

Action Plan for Implementation of the Strategic Framework for Preparing for an Ageing Society 2023–2025



MINISTERSTVO PRÁCE
A SOCIÁLNÍCH VĚCÍ

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Abbreviations Used

AEP - active employment policy

CR - Czech Republic

CSSA - Czech Social Security Administration

CZSO - Czech Statistical Office

ESF - European Social Fund

ESG - Environment, Social and Governance

EU - European Union

HLY - Healthy Life Years

RA - regional authority

LAG - local action group

MT - Ministry of Transport

MF - Ministry of Finance

MC - Ministry of Culture

MRD - Ministry for Regional Development

MIT - Ministry of Industry and Trade

MLSA - Ministry of Labour and Social Affairs

MJ - Ministry of Justice

MEYS - Ministry of Education, Youth and Sports

MI - Ministry of the Interior

MH - Ministry of Health

NGO - non-governmental non-profit organisation

NRP - National Recovery Plan

OECD - Organisation for Economic Co-operation and Development

OPE+ - Operational Programme Employment Plus

MEP - municipality with extended powers

SEP - self-employed person

PCR - Police of the Czech Republic

NIPH - National Institute of Public Health

LO CR - Labour Office of the Czech Republic

OG CR - Office of the Government of the Czech Republic

IHIS CR - Institute of Health Information and Statistics of the Czech Republic

PDR - Public Defender of Rights (Ombudsman)

WHO - World Health Organisation

Executive Summary

The Action Plan has been prepared based on Resolution of the Government of the Czech Republic No. 786 of 13 September 2021, approving the Strategic Framework for Preparing for an Ageing Society 2021–2025 and instructing the Minister of Labour and Social Affairs to submit an action plan to the government that will elaborate on the individual measures of the Strategic Framework, including a proposal for the monitoring and evaluation of individual measures. The presented Action Plan updates and elaborates the Strategic Framework for Preparing for an Ageing Society 2021-2025 in connection with new societal challenges and needs.

Vision: The Action Plan is based on the principles of sustainable development of society and intergenerational cohesion, and emphasises cooperation of all stakeholders and an active approach to life and participation in society.

The new vision is built on the five pillars of the policy for preparing for ageing: participation, health and care, safety, resilience and development.

Czech society is ageing and it is necessary to prepare for this fact. It is not only society that should prepare through its policies, but also each one of us. Individuals can also actively contribute to and participate in the development of a policy for ageing with a clear legacy for future generations.

The Action Plan reflects current labour market trends, including rapidly changing skills requirements, with the aim of improving access to the labour market, upskilling, ensuring decent wages, providing adequate protection and care, and promoting active ageing and healthy lifestyles.

The basic vision that the Action Plan targets is formulated in medium-term global goals that should be fulfilled by 2025.

The global goals of the policy for preparing for ageing are: cooperation by the State with all stakeholders as the basis for a resilient society, an active personal approach to ageing, dignified ageing and quality of life.

These global goals are broken down into individual main and strategic goals that respond to the problems defined in individual thematic areas at the end of the Action

Plan. The strategic goals are then broken down into several specific goals, which are implemented through specific measures. The measures are the practical fulfilment of the lowest hierarchical level of the goals, and express a single coherent activity, the implementation of which contributes to the fulfilment of the relevant specific goal. Indicators are set at the measures level, and their fulfilment for all the relevant measures will lead to the achievement of the specific goal.

Main and Strategic Goals

1. Ensure Institutional Support for Preparing for Ageing

1.1. Set up a sustainable governance and coordination role for the State in the policy of preparing for an ageing society, with an emphasis on cooperation between stakeholders

1.1.1. Ensure the sustainability of institutional support for the issue of seniors and the topic of ageing at central level

1.1.2. Set up cooperation with other relevant entities in the topic of the senior policy and the policy for preparing for an ageing society

1.1.3. Map the instruments for preparing for an ageing society in the CR and other EU Member States, and evaluate the applicability of these examples of good practice in the Czech environment

1.2. Set up research and evaluation mechanisms, and establish regular evaluation of the impacts of policy instruments for preparing for ageing

1.2.1. Systematically analyse the needs and situation of the elderly population on the basis of available data

1.2.2. Set measurable outputs and indicators for monitoring and evaluating ageing policy instruments and regularly evaluate the effectiveness of the instruments according to them.

1.3. Implement awareness-raising and educational activities and campaigns for the public/stakeholders

1.3.1. Implement and support awareness campaigns and activities

1.3.2. Improve the awareness of the economically active population of the need to build up their own resources for financial security in old age

2. Promote Active and Healthy Ageing

2.1. Promote healthy-ageing activities at community level

2.1.1. Support counselling and primary prevention activities for the 50+ population and seniors

2.2. Develop volunteering to support the senior population and intergenerational solidarity

2.2.1. Support funding for the development of senior volunteering¹ at community level

2.2.2. Promote intergenerational educational activities in schools and other institutions that can improve the prosperity of the senior population

3. Promote Employment and Adaptability in the Labour Market

3.1. Apply active employment policy (hereinafter “AEP”) instruments and other measures to sustain the employment of older people

3.1.1. Promote the retraining of seniors and lifelong learning for the 50+ population

3.1.2. Promote activities to prevent age discrimination in the labour market

3.2. Develop a corporate culture that is welcoming to all age groups

3.2.1. Increase awareness of the principle of age management among employers

3.2.2. Support the implementation of age management in practice, and take into account the latest age-management trends in work processes and in the labour market

3.3. Promote socially responsible entrepreneurship

3.3.1. Raise awareness of ESG and promote and monitor its implementation

3.4. Develop a lifelong-learning offer focused on adaptability to the labour market

3.4.1. Promote the development of lifelong learning in digital technologies

4. Promote Safe Living for Older People

4.1. Implement crime-prevention activities in relation to the elderly population, and regulate prevention and protection of the elderly from ill treatment, abuse and neglect

4.1.1. Act preventively in the performance of social work with individuals and groups of people

¹ In this material, we try to avoid the generic masculine, which refers to both senior men and women, but it is possible that it remains in some places to facilitate reading, and also in examples where it is used in the official names of working groups, etc. The same applies to other terms, such as employers, employees, etc., which can refer to both men and women.

4.1.2. *Strengthen crime prevention in relation to the elderly population through the Crime Prevention Strategy of the Ministry of the Interior for 2022-2027*

4.1.3. *Regulate the issue of prevention of, and protection from, undignified treatment, maltreatment and neglect of seniors – map out the scope of the phenomenon*

4.1.4. *Intensify work on the prevention of, and protection from, undignified treatment, maltreatment and neglect of seniors through the Working Group for Seniors and the Issue of Ageing*

4.1.5. *Regulate the issue of prevention of, and protection from, maltreatment, abuse and neglect of the elderly - preparation of an action plan*

4.1.6. *Legislatively strengthen the protection of seniors in society*

4.2. Promote an environment more friendly to all age groups, and build barrier-free public spaces

4.2.1. *Promote the creation, updating and awareness of barrier-free maps of municipalities, including the development of a community mapping analysis*

4.2.2. *Comprehensively support the smart-city theme*

4.2.3. *Promote barrier-free public transport, especially in rural areas, but also in towns/cities*

5. Promote Dignified Security in Old Age

5.1. Ensure that the pension system is regulated to enable seniors to live a good life

5.1.1. *Prepare early retirement for employees working in demanding occupations*

5.1.2. *Work to further reduce the gender pension gap*

5.1.3. *Ensure the ratio of old-age pensions to average wages is maintained*

5.1.4. *Expand the information available to citizens on the websites of the Ministry of Labour and Social Affairs of the Czech Republic and the Czech Social Security Administration (hereinafter the “CSSA”) ePortal, and expand it to include additional information*

5.1.5. *Within the tax system and the pension insurance system, identify possible sources to support the financial stability of the State budget*

5.2. Ensure the availability of social and health services that enable people who require the help of others, not only because of their age, to live in dignity

5.2.1. *Create a statutory framework for a sustainable system of interconnected care services*

5.2.2. Strengthen the availability of social services with an emphasis on staying in one's own environment and on individualized care provision

5.2.3. Adjust the financing of social services with an emphasis on their sustainability

5.3. Targeted support for informal carers

5.3.1. Work to ensure legislative regulation of the status of informal carers

5.3.2. Carry out analyses of: the situation of informal carers in relation to the labour market, their health and mobility

5.3.3. Promote the involvement of men in care

5.4. Ensure affordable housing for older people

5.4.1. Create a system of mapping and regular evaluation of the barrier-free status of households/apartments in individual regions

5.4.2. Secure funding to optimise the number of dwellings with completed barrier-free adaptations, and energy-efficient housing

5.4.3. Promote the creation of multi-purpose and intergenerational residential zones, and not only in rural areas

5.4.4. Ensure support for seniors in legislative and non-legislative changes related to housing

5.4.5. In collaboration with the Department of Architecture, collaborate on recommendations to support intergenerational coexistence, and innovative elements for further application in the system

Introduction

Ageing is a **society-wide phenomenon** that will require a change in the understanding of who a senior citizen is. **The ideas we have about ageing and people from a certain age are often outdated and do not respect the fact that today's seniors are a very heterogeneous group** of more than two million people, and their diversity will only increase in the future.

Czech society is gradually changing - fewer children are being born and life expectancy is increasing. The proportion of older people in the population is increasing and society is ageing, as in most countries in the developed world. According to the latest data from the Czech Statistical Office (hereinafter the "CZSO") as of 31 December 2022, there were 2.208 million people aged 65 and over in the Czech Republic (hereinafter the "CR"), of whom 929,000 were men and 1.279 million women. **More than 20% of the population was in the 65+ age group, while in 2025 this figure should be 21.3% and in 2050 29%, with 2.3 million and 3.1 million seniors in absolute terms** (the median variant of the CZSO's 2018 demographic forecast).

It is abundantly clear that old age must be understood in the context of the **ageing process as a lifelong process. This means paying more attention at every age to relationships, to accepting illness, finitude, and mortality** as specific dimensions of a meaningful life. In this respect, the conditions for personal activity in old age, civic engagement and volunteering in relation to the senior population, but also the seniors themselves, and the development of quality interpersonal and family relationships in general, are important.

The Action Plan is based on the principles of sustainable development of society and intergenerational cohesion, and emphasizes cooperation between all stakeholders and an active approach to life and participation in society.

Global Goals:

- State cooperation with all stakeholders as a basis for a resilient society
- An active personal **approach to ageing**, e.g. through age-management and employer roles
- Ageing with dignity and quality of life

The basic vision that the Action Plan targets is formulated in medium-term global goals that should be fulfilled by 2025. These global goals are broken down into individual strategic goals that respond to the defined problems in the individual thematic areas of the Action Plan. The strategic goals are then broken down into several specific goals, which are implemented through specific measures. The measures are the lowest hierarchical level of goals, and express a single coherent activity, the implementation of which contributes to the fulfilment of the relevant specific goal. Indicators are set at the measures level, and their fulfilment for all the relevant measures will lead to the achievement of the specific goal.

Given the forecasts, it is necessary that not only society prepares for ageing through its policies, but also that each individual does so. Each of us can actively contribute and participate in the development of an ageing policy with a clear legacy for future generations.

The cross-cutting nature
of the ageing policy

The policy of preparation for ageing can be understood as a **cross-cutting** policy, with a strong need for interdisciplinarity, interdisciplinarity and interdepartmental cooperation. **It is closely intertwined with the labour market policy, public health, social policy and, specifically, family policy. The overall framework and conditions of the policy for preparing for ageing are the responsibility of the State, while the roles of other stakeholders, especially regions and municipalities, but also employers, the non-profit sector, academia and the media, are absolutely crucial in fulfilling this framework.**

Moreover, it is not only a matter for social institutions, but also concerns **individual seniors as such**. Each of us should grow up, mature and live with the knowledge that we will age in a long-lived society, and apply that knowledge to our life strategies. The role of the State and local government should then be to provide an environment that values an active and responsible attitude by individuals, while at the same time ensuring decent living conditions for everyone, regardless of age or health. Non-discrimination is the path to a society that welcomes all age categories.

Impacts on all policies
and public life

Demographic development requires much broader changes

in the areas of State budget revenues, State administration, stable affordable housing, financing and quality, and local and temporal availability of social and health care, lifelong learning, employment, appreciation and remuneration of work in social services, protection of the rights of seniors, and the functioning of public space (especially in the context of **barrier-free accessibility**). Last but not least, the need for early preparation for ageing, which should also include **creating conditions for personal activity in old age, civic engagement and volunteering** in relation to the elderly, but also themselves, and the development of quality interpersonal and family relationships in general, must be evident.

As mentioned above, a policy for preparing for an ageing society requires interdisciplinary and interdepartmental discussion to find the best solution, and thus affects a range of stakeholders. In view of the ongoing demographic changes and the expected need to support the development of society, the need for cooperation between the State and private entities is obvious.

Table 1: Overview of Stakeholders and Description of Their Roles

Stakeholders	Description of roles
a. Citizen	a. Taking responsibility for one's life from a young age, an active approach to life, participation in society, independent living, lifelong learning, deepening relationship skills, the art of coping with illness, finality and mortality.
b. Family	b. Being a significant value for the majority of society, building quality interpersonal relationships and family ties.
c. Associations	c. Social contacts, healthy and active ageing, learning new things, offering programmes aimed not only at helping but also at finding meaning in life.
d. State, ministries	d. Create an environment that enables a quality life and autonomy, and volunteering for seniors.
e. Trade unions	e. Working conditions that are friendly to all age categories.
f. Local government	f. Regions and municipalities will create an environment for quality and autonomous life regardless of age and health.
g. Employers	g. Corporate culture, age management supporting the application of long-term experience and knowledge.
h. Non-governmental non-profit organisations (hereinafter "NGOs")	h. Healthy and active ageing, promotion of social ties, volunteering by seniors, protection from isolation and loneliness.
i. Social services providers	
j. Academia, all levels of education	i. Assistance and support in the natural environment, provision of quality and accessible social care and social services.
k. Media	

<ul style="list-style-type: none"> l. The Public Defender of Rights (hereinafter the "PDR") m. Czech Trade Inspection Authority n. Health insurance companies o. Labour Office of the Czech Republic (hereinafter the "LO CR") p. The police, courts, prison service, municipal police q. international organisations 	<ul style="list-style-type: none"> j. Awareness-raising, education, offering programmes aimed not only at helping but also at finding meaning in life, building intergenerational dialogue, lifelong learning. k. Raising awareness about the lifelong ageing process, senior issues, recognizing warning signs of risky behaviour by seniors on the Internet. l. Disadvantages in the labour market, protection from discrimination, maltreatment, exploitation m. Consumer protection. n. Ergonomics, reinforcing healthy lifestyles, promoting preventive health care. o. Support for employment of 50+ people and others disadvantaged in the labour market. p. A sense of security, fear of crime. q. Sharing experiences and good practices related to the issue of population ageing.
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Source: own

Labour market trends, including rapidly changing skills requirements, together with the increase in uncertainty associated with new megatrends, are putting pressure on public policies to improve access to the labour market, to promote upskilling, to ensure decent wages, provide adequate protection and care, promote active ageing and healthy lifestyles, etc. Planning is based on the principle that the welfare state is an investment with long-term profitable returns. A modern welfare state should provide strong buffers against economic shocks and invest in "stepping stones" that help people through critical life transitions. **In the report of the High-level group on the future of social protection and of the welfare state in the EU entitled 'The future of social protection and the welfare state' of January 2023, the European Commission defines three global megatrends that have been responsible for the rapidly changing economic and societal landscape in recent years. Specifically: 1) demographic change; 2) the changing world of work - technological change and digitalisation; 3) climate change and the green transition.** Economic growth and a strong welfare state go hand in hand and are interdependent. New policies must therefore take into account the impact on the labour market and the economy as a whole, as well as on social protection systems. All expectations and forecasts are then taken into account in the draft part, specifically in the proposed measures and indicators.

