

## **National Programme of Preparation for Ageing for 2003 - 2007**

This document aims to support the development of a society for people in all age groups so that they can grow old with dignity, in safety, and can continue to contribute to the life of society as citizens enjoying full rights.

It is necessary to challenge and change the current stereotypes of ageing and old age, to counter prejudices concerning the life, status and significance of older persons in society. A change in the attitudes of individuals and society to ageing and older persons must be the basis for the implementation of a National Programme of Preparation for Ageing. Systematic and long-term media coverage, publicity and promotion of the programme and its objectives, together with the public control of its implementation, must play a crucial role in the successful implementation of the programme and the acceptance of the idea of "creating a society for all generations".

The ageing society needs to be understood as an opportunity for all generations. The National Programme of Preparation for Ageing therefore appeals to society as a whole - young people, the middle-aged and older persons.

This draft National Programme of Preparation for Ageing is based on the "International Plan of Action on Ageing" (Vienna 1982), the "UN Principles for Older Persons" (1991), and is in line with the conclusions of the Second World Assembly on Ageing in Madrid (8 - 12 April 2002) and the "Madrid International Plan of Action on Ageing 2002".

### **A. The younger generation.**

The younger generation needs to adopt a positive attitude to ageing and older persons. The spiritual, cultural, social and economic contribution of the older generation is of value to society, and should be understood as such by all of society, including the younger generation. An integral part of the programme must be to prepare the younger generation for later stages in life, covering all aspects of that process, and supporting the younger generation in a positive, active and oriented approach to old age.

The presence of older persons in the family, the neighbourhood and in all forms of social life is an irreplaceable lesson in humanity. Consideration for the older members of society and care for them are among the few stable values in societies the world over. It is necessary for the younger generation to adopt the principle of non-discrimination and solidarity, and to recognise that older persons bring crucial qualities to the life of society, that the older generation does not jeopardise the national standard of living, but can on the contrary make a significant contribution to it.

### **B. The middle-aged generation.**

The middle-aged generation, as the largest and economically active part of society, is responsible for the implementation of policy on ageing, preparation for ageing, taking the measures for the benefit of older persons, and is also responsible for its own preparations for ageing and old age.

It is crucial to ensure equal rights and opportunities for personal development in all age groups, regardless of gender or race, in all aspects of life, and to enhance the status of older persons and the significance of the ageing process. Devising the necessary initiatives and implementing national measures in preparation for old age will contribute to the development of a society for all generations. An integral part of this process is research into family issues, ageing and older persons, monitoring the quality of life, the opinions and needs of the ageing population and older persons, respect for human rights and eliminating any discrimination, as essential groundwork for a qualified approach.

For that, a responsible and long-term approach by individuals to their own preparations for ageing is required.

### **C. The older generation.**

To change the climate in society and accept the older generation as a fully qualified part of society, it is necessary above all for older persons themselves to take an active approach to ageing and old age. Older persons, through their activities and attitudes, should also contribute to changing society's perceptions of ageing and old age.

At the same time, it is necessary to give older persons sufficient opportunity to participate in the life and development of society. Older persons must however themselves learn to make use of all the opportunities society offers to improve their status, for safe ageing, and for full and equal participation. To give people a feeling of well-being and reinforce positive attitudes in society to old age and older persons, it is essential that older persons are involved in social, economic, cultural and voluntary activities, and take a responsible approach to their own lives, and take an interest in the development of society.

## **I. Ethical Principles.**

Among the main ethical principles are respect for an individual's uniqueness, while recognising equality between people, respect for the dignity of an older person, and respect for his or her independence and rights to self-determination, privacy and freedom of choice. It is important to support, strengthen and protect the family as the basic element in society, in which there is naturally solidarity across the generations and respect for older persons.

### **Objectives:**

To create the conditions for a full and active life for older persons, to eliminate the causes of the inadmissible restrictions on fundamental rights and freedoms for reasons of age and social status, to combat discrimination and the social exclusion of older persons, to strengthen solidarity across the generations and self-sufficiency, to acknowledge older persons' contribution to the family and society, and to promote understanding, tolerance and solidarity.

