



**FEANTSA**

**“Multiple barriers, multiple solutions: Inclusion into and through employment for people who are homeless in Europe”**

**National Report Czech Republic – Annual Theme 2007**



## 1. Some general facts and figures on Czech Republic

The homelessness problem is the theme that it has not been spoken and known for a long time in the Czech Republic. The total population of the Czech Republic is rated on 10,2 mln inhabitants. The total number of homeless people has not been known in the Czech Republic. According to estimation, there were 100 thousand homeless people in 1998 and it has been increasing 10 % every year. Presenting of the clients (homeless people) is duplicating many times. Considering that succession of the asylum care has been missing (there is no chance to obtain the flat), the clients have been migrating between the institutions offering the social cares.

### Causes of homelessness

According to research, the most frequent cause of homelessness in the Czech republic is:

- loss of occupation (23 %),
- divorce (20 %),
- leaving the family (11 %),
- execution of a punishment (5 %),
- mismanagement (3 %),
- withdrawal from hospital treatment (2 %),
- other causes (29 %),
- voluntary decision (7 %) – but we have to take their psychological condition and the others into account.

### Sociological data about homeless population in the Czech republic

Women comprise 10 – 15 % of homeless people in our republic (in USA and EU it is whole 25 %).

The age structure of czech homeless people looks as follows:

- 4 % of homeless people in age of 0 – 18 years
- 9 % in age of 18 – 25 years
- 19 % in age of 25 – 40 years
- 28 % in age of 40 – 50 years



- 25 % in age of 50 – 62 years
- 15 % of homeless people older than 62 years.

The highest adjusted education of homeless people:

- 34 % skilled,
- 30 % primary education,
- 7 % secondary education with leaving examination,
- 6 % secondary education without leaving examination,
- 1 % higher than secondary education,
- 1 % unfinished primary education,
- 21 % undetected.

Where the homeless people sleeping out:

- 21 % in lodging house, reception centre or shelter,
- 15 % at the station,
- 13 % at the acquaintances,
- 2 % at the lodgings,
- 1 % in a squat,
- 48 % another, changeable accommodation.

Further information:

- 25 % of czech homeless are persons in disability retirement,
- 25 % of homeless have an experience with children's home,
- 15 % of homeless have an experience with mental home.

## **2. The working profile of roofless people**

The most common working profile of a roofless person in the Czech Republic is an unemployed, middle-aged person, with a primary or apprentice education, at least from time to time working on the alternative labour market. This profile is the same for both the genders.

In the total number of homeless people who are economically inactive, unemployed or not involved in the unpaid activities, approximately 25-30% people seek a regular job on the regular labour market, depending on the individual regions and the quality of the provided services.

*At the present time, the unemployment rate is falling. In 2006, it was 7.7%, which is 1.2% lower than in 2005 (8.9%) and 1.8% lower than in 2004 (9.5%).*

*The unemployment rate is different in the individual regions. The worst situation is traditionally in those regions which were in the past oriented to coal mining and metallurgical industry. There, the unemployment rate amounts to as much as 18%. In the regions with a high unemployment rate, it is very difficult for many inhabitants to find a paid job. For roofless people it is even more difficult. The barriers to finding a job among the members of this target group is dealt with in more detail in the following chapter.*

### **3. Barriers to employment of roofless people**

Under the ETHOS typology, we can say that in the Czech Republic a dramatic difference is not observed among the individual categories. This may be caused by that that within the work with roofless people the organisations working with this target group orientate on work with people without a shelter and without an apartment, whereas people living in insecure or inadequate housing do not receive that much attention. The reason may rest in difficulties related to collection of information on such persons, insufficiency of qualified field workers and this is mainly due to the insufficiency of financial funds for field programmes with such orientation.

#### **3.1 Health barriers**

The health condition of the homeless people in the Czech Republic is a serious problem; as estimated, as much as 90% of homeless people suffer from a certain kind of disease. Alcohol addiction, which we encounter much more often than with addictions to any other addictive substances, is then one of the most common barriers to finding a job. As estimated, more than 80% of homeless people have problems with alcohol or other health problems related to alcohol abuse, but only 6% homeless people are addicted to other addictive substances. A number of Czech homeless people suffer also from psychical problems, which tend to be another barrier to their employment. In this respect we deal with serious psychical disorders, usually not treated, or a “dual diagnosis”. General physical problems of a minor character or

dental problems are not considered a barrier to employment. Tuberculosis is certainly a serious problem, but at the present time its occurrence among the monitored homeless people is scarce and rather negligible.

