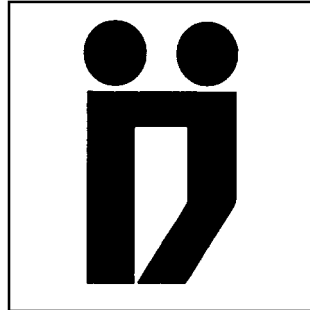


Government Board for People with Disabilities



**NATIONAL PLAN OF MEASURES
TO REDUCE THE NEGATIVE
IMPACT OF DISABILITY**

Document approved by the Resolution of the Government of the Czech

Republic

No. 493 of September 8, 1993

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This translation was provided with the support of the
American Jewish Joint Distribution Committee - International
Development Programme.

On July 2, 1990, the Government of the Czech Republic, in its Programme Declaration, outlined the task to elaborate and implement the National Plan of Actions for the Handicapped Persons. The document of the same name was approved by the Government of the Czech Republic on June 29, 1992. After the elections this material was updated by the new Government and approved on September 8, 1993, in the form of the National Plan of Measures to Reduce the Negative Impact of Disability. As its implementation depends not only on the activities of the State administration authorities and agencies, but also on the activities of non-governmental organizations and communities as well as on the initiative and cooperation of the disabled persons themselves and their civic associations, we are submitting herewith the National Plan of Measures to Reduce the Negative Impact of Disability to the widest public for information and are inviting it to the cooperation in its implementation.

Ing. Pavel Dušek
Chairman of the Board of Representatives
from the Organizations of Disabled People

Published by the Board of Representatives from the Organizations of Disabled People in cooperation with the Secretariat of the Government Board for People with Disabilities in September, 1993.

THE GOVERNMENT OF THE CZECH REPUBLIC

R E S O L U T I O N **OF THE GOVERNMENT OF THE CZECH REPUBLIC** **of September 8, 1993 No. 493**

on the Approval of the Document **"National Plan of Measures to Reduce the Negative Impact of Disability"**

The Government

I. a p p r o v e s the document "National Plan of Measures to Reduce the Negative Impact of Disability" annexed with this resolution, as the principal philosophy of its further progress in this field;

II. e n j o i n s

1. Vice-Premier and Minister of Finance, Vice-Premier charged with the Management of the Office for Legislation and Public Administration and the Ministers of Transport, Economy, Culture, Labour and Social Affairs, Administration of National Property and its Privatization, Education, Youth and Physical Training, Interior, Public Health and Environment to ensure the successive implementation of the individual measures contained in the document specified in para. I of this Resolution,

2. the Vice-Chairman of the Government Board for People with Disabilities, who is the Chairman of the Board of Representatives from the Organizations of Disabled People, to discuss the assurance of the tasks outlined in the document specified in para. I of this Resolution with non-governmental organizations,

III. s t a t e s

that the Draft 1994 Budget comprises the amount of 450 million Kč intended for the subsidies of the employers employing mostly disabled persons.

-

Action:

Vice-Premier and Minister of Finance,
Vice-Premier charged with the Management of the Office for Legislation and Public Administration, Ministers of Transport, Economy, Culture, Labour and Social Affairs, Administration of National Property and its Privatization, Education, Youth and Physical Training, Interior, Public Health, Environment, Vice-Chairman of the Government Board for People with Disabilities who is the Chairman of the Board of Representatives from the Organizations of Disabled People

For information:

Heads of District Authorities and Mayors of Cities of Plzeň, Brno and Ostrava

Prime Minister:

Assoc. Prof. Ing. Václav Klaus CSc., m.p.

**NATIONAL PLAN OF MEASURES
TO REDUCE THE NEGATIVE
IMPACT OF DISABILITY**

Document approved by the Resolution of the Government of the Czech Republic No.

493 of September 8, 1993

INTRODUCTION

Illness and disability form part of life in the same way as health. The risk of disability resulting from illness, injury or congenital impairment exists for every person and increases with growing age /dysfunction of sight, hearing, mobility, chronic internal diseases/. There are some 1 200 000 disabled persons in the Czech Republic.

