

# CIP EQUAL Bulletin

November 2007

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## Current Situation of CIP EQUAL in CR – News

*This fall, CIP EQUAL in the Czech Republic enters its final phase. Most of the projects are getting to the stage of mainstreaming the verified innovative products to the practice and the relevant policies. An efficient instrument of their verification is so called product validation (assessment of quality and of added value of innovative products by various stakeholders). Development partnerships validate their products since September of this year. The mainstreaming of innovative instruments should also be supported by the upcoming annual conference, CIP EQUAL on November 19, 2007 focusing primarily on policy makers. Execution of some projects is getting to end, therefore, a project closure seminar for development partnerships was held in September. However, completion of CIP EQUAL program does not mean a complete termination of supporting development of innovative instruments and international cooperation. A new Operational program – Human Resources and Employment has been approved in October to which some CIP EQUAL principles will be transferred and the best practices developed by CIP EQUAL projects will be used within this program.*

## Additional Call for Applications

At the end of September, a fifth and likely the last call for applications for financial support from CIP EQUAL has been announced, up to 127 mil. CZK is expected to be allocated within this round. This call is focused on activities related to dissemination and mainstreaming of innovative instruments to policy and practice with the objective of ensuring equal conditions on labour market. Execution of these activities is very important given the innovative nature of the program, as it is necessary to ensure application of new instruments in practice and to execute changes, if any, in relevant policies on local, regional and national levels.



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*As of October 31, 47 applications were submitted within the fifth call. The evaluation process is expected to be closed by the end of this year.*

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The individual projects must be executed by several entities associated in so called development partnerships, as oppose to individual entities. The project applications could have been submitted either by existing CIP EQUAL projects or by new partnerships created on ad hoc basis. For example, several development partnerships (DP) have been created across existing projects within the previous additional call, whose cooperation have been started by activities of so called national thematic networks (NTN).

A seminar for additional call applicants was held on October 17 at which the applicants were informed of the scope of supported activities, justifiable costs, filling out the electronic application Benefit, etc.

The application submission deadline was set on October 31, 2007. 47 applications were submitted on time. The evaluation process is expected to be completed by the end of this year. Thus, the new projects could commence their activities in

### Project Closure Seminar

Although the key focus is currently on formulating the projects outputs and primarily their transfer to practice and policies, preparatory works has been started in relation to formal termination of projects and the entire program. A seminar for CIP EQUAL projects representatives was held on Friday, September 14 focusing on projects completion. Several projects will terminate their activities already at the end of 2007, vast majority will be completed in the second half of 2008 (CIP EQUAL projects commenced activities in the first half of 2005). A recommended time schedule of the project completion tasks was presented at the seminar that should help in proper planning and allocation of these activities. Completion of CIP EQUAL projects will be even more complex because a number of projects will be managed within quite wide partnerships. In addition, the form of the final technical and financial monitoring report that needs to be prepared for individual projects was also presented at the seminar. The technical reports will include summary of the overall process of the project, key outputs and "products", as well as the way how the project managers applied the principles of partnership, joint decision-making (empowerment), international cooperation and gender equality in executing the project objectives. The financial report will include a breakdown overview of provided advance payment, and it will be also a last chance for submitting the expenditures incurred in connection with projects execution. The Managing Authority of CIP EQUAL also issued a methodological instruction for projects termination summarizing the overall process of the final project administration. This document together with the most frequent questions from the seminar was published at [www.equalcr.cz](http://www.equalcr.cz).



Closure of projects is the first step for the closure of the entire program that should be completed by March 31, 2010. The final certification (application for a payment submitted to European Commission) needs to be done by this date, as well as the final reports from the Managing and Payment Authorities. .

### CIP EQUAL Certification

As of September 30, 2007, CIP EQUAL Managing Authority (Ministry of Labor and Social Affairs of the Czech Republic) submitted to the Payment Authority (Ministry of Finance of the Czech Republic) expenditures form for certification for a part of funds from the European Social Fund (ESF) in the amount of 14.49 mil. EUR. The payment body subsequently certified all these funds and submitted the respective application for payment from ESF to European Commission. By this amount, the n+2 rule was met significantly in advance in order to allocate year 2005, such rule being set at the amount of 13,18 mil. EUR. Simplified, this rule says that the funds committed by the European Commission to a member state in "n" year need to be spent within two years. In the event that the member state does not meet this condition, there is a risk of an automatic cancellation of the European Commission's commitment with respect to non-incurred expenditures.