3.1. Barriers related to health	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Drug addiction/history of drug abuse	X		X		X		X	
Alcohol addiction/history of alcohol abuse	X		X		X		X	
Tuberculosis		X		X		X		X
Mental health problems	X		X		X		X	
'Dual diagnosis' (substance abuse combined with mental health problems)	X		X		X		X	
General physical health problems and dental problems		X		X		X		X

### 3.2 Barriers related to housing

Every citizen of the Czech Republic must have a place of residence. People without a regular factual residence (that is, mainly people of Category I and II of ETHOS typology) have a permanent residence registered in the municipality in which they lived last and the address where the competent city or municipality authority resides is the address which is shown in their documents. In their employment application, as their contact address, they indicate this address and/or shelter address, where they currently reside and these addresses are usually known by most of the potential employers. This may be a great barrier to their acceptance. Insufficiency of affordable and/or adequate housing may be also apparent in the appearance of the person (insufficient hygiene, odour).

When living in the economically handicapped regions, finding a job is a general problem. The problem is even greater for homeless people.

Insufficiency of company apartments and lodging hostels is another problem. In case of their insufficiency, a lot of people would be willing to move away to find a job, particularly those from the high-unemployment regions. Company lodging houses and apartments are currently rather exceptional in the Czech Republic, a possibility of an employment with accommodation is offered rather in cases of seasonal jobs (summer season – picking of berries, construction work) and government institutions (police, military).

There is no overpopulation in the Czech Republic; hence it is not a barrier to employment. No barriers are known related to the provided services. The service providers attempt to support the person in seeking and keeping a job and strive to meet such a person halfway (for instance flexible opening hours).

3.2. Barriers related to housing	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Shortage of affordable housing	X		X			X		X
Shortage of adequate housing	X		X		X		X	
Poor working environment in hostels or other temporary housing		X		X		X		X
Barriers created by service providers in their housing restrictions (e.g. limited time of stay, inflexible opening hours)		X		X		X		X
Living in economically deprived areas	X		X		X		X	
Over crowdedness		X		X		X		X
Lack of housing and tenant support while undertaking training or	X		X		X		X	

during the initial stages of employment								
---	--	--	--	--	--	--	--	--

### 3.3 Transport

In the Czech Republic there is a sufficient public transport network and the costs are rather low than high. Homeless people often use alternative means of transport, such as a bicycle, hitchhiking or illegal rides. At the present time, some employers require a driving license or the employee’s own vehicle, which may be another obstacle for homeless people.

3.3. Transport	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Lack of public transport		X		X		X		X
High costs of public transport		X		X		X		X
Lack of driver’s licence	X		X		X		X	
Lack of vehicle (bike, car)	X		X		X		X	

### 3.4 Education

As regards the highest achieved education, 34% of homeless people have apprentice education, 30% have primary education, 7% have secondary education with final examinations, 6% have secondary education without final examinations, 1% have higher than secondary education, 1% have incomplete primary education.

Within the research of the Association of Shelters, employers were addressed with a request to complete a questionnaire regarding employment of people with a certain handicap on the labour market. The research showed, besides others, that 81% of employers would probably not employ people with primary education; on the contrary, only 8% of employers employ people with primary education.

Access to life skills training and work skills training is usually easier for roofless and houseless because these programs are usually held in night shelters and shelters, in which they currently live. Access to these courses may be difficult for people living in insecure or

inadequate housing. The Employment Office is another potential organiser of such programmes.

3.4. Education	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Lack of basic qualifications (e.g. literacy)	X		X		X		X	
Lack of specific qualifications /secondary education	X		X		X		X	
Access to life skills training		X		X		X		X
Access to work skills training		X		X		X		X
Lack of qualified advice on what training to follow		X		X		X		X

### 3.5. Information

In general we can say that information and access to it is sufficient. Information on vacancies is displayed at the Employment Office, where there is also a possibility of a free access to Internet for each unemployed person.