Links between the Action Plan and the Strategic Framework

The Action Plan updates and elaborates on the Strategic Framework as a consequence of new global challenges and related societal needs. Compared to the original Strategic Framework, the **Action Plan has been expanded to include topical themes** whose importance has been growing significantly in recent years and which create space for the application of long-term experience and knowledge to the growth of human capital in society. In particular, this means the topic of **digital literacy** and **support for housing in standard apartments**. The Action Plan also emphasises the **active participation of seniors²** in society and their contribution to society, including the adaptation of the labour market and the promotion of age management and, last but not least, the **promotion of family relationships** and the **development of intergenerational solidarity**.

Value framework The Action Plan is **based on five value bases (pillars): participation, health and care, safety, resilience and development**.

- The first pillar is **participation** (active citizenship; social inclusion; the labour market; formal and informal participation; age-friendly public space).
- The second, **health and care** (prevention; age management); caring; more accessible services in a wide range of types).
- The third, **security** (economic stability-decent pensions; housing; the fight against discrimination; prevention of unfair practices; prevention of maltreatment - EAN).
- The fourth, **resilience** (ecological crisis; energy crisis; misinformation; promoting a learning society with lifelong education, resilience to the fear of ageing, learning the art of accepting life's limitations in performance, illness and finitude).
- The fifth pillar is **development** (digitalisation; designing things and services in an age-friendly way (innovation); evidence-based policy making; promoting intergenerational relationships and families; recognising the economic opportunities of the silver economy; preparing the State; age management).

² Within the framework of the Action Plan, following up on the Strategic Framework, we understand the term "seniors" as a diverse group of older people comprising multiple generations, identities, living conditions, needs and experiences. The term "senior" is not defined in legislation in the CR, nor is there an exact age limit determining the beginning of senior age - the term "senior" is most commonly associated with persons receiving an old-age pension. The WHO age classification for older people is 60-75 years old, 75-90 years old, 90- more than 100 years old.

The policy of preparing for an ageing society according to the newly formulated vision is aimed at appreciating the value of older people to society and creating conditions for the use of their potential - their contribution. It also promotes intergenerational cohesion between family members and emphasises an active approach to life, participation in society in the sense of staying healthy, self-sufficient and independent for as long as possible and being able to accept life's limitations.

Ageing is not only a demographic challenge, but above all an opportunity for innovation and social development in services, employment, care, education, design, technological solutions, housing, etc., and an opportunity to rediscover hitherto overlooked aspects of life. It is also about promoting independence in determining the pace of the exit from the workforce and rethinking the traditional boundaries of an economically active life, and setting up corporate environments suitable for older people. The ageing of society is a society-wide phenomenon that will require a change in the understanding of **who a senior citizen is**.

Activity and full dependence (non-self-sufficiency) are not opposites or mutually exclusive categories, but exist as a continuum. Every person can get into a dependent or caring role (for a shorter or longer period of time) during their life. Even a person with care needs is more than just a fragile human being - they are an actor with a range of roles and competences. Healthy lifestyles and preventive health care should be promoted, but there is also a need to support the development and mutual integration of social and health services, including long-term and geriatric care.

The State plays an indispensable role in supporting society as a whole, communities and citizens in building resilience to known and anticipated local and global risks. The availability and wide variety of services (and other measures) are guaranteed as an expression of respect for the dignity and uniqueness of every older person. On the other hand, however, it also supports, for example, the possibility of earlier retirement for employees in demanding professions, and also better retirement planning.

A policy of preparation for ageing cannot be implemented without cooperation among a wide range of different stakeholders, without cooperation between ministries, trade unions, between State administration and local government, academia, the public, the community, employers, non-profit organisations, carers, families and individuals, at home and in the public space.

Through its measures, the Action Plan sets the conditions for this cooperation, its development and its protection. Promotion for the prevention of social isolation, and healthy and active ageing, including self-realisation and the development of people's potential, participation in policy-making and activation measures, combining minimum income and activation measures.

The goals of the policy of preparation for ageing are to achieve social cohesion, prevent the fuelling of intergenerational animosity, promote participation, and develop trust in society as the cornerstones of democracy. Strengthening the feeling of **safety** and preventing maltreatment and abuse, combating disinformation and other socially pathological phenomena that undermine the quality of life in old age, combating discrimination and ageism, but also providing a safe home and environment and safe public facilities.

The ideas we have about ageing and people from a certain age are often outdated and do not respect the fact that today's seniors are a very heterogeneous group of more than two million people, the diversity of which will only strengthen in the future.

The heterogeneity of this group is determined not only by age, health and ever-increasing life expectancy, but also by income, education, place of residence (rural vs. urban), social ties, one's own activity and life experience.

Changes in society **The changing age structure of society has implications for its organisation and for life within it.** The transformation of the life cycle is leading to a postponement of certain phases, such as delaying entry into the labour market or starting a family later. The rapid changes in the world around us mean that some life stages repeat (e.g. learning, dependence on the care of others). This depends on health and financial security in a person's working age, as well as the quality of their previous life as a whole. Looking to the future, we cannot forget other factors that will influence society in the 21st century, such as migration, technological developments, climate change and digitalisation.³

Improving health Zdeněk Kalvach, in connection with the citation of Alan Walker's⁴ extensive research on the future of Europe, draws attention to the

³ According to WAITE, Linda J. and Thomas J. PLEWES. New directions in the sociology of ageing. Washington, D.C.: National Academies Press, 2013. ISBN 978-0-309-29297-9.

⁴ Alan Walker. The future of ageing in Europe: Making an asset of longevity. Prague 2021.

need for a sustainable system in the future, gradual retirement, and to set up measures to prevent early retirement, and also talks about the need to break the myth about people's unchanging health, with empirical evidence showing that older people are in better health and some sick seniors move to residential facilities much later.

The path to a prosperous and cohesive long-lived society is through a comprehensive approach and interdependent public policies. **Preparing for an ageing society** should be seen **as a topical society-wide issue that can no longer be reduced only to the issue of the pension system and barrier-free public spaces in the technical sense. The issue of ensuring a good quality of life in old age concerns all of us. Each of us should prepare for old age, not be afraid to think about it** and discuss it with loved ones who are already at this stage of life.

Active ageing should thus mean continued participation in social, economic, cultural, spiritual and civic life. Promoting fertility and family stability is also an essential aspect of preparing for ageing, for example through public services, part-time and flexible work, as well as compensation for the work and costs of raising children, so that families have enough time to raise children and care for loved ones.

Active senior In the CR, too, a paradigm shift is taking place, with much more emphasis now being placed on **personal activity and responsibility**, and on three main levels (towards oneself, towards the local community, and towards society as a whole).⁵

The **term active senior** can be understood as a person who:

1. takes care of their health (health-promoting physical activities – sports, walks, gardening, mushroom picking, memory training, learning new things, social activities, healthy nutrition, not smoking, abstinence, preventive check-ups, timely resolution of health problems), and who actively participates in the creation of value in society through their experience and skills as much as possible,

⁵ A specific example of personal activity and the responsibility of seniors **towards society** is the opportunity to pass on personal experience and skills through intergenerational dialogue (mentoring, coaching). In the case of personal responsibility **to the community**, this includes opportunities to participate in local policy-making, local government and volunteering. The responsibility of seniors **for themselves** represents an opportunity to prolong their active life in both personal terms and their possible (re)engagement in the labour market (healthy lifestyle; employee, employer, self-employment).

2. **maintains social contacts** (employment, family, friends, courses, clubs, education, volunteering, interest in active participation in community activities),
3. has a **feeling of safety** and security in their environment (external conditions that society must provide - equal treatment of the elderly, access to health care, barrier-free access, sufficient material security).

We can see that active ageing is an important part of preventing social isolation and loneliness for seniors. This is a cross-cutting theme in which other factors come together - in particular, society's overall attitude to ageing and old age, but also health, barriers in public space and the changing composition and structure of households.

Financial Resources

The Action Plan for implementation of the Strategic Framework for Preparing for an Ageing Society 2023-2025 is based on a wide range of strategic and conceptual documents that have been approved not only in the CR and were valid at the time of preparation of the Action Plan, see Chapter 1.

The Action Plan includes a large number of measures for which funds are allocated precisely through already approved national conceptual and strategic materials. Measures included in the national plan that are not part of the conceptual and strategic materials approved so far will be financed from European funds and other foreign financial sources (see below) and also from the State budget, as far as possible.

National Resources - State Budget

National resources, in particular the State budget, will be used to implement the measures set out in the Action Plan. In the CR, the State budget takes the form of a law, which is proposed annually by the government and approved by the Chamber of Deputies of the CR. The State budget contains an estimate of revenues from various sources and the distribution of expenditure into individual chapters. Through it, the government implements economic and social policy and reflects its policy statement priorities. In January 2022, the Policy Statement of the Government⁶ was approved. It is a summary of the main steps the current government coalition intends to implement during its term of office (i.e. 2021-2025). Among the priorities of the

⁶ <https://www.vlada.cz/assets/jednani-vlady/programove-prohlaseni/programove-prohlaseni-vlady-Petra-Fialy.pdf>

current Czech government in relation to the elderly population, the Government's Policy Statement talks most about support in the area of pensions⁷, sport⁸, housing⁹ and health¹⁰.

1. Connection to Conceptual and Strategic Documents

The Action Plan takes into account international and EU documents that deal directly or indirectly with preparation for ageing and senior policy. These are mainly:

- United Nations Action Plan on Ageing and Health - the Decade of Healthy Ageing 2021-2030¹¹
- Rome Ministerial Declaration of 2022 (defining priority areas for ageing policy: human rights, the diversity of the elderly population and the life course paradigm)¹²
- the United Nations Principles (adopted through Resolution 46/91)¹³, which define the concept of the personal responsibility of the elderly towards society, towards the community and towards themselves;
- European Pillar of Social Rights (2017),
- Active Ageing Index (2018)¹⁴
- The European Care Strategy aims, among other things, to ensure access to affordable, accessible and quality care for people in need at all ages,
 - includes the Council's recommendations on the Barcelona targets for early childhood education and care, and recommendations on long-term care,
- The European Commission's report on the impact of demographic change (2020)¹⁵, which describes long-term demographic trends in European regions -

⁷ "We will support seniors working in retirement age and give them more credit for their total years worked."

⁸ "We will support accessible sports facilities for children, families, the elderly and disabled sportspeople, which will be reflected in the priorities of the National Sports Agency."

⁹ "We will connect the public and private financial sectors and local governments in order to create suitable programmes for preferential mortgages for first homes (reducing the mandatory deposit, direct assistance from the State for the deposit, a bonus for each child born) and other support programmes, including housing support for seniors and socially or physically handicapped people. We will introduce new standards for affordable starter and social housing. We will ensure that seniors and people with disabilities can choose between living in a regular home and community housing with accessible services."

¹⁰ "We will support 'public health' with programmes to promote prevention and healthy nutrition. Prevention is the most effective approach to preventing disease, improving quality of life, and promoting the health of our citizens. Support for this hitherto neglected area aims to bring the health of Czech seniors to the same level as in the developed countries of the European Union."

¹¹ Decade of Healthy Ageing Baseline Report. August 2020. Prague. [cit. 2022-10-10]. Available from: [Decade of healthy ageing: baseline report \(who.int\)](#)

¹² 2022 Rome Ministerial Declaration "A Sustainable World for All Ages: Joining Forces for Solidarity and Equal Opportunities Throughout Life". 15-17 June 2022. Prague. [cit. 2022-10-10]. Available from: [Rome Ministerial Declaration.pdf \(unece.org\)](#)

¹³ United Nations Principles for Older Persons. Adopted by General Assembly Resolution 46/91 of 16 December 1991. 16 December 1991. Prague. [cit. 2022-10-10]. Available from: [United Nations Principles for Older Persons - Older People's Commissioner for Wales](#)

¹⁴ United Nations Economic Commission for Europe. 2018. Available from: Active Ageing Index (2018)[ECE-WG-33.pdf \(unece.org\)](#)

from longer life expectancy to lower fertility, demographic ageing and increasing urbanisation,

- Trio Presidency Declaration on Ageing (2020),
- Council conclusions on mainstreaming ageing (6976/21, 2021)¹⁶
- The Green Paper on Ageing: Promoting intergenerational solidarity and responsibility (2021),¹⁷
- Council conclusions on "Demographic challenges - the way ahead"¹⁸, which emphasise intergenerational solidarity, raising awareness of the right of older people to self-sufficiency and a life of dignity; promoting innovative solutions to facilitate the participation of older people in society and the labour market,
- Main conclusions of the 2021 Pension adequacy report of the Social Protection Committee and the European Commission¹⁹,
- Conclusions of the Report of the High-Level Group on the future of social protection and of the welfare state in the EU entitled "The future of social protection and of the welfare state"²⁰, which looks in detail at the challenges in the field of social security, not only for the elderly.

In the context of the CR, the Action Plan reflects the priorities of the government as enshrined in the *Policy Statement of the Government of the CR as revised in 03/2023*²¹. These include, in particular, support for flexible working hours, implementation of pension reform, support for quality accessible social care and social services, modification of the legislative framework for lifelong learning, and support for housing for seniors.

The Action Plan also builds on already approved national conceptual and strategic documents. First of all:

¹⁵ European Commission. "European Commission adopts report on the impact of demographic change in Europe". Brussels. 17 June 2020. Prague. [cit. 2023-03-11]. Available from: [European Commission adopts first Report on the impact of demographic change in Europe | EPALE \(europa.eu\)](#)

¹⁶ Council European Union. "Council Conclusions on Mainstreaming Ageing in Public Policies". 6976/21. 12 March 2021. Prague. [cit. 2023-03-11]. Available from: [pdf \(europa.eu\)](#)

¹⁷ Council of the European Union. "GREEN PAPER ON AGEING Fostering solidarity and responsibility between generations". 1 February 2021. Prague. [cit. 2023-03-11]. Available from: [GREEN PAPER ON AGING - Fostering solidarity and responsibility between generations | EPALE \(europa.eu\)](#)

¹⁸ Council of the European Union. "Council conclusions on "Demographic challenges - the way ahead". 8 June 2020. Prague. [cit. 2023-04-21]. Available from: [Council conclusions on "Demographic challenges - the way ahead" 2020/C 205/03 - Publications Office of the EU \(europa.eu\)](#)

¹⁹ Council of the European Union. "Key findings from the 2021 Pension adequacy report of the Social Protection Committee and the European Commission". 4 June 2021. Prague. [cit. 2023-04-21]. Available from: [pdf \(europa.eu\)](#)

²⁰ The future of social protection and of the welfare state in the EU. European Commission, Directorate-General for Employment, Social Affairs and Inclusion. January 2023. Prague. [cit. 2023-04-03]. Available from: <https://op.europa.eu/en/publication-detail/-/publication/842d8006-c3b3-11ed-a05c-01aa75ed71a1/language-en/format-PDF/source-283143938>

²¹ Policy Statement of the Government of the Czech Republic. January 2022. Prague. [cit. 2022-10-10]. Available from: [Policy Statement of the Government | Government of the CR \(vlada.cz\)](#)

- The Strategic Framework for Preparing for an Ageing Society 2021-2025,
- Strategic Framework Czech Republic 2030²²,
- Health 2030 Strategic Framework²³,
- National Action Plan for Alzheimer's Disease and Related Diseases 2020-2030,
- Family Policy Strategy 2024-2030,
- National Strategy for the Development of Social Services 2016-2025²⁴,
- Housing Concept of the CR 2021+²⁵ and the Social Housing Concept of the CR 2015-2025²⁶,
- Gender Equality Strategy 2021-2030²⁷ and the follow-up Action Plan for the Prevention of Domestic and Gender-based Violence²⁸,
- Strategic Employment Policy Framework 2030²⁹,
- Crime Prevention Strategy in the CR for 2022 to 2027³⁰,
- National Plan for the Promotion of Equal Opportunities for Persons with Disabilities for 2021–2025³¹.