The goal of the certification is obtaining an assurance that the set managing and control systems provide proper financial management and that the EC regulations and national regulations related to provision of assistance from structural funds are followed during implementation.

### 2007 CIP EQUAL Annual Conference in Czech Republic

The second annual CIP EQUAL Conference will be held in Prague on November 19, 2007. The conference will present achieved successes of the program, i.e. of individual CIP EQUAL projects. The projects, representatives of the national thematic networks and thematic experts will present innovative products, developed in order to create equal opportunities on labor market. These products should identify and support the employability of disadvantaged or discriminated groups, while aiming at change and improvement of the existing procedures on the labor market and relevant official policies on the national and European levels.



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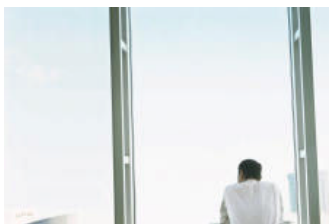
*The second annual CIP EQUAL conference will be held in Prague on November 19, 2007. The conference will present innovative products developed within the program, respectively its individual projects.*

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The Conference will be opened by the Deputy Prime Minister and the Minister of Labor and Social Affairs, Petr Nečas; the other speakers will include Marie Bílková, Director General for the Section of Employment Services Administration, Iva Šolcová, the Director General in Charge for the Section of European Union and International Relations and Walter Faber, the European Commission representative from the General Directorate of Employment, Social Affairs and Equal Opportunities.

The guests of the conference include, for example experts of the national thematic networks, Directors of Labor Offices, representatives of regional municipalities, universities and CIP EQUAL managing authorities from the other EU member states.

Following the introductory plenary session, the conference will continue in the form of workshops where the individual NTN will present simultaneously in the morning and afternoon sessions. Part of presentations will be devoted to the introduction of NTN activities by its Chairman, followed by presentations of development partnerships on their best products. Products from selected



## Interesting Project Outcomes

### 3 products in the zoom, 3 questions for the product authors

#### Reintegration program for homeless people

The project of the development partnership "Assistance" named "From eight to four" is focused on helping homeless people. "Since 2004, this project is executed by the Silesian Diacony with the seat at Český Těšín. The key objective is to improve employment of socially disadvantaged homeless people and their reintegration to society and to the labor market. The project focuses on areas proving to be the most problematic for homeless people, i.e. housing, education and getting the job. This project includes a proposal of new solutions of this issue, their processing up to the form of methodology and also pilot verification in practice.

Within the project execution, there are three simultaneous closely linked programs underway, "Assisted housing", "Assisted learning" and "Assisted job". The "Assisted learning" program offers a possibility to complete an incentive educational course focused on strengthening self-confidence and to discover or rediscover capabilities and skills increasing the chances on the labor market. The "Assisted housing" program represents a new form of housing of the target group within flexible apartments with a support of an assistant.

The "Assisted job" program enables participation in work therapy with the goal to help a person to identify his/her strengths and to find area where he/she can find a job. The project is executed in the development partnership of ten major organizations from the Moravian-Silesian region, interested in finding a solution of this issue. These organizations include state institutions, university, NGOs and private entities.

Monika Klimková  
Project Assistant

### 1) What do you consider the major success of your project?

Our organization considers several major benefits of the execution „From eight to four" project. We succeeded in developing and verifying several new methods and techniques of working with homeless people, creating education program tailored for the specific target group of homeless people and creating and accrediting job agency.

The cooperation of firms, institutions and organizations proved to be important and effective for our work, cooperation that would most likely not exist without our project. The experience exchange with international partners in Poland and Netherlands was also very inspirational.

However, the major success rate indicator of our project is the real return of homeless people participating in the project to the labor market and "real" life. At the end of the project, we can say that 70% of users participating in the project got a job and nearly all of them left the asylum house; they live independently in training apartments or completely independent housing.

### 2) What is the public's reaction to the results of your project?

We were surprised by a friendly and positive reaction of public. People are interested in the project, its objective and benefit for public. People are asking for the life stories of our clients, we receive gifts for the project participants.

We are currently preparing the conference "Having a key in my pocket or no more homeless and jobless", that will be held on November 1, 2007 in Karviná. The topic of the conference will be new approaches to working with homeless people developed and tested in executing projects financed from the European Social Fund.