Important information on rights and entitlements in the area of social security benefits are provided to roofless people at any municipality or city office, employment office, by social workers in shelters and other similar facilities, workers in social and legal centres, street workers.

It is rather the inability to use the Internet than the impossibility to access it which can be considered a barrier to employment. Homeless people do not have access to telephone either – due to financial reasons.

In the Czech Republic, the Employment Office is the major mediator of employment; it offers such services as free access to Internet, continuously updated offer of vacancies, training and

motivation courses etc., so that if the person is not registered at the Employment Office, he/she is rather disadvantaged.

2.5. Information	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Lack of information on/ access to information on job offers		X		X		X		X
Lack of access to relevant information on rights and benefits		X		X		X		X
Lack of access to internet	X		X		X		X	
Lack of access to telephone	X		X		X		X	
Lack of access to job-centres		X		X		X		X

### 3.6. Stigmatisation/discrimination

The physical appearance is one of the major methods of self-presentation of a person. In seeking an employment it is very important. The appearance of homeless people is directly related to their lifestyle – insufficiency of financial means, problems with alcohol, loss of basic hygienic and social habits, total resignation – they do not care about what they look like. People living directly in the street have the worst situation. In the shelters and similar facilities, the workers try to motivate the users of their services also in this area. This situation may be dangerous for people living in insecure or inadequate housing (electricity, water cut off, overpopulation in apartments – spreading of diseases).

A sufficiently realistic awareness of homelessness and homeless people still does not exist in the Czech Republic. We encounter limited awareness of the particular problems, disapproving position of the society ensuing from ignorance; we encounter a great deal of prejudice, the most common of which include: they are responsible for themselves, all of them are drunks and junkies, they have no job because they do not want to work, all of them have a tuberculosis, they commit crime and so on.

Regarding the different types of discrimination, in the Czech Republic we encounter apparent and concealed type. Different stances of people are observed, ranging from a detesting antipathy, apparent hostility and aggression to a negative approach to an individual – for instance at authorities, in shops, restaurants and means of transport, etc. - on the basis of his/her membership in the given group.

3.6. Stigmatisation/discrimination	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Physical appearance (clothes, haircut, personal hygiene etc.)	X		X		X		X	
Lack of awareness on homelessness (if yes, please specify)	X		X		X		X	
Discrimination (if yes, please specify on which grounds)	X		X		X		X	

### 3.7. Personal barriers

As regards the personal barriers of the homeless people in seeking a job, we consider the following items to be the most important, needing no more comments: changeable, instable lifestyle, absence of basic social habits, insufficient hygiene, insufficiency of communication skills, insufficient social network and insufficiency of work contacts, problems with behaviour and insufficiency of working experience, which they, due to this reason, cannot obtain.

In case of the long-term unemployment the person is losing basic working habits, such as regular attendance of work, necessity of an excuse in the case of absence, respecting the superior and colleagues, avoiding alcohol use in work. The loss of working habits does not have to be a barrier in seeking a job but rather a cause of the inability to keep it. If someone is unemployed long-term, he becomes “suspicious” for most potential employers because they raise a question: “Why has nobody employed him? There must be a reason.”

Indebtedness of Czech homeless people is a large and quite a frequently occurring problem. In itself it is not a primary barrier in seeking an employment but if an indebted person starts working on a regular working market, in some cases, a majority of his/her pay may be deducted, which is rather discouraging for such people.

A record in the Criminal Register is another serious barrier to finding an employment. According to the abovementioned research of the Association of Shelters, 80% of the addressed employers would not employ a person with a criminal record. Merely 3% of employers employ such people. Persons dismissed from the previous occupation due to an immediate termination of the employment contract for gross violation of discipline are in a similarly bad situation. 75% of employers would not accept them to the job and only 4% of employers employ them.

Legal incapacity is a direct barrier to receiving an employment on the regular labour market. A person deprived of legal capacity may not conclude any contracts and hence not an employment contract.

Inability to manage financial funds, family problems and experience with domestic violence are not considered a barrier to receiving a job, it is rather a reason for inability to keep it.

3.7. Personal barriers	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Transient, unstable 'chaotic' lifestyles	X		X		X		X	
Lack of 'core' life skills	X		X		X		X	
Problems with debt	X		X		X		X	
Poor financial skills		X		X		X		X
Lack of communication skills	X		X		X		X	
Long term distance from the reality of the labour market	X		X		X		X	
Lack of social and work	X		X		X		X	

networks								
Family related problems		X		X		X		X
Experience of domestic violence		X		X		X		X
Criminal record	X		X		X		X	
Lack of work experience	X		X		X		X	
Behaviour issue	X		X		X		X	
Hygiene issues	X		X		X		X	
Disempowerment	X		X		X		X	

### 3.8. Services

The major problem in the area of providing services to homeless people is insufficiency of adequate services regarding the number of the users. We can assert that the rendered services are flexible and always adapt to the current needs of the users. The quality of the provided services is after all a very relevant topic in the Czech Republic. It is governed by the law and controlled by the state. Social work and work in the social area may be performed by qualified workers only. One of the obligations which is also stipulated by law is a continuous education and training of these workers and continuous development of the relevant skills. There is almost no temporary care and support for people after termination of the provision of services, which may be a problem.

3.8.Services	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Unstable/short-term services due to funding regimes		X		X		X		X
Lack of adequate services that specifically target people who are homeless	X		X		X		X	
Poor cooperation between necessary support services		X		X		X		X

Lack of flexibility of services		X		X		X		X
Lack of an individualised approach/case management		X		X		X		X
Bad administration		X		X		X		X
Poor transitional and exit support	X		X		X		X	
Attitude and low expectations of some hostel/support staff		X		X		X		X
Poorly trained support staff		X		X		X		X

### 3.9. Bureaucratic and financial barriers

The structure of the system of social security benefits appears to us the largest barrier, which is strongly discouraging for all groups of socially weaker persons and hence also for homeless people. The amount of the social security benefits is rather high and illegally working people and employers giving them jobs are not sufficiently punished. On the other hand, people seeking an employment or a legal additional income are not advantaged in any manner because the amount of the minimal wage is not high and for instance it does not amount even to the living minimum of a three-member family. In case of a legal “additional income” the earned sum is deducted from the social security benefit so that at the end of the day these people achieve the same standard as those who are inactive in this area. This system may be marked as the largest barrier to seeking an employment.

3.9. Bureaucratic and financial barriers	Roofless		Houseless		Insecure housing		Inadequate housing	
	Yes	No	Yes	No	Yes	No	Yes	No
Poorly structured welfare benefits that make it financially unattractive to work - work does not pay	X		X		X		X	



Bureaucratic hurdles ( e.g. due to legal status)									
--	--	--	--	--	--	--	--	--	--

### *3.10. Major barriers to acquisition of own housing or lodging for roofless people*

The overall housing policy may be considered as the major barrier. In the Czech Republic, there is a general insufficiency of apartments, the prices of apartments are very high and the apartment rents are high as well. We encounter insufficiency of social apartments for socially weaker individuals, for instance roofless people, single mothers etc.

A gradual dependence of the user on the provided services (facilities) is one of the frequent barriers in this area - unless the individual is motivated by the workers to leave, he/she tends to consider the facility to be his/her home.

In case that the user becomes independent and gains an alternative housing, we experience quite often that he/she loses this housing soon, as he/she cannot stand up on his/her own legs, he/she cannot manage money matters independently, he/she lacks the essential skills - he/she does not pay the rent, he/she cannot prepare food, he/she does not meet other obligations related to housing (cleaning of joint rooms, keeping the night rest, etc.).

If the user finds a job, it is usually a job for a definite period of time - for several months and the pay is in the amount of the minimal wage, regarding the low qualification and type of work. If it is work for a longer period of time, we often see that the user is not able to keep the job and then he/she is not able to pay the rent or sublease for the apartment and he appears back in the street or in the shelter.

A big problem is seen in the insufficiency of assisted housing or supported housing for this target group, where an assistant would be available to the user, who would support him/her in his/her return to the normal life.