The Ministry of Labour and Social Affairs (hereinafter the "MLSA") is the coordinator of the policy for preparing for ageing in the CR - i.e., the MLSA coordinates and links the individual strategies of the ministries in the field of approaches to ageing, and emphasises cross-cutting priorities in the senior policy. In the past, the following documents have focused on preparing for ageing:

- National Programme for Preparing for Ageing 2003-2007³²,

²² Strategic Framework: Czech Republic 2030. Government of the CR. Prague 2017. [cit. 2023-04-21]. Available from: <https://www.cr2030.cz/wp-content/uploads/2023/01/Strategicky%CC%81-ra%CC%81mec-C%CC%8CR-2030.pdf>

²³ Health 2030. Strategic Framework for the Development of Health Care in the Czech Republic until 2030. Ministry of Health of the CR. Prague 2019. [cit. 2023-04-21]. Available from: <https://www.mzcr.cz/vlada-schvalila-strategicky-ramec-zdravi-2030-2/>

²⁴ National Strategy for the Development of Social Services 2016-2025. Ministry of Labour and Social Affairs of the CR. Prague 2016. [cit. 2023-04-21]. Available from: <https://www.mpsv.cz/documents/20142/577769/NSRSS.pdf/>

²⁵ Housing Concept of the Czech Republic 2021+. Ministry of Regional Development of the Czech Republic. Prague 2021. [cit. 2023-04-21]. Available from: <http://socialnibydleni.mpsv.cz/cs/novinky/358-koncepce-bydleni-cr-2021-mmj>

²⁶ Social Housing Concept of the Czech Republic 2015-2025. Ministry of Labour and Social Affairs of the CR. Prague 2015. [cit. 2023-04-21]. Available from: <http://socialnibydleni.mpsv.cz/cs/co-je-socialni-bydleni/koncepce-socialniho-bydleni-cr-2015-2025>

²⁷ Gender Equality Strategy 2021-2030. Office of the Government of the CR. Prague 2021. [cit. 2023-04-21]. Available from: https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/Strategie_rovnosti_zen_a_muzu.pdf

²⁸ Action Plan for the Prevention of Domestic and Gender-Based Violence for 2019-2022, Office of the Government of the CR. Prague 2019. [cit. 2023-04-21]. Available from:

https://www.dataplan.info/img_upload/7bdb1584e3b8a53d337518d988763f8d/akcni-plan-prevence-domaciho-a-genderove-podmineneho-nasili-na-leta-2019-2022.pdf

²⁹ Strategic Employment Policy Framework 2030. Ministry of Labour and Social Affairs of the CR. Prague 2020. [cit. 2023-04-21]. Available from: https://www.mpsv.cz/documents/20142/1357303/SRPZ_2030.pdf/148b2fc5-d7a6-f9c7-cc50-13b52a62e86e

³⁰ [Crime Prevention Strategy in the CR for 2022-2027 - Ministry of the Interior of the Czech Republic \(mvcr.cz\)](#)

³¹ [2023-03-22_Narodni-plan-podpory-rovných-priležitostí-pro-handicapované-2021-2025.pdf \(mfcr.cz\)](#)

³² National Programme for Preparing for Ageing 2003-2007. Ministry of Labour and Social Affairs of the CR. Prague 2007. [cit. 2023-04-21]. Available from: <https://www.mpsv.cz/narodni-program-pripravy-na-starnuti-na-obdobi-let-2003-az-2007>

- National Programme for Preparing for Ageing 2008-2012³³,
- National Action Plan to Promote Positive Ageing 2013 to 2017³⁴.

2. Summary of Basic Data and New Facts about the Czech Republic

2.1. Demographic Changes in the CR

The population of the Czech Republic increased to almost 10.83 million in 2022. The almost 311,000 year-on-year increase was due to foreign immigration, which consisted largely of a refugee wave from Ukraine. In terms of natural change, the population declined again in 2022, when the number of deaths exceeded the number of live births by 18,900. After a temporary increase in fertility in 2021, 101,300 children were born alive in 2022, a year-on-year decrease of 10,500. A decline in births was also recorded between 2018 and 2020, and is partly related to changes in the age composition of women of reproductive age. In addition, the average number of children born to a woman also fell in 2022, from 1.83 to 1.62. Mortality in the CR has returned to pre-pandemic levels and life expectancy at birth for both women and men also returned to pre-pandemic levels in 2022. For women it reached 82.0 years, for men 76.1 years.

The proportion of male and female seniors has been increasing in the long term. By the end of 2021, the **65+ age group** accounted for over 20% of the Czech population³⁵. Of these, the **80+ age group** represents just under 21% of the 65+ age group³⁶. In the context of the population as a whole, people aged 80+ make up 4.3%³⁷. In 2050, almost three out of ten inhabitants of the CR will be in the 65+ age group, and one in eleven in the 80+ age group.

Healthy Life Years³⁸)

³³ Quality of Life in Old Age, National Programme for Preparing for Ageing 2008-2012. Ministry of Labour and Social Affairs of the CR. Prague 2008. [cit. 2023-04-21]. Available from: <https://data.mpsv.cz/narodni-program-pripravvy-na-starnuti-na-obdobi-let-2008-az-2012-kvalita-zivota-ve-stari->

³⁴ National Action Plan to Promote Positive Ageing 2013 to 2017 Updated version as of 31 December 2014. Ministry of Labour and Social Affairs of the CR. Prague 2014. [cit. 2023-04-21]. Available from: https://www.mpsv.cz/documents/20142/372809/NAP_311214.pdf/0cc270fa-dbf9-fcd5-93d6-5e7b0e9376b2

³⁵ CZSO. Prague. 2022 [cit. 2022-04-20] Available from: <https://www.czso.cz/documents/10180/165397788/31003422.pdf/7e1fd9c7-e5fb-4155-9e88-882ba3cb1712?version=1.5>

³⁶ CZSO. Prague. 2022 [cit. 2022-04-20] Available from: <https://www.czso.cz/documents/10180/165397788/31003422.pdf/7e1fd9c7-e5fb-4155-9e88-882ba3cb1712?version=1.5>

³⁷ CZSO. Prague. 2021.[cit. 2023-01-04] Available from: <https://www.czso.cz/csu/czso/vekove-slozeni-obyvatelstva-2021>

³⁸ EUROSTAT, Eurostat Statistics Explained, Healthy Life Years Statistics, 2023, Available from: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Healthy_life_years_statistics#Healthy_life_years_at_age_65

Healthy Life Years, abbreviated HLY or also called disability-free life expectancy, is defined as the number of years a person is expected to continue to live in a healthy state (Eurostat 2015).

While most people are aware that successive generations are living longer, less is known about the health of the EU's ageing population. The Healthy Life Years indicators introduce the concept of quality of life by focusing on those years that can be lived by individuals without the limitations of illness or disability. Chronic illnesses, frailty, mental disorders and physical disabilities tend to be more prevalent in older age and can result in a lower quality of life for those suffering from these conditions, with the burden of these conditions also impacting on health and pension provision (Eurostat 2023).

Healthy Life Years also track health as a productive or economic factor. Increasing Healthy Life Years is one of the main objectives of EU health policy, given that this would not only improve the situation of individuals (as good health and longevity are fundamental goals of human activity), but would also lead to a reduction in public health expenditure and likely increase the possibility that people will continue to work later in life. If Healthy Life Years increase faster than life expectancy, people will not only live longer but also live a greater part of their lives without health problems (Eurostat 2023).

HLY Calculation³⁹

This statistic is compiled separately for men and women, at birth and at ages 50 and 65. It is based on the age-specific prevalence of the healthy and unhealthy populations and age-specific information on mortality. A healthy state is defined as a state without limitations in functioning and without disability. The indicator is calculated using the widely used **Sullivan method**⁴⁰. This is based on measurement of the age-specific proportion of the population with and without disabilities and on mortality data. The reason for the widespread use of this method lies in its simplicity, the availability of basic data and its independence from the size and age structure of

³⁹ EUROSTAT, Eurostat Statistics Explained, Glossary: Healthy Life Years (HLY), 2015, Available from: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Healthy_life_years_\(HLY\)](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Healthy_life_years_(HLY))

⁴⁰ EUROSTAT, Eurostat Statistics Explained, Glossary: Sullivan method, 2014, Available from: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Sullivan_method

the population. However, cultural differences in the reporting of disability may affect the HLY indicator (Eurostat, 2015).

The **Sullivan method** is a very simple method for calculating health expectancy. It combines data obtained from a common mortality table on the one hand and a cross-sectional survey providing the prevalence of a given health dimension on the other, e.g. disability. Age-specific prevalence provides the total number of years spent with disability, the total number of years lived without disability and, by adding both, the total number of years lived. The main advantage of the Sullivan method is the separate collection of mortality and disability data and the ready availability of the data necessary for the calculation. The concept of health expectancy as an indicator of health was proposed by Sanders (1964) and the first example was published in a report by the US Department of Health and Human Services (Eurostat, 2014).

Healthy life expectancy at birth and at age 65 (OECD)

Healthy life expectancy is an important indicator of the health of a population because it indicates whether years of life are lived in health or with some health problems and disabilities (limitations on activity). More healthy years generally mean a healthier workforce, fewer early retirements due to health problems, and reduced or delayed health and long-term care needs (OECD, 2022⁴¹).

In 2020, the number of Healthy Life Years in the EU was 64.5 for women and 63.5 for men. The gender gap in Healthy Life Years (one year) was much smaller than in life expectancy (5.7 years in 2020), as women typically spend a greater proportion of their lives with some activity limitations: 22% of a woman's life expectancy was spent with some activity limitations in 2020, compared to 18% for men on average in the EU (OECD, 2022).

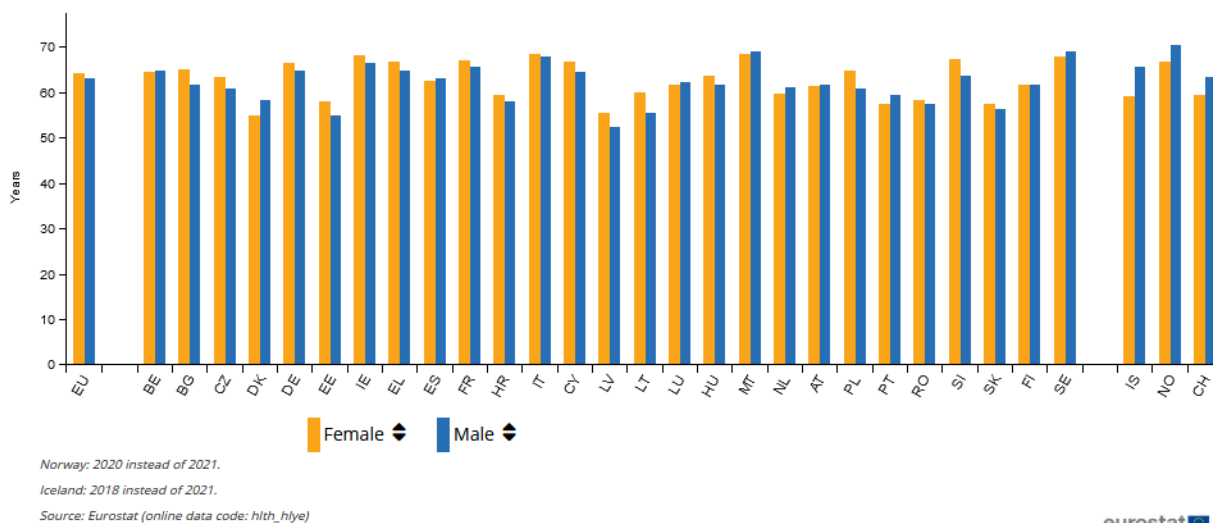
Public policies can contribute to increasing healthy life expectancy, including greater efforts to prevent health problems, promoting equitable access to care, and the better management of chronic health problems when they occur, reducing their disabling effects (OECD, 2022).

Healthy Life Years at Birth

⁴¹ OECD/European Union (2022), "Healthy life expectancy at birth and at age 65", in *Health at a Glance: Europe 2022: State of Health in the EU Cycle*, OECD Publishing, Paris, <https://doi.org/10.1787/adb08724-en>.

In 2021, the Czech Republic was below the EU average for Healthy Life Years at birth for both women and men (Eurostat, 2023⁴²). For women the figure was 63.4 Healthy Life Years (EU average 64.2), for men it was 60.7 Healthy Life Years (EU average 63.1). For an overview of the EU, see the chart below.

Healthy life years in absolute value at birth, 2021



2.2. Financial Security in Old Age

The predominant source of income for seniors is the **old-age pension**. Therefore, comprehensive pension reform is a prerequisite for achieving financial security in old age. It will make it possible to diversify the risks of the public and private systems to ensure the long-term financial sustainability of pension systems and, at the same time, the adequacy of the level of benefits for both current and future seniors.

In June 2023, 2,358,367 people were receiving old-age pensions and just under 411,000 were receiving disability pensions.⁴³

The average increase in the old-age pension through the extraordinary indexation in the summer of 2023 was CZK 760⁴⁴. The difference between the average pensions for men and women was 11.5% in 2023⁴⁵.