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*The key objective of this project is the improvement of employment of socially disadvantaged homeless people and their reintegration into society and to the labour market.*

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### 3) Where do you see your product in 3 years?

One of the objectives of the project „From eight to four“ is also creating of conditions for sustainability of proven methodologies and individual programs, e.g. through creation of job agency. However, it is clear even today that it will not be easy. People called traditionally “homeless” in the Czech Republic do not exist “de iure” – there is no legal meaning for them.



Despite this situation, our organization feels more and more interest in and need of addressing the homeless issue in the systematic and comprehensive manner, primarily by the municipalities. We are currently preparing jointly with the City of Český Těšín an opening of an asylum home while using knowledge and experience from execution of this project, the City of Karvinná is considering inclusion of methods and techniques developed by us within the community planning, etc.

### Assistance Centers for women entrepreneurs

The Moravian association of women entrepreneurs and managers with the seat in Brno opened three Assistance Centres as part of the CIP EQUAL project – two in Brno and one in Zlín – with an objective of assisting women in the beginning of entrepreneurship, primarily in the form of individual advisory services, specific education courses, professional advisory and individual leadership.

*Mona Nechvátalová*  
Project Coordinator

### 1) What do you consider the major success of your project?

Our project showed that women are very interested both in advisory services and professional seminars of which we organized 44 in total with over 400 participants. Already after one year, the project met our expectations and we are pleased that there is an interest in it. The three assistance centers were visited by more than 1,000 women; we answered more than 1,100 questions raised during personal visits, by mail or telephone. To date, 47 firms and 54 new jobs were created. Women have been coming during the year with various business ideas. Operating restaurants, cafés, both “brick and mortar” and internet shops, cleaning service, courier service, film processing, manual car wash, jewelry production, body painting, wellness center, pet hairdressing, English day care, even a production of food additives, to name just a selection of all ideas.

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*To date, 47 firms and 54 new jobs were created within this project.*

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It is interesting that the clients also included several foreigners, mostly from the former Soviet Union.

### *2) What is the public's reaction to the results of your project?*

We have noticed a very positive interest from media both in "women success stories" and the results of the Czech-Irish survey covering the views of 400 women on doing business in Ireland and here. The public expressed a great interest in this project's activities.

### *3) Where do you see your product in 3 years?*

We will present the results of the project on November 12 on the international conference in the building of the Senate of the Czech Republic. We believe that our project can be successfully implemented into the system of entrepreneurship support in the Czech Republic. However, this is not only up to us, but rather up to the support of women entrepreneurship by political parties, given that such support is minimal compared to other European countries.



### **Assessment Methodology of non-discrimination approach criteria with respect to compensation of women and men for the same work or work of the same value to the employer.**

The work program Equal compensation executed within the Breaking the Waves project focuses on the different compensation for work of women and men. One of the products developed within this work program is the brochure "Methodology of assessment of criteria of non-discrimination approach to compensation of men and women for the same work or work of the same value to the employer".

The methodology is meant for employers who would like to find out whether there are not hidden discrimination assessments in the wage policy and provides a direction on how to identify such discrimination and to address such problem.

The methodology first explains the key features of the topic, such as e.g. compensation or direct or indirect wage discrimination and provides examples of individual types of discrimination.

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*Work program Equal compensation addresses the topic of different compensation of men and women.*

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A part of it is the proposed methods how to identify work of the same value and to assess whether an equal compensation is applied in two model enterprises with less than 50 and over 50 employees. The assessment process covers qualification, skills, responsibility, required work load and working conditions. The assessment should be under the methodology, be the representatives of the assessed occupations with an equal participation of men and women. The assessment has to take into account a percentage allocation to importance of individual areas according to conditions of the prospective occupation and specific firm. More detail factors (e.g. responsibility for people or psychical stress) influencing the complexity of the job need to be ranked as well.

The methodology of equal compensation has been selected into validation for the proEquality coalition, Breaking the Waves project within the NTS-E, the preliminary validation term is December 2007.

*Petra Kubálková*  
*Project Coordinator*

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*The methodology of equal compensation has been tested within the Breaking Waves project in the Brno-Bohunice Hospital.*

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#### *1) What are successes and issues of result processing?*

The pilot testing of the methodology has been done within the Breaking the Waves project in Brno-Bohunice Hospital (the testing report is not publicly available due to sensitive information tested within equal compensation audit). We are currently looking for a second employer in Prague who would be willing to be tested by this methodology. Unfortunately, the wage policy falls into the sensitive area and the willingness of the approached employers to make their information available is very low. Therefore, we are still looking for a second employer and we will welcome any employer who will contact us even from those who we did not contact.

