible, to enjoy access to monuments and sites of national cultural heritage. The Article also concerns the liability to accept such measures that will provide persons with disabilities with capabilities to develop and use their creative, artistic and intellectual potential. The Article also states that persons with disabilities shall be entitled to recognition and support of their specific cultural and linguistic identity, including sign languages and deaf culture. It is also important that persons with disabilities participate in recreational, leisure and sporting activities.

The main objective of the National Plan in this area is to support, to the fullest extent possible, the removal of physical and administrative barriers hindering more intensive access of persons with disabilities to cultural goods and services while allowing them dignified personal fulfilment, e.g. by working in the cultural area. The cultural policy reflects the needs of persons with disabilities and views the participation of these people in cultural life as an important means of inclusion in the community of healthy citizens and, to some extent, as a way of overcoming their disabilities, which accentuates the therapeutic and recovery function of culture

related to its creative influence. In addition, the contribution of artists with disabilities to the whole society is also important.

More and more buildings designated for cultural activities are becoming barrier-free thanks to the grant policy of the Ministry of Culture. Other cultural facilities, such as collections and funds, tour or educational trails and other cultural activities shall also be made accessible.

This issue is also included in the Strategy for More Effective State Support of Culture (Cultural Policy) for 2009-2014; the following National Cultural Policy for 2015–2020 is being prepared.

Objective: To continue making monuments, theatres, museums, cinemas, libraries etc. accessible, including their services.

- 16.1 Promote access of persons with limited mobility or orientation to exhibitions in museums and galleries in order to ensure standardized public museum and gallery services for persons with disabilities in accordance with Act No. 122/2000 Coll., On the Protection of Museum Collections, and on amendments of some other acts, as amended, and participate in making other cultural facilities accessible within the meaning of the National Development Programme of Mobility for All.
Responsibility: MoC
Deadline: continuously
- 16.2 Encourage allowance organizations to provide discounts on admission for persons with disabilities and for seniors.
Responsibility: MoC
Deadline: continuously
- 16.3 Promote cultural activities of museums and galleries run by the Ministry of Culture, particularly the permanent Culture of the Blind exhibitions at the Technical Museum in Brno and the National Gallery in Prague.
Responsibility: MoC
Deadline: continuously
- 16.4 Encourage the development of the Centre of Presentation of Cultural Heritage at the National Museum in Prague, whose activity also focuses on working with persons with disabilities and on preparing methodologies for other museums and galleries.
Responsibility: MoC
Deadline: continuously
- 16.5 Encourage the use of digitized collections and modern information and communication technologies with the aim to extent the accessibility to museum collections to persons with limited mobility and orientation.
Responsibility: MoC
Deadline: continuously

- 16.6 Support the introduction of a system of audio and printed guides, including guides in easy-to-understand form, facilitating access to collections in museums, galleries and other places of interest to persons with disabilities.
Responsibility: MoC
Deadline: continuously
- 16.7 Support the implementation of the Disability Friendly Standard in all types of libraries and making library collections accessible to persons with specific needs through services based on the Standard.
Responsibility: MoC
Deadline: continuously
- 16.8 Support cultural activities of libraries for persons with specific needs.
Responsibility: MoC
Deadline: continuously
- 16.9 Promote the accessibility of library collections to visually impaired persons by digitizing documents in the library collections in cooperation with CBU and KE Macan Library and Printing House for the Blind.
Responsibility: MoC
Deadline: continuously
- 16.10 Promote the release and accessibility of audio books and printed materials in Braille and enlarged lettering, including relief graphics, particularly through KE Macan Library and Printing House for the Blind.
Responsibility: MoC
Deadline: continuously
- 16.11 Promote the accessibility of the public library and information services by providing grants for the supply of audio books and for the introduction of technical equipment enabling visually impaired persons to access library collections and electronic information resources. Develop methodological activity of the Section of Services for Persons with Specific Needs of the Czech Association of Librarians and Information Workers.
Responsibility: MoC
Deadline: continuously
- 16.12 Promote the communal role of libraries and cooperation of libraries with organizations of persons with disabilities.
Responsibility: MoC
Deadline: continuously
- 16.13 Promote the introduction of educational programmes focused on broadening the competences of librarians in the area of providing services to persons with disabilities (knowledge of specific disabilities, communication skills, and assistance – supporting activities).
Responsibility: MoC
Deadline: continuously

- 16.14 Under a grant scheme, promote subtitling and sign language interpreting into Czech sign language for audio-visual works, access to audio-visual works by commentaries for the visually impaired, creation of a network theatre performances in sign language and production of audio books.
Responsibility: MoC
Deadline: continuously

Objective: Promote the creative and artistic potential of persons with disabilities through grants.

- 16.15 Use the grant policy to create space for persons with disabilities to meet their cultural needs, perform their own creative work and effectively spend their free time through the support of cultural activities organized by legal entities and individuals.
Responsibility: MoC
Deadline: continuously

4.17 Statistics

Article 31 of the Convention, Statistics and Data Acquisition discusses the importance of collecting relevant information and statistical data considerable for the formulation and implementation of the policy for persons with disabilities. The information is used as a tool for assessing the implementation of the measures as well as for identifying and removing barriers that persons with disabilities face when enforcing their personal rights.

To formulate the state policy for persons with disabilities effectively, it is important to have the most accurate statistical data of the number and structure of this group of people. Two statistical surveys were performed within the implementation of the measures of the National Plans in 2007 and in 2013. The collection of data of persons with disabilities will continue in the following period.

Objective: To collect and publish statistical data and research results concerning persons with disabilities.

- 17.1 The Czech Statistical Office in cooperation with the Institute of Medical Information and Statistics will perform another survey sampling of the number and structure of persons with disabilities.
Responsibility: CZSO
Deadline: 30 June 2019

4.18 Coordination and Monitoring of the Implementation of the National Plan

The implementation and continuous monitoring of the National Plan is an ambitious, cohesive interdisciplinary process involving most central government authorities and many other institutions and organizations of persons with disabilities.

Based on the experience with coordinating and monitoring the National Plans implemented to date, it would be expedient and appropriate to keep to the proven model where all relevant ministries submit an annual Progress Report on the National Plan measures within their competence for the previous calendar year. These reports are then reviewed by the Czech Government which, if necessary, proposes changes or additions to the individual measures.

Even though the measures under the National Plan cannot set tasks for the individual regions, it is important and practical to provide the regions with continuous methodological support and to mediate a dialogue on the current problems of regional policies in favour of persons with disabilities and the links between the regional policies and the national policy in favour of this group of citizens.

Objective: To regularly perform monitoring and evaluations of the implementation of the measures under the National Plan and to involve organizations of persons with disabilities in this activity.

- 18.1 Prepare the rules for monitoring and evaluating the implementation of the tasks of the National Plan.
Responsibility: MHR, GBPD
Deadline: 30 September 2015
- 18.2 Once a year, by 28 February, all relevant ministries that are in charge of measures submit a progress report on the measures under the National Plan within their competence for the previous calendar year.
Responsibility: all ministries
Deadline: once a year
- 18.3 Once a year, no later than by 30 June, The Government Board for People with Disabilities and, subsequently, the Czech Government will assess and, if necessary, update the National Plan.
Responsibility: MHR, GBPD
Deadline: once a year

Objective: To methodically support regions in the preparation and implementation of regional plans.

- 18.4 Methodically support the preparation, implementation and continuous monitoring of regional plans for the equalization of opportunities for persons with disabilities.

Responsibility: GBPD
Cooperation: CNDC
Deadline: continuously

5 Financial Impact of Implementing Individual Measures of the National Plan

The implementation of the proposed measures will be funded within the expenditure limits assigned to the relevant budget sections and medium-term expenditure frameworks established for each section. All budget sections involved in the implementation of the National Plan measures will deliver expenditures related to such tasks within the scope of these expenditure limits and frameworks. These funding arrangements apply both to the ramifications of legislative proposals and to the impact of non-legislative measures.

However, where tasks contained in the National Plan give rise to financial demands, the ministry or budget section under whose authority the required measure falls must identify a specific source to cover such demands, e.g. by transferring funds within the scope of its budget section.

6 List of Abbreviations

AEDP	Association of Employers of Persons with Disabilities
CZSO	Czech Statistical Office
CSI	Czech Schools Inspectorate
ESF	European Social Fund
EU	European Union
ICF	International Classification of Functioning, Disability and Health
CEEA	Confederation of Employers' and Entrepreneurs' Associations
MoT	Ministry of Transport
MoC	Ministry of Culture
MHR	Minister for Human Rights, Equal Opportunities and Legislation
MRD	Ministry for Regional Development
MIT	Ministry of Industry and Trade
MoLSA	Ministry of Labour and Social Affairs
MoJ	Ministry of Justice
MoEYS	Ministry of Education, Youth and Sports
Mol	Ministry of the Interior
MoH	Ministry of Health
MoA	Ministry of Agriculture
MoFA	Ministry of Foreign Affairs
National Plan	National Plan for the Promotion of Equal Opportunities for Persons with Disabilities 2015–2020
CNDC	Czech National Disability Council
UN	United Nations
SGEI Decision	Commission Decision of 20 December 2011 on the application of Article 106(2) of the Treaty on the Functioning of the European Union to state aid in the form of public service compensation granted to certain undertakings entrusted with the operation of services of general economic interest
UBMPC	Union of Bohemian and Moravian Production Cooperatives
TFEU	Treaty on the Functioning of the European Union
CBU	Czech Blind United
Convention	Convention on the Rights of Persons with Disabilities
OGCR	Office of the Government of the Czech Republic

GBPD

Government Board for People with Disabilities