⁴² EUROSTAT, Eurostat Statistics Explained, Healthy Life Years Statistics, 2023, Available from: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Healthy_life_years_statistics#Healthy_life_years_at_age_65

⁴³ MLSA. *Information on Benefits Paid in the MLSA CR in June 2023*. [online]. Prague: Ministry of Labour and Social Affairs, 2023. [cit. 2023-06-02] Available from: [6b6c24cf-0d5f-2eb3-656e-0387eb9b5f1f \(mpsv.cz\)](https://mpsv.cz/6b6c24cf-0d5f-2eb3-656e-0387eb9b5f1f)

⁴⁴ Government of the Czech Republic. *The government approved the revised pension indexation parameters. The average old-age pensioner will receive CZK 760 more* [online]. 2023 [cit. 2023-04-20] Available from: https://www.vlada.cz/cz/media-centrum/aktualne/vlada-schvalila-upravene-parametry-valorizace-duchodu--prumerny-starobni-duchodce-dostane-o-760-korun-vice-203160/.jde_o_modelovy_ujad_vypoctu_cervnovy_valorizace

Table 2: Comparison of the Average Old-age Pension with the Average Wage

Year	2010	2013	2018	2019	2020	2021	2022
Average old-age pension (in CZK)	10,093	10,962	12,391	13,431	14,451	15,410	17,146
Average gross monthly wage (in CZK)	24,526	25,903	32,510	34,766	36,119	38,294	40,324
Comparison of the average old-age pension and the average gross monthly salary (%)	41.2%	42.3%	38.1%	38.6%	40.0%	40.2%	42.5%

Source: MLSA⁴⁶

We can observe a slight reduction in the number of households below the poverty line since 2021. Poverty refers to a person's social status, and is characterized by material deprivation⁴⁷. According to the international methodology established by Eurostat, people living in households with incomes below a certain threshold are considered to be at risk of income poverty. This is defined as 60% of the national median household income, taking into account household size and composition. This indicator is particularly indicative of income (in)equality in a given country. 9.6% of Czechs are at risk of income poverty. This is based on the results of a regular survey on household incomes and living conditions. The CR has among the lowest proportions of people at risk of all EU Member States (CZSO 2019). Income poverty lines vary by household type. For a household comprising a single individual, it is CZK 11,963 per month. The number of households with income below the poverty line has risen from 9% at the end of 2021 to 16%. Those most at risk are seniors living on their own, and single parents. This is based on exclusive data from the Life

⁴⁵ CSSA

⁴⁶ MLSA, own calculations, CZSO. CZSO - Wages and Labour Costs. Available from: https://www.czso.cz/csu/czso/prace_a_mzdy_prace, [cit. 2023-05-02].

⁴⁷ Wikipedia [Poverty - Wikipedia \(wikipedia.org\)](https://en.wikipedia.org/wiki/Poverty)

Beyond Any Price project, a collaboration between Czech Radio and PAQ Research⁴⁸.

The income situation of the elderly is also affected by pension indexation, which often brings poorer pension recipients just above the poverty line⁴⁹. The risk of **poverty for people whose main source of income is an old-age pension increased to 16.7% in 2022**, up from 10.5% in 2021. While 8.7% of the 50-64 age group were at risk of income poverty, 16% of the 65+ age group were⁵⁰.

In 2022, housing and food costs accounted for about 48% of income for the average household, while for people receiving a retirement pension this figure was 53%.

2.3. Housing

The most important item in the family budget is undoubtedly the cost of housing, which includes rent and payments for the use of the housing, payments for energy, water and sewerage, waste removal and other services related to housing. Households with single individuals aged 65 and over spend an average of CZK 68,047 (CZK 5,671 per month) on this in 2021, or almost a third (32.2%) of their consumption expenditure. Households with two individuals, with at least one person over 65, spent an average of CZK 77,768 (CZK 3,240 per person per month) on housing costs in the same period, or 23.7% of their expenditure. Two-person households have clear economies of scale compared to single-person households⁵¹.

In 2022, the housing costs of pensioners accounted for a higher proportion of their net income than for employees and self-employed persons (hereinafter the "self-employed"). According to the subjective assessment of the burden, in 2022 more than a quarter of households (26%) were heavily burdened by housing costs, and this included the elderly population. **Over 40% of seniors living independently who are burdened by housing costs live in income poverty**. For seniors who live with multiple household members, the burden rates vary considerably.

⁴⁸ Life Beyond Any Price: How household income poverty is evolving. 2023 [cit. 2023-04-20] Available from: <https://data.irozhlas.cz/zivot/ekonomicke-dopady/>

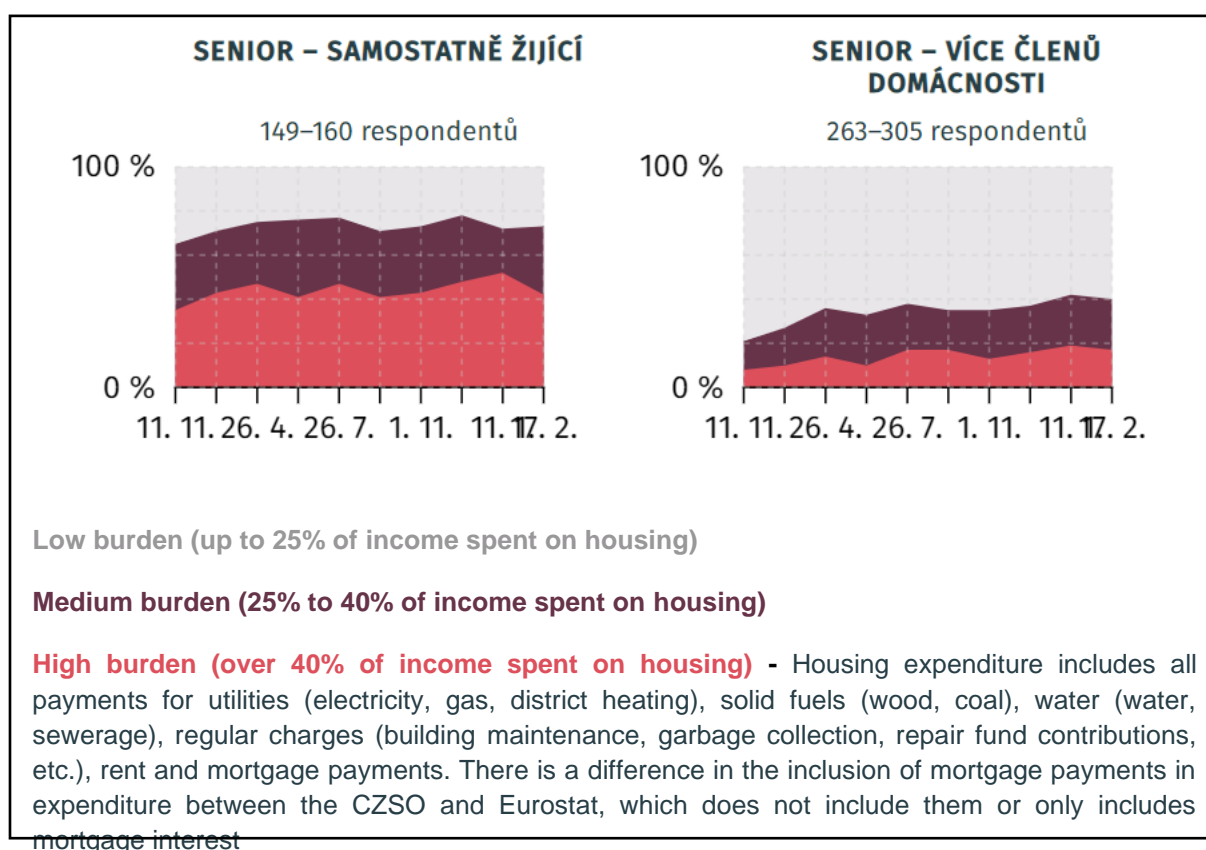
⁴⁹ Income poverty has increased by almost half, and now affects one in six households. Available from: [Income Poverty Rises by Almost Half, Affecting One in Six Households | iROZHLAS - Reliable News](#)

⁵⁰ CZSO. Household Income and Living Conditions 2022. 2023 [cit. 2023-04-20] Available from:

<https://www.czso.cz/documents/10180/189719223/1600212319.pdf/ad50dc65-14fa-47eb-a09c-c55b273a3714?version=1.1>

⁵¹ CZSO Seniors in Data. Available from: <https://www.czso.cz/documents/10180/165397788/31003422.pdf/7e1fd9c7-e5fb-4155-9e88-882ba3cb1712?version=1.5>

Chart 1: The Rising Share of Elderly Households Significantly Burdened by Housing Costs



Source: iRozhlas⁵²

The **largest part of housing costs** for pensioners in 2022 was **electricity**, followed by **rent**, or the payment for the use of the housing. Gas payments regularly make up a higher proportion of housing costs for people receiving old-age pensions than for employees and the self-employed. Other services and solid and liquid fuels⁵³ accounted for the lowest share of costs for pensioners in 2022. In 2022, approximately CZK 8.5 billion was spent on **housing benefits**. A year-on-year

⁵² iRozhlas. Life Beyond Any Price: How the share of households significantly burdened by housing costs is growing. 2023 [cit. 2023-04-20] Available from: https://data.irozhlas.cz/zivot/vydaje-procenta/,_vyzkum_11/21-05/22

⁵³ CZSO. Household Incomes and Living Conditions - 2022. Prague: Czech Statistical Office, 2023. [cit. 2023-04-21] Available from: <https://www.czso.cz/documents/10180/189719223/1600212304d.pdf/44925267-489c-4700-9f5c-09bab45c987d?version=1.2>

increase index of 1.04% was recorded for **housing benefits** (data as of December 2022)⁵⁴.

2.4. Health and Prevention

Since 2017, an average of 42% of the total expenditure of health insurance companies has been spent on the treatment of seniors aged 65 and over. In 2018, this expenditure had increased by 9% year-on-year to just under CZK 121 billion, and by 11% to CZK 133.8 billion in 2019. The highest increase was recorded in 2020 (16%), when health insurance companies spent a total of CZK 154.6 billion on health care for the elderly, of which CZK 80.7 billion for the treatment of women and CZK 73.9 billion for the treatment of men. These are so-called direct losses from diseases. Other losses from disease are so-called indirect losses, which the World Health Organisation (hereinafter the “WHO”) lists as being at least twice the direct, i.e. treatment, expenditure. These are costs from incapacity for work, disability pensions, losses due to lower performance at work from people who are sick but still work, or ‘presenteeism’. Sick people also do not pay health and social insurance and do not generate profit.

Yet most diseases can be prevented, or at least the risk of their occurrence can be reduced. There are many possibilities: the basis for averting disease or delaying its onset until a more advanced age is primary prevention with an emphasis on health-promoting physical and mental activity, a healthy diet, enough rest, sleep, mental health support, limiting alcohol use, avoiding smoking, and vaccinations. Last but not least, secondary prevention is also important, i.e. not skipping preventive medical check-ups and screening tests, even if you feel healthy⁵⁵.

2.5. Support and Care

In 2019, **health and social spending** was equivalent to about 18% of GDP. In 2021, social spending was about 13% . Health spending in 2019 amounted to about 7.8% of GDP according to the WHO⁵⁶ (7.6% according to the OECD) and increased to about 9.2% of GDP in 2020 according to the WHO (and, more recently, to 9.5% of

⁵⁴ MLSA. Information on Benefits Paid in the MLSA CR in December 2022. [online]. Prague: Ministry of Labour and Social Affairs, 2022. [cit. 2023-04-21] Available from: <https://www.mpsv.cz/documents/20142/2867337/Informace+o+vyplacen%C3%BDch+d%C3%A1vk%C3%A1ch+v+prosinci+2022.pdf/7f66394e-5192-e6a2-b607-eb767af0df8d>

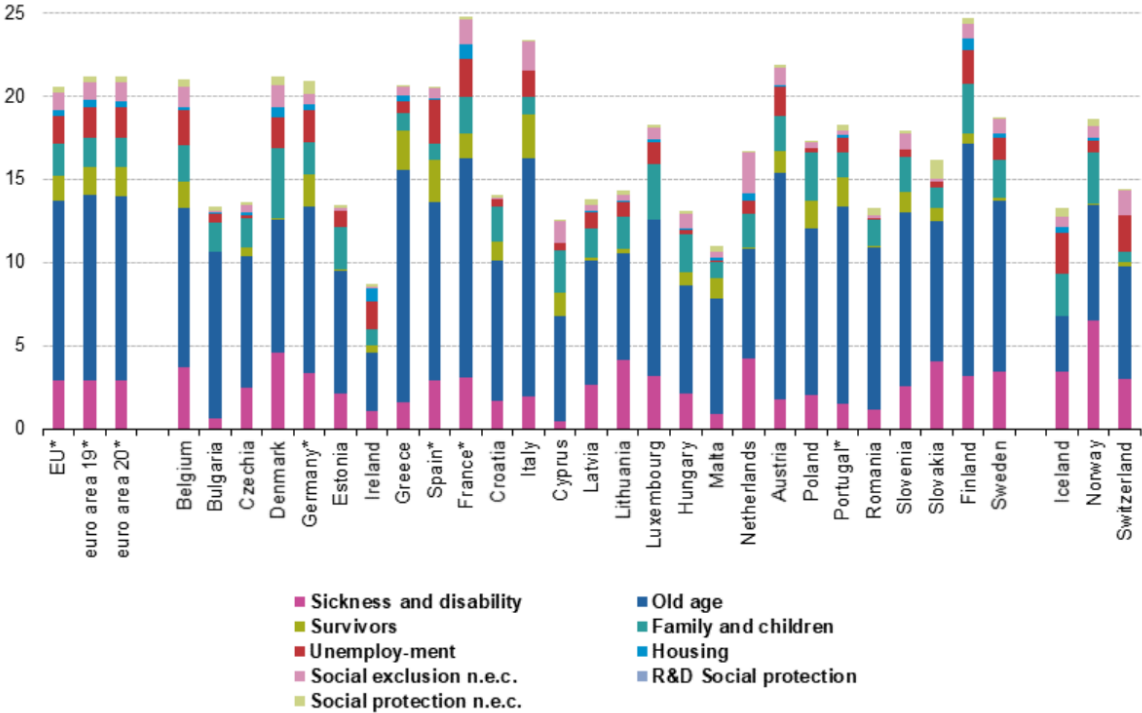
⁵⁵ CZSO Seniors in Data. Available from: <https://www.czso.cz/documents/10180/165397788/31003422.pdf/7e1fd9c7-e5fb-4155-9e88-882ba3cb1712?version=1.5>

⁵⁶ Health spending in the CR in 2019 and 2020 according to the WHO <https://healthsystemsfacts.org/czech-republic/czech-republic-health-system-expenditures/>

GDP in 2021 and 9.1% in 2022 according to the OECD⁵⁷). This suggests that the sum of health and social care spending rose by several percent between 2019 and 2021, to around 22%-23% of GDP.

⁵⁷ Health spending in the CR according to the OECD <https://stats.oecd.org/index.aspx?DataSetCode=SHA>

Chart 2: Total Government Spending on Social Protection



* provisional

Source: Eurostat⁵⁸

A key topic to which special attention should be paid is **specialized geriatric care, including comprehensive functional diagnostics and self-sufficiency assessment**⁵⁹. It is also necessary to provide the conditions for home health care, comprehensive geriatric services, including prevention – an adequate network of outpatient clinics (availability of a geriatric outpatient clinic at least in every district), geriatric departments and clinics in university hospitals, geriatric consultants in other hospitals, and geriatric follow-up, long-term and palliative care. It is necessary to improve the integration of health and social services and strengthen their availability, to ensure a sufficient number of beds, and to focus on the expertise and prestige of the geriatrician's specialization. Prevention and early diagnosis of diseases associated with dementia and Alzheimer's disease is a key topic. The key to ensuring adequate care is geriatric functional assessment (complex geriatric assessment),

⁵⁸Eurostat 2015, Healthy Life Years and Life Expectancy at Birth; [cit. 2023-04-21]. Available from: <http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tsdph100&plugin=1>

⁵⁹Eurostat 2015, Healthy Life Years and Life Expectancy at Birth; (cit. 7 March 2018) Available from: <http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tsdph100&plugin=1>

which must be used as much as possible as an essential starting point for assessing the care allowance for geriatric patients and for the provision of social services.

Last but not least, it is necessary to highlight the importance of **assistance services**, which can improve the quality of life of seniors and help them remain active at work or in the community. They also have an important respite function for other family members⁶⁰.