#### *2) Is there demand for equal compensation of men and women?*

Yes, but not on the level that would mean a predominant trend of equal compensation by employers. We succeeded in publishing an article about methodology in the Newsletter Equal Opportunities to Companies (No. 6/2007), the issue was devoted to financial compensation of men and women; however we expect that the topic of equal compensation for the same work (work of the same value) will soon become a overall society topic on the national level due to the fact that the difference

in compensating men and women oscillates long-term on the level of 25%; with the increasing share of women in management positions, the equal compensation issue will become a repeating evergreen.

### 3) Where do you see your product in 3 years?

Within three years, we would like to advance, at least in part some elements of equal compensation into the wage policy of employers.

We are currently starting cooperation with the Czech-Moravian Confederation of Trade Unions for which we prepared a brief document, Principals of Negotiating Collective (tariff) Agreements with respect to the principal of gender compensation equality (see [www.proequality.cz](http://www.proequality.cz)). We consider this document together with the methodology the basic building blocks of the wage policy.

The second planned step for advancing the non-discrimination approach to work compensation in practice is incorporation of methodology of equal compensation into the offer package of the gender audit which currently includes educational program of managers/women managers and gender audit.

### Project Results, Project Activities

- o 17 international Equal partnerships met at the joint reception devoted to the linking the Lisbon strategy with the European strategy of employment. One of the organizers is also the Partnership for the so called Czech Switzerland (České Švýcarsko); the recipient of the subsidy from CIP EQUAL was the city Krásná Lípa. We will provide information about the reception outputs in the next issue of the Newsletter.
- o Within the project of development partnership Your Future, the recipient of the subsidy, Higher specialized school Dakol and the High School Dakol created 9 innovative education programs. The programs included the courses of seamstress, European welder, catering services, male nurse and care person, start for entrepreneurship, improvement of oral and written communication, driver, PC literacy and a unified program cumulating qualification of dry construction assembler, painter, surface processing and adjustment. The innovation of the education programs is based on combination of formal and informal approach. Part of the program is using the therapeutic methods and advisory and incentive programs.



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*17 international Equal partnerships from ten countries met at the joint reception in Brussels devoted to linking the Lisbon strategy with the European strategy for employment.*

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## National thematic networks (NTN)

The representatives of development partnerships (CIP EQUAL projects), policy makers, independent experts and other people interested in this respective issue associate within the national topic CIP EQUAL networks according to individual topical areas. The objective of creation and functioning of such networks is the exchange of experience, feedback to the authors of innovative instruments and joint advancement of the created innovations into policies and practice. In this issue, we bring news from NTN B – Incorporation process and development of individual entrepreneurship.

### National Thematic Network B – Incorporation Process and Development of Individual Entrepreneurship

The members of the national thematic network B associated around the joint topic – support of start up entrepreneurs. They meet with twelve development partnerships on joint meetings together with experts from relevant institutions, e.g. Ministry of Labour and Social Affairs of the Czech Republic – Employment Services Administration or Czech Moravian Guarantee Bank. Newly, the representatives of Labour Offices should also participate.

This topic network outlined three key areas in its mainstream strategy. The first is the motivation and removing barriers that frequently prevent starting up a business. One of the goals of the topic network is to advance entrepreneurship education into the education structure of basic and high schools. In addition to theory, it would be good to introduce practical education as well. For example, the high school students could be introduced to business in the form of manager shadowing as part of their practice. The purpose of this method is to participate directly in standard managers' activities.

Similarly important according to the NTN's members is the area of increasing the information availability and advisory. Therefore, a proposal for development of unified network of advisory points has been made based on cooperation of several development partnerships. These centers could be created for example at unified registration points. The centers should provide services such as diagnostics of the client (identification of his/her competencies, possibilities), advisory in the area of financing or consulting of business plans.

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*In addition to theory, it would be good to introduce practical education as well. For example, the high school students could be introduced to business in the form of manager shadowing as part of their practice.*

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Finally, the third item of the mainstreaming strategy is the improvement of access to capital. In this area, the members would like to increase the availability of microcredits for entrepreneurs through softening the entry conditions into the START program of the Operational Program Entrepreneurship and Innovations.