Disability means - in contradistinction to illness or diseases - long-term or permanent state which cannot be entirely remedied by therapy any longer. Its negative consequences, however, can be mitigated by a system of well thought-out measures which must be participated in by the whole society. Developed countries create - apart from health and social insurance systems - also systems to reduce the impact of disability.

The Resolution No. 151 of the Government of the Czech Republic of May 8, 1991, established the Government Board for People with Disabilities. This Government Board elaborated the National Plan of Actions for the Handicapped Persons / hereinafter only "NPA"/ which was approved by the Government of the Czech Republic by its Resolution No. 466 of June 29, 1992.

The Government Board was reconstructed by the Resolution of the Government No. 670 of December 2, 1992 which appointed the Prime-Minister of the Government of the Czech Republic the Chairman of the Government Board, the Minister of Labour and Social Affairs the First Vice-Chairman of the Government Board, the Minister of Health the Second Vice-Chairman of the Government Board, the Chairman of the Board of Representatives from the Organizations of Disabled People the Third Vice-Chairman of the Government Board and the Deputy Ministers of the Ministries concerned in a major scope with the problems of disabled persons, the Vice-Chairman of the Board of Representatives from the Organizations of Disabled People and the representative of organizations employing mostly disabled persons members of the Government Board as well as the Head of the Secretariat of the Government Board. In its first session the reconstructed Government Board requested the up-dating of the NPA with reference to the already fulfilled tasks and new conditions.

The submitted National Plan of Measures to Reduce the Negative Impacts of Disability /hereinafter only NPM/ is based on the experience acquired in the course of fulfilment of the NPA, accentuating the necessity of good management of limited financial means available to the State in the period of economic transformation. Financial means for development must be used, where they will bring maximum effect, while the financial means available for social assistance must be channelled to those who need them most urgently. Principal improvement of the situation of disabled people can be attained also by a system of legislative measures and controls which would create a framework within which the disabled could improve their living conditions by their own activities /permitted by their state of health/ and in which the elimination of architectural, orientation, communication and psychological barriers to disabled people would become the business of not only the State, but also and above all of the communities as well as individual legal entities and natural persons.

C O N T E N T S

1. Number of Disabled Persons
2. Classification of Disabilities and Social Security
3. Prevention and Therapy
4. Counselling and Social Rehabilitation
5. Technical Aids
6. Education and Vocational Training
7. Vocational Rehabilitation, Employment, Sheltered Jobs
8. Elimination of Barriers
9. Independent Living
10. Institutional Care
11. Financing and Quality Guarantees of Services Afforded to Disabled Persons
12. Organizations of the Disabled
13. Preparation of Specialists for Work with Disabled Persons
14. Public Education
15. Leisure Time, Culture, Sports
16. Legislation

1. NUMBER OF DISABLED PERSONS

There are no statistical data on the number of disabled persons in the Czech Republic. Therefore, it is possible to make only a qualified estimate based on the fact that the frequency of disabilities in the countries of analogous standard of development is analogous.

The number of disabled persons in the Czech Republic can be estimated roughly at 1 200 000.

Even more complicated is the estimate of the numbers of persons affected by the individual types of disability. The Report on the Situation of the Disabled and the Most Urgent Tasks to be Solved /Government Board for People with Disabilities, VVZP 202/91, Prague, January 14, 1992/ submitted to the Government of the Czech Republic, specifies the following estimates:

60 000 visually impaired persons, including 17 000 persons with very serious impairment /up to persons with very serious impairment /up to 6/60 visual acuity/,

300 000 hearing impaired persons, including about 15 000 persons profoundly deaf,

60 000 persons with speech disorders,

1 500 deaf and blind persons,

300 000 mentally handicapped persons,

300 000 persons with impairments of locomotive apparatus

530 000 diabetics, including 70 000 using insulin,

150 000 persons after vascular and cerebral incidences,

140 000 epileptics,

100 000 mentally ill,

200 000 psoriatic patients.

These figures do not contradict the estimate of overall number of disabled persons, because the handicaps are multiple in a great number of cases.