### 3. Legislative environment

#### 3.1. Right to work

In the Czech Republic, the right to work is set forth in the Constitution of the Czech Republic and in the Charter of Fundamental Rights and Freedoms. The right to work is stipulated in Section 10 of Act. No. 435/2004 Coll., on Employment (“The right to employment is the right of the physical person who wants and can work and seeks work to work in an employment relationship, right to intermediation of employment and provision of other services under the conditions stipulated under this act.”)

#### 3.2. Mutual support among employment, homelessness and prevention policy.

As a matter of fact, any mutual support among employment, homelessness and prevention policy does not exist.

##### 3.2.1. Implementation of the employment policy into strategies tackling the question of homelessness

In the Czech Republic, no official strategies handling the homelessness question *de facto* exist. The homelessness question is tackled within the work of non-profit organisations. Therefore, we may not speak about implementation of the employment policy into strategies handling the homelessness question. In general, the employment policy (so-called active employment policy) is devoted to persons who are difficult to be integrated onto the labour market, physically handicapped or socially disadvantaged persons. This policy can be considered very useful and, within the resources given, effectively implemented. A state authority – the Employment Office – is responsible for implementation of this policy. The participation in programs carried out within the active employment policy is voluntary for the job candidates and even here we can observe the omnipresent element of insufficient motivation of unemployed people and/or the demotivating social benefits (in terms of their amount) and optional participation of people.

##### 3.2.2. Prevention of a loss of housing and employment

In the Czech Republic, the policy combining both the phenomena, the prevention of *the loss of housing and employment* is absent. These problems are tackled by non-profit organisations, particularly within the individual planning of the service.

### 3.3. Programs aimed at employment of roofless people

The Czech Republic shows insufficient amount of programs aimed at employment of roofless people. We can observe that a number of such programs is being developed and/or is at the stage of preliminary implementation and verification in practice. At the present time, for instance, a complex program is being developed aimed at handling the question of unemployment of the specific target group within the Initiative of Equal Communities, or, to give another example, S.A.D organisation – Association of Asylum Houses.

### 3.4. Definition of employment

The definition of employment can be found in the Act on Employment, however, not all types of employment of roofless people are specified therein. The definition reads as follows:

*“The appropriate employment is such which establishes an obligation to return the pension insurance premium and employment policy contribution, provided that the working hours are not shorter than 80% of the established weekly working time, which has been agreed for an indefinite period of time or for a definite period of time longer than 3 months and which corresponds with the health capacity of the physical person and, if possible, his/her qualification, abilities, length of his/her previous employment, housing possibilities and transport accessibility of the work.”*

Besides so-called employment, we encounter different alternatives in the Czech Republic (not speaking now of the alternative, i.e. black labour market). These alternative include for instance different acquisition programs and/or so-called working therapy schemes. However, with regard to the target group, these are not codified in the Czech legislation, and, as a result, they tend to be taken rather for therapeutic activities. The unemployed people’s participation in these activities is optional and regarding the insufficient financial assistance of such activities and also the social benefits system in the Czech Republic the participants of such activities cannot be rewarded in any manner. The participation in such activities is not recorded and the participant is not entered into the health and social security insurance schemes. Organisations, mainly non-profit organisations, which carry on such activities encounter considerable difficulties raising finances; this activity *de facto* does not exist separately, it tends to be a part of a complex program of services for roofless people.

### 3.5. Social benefits

Roofless people in the Czech Republic are entitled to the following social benefits:

Benefits under assistance in material poverty in accordance with Act No. 111/2006 Coll., on Assistance in Material Poverty – Minimum Income Benefit and Housing Benefits - an extraordinary immediate assistance.

Benefits in the area of unemployment in accordance with Act No. 435/2004 Coll., on Employment – assistance in additional training – unemployment related benefits.

Pension insurance benefits in accordance with Act No. 155/1995 Coll., on Pension Insurance – a general and early pension, full and partial disability pension.

In case that the roofless person belongs also to the category of physically handicapped persons, he/she is entitled to another spectrum of benefits determined for this target group – Disability and sickness related benefits.

According the completed research based on the FEANTSA questionnaire, all, i.e. 100% respondents, agreed that the amount of social benefits is too high and in the final analysis it is demotivating for the target group in their attempts to seek employment; we can express the situation in the sentence that regarding the amount of social benefits, it simply will not pay off to work.

### 3.6. Compulsory participation

It holds true for all categories of ETHOS typology that as long as the roofless people are registered with the Employment Office – which is a precondition of receiving a claim to a social benefit, such people are obliged to seek employment and provide evidence thereof. Such an “evidence” means a confirmation of the potential employer on non-acceptance of the person to the employment relationship. In practice, it is as follows: during a certain time period (usually it is one month), the unemployed person visits at least five potential employers, where he applies for acceptance to the employment relationship. If the employer rejects the applicant, he shall issue a confirmation thereof – stamp is attached on a special form. Thereafter, the unemployed produces this form to his counsellor at the Employment Office and/or at the Social Security Office, an entity responsible for examination of the person’s claim for social benefits and their payment. Once the person collects at least five such stamps, he is entitled to payment of social security benefits. The person’s ability to perform the job he applied for and/or the suitability of the required employment for the person is not taken into consideration. Therefore, we often encounter a situation that unemployed people only “collect” stamps and very often apply for jobs which they are convinced they cannot receive.

Further, we can assert that the social security benefit payment is not bound to the obligatory participation in the acquisition programs, and if so, then only partially, and it varies region to region and/or municipality to municipality, no general specification is in force. The obligations for the individual categories of the ETHOS typology are identical.

### 3.7. General circumstances and trends

In general, we can say that the Czech Republic is a social state. It supports its citizens who appear in a difficult situation, especially, when it comes to the amount and quantity of social benefits. The amount of social security benefits is considerably demotivating; on the contrary, should a person find casual work, he is not advantaged when compared to the others – the earned money is deducted from the social security benefits. Therefore, it is not worth for the people to work, we encounter often clandestine work. For the employers, who provide the unreported labour market, in principle – regarding the insufficient inspection and difficult substantiation – no sanction exists; the same applies to their employees.

At the present time, the social security system is undergoing continuous reforms – this concerns in particular reforms of laws related to this, so we are awaiting what the changes shall bring us.

## *4. Employment models/instruments for work with roofless people*

Instruments and services in employment/activation for roofless people in the Czech Republic include:

### 4.1.1. The system of assistance to roofless people in their seeking employment (access to Internet, Employment Office, etc.):

Each unemployed person, and hence also a roofless one, is allowed to use a freely accessible terminal also with the possibility of a printout of found opportunities located at the Employment Office. The use of this service is not conditioned by the person's registration, it is accessible to everyone.

Another type of support rests directly in the worker of the Employment Office, whose responsibility is to support the unemployed person with seeking a job, inform him/her of free positions suitable for him/her, prepare him/her for successful completion of a job interview etc.

4.1.2. Assistance after the person's acceptance on the job (counselling, assistance in establishing a bank account, etc.)

The non-profit organisations user is allowed to come to a social worker and discuss the solution of the situation and, if appropriate, he/she shall obtain a contact and he/she is offered a specialist counselling. Non-profit organisations often operate advisory centres also for those who come straight from the street, hence they need not be the users of their services.

The Employment Office also offers legal counselling.

4.1.3. Assisted employment

As a matter of fact, no assisted employment for the target group of roofless people exists. In the Czech Republic, this activity is offered to the handicapped people – it is codified in the legislation for this group.

4.1.4. Social economy and social company

The social economy and social company are new issues in the Czech Republic, which the service providers only learn to understand.

4.1.5. Special education, training

Special education and training courses is in the Czech Republic carried on by both the non-profit organisations under the individual programs and projects and state administration authorities – in this case we speak about the Employment Office again.

These include in particular motivation courses (the objective of which is improvement of the person's self-confidence, increase in their chance to find a job on the labour market – training of a job interview, CV or motivation letter writing). Computer literacy tends to be a part of this training.

Further, we encounter additional training courses – these are aimed at a certain profession or activity.

PC skills additional training courses continue to receive considerable popularity.

4.1.6. Life skills training□ and meaningful occupation□

We encounter this only among the providers of services to roofless persons in the non-profit sector. In many cases, they include training of basic skills necessary for ordinary life – cash management, shopping, dealing with the authorities and other people, etc. It is a very important, and we dare say, a very effective instrument.

#### 4.1.7. Others, please specify

In the Czech Republic, we encounter so-called community service. These are jobs in a sense beneficial for the entire society and such working positions are funded by the state. It is an excellent chance for homeless people, a tried-and-tested method of their integration into the working process, at least, in the meaning of discontinuation of the period without employment.

The active employment policy is another instrument of this kind – if an employer takes on a long-term unemployed person under an employment relationship and provides him/her employment for the period of at least one year, he shall be eligible for a state subsidy with respect to such a working position.

#### 4.2. Inclusion of the services users

The services users are not included in the planning of services of roofless people’s integration into the labour market.

#### 4.3. Geographical distribution of the service

Some areas are not sufficiently covered by these services, for instance villages, small towns, boundary areas.

### ***5. Training of employers and state administration***

At the present time, no educational program is running or project is being carried out aimed at training of employers and state administration, which should increase awareness of homelessness in general and of the specific situation of the roofless people on the labour market.

None of the addressed respondents is aware of the fact that such a project is being prepared aimed at training of employers; all of them however agreed that it would be a beneficial initiative.

### ***6. Cooperation between different stakeholders***

We can say that non-profit organisations which deal with the homelessness issue most cooperate with state authorities, in this area with the Employment Office, in particular.

Recently, a large number of non-profit organisations have focused on the establishment and development of different instructional, educational and training programs run under different projects (funded primarily from the EU funds) for the target group of people disadvantaged on the labour market. These organisations either work with homeless people or cooperate with others non-profit organisations which are aimed at work with such people.

Cooperation between organisations working with men and organisations working with women is not different.

### *7. Funding of employment services to roofless people*

Employment services for roofless people in the Czech Republic are mostly funded from the state budget funds (other than social funds/ESF), few of them are funded from the European Social Funds, from the EQUAL Communities Initiative.

Most activities related to employment of roofless people are secured for 1-3 years.

We are not quite sure if these financed services bring the actually needful assistance to the roofless people in the area of employment. These services are mostly limited in time and their continuation, and/or further development due to failure to obtain further financial assistance, is not secured. That means that some programmes appearing to be effective may cease to exist and the running assistance will be terminated.

### *8. Success indicators and factors*

In the Czech Republic, there are no indicators measuring positive outputs of the models of employment of roofless people.

We consider the success factors of employment of roofless people the following:

- **factors related to the project** (availability of funds, duration of the project/other activities, cooperation with other entities)

- **factors related to the service user** (motivation and skills of the service users, health condition of the service user, their ability to integrate into the labour market and ability to maintain there, achieving the set targets – compliance with the individual plans, ability of integration back to the society – finding accommodation other than in the asylum house)
- **factors related to the environment** (changes in legislation, increase in awareness)

#### *9. Data collection and research*

In the Czech Republic no data is collected with regard to the employment of roofless people. None of the addressed respondents is aware of the fact that a survey has been carried out regarding employment of roofless people by a university or another organisation/institution.

#### *10. Roofless people's right to work*

None of the addressed respondents is aware of a case of application of the right to work related to roofless people or other endangered groups.

The working situation of roofless people is not a big political issue in our country. Organisation of a campaign would quite definitely be beneficial. The society generally needs to understand deeper the causes of homelessness, know specific stories and situations and identify with them, stop considering them as extraordinary. It is very important to realise that these are phenomena which occur commonly (divorce, loss of employment, indebtedness, addictions resulting from stressful situations, etc.) Organisation of such a campaign could be beneficial primarily in the area of employment of these people. Above all, these concern an increase in awareness of potential employers and roofless people. A lot of prejudice still exists in the Czech Republic. The picture of a roofless person from the view of employers is for



“Multiple barriers, multiple solutions:  
Inclusion into and through employment for people who are homeless in Europe”  
National Report Czech Republic - 2007

instance following: Irresponsible, alcohol addicted, neglected, unable to work or simply does not want to work, unable to keep the job.