### **Measures:**

1. Respect the provisions of Article 1 of the Labour Code and the provisions of Article 1 of Law No.1/1991 Coll., i.e. a prohibition on any kind of discrimination for reasons of age, which fully corresponds to Article 3 of the Charter of Fundamental Rights and Freedoms, ILO Convention No. 111 concerning Discrimination in Respect of Employment and Occupation, Council Directive 2000/78/EC, establishing a general framework for equal treatment in employment and occupation, and EC Directives 76/207/EEC, 75/117/EEC and 2000/43/EC. The principle of equality must be applied to labour relations from their establishment till their termination and with regard to Article 28 of the Labour Code also to pre-contractual talks on the establishment of a specific employment relationship.
2. In drafting legal regulations, pay attention to institutions for the prevention and elimination of any discrimination for reasons of age.
3. Review valid regulations for any discrimination for reasons of age and propose measures to eliminate any disproportion.
4. Regularly check compliance the labour regulations with non-discrimination for reasons of age.
5. Examine conceptual, decision-making and evaluation processes in terms of discrimination for reasons of age.
6. Identify and eliminate the causes of any inadmissible restrictions on fundamental rights and freedoms for reasons of age, and support measures to protect older persons rights and interests.

### **Responsibility - points 1 - 6:**

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,

Ministry of Interior, Ministry of Finance, Ministry of Defence, Ministry of Culture, Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture, Ministry of Education, Youth and Sport, Ministry for Regional Development, Ministry of Justice, Ministry of the Environment

7. Raise legal conscience in the field of equality for reasons of age, and ethical principles. Make use of experience from human rights to eliminate any discrimination and social exclusion.

Support the production and dissemination of legal, psychological, social, medical and other specialised materials, which combat discrimination and social exclusion for reasons of age, and the inadmissible restricting of older persons rights and freedoms.

8. Support research and projects focusing on discrimination for reasons of age in all aspects of life, and research and monitoring of phenomena such as the abuse, maltreatment and unlawful restraint of older persons, including domestic violence.

Extend research on the process of ageing and old age, and older persons status and needs, taking account of the differences between men and women by applying gender-mainstreaming methodology.

Responsibility - points 7 - 8:

Ministry of Labour and Social Affairs, Ministry of Industry and Trade, Ministry of Interior, Ministry of Defence, Ministry of Culture, Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture, Ministry of Education, Youth and Sport, Ministry of Justice, Ministry of the Environment

Implementation: on-going until 31 December 2007

9. In the education of the younger generation, emphasise ageing and old age as a natural process, which applies to all age groups, as a symbol of experience, and stress the role of older persons in the family, the neighbourhood and all aspects of society. Promote solidarity across the generations, and the relations between generations as the key condition for greater social cohesion and the creation of a society for all generations. Promote non-discriminatory attitudes in all aspects of the life of the younger generation.

10. Integrate information on ageing and preparation for old age into training programmes at all levels of the formal education system, and design **training** programmes with the objective of positively influencing stereotypical attitudes to ageing and older persons.

Responsibility - points 9 - 10:

Ministry of Education, Youth and Sport

Implementation: on-going until 31 December 2007

11. Try to ensure that the mass media, education institutions, non-governmental organisations and governmental institutions incorporate into their programmes themes which help overcome negative stereotypes of older persons, and stress and support positive attitudes towards old age among the younger generation.

12. Develop training programmes presenting older persons as the bearers of knowledge, culture and spiritual values, give examples of older persons whose active approach to life challenges clichés about old age.

13. Ensure that students in fields, which include care for persons receive sufficient training (knowledge and skills) in key areas of geriatrics and care for older persons.

14. Support the incorporation of young people in the provision of services and care for older persons, into work for older persons, in voluntary work and volunteer services, thereby promoting relations across the generations.

Responsibility - points 11 - 14:

Ministry of Culture, Ministry of Education, Youth and Sport, Ministry of Health,  
Ministry of Labour and Social Affairs

Implementation: on-going until 31 December 2007

15. As part of the “Comprehensive cooperative crime prevention programme at the local level”, implemented in towns with a higher incidence of crime, continue supporting projects focusing specifically on older persons, primarily projects focusing on greater awareness among older persons, greater safety for older persons, and services and advisory centres in the place of residence.

16. In crime prevention, give maximum assistance to older persons in communications and procedures.

Responsibility - points 15 - 16:

Ministry of Interior

Implementation: on-going until 31 December 2007

## **II. Natural Social Environment**

The opportunity to live in a natural social environment is a precondition for older persons to retain or even enhance their position in society. The family, as the fundamental element in society, is a safe environment for older persons, and helps them remain independent. It is an environment in which there is solidarity across the generations, preventing the social exclusion of older persons.

### **Objectives:**

Promote approaches to preserve the natural social environment as a precondition for older persons to retain or enhance their position in society.

### **Measures:**

1. Motivate and strengthen the role of the individual, family and community in the ageing process and preparations for old age, and create space for active life.
2. Systematically create and enhance the conditions for the lives of older persons, and support all activities leading to better relations across the generations.
3. Promote and create the conditions for the lives of older persons in their natural social environment, support care for older persons in the family.
4. Support organisations and projects providing consultancy and assistance to older persons and carer families.
5. Support new services and programmes for older persons under the social programmes operated by individual governmental departments.

### **Responsibility - points 1 - 5:**

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,  
Ministry of Interior, Ministry of Finance, Ministry of Defence, Ministry of Culture,  
Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture,  
Ministry of Education, Youth and Sport, Ministry for Regional Development,  
Ministry of the Environment

**Implementation:** on-going until 31 December 2007

6. Elaborate a "Report on the Situation of the Family in the Czech Republic" and a draft conception for the state's approach to the family (including older persons), with solutions for various fields and social situations. Consider the option of pro-population measures as part of the state's approach to the family.
7. Promote help for older persons in their natural social environment, run pilot projects for non-institutional social services for older persons.  
Support research into the quality of life of older persons, and their needs.

Responsibility - points 6 - 7:  
Ministry of Labour and Social Affairs

Implementation: on-going until 31 December 2007

8. As part of preparations for a new conception of health-care and social systems, elaborate and develop integrated home care as a key precondition for older persons remaining in the natural home environment.

Responsibility - point 8:  
Ministry of Health in collaboration with the Ministry of Labour and Social Affairs

Implementation: on-going until 31 December 2007

9. Create the material and legal arrangements for comprehensive rehabilitation, and introduce a comprehensive rehabilitation system as a tool for social inclusion for persons with disabilities and the elderly, allowing them to remain in their natural social environment.

Responsibility - point 9:  
Ministry of Labour and Social Affairs in collaboration with the Ministry of Health and the Ministry of Education, Youth and Sport

Implementation: until 31 December 2005

### **III. Work.**

Equal opportunities on the labour market and the broadest possible support for employment of older persons are a way of activating them and integrating them fully into society. It also represents a valuable contribution to society.

#### **Objectives:**

The primary objective should be public support for older employees to remain in employment and creating the conditions to increase the employment of older persons.

It is also necessary to create conditions and opportunities on the labour market for the ongoing employment or re-employment of older employees and older persons, thereby extending the active phase of their lives, and gaining important labour and economic resources for society.

Improve company training, working conditions and the organisation of work, make workers more adaptable to change, implement a comprehensive approach to eliminate inequality at work for reasons of age, and provide greater opportunities for the inclusion of older employees and older persons, making use of their experience.

Implementing the National Action Plan for Employment, in collaboration with social partners and employers will help to meet the needs of older employees and older persons, and contribute to the prosperity of society.

#### **Measures:**

1. Implement the principle of equal opportunities, i.e. preventing discrimination for reasons of age in all kinds of work, and in remuneration for that work.

Identify and analyse groups facing discrimination for reasons of age, with the aim of better targeting for activation measures.

Use the labour offices to monitor, evaluate and penalise cases where employers are guilty of discrimination in labour relations for reasons of age.

2. Avoid measures, which would exclude older persons from the labour force, and provide older employees with the same retraining options as younger employees.

In line with Directive 3, the European Employment Strategy, which has been incorporated into the National Action Plan for Employment, devise training and retraining programmes for older employees (aged approximately over 50), allowing them to retain their existing jobs or find new ones.

3. Promote adaptability, support flexibility and innovation at the workplace with the aim of greater efficiency and competitiveness, and the creation or retention of viable jobs for older employees.

4. Develop, promote and introduce measures for disadvantaged groups and individuals, including older persons, enhancing their integration into the labour market.

5. Ensure that the needs of older employees are reflected in the modernisation of the training and qualification system, especially by recognising the experience they have acquired.

Support the creation of education and training infrastructures, so that people involved in the work process have the option of regularly supplementing and updating their skills.

6. Increase the flexibility of the labour market and the availability and diversity of various kinds of employment, support temporary forms of employment, contribute to the introduction of flexible forms of employment contracts, enabling part-time employment and the more gradual retirement of older employees.

7. Verify the coverage of professions in retraining courses for the unemployed in the light of the need to give higher priority to the disadvantaged, including older persons.

Responsibility - points 1 - 7:

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,  
Ministry of Agriculture, Ministry of Interior, Ministry of Finance, Ministry of Defence,  
Ministry of Culture, Ministry of Transport and Communication, Ministry of Health, Ministry  
of Education, Youth and Sport, Ministry for Regional Development,  
Ministry of the Environment

Implementation: on-going until 31 December 2007

8. Ensure effective human resources management and personnel management on the basis of the Sector Operational Programme - Human Resources Development, which features approaches for older persons and older employees, in measures aimed at the integration of specific groups of the population facing social exclusion. One of the target groups is people over 50 years of age.

9. Develop measures to retain the skills of older employees and older persons, create suitable working conditions at the workplace to make use of those skills, and set up a systematic approach to care for ageing employees and older persons.

10. Popularise and support voluntary and volunteer work by older persons in areas where their interests and skills can be deployed.

11. Involve older persons in advisory services, teaching, training etc., thereby making use of their lifelong experience and knowledge.

12. Create more favourable conditions for older employees to retain their jobs or find new ones.

Responsibility - points 8 -12:

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,  
Ministry of Interior, Ministry of Finance, Ministry of Defence, Ministry of Culture,  
Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture,  
Ministry of Education, Youth and Sport, Ministry for Regional Development,  
Ministry of Justice, Ministry of the Environment

Implementation: on-going until 31 December 2007

13. Use the labour offices to ensure retraining for older persons made redundant under economic restructuring, launch a special training course aimed at changing professions.

14. As part of the restructuring of certain sectors of the national economy, facilitate cooperation between the relevant governmental departments and social partners aimed at adopting measures to ensure that older employees are not singled out in staff reductions.

Responsibility - points 13 - 14:

Ministry of Labour and Social Affairs in collaboration with the Ministry of Industry and Trade

Implementation: on-going until 31 December 2007

15. Ensure greater participation by employers and the social partners in resolving the social impacts on older employees of the restructuring of certain sectors of the national economy.

Responsibility - point 15:

Ministry of Industry and Trade

Implementation: on-going until 31 December 2007

16. Devise, implement and develop a system of lifelong learning for employees to retain their jobs or find new ones. Strengthen measures allowing older persons to rejoin the education system.

Responsibility - point 16:

Ministry of Education, Youth and Sport in collaboration with the Ministry of Labour and Social Affairs

Implementation: on-going until 31 December 2007

17. Monitor the re-employment of older employees in general, and in specific professions.

Responsibility - point 17:

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,  
Ministry of Agriculture, Ministry of Interior, Ministry of Defence, Ministry of Culture

Implementation: on-going until 31 December 2007

#### **IV. Material Welfare.**

Material welfare in old age is the outcome of each individual's lifelong work and his or her responsible approach to preparations for old age, and is a precondition for the economic independence of older persons.

#### **Objectives:**

Promote awareness among people of their responsibility for their own preparations for old age, which is a lifelong process, increase the significance of supplementary pension insurance, life insurance and other means of generating financial reserves for old age.

Prepare adequate measures to respond to the ageing of the population in the fields of pension insurance and social security. Reach a national consensus on the future structure of the pension system and its basic principles, embodying the principles of solidarity across the generations and social justice.

Modernise social protection systems and provide targeted support in cases where older persons are not able to secure adequate material welfare owing to serious health and social problems.

#### **Measures:**

1. On the basis of a national consensus on the future structure of the pension system, prepare further steps to continue pension reform.

2. Introduce elements into the current supplementary pension insurance system which would promote the system as long-term savings for old age.

Develop additional supplementary forms for material welfare in old age.

#### **Responsibility - points 1 - 2:**

Ministry of Labour and Social Affairs in collaboration with the Ministry of Finance, the Ministry of Interior, the Ministry of Defence and the Ministry of Justice

**Implementation:** on-going until 31 December 2007

3. Favour gradual retirement over early retirement or other forms of material welfare.

4. Develop , in cooperation with social partners, measures in the social security system, which would respond to the ageing of the population and the rising number of older persons in society.

5. Promote awareness among people of their own responsibility for preparations for ageing and old age. Popularise the creation of financial reserves for old age.

#### **Responsibility - points 3 - 5:**

Ministry of Labour and Social Affairs

**Implementation:** on-going until 31 December 2007

6. Raise awareness among citizens of productive and pre-retirement age of the terms for entitlement to the old-age pension and the importance of supplementary forms of creating reserves for old age (e.g. supplementary pension insurance, life insurance, etc.).

7. Extend options for the provision of an employer's contribution to supplementary pension insurance.

Responsibility - points 6 - 7:

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,  
Ministry of Interior, Ministry of Finance, Ministry of Defence, Ministry of Culture,  
Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture,  
Ministry of Education, Youth and Sport, Ministry for Regional Development,  
Ministry of the Environment

Implementation: on-going until 31 December 2007

## **V. Healthy Lifestyle, Quality of Life.**

A healthy lifestyle is part of responsible preparations for old age. It is a precondition of active and dignified ageing and the quality of older persons' lives. Both society and individuals must contribute to implementing a healthy lifestyle and the quality of life.

### **Objectives:**

Long-term support and development of measures, programmes and procedures, which, by supporting a healthy lifestyle and healthy ageing, would improve the population's health, limit the increase of the number of dependent older persons, and support active lives for older persons. Create the conditions for people of productive age and older persons to maintain their physical and mental abilities, by means of activation, social inclusion, establishing equal opportunities and extending options for reconditioning, rehabilitation and personal growth.

Improve the environment, which influences the quality of life, and prevent injuries and dependence among older persons by removing barriers (in buildings and transport) in public places and in the home environment.

### **Measures:**

1. Raise citizens' awareness of health protection, prevention of diseases and injuries, avoiding the negative consequences of diseases and stress the individual's responsibility for the quality of his or her life.
2. Lead targeted education and advisory work for middle-aged and older persons, focusing on the principles of active ageing, primarily nourishment, lifestyle, exercise and mental activity.
3. Promote measures to improve working conditions and the environment as factors in the quality of life.
4. Create the conditions for the application of rehabilitation and reconditioning, improve medical services at work, extend recreational capacities, support sport, recreation and exercise as ways of promoting a healthy lifestyle.

### **Responsibility - points 1 - 4:**

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,  
Ministry of Interior, Ministry of Finance, Ministry of Defence, Ministry of Culture,  
Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture,  
Ministry of Education, Youth and Sport, Ministry for Regional Development,  
Ministry of Justice, Ministry of the Environment

**Implementation:** on-going until 31 December 2007

5. In protecting older consumers, focus on excluding the possibility of one kind of product being mistaken for another, update and harmonise product labelling in line with relevant EU legislation.

Support design aimed at the needs of older persons and older persons with disabilities.

Responsibility - point 5:

Ministry of Industry and Trade, Ministry of Agriculture

Implementation: on-going until 31 December 2007

6. Design and support welfare programmes allowing older persons to retain their independence in rural areas.

Responsibility - point 6:

Ministry of Agriculture

Implementation: on-going until 31 December 2007

7. Improve the protection and quality of the environment and the countryside, ensure the rational use of natural sources as a means of sustainable development for towns and municipalities, a healthy lifestyle and healthy ageing.

Responsibility - point 7:

Ministry of the Environment

Implementation: on-going until 31 December 2007

8. Support projects aimed at active ageing and a healthy lifestyle.

Responsibility - point 8:

Ministry of Education, Youth and Sport, Ministry of Health

Implementation: on-going until 31 December 2007

9. As part of transport policy, implement the specific requirements placed on transport systems with regard to the needs of older persons and persons with disabilities, primarily in terms of safety, accessibility and regularity. Open the transport network to everyone, allowing him or her mobility without safety risks.

10. On the basis of national consensus, monitor and stipulate conditions for transport systems and telecommunications, with regard to the needs of older persons.

Responsibility - points 9 - 10:

Ministry of Transport and Communication in collaboration with the Ministry of Labour and Social Affairs and the Ministry of Finance

Implementation: on-going until 31 December 2007

## **VI. Health Care**

Health care for older persons is increasingly important for society, not only in terms of ethics, but also in the context of the economic situation. An increase in the number of older persons who need and will need health care will lead to greater demands on health care systems. It is also essential to promote the interest and involvement of all generations in prevention programmes and health care.

### **Objectives:**

Develop health care systems so that they can cope with the new demographic situation. Improve the effectiveness of health care. Maintain the principle of equal access to health care, support measures relating to primary and secondary prevention.

Develop primary integrated community care and close cooperation between medical services and social services in a comprehensive approach to the needs of older persons.

Work to improve the health of the ageing and older population, focusing on prolonging the mean duration of life without health problems.

Adopt a systematic approach to caring for chronic patients with high nursing needs, support the development of qualified nursing and the rehabilitation of older persons, including extending home care services. Support the expansion of hospice care.

Support the restructuring and reprofiling of medical facilities.

Raise citizen's awareness of health care issues and the avoidance of the negative consequences of diseases, emphasise the individual's responsibility for his or her own health.

Strengthen the role of the patient, his or her family and patient self-help groups.

Support gerontological research.

### **Measures:**

1. In connection with the reform of the state administration and local government, create a framework for the provision of flexible services in the community, emphasising the importance of care in older persons' home environment. Improve the coordination of health care and social services.

2. Resolve the payment of health care for chronic patients with high nursing needs in medical facilities and social care facilities, and define quality standards for the care for them.

Establish the legislative requirements for the creation of variable facilities (combining health and social care) at the community level, support the restructuring and reprofiling of medical facilities.

### **Responsibility - points 1 - 2:**

Ministry of Health in collaboration with the Ministry of Labour and Social Affairs

**Implementation:** on-going until 31 December 2007

3. Under an internal grant agency, support research projects on the provision of integrated home care.

In collaboration with specialised medical companies, support the design and implementation of projects focusing on older persons mental health, avoiding injury in consequence of violence committed on older persons, avoiding the consequences of civilisation diseases, and support prevention programmes.

Strengthen the role of training programmes for patient self-help organisations, aimed at secondary prevention.

4. Ensure equal access to basic health care.

Support projects and monitor costs for health care for the chronically ill and older persons.

5. Support the establishing of standards for health care and health programmes for older persons.

6. Strengthen the role of rehabilitation at the community level and in the home environment, facilitate and ensure training in the use of rehabilitation and compensatory aids.

7. Develop health care systems, increase the effectiveness of health care for older persons.

Responsibility - points 3 - 7:

Ministry of Health

Implementation: on-going until 31 December 2007

8. Create the conditions for a multidisciplinary approach to evaluating the needs of older patients at the community level. In the provision of home health care, support the development of integrated home care.

Responsibility - point 8:

Ministry of Health in collaboration with the Ministry of Labour and Social Affairs and the Ministry of Interior

Implementation: on-going until 31 December 2007

## **VII. Comprehensive Social Services**

The increase in the number of older persons and the greater need for social care and social services must lead to the development of social schemes which reflect the diversity of the social situations facing older persons, and minimise the risk of social exclusion and institutionalisation.

### **Objectives:**

Establish a system of comprehensive social services, affecting all areas of life and respecting older persons rights and individual needs, allowing them to remain in their natural home environment for as long as possible or for their entire lives, supporting their independence and dignity in that phase of life and simultaneously assisting families caring for dependent older persons.

### **Measures:**

1. Elaborate, in collaboration with social partners, legislation on social services to include systemic solutions for the following issues:

- the provision of consultancy to older persons on social care services
- focusing the attention of social workers and all social services providers on identifying older persons in adverse health and social situations
- support for extending the spectrum of social services and their accessibility (location, time) and affordability (particularly for field services), and devising new forms of services and care
- creating the conditions for a dignified and active life for the inhabitants of residential facilities for older persons
- support for transforming the present system of temporary or permanent residential facilities for older persons into polyfunctional centres offering the broadest possible spectrum of services for older persons in a given region
- ensuring the accessibility of residential services for older persons in need, primarily in terms of an adequate number of places in residential facilities and shortening waiting times
- ensuring quality care and dignified conditions in all kinds of social care facilities caring for older persons
- ensuring effective cooperation with medical facilities
- ensuring the provision of social services in line with quality standards for social services, which the state will guarantee by issuing licences to provide social services and regularly inspecting the quality of services
- promoting the development of social services which help older persons to maintain their present way of life in the home environment and maintain the majority of social relations
- creating the conditions for the accessibility of social services, using community planning methods which reflect the needs of older persons in the community.

2. Establish qualification requirements for social services employees to ensure their professional standards. Support a change to the model of care for dependent older

persons, presently mainly in medical facilities, to social care facilities. Make lifelong learning part of the qualification requirements for social services employees.

3. Prepare evaluation standards for assessing adverse medical and social situations facing older persons and persons with disabilities in social services.

4. Support the development of non-institutional services for older persons by announcing subsidies for pilot projects and create the conditions to complete existing pilot projects.

Responsibility points 1 - 4:

Ministry of Labour and Social Affairs

Implementation: on-going until 31 December 2007

5. Elaborate a departmental proposal for the needs and requirements placed on medical and social services by older persons, participants in the anti-fascist resistance and anticommunist opposition, army veterans and ex-servicemen.

Responsibility - point 5:

Ministry of Defence

Implementation: until 31 December 2003

6. Implement a departmental proposal for the needs and requirements placed on medical and social services by older persons, participants in the anti-fascist resistance and anticommunist opposition, army veterans and ex-servicemen.

Responsibility - point 6:

Ministry of Defence

Implementation: on-going until 31 December 2007

## **VIII. Social Activities.**

The widest possible involvement of older persons in social life is an essential condition for the development of society, and healthy attitudes to ageing, old age, mutual respect and solidarity across the generations.

### **Objectives:**

Enable older persons to influence political and social developments, formulate their needs and requirements and contribute to their implementation. Persuade older persons to participate in social activities, make use of their potential and create the conditions for active participation by older persons in the development and implementation of programmes and projects intended for them.

### **Measures:**

1. Provide older persons with opportunities for personal development at the workplace and in the community, guarantee their economic, social, cultural and civil rights, as required for the building an open society for all generations.
2. Support and make use of the involvement of older persons in global programmes at all levels and in all aspects of life. Support the establishing and activities of community centres for older persons.
3. Devise a conception for care for ageing employees and former employees. Extend care for older persons in employers' welfare programmes.
4. Create the conditions to facilitate the inclusion of ageing employees and older persons by using modern technologies.

### **Responsibility - points 1 - 4:**

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,  
Ministry of Interior, Ministry of Finance, Ministry of Defence, Ministry of Culture,  
Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture,  
Ministry of Education, Youth and Sport, Ministry for Regional Development,  
Ministry of Justice, Ministry of the Environment

### **Implementation: on-going until 31 December 2007**

5. As part of community work programmes announced for civic associations and the "National Sport-For-All Programme" (approved in a Government Resolution of 5 January 2000), announce pilot projects for older persons and support a systematic approach to the issue of older persons in exercise and sport.
6. Extend the work of voluntary workers (older persons) for exercise and sport, support training for them.

### **Responsibility - points 5 - 6:**

Ministry of Education, Youth and Sport

Implementation: on-going until 31 December 2007

7. Update the “Cultural Policy” programme and extend it to include the needs of older persons.

8. In the departmental research and development programme, announce themes aimed at analysing the cultural dimension of the lives of older persons.

9. Support projects aimed at reinforcing relations and mutual tolerance across the generations, and projects aimed at the needs of older persons in culture.

10. Support cultural and amateur artistic activities for older persons.

Responsibility - points 7 - 10:

Ministry of Culture

Implementation: on-going until 31 December 2007

11. Support the creation of conditions for the development and dissemination of activation, information and training programmes for older persons in the mass media.

Responsibility - point 11:

Ministry of Culture, Ministry of Education, Youth and Sport

Implementation: on-going until 31 December 2007

## **IX. Education.**

Education is one of the preconditions for an active and productive life. The possibility of lifelong education is a crucial precondition for maintaining the knowledge and skills of ageing and older persons. It promotes mental well-being, the ability to work and find work on the labour market and greater independence. It can contribute to combating marginalisation, isolation and general intolerance and improve integration into society. Education contributes to humanisation, social integration and qualification, facilitating success on the labour market.

### **Objectives:**

Use a system of lifelong education to provide education opportunities throughout a person's life, in line with his or her needs and interests. Adult education must build on initial education, and further extend knowledge, skills, values, interests, and the personal and social contacts necessary for a full life, both at work and outside work.

Create an environment and programmes allowing ageing and older persons to cope with new knowledge and information technologies, which can help them maintain and extend their abilities, help them cope with the demands of modern society, and fulfil their interests and needs.

Extend education for all age groups in preparation for ageing and old age, focusing on forming good relations, familiarisation with the needs and problems facing older persons, and promoting respect and understanding.

### **Measures:**

1. Implement a conception for lifelong education in line with the "National Programme for the Development of Education" and the "Long-term Plan for the Development of Education", and as part of the "Memorandum on Lifelong Learning".

2. Produce a "Conception for Lifelong Learning", support development programmes for lifelong education.

3. Support education programmes at universities of the third age (U3A) to extend the activities of older persons.

Set criteria for projects aimed at U3A, on the basis of which it will be possible to subsidise education for older persons at public universities.

4. At U3A, support teaching activities focusing on the use of new technologies, especially information and communications technologies, in line with the "Plan for stage II of the implementation of state information policy in education" (approved in 2001 in Government Resolution No. 904).

5. Initiate the establishing of "academies of the third age" at national, regional and local levels.

Support the founding of "Education Centres" and facilitate access to those centres for older persons.

6. Work on integrating the Czech Republic into European and international structures concerned with education for older persons (AIUTA, LiLL, EFOS, EURAG).
7. Include interested education institutions and individuals into EU education programmes concerning the issue of old age (Socrates, Grundtvig).
8. Devise teaching, information and retraining programmes for older persons, devise joint training programmes for young and old.
9. Announce annual development programmes to support lifelong education and selected study programmes.

Responsibility - points 1 - 9:

Ministry of Education, Youth and Sport

Implementation: on-going until 31 December 2007

10. Raise older persons' awareness of education opportunities, create a uniform and comprehensive system of relevant and accessible information on those opportunities.

Responsibility - point 10:

Ministry of Education, Youth and Sport in collaboration with the Ministry of Labour and Social Affairs

Implementation: on-going until 31 December 2007

11. Maintain and increase the activity and flexibility of ageing and older persons by investing into education. Support the designing of models of continual education, including education for older persons in information technologies, language skills and new knowledge in the field. Systematically extend the range of training programmes for older persons.

12. Support the founding of universities of the third age (U3A) at individual universities and work with their managers on devising a range of training programmes.

13. Support the work of private companies and non-governmental organisations in education for older persons.

14. Ensure that the staff of public services is properly prepared for work with ageing and older persons.

Responsibility - points 11 - 14:

Ministry of Labour and Social Affairs, Ministry of Industry and Trade,  
Ministry of Interior, Ministry of Defence, Ministry of Culture,  
Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture,  
Ministry for Regional Development, Ministry of the Environment

Implementation: on-going until 31 December 2007

## **X. Housing.**

Adequate housing is particularly important for older persons. It defers or limits the departure of older persons into facilities where they are separated from their families and lose their previous social contacts.

### **Objectives:**

Create the conditions for dignified and adequate housing for older persons, provide support for older persons in adapting their housing to their needs, improve housing conditions for older persons with the emphasis on individuality and understand those measures as prevention, deferring institutionalisation.

### **Measures:**

1. Implement general technical requirements for persons with limited mobility and orientation ability in new and existing buildings.

#### **Responsibility - point 1:**

Ministry of Labour and Social Affairs, Ministry of Industry and Trade, Ministry of Interior, Ministry of Finance, Ministry of Defence, Ministry of Culture, Ministry of Transport and Communication, Ministry of Health, Ministry of Agriculture, Ministry of Education, Youth and Sport, Ministry for Regional Development, Ministry of Justice, Ministry of the Environment

**Implementation:** on-going until 31 December 2007

2. Implement a programme for building apartments (modifiable and sheltered), which requires an extension in the range of council housing for persons who are disadvantaged in their access to housing, in terms of income and other factors (age, health, social limitations), and thereby create the conditions for dignified and adequate housing for older persons. Use programmes to support the construction of polyfunctional buildings for older persons, persons requiring integrated care, and persons with disabilities.

3. Consider, and if appropriate, devise new forms of support for the older persons of the future to purchase housing, and new forms of support for modifications to the home environment and housing for older persons, especially dependent older persons.

#### **Responsibility - points 2 - 3:**

Ministry for Regional Development in collaboration with the Ministry of Labour and Social Affairs and the Ministry of Finance

**Implementation:** on-going until 31 December 2007

4. Support research into housing for older persons and their needs.

Responsibility - point 4:

Ministry for Regional Development in collaboration with the Ministry of Health and the Ministry of Labour and Social Affairs

Implementation: on-going until 31 December 2007

5. Provide information necessary for the construction and reconstruction of social services buildings, in connection with quality standards for social services.

Responsibility - point 5:

Ministry of Labour and Social Affairs

Implementation: on-going until 31 December 2007