Apart from disabilities specified above there is also a considerable number of persons affected e.g. by congenital impairments of development, serious kidney insufficiency, urinary diseases, rheumatism, oncological diseases, respiratory diseases and asthma, dermatoses, phenylketonuria, cystic fibrosis, spinal bifida, hydrocephaly, cerebroplegia, haemophilia, dispersed sclerosis, muscular dystrophia, parkinsonism, hypophysal manism, Turner syndrome, Bechterev syndrome, etc.

The quantification of the needs of disabled people and qualified decision-making necessitates a computerized information system.

In the first phase the data bases generated by the individual organizations of the disabled on the basis of voluntarily furnished data of their members will be of considerable significance.

In the final phase, however, the data base on disabled persons must be kept and maintained by a state institution which will ensure that the collected data will be administered in accordance with the laws which are under preparation at present.

Targets

1. To enable the quantification of the needs of disabled people and qualified decision-making it is necessary to provide a computerized information system.

Measures

a/ The Ministry of Labour and Social Affairs shall recommend the structure of the data to be collected on voluntary principle by the organizations of the disabled on their members for use for the needs of qualified decision-making on ministerial level.

Action: Ministry of Labour and Social Affairs

Date: May 31, 1994

Financial requirements: none

b/ The ministries shall assist the generation of data bases as per a/ financially, if required.

Action: Ministry of Labour and Social Affairs

Ministry of Health

Date: continuously from January 1, 1995

Financial requirements: about 1 million Kč per year beginning with 1995

c/ See 2e/

2. CLASSIFICATION OF DISABILITIES AND SOCIAL SECURITY

The existing legal system does not provide any typology of disabilities, legal norms being concerned with the ability to work. No point system has been generated or verified so far for the classification of disabilities. The vocational handicap of disabled people is projected in market economy also into the management of their households. The State cannot grant general support to all disabled people; however, it is a moral duty of every developed society to take full care of its people who necessarily need such assistance because of their disability and difficult situation.

Targets

1. To create a system of assessment of the earning ability of insured persons for the purpose of principal pension /old age/ insurance.

2. Apart from the system of invalid pensions to create a system of contributions for disabled persons which will solve their situation with reference to their specific needs.

3. To create a system of disability classification for the purpose of these contributions.

Measures

a/ To propose a system of assessment of earning ability of insured persons for the purposes of principal pension insurance.

Action: Ministry of Labour and Social Affairs,

Ministry of Health

Date: June 30, 1994

Financial requirements: none

b/ To propose a system of disability classification for the purpose of granting contributions.

Action: Ministry of Labour and Social Affairs,

Ministry of Health

Date: June 30, 1994

Financial requirements: none

c/ Apart from the system of invalid pensions to provide a system of individual contributions.

Action: Ministry of Labour and Social Affairs

Date: December 31, 1994

Financial requirements: will be specified in the draft of the appropriate legal rule.

d/ To establish a system of accident insurance related to the system of disability classification.

Action: Ministry of Labour and Social Affairs

Date: December 31, 1993

Financial requirements: will be specified in the draft of the appropriate legal rule.

e/ To elaborate a feasibility study of an information system on disabled persons.

Action: Ministry of Labour and Social Affairs,

Ministry of Health,

General Health Insurance Company

Organizations of the disabled

Date: December 31, 1994

Financial requirements: to be covered within the approved budgets of the Ministry of Labour and Social Affairs and the Ministry of Health

3. PREVENTION AND THERAPY

In the framework of prevention it is necessary to prevent disability by granting the people better information. The correlation between the way of life and incidence of certain diseases and congenital impairments has been proved. The debt of medical information is big particularly in the field of contraception, antenatal and natal care. Disability prevention will be ensured in relation to the National Programme of Health Recovery and Enhancement of the Czech Republic. When the health has been impaired, it is necessary to ensure timely diagnosis and subsequent high-quality therapy incl. rehabilitation.

Targets

1. To reduce the consequences of congenital impairments by timely diagnosis.
2. To ensure availability of therapeutic care of all disability types.
3. To support the origin of specialized centres for the reduction of consequences of chronic and sudden disabilities.