## Validation of Products developed in CIP EQUAL

The CIP EQUAL emphasizes the importance of effort made and time spent in self-assessment, critical analyses, joint reflection and preparation for dissemination and advancement of products to relevant policies and practice. The product validation methodology was introduced to all development partnerships within CIP EQUAL in May 2007.

The selected product is evaluated by four groups - external experts, peers (representatives of NTN or projects from similar topic area), potential users and product authors themselves. The validation has four key objectives:

- o To ensure dissemination of broader reflection in relation to products being developed or already developed, primarily within the development partnerships and national topic networks;
- o To ensure higher quality – constant improvement of products;
- o To achieve general product recognition;
- o To improve the strategy and the plan of product dissemination and advancement

The first validation discussions of specific products took place during September and October. The validation was granted for example to the course „PC, internet and email basics for people with hearing disorders and deaf people“, the recipient Free Art Records s. r. o. The validation discussions included for example the experts from universities, labour offices, and representatives of the national topic network D as well as the target group of people with hearing disorders. The product was validated by all groups, i.e. its quality and added value was proven. Minor recommendations came out of the discussions that will be incorporated by the authors. Certain recommendations were also directed to future providers of the course, i.e. for example to labour offices.

Other validation discussions of CIP EQUAL products are planned during fall and winter of 2007. The second seminar for recipients will be held on December 6, 2007 under the organization of the national support structure in cooperation with the steering body, focusing on validation.



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*The selected product is evaluated by four groups - external experts, peers (representatives of NTN or projects from similar topic area), potential users and product authors themselves.*

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## EQUAL in Europe

### „From Practice to Policy“ – final CIP EQUAL Conference in Ireland




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*„The question is not what EQUAL can do for me but rather what can I do for EQUAL“.*

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„The question is not what EQUAL can do for me but rather what can I do for EQUAL“. This was one of the key ideas of the final CIP EQUAL conference in Ireland held on October 9, 2007 in Dublin. The conference was named „From Practice to Policy: Promoting Equality in the Labour Market“.

During the period of 2001 – 2007, CIP EQUAL in Ireland supported a total of 43 development partnerships. More than 450 organizations participated in CIP EQUAL both from the private and public sectors, with the goal of creating and testing on the pilot basis, innovative solutions for removing inequalities and discrimination in labor market. The final conference was both an opportunity to summarize the key lessons arising from the projects completed to date and to present the key successes of all 22 projects that are being executed within the second round of CIP EQUAL.

The conference presented an opportunity to all projects to introduce their work in the form of printed and electronic outputs in the booths. The conference was officially opened by Mr. Michael Ahern, Minister for innovative policy of the department of entrepreneurship, trade and employment, who also emphasized that even small projects and organizations may significantly contribute to improvement of situation in employment, primarily by dissemination of instruments and strategies for removal inequalities and discrimination on labour market. The final conference was focused on presentation of project results in four key areas – implementation of a single system of service provision, diversity of services, support of equal opportunities/competencies of employees and the accessibility of jobs. A representative of certain group of recipient presented for each area, describing the key successes of the completed projects. The representatives of target groups and employers had an opportunity to present their views through video conferences. A specific example is a case study from the Children Faculty Hospital, Temple Street, which provides work to people from various social background and work on the universal approach principal.

The projects representatives agreed that the key problem is the low level of information available to the key stakeholders, such as employers and trade unions. They also agreed on intention and determination of projects to continue mainstreaming activities even after the completion EQUAL program.

## European Social Fund 2007 – 2013

### International Cooperation within European Union

In September 2007, the first meeting of so called contact persons for international cooperation from individual member states was held under the auspices of European Commission – General Directorate for Employment, Social Affairs and Equal Opportunities. The goal of this meeting was to make contacts among the representatives of member states and to discuss role of contact persons. Another item was the question of implementation of international cooperation, synchronization of calls for applications, justified expenditures and database simplifying the search for potential international partners.

A heavily discussed topic was the added value of international cooperation; the participants agreed that the international cooperation will be supported only in the event that the beneficiary proves its added value for the objectives of his/her project.

During this meeting, the European Commission presented information about inclusion of the international cooperation in the European Social Fund programs during the programming period of 2007 – 2013. Approximately 3 billion EUR will be allocated to international cooperation within 117 operational programs financed from ESF during this programming period. The international cooperation will be implemented in 42 operational programs as a specific priority axis.

More information may be found at:

[http://ec.europa.eu/employment\\_social/equal/news/200710-transnat\\_en.cfm](http://ec.europa.eu/employment_social/equal/news/200710-transnat_en.cfm).

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## European Social Fund in the Czech Republic in the new programming period

The human resources area is supported in the European Union from the European Social Fund that was created fifty years ago with the objective of addressing the problems in the area of employment and social inclusion. The individual EU member states use the ESF money through operational programs.

Human resources development in the Czech Republic in the new programming period 2007 – 2013 is supported by three operational programs compared to the programming period 2004 – 2006; the programs of: Human resources and employment, Education for competitiveness and Prague – Adaptability. All these programs were approved and signed by the European Commission on October 16, 2007.

Czech applicants for support may receive up to 3.8 billion EUR from the European Social Fund; it is a total of 4.4 billion EUR including the state budget co-financing, i.e. approximately 124 billion CZK. The funds are divided as follows:

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*European Social Fund was created fifty years ago with the objective of addressing the problems in the area of employment and social inclusion.*

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In mil. EUR	EU	State Budget of the Czech Republic	Total	Managing Authority
OP Human Resources and Employment	1837	320	2157	Ministry of Labour and Social Affairs of CR
OP Education and Competitiveness	1829	323	2152	Ministry of Education, Youth and Sports of CR
OP Prague – Adaptability	108	19	127	Prague City Hall

The management of the Operational program „Human resources and employment“ (OP HRE) falls within the responsibility of the Ministry of Labour and Social Affairs of the Czech Republic. A subsidy for active employment policy for the area of further education of employees, social inclusion and for the support of equal opportunities of men and women may be received within this program. In addition, this program will also support modernizing of public administration and international cooperation.

The Operational program „Education for competitiveness“ falls within the responsibility of the Ministry of Education, Youth and Sports of the Czech Republic. This program focuses on development and improvement of the entire education system.

The objective of the program is the development of the educated society through improvement of the initial, tertiary and further education systems, their linking with the complex system of life learning and improvement of conditions in research and development.

The Operational program „Prague – Adaptability“, meant for the area of the City of Prague is managed and implemented by the Prague City Hall. The program is developed into three key priorities. It is focused on support of development of the knowledge economy, support of the market entry and improvement of the initial education.

Any individual and legal entity may be an applicant within the OP HRE, provided that it has a seat in the Czech Republic; such individual or entity to be directly responsible for preparation and management of the project – it may not act as an intermediary.

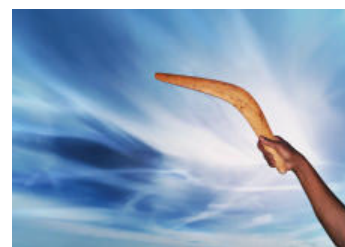
The following institutions and organizations may submit projects within announced call: central state administration, labor offices, district administration (regions, municipalities), education institutions, social partners (employers and trade unions), NGOs, providers of social services, etc. The project does not need to be of the national character. Some calls for submission of grant projects will in the contrary include regional specifics.

The applicants need to wait with submission of the projects until announcement of respective calls that will be announced on the ongoing basis. The first call may be expected at the end of 2007.

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*Human resources development in the Czech Republic in the new term of 2007 – 2013 is supported by three operational programs.*

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*A support of up to 100 %  
of justified project  
expenditures is provided  
in programs co-  
financed from ESF.*

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Submission of applications within the closed requests is time limited; it is mostly 8 weeks for preparation of a project from the announcement of the request. The applications are subsequently evaluated by external evaluators or by an evaluation commission whose conclusions are finally assessed by the selection committee. The open requests will provide a possibility of preparing and submitting the applications on an ongoing basis.

The applicant may prepare, submit and execute more projects within OP HRE or ESF but also within individual requests. However, the proposed projects must have different project objective.

A support of up to 100 % of justified project expenditures is provided in programs co-financed from ESF. In general, no financial participation is required from the applicant. An exemption present projects where beneficiaries are obliged to secure private co-financing (e. g. financial assistance is of the public support nature, wage contributions, etc.). However, it needs to be noted that the applicant will need some of his/her own funding for costs that are not justified within the OP HRE (e.g. investments) or for the bridge term in-between the processing of individual advance payments.

All detail and up-to-date information are available at [www.esfcr.cz](http://www.esfcr.cz). The applicants may find information about the terms and conditions of individual programs and areas of support. The projects may also be always consulted with the respective entity announcing the request.

