



Czech Republic

1. Background information

Contact Information

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Function	Drop-in Centre manager
Responsibilities	Realization of Drop-in project
Organisation	Sdružení Podané Ruce, o.s. (SPR)
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Country	Czech Republic

Description of activities in the field

SPR's work and reintegration programmes:

Eikón Workshop (Social Firm, Social Enterprise)

This project offers therapeutic support contributing to the social integration and income opportunities for people recovering from drug addiction who are at risk of social exclusion.

Their services are intended for people who:

- Are recovering from drug addiction
- Are currently not using any illegal drugs
- Went through (or are undergoing) some kind of treatment
- Are motivated to change their life-style

In addition, this programme is also suitable for former drug users coming out of prison. In general, Eikon serves as a transitional work place for long-time unemployed former drug users on the way to the regular labour market. These are mostly clients of other SPR programmes and clients of partner organisations.

Services on offer:

- Occupational therapy in sheltered workshop
 - Short-term programme aimed to activate working habits and skills (from 1 to 3 months)
 - Long-term programme for creating and developing work habits and skills (over 6 months period)
- Social counselling

Basic benefits in the workshop:

- Regular manual work in sheltered environment without any prejudice
- Reward from 50 to 60 CZK (1,92 – 2,30 EUR) per hour, i.e. actual minimum wage in the Czech Republic
- Work time of 5 hours a day/four days a week
- Individual approach to clients
- Approach aiming to acquire and renew work habits
- Simultaneous help finding a regular job in the open labour market
- Possibility of every day advance payment
- Experience of team work

Additional benefits for clients:

- Help with loss of work habits and skills
- Self-fulfilment through the job
- Help to succeed in the free labour market

Capacity of the project is 20 to 30 people per year with an average daily attendance of 6 persons.

Staff: 3 people work part-time, and they receive occasional voluntary support.

The main products of the workshop are religious icon imitations and other wooden commemorative things. Also, the programme can produce custom made products upon request. The products are sold through a web shop.

Funding of the project consists of local government contribution (18%), sponsorships (4%), income from workshop sales (48%) and funds (30%). The budget is approximately 52 000 euros a year.

More info:

<http://www.podaneruce.cz/en/programs-and-care/eikon-icon-production-and-sale/>

2. State of the art

2.1. State of the art – policies

Which kinds of policies are in place in the Czech Republic? How do they contribute or jeopardize the development and implementation of work and reintegration programmes?

Public Employment Office

- State administrative office
- Keeps records of unemployed people, their support, control, unemployment benefits and motivation in integration to open labour market
- In general they focus on easily employable people – people who sufficiently meet open labour market requirements
- Organisation of programmes for long-term unemployed people
 - Due to lack of finance these programmes are often too short or not considering individual aspects of people from marginalised groups

Czech Union for Supported Employment

- Established in 2000 to facilitate the development of supported employment in the Czech Republic
- The purpose of supported employment is to equalise employment opportunities for people with impeded access to the open labour market whose social fulfilment is or might therefore be limited (disabled people and other disadvantaged groups)
- The objective of supported employment is to enable the target group to get and keep appropriate employment on the open labour market. They also aim to increase their worker's self-sufficiency in order to equalise employment opportunities for people with impeded access to the labour market
- Supported employment is realised by several NGO programmes

Agencies for supported employment

- The first agency was established in 1995
- After 2000, more agencies were established due to projects financed by EU funds and Czech government
- An important element in supported employment is a close cooperation with suitable employers
- Personal support is offered to the workers, aiming to stimulate natural support at the workplace and social inclusion of the target group
 - If needed, employers can also get support and help from the agency

Sheltered workshop (Sheltered workplaces)

- Workplace established on the basis of agreement with Public Employment Office and tailored to needs of people with health disability
- Workshop gets financial support from Public Employment Office

- Objectives are social integration and rehabilitation
- Various forms of production, e.g. pottery, joiner's & carpenter's workshops, handcraft workshops or services (sewing, laundry, ironing, waste processing, call centre, etc.)
- At least 60% of employees are people with health disability, now due to legislative change employer gets benefits for each person with health disability
- Established and provided by NGOs or local municipalities

Social firms

- Inspired by the British model of social firms, it came into existence between 2005 – 2008, in the Czech Republic
- In 2010 the Platform of Social Firms in Czech Republic was established
- According to Social Firm Standards, social firms are enterprises active on the open market, whose aim is to create job opportunities for people disadvantaged on the labour market, providing them with appropriate vocational and psychosocial support.
- The target group is people with physical or mental health disabilities and also people from other disadvantaged groups (homeless people, former drug users, ex offenders)
- Social firms don't have a legal basis in Czech Republic
- Minimum percentage of disadvantaged persons for full-time vacancies given by Social Firm Standards is 25%
- Minimum of 50% of income is provided by firm's production
- Additional funding by ESF, the government, local municipalities and funds
- Often run by existing NGOs
- A form of sheltered workshops with higher demands on employees
- Mostly aimed at the local community for sales

Employment agencies

- Private subjects providing employment in different fields of the labour market
- Some of them also offer vacancies for temporary and part-time work
- Profit is the most important thing

Job clubs

- Consulting programme for people disadvantaged on the regular labour market
- Originally established with the support of ESF
- Now they are realised as projects of NGOs and non-profit governmental organisations

Projects for people with health disabilities

- Persons with health problems, officially recognised as disabled (mostly physical health, but also with psychiatric problems)

- They are provided with an increased level of protection and support on the labour market
- Benefits for employers
- Opportunity of
 - Vocational rehabilitation
 - Vocational training
 - Supported employment
 - Sheltered workplaces
- These opportunities are associated with financial and additional support from governmental institutions

Summary

Various disadvantaged groups have access to different instruments for labour market inclusion. Especially people with health disabilities have access to such instruments. For instance, they are offered jobs in sheltered workshops. There are also benefits for companies who employ them (or a fiscal disadvantage for those who do not employ them). Socially excluded and marginalised people, without any official medical report showing their disability are in much worse conditions. National and local governments have so far failed to come up with any systemised instruments for helping these people onto the labour market.

Non-governmental organisations have also attempted to offer at least a partial solution through various types of social enterprises. They have the status of sheltered workshop or regular company, because social firm/social enterprise is not recognised by the current legislation. In these cases, financial support is definitely an issue; statutory subsidies are difficult for these kinds of subjects to reach.

Despite these problems, the Czech Republic has a considerable number of social enterprises at present.

2.2. State of the art - practice

Which kinds of initiatives exist?

Title of the initiative	Short description	Which target groups can benefit?	Which kind of organisation implements this initiative?	How is this initiative financed?
Public Employment Office http://portal.mpsv.cz/sz	State administrative office	Unemployed people in general	Public and private companies	ESF, government
Social Firms Platform in the Czech Republic http://www.socialnifirmy.cz/index.php/en/	Open association for legal entities and individuals based in the Czech Republic, which acknowledges the social firm model, i.e. the definition, the basic characteristics and the social firm standards.	Disadvantaged people	NGOs Enterprises Public Employment Office	ESF, government
Czech Social Enterprise (People, Planet, Profit, o.p.s.) http://www.ceske-socialni-podnikani.cz/cz/	Runs web pages that inform about social economy, social enterprise and related topics; consulting service, organising workshops. Also running two projects focused on social enterprises.	Disadvantaged people	NGOs Enterprises Public Employment Office	ESF, government
Czech Union for Supported Employment http://www.unie-pz.cz/41-english-section.html	Association of providers and promoters of supported employment in CR.	People with health disabilities	Enterprises NGOs Public Employment Office	ESF, government

3. Inspiring practice examples

Organisation	Title of the initiative	Short description	Contact person	Contact details (adress, phone, email)
Nový prostor	Street paper «Nový prostor»	Street paper - helping homeless people by hiring them as newspaper sellers	Tomáš Havlín	Řeznická 14/656. 110 00 Praha 1 tel : +420 222 233 309 redakce@novyprostor.cz
Semitam, s.r.o.	Social Firm « Semitam »	Workplaces in bookbinder's workshop, sewing workshop and cleaning and gastronomy services for endangered youth, people coming out from imprisonment and people with an experience of the substance abuse.	Martina Kadlecová	Nádražní ul. 397, 580 01 Havlíčkův Brod tel. +420 777 676 017 martina.kadlecova@semitam.cz
SANANIM, o.s. SANANIM Charity Service, s.r.o	Café Therapy	Café Therapy employs former drug users after successful treatment in café and restaurant.	Jan Karel	Školská 30, 110 00 Praha 1 tel.: +420 284 825 515 karel@sananim.cz
SANANIM, o.s.	Streetwork programme	Peer involvement of current drug users in the programme.	Aleš Herzog	Na Zderaze 11, 120 00 Praha 2 Tel.:+420 224 920 577 herzog@sananim.cz
Fokus Labe, o.s.	Chráněné díly (Sheltered workshops)	Gastronomy service, café, shop and sewing and garden workshop employing people with psychiatric problems.	Martin Lán	Koněvova 18, 400 01 Ústí nad Labem tel + 420 731 495 422 lan@fokuslabe.cz
Pragulic – Poznej Prahu jinak ! o.s.	Pragulic – Poznej Prahu jinak !	City guide tour with homeless people as tourist guides.	Ondřej Klügl	Hub Praha, Drtinova 10, 150 00 Praha 5 tel : +420 725 314 930 pragulic@pragulic.cz

Fokus Praha, o.s.	Social Firm «Júnův statek»	Accommodation service and restaurant employing people with psychiatric problems.	Tomáš Tahavský	Sedlec 9, Praha-východ, 250 65 Tel.: + 420 774 804 939, + 420 284 890 582 restaurace@fokus-praha.cz
Fokus Praha, o.s.	Social Firm «Prádelna u Mandelníků»	Laundry and mangle employing people with psychiatric problems.	Lenka Linhartová	Podlabská 994/8 Tel.: + 420 775 434 745 linhartova@fokus-praha.cz
Fokus Praha, o.s.	Social Firm «Zahrada»	Garden service employing people with psychiatric problems.	Petra Jiráňová	Dolákova 24, Praha 8 - Bohnice Tel.: + 420 284 689 965, +420 774 804 933
Rozmarýna, o.p.s.	Café Rozmar	Restaurant employing young people after they leave children's home.	Simona Svobodová	Trojická 1, 120 00 Praha 2 tel: +420 734 463 890 simona.svobodova@cafe-rozmar.cz
Magdalena, o.p.s.	Vocational rehabilitation programme CHRPA	Programme offers employment opportunities in gardening and carpentry workshops to former drug users.	Martin Rataj	Včelník 1070 252 10 Mníšek pod Brdy Tel.: + 420 318 599 125 chrpa@magdalena-ops.cz
Sdružení Práh	Café Práh	Cafe Práh is training café employing people with psychiatric problems.	Monika Ščensná	Ve Vaňkovce 1 602 00 Brno tel.: +420 539 051 130 monika.scensna@prah-brno.cz

5. Other organisations and stakeholders

Organisation	Description of the organisation	Contact person	Contact details
AGAPO. o.s.	Support of employment of marginalised and vulnerable groups.		Zelný trh 1, 602 00 Brno Tel.: 541 210 549 info@agapo.cz
HESTIA, o.s.	Development and support of volunteering in the CR, cooperation with other NGOs and promotion of volunteering among general public and public institutions.	Michaela Jandová	Na Poříčí 12, 110 00 Praha 1 tel: +420 224 872 075 michaela.jandova@hest.cz
INDEX-SDA, o.s.	International voluntary work.		Varšavská 30, 120 00 Praha 2 – Vinohrady tel.: +420 222 362 715 inexsda@inexsda.cz

6. Critical factors/determinants

Which factors and determinants contribute to the development of effective and sustainable work integration programmes in the future?

- Active involvement and participation of people from the target group, throughout all the processes. This should be done from the first start – even the idea should come from the target group
- Realistic and fresh business ideas that can succeed on the regular market
- Committed and enthusiastic leadership
- Support – both financial and non-financial – from the governmental subjects
- Effective co-operation between governmental and non-governmental entities, as well as those involved on the regular market

7. Problems and barriers

What are the main barriers and problems?

7.1. Organisational problems:

- Co-operation between governmental and non-governmental entities
- Non-effective coordination of particular projects
- Insufficient motivation of social workers (lack of financial support and appreciation)
- Conflict of interests between «managers» and «target group»

7.2. Policy related problems:

- Lack of support from the government, including functional legislative background and financial support of the involved subjects in non-governmental sphere
- Too little incentives for employment of socially excluded and marginalised people who do not have a recognised reason, such as a medical report. There is no instrument available to help these people integrate on the labour market
- Low level of flexibility in terminating employment and creating new vacancies

7.3. Target group related problems:

- Bad work habits and competitive abilities
- Insufficient social and communication skills
- Insufficient educational levels, low qualifications
- Non-standard appearance
- Criminal record
- Bad health conditions
- Lack of support from their closest environment
- Accumulation of problematic issues (accommodation, debts, missing identity papers)
- No knowledge of employment legislation
- Unrealistic expectations
- Lack of self-confidence / repeated experience of failure

7.4. Other problems:

- Stigma and discrimination of people from marginalised groups increases their labour market barriers
- Dynamic, unstable and uncertain labour market

8. Necessary support

What kind of support is mostly needed by those organising and implementing effective work integration programmes?

- Legislative changes (including appropriate funding) that can make employment of people from disadvantaged groups more accessible
- Involvement of the general public when working with marginalised and vulnerable groups
- Involvement of local municipalities
- Purposeful shift in perception of the general public on work and integration programmes for marginalised and vulnerable groups
- Efficient methodology for state officers working with marginalised and vulnerable groups

9. Main challenges

What are the main challenges for the future regarding work integration of marginalised and vulnerable groups?

- Receiving support and recognition from the government
- Being prioritised by the government and local municipalities
- Learning how to attract media and general public
- Ensuring that there will be a continuous involvement and participation of the people from target group to the design, planning and evaluation of the project
- Teaching people to focus more on sustainability, local communities and general happiness instead of immediate profit and selfish gains

10. Relevant links and literature

Macoun, V.: Inclusion of Recovering Drug Abusers on the Labour Market (2009) (Czech only)
http://is.muni.cz/th/231068/fss_m/?id=185657

Fuksová, V.: The possibilities of labour market inclusion of homeless people (2010) (Czech only)
http://is.muni.cz/th/2298/fss_b_a2/

Bayerová, J.: Social firms as a new model of labour and social integration of the disabled - a substitute or an alternative to a classic sheltered workshop? (2010) (Czech only)
http://is.muni.cz/th/274049/fss_b

Good practise report from the project *Training of Trainers (NAEP/Grundtvig)*
<http://www.magdalena-ops.cz/index.php?c=prod&detail=157>

Supported Employment for people with disabilities in the EU and EFTA-EEA - Good practices and recommendations in support of a flexicurity approach (2011)

http://www.unie-pz.cz/files/files/knihovna/final-report_supported-employment_in-the-eu-and-efta-eea_en.pdf

Compendium of good practise – Supported Employment for people with disabilities in the EU and EFTA-EEA

http://www.unie-pz.cz/files/files/knihovna/supported_employment_study.compendium_good_practice_en.pdf

European Union of Supported Employment – Toolkit

<http://www.unie-pz.cz/files/files/knihovna/european-supported-employment-toolkit.pdf>

European Union of Supported Employment – How to guide : Vocational Profiling

http://www.unie-pz.cz/files/files/knihovna/vocationalprofiling_18aug.pdf