Measures

a/ In cooperation with the National Health Enhancement Centre to promote medical prevention and elimination of hazard factors harmful to health.

Action: Ministry of Health,
health insurance companies

Date: continuously

Financial requirements: 1 million Kč per year from 1994

b/ To promote in mass media information and instructions concerned primarily with correct way of living, regimen, contraception, assurance of high-quality prenatal and natal care for all risk groups of expectant mothers and newborn babies, prevention of diabetes and oncological diseases.

Action: Ministry of Health,
health insurance companies

Date: continuously

Financial requirements: 1.5 mill. Kč per year from 1994

c/ To complete the network of genetic advisory centres and psychotherapeutic consulting rooms in medical institutions of District Authorities.

Action: Ministry of Health, District Authorities

Date: continuously

Financial requirements: 1994 - 2 mill.Kč

d/ To use all legislative means to ensure the screening of ascertainable congenital impairments by the appropriate medical specialists in the earliest children's age.

Action: Ministry of Health

Date: continuously

Financial requirements: none

e/ In the framework of availability of medical care to require the barrierfree access to medical institutions from their operators.

Action: Ministry of Health, District Authorities

Date: continuously

Financial requirements: none

f/ To ensure financial subsidies of some specialized treatment processes, medicines and medical aids purchased in other countries, if required.

Action: Ministry of Health

Date: December 31, 1993

Financial requirements: in 1993 within the budget, from 1994 about 5 mill. Kč per year

g/ To regulate methodologically the granting of medical attention to mentally handicapped patients.

Action: Ministry of Health
Date: December 31, 1993.
Financial requirements: none

h/ To extend medical services of the "home care" type
Action: Ministry of Health
Non-governmental medical institutions and organizations
Date: continuously
Financial requirements: 15 mill. Kč in 1994

i/ To organize and methodologically regulate the origin of specialized centres for chronic and acute diseases.
Action: Ministry of Health
Date: continuously
Financial requirements: 30 mill. Kč in 1994

j/ To implement the medical rehabilitation programme in the framework of the Medical Rehabilitation Centres.
Action: Ministry of Health
Date: continuously
Financial requirements: 10 mill. Kč in 1994

k/ The Ministry of Health shall support the programme of cochlear implantations for the deaf and a comparative study of the contribution of cochlear implants of Czech and foreign make for the Czech-speaking patients in selected clinical centres.
Action: Ministry of Health
Date: continuously
Financial requirements: approx. 7 mill. Kč per year from 1994

4. COUNSELLING AND SOCIAL REHABILITATION

Social rehabilitation and counselling cover a wide range of services assisting disabled persons to integrate in social life and to solve personal problems and crises arising from their physical, psychic or mental handicap.

Counselling involves the intervention of a team of specialists in which equal roles are played by the psychologist, physician, jurist, specialized pedagogue, social welfare worker and, last but not least, successful disabled persons as examples for parents and identification models for disabled children. The teams should comprise preferably the specialists with psychotherapeutic training. The appropriate State administration authorities must ensure that the counselling be available on a broad scale and be able to cope with all principal problems of disabled people. The teams should use the experience of organizations of the disabled. Social rehabilitation links up with medical rehabilitation, as a rule, the purpose of which is to teach the disabled people to live permanently with their disability and to overcome some of its negative impacts in practical life and to become independent, socially integrated persons as far as possible.

Target

1. To create the necessary prerequisites for the activities of regional counselling centres for the disabled and to organize social rehabilitation courses.

Measures

a/ To create a system of financial support of regional counselling centres for the disabled.

Action: Ministry of Labour and Social Affairs,

Ministry of Health

Date: 1993

Financial requirements: in the framework of subsidies to services to disabled persons provided by civic organizations - see 11/e/.

b/ To create an accreditation system for these counselling centres.

Action: Ministry of Labour and Social Affairs,

Ministry of Health

Date: 1993

Financial requirements: in the framework of subsidies to services to disabled persons provided by civic organizations - see 11 e/.

c/ To support financially purposive social rehabilitation courses.