According to available research, it is clear that the vast majority of people prefer to **stay in their own homes** as long as possible. This is only possible if there is adequate provision of outreach health and social services and support for informal carers. The **number of beds in homes for the elderly** has not changed fundamentally over the years, but in 2022, the number of rejected applications for places in homes for the elderly increased significantly compared to 2021, with 44,537 rejected applications in 2021 and 51,548 in 2022. The **number of informal carers** is increasing every year (according to estimates of the number of care allowance recipients)⁶¹. Available data show that 70%-90% of health and social care is usually provided by family members or other carers⁶². The Continuing Education Fund survey indicated that 21.5% of Czech adults care for a loved one⁶³.

The current number of carers in the CR is not precisely known. It is estimated based on data on care-allowance recipients, but not every sick person has a family or close person who cares for them. The estimate of informal carers is around one million. The Continuing Education Fund survey shows that 22% of carers are wholly dependent on the care allowance, and 48% on their life partner's income, while 23% have their own personal income as their main source of income⁶⁴.

When we look at care-allowance recipients, we see a clear increase in their number. In March 2023, 371,800 people were receiving a care allowance, while in 2022 this figure was 363,000⁶⁵ (see the table below).

⁶⁰ CZSO, Summary Results of Health Accounts, 2010-2019, [cit. 2023-05-02] Available from: <https://www.czso.cz/csu/czso/vysledky-zdravotnickych-uctu-cr-m6hwrlzbbw>.

⁶¹ Social Policy. Available from: [https://socialnipolitika.eu/2017/04/pecujici-osoby-a-neformalni-pecce-narodni-strategie-rozvoje-socialnich-sluzeb-2016-2025/\(2007-2014\)](https://socialnipolitika.eu/2017/04/pecujici-osoby-a-neformalni-pecce-narodni-strategie-rozvoje-socialnich-sluzeb-2016-2025/(2007-2014)), dept. 652 MLSA (2015-2017), no registered provider 2011-2014 self-calculation (loss of data during the transition to the new IS).

⁶² MLSA (statistical survey Soc (MLSA) V 1-01), Institute of Social Services in Prague 4. 2 OCTOBER IS CARERS' DAY. 2022 [cit. 2023-04-20] Available from: <https://uss4.cz/2-rijna-je-den-pecujicich/>

⁶³ Continuing Education Fund. Available from: [Continuing Education Fund: One in Five Czech Adults is Involved in the Care of a Loved One | ParlamentniListy.cz - Politics From All Sides](https://www.parlamentnilisty.cz/Politika/Politika/Continuing-Education-Fund-One-in-Five-Czech-Adults-is-Involved-in-the-Care-of-a-Loved-One)

⁶⁴ CEF: project entitled Support for Informal Carers, Project Registration Number: CZ 1.04/3.1.00/C6.00002.

⁶⁵ MLSA 2023 Information on Benefits Paid in the MLSA CR in March 2023

There is great demand and great pressure to increase the capacity, especially for respite services and personal assistance. Emergency care is also a subject of great interest and has significantly increased its capacity since 2017⁶⁶.

Table 3: Care-allowance Recipients 2013-2022

Indicator/Year	2013	2014	2015	2016	2017	2019	2020	2021	2022
Number of recipients	318,09	332,44	340,12	350,23	356,15	366,06	360,53	360,04	363,45
	5	5	2	8	2	4	9	9	8
No registered provider listed	225,80	239,40	245,50	252,65	256,73	262,74	261,67	257,69	258,75
	0	4	2	5	6	5	2	0	3

Source: MLSA

2.6. Employment and Lifelong Learning

In 2022, 480,300 seniors aged 60+ were working, including 151,800 aged 65+. Between 2010 and 2022, the number of working seniors aged 60 and over increased by 220,000. (i.e. by 84.5%). This increase was seen in both the younger 60-64 category and the 65+ category. Among working seniors, men were in the majority (about 58%, compared to 42% of women).⁶⁷.

As the level of education increases, the labour force participation of seniors increases significantly, as illustrated by the following data. Only 4% of all working seniors aged 65+ had only primary education. 24% of working seniors had secondary education with a school-leaving examination, 32% had secondary education without a school-leaving examination, while 39% of working seniors over 65 years of age had a university education (data for 2021).

The **time spent in education is increasing**, but at the same time, as a result of innovation, technological change and increasing global competition, the **knowledge acquired is becoming obsolete more quickly**. When considering education and lifelong learning, emphasis should be placed on breaking down gender stereotypes and on developing talent on an individual basis. At present, the education of seniors in the CR takes place in several ways. Universities organise Universities of the Third

[404236f6-9fa0-280b-a063-f1c57c3f7d38 \(mpsv.cz\)](https://www.mpsv.cz/404236f6-9fa0-280b-a063-f1c57c3f7d38)

⁶⁶ National Strategy for the Development of Social Services 2016-2025, MLSA, p. 28. Available from: <https://www.mpsv.cz/documents/20142/577769/NSRSS.pdf>

⁶⁷ Statistics and Us. Available from: <https://www.statistikaamy.cz/2022/05/18/seniori-na-trhu-prace-uplatnuji-svou-kvalifikaci>

Age. Here, seniors can systematically gain knowledge from various scientific disciplines. The courses offered here are based on the accredited study programmes of the universities concerned, and their quality is guaranteed by the Association of Universities of the Third Age of the Czech Republic. The forms of teaching at a University of the Third Age vary from classic attendance lectures, through workshops, to online teaching, thanks to which it is possible to transfer this education to places far from university campuses. Participants in this education system have the status of "university students" but are not students within the meaning of Act No. 111/1998 Coll., on higher education institutions. Another way for seniors to gain education in the CR is through the activities of various cultural and administrative organisations (e.g. libraries, information centres, municipal authorities) and education agencies. These institutions provide education to seniors in the form of a series of hobby and animation courses organized by the Universities of the Third Age, Leisure-time Universities, Senior Citizens' Clubs, etc. However, the goals of all the entities organizing senior education are similar - to improve the dignity and quality of life of seniors, and to maintain mental and social activity, socialization, self-realization and autonomy in older age⁶⁸.

The National Register of Qualifications⁶⁹ is also a functionally usable tool enabling seniors to obtain a 'professional qualification certificate' for one of about 1,500 created professional qualifications, where examinations verify and confirm (officially recognize) the skills and knowledge previously acquired by the candidate. Access to the system for seniors is not restricted by age or qualifications (it only requires basic education). The National Register of Qualifications is a State-developed and guaranteed system for validating the results of further education and lifelong learning. This system is not conditional on prior participation in hobby/retraining courses, although it is closely linked to the accredited retraining system.

⁶⁸ Association of Universities of the Third Age of the CR, Ing. Martina Polášková, vice-president. MLSA 2022., [cit. 2022-11-04].

⁶⁹ [National Register of Qualifications \(narodnikvalifikace.cz\)](https://www.narodnikvalifikace.cz), **Act No. 179/2006 Coll., on the verification and recognition of the results of further education and on amendments to some other laws** (Act on the Recognition of the Results of Further Education) <https://www.zakonyprolidi.cz/cs/2006-179>

2.7. Prevention of Social Isolation, Promotion of Intergenerational Relations and Barrier-free Accessibility

Seniors in the CR tend to live in smaller households. Within single-person households, women (71.5%) outnumber men (28.5%), which is related to the higher life expectancy of women. While men aged 65 and over tend to be married - 70% of them, according to data from the end of 2021 - there are two numerically significant groups of women seniors: married and widowed. Widowed women were the majority group among elderly women until 2018, however according to the balance as of 31 December 2021, married and widowed women were equally represented at 41% each. The second-largest group among male seniors and the third among female seniors was divorced persons⁷⁰. In 2022, the **largest groups in the total number of households** were single-person and two-person households (both with a 32.1% share), while for the households of people receiving old-age pensions, the largest group was single-person households (an increase to 52.9%)⁷¹. Seniors of both sexes are at risk of involuntary social isolation, which takes a toll on their health. For people with poor health, **activities outside the home** can be hard to access, and so they spend more time at home. **Watching television** accounts for approximately 40% of the leisure time of seniors over 65, while **spending time with family and friends** accounts for about 10% of their total leisure time⁷². The **proportion of the population aged 55-64 who are actively engaged in sport** rose to 23% in 2019, the proportion aged 65-74 rose to 17%, while for those aged 75+ it stagnated at 6%. In the case of older people living in **rural environments**, the barrier tends to be a reduction in the availability of services, which deepens social isolation and loneliness. Intergenerational issues in the sense of bringing generations together and improving relationships across generations with an emphasis on the elderly is also a theme in the fight against loneliness⁷³.

2.8. Discrimination, Abuse, Exploitation and Consumer Protection

According to the EAN definition adopted by the Committee on the Rights of Older People of the Government Council for Human Rights on 1 June 2022, elder abuse

⁷⁰ CZSO Seniors in Data 2022. Available from: <https://www.czso.cz/documents/10180/165397788/31003422.pdf/7e1fd9c7-e5fb-4155-9e88-882ba3cb1712?version=1.5>

⁷¹ CZSO. Household Incomes and Living Conditions - 2022. Czech Statistical Office [online]. Available from: <https://www.czso.cz/csu/czso/prijmy-a-zivotni-podminky-domacnosti-7isum3msez>.

⁷² ŠPATENKOVÁ, Naděžda and Lucie SMĚKALOVÁ. Education for the Elderly: Geragogika a gerontodidaktika (Geragogy and Gerontodidactics). Prague: Grada, 2015. ISBN 978-80-247-5446-8

⁷³ CZSO Statistics on Sport: Basic Indicators - 2019 [online]. [cit. 2021-05-30]. Available from: <https://www.czso.cz/csu/czso/statistika-sportu-zakladni-ukazatele-2019>

and neglect (EAN) is a one-time or repeated, intentional or unintentional act or inactivity towards an elderly person, typically in a relationship of reasonably expected trust, resulting in psychological, social, material, legal or moral damage or harm, or a combination of these. In addition to threats to property, health, life, freedom or human dignity, another consequence of such action or inactivity may also be the emergence or deepening of situational, temporary or overall vulnerability of a person. The abuse and neglect of seniors defined above may or may not constitute a criminal offence. Its originators can be individuals, institutions or social environments.⁷⁴

According to the results of a study by the RESTABUS (2022) project⁷⁵, 40% of seniors over the age of 65 suffer from this phenomenon in the Czech Republic in their immediate surroundings, in public contexts or as witnesses. Women are affected more often than men, but the discrepancy between the sexes seems to be smaller than in cases of registered domestic violence. In other words, EAN seems to affect a large set of types of older people.

The prevalence includes all the forms of EAN observed, i.e. physical and psychological violence, material and financial abuse, restriction of personal freedoms, undermining of dignity, sexualised violence, online violence, victimisation and others. For people aged over 65 living outside institutional care across the CR, the prevalence ranged from 0.1% (medicaments violence, abuse of medicaments to gain control over the victim) to 15% (undermining dignity). In terms of the population as a whole, this equates to between 2,169 and 325,366 people per year⁷⁶.

In addition, the authors add that even these shares cannot be considered final - this methodology often describes the proverbial tip of the iceberg, because some victims may not even be allowed to allow interviewers to enter their dwelling to fill in the questionnaire with them, or they may not fill it in completely honestly because someone is "supervising" them. Even so, it is still extremely valuable information. It also shows, for example, that only a relatively small proportion of them confide in

⁷⁴ Lucie Vidovičová, Zdeněk Kalvach, Jan Lorman, Jaroslava Prchalová. *Methodology A Broad Definition and Typology of Senior Abuse: the Phenomenon of Abuse, Neglect and Other Inappropriate Behaviour and Treatment of Men and Women in Old Age (EAN) Commented Guide ver. 1.0* Material for Public Consultation (1 January 2023 - 30 June 2023). 2022. [cit. 2023-05-09] Available from: <https://www.fss.muni.cz/vyzkum/publikace/prehled/2242717>

⁷⁵ Muni. Available from: [Innovative Ways of Defining and Measuring Prevalence, and Addressing Senior Abuse in the CR \(Including the Transfer of International Best Practices\) | Faculty of Social Studies, Masaryk University \(muni.cz\)](#)

⁷⁶ Gerontological Institute. Available from: [World Elder Abuse Awareness Day \(giops.cz\)](#)

anyone about what has happened, and that this confession does not always lead to an improvement in their situation.⁷⁷.

In the case of older people, discrimination is related to many **stereotypes and negative perceptions** associated with old age and ageing: uselessness and a burden on society, slowness, reduced cognitive functions, deteriorated health, dependence on the care and help of others, ignorance of modern procedures and, for example, digital and communication technologies. However, almost one in ten citizens did not report their personal experience with discrimination to any authorities or organisations⁷⁸. Age is taken into account, for example, in the amendment to the Consumer Protection Act - Act No. 378/2015 Coll. This amendment mainly concerns the prohibition of unfair commercial practices in relation to the elderly. This phenomenon is most often associated with sales trips and aggressive sales practices⁷⁹. Despite significant media coverage of the problem, some seniors continue to attend demonstrations or succumb to the offers of vendors. The loneliness of seniors has a great influence on their decision to participate. According to the survey, the most common reasons for attending a **demonstration event** are the trip (43%), the company of peers (16%) and getting acquainted with modern technologies (10%)⁸⁰.

The more difficult situation of seniors is reflected, for example, in **Act No. 45/2013 Coll., on victims of crime**, as amended. According to this law, the elderly are particularly vulnerable victims, and this fact may, given the circumstances of the case and the circumstances of the person, prevent them from fully and effectively participating in society in a comparable way to other members. Thus, not every senior is automatically a particularly vulnerable victim. **There is no sociological research with data** on senior discrimination and abuse in the CR⁸¹. According to data analysis, 18.5% of solitary seniors **do not feel safe**. Older people feel safest with their relatives or family (84.3%). Many seniors do not leave their homes because

⁷⁷ Lucie Vidovičová, Zdeněk Kalvach, Jan Lorman, Jaroslava Prchalová. Methodology A Broad Definition and Typology of Senior Abuse: the Phenomenon of Abuse, Neglect and Other Inappropriate Behaviour and Treatment of Men and Women in Old Age (EAN) Commented Guide ver. 1.0 Material for Public Consultation (1 January 2023 - 30 June 2023). 2022. [cit. 2023-05-09] Available from: <https://www.fss.muni.cz/vyzkum/publikace/prehled/2242717>.

⁷⁸ Discrimination in the CR: Victims of Discrimination and Their Obstacles to Access to Justice. Office of the Ombudsman. 2015. [cit. 2019-07-12]. Available from: https://www.ochrance.cz/fileadmin/user_upload/ESO/CZ_Diskriminace_v_CR_vyzkum_01.pdf

⁷⁹ VIDOVIČOVÁ, Lucie and VYHLÍDAL, Jiří. Unfair Commercial Practices and Senior Citizens. Social Policy Forum, 8/2014 [cit. 2019-07-11]. Available from: https://www.researchgate.net/publication/302874255_Nekale_obchodni_praktiky_a_seniori.

⁸⁰ Research: Why Seniors Still Attend Demonstration Events. 2016 [cit. 2019-07-11]. Available from: <https://www.dtest.cz/clanek-5085/vyzkum-proc-seniori-stale-navstevuji-predvadeci-akce>

⁸¹ Research on domestic violence against the elderly was conducted by the University of South Bohemia in 2005. Available from: <http://casopis-zsfju.zsf.jcu.cz/prevence-urazu-otrav-a-nasili/clanky/2-2005/78-domaci-nasili-a-seniori>

of fear of crime or injury, or because they do not feel safe due to their health (37.5%)⁸². For four out of ten respondents, the reason is a reduced sense of safety or the threat from the behaviour of fellow citizens who do not make allowances for them, while 37% of seniors cite transport⁸³. Older people are significantly more likely to be the victim than the perpetrator of crime. Due to some of the physical and psychological changes that naturally accompany the ageing process, seniors become a particularly vulnerable population group that is in some ways an easier target for crime. Their loneliness, greater trustfulness, reduced ability to escape or defend themselves, or often stereotypical behaviour, increase the chances they will become victims. Since 2017, seniors have been considered "particularly vulnerable victims" under the Victims of Crime Act.

In 2021, seniors accounted for 10.3% of the total number of victims of crime in the CR (2,300 seniors out of 22,200 victims in total). **Risky Behaviour by Seniors on the Internet is a New Phenomenon**. This mainly involves gullibility and poor security when dating, shopping and using Internet banking. Warning and, in the context of media awareness, the dissemination of searches and consuming information. Here, the elderly, as well as other age groups, are involved in spreading misinformation and fake news. Emails warning of dangers (e.g. migration, Islam) are distributed by 35% of those aged 55-64 and 47% of those aged 65+ (four times more than by those aged under 35)⁸⁴.

⁸² Analysis of the Quality of Life of the Elderly in the CR. *Ministry of Labour and Social Affairs* [online]. Brno: Mendel University in Brno, 2016 [cit. 2018-02-21]. Available from: https://www.mpsv.cz/files/clanky/32821/Kvalita_zivota_senioru_-_finalni_verze.pdf

⁸³ MindBridge Consulting a.s. Analytical Report from Implementation of Quantitative Research – Life Attitudes and Preferences of Seniors. 2020 [cit. 2021-06-02]. Available from: [3197103e-d1f5-f288-752e-d3dc2a02db61](https://www.mpsv.cz/files/clanky/3197103e-d1f5-f288-752e-d3dc2a02db61) (mpsv.cz)

⁸⁴ Older People on the Net. Research Report 2018. [cit. 2019-07-11]. Available from: <https://www.e-bezpeci.cz/index.php/ke-stazeni/vyzkumne-zpravy/102-starci-na-netu-2017-2018/file>

3. Forecasting Macroeconomic and Social Developments from an Ageing Policy Perspective

Ageing policy is directly or indirectly influenced by the expected development of macroeconomic indicators. All expectations and forecasts are then reflected in the design part, specifically in the proposed measures and indicators. Economic growth and a strong welfare state, new policies must take into account the impact on the labour market and the social protection system.

The macroeconomic indicators that we will be monitoring in the future include: Gross domestic product, inflation, (un)employment, and possibly others.

The forecasting of social developments will be examined using the following indicators: fertility, pensions, number of pensioners, time spent in retirement, services offer and capacity, and possibly others.

4. SWOT Ageing Policy Analysis

The following table presents an analysis of the strengths, weaknesses, opportunities and threats in the field of ageing policy, associated with the subsequent definition of goals and measures, an important input for the design of the goals and measures of this Action Plan.

Table 4: Overview of Strengths, Weaknesses, Opportunities and Threats

Strengths	Weaknesses
<ul style="list-style-type: none"> • Persistent stable intergenerational cohesion among family members. • Increasing the net annual income of pensioner households and strengthening the financial stability of senior households. • The number of informal caregivers suggests an annual increase. • The number of care-service clients has seen a year-on-year increase. • The labour force participation rate of seniors increases significantly with the level of educational attainment. • Increasing proportion of the population active in sport. • Adoption of the definition of EAN by the Committee on the Rights of Older People of the Government Council for Human Rights. • Regulated interdisciplinary and inter-ministerial cooperation on the theme of ageing. 	<ul style="list-style-type: none"> • Flexible forms of work and part-time work are still in short supply. • Uncertainty surrounding the retirement date. • A significant fertility decline in 2022 and uncertainty about future developments • Single- and two-person households made up the highest share of the total number of households in 2022 (32.1%), while in the case of households of pensioners, this was single-person households (an increase to 52.9%). • Watching television accounts for approximately 40% of the leisure time of seniors over 65, while spending time with family and friends accounts for about 10% of their total leisure time • The increasing number of solitary seniors due to family breakdowns.
Opportunities	Threats
<ul style="list-style-type: none"> • Involving seniors in society and the community. • The heterogeneity of the elderly population. • The chance to apply long-term experience and knowledge to grow human capital in companies. • In 2022, life expectancy at birth was again 82.0 years for women and 76.1 years for men. • Improving the health of the elderly. • Creating the conditions for active life in the local community by adapting infrastructure. Civic engagement and volunteerism of seniors by the State. • Promoting fertility and family stability, e.g. through public services, strategic materials, etc. • The vast majority of people prefer to stay in their home environment as long as possible. • Increasing the accessibility of services also in rural and remote areas. • Learning from best practices both locally and internationally. 	<ul style="list-style-type: none"> • The increasing proportion of older people in the population - In 2022, more than 20% of the population was in the 65+ age group, while by 2025 this could reach 21.3% and by 2050 29% (almost one in three). • Ever-changing skills requirements. • Increasing uncertainties associated with new megatrends. • The changing age structure of society and its impact on its organisation and life in it (the shift and repetition of some phases). • The lack of resilience of young people to overcome common life obstacles such as underperformance, illness and other restrictions. The gap between the average pensions of men and women increased to about 18% in 2022. • The risk of poverty for people whose main source of income is an old-age pension increased to 16.7% in 2022. • The lack of suitable and affordable housing for the elderly. • Declining social and health spending - In 2019, social and health spending was about 18% of GDP, while in 2021 it was 13%.

Source: own

5. Main and Strategic Goals of the Action Plan

1. Ensure Institutional Support for Preparing for Ageing

1.1. Set up a sustainable governance and coordination role for the State in the policy of preparing for an ageing society, with an emphasis on cooperation between stakeholders

1.1.1. Ensure the sustainability of institutional support for the issue of seniors and the topic of ageing at central level

1.1.1.1. Revise the activities of the Government Council for Senior Citizens and Population Ageing and Ageing Issues with regard to new trends and challenges in society

1.1.1.2. Establish contact points for senior issues in ministries to create a basic model for the coordination of policies for preparing for an ageing society

1.1.1.3. Set up a motivational environment for the institutional anchoring of the senior and ageing theme at regional and municipal levels

1.1.1.4. Establish regular meetings with regions, and support and motivate local politicians and local governments to strategically manage senior policy and to create their own strategic materials.

1.1.2. Set up cooperation with other relevant entities in the topic of the senior policy and the policy for preparing for an ageing society

1.1.2.1. Implement systemic cooperation with umbrella senior organisations and other support organisations

1.1.2.2. Set up cooperation with academic and research institutions and the professional public for the development of senior topics and the theme of the ageing society

1.1.3. Map the instruments for preparing for an ageing society in the CR and other EU Member States, and evaluate the applicability of these examples of good practice in the Czech environment

1.2. Set up research and evaluation mechanisms, and establish regular evaluation of the impacts of policy instruments for preparing for ageing

1.2.1. *Systematically analyse the needs and situation of seniors on the basis of available data*

1.2.2. *Set measurable outputs and indicators for monitoring and evaluating ageing policy tools, and regularly evaluate the effectiveness of the tools according to them.*

1.3. Implement awareness-raising and educational activities and campaigns for the public/stakeholders

1.3.1. *Implement and support awareness campaigns and activities*

1.2.3. *Improve the awareness of the economically active population of the need to create their own resources for financial security in old age*

2. Promote Active and Healthy Ageing

2.1. Promote healthy-ageing activities at community level

1.1.2. *Support counselling and primary prevention activities for the 50+ population and seniors*

2.1.1.1. *Conduct an analysis of counselling services and offers of primary prevention providers for people aged 50+ and seniors*

2.1.1.2. *Based on the results, propose measures to improve counselling and primary prevention services for people aged 50+ and seniors*

2.1.1.3. *Promote healthy lifestyles and prevention throughout life*

2.2. Develop Volunteering to Support the Senior Population and Intergenerational Solidarity

1.2.2. *Support funding for the development of senior volunteerism at community level*

2.2.2. *Promote intergenerational educational activities in schools and other institutions that can improve the prosperity of the senior population*

3. Promote Employment and Adaptability in the Labour Market

3.1. Apply AEP tools and other measures to ensure the sustainability of employment of older people

1.1.3. *Promote retraining for seniors and lifelong learning for people aged 50+*

3.1.2. *Promote activities to prevent age discrimination in the labour market*

3.2. Develop a corporate culture that is welcoming to all age groups

1.2.3. *Increase awareness of the principle of age management among employers*

2.2.3. Support the implementation of age management in practice, and take into account the latest age-management trends in work processes and in the labour market

3.3. Promote socially responsible entrepreneurship

1.3.3. Raise awareness of ESG and promote and monitor its implementation

3.4. Develop a lifelong learning offer focused on adaptability to the labour market

3.4.1. Promote the development of lifelong learning in digital technologies

4. Promote Safe Living for Older People

4.1. Implement crime-prevention activities in relation to the elderly population, and regulate prevention and protection of the elderly from ill treatment, abuse and neglect

1.1.4. Act preventively in the performance of social work with individuals and groups of people

4.1.2. Strengthen crime prevention in relation to the elderly population by implementing the tasks of the Crime Prevention Strategy of the Ministry of the Interior for 2022-2027

4.1.3. Regulate the issue of prevention of, and protection from, undignified treatment, maltreatment and neglect of seniors – map out the scope of the phenomenon

4.1.4. Intensify work on the prevention of, and protection from, undignified treatment, maltreatment and neglect of seniors through the Working Group for Seniors and the Issue of Ageing

4.1.5. Regulate the issue of prevention of, and protection from, maltreatment, abuse and neglect of the elderly - preparation of an action plan

4.1.6. Legislatively strengthen the protection of seniors in society

4.2. Promote an environment more friendly to all age groups and build barrier-free public spaces

4.2.1. Promote the creation, updating and awareness of barrier-free maps of municipalities incl. community mapping analysis

4.2.2. Comprehensively support the smart-city theme

4.2.3. Promote barrier-free public transport, especially in rural areas, but also in towns/cities

5. Promote dignified security in old age

5.1. Ensure that the pension system is regulated to enable seniors to live a good life

1.1.5. Prepare early retirement for employees working in demanding occupations

5.1.2. Work to further reduce the gender pension gap

5.1.3 Ensure the ratio of old-age pensions to average wages is maintained

5.1.4. Expand the information available to citizens on the MLSA website and the CSSA ePortal, and provide additional information

5.1.5. Within the tax system and the pension insurance system, identify possible sources to support the financial stability of the State budget

5.2. Ensure the availability of social and health services that enable people who require the help of others, not only because of their age, to live in dignity

5.2.1. Create a statutory framework for a sustainable system of interconnected care services

5.2.2. Strengthen the availability of social services with an emphasis on staying in one's own environment and on individualized care provision

5.2.3. Adjust the financing of social services with an emphasis on their sustainability

5.3. Targeted support for informal carers

5.3.1. Work to ensure legislative regulation of the status of informal carers

5.3.2. Carry out analyses of: the situation of informal carers in relation to the labour market, their health and mobility

5.3.2.1. Work towards strengthening the position of informal carers in the labour market in the context of returning to work

5.3.3. Promote the involvement of men in care

5.3.3.1. Analyse ways to promote greater male involvement in care

5.3.3.2. Evaluation of the questionnaire survey.

5.4. Ensure affordable housing for older people

5.4.1. Create a system of mapping and regular evaluation of the barrier-free status of households/apartments in individual regions

5.4.2. Secure funding to optimise the number of dwellings with completed barrier-free adaptations, and energy-efficient housing

5.4.3. Promote the creation of multi-purpose and intergenerational residential zones, and not only in rural areas

5.4.4. Ensure support for seniors in legislative and non-legislative changes related to housing

5.4.5. In collaboration with the Department of Architecture, collaborate on recommendations to support intergenerational coexistence, and innovative elements for further application in the system

Main Goal - 1. Ensure Institutional Support for Preparing for Ageing

Strategic Goal No. 1.1 Establish a sustainable management and coordinating role for the State in the policy of preparation for an ageing society with an emphasis on cooperation by stakeholders								
Strategic goal indicator				State change analysis (input and output)	Indicator default value	0	Indicator target value	1
Specific goal	Specific goal indicator	Indicator baseline and target value	Measures	Description of measures	Duration of implementation	Responsible organisation/ cooperating organisation	Resources	
1.1.1. Ensure the sustainability of institutional support for the senior and ageing themes at central level	Government Council: Revise the activities of the Government Council for Older Persons and Population Ageing and the Working Group for Older Persons and Ageing Issues with regard to new trends and challenges in society, including the introduction of an obligation for Council	0/1	Promote proactive approaches in the work of the Council and the Working Group	Revise the activities of the Government Council for Older Persons and Population Ageing and the Working Group for Older Persons and Ageing Issues in the light of new trends and challenges in society, so that members of the Working Group bring topics from their respective departments for further discussion at the Council	Ongoing	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.	

	members to actively work on tasks arising from the Action Plan for Implementation of the Strategic Framework for Preparing for an Ageing Society 2023–2025 in the form of its individual measures, and to discuss these tasks at the Council at least twice a year.						
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	Contact points for the elderly: Proposal for the introduction of contact points for senior issues in ministries to create a basic model of policy coordination in preparation for ageing	0/1	Ensure regular meetings of the permanent working group.	The permanent Working Group for Older Persons and Ageing Issues as a starting point for the establishment of contact points in ministries for cross-sectoral cooperation and for identifying the necessary research topics.	Ongoing	Main administrator MLSA All ministries cooperating	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .
	Promote a motivational environment for the institutional anchoring of the topic of seniors and the topic of ageing at regional and municipal levels	0/1	Promote activities leading to a greater awareness of the topic of seniors and the topic of ageing at local level through workshops in every region.	Implement workshops at regional level in cooperation with stakeholders with a focus on regional specifics of senior issues	Ongoing	Main administrator MLSA Municipalities and regions cooperating	
	Establish regular meetings with regions, support and motivate	0/1	Organize meetings with representatives of regional authorities once a year.	Organise round tables with representatives of regional authorities on the development of regional family policy concepts with a	Ongoing	Main administrator MLSA Cooperating stakeholders	All financial expenses and personnel requirements must be

	local politicians and local governments to strategically manage senior policy and to create their own strategic materials.			focus on all generations.		: regions	secured and used within the approved expenditure limits .
1.1.2. Establish cooperation with other relevant entities on the topic of senior policy and preparation for ageing policy	Implement systemic cooperation with umbrella senior and pro-family organisations and other support organisations incl. organisations integrating a gender perspective into the topic	0/1	Promote development and mutual cooperation between the MLSA and NGOs in the field of senior issues	Hold regular meetings with NGOs from the level of the MLSA to regularly gain knowledge from practice when implementing them into conceptual settings	Ongoing	Main administrator MLSA NGOs cooperating	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .

	Set up cooperation with educational, academic and research institutions and the professional public for the development of senior topics and the theme of an ageing society	0/1	Support the establishment and development of cooperation with expert academic bodies in data collection, and survey implementation and evaluation	Set up collaboration and obtain outputs from expert meetings in the form of databases of collected data, graphical displays and assessments	Ongoing	MLSA, MEYS, MH/IHIS CR, MT Cooperating stakeholders : NGOs, trade unions, employer representatives	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .
1.1.3. Map out the tools for preparing for an ageing society in the CR and other EU Member States, and assess the applicability of these examples of best practice in the Czech environment	Evaluate data and publish the evaluations	0/1	Annually evaluate the available CZSO data on the websites of individual ministries, map out the tools used and best practices.	Design a system for mapping and evaluating available data directly related to the ageing of society.	2025	Main administrator MLSA, all departments of the IHIS CR	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .

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Strategic Goal No. 1.2 Set up research and evaluation mechanisms and establish regular evaluation of the impact of policy instruments for preparation for ageing							
Strategic goal indicator				Number of meetings/allocation for the given activities	Indicator default value	0	Indicator target value
Regular systematic data collection and subsequent preparation and use of analyses in the formulation of further policies							1
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/c cooperating organisation	Resources
1.2.1. Systematically analyse the needs and situation of seniors based on the available data	Regular data collection	0/1	Collect data disaggregated by gender where possible, and include a gender perspective in the data analysis	Implement collaboration with academia for data collection and to further evaluate and define ageing policy	Ongoing	MLSA, CZSO, universities, social departments of regional authorities and municipalities with extended powers	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.
1.2.2. Set measurable outputs and indicators for monitoring	Survey/ Questionnaire survey.	0/1	Conduct surveys on the topic of the ageing society according to demographic trends,	Carry out a survey of financial security, physical and mental health, including, for example, the availability of educational and	2025	Main administrator MLSA cooperating	All financial expenses and personnel requirements must be

and evaluation of ageing policy instruments, and regularly evaluate the effectiveness of the instruments according to them			including the inclusion of a gender perspective in the design, implementation and evaluation of the questionnaire.	awareness-raising activities in municipalities for seniors and caregivers and activities aimed at recruiting volunteers to care for the elderly, and support for neighbourly help and to prevent the social exclusion of seniors.		MH/IHIS CR, MH/NIPH, MT, cooperating stakeholders: NGOs, MC, trade unions, employer representatives	secured and used within the approved expenditure limits .	
Strategic Goal No. 1.3. Implement awareness-raising and educational activities and campaigns for the public/stakeholders								
Strategic goal indicator			State change analysis (input and output)		Indicator default value	0	Indicator target value	1
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/c cooperating organisation	Resources	
1.3.1. Implement and support an awareness campaign	Awareness campaign	0/1	Implement an awareness campaign for teaching staff.	Promote education on senior issues in relation to active ageing and early preparation for ageing through an awareness campaign.	2025	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .	

<p>1.3.2. Improve the awareness of the economically active population of the need to create their own resources for financial security</p>	<p>Awareness campaign</p>	<p>0/1</p>	<p>Implement an awareness campaign to promote the creation of savings from own resources, including a focus specifically on senior women as the more vulnerable and larger group.</p>	<p>Promote the creation of own-resource savings through an awareness campaign</p>	<p>Ongoing</p>	<p>MLSA, CZSO, CA</p>	<p>All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.</p>
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Main Goal - 2. Promote Active and Healthy Ageing

Strategic Goal No. 2.1 Promote healthy ageing activities at community level								
Strategic goal indicator				Number of meetings/allocation for the given activities	Indicator default value	0	Indicator target value	1
<ul style="list-style-type: none"> Healthy life years Percentage of the population aged 55-64, 65-74, 75+ active in sport Health care expenditure								
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/c operating organisation	Resources	
1.1.2. Support counselling and primary prevention activities for people aged 50+, seniors	Analysis	0/1	Mapping weaknesses in the counselling offerings of primary prevention providers for people aged 50+	Describe the starting points for the needs of the assignment of the analysis of the counselling offers of primary prevention providers for people aged 50+, including reflecting the differences in the behaviour of senior men and women	2025	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.	
	Summary of recommendations	0/1	Promote counselling activities and primary prevention services for people aged 50+	Based on the results of the analysis, propose measures to improve counselling and primary prevention services for people aged 50+	2025	Main administrator MLSA Cooperating stakeholders: MH, trade	All financial expenses and personnel requirements must be secured and used within	

						unions, employers, NGOs	the approved expenditure limits.	
	Awareness campaign	0/1	Promote healthy lifestyles and prevention throughout life	Organise an awareness campaign to promote physical and mental health, including raising awareness of and access to sport, physical activity, coping with life limitations, healthy nutrition and motivation for regular preventive health check-ups throughout life to prevent early departure from the workforce (economic impacts), including reflection on the differences in the life strategies of women and men leading to higher life expectancy for women than for men.	2025	Main administrator MLSA Cooperating stakeholders: MH, trade unions, employers, NGOs	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.	
Strategic Goal No. 2.2 Develop volunteering to support the senior population and intergenerational solidarity								
Strategic goal indicator				State change analysis (input and output)	Indicator default value	0	Indicator target value	1
<ul style="list-style-type: none"> Number of hours worked by volunteers. Number of volunteers Number of volunteers involved in intergenerational programmes 								
Specific goal	Specific goal indicator	Baseline and target value of	Measures	Description of measures	Duration of implemen	Responsible organisation/c operating	Resources	

		the indicator			tation	organisation	
2.2.1. Support funding for the development of volunteerism by seniors at community level	Awareness campaign	0 /1	Promote volunteering and the development of volunteer centres in the regions at regional level	Organise awareness-raising regional campaigns to support the further development of volunteering at regional level, e.g. prevention programmes supporting the physical and mental health of seniors, as well as support for further networking of partners (especially smaller towns and villages, LAGs) and sharing of experience.	2024	RA	Within the existing resources of the regions
	Calls for volunteering support	0 /1	Encourage community gatherings and family participation via the activities of municipalities and community/family centres through municipal support in existing grants and competitions.	Inclusion of the topic of volunteering at community level to support the participation of families, family members, seniors in the local community, and the community within existing calls and funding.	2025	MLSA, regions Cooperating municipalities	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .
2.2.2. Promote intergenerational educational activities by	Summary of recommendations	0/1	Promote intergenerational learning	Create conditions for the development of intergenerational themes, intergenerational dialogue, intergenerational learning, including the prevention of	ongoing	MEYS	All financial expenses and personnel requirements must be secured and

schools and other institutions to improve the prosperity of the senior population				social isolation and loneliness of seniors, and at the same time encourage the incorporation of general principles such as esteem and respect for old age and the ability to understand and empathise with the situation of seniors.			used within the approved expenditure limits .
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Main Goal - 3. Promote Employment and Adaptability in the Labour Market

Strategic Goal No. 3.1 Applicability of the AEP instrument and other measures to the sustainability of employment of older people								
Strategic goal indicator				Number of meetings/allocation for the given activities	Indicator default value	0	Indicator target value	1
<ul style="list-style-type: none"> Unemployment of people aged 50+ (and other age groups) - a reduction is desirable. 								
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/c operating organisation	Resources	
3.1.1. Promote retraining for seniors and lifelong learning for people aged 50+	Project of the LO CR	0/1	Support the introduction of innovative conditions for the employability of clients aged 50+, including the inclusion of the specific needs of women and the specific needs of men.	Identify opportunities to implement measures leading to more timely work with clients aged 50+, and comprehensive retraining programmes.	2025	MLSA, LO CR	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .	
	Support individual and comprehensive retraining programmes for older people aged 55+ immediately	0/1	Support individual and comprehensive retraining programmes for older people aged 55+ immediately after registration with the LO CR	Submit a summary of recommendations with the goal of supporting individual and comprehensive retraining programs for seniors aged 55+ immediately after registration with the LO CR (register of the unemployed), including	2025	MLSA, LO CR	All financial expenses and personnel requirements must be secured and used within the approved	

	after registration with the LO CR (register of the unemployed)		(register of the unemployed), including taking account of the specific needs of women and the specific needs of men.	prevention programmes relating to mental health and stress management.			expenditure limits.	
3.1.2. Promote activities to prevent age discrimination in the labour market	Summary of recommendations	0 /1	Initiate and support the creation of apprenticeships open to people aged 50+	Present a summary of recommendations for the initiation and support of older people in the labour market	2025	MLSA, LO CR	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.	
	Methodology incl. summaries of the recommendations and their promotion/publication of support for the instruments.	0 /1	Develop a methodology containing instruments to facilitate start-ups	Develop a methodology to support entrepreneurship by seniors. The methodology will include counselling, coaching, targeted grants, soft loans, tax write-offs, exemption from social insurance payments	2025	MLSA, MI, MT Cooperating stakeholders: NGOs, trade unions, employer representatives	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.	
Strategic Goal No. 3.2 Develop a corporate culture friendly to all age groups								
Strategic goal indicator				State change analysis	Indicator default	0	Indicator target	1

<ul style="list-style-type: none"> • Employment of different age groups • Diversity of work teams - if traceable? • Retirement age • Number of early retirements 				(input and output)	value		value	
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/cooperating organisation	Resources	
3.2.1. Increase awareness of the principle of age management among employers	Age Management working group	0 /1	Setting and coordinating the agenda for age management and healthy and active ageing	Establish an Age Management working group to identify and coordinate issues	2023	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.	
	OPE+ Age Management call	0/1	Promote and put into practice the Age Management principle	Encourage employers to use Age Management practices, including promoting intergenerational dialogue in the workplace	2025	MLSA	ESF, OPE+	

3.2.2. Support the implementation of Age Management in practice and take into account the latest trends in age management in work processes and the labour market	Round tables	0/1	Implement round tables to unify the implementation of Age Management principles in practice	Promote and unify the implementation of Age Management principles in practice through round tables, including mental health support at work, specifically for the target group of people at risk of losing their jobs	2025	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .
Strategic Goal No. 3.3 Promoting socially responsible entrepreneurship							
Strategic goal indicator <ul style="list-style-type: none"> • Number of companies involved in ESG reporting 				State change analysis (input and output)	Indicator default value	0 Indicator target value	1
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/c operating organisation	Resources
3.3.1. Raise	ESG campaign	0/1	Implement a campaign to promote	Implement campaigns to promote environmentally and	2025	MIT, MLSA	All financial expenses and

awareness of ESG and promote and monitor its implementation			ESG implementation	socially responsible business, the purpose of which is to encourage companies to adopt this approach.			personnel requirements must be secured and used within the approved expenditure limits .	
	Monitoring of reporting on ESG implementation in relation to the responsible employment of seniors	0/1		Monitor ESG implementation - functional reporting through annual reports	2025	MIT, MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .	
Strategic Goal No. 3.4 Develop lifelong learning offerings focused on adaptability in the labour market								
Strategic goal indicator				State change analysis (input and output)	Indicator default value	0	Indicator target value	1
<ul style="list-style-type: none"> Number of senior citizens receiving old-age pensions Number of graduates aged 50+ from LO CR retraining courses Statistics on the spread of misinformation - 55-64, 65+ age groups 								
Specific goal	Specific goal indicator	Baseline and target value of the	Measures	Description of measures	Duration of implementation	Responsible organisation/cooperating organisation	Resources	

		indicator					
3.4.1. Promote the development of lifelong learning in digital technologies	Campaign to promote digital skills	0/1	Implement a campaign to promote digital skills	Promoting digital skills.	2025	MLSA	NRP Promoting digital skills

Main Goal - 4. Promote Safe Living for Older People

Strategic Goal No. 4.1 Implement activities aimed at crime prevention in relation to the senior population and to regulate prevention and protection in respect of seniors from maltreatment, abuse and neglect								
Strategic goal indicator				Number of meetings/allocation for the given activities	Indicator default value	0	Indicator target value	1
<ul style="list-style-type: none"> Crime statistics in relation to elderly victims - by type of crime - victims of violence, fraud, etc. Statistics on the spread of misinformation - 55-64, 65+ age groups 								
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/cooperating organisation	Resources	
4.1.1. Act preventively in the performance of social work with individuals and groups of people	Prevention methodology	0/1	Support preventive social work/screening activities in public administration for the age group of older people, pay increased attention to the methodological regulation and subsequently to the practical impact on solitary seniors, including a gender perspective.	Develop a prevention methodology that will be an effective instrument for strengthening screening and prevention measures in social work.	2025	MLSA main administrator cooperating RA	All financial expenditure and personnel requirements must be secured and used within approved expenditure limits.	
	Professional Act	0/1	Promote the stabilisation of public administration by	Define activities and areas of social work and the position of social workers, guarantee	2024	MLSA	Legislative preparations for this law will	

			adopting appropriate legislation	the quality of other professional activities in the performance of social protection			cover the fact that all financial expenditure and personnel requirements must be secured and used within approved expenditure limits.
4.1.2. Strengthen crime prevention in relation to the elderly population by implementing the tasks of the Crime Prevention Strategy of the Ministry of the Interior for 2022-2027	Discussions with the target group.	0/1	Through discussions, pass on information and ensure continuous support for crime prevention by the emergency services	Implement crime prevention for the target group of seniors.	Ongoing	PCR/MI	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.
4.1.3. Regulate the issue of prevention and protection from maltreatment, abuse and	Completed Restabus project	0/1	Submit the completed project/research addressing elderly abuse and neglect, including maltreatment of the	Implement and complete a project focusing on the development of a methodology/broad definition of elderly abuse, introducing innovative restorative justice principles to address elderly	2023	MLSA, academia	All financial expenses and personnel requirements must be secured and used within the

neglect of the elderly - mapping the extent of the phenomenon			elderly.	abuse and neglect.			approved expenditure limits.
4.1.4. Strengthen prevention and protection from elderly abuse and neglect through the Working Group for Seniors and the Issue of Ageing	Methodology - broad definitions and typologies of senior abuse: the phenomenon of abuse and neglect and other improper conduct and treatment of elderly men and women (EAN) - to be presented to the Working Group for Seniors and the Issue of Ageing	0/1	Work with the Restabus project/research output - Methodology (EAN) addressing elderly abuse and neglect, including the mistreatment of elderly men and women.	Introduce the Methodology (EAN) to the ministries through the Working Group for Seniors and the Issue of Ageing	2024	MLSA main administrator, all departments cooperating	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.
4.1.5. Regulate the issue of prevention and protection for seniors from abuse and neglect	FEANCI PROJECT	0/1	Submit research outputs for the regulation and protection for seniors from abuse and neglect	Implement the TA CR - FEANCI - Abuse in Services survey.	2025	MLSA, academia	Legislative preparations for this law will cover the fact that all financial expenditure and personnel

PREPARATION OF AN ACTION PLAN							requirements must be secured and used within approved expenditure limits.	
4.1.6. Legislatively strengthen the protection of seniors in society	Legislation on the protection of the elderly from violence and abuse	0/1	Prepare a legislative proposal taking into account the regulation of the issue of prevention and protection from abuse and neglect in social and health services, including a gender perspective	Take into account the issue of prevention and protection for seniors from abuse and neglect.	2025	OG CR/ Human Rights Commissioner and in cooperation with the Republic Committee for Crime Prevention, the Research Institute of the MLSA and the PDR	Legislative preparations for this law will cover the fact that all financial expenditure and personnel requirements must be secured and used within approved expenditure limits.	
Strategic Goal No. 4.2 Promote an environment more conducive to all age groups and build barrier-free public spaces								
Strategic goal indicator				Number of meetings/allocation for the given activities	Indicator default value	0	Indicator target value	1
<ul style="list-style-type: none"> Share of barrier-free transport - monitor by territory and size of municipality Accessibility by public transport (or senior/mini bus) Number of municipalities involved in (meeting the parameters of) the smart city concept 								
Specific goal	Specific goal	Baseline and target	Measures	Description of measures	Duration of	Responsible organisation/c	Resources	

	indicator	value of the indicator			implementation	operating organisation	
4.2.1. Promote the creation of updates and awareness of barrier-free maps of municipalities, including community mapping analysis	New grant title for the creation and updating of barrier-free maps of municipalities .	0/1	Create a grant title to support the creation and subsequent updating of barrier-free maps of municipalities	Develop a new grant title for the creation and updating of barrier-free maps of municipalities.	2025	MRD	CZK 15 million.
	Extension of the existing MRD grant title Barrier-free Municipalities .	0/1	Extend the MRD grant title Barrier-free Municipalities in cooperation with the MLSA based on an analysis of community mapping, creating barrier-free zones in the municipality for the most important needs of the elderly in favour of building community-type housing	Develop a grant title based on an analysis of community mapping seniors_mapovani.pdf (peskymestem.cz) for the creation of barrier-free zones in the municipality (shopping, services, relaxation, information)	2025	MRD	CZK 15 million.
4.2.2. Comprehensively support the	Recommendations for comprehensi	0/1	Implement, among other things, orientation points for	Submit recommendations for comprehensive support for	2024	MRD	Hundreds of millions

smart city concept	ve support for the smart city concept		people with cognitive impairment, intelligent traffic lights, sufficient benches	the smart city concept.			
4.2.3. Promote barrier-free public transport, especially in rural areas, but also in towns/cities	Recommendations and implementation of support for barrier-free public transport	0/1	Promote the development of barrier-free public transport for rural areas	Submit recommendations and implementation of support for barrier-free public transport with an emphasis on rural transport.	2024	Main administrator MT collaborating stakeholders: RA	Hundreds of millions
	Grant title supporting the operation of local barrier-free buses for seniors, including environmentally friendly public transport alternatives	0/1	Promote the operation of local barrier-free buses and private transport for seniors, including environmentally friendly public transport alternatives, in towns/cities and especially in municipalities (MEP)	Promote the operation of local barrier-free buses and private transport for seniors, including environmentally friendly public transport alternatives, in towns/cities and especially in municipalities (MEP)	2024	MT cooperating stakeholders: regions, municipalities	Hundreds of millions

Main Goal - 5. Promoting Dignified Security in Old Age

Strategic Goal No. 5.1: Ensure that the pension system is set up to enable seniors to live a quality life								
Strategic goal indicator				Number of meetings/allocation for the given activities	Indicator default value	0	Indicator target value	1
<ul style="list-style-type: none"> Average old-age pension in relation to the average wage Gender pension gap Net annual income of senior households Risk of poverty for people whose main source of income is an old-age pension 								
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/c operating organisation	Resources	
5.1.1. Prepare early retirement for employees working in demanding occupations	Amendment to the Pension Insurance Act	0/1	Submit a bill on pension insurance to the government	Propose a law for early retirement for male and female employees working in demanding professions. The reason for submitting the bill is to fulfil the task of preparing a proposal for earlier retirement for employees working in demanding professions.	2025	MLSA	Legislative preparations will cover the fact that all financial expenditure and personnel requirements must be secured and used within approved expenditure limits.	
5.1.2. Work to further	Directive of the	0/1	Introduce the members of the	Strengthen the solution to reducing the gender pension	2025	MLSA	All financial expenditure	

<p>reduce the gender pension gap</p>	<p>European Parliament and of the Council to enhance the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms</p>		<p>Working Group for Seniors and the Issue of Ageing to the partial outputs of the Equal Pay project '22% Towards Equality' - leading to the transposition of the EU Directive into Czech law: Directive of the European Parliament and of the Council to enhance the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms, the progressive implementation of the non-legislative parts of this Directive, in particular the auxiliary instruments and awareness-raising for employers to measure and reduce gender pay inequalities and the implementation of the</p>	<p>gap through the Working Group for Seniors and the Issue of Ageing.</p>			<p>and personnel requirements must be secured and used within approved expenditure limits.</p>
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			principles				
5.1.3. Ensure the ratio of old-age pensions to average wages is maintained	Government Decree	0/1	Submit annual Government Decrees to maintain pensions at 40% of the average wage, while ensuring financial sustainability	Maintain old-age pensions at 40% of average wages	2025	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.
5.1.4. Expand the information available to citizens on the MLSA website and the CSSA ePortal, and provide additional information	Expanded CSSA ePortal.	0/1	Develop the IDA service on the CSSA ePortal and other ways to enable all insured persons to add additional insurance periods or substitute insurance periods that are not registered with the CSSA on an ongoing basis after prior analysis of the suitability of allowing the insured person to addition/substitution in terms of efficiency and the degree of influence on the correctness of the	Make the ePortal accessible to people with disabilities by including the period of care for children and people with disabilities and seniors.	Ongoing	CSSA, MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.

			pension estimate.				
	Expanded CSSA ePortal.	0/1	Ensure the transparent provision of information to citizens on pension amounts, with the possibility of correcting erroneous information in digital and non-digital form.	Fulfil the objectives of the CSSA in the development of the IDA, on the CSSA ePortal there will be further development of information for citizens on the amount of their pensions and the possibility of filling in missing information. Encourage the setting up of an alert system for when the ages of 40, 50 and 60 are reached. Inform citizens about the amount of their pensions and the possibility of filling in missing information on the CSSA ePortal or through other non-digital forms.	Ongoing	CSSA, MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .
5.1.5. Through the tax and pension insurance systems, identify possible sources to support the financial stability of the State budget	Analysis of the tax system.	0/1	Develop an analysis of the tax system, incorporating a gender perspective.	Analyse and propose possible adjustments to the tax levy to identify untapped reserves.	2025	MF, MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .

	Analysis of the system of pension insurance contributions.	0/1	Prepare an analyse the system of pension insurance contributions.	Prepare an analysis to identify untapped reserves.	2025	MF, MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .	
Strategic Goal No. 5.2: Ensure the availability of social and health services that enable people who need the help of others, not only because of their age, to live with dignity, in cooperation with the public and private sectors								
Strategic goal indicator				Monitoring activities in this area	Indicator default value	0	Indicator target value	1
<ul style="list-style-type: none"> Number of care services providing care for the elderly 								
Specific goal	Specific goal indicator	Baseline and target value of the indicator	Measures	Description of measures	Duration of implementation	Responsible organisation/cooperating organisation	Resources	
5.2.1. Create a statutory framework for a sustainable system of interconnected care services	Change Act.	0/1	Submit a bill to the government in the area of linking health and social care	Interconnecting and mutually coordinating the hitherto separate spheres of social and health care aimed at improving the quality of life of the patient/client who needs both components of care	2025	MLSA main administrator co-administrator MH	Legislative preparations will cover the fact that all financial expenditure and personnel requirements must be secured and used within	

							approved expenditure limits.
5.2.2. Strengthen the availability of social services with an emphasis on staying in one's own environment	Amendment to Act No. 108/2006 Coll.	0/1	Submit an amendment to the Social Services Act	Propose a law leading to the strengthening of capacity, improving the availability of outreach and outpatient social services Enshrining the principle of subsidiarity – prioritising outpatient and outreach social services over residential ones. Social services should provide support and assistance in the client's natural social environment. Residential social services should be the last resort.	2025	MLSA	Legislative preparations for this law will cover the fact that all financial expenditure and personnel requirements must be secured and used within approved expenditure limits.
5.2.3. Strengthen the protection of care service clients	Code of Ethics for Care Service Workers in the CR	0/1	Submit a Code of Ethics for Care Service Workers in the CR	Propose a Code of Ethics for Care Service Workers in the CR, which will declare the values and principles and rules of behaviour towards the target group of clients.	2025	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.
5.2.4. Adjust the financing	analysis	0/1	Present an analysis of the current state of	Map the limits of the current system of social services	2025	MLSA All financial	All financial expenses and

<p>of social services with an emphasis on their sustainability</p>			<p>financing with proposals for solutions to strengthen the stability of social services funding</p>	<p>funding</p>		<p>expenditure and personnel requirements must be secured and used within approved expenditure limits.</p> <p>All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.</p>	<p>personnel requirements must be secured and used within the approved expenditure limits.</p>	
<p>Strategic Goal No. 5.3 Targeted support for informal carers</p>								
<p>Strategic goal indicator</p> <ul style="list-style-type: none"> • Number of social services clients who are informal carers • Number of informal carers active in the labour market • Statistics of long-term care-giver's allowance recipients (numbers, gender) 				<p>TBA</p>	<p>Indicator default value</p>	<p>TBA</p>	<p>Indicator target value</p>	<p>TBA</p>
<p>Specific goals</p>	<p>Specific goal indicator</p>	<p>Baseline and target value of the</p>	<p>Measures</p>	<p>Description of measures</p>	<p>Duration of implementation</p>	<p>Responsible organisation/c cooperating</p>	<p>Resources</p>	

		indicator				organisation	
5.3.1. Seek legislative regulation of the status of informal carers	Amendment of the law.	0/1	Submit to the government an amendment to Act No. 108/2006 Coll., on social services, which will include adjustments to the status of informal carers	Propose legislative amendments to the position of informal carers, e.g. when concluding a contract - basic activities of social services provision	2025	MLSA	Legislative preparations will cover the fact that all financial expenditure and personnel requirements must be secured and used within approved expenditure limits.
5.3.2. Conduct analyses of the situation of informal carers in relation to the labour market, their health and mobility	Analysis	0/1	Carry out an analysis of the position of informal carers in the labour market in relation to returning to work	Propose recommendations for empowering informal carers in the labour market in the context of returning to work after termination or change of care	2025	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits.
5.3.3. Promote men's involvement	Analysis	0/1	Develop an analysis of men's involvement in care ⁸⁵	Carry out an analysis - men's involvement in care, the use of paternal postnatal	2025	MLSA	OPE+ - project "Support and Improvement

⁸⁵ The same measure is in the Family Policy Strategy and will be developed within the system project *Support and Improvement of the Quality of Services in the Field of Care and Reconciliation of Work and Family Life*

in care, analyse the possibility of promoting greater male involvement in care				care, the impact of the transposition of Directive of the European Parliament and of the Council on work-life balance for parents and carers and the proposal to repeal Council Directive 2010/18/EU			of the Quality of Services in the Field of Care and Reconciliation of Work and Family Life".
	Evaluation of the questionnaire survey.	0/1	Conduct qualitative research on how men care	Conduct qualitative research on what influences men's involvement in caring for a loved one	2025	MLSA	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .
Strategic Goal No. 5.4 Ensure affordable housing for older people							
Strategic goal indicator <ul style="list-style-type: none"> Statistics for people aged 50+/65+ receiving housing allowance Statistics on people aged 50+/65+ receiving housing benefits Statistics of people aged 50+ living in substandard housing Number of barrier-free apartments by MEP 				Number of meetings/allocation for the given activities	Indicator default value	Indicator target value	1
Specific goal	Specific goal	Indicator baseline	Measures	Description of measures	Duration of	Responsible organisation/c	Resources

	indicator	and target value			implementation	operating organisation	
5.4.1. Create a system of mapping and regular evaluation of the barrier-free level of households/ apartments in individual regions	Analysis.	0/1	Create an analysis mapping the number of barrier-free apartments (preferably in numbers by MEP).	Prepare an analysis.	Ongoing	MRD	CZK 5 million.
5.4.2. Ensure funding to optimise the number of flats with completed barrier-free adaptations and energy-efficient housing	Grant title.	0/1	Establish a grant title for the construction of barrier-free, energy-efficient housing based on universal design principles.	Approve a grant title reflecting the need for accessible housing in the community.	Ongoing	MRD	CZK 242.5 million per year.
5.4.3. Promote the creation of multipurpose and intergenerati	Creation of recommendations.	0/1	Promote the creation of intergenerational residential zones	Propose recommendations for the creation of intergenerational residential zones, not only in rural areas.	Ongoing	MRD	All financial expenses and personnel requirements must be secured and

onal residential zones not only in rural areas							used within the approved expenditure limits .
5.4.4. Ensure support for seniors in legislative and non-legislative adjustments related to housing (Housing Support Act, elderly people as a target group)	Housing Support Act	0/1	Build a system to ensure the availability of rental housing for particularly needy groups, including the elderly.	Ensure the availability of rental housing in standard apartments for older people.	2024	MRD, MLSA	Legislative preparations for this law will cover the fact that all financial expenditure and personnel requirements must be secured and used within approved expenditure limits .
5.4.5. In cooperation with the Department of Architecture, cooperate on recommendations promoting intergenerational coexistence	Summary of recommendations	0/1	Support innovative elements of intergenerational housing in standard apartments	In cooperation with the Faculty of Architecture, support the creation of recommendations for intergenerational housing	ongoing	MRD	All financial expenses and personnel requirements must be secured and used within the approved expenditure limits .

and innovative elements for further application in the system							
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Annexes

Annex 1:

Table 5: Links Between the Action Plan and the Strategic Framework

Key goals Strategic Framework Ten principles for preparing for ageing	Main goals Action Plan	Strategic goals Action Plan
Fair pensions	Promote dignified security in old age	Ensure that the pension system is regulated to enable seniors to live a good life
More accessible and quality social and health services	Promote dignified security in old age	Ensure the availability of social and health services that enable people who require the help of others, not only because of their age, to live in dignity
More accessible and barrier-free housing for the elderly	Promote dignified security in old age	Ensure affordable housing for older people
Supporting the sandwich generation and	Promote dignified security in old age	Targeted support for informal carers

informal family carers		
Preparing the State for an ageing society	Ensure institutional support for preparing for ageing	<p>Set up a sustainable governance and coordination role for the State in the policy of preparing for an ageing society, with an emphasis on cooperation from stakeholders</p> <p>Set up research and evaluation mechanisms, and establish regular evaluation of the impacts of policy instruments for preparing for ageing</p>
Support for the family and interpersonal relationships	Promote active and healthy ageing	<p>Promote healthy-ageing activities at community level</p> <p>Develop volunteering and intergenerational solidarity</p>

<p>A safe life for the elderly, combating discrimination, violence and fraudsters, increasing consumer protection</p>	<p>Promote safe living for older people</p>	<p>Implement activities aimed at crime prevention in relation to the elderly population</p>
<p>Lifelong learning, the labour market and active ageing</p>	<p>Promote employment and adaptability in the labour market</p>	<p>Apply AEP tools and other measures to ensure the sustainability of employment of older people</p> <p>Develop a corporate culture that is welcoming to all age groups</p> <p>Promote socially responsible entrepreneurship</p> <p>Develop a lifelong learning offer focused on labour market adaptability</p>
<p>Barrier-free public spaces</p>	<p>Promote safe living for older people</p>	<p>Promote an environment more friendly to all age groups and build barrier-free public spaces</p>

Awareness and media coverage of ageing	Ensure institutional support for preparing for ageing	Implement awareness-raising and educational activities and campaigns for the public/stakeholders
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Source: own