

# Programme Complement

## Community Initiative Programme EQUAL

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## LIST OF ABBREVIATIONS

<b>Abbreviation</b>	<b>Stands for</b>
CAP	Communication action plan
CI	Community Initiative
CIP	Community Initiative Programme
CIP EQUAL	Community Initiative Programme EQUAL
CR	Czech Republic
DP(s)	Development Partnership(s)
DPA(s)	Development Partnership Agreement(s)
EC	European Communities
ECDB	EQUAL Common Database
EES	European Employment Strategy
ESF	European Social Fund
EU	European Union
MA(s)	Managing Authority(/ies)
MoLSA	Ministry of Labour and Social Affairs
NGO(s)	Non-government organisation(s)
No.	Number
NSS(s)	National Support Structure(s)
SME(s)	Small and Medium –sized Enterprise(s)
TCA(s)	Transnational Co-operation Agreement(s)

## **1. INTRODUCTION**

The Programme Complement of the Community Initiative Programme EQUAL was drawn up by the Ministry of Labour and Social Affairs in close cooperation with partner Ministries and regions in accordance with requirements of the Article 18(3) of Council Regulation (EC) No. 1260/1999.

The Programme Complement of CIP EQUAL contains a definition of individual measures, a general description of thematic fields and also more detailed information about the implementation layout, financing and publicity of the second round of the Community Initiative EQUAL in the Czech Republic.

In accordance with the Article 35(3)(a) of Council Regulation (EC) No. 1260/1999 the Programme Complement must be approved by the Monitoring Committee of CIP EQUAL and submitted to the European Commission for information no later than three months from the European Commission decision on approval of CIP EQUAL.

## 2. DESCRIPTION OF PRIORITIES AND MEASURES

### 2.1. THE WAY HOW THE PRIORITIES AND MEASURES FOR CIP EQUAL WERE DEFINED

As the territory of the Czech Republic includes both regions covered by Objective 1 and region covered by Objective 3, it is essential, in order to ensure the sound financial management of CIP EQUAL, to separate the funds allocated to each individual thematic field into measures implemented in regions covered by Objective 1 and measures implemented in region covered by Objective 3. The calculation of the intervention rates for activities of DPs operating in different regions is to be found in the chapter 5 of CIP EQUAL and further in chapter 4 of the Programme Complement. In the Czech CIP EQUAL the thematic fields chosen will be always implemented by two measures: one for Objective 1 and one for Objective 3. For Priority 6 two separate measures are defined in accordance with the description of Priority 6 in the chapter 3 of CIP EQUAL of the Czech Republic.

Altogether the CIP EQUAL of the Czech Republic is focused on 6 priorities within the framework of which 20 measures in total will be implemented.

An overview of priorities and measures of the CIP EQUAL CR is to be found in the following table.

<b>Overview of Priorities and Measures of the Community Initiative Programme EQUAL CR</b>
Priority 1: EMPLOYABILITY: Measure 1.1. - Facilitating access and return to the labour market for those who have difficulty in being integrated or re-integrated into a labour market in regions covered by Objective 1 Measure 1.2. - Facilitating access and return to the labour market for those who have difficulty in being integrated or re-integrated into a labour market in region covered by Objective 3 Measure 1.3. - Combating racism and xenophobia in relation to the labour market in regions covered by Objective 1 Measure 1.4. - Combating racism and xenophobia in relation to the labour market in region covered by Objective 3
Priority 2: ENTREPRENEURSHIP: Measure 2.1. - Opening up the business creation process to all by providing the tools required for setting up in business and for the identification and exploitation of new possibilities for creating employment in urban and rural areas in regions covered by Objective 1 Measure 2.2. - Opening up the business creation process to all by providing the tools required for setting up in business and for the identification and exploitation of new possibilities for creating employment in urban and rural areas in region covered by Objective 3 Measure 2.3. - Strengthening the social economy (the third sector), in particular the services of interest to the community, with a focus on improving the quality of jobs in regions covered by Objective 1 Measure 2.4. - Strengthening the social economy (the third sector), in particular the services of interest to the community, with a focus on improving the quality of jobs in region covered by Objective 3

<p>Priority 3: ADAPTABILITY</p> <p>Measure 3.1. - Promoting lifelong learning and inclusive work practices which encourage the recruitment and retention of those suffering discrimination and inequality in connection with the labour market in regions covered by Objective 1</p> <p>Measure 3.2. - Promoting lifelong learning and inclusive work practices which encourage the recruitment and retention of those suffering discrimination and inequality in connection with the labour market in region covered by Objective 3</p> <p>Measure 3.3. - Supporting the adaptability of firms and employees to structural economic change and the use of information technology and other new technologies in regions covered by Objective 1</p> <p>Measure 3.4. - Supporting the adaptability of firms and employees to structural economic change and the use of information technology and other new technologies in region covered by Objective 3</p>
<p>Priority 4: EQUAL OPPORTUNITIES FOR WOMEN AND MEN:</p> <p>Measure 4.1. - Reconciling family and professional life, developing more flexible and effective forms of work organisation and support services in regions covered by Objective 1</p> <p>Measure 4.2. - Reconciling family and professional life, developing more flexible and effective forms of work organisation and support services in region covered by Objective 3</p> <p>Measure 4.3. – Reducing gender gaps and supporting job desegregation in regions covered by Objective 1</p> <p>Measure 4.4. - Reducing gender gaps and supporting job desegregation in region covered by Objective 3</p>
<p>Priority 5: ASSISTING ASYLUM SEEKERS IN THEIR INTEGRATION IN THE LABOUR MARKET</p> <p>Measure 5.1. – Assisting asylum seekers in their integration in the labour market in regions covered by Objective 1</p> <p>Measure 5.2. – Assisting asylum seekers in their integration in the labour market in region covered by Objective 3</p>
<p>Priority 6: TECHNICAL ASSISTANCE TO THE COMMUNITY INITIATIVE PROGRAMME EQUAL</p> <p>Measure 6.1. – Supporting Development Partnerships and to the preparation, selection, appraisal, monitoring, control and audit of CIP EQUAL operations</p> <p>Measure 6.2. – Other eligible activities</p>

## 2.2. DESCRIPTION OF THEMATIC FIELDS

The Priorities 1 – 5 of the CIP EQUAL are divided into individual measures on the basis of requirements of a sound financial management of programmes co-financed from EU Structural Funds. Nevertheless the content of measures implemented within the same thematic field in either the regions covered by Objective 1 or region covered by Objective 3, will not differ. And thus the main emphasis in the description of activities, which individual DPs can be focused on, is placed on the description of the thematic field and not on the description of measures themselves.

The description of the thematic fields is to be found in the chapter 3 of CIP EQUAL. In the Programme Complement there is only a brief characteristic of each thematic field. Therefore the next part of this chapter contains an overall description of individual thematic fields. And as some of them are aimed at a significantly wider circle of target groups than others, this fact was also taken into consideration during

dividing the total financial allocation of the programme between individual priorities and also between individual thematic fields. Nevertheless with regard to the definition of thematic fields jointly valid for all EU Member States and with regard to existing experience from the first round of Community Initiative EQUAL it is possible that in certain cases similarly focused activities will be implemented within the framework of various thematic fields (in consequence of which it is possible to enter into transnational cooperation with partnerships implementing their work programme within the framework of another thematic field).

Division of CIP EQUAL financial resources between individual thematic fields whilst taking into consideration the definition of target groups for individual thematic fields is to be found in the table below.

<b>Percentage allocation to individual priorities and thematic fields</b>	<b>%</b>
<b>Priority 1</b>	<b>23</b>
Facilitating access and return to the labour market for those who have difficulty in being integrated or re-integrated into a labour market	18
Combating racism and xenophobia in relation to the labour market	5
<b>Priority 2</b>	<b>28</b>
Opening up the business creation process to all by providing the tools required for setting up in business and for the identification and exploitation of new possibilities for creating employment in urban and rural areas	14
Strengthening the social economy (the third sector), in particular the services of interest to the community, with a focus on improving the quality of jobs	14
<b>Priority 3</b>	<b>26</b>
Promoting lifelong learning and inclusive work practices which encourage the recruitment and retention of those suffering discrimination and inequality in connection with the labour market	14
Supporting the adaptability of firms and employees to structural economic change and the use of information technology and other new technologies	12
<b>Priority 4</b>	<b>10</b>
Reconciling family and professional life, developing more flexible and effective forms of work organisation and support services	5
Reducing gender gaps and supporting job desegregation	5
<b>Priority 5</b>	<b>5</b>
Assisting asylum seekers in their integration in the labour market	5
<b>Priority 6 (Technical assistance)</b>	<b>8</b>
<b>ALLOCATION TOTAL</b>	<b>100</b>

A detailed breakdown of the total allocation for CIP EQUAL is given in the financial plan, which is to be found in the chapter 4 of the Programme Complement.

In the following overall description of supported thematic fields are to be found also proposals on the composition of individual final beneficiaries, i.e. proposals of organisations, whose involvement in DPs implementing their work programmes within the framework of individual thematic fields would be desirable. Nevertheless, the mentioned lists of organisations should not represent restrictions for the DPs composition. In other words, with regard to the innovative focus of the Community Initiative EQUAL and also with regard to the principle of empowerment the applications may also be submitted by other organisations than those mentioned as examples of recommended partners for DPs implementing their work programmes within the framework of individual thematic fields.

### **2.2.1. THEMATIC FIELD NO. 1**

#### **Facilitating access and return to the labour market for those who have difficulty in being integrated or re-integrated into a labour market**

##### Focus of thematic field 1 and definition of target groups:

This thematic field focuses on the development and establishment of new tools facilitating better access or easier return to the labour market for those who have been unemployed for a long period of time, persons over 50 years of age, persons without qualifications, persons with low level qualifications, and school-leavers, disabled persons and disabled persons threatened by an accumulation of disadvantages (i.e. no qualifications or with low level qualifications, long-term unemployed and persons over 50 years of age), women, ethnic minorities or for persons from other marginalised groups.

##### Global Objective of this thematic field:

Increase the involvement in the labour market of persons from disadvantaged groups.

##### The proposed composition of Development Partnerships implementing the project within the framework of thematic field 1:

Labour offices, advisory bodies for the choice of profession, professional organisations, not-for-profit NGOs, rehabilitation and social care institutions, church organisations, charities, employers, employment entities mainly employing citizens with disabilities, regions, educational institutions, consultancy institutions, schools, Roma advisors, anti-drug centres, professional organisations, unions, economic chambers, research institutions, special interest organisations and associations, libraries and museums.

##### Codes of intervention areas supported within the framework of thematic field 1: 21, 22 and 23.

##### Extent of co-financing of this thematic field:

Within the framework of Measure 1.1. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 1.2. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

## **2.2.2. THEMATIC FIELD NO. 2**

### **Combating racism and xenophobia in relation to the labour market**

#### Focus of thematic field 2 and definition of target groups:

This thematic field is aimed at avoiding displays of racism and xenophobia on the Czech labour market both with regard to ethnic minorities, in particular Romany minorities living in the Czech Republic, and also to the expected further growth in migration related to the Czech Republic's entry to the EU. Citizens of ethnic minorities and foreigners dwelling on the territory of the Czech Republic, but also the majority of society at whom the newly proposed preventive measures can be aimed therefore belong to the target groups of this thematic field.

#### Global Objective of this thematic field:

Improve the co-existence between the majority society and minorities.

#### The proposed composition of Development Partnerships implementing the project within the framework of thematic field 2:

Labour offices, not-for-profit NGOs, public service authorities as well as regional and municipal authorities, schools, educational and consultancy institutions, Roma advisors, companies and other employers, professional organisations, unions, economic chambers, church organisations, charities, special interest organisations, libraries and museums.

#### Codes of intervention areas supported within the framework of thematic field 2: 21, 22 and 23.

#### Extent of co-financing of this thematic priority:

Within the framework of Measure 1.3. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 1.4. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

### **2.2.3. THEMATIC FIELD NO. 3**

**Opening up the business creation process to all by providing the tools required for setting up in business and for the identification and exploitation of new possibilities for creating employment in urban and rural areas**

Focus of thematic field 3 and definition of target groups:

This thematic field is aimed at supporting the business of persons from disadvantaged groups of inhabitants with regard to the fact that carrying out business represents an alternative to finding work on the labour market for this group of people. The long-term unemployed, persons over the age of 50, persons without qualifications, persons with low level qualifications and disabled persons belong amongst the target group of people supported under thematic field 3. There is also the possibility of supporting school leavers, women, ethnic minorities or persons from other marginalised groups.

Global Objective of this thematic field:

Develop self-employment activities of persons from disadvantaged groups.

The proposed composition of Development Partnerships implementing the project within the framework of thematic field 3:

Labour offices, SMEs, employers, employment entities mainly employing citizens with disabilities, the self-employed, professional organisations, consultancy agencies oriented towards professional, economic and legal services, recruitment agencies, regional development agencies, regional support centres for start-up enterprises, economic chambers, educational and consultancy institutions, regional and public service authorities (regional and municipal), not-for-profit NGOs, libraries and museums.

Codes of intervention areas supported within the framework of thematic field 3: 22, 23, 24, 163, 167 and 174.

Extent of co-financing of this thematic priority:

Within the framework of Measure 2.1. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 2.2. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

#### **2.2.4. THEMATIC FIELD NO. 4**

##### **Strengthening the social economy (the third sector), in particular the services of interest to the community, with a focus on improving the quality of jobs**

###### Focus of thematic field 4 and definition of target groups:

Within the framework of this thematic field development and reinforcement of the third sector will be supported with the objective of improving the quality of job positions. The long-term unemployed, older persons and people with low level qualifications, as well as school leavers, disabled persons, women, ethnic minorities or persons from other marginalised groups belong amongst the target group of persons of this thematic field.

###### Global Objective of this thematic field:

Increase the capacity of the third sector.

###### The proposed composition of Development Partnerships implementing the project within the framework of thematic field 4:

Not-for-profit NGOs, regions, towns, municipalities, labour offices, organisations providing social services, crisis centres, professional and special-interest organisations, schools, libraries and museums.

###### Codes of intervention areas supported within the framework of thematic field 4: 22, 23, 24 and 166.

###### Extent of co-financing of this thematic priority:

Within the framework of Measure 2.3. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 2.4. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

## **2.2.5. THEMATIC FIELD NO. 5**

### **Promoting lifelong learning and inclusive work practices which encourage the recruitment and retention of those suffering discrimination and inequality in connection with the labour market**

#### Focus of thematic field 5 and definition of target groups:

This thematic field is focused on improving educational opportunities for disadvantaged groups through the development of new system approaches in the area of lifelong learning. The long-term unemployed, older persons and people with low level qualifications, and also school leavers, disabled persons, women, ethnic minorities (e.g. Roma), socially handicapped persons or persons from other marginalised groups belong amongst the target group of inhabitants supported within the framework of this thematic field.

#### Global Objective of this thematic field:

Develop all elements of the lifelong learning system focused on disadvantaged groups.

#### The proposed composition of Development Partnerships implementing the project within the framework of thematic field 5:

Labour offices, educational institutions (primary schools, secondary schools, vocational schools, universities), institutions providing consultancy services, educational services and requalification, research institutions, central and regional public service authorities (Ministry of Education, Youth and Sports, regions, towns and municipalities), not-for-profit NGOs, social partners, SMEs, directly controlled organisations of the Ministry of Education, Youth and Sports, church organisations and charities, professional and special-interest organisations, libraries and museums.

#### Codes of intervention areas supported within the framework of thematic field 5: 22, 23, 24, 163, 166 and 167.

#### Extent of co-financing of this thematic priority:

Within the framework of Measure 3.1. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 3.2. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

## **2.2.6. THEMATIC FIELD NO. 6**

### **Supporting the adaptability of firms and employees to structural economic change and the use of information technology and other new technologies**

#### Focus of thematic field 6 and definition of target groups:

This thematic field focuses mainly on creation and development of flexible forms of employment as well as on supporting an increase in the information literacy of persons from disadvantaged groups of inhabitants because information literacy provides people with a better chance of searching for work and improves the probability of them obtaining work. The long-term unemployed, older persons, people with low level qualifications, employees and employees under the threat of restructuring, school leavers, persons with disabilities, women, ethnic minorities or persons from other marginalised groups belong amongst target groups within the framework of this thematic field.

#### Global Objective of this thematic field:

Enhance the usage of information technologies to structural changes.

#### The proposed composition of Development Partnerships implementing the project within the framework of thematic field 6:

Employers, trade unions, labour offices, Economic Chamber, professional organisations, educational and consultancy organisations, schools, regions, not-for-profit NGOs, private entities focusing on the development of information and communication technology, libraries and museums.

#### Codes of intervention areas supported within the framework of thematic field 6: 22, 23, 24, 163, 166 and 167.

#### Extent of co-financing of this thematic priority:

Within the framework of Measure 3.3. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 3.4. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

### **2.2.7. THEMATIC FIELD NO. 7**

#### **Reconciling family and professional life, developing more flexible and effective forms of work organisation and support services**

##### Focus of thematic field 7 and definition of target groups:

This thematic field focuses mainly on the development of new flexible forms of work organisation and other support services with the objective of attaining greater reconciliation of family and professional life, mainly for those family members who are most employed in caring for the home, for children or other dependent family members. Women, who in the Czech Republic are engaged in taking care of the home significantly more than men, and men who find themselves in a similar situation to women caring for children or another dependent are amongst target groups supported within the framework of this thematic field. Within the framework of such target groups priority will be given to supporting persons who in addition suffer from other types of disadvantages.

##### Global Objective of this thematic field:

Develop all elements of the system providing for smooth harmonisation of the family and working life.

##### The proposed composition of Development Partnerships implementing the project within the framework of thematic field 7:

Women's organisations, labour offices, not-for-profit NGOs, employers, educational and consultancy institutions, regional and local public service authorities (regional and municipal), church organisations and charities, business entities, special-interest organisations, nurseries and kindergartens, libraries and museums.

##### Codes of intervention areas supported within the framework of thematic field 7: 21, 22, 23, 24 and 25.

##### Extent of co-financing of this thematic priority:

Within the framework of Measure 4.1. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 4.2. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

## **2.2.8. THEMATIC FIELD NO. 8**

### **Reducing gender gaps and supporting job desegregation**

#### Focus of thematic field 8 and definition of target groups:

This thematic field focuses mainly on removing deep-seated stereotypes about roles performed by men and women and on the removal of the consequences of these stereotypes, e.g. on the development of instruments ensuring equal remuneration of men and women. Women, persons over 50 years of age, persons without qualifications or with low level qualifications, disabled persons, ethnic minorities and persons from other marginalised groups belong amongst target groups. In the case of support for women priority will be given to those who have been unemployed for a long period of time. Men finding themselves in a similar situation to single mothers or women caring for children or another dependent are another target group.

#### Global Objective of this thematic field:

Enhance the principle of equal opportunities for women and men in the labour market.

#### The proposed composition of Development Partnerships implementing the project within the framework of thematic field 8:

Women's organisations, not-for-profit NGOs, regions, municipalities, employers and trade unions, libraries and museums.

#### Codes of intervention areas supported within the framework of thematic field 8: 22, 23, 24 and 25.

#### Extent of co-financing of this thematic priority:

Within the framework of Measure 4.3. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 4.4. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

## **2.2.9. THEMATIC FIELD NO. 9**

### **Assisting asylum seekers in their integration in the labour market**

#### Focus of thematic field 9 and definition of target groups:

This thematic field is aimed at helping foreigners who asked for the asylum on the territory of the Czech Republic. Preference will be given to those foreigners who also belong to otherwise disadvantaged groups of inhabitants.

#### Global Objective of this thematic field:

Facilitate the access to the labour market in the Czech Republic for asylum seekers (especially whose request will not be solved after 1 year).

#### The proposed composition of Development Partnerships implementing the project within the framework of thematic field 9:

Labour offices, regions, municipalities, not-for-profit NGOs, employers, educational and consultancy organisations and schools, refugees' camp, social services centres, libraries.

#### Codes of intervention areas supported within the framework of thematic field 9: 22 and 23.

#### Extent of co-financing of this thematic priority:

Within the framework of Measure 5.1. 75% of co-financing of this thematic field will come from ESF resources and 25% from resources from the state budget of the Czech Republic.

Within the framework of Measure 5.2. 50% of co-financing of this thematic field will come from ESF resources and 50% from resources from the state budget of the Czech Republic.

### **2.3. MONITORING INDICATORS OF INDIVIDUAL THEMATIC FIELDS**

As explained above, individual supported thematic fields are divided into two separate measures. However regarding to the same focus of the two measures corresponding to the same thematic field, there will be no difference between the content of the work programmes of DPs supported within the framework of the regions covered by Objective 1 and within the framework of the region covered by Objective 3 and therefore monitoring indicators are created at the level of individual thematic fields and not individual measures in accordance with the overall approach of the Programme Complement of CIP EQUAL preparation.

Monitoring indicators for individual thematic fields are to be found in the Annex 5 of CIP EQUAL. The ex-ante evaluators of CIP EQUAL prepared proposed monitoring indicators. The Managing Authority will ensure further development of the monitoring indicators of this form of ESF assistance within the preparation of an overall evaluation strategy of CIP EQUAL. Therefore the monitoring indicators will be further developed by the end of 2004 at the latest.

### **2.4. DESCRIPTION OF MEASURES IMPLEMENTED WITHIN THE PRIORITY OF TECHNICAL ASSISTANCE OF CIP EQUAL**

To ensure a proper management and implementation of CIP EQUAL technical assistance services will be provided for this form of ESF assistance.

Global Objective of the priority focused on ensuring technical assistance services to CIP EQUAL: Provide for the proper implementation of CI EQUAL second round.

Codes of intervention areas supported within the framework of the Priority 6: 411, 412, 413, 414 and 415.

In accordance with the European Commission recommendation on dividing activities within the framework of this priority, two measures will be supported within the Priority 6 of Czech CIP EQUAL.

#### **2.4.1. MEASURE 6.1.: Supporting Development Partnerships and the preparation, selection, appraisal, monitoring, control and audit of CIP EQUAL operations**

##### Focus of Measure 6.1.:

Within this measure support will be provided to individual Development Partnerships during the preparation of their applications and during the implementation of Action 1 – 3. Support will also be provided to the Managing Authority. The detailed activities supported within the measure 6.1. are to be found in chapter 3 of CIP EQUAL.