Action: Ministry of Labour and Social Affairs

Date: continuously

Financial requirements: in the framework of subsidies to services to disabled persons provided by civic organizations see 11 e/

d/ To extend the staff and complete the material equipment of the network of special pedagogical centres for physically and mentally handicapped young people as well as for young people with visual and hearing impairment, to support the successive expansion of the existing network of these centres primarily for mentally handicapped young people and young people with speech disorders.

Action: Ministry of Education, Youth and Physical Training

Date: continuously

Financial requirements: In 1993 in the framework of the budget of the Ministry of Education, Youth and Physical Training.

From 1994 onwards the following funds will be required: Salaries for the staff of special pedagogical centres originated in 1990 - 1993, i.e.

15 centres for the young visually impaired,

i.e. 6.3 mill. Kč per year,

17 centres for the young hearing impaired,

i.e. 7.8 mill Kč per year,

30 centres for the mentally handicapped,

i.e. 9.2 mill. Kč per year,

5 centres for the physically impaired,

i.e. 2,3 mill. Kč.

Establishment of further centres from 1994 onwards: 10 centres for children and pupils with speech disorders, i.e. 4.6 mill. Kč per year,

1 centre for visually impaired young people,

/medium grade/, i.e. 0.46 mill. Kč per year,

10 centres for mentally handicapped young people,

i.e. 4.6 mill. Kč per year,

Provision of 73 centres with computers, didactic and psychological technology, i.e. 14.6 mill. Kč in 1994.

Travel expenses for visits of families and pupils integrated in main-stream schools, i.e. 1.3. mill. Kč per year.

5. TECHNICAL AIDS

Modern technology improves fundamentally the quality of life also of disabled people by means of technical aids and reduces the total costs of the care for disabled persons. There is no comprehensive professional coordination of all related problems, the granting and payment of these aids have no adequate information base and the investments are not exploited economically and are not coordinated.

Lack of coordination of the approach to technical aids results in the fact that a number of technical aids of fundamental importance not only from the patient's viewpoint, but also from the viewpoint of the whole society, cannot be granted or are granted without adequate links among their providers, as a result of which part of the funds is expended unnecessarily.

Rehabilitation engineering, which is highly perspective in other countries, has not been constituted yet in the Czech Republic.

Targets

1. To ensure a comprehensive overview of technical aids for disabled persons as a whole.
2. To create professional background for technical aids for disabled persons - to establish a Rehabilitation Engineering Centre as a guarantor of general development related to technical aids for disabled persons.
3. To ensure a uniform method of financing technical aids in standard version.
4. To ensure that technical aids in standard version be granted to disabled people free of charge.

Measures

a/ To establish the Rehabilitation Engineering Centre /REC/ by the Ministry of Health of the Czech Republic with the responsibility for the development and coordination of all activities related to the granting of technical aids to disabled people in technical, medical as well as economic respects. The Centre shall be responsible also for the generation of an information base on all available technical aids. In the end the REC will also guarantee a uniform approach to all problems of technical aids.

Action: Ministry of Health

Date: 1994

Financial requirements: 10 mill. Kč in 1994.

b/ To establish Technical Assistance Centres in the regions responsible for the granting and adequate application of technical aids to the patient, possibly their loans. They will grant advisory and information services on the basis of the information system generated by the REC. The tasks of these Centres will include also the installation of exhibitions of these aids in order that the patients could get acquainted with them before they obtain them and enabling the choice of adequate adjustment of the aid.

Action: Ministry of Health

Date: continuously

Financial requirements: 15 mill. Kč per year from 1994 onwards

c/ To unify the methods of payment and financing of technical aids for disabled people.

Action: Ministry of Health,
Ministry of Labour and Social Affairs,
General Health Insurance Company,
health insurance companies.

Date: December 31, 1993

Financial requirements: none

d/ To charge the Rehabilitation Engineering Centre with the responsibility for the specification of principal equipment for the individual groups of impairment in relation with the International Classification of Impairments, Disabilities and Handicaps /ICIDH/. This equipment shall be granted in indicated cases to the patients free of charge. This should include also the safety systems for aged disabled people.

Action: Ministry of Health

Date: December 31, 1994

Financial requirements: none

e/ The Technical Assistance Centres shall ensure the records and circulation of technical aids so as to ensure their purposive use.

Action: Technical Assistance Centres

Date: continuously

Financial requirements: none

f/ To draft a system of stimulation of the development and manufacture of technical aids for disabled persons.

Action: Ministry of Health,

Rehabilitation Engineering Centre

Date: 1994

Financial requirements: none

6. EDUCATION AND VOCATIONAL TRAINING

The Czech Republic has a network of special state schools which covers the principal needs of education of disabled children with the exception of children with multiple handicaps. The problem lies in their quality, equipment and the principal philosophy of education of disabled children. Most disabled children could attend main-stream schools. Their concentration in specialized schools means their separation from their families in many cases and, to a certain extent, their segregation from healthy population. On the other hand, the children with multiple handicaps, some mentally handicapped children, deaf and blind children and prelingually deaf children require an environment for the development of their abilities which cannot be granted by main-stream schools.

The children that have passed the elementary and special schools for disabled children, who will not continue their studies, must be granted the opportunity to be trained in a branch adequate with their state of health. The selection of training branches for disabled young people has been very limited until recently. Also the possibilities of various training courses with education to maximum self-sufficiency for children which have passed the elementary and special schools have been entirely inadequate.

In comparison with other countries the Czech Republic has a very low percentage of disabled persons with medium- and high-grade education. Higher education of these people is hindered with equal efficiency by psychological as well as architectural, orientation and communication barriers.

Targets

1. To ensure legislative conditions for the integration of a maximum number of disabled children in the main-stream schools.
2. To develop special pedagogical counselling for the families with disabled children of pre-school age and children attending main-stream schools and school facilities.
3. For the children for whom the main-streaming is not suitable to ensure education in high quality special schools, pre-school and school facilities.
4. For particularly seriously handicapped children whom the Education Act exempts from compulsory school attendance, to ensure education in the broader meaning of the term in order that these children may implement their right to education.
5. To use maximally the specific possibilities of every disabled individual in its vocational training.
6. To create legislative and financial prerequisites for a greater number of disabled persons to attain medium- and high-grade education.

Measures

a/ To include in the curriculum of main-stream schools as well as special schools the subjects concerning the implementation of human rights of disabled persons and the subjects concerned with medical prevention and therapy.

Action: Ministry of Education, Youth and Physical Training

Date: 1993

Financial requirements: none

b/ To reduce the number of children in the classes of nursery and elementary schools comprising a disabled child.

Action: Ministry of Education, Youth and Physical Training

Date: continuously

Financial requirements:

- integration of 500 disabled children in main-stream nursery schools:

salaries from 1994 onwards: 23 mill. Kč per year

- integration of 2 000 disabled children in main-stream elementary and medium-grade schools:

salaries from 1994 onwards: 60 mill. Kč per year

c/ To ensure the cooperation of a pedagogue from the appropriate pre-school counselling centre or that of a special pedagogue, if required.

Action: Ministry of Education, Youth and Physical Training

Date: continuously

Financial requirements:

- participation of 83 special pedagogues in the integration of 500 disabled children in main-stream nursery schools: salaries 6.5 mill. Kč per year

- participation of 400 special pedagogues in the integration of 2 000 disabled pupils in main-stream elementary schools: salaries 36 mill. Kč per year

d/ To provide the pupils, classrooms and schools with the required technology and didactic aids.

Action: Ministry of Education, Youth and Physical Training

Ministry of Economy

Communities /according to competence/

Date: continuously

Financial requirements: from 1994

- provision of 5 special classrooms in medium-grade schools with appropriate equipment: 2.5 mill. Kč
- successive provision with equipment of 32 schools for pupils with visual and hearing impairment:
9.6 mill. Kč per year
- successive provision with equipment of 13 schools for pupils with speech disorders and dumb pupils:
1.3 mill. Kč per year
- successive provision with equipment of 13 schools for pupils with multiple handicaps: 1.5 mill. Kč per year

e/ In the framework of grants /subsidies granted on the basis of a competition to selected projects submitted in writing/ to declare regularly competitions for architectural reconstruction of buildings with the purpose of creating barrier-free environment in schools, pre-school and school facilities to accommodate the needs of disabled children.