##### Final beneficiary:

The final beneficiary is the Managing Authority, which ensures required services in accordance with valid Czech and EU legislation on awarding public contracts.

##### Extent of co-financing of Measure 6.1.:

Within the Measure 6.1. 73% of co-financing will come from ESF resources and 27% from resources from the state budget of the Czech Republic (see the justification presented on p.182 of the CIP EQUAL).

#### **2.4.2. MEASURE 6.2.: Other eligible activities**

##### Focus of Measure 6.2.:

Within this measure support will be provided to the Managing Authority upon fulfilling obligations concerning information and promotional measures, evaluation, and upon managing and developing monitoring and information systems. The detailed activities provided within the measure 6.2. are to be found in chapter 3 of CIP EQUAL.

##### Final beneficiary:

The final beneficiary is the Managing Authority, which ensures required services in accordance with valid Czech and EU legislation on awarding public contracts.

##### Extent of co-financing of Measure 6.2.:

Within the Measure 6.2. 73% of co-financing will come from ESF resources and 27% from resources from the state budget of the Czech Republic (see the justification presented on p.182 of the CIP EQUAL).

### **3. IMPLEMENTATION OF THE CIP EQUAL**

A detailed description of the implementation of CIP EQUAL is to be found in the chapter 4 of CIP EQUAL. This is why the Programme Complement contains only information that is supplementary to the description of the implementation layout already stipulated in CIP EQUAL, with emphasis on describing those parts that are required by Article 18(3)(e) of Council regulation (EC) No. 1260(1999).

#### **3.1. DESCRIPTION OF THE PROCESSES OF APPRAISAL OF APPLICATION FOR ACTION 1 AND VERIFYING CONTENT OF DPAS AND TCAS BEFORE ACTIONS 2 AND 3 START**

##### **3.1.1. PROCESS OF PREPARATION AND APPRAISAL OF APPLICATIONS**

With the aim of ensuring fulfilment of the principle of transnational cooperation joint thematic fields for all Member and non-Member States of the EU involved in this Community Initiative have been defined and a joint timetable for CIP EQUAL implementation has been drawn up for all involved states. With the aim of enabling fulfilment of this principle only one call for the submission of applications is planned to be announced. The joint timetable of implementation of the second round of Community Initiative EQUAL and the relationship of Actions 2 and 3 to Action 1 (i.e. the fact that only those DPs that were already supported in Action 1 can be supported also during following Actions 2 and 3) finally means that it will not be possible during the shortened programming period 2004 – 2006 to hold any other additional call for submission of applications. Only in exceptional circumstances (as given below) the MA can announce additional call for proposal. But this additional call for proposals must be launched no later than at the end of 2004 in order to ensure that all the supported DPs will have the equal chance to find suitable transnational partners.

With regard to the higher degree of complexity of management and implementation of DPs work programmes implemented within CIP EQUAL is it essential to ensure sufficient information for all interested organisations about the implementation of this form of ESF assistance. On top of that this information should include both a focus on principles of Community Initiative EQUAL and a general focus on individual supported thematic fields. The Managing Authority will ensure the provision of all necessary information in order to ensure a sufficient absorption capacity already before launching the second round of Community Initiative EQUAL in the Czech Republic. To prepare sufficient absorption capacity not only the information campaign, held under the responsibility of the Managing Authority, but also help of the NSS to individual DPs during the preparation of their applications will be ensured.

The Managing Authority will also organise seminars about the general focus of individual thematic fields and principles of Community Initiative EQUAL for DPs in the period of application preparations in order to ensure a sufficient number of high-quality applications. These seminars are aimed at ensuring complementarity of developed applications with the current needs of relevant national and regional policies and ensuring sufficient fulfilment of all individual principles of Community Initiative EQUAL in their applications. (For further details concerning the information and publicity of CIP EQUAL see chapter 5 of Programme Complement).

As for the appraisal of applications, it will be divided into two steps. Firstly, the fulfilment of principles (including gender mainstreaming) and logic of implementation of CIP EQUAL will be assessed. Secondly, the scope and relevance of the proposed solution to existing discrimination and inequality in the labour market will be assessed. In case that any of the principles of Community Initiative EQUAL (including gender mainstreaming) will not be sufficiently fulfilled it will not be possible to finance under CIP EQUAL the activities of such DPs. MA and NSS staff will carry out the appraisal of the fulfilment of CIP EQUAL principles. Therefore only such applications, which will fulfil the requirements concerning the principles of CIP EQUAL, will be further assessed. Independent experts in the respective thematic fields will assess the scope of the proposed solution and its relevance.

All the DPs which had submitted their applications on time to MA services will be informed in writing about the result of the appraisal of their applications and the possibility to appeal against the result of the appraisal will be given to all of them. At the same time, all the DPs, which had not provided MA services with all the required annexes together with their applications, will get a chance to add the necessary annexes to their applications.

The Managing Authority ensures that a waiting list of applications is drawn up for individual thematic fields in relation to results of their appraisal. Only DPs fulfilling all basic principles of CIP EQUAL, including gender mainstreaming, will be put in this waiting list. The applicable number of supported DPs within the Action 1 will be selected from this waiting list in accordance with conclusions of their appraisal and in the final instance after consultation with the Monitoring Committee of CIP EQUAL the Managing Authority will approve DPs selected.

As well as the application forms for Action 1, the Monitoring Committee of CIP EQUAL will also consult the detailed appraisal and appeal procedures together with the detailed list of appraisal criteria.

An indicative list of appraisal criteria applied during the appraisal of applications is given in chapter 4.2. of CIP EQUAL. A complete list of these criteria will be submitted to the Monitoring Committee for approval at the first meeting of the Monitoring Committee and after approval will form an annex to the Programme Complement.

The Managing Authority will organise the training of all the staff involved in the appraisal process and provide them with methodical procedures for appraisal of applications.

After the approval of the selected applications, the Managing Authority will ensure the grant letters preparation. In these grant letters all the DPs that had submitted an application to the Managing Authority services will be informed about the decision whether or not they were selected for support of CIP EQUAL. In case that the DP is selected, the eligibility period of its activities starts on day when the representative of the Managing Authority signed the grant letter. Consequently, as soon as possible the Managing Authority will conclude an "agreement about financing the DP during the Action 1" with all the DPs selected. (The details about the "agreement about financing the DP during the Action 1" are to be found in chapter 4 of the Programme

Complement).

In case that DP is not selected, they will be informed about their number of points they received during the appraisal procedure. They will be also informed about the possibility to develop a co-operation with the DPs selected for support of CIP EQUAL as the selected DPs may further consolidate their national partnerships during the course of Action 1.

<b>Timetable – launching the second round of CI EQUAL and organising the appraisal procedure in Czech Republic</b>	
Information campaign before launching the second round of Community Initiative EQUAL in the Czech Republic	2 <sup>nd</sup> quarter of 2004
Launch of the call for proposals	July 2004
Seminars and consultations provided to DPs developing their applications	May 2004 – September 2004
Deadline for submitting applications	30 <sup>th</sup> September 2004
Appraisal of applications	1 <sup>st</sup> – 31 <sup>st</sup> October 2004
Announcement of the result of the appraisal of submitted applications	1 <sup>st</sup> – 7 <sup>th</sup> November 2004
Deadline for appealing and adding the missing annexes to the applications	12 <sup>th</sup> November 2004
Appeal procedure including an announcement about the result of appeal procedure	15 <sup>th</sup> – 30 <sup>th</sup> November 2004
Drawing up a waiting list of applications for individual thematic fields <i>(If there will not be any DP appealing against the result of appraisal of its application).</i>	1 <sup>st</sup> – 8 <sup>th</sup> December 2004 <i>(15<sup>th</sup> – 19<sup>th</sup> November 2004)</i>
Meeting of the Monitoring Committee at which lists of supported applications will be consulted <i>(If there will not be any DP appealing against the result of appraisal of its application).</i>	9 <sup>th</sup> December 2004 <i>(22. 11. 2004)</i>
Preparation of grant letters <i>(If there will not be any DP appealing against the result of appraisal of its application).</i>	10 <sup>th</sup> December 2004 <i>(23. 11. 2004)</i>
Finalisation of data encoring into ECDB.	15 <sup>th</sup> December 2004
Concluding of the agreements of financing the DP during Action 1	13 <sup>th</sup> December 2004 – January 2005
Transnationality window is opened	1 <sup>st</sup> January 2005

In exceptional case if there were not enough high quality applications at the beginning or at the end of the appraisal process, MA can launch additional call for proposals. The subsequently submitted applications will be assessed according to the same criteria as the applications submitted previously.

In accordance with what was written above, individual DPs, which had submitted their applications on time, will have the chance to appeal to the Managing Authority against the result of appraisal of their applications. The Managing Authority will ensure a re-appraisal for all applications whose submitters appealed. This will be

carried out according to the same criteria as the previous appraisal of applications (the principles and general logic of EQUAL implementation will be re-appraised by the staff of NSS or MA and the relevance of the proposed solution will be re-appraised by independent experts – the Managing Authority will ensure that the applications whose submitters appealed will be re-appraised by another people that they were originally appraised). The result of the re-appraisal organised due to the appeal of a DP will be valid and it would not be possible to appeal against the result of the appealing procedure again. The Managing Authority will take the final decision concerning all the applications whose submitters appealed after consultation with the Monitoring Committee.

### **3.1.2. PROCESS OF VERIFYING ELEMENTS OF DPAS AND TCAS**

During Action 1 individual DPs, in order to finalise their work programme, will search for other partners at the national level with whom they will conclude a DPA and partners at the transnational level with whom they will conclude a TCA (see chapter 4.2.1. CIP EQUAL). At the end of Action 1 all DPs that will want to continue with their activities during the Actions 2 and 3 will be obligated to submit their DPAs including TCAs to the Managing Authority that will assess whether the submitted agreements contain all the obligatory parts and fulfil all the requirements. An indicative lists of obligatory parts of DPAs and TCAs are to be found in chapter 4.2.1. of CIP EQUAL. The Managing Authority will ensure the required format of DPA and TCA before Action 1 starts.

Those DPs, which will not submit their DPAs or TCAs to the Managing Authority services or which will not submit their DPAs or TCAs in required quality will not be supported during Actions 2 and 3. (The overall mainstreaming strategy for Action 3 will be prepared by Managing Authority and the National Support Structure and after its approval by the Monitoring Committee, the mainstreaming strategy will be annexed to the Programme Complement).

Additionally, the work programme included in the DPA will be regularly (at least once a year) reviewed and if necessary the Managing Authority may realign the DP budget accordingly.

### **3.2. ESTABLISHMENT OF THE MONITORING COMMITTEE OF THE CIP EQUAL**

The Minister of Labour and Social Affairs will set up the Monitoring Committee for CIP EQUAL after the consultation with partners. The Partner organisations and regions have been already identified during the CIP EQUAL preparation (as described in chapter 6 of CIP EQUAL). The Managing Authority has therefore consulted the draft statute of the Monitoring Committee, including the proposal for the membership in the Monitoring Committee with the partner organisations and regions.

The proposal for the Managing Authority for membership in the Monitoring Committee for CIP EQUAL is given below.

<b>THE PROPOSAL FOR THE MEMBERS OF THE MONITORING COMMITTEE OF THE CIP EQUAL</b>
MoLSA Deputy minister for European Integration and International Relations - chairman
MoLSA Head of Department for ESF Management – deputy chairman
Ministry of Labour and Social Affairs (MoLSA) – Employment Services Administration representative
MoLSA Department for Social Services representative
MoLSA Department for Migration and Integration of Foreigners representative
MoLSA Department of ESF Payment Unit representative
Ministry of Education, Youth and Sports representative
Ministry of Industry and Trade representative
Ministry of Interior representative
Ministry for Regional Development representative
Ministry of Informatics representative
Ministry of Finance Department of National Found (Paying Authority) representative
Association of the Regions
Union of Towns and Municipalities of the Czech Republic representative
Confederation of Industry of the Czech Republic representative
Co-ordinating Committee of Unions of Employees and Entrepreneurs representative
Czech Economic Chamber representative
Czech-Moravian Confederation of Trade Unions representative
Association of Independent Trade Unions representative
Association of Institutions for Education of Adults representative
Government Council for Non-State Non-Profit Organizations representative
Government Council for Human Resources Development representative
Government Council for Equal Opportunities of Women and Men representative
Government Council for National Minorities representative
Government Board for People with Disabilities representative
<b>OBSERVERS OF THE MONITORING COMMITTEE FOR CIP EQUAL</b>
European Commission – DG Employment representative
MoLSA Department for Economic Affairs representative
<b>SECRETARIAT OF THE MONITORING COMMITTEE FOR CIP EQUAL</b>
MoLSA EQUAL Community Initiative Management and Implementation Unit

Based on the recommendations of partners to the Managing Authority the proposed composition of members of the Monitoring Committee can be modified.

The role and responsibility of the Monitoring Committee for CIP EQUAL is to be found in chapter 4 of CIP EQUAL. The Monitoring Committee Statute will form an annex to the Programme Complement when approved by the minister of labour and social affairs and the Rules of Procedures will form an annex to the Programme complement when approved by the Monitoring Committee.

## 4. FINANCING OF CIP EQUAL

CIP EQUAL is a nationwide programme covering all the territory of the Czech Republic. The Czech Republic is covered in capital city of Prague by Objective 3 and the remaining regions of the country are covered by Objective 1. Since the Czech Republic is covered by both Objective 1 and Objective 3 it is essential, with regard to Articles 28(1)(4) and 29(3) of Council Regulation (EC) No. 1260/1999, to divide supported thematic fields at the level of individual measures into the part supported within the framework of Objective 1 and the part supported within the framework of Objective 3. For this reason each thematic field is programmed via two separate measures divided according to objectives covering regions in which the given thematic fields will be supported (the overview of the priorities and measures of CIP EQUAL is to be found in chapter 2.1. of the Programme Complement).

In CIP EQUAL has already been decided the overall division of the available public resources (including both ESF and MoLSA state budget resources) between the Objective 1 and Objective 3 regions. As explained in chapter 5.1. of CIP EQUAL, the concentration of the ESF resources in Objective 1 regions corresponds to 94,5% of the overall ESF allocation for CIP EQUAL Priorities 1-5 and concentration of the ESF resources in Objective 3 region corresponds to 5,5% of the overall ESF allocation for CIP EQUAL Priorities 1- 5. Regarding to the different rates of national co-financing for the measures implemented in the Objective 1 and Objective 3 regions, it means that the concentration of both ESF resources and Czech national public co-financing in Objective 1 regions corresponds to 92% of the overall public resources allocation for CIP EQUAL Priorities 1 – 5 while in the Objective 3 region it corresponds to 8% of the overall public resources allocation for CIP EQUAL Priorities 1 – 5.

The focus of work programmes of individual DPs implemented within the framework of the same thematic field in regions covered by Objective 1 and Objective 3 must always be fully in accordance with the description of the focus of the given thematic field as stipulated in CIP EQUAL. And since CIP EQUAL is a nationwide programme, the description of the focus of individual thematic fields is the same both for the regions covered by Objective 1 and for the region covered by Objective 3. For this reason all the applications submitted under the same thematic field will be assessed according to the same appraisal criteria (an indicative list of appraisal criteria used before Action 1 starts is to be found in chapter 4.2. of CIP EQUAL and the appraisal process of individual applications is to be found in the chapter 3.1.1. of the Programme Complement).

The only difference for DPs supported under individual thematic fields within the framework of either Objective 1 or 3 measures comes from the application of Article 29(3) of Council Regulation (EC) No. 1260/1999, according to which individual DPs activities implemented under CIP EQUAL within Objective 1 regions will be co-financed with 75% from the ESF resources and with 25% from the MoLSA resources, whereas DPs activities implemented under CIP EQUAL within Objective 3 region will be co-financed with 50% from the ESF resources and with 50% from the MoLSA resources. But both for DPs supported within the Objective 1 measures and for those supported within the Objective 3 measures, there will not be any real difference in the cash flows providing them with the resources from CIP EQUAL because all the payments to DPs will always be carried out within one single payment (including both

the national co-financing resources and the amount of resources corresponding to the relevant ESF intervention rate). DPs supported under the Objective 1 measures will only officially claim another part of ESF resources (75%) and another part of Czech national public co-financing (25%) than those supported within Objective 3 measures (as those will officially claim 50% of ESF resources and 50% of the Czech national public co-financing). Therefore all the DPs activities carried out in accordance to the agreements concluded with MA and in accordance to the EU and CR legal acts will be fully covered by the public resources (unless the state aid rules require a certain share of private co-financing for a certain group of Final Beneficiaries).

Individual work programmes of the DPs will be always supported only within one measure. The measure, which will provide support to individual DPs, will always correspond to the respective thematic field and to the region where DPs develop and target their activities regardless where the organisations co-operating on the work programme implementation are coming from. Therefore it is possible that the organisations from both the Objective 1 and Objective 3 regions can co-operate within the same DP. Additionally, the trans-objective co-operation between DPs is also possible as stipulated by the chapter 5 of CIP EQUAL.

The priority focused on providing for technical assistance will be co-financed by the average ratio of the whole programme, i.e. with 73% from the ESF and with 27% from the MoLSA resources.

#### **4.1. FINANCIAL FLOWS CONCERNING THE DPS**

As the Czech Republic does not have any previous experience with the financial management of programmes co-financed from the EU Structural Funds and as CIP EQUAL is based on the principle of transnational cooperation and therefore there is a common timetable for CIP EQUAL implementation given by the European Commission representatives to all the EU Member States, the Managing Authority of CIP EQUAL considers potential delays of payments to DPs being an enormous threat to the successful implementation of CIP EQUAL in the Czech Republic.

Additionally, as it is expected that in the second round of EQUAL Community Initiative the DPs in the Czech Republic will be in the majority of the cases consisted of NGOs, social partners, regional or local authorities or organisations established and financed by public authorities, it means of organisations with very limited (if even any) possibilities to realise the work programmes of their DPs without immediate receipt of sufficient financial resources, and as even in the current EU Member States the financing of the social economy sector is still a challenge, the Managing Authority together with other relevant Czech authorities has introduced a system of “pre-financing” of the expenditures of DPs. The system of “pre-financing” presents a contribution of the Managing Authority to the innovative scope of the EQUAL Community Initiative as CIP EQUAL differs from the mainstream ESF forms of assistance that it is a laboratory to develop new ways of solutions to current problems of the EU Member States.

The system of “pre-financing” in fact means the separation of the financial flows between the Managing Authority and DPs and the financial flows between the European Commission and Paying Authority, as DPs will always claim all the resources necessary to carrying out their activities directly from the state budget of

MoLSA. And they will receive all the necessary financial resources directly from the state budget of MoLSA regardless the timetable of the payments paid out by the European Commission to the Paying Authority of CIP EQUAL. In fact it means that the MoLSA will provide DPs with its own financial resources to ensure that DPs can realise their work programmes without any threaten of lack of money for their activities. For the CIP EQUAL implementation it means that it is firstly MoLSA, which will have to ensure that all the payments to DPs will be provided as soon as possible and in full. Additionally, based on claims from DPs, MoLSA will sent the claims for ESF resources (which will be already based only on expenditures actually paid by the Final Beneficiaries) to the Paying Authority to transfer the ESF resources.

The eligibility period for the activities of an individual DP carried out during Action 1 starts on the date of the signature of Managing Authority representative on the Grant Letter informing the DP about its selection. (As described in chapter 3.1.1. of the Programme Complement, the Grant Letters will be prepared after the Managing Authority approves the list of selected DPs for support during Action 1 of CIP EQUAL).

After the Grant Letters are signed and sent to the DPs, the Managing Authority will ensure that the “agreements about the financing of the DPs during Action 1” with all the DPs selected for CIP EQUAL will be concluded. These agreements will be signed both by the Managing Authority representative, MoLSA Department for Economic Affairs representative and the leading partner of the DP. (The MoLSA Department for Economic Affairs representative will confirm with his/her signature that the MoLSA budget has enough resources to cover all the necessary national co-financing and “pre-financing” of all the DP activities.)

After all the necessary representatives sign the „agreement about the financing of the DP during Action 1“, the DP will automatically receive an advance payment of 30 % of its overall budget for Action 1 activities. This advance payment will be composed with both respective share of national co-financing and share corresponding to the ESF co-financing rate. But as all the ESF resources will be paid by the Paying Authority on basis of expenditures actually paid by the DPs (it means ex-post), the share corresponding to the ESF co-financing rate will be covered in the advance payment by so called “pre-financing” paid also with the MoLSA budget resources. The introduction of “pre-financing” into the Czech cash flows will make it possible that all the DPs will receive just after the signature of the before mentioned agreement 30 % of their overall budget for Action 1 in full and without any delay. Both the share of national co-financing and “pre-financing” will be paid out to the DP in form of one single payment.

After that, the DPs will regularly (at least every two months) claim the interim payments from both the national co-financing and “pre-financing”. These claims will already be based on the expenditures actually paid by the individual DPs. The Managing Authority will ensure that the overall amount of the advance payment plus all the interim payments will not exceed 100% of the overall budget of the DP as stipulated for Action 1 in the “agreement about the financing of the DP during Action 1”. Based on the documentation concerning the expenditure actually paid by the DPs, the Managing Authority will proceed the claims for the ESF resources to the Payment Unit (intermediate body of Paying Authority), which will proceed it after all

the necessary controls to the Paying Authority. The introduction of the system of “pre-financing” into the Czech financial flows system will make it possible that even all the ESF resources will be paid by the Paying Authority on the basis of expenditures actually paid by the DPs, the DPs will always have on time enough resources from the MoLSA budget to cover the costs of their eligible activities.

In the Czech system of cash flows concerning the DPs, there will be all the payments to the DPs based either on the advance payment or on the interim payments. Any kind of ex-post payment to the DPs is not being introduced in the Czech CIP EQUAL financial management as the MoLSA (regarding to the overall complexity of the CIP EQUAL implementation) intends to ensure as comfortable system of financial flows for the DPs as possible.

At the same time the Czech system of cash flows based on the introduction of “pre-financing” within the CIP EQUAL will eliminate any kind of risk of delay of individual activities of the DPs regarding to fact that even if there would be a delay of the ESF payments paid by the European Commission to the account of the Paying Authority, the MoLSA budget will always be able to immediately ensure sufficient resources to finance fluently all the expenditure actually paid by the DPs and not just the amount corresponding to the national co-financing rate.

During the implementation of both Actions 2 and 3 the similar system of financial flows as during the Action 1 will be introduced. After the confirmation of the DPA and TCA submitted by the individual DPs a new “agreement about financing of the DP during Action 2 and 3” will be concluded between the representatives of Managing Authority, MoLSA Department for Economic Affairs and the DP, the DP will again automatically receive an advance payment. The only difference will be that the advance payment paid to the DPs after the “agreement about financing of the DP during Action 2 and 3” is concluded will correspond to 20% of their annual budget. All the other payments from the MoLSA budget to the DP will again be already based on the expenditure actually paid by the DP. The other details concerning the financial flows to the DPs during Action 2 and 3 will be similar to those described above for the Action 1.

#### **4.2. THE STATE AID**

As stipulated in the chapter 3.4.1. of CIP EQUAL, the Managing Authority was supposed to establish a formal consultation mechanism with the Office for the Protection of Economic Competition which is designated national authority for Staid Aid control in order to ensure adequate mechanisms for control of the cumulation of State Aid.

The Managing Authority established a required consultation mechanism with the Office for the protection of Economic Competition on 30<sup>th</sup> March 2004 and the Office for the Protection of Economic Competition approved an exception from the Staid Aid for CIP EQUAL on 26<sup>th</sup> April 2004.

According to the approval of an exception from the Staid Aid for CIP EQUAL given by the Office for the Protection of Economic Competition, all the support provided to SMEs should be in compliance with the Annex I of the Commission Regulation (ES) No. 70/2001 and all the support provided in form of “de-minimis” should be in

compliance with the Commission Regulation (ES) No. 69/2001.

#### 4.3. FINANCIAL PLAN FOR PRIORITIES AND MEASURES OF CIP EQUAL (2004-2006, EUR)

Priority/Measure	Field of Intervention	Total expenditures	Public							Private	Income
			Total Public Expenditures	ESF	National Public Contribution						
					Total	Central	Regional	Local	Other		
<b>Priority 1</b>		<b>10 113 992</b>	<b>10 113 992</b>	<b>7 383 213</b>	<b>2 730 779</b>	<b>2 730 779</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Measure 1.1	21, 22, 23	7 282 070	7 282 070	5 461 553	1 820 517	1 820 517	0	0	0	0	0
Measure 1.2	21, 22, 23	633 228	633 228	316 614	316 614	316 614	0	0	0	0	0
Measure 1.3	21, 22, 23	2 022 798	2 022 798	1 517 098	505 700	505 700	0	0	0	0	0
Measure 1.4	21, 22, 23	175 896	175 896	87 948	87 948	87 948	0	0	0	0	0
<b>Priority 2</b>		<b>12 312 686</b>	<b>12 312 686</b>	<b>8 988 260</b>	<b>3 324 426</b>	<b>3 324 426</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Measure 2.1	22, 23, 24, 163, 167, 174	5 663 835	5 663 835	4 247 876	1 415 959	1 415 959	0	0	0	0	0
Measure 2.2	22, 23, 24, 163, 167, 174	492 508	492 508	246 254	246 254	246 254	0	0	0	0	0
Measure 2.3	22, 23, 24, 166	5 663 835	5 663 835	4 247 876	1 415 959	1 415 959	0	0	0	0	0
Measure 2.4	22, 23, 24, 166	492 508	492 508	246 254	246 254	246 254	0	0	0	0	0
<b>Priority 3</b>		<b>11 433 210</b>	<b>11 433 210</b>	<b>8 346 243</b>	<b>3 086 967</b>	<b>3 086 967</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Measure 3.1	22, 23, 24, 163, 166, 167	5 663 836	5 663 836	4 247 877	1 415 959	1 415 959	0	0	0	0	0
Measure 3.2	22, 23, 24, 163, 166, 167	492 508	492 508	246 254	246 254	246 254	0	0	0	0	0
Measure 3.3	22, 23, 24, 163, 166, 167	4 854 716	4 854 716	3 641 037	1 213 679	1 213 679	0	0	0	0	0
Measure 3.4	22, 23, 24, 163, 166, 167	422 150	422 150	211 075	211 075	211 075	0	0	0	0	0
<b>Priority 4</b>		<b>4 397 388</b>	<b>4 397 388</b>	<b>3 210 092</b>	<b>1 187 296</b>	<b>1 187 296</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Measure 4.1	21, 22, 23, 24, 25	2 022 798	2 022 798	1 517 098	505 700	505 700	0	0	0	0	0
Measure 4.2	21, 22, 23, 24, 25	175 896	175 896	87 948	87 948	87 948	0	0	0	0	0
Measure 4.3	21, 22, 23, 24, 25	2 022 798	2 022 798	1 517 098	505 700	505 700	0	0	0	0	0
Measure 4.4	21, 22, 23, 24, 25	175 896	175 896	87 948	87 948	87 948	0	0	0	0	0
<b>Priority 5</b>		<b>2 198 694</b>	<b>2 198 694</b>	<b>1 605 046</b>	<b>593 648</b>	<b>593 648</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Measure 5.1	22, 23	2 022 798	2 022 798	1 517 098	505 700	505 700	0	0	0	0	0
Measure 5.2	22, 23	175 896	175 896	87 948	87 948	87 948	0	0	0	0	0
<b>Priority 6</b>		<b>3 517 910</b>	<b>3 517 910</b>	<b>2 568 075</b>	<b>949 835</b>	<b>949 835</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Measure 6.1	411	2 198 694	2 198 694	1 605 047	593 647	593 647	0	0	0	0	0
Measure 6.2	412, 413, 414, 415	1 319 216	1 319 216	963 028	356 188	356 188	0	0	0	0	0
<b>TOTAL</b>		<b>43 973 880</b>	<b>43 973 880</b>	<b>32 100 929</b>	<b>11 872 951</b>	<b>11 872 951</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## **5. COMMUNICATION ACTION PLAN OF THE COMMUNITY INITIATIVE PROGRAMME EQUAL**

### **5.1. INTRODUCTION**

In accordance with Article 46 of Council Regulation (EC) No. 1260/1999, which states that a Member State should ensure that publicity is given to every assistance from Structural Funds, a communication strategy (in a form of the Communication Action Plan) for CIP EQUAL has been created in order to ensure transparency and full awareness about this form of ESF assistance.

According to Article 34 of Council Regulation (EC) No. 1260/1999 and implementing rule 3 of the provisions of Commission Regulation (EC) No. 1159/2000 the Managing Authority has an overall the responsibility for fulfilling obligations concerning providing information and publicity.

### **5.2. OBJECTIVES AND TARGET GROUPS OF CAP**

In accordance to the implementing rules 2. and 3.1.1. of the provisions of Commission Regulation (EC) No. 1159/2000, the objectives and target groups of this Communication Action Plan (CAP) has been defined.

#### **5.2.1. OBJECTIVES OF CAP**

The Global Objectives of this CAP:

- Informing the public about the activities of the EU and the Czech Republic carried out under CIP EQUAL;
- Ensuring transparency for potential and final beneficiaries of CIP EQUAL.

#### **5.2.2. TARGET GROUPS OF CAP**

- a) For information and publicity about the opportunity offered by CIP EQUAL (in order to ensure the transparency of CIP EQUAL management):
- Potential and final beneficiaries of CIP EQUAL;
  - Central, regional and local authorities and other relevant public authorities;
  - Trade unions and business circles;
  - The Economic and Social partners;
  - NGOs, especially bodies to promote equality between men and women, bodies working with people disadvantaged in the Czech labour market and bodies working to protect and improve environment;
  - Potential and final beneficiaries as well as MAs and NSSs representatives from other EU Member States.
- b) Information and publicity about the role played by the EU and the Czech Republic in CIP EQUAL and about results of CIP EQUAL implementation:
- General public.

### **5.3. CONTENT AND STRATEGY OF CAP**

In accordance to the implementing rules 3.1.1. and 3.2. of the provisions of Commission Regulation (EC) No. 1159/2000, the content and strategy of this Communication Action Plan has been identified as the CAP for CIP EQUAL will be implemented through the following information and publicity measures.

Information and publicity measure of CAP	Target groups	Expected impact
<p>The Managing Authority has developed an <b>official web side for the CIP EQUAL</b> <a href="http://www.equalcr.cz">www.equalcr.cz</a>. The Managing Authority will ensure the links to the main ESF web page and to the relevant web pages of the European Commission. Furthermore, MA will ensure the links to the relevant web pages of MAs and NSSs of other Member States. <b>The English version</b> of the information concerning Czech CIP EQUAL <b>on the official EQUAL web side</b> will be also ensured.</p>	<p>All the Czech target groups. And additionally, the potential and final beneficiaries as well as MAs and NSSs representatives from other EU Member States.</p>	<p><b>Full availability</b> of all up dated information for all the target groups.</p>
<p>The Managing Authority will ensure a <b>mailing list</b> where will be added <b>all the interested bodies and persons</b> in order to ensure their full and on time information concerning the CIP EQUAL implementation. The subscription to the mailing list will be also enabled through the official EQUAL web sides.</p>	<p>All the Czech target groups.</p>	<p><b>On time availability of all the up dated information</b> for all the target groups.</p>
<p>The Managing Authority will ensure availability of <b>printed materials (both in Czech and English versions)</b> concerning CIP EQUAL. <b>The information leaflet and brochures concerning the basic information about CIP EQUAL in the Czech Republic</b> have been developed by the Managing Authority. Managing Authority will also ensure <b>separate printed materials concerning the individual principles of CIP EQUAL</b> (including gender mainstreaming). (All these materials will be also available in an electronic form on the official EQUAL web side).</p>	<p>All the Czech target groups. And additionally, the potential and final beneficiaries as well as MAs and NSSs representatives from other EU Member States.</p>	<p><b>Full availability</b> of the general information concerning CIP EQUAL for all.</p>
<p>The Managing Authority will ensure an organisation of a <b>nation-wide launch of CIP EQUAL</b> through <b>media and nation-wide launching event</b> taking place in July at the latest.</p>	<p>Potential and Final Beneficiaries.</p>	<p><b>Increasing the transparency</b> of CIP EQUAL implementation.</p>
<p>The Managing Authority will ensure an organisation of both <b>national and regional seminars</b> and <b>workshops</b>.</p>	<p>Potential and Final Beneficiaries</p>	<p><b>Increasing the transparency</b> of CIP EQUAL implementation and <b>ensuring the overall understanding</b> to CIP EQUAL principles and logic</p>

The Managing Authority will ensure <b>both the paper and electronic versions of the administrative procedures</b> to be followed by the potential and final beneficiaries during the submission of their applications and further during the realisation of their work programmes for Action 1 in case that they were selected for support under Action 1 and subsequently under Actions 2 and 3 of CIP EQUAL.	Potential and final Beneficiaries	<b>Increasing the transparency</b> of CIP EQUAL implementation.
The Managing Authority will ensure <b>the communication with media</b> – with relevant newspapers, television and radio stations.	All the target groups.	<b>Increasing the transparency</b> of CIP EQUAL implementation and <b>overall awareness of the role of EU and CR</b> in the CIP EQUAL implementation.
The Managing Authority will ensure the <b>presentation of CIP EQUAL at the relevant conferences</b> and other similar actions.	All the target groups.	<b>Increasing the overall awareness</b> of CIP EQUAL.
The Managing Authority will ensure <b>the availability of annual and final implementation reports</b> concerning the CIP EQUAL implementation. These reports prepared for the approval of the Monitoring committee will be further disseminated both in paper and electronic versions.	All the target groups.	<b>Full availability of official information</b> concerning the progress in CIP EQUAL implementation for all.
The Managing Authority will ensure an overall propagation of CIP EQUAL and ESF – <b>propagation materials like notepads, pens, etc.</b> will be prepared.	All the target groups.	<b>Ensuring of an accompanying support</b> to the CIP EQUAL activities.

The Managing Authority will ensure a circulation of these information and publicity materials and their availability to those who request them.

Additionally, the Managing Authority will ensure further information and publicity of the second round of EQUAL Initiative through the measures planned and realised in order to ensure information and publicity of the first round of EQUAL Initiative, if reasonable. As we are convinced that it could be very useful for the potential and final beneficiaries as well as the other target groups of CAP to be informed about the results and promising practice of the first round together with the information of launching the second round of EQUAL Initiative in the Czech Republic.

#### **5.4. FINANCING OF CAP**

Financial resources with which the CAP for CIP EQUAL will be implemented at the level of the Managing Authority will be drawn from Measure 6.2. Other eligible activities. If needed, additionally, the Managing Authority is ready to ensure further financial resources (for example from its own budget) to ensure that all the objectives of the CAP for CIP EQUAL will be met.

Information and publicity activities implemented at the level of individual DPs will be covered by the budget of the DPs.

## **5.5. MANAGEMENT AND IMPLEMENTATION OF CAP**

In accordance with implementing rule 5 of the provisions of Commission Regulation (EC) No. 1159/2000 the body responsible for the CAP for CIP EQUAL implementation is the Managing Authority of CIP EQUAL.

The Managing Authority has an overall responsibility for the CAP implementation – for both the CAP reviewing, evaluating and ensuring publicity on spot. The Managing Authority will ensure that all the information and publicity materials and actions of CIP EQUAL will be presented in an uniform fashion and in accordance with the rules on the means of information and publicity set out by the EU and CR legal acts.

The Managing Authority will ensure that all the information and publicity actions will indicate an involvement of the ESF. The Managing Authority will regularly report on the progress of this CAP implementation to the Monitoring Committee established for CIP EQUAL. The Managing Authority will also ensure that the European Commission will be regularly informed about the implementation of this CAP.

The measures of this CAP will be regularly evaluated within the overall evaluation strategy for CIP EQUAL.

### **5.5.1. DEVELOPMENT PARTNERSHIPS**

Individual DPs will ensure the implementation of information and publicity of their activities supported under CIP EQUAL. The details concerning their responsibility for ensuring information and publicity about their activities will be specified in the “agreements about financing of DP during Action 1” and further in “agreements about financing of DP during Action 2 and 3”. (Further details concerning these agreements are to be found in chapter 4.1. of the Programming Complement).

Additionally, in CIP EQUAL there will be a special work programme for the DPs during Action 3 when publicity and evaluation of good (or promising) practice at the level of individual DPs and its subsequent dissemination amongst relevant policy makers, social partners, representatives of professional associations, etc will be ensured. The details of Action 3 are described in chapter 4.2.3. of CIP EQUAL.