Action: Ministry of Education, Youth and Physical Training

Date: annually

Financial requirements:

Almost any amount of money can be invested in barrier elimination. The amount distributed for this purpose in the form of grants will have to be specified annually in accordance with the possibilities of the state budget. For 1994 the amount of some 100 mill. Kč is recommended.

f/ To support the development of state, private and church special schools, pre-school and school facilities and medium grade schools incl. special pedagogical centres for those categories of disabled children and young people for whom integrated education is not adequate.

Action: Ministry of Education, Youth and Physical Training

Date: continuously

Financial requirements: assumed costs of one specialized classroom are 270 000 Kč per year, those of one special classroom 500 000 Kč per year.

The establishment of 12 special and 20 specialized classrooms at above mentioned cost rates is envisaged. Assumed costs from 1994 - 11.4 mill. Kč per year.

g/ To ensure for the inmates of social welfare institutions education and training within the scope of their abilities.

Action: Ministry of Labour and Social Affairs

Ministry of Education, Youth and Physical Training

Date: continuously

Financial requirements:

Establishment of preparatory classes of Educationally Subnormal /ESN/ schools, possibly lower grade classes of ESN schools, implementation of the right to education of all mentally handicapped children in 150 institutions for mentally handicapped young people: 25 mill. Kč per year from 1994 onwards

h/ To ensure that every person whose state of health requires it be assessed by a team of experts which will suggest an individual method of development of his/her skills

and abilities and so ensure his/her right to education in the broader meaning of the term.

Action: Ministry of Education, Youth and Physical Training

Ministry of Labour and Social Affairs

Ministry of Health

Date: continuously

Financial requirements: included sub g/

i/ To ensure the possibility of vocational training for the pupils of ESN schools in schools for apprentices and training courses. To ensure for the pupils leaving the ESN schools training courses with continuous education to maximum self-sufficiency.

Action: Ministry of Education, Youth and Physical Training

Ministry of Health

Date: December 31, 1993

Financial requirements: from 1994 onwards

- 20 practical classes in schools for apprentices and ESN schools /1 class at 350 000 Kč/ 7 mill.Kč annually

- 5 new apprentice specializations in schools for apprentices - 50 000 Kč

j/ To support the creation of the possibility for disabled children to attend the main-stream schools for apprentices.

Action: Ministry of Health

Date: continuously

Financial requirements: none

k/ To ensure legislatively and financially the costs of guides, sign language interpreters, articulation interpreters and readers for disabled pupils, students and apprentices in main-stream elementary, secondary and high-grade schools and schools for apprentices.

Action: Ministry of Labour and Social Affairs

Ministry of Health

Date: January 1, 1995.

Financial requirements: will be specified in the draft of legislative measures.

l/ To codify the coverage of costs of special technical aids enabling school attendance of main-stream elementary, secondary, high-grade and apprentice schools to disabled pupils, students and apprentices.

Action: Ministry of Labour and Social Affairs

Date: January 1, 1995

Financial requirements: will be specified in the draft of legislative measures

m/ To assure an economic and functional system of availability of textbooks and study materials for pupils, students and apprentices with visual or hearing impairment.

Action: Ministry of Education, Youth and Physical Training

Date: 1994

Financial requirements: will be specified in the draft of legislative measures

n/ To propose a method of coverage of the costs of vocational training of disabled apprentices by the state.

Action: Ministry of Education, Youth and Physical Training

Ministry of Health

Date: June 30, 1994

Financial requirements: will be specified in the draft of legislative measures.

7. VOCATIONAL REHABILITATION, EMPLOYMENT, SHELTERED JOBS

Vocational training /in case of disabled from childhood/, vocational rehabilitation /in case of disabled after injury or illness/, employment and sheltered jobs must be comprehensively directed at the principal target - active employment policy with regard to disabled people, for whom work often is the principal meaning of life.

In close cooperation with Labour Offices and the representatives of employers, communities and regions it is necessary to create the prerequisites for vocational rehabilitation with endeavours to use and develop all strong features and preserved functional abilities of the disabled persons to find an adequate method of their vocational assertion. In accordance with circumstances it may involve the improvement of qualification or retraining for another occupation according to the labour market needs. In this direction it is necessary, in the framework of the cooperation of the Ministry of Health and the Ministry of Labour and Social Affairs, to ensure the conditions for the launching of vocational rehabilitation in the course of - or at least in the final phase of - medical rehabilitation with the purpose of creating the necessary prerequisites for subsequent rehabilitation for employment with reference to the results of medical rehabilitation.

The optimum result is the full assertion of disabled people on the free labour market. Where it is impossible, a role of extraordinary importance is played by the organizations employing mostly disabled persons which have enough experience as well as specialists for the creation of adequate jobs for these people. These organizations also often carry out vocational rehabilitation and operate the so-called sheltered workshops.

Sheltered job is intended for the most seriously disabled people whose output is entirely incommeasurable with the free labour market output, for the workplaces with a high concentration of seriously disabled persons and for household work of disabled people.

Targets

1. To ensure employment of the maximum number of disabled persons.
2. To assert disabled people on the free labour market, whenever possible.
3. To ensure jobs for the disabled people who cannot assert themselves on the free labour market by granting advantages to organizations employing disabled persons.
4. To support the development of jobs in the framework of the so-called "sheltered job" for the disabled persons whose output is entirely incommeasurable with the output of healthy people.

Measures

a/ To ensure improvement of qualification of those members of labour office staff who are concerned with the employment of persons with reduced working ability and ensure successively barrierfree access to their offices.

Action: Ministry of Labour and Social Affairs

Organizations of the Disabled

Date: continuously

Financial requirements: will be financed in the framework of current budget of active employment policy of the Ministry of Labour and Social Affairs

b/ To use the funds raised by the sanctions for the failure to comply with the Order of the Government of the Czech Republic No. 384/91 Col. on the compulsory percentage of employment of persons with reduced working ability for the support of the employment of disabled people.

Action: Ministry of Labour and Social Affairs

Ministry of Finance

Date: continuously

Financial requirements: none

c/ To compensate the relatively high costs of organizations employing more than 60 % of disabled persons, due to the prevalence of manual work and reduced efficiency of disabled people, by legislative measures and a system of subsidies. To assess the present and to draft a new system of subsidies to social insurance in connection with the preparation of the new system.

Action: Ministry of Finance

Ministry of Labour and Social Affairs

Date: December 12, 1994

Financial requirements: included sub d/

d/ To ensure simple reproduction and social function of these organizations by granting them investment and non-investment subsidies in the necessary extent in accordance with the principles provided by the Ministry of Finance.

Action: Ministry of Finance

Date: 1993

Financial requirements: in 1993 these subsidies amounted to 300 mill. Kč; in 1994 some 400 - 450 mill. Kč are envisaged.

e/ The Ministry of Economy shall include in the Public Procurement Act the preference to be granted to the entities employing more than 60 % of disabled persons.

Action: Ministry of Economy

Date: in the framework of the preparation of the Bill Financial requirements: none

f/ To support financially the establishment and operation of sheltered workshops and workplaces in accordance with the Decree No. 115/1992 Col.

Action: Ministry of Labour and Social Affairs

Date: continuously

Financial requirements: will be financed in the framework of the current budget of active employment policy of the Ministry of Labour and Social Affairs.

g/ To ensure the establishment of a network of rehabilitation and retraining centres for the disabled with the participation of existing practical teaching centres, medical rehabilitation centres, training and sheltered workshops and sheltered workplaces.

Action: Ministry of Labour and Social Affairs

Ministry of Education, Youth and Physical Training

Ministry of Health

Insurance companies

Date: 1994

Financial requirements: in 1994

Rehabilitation and retraining centres for the disabled:

Labour Office Prague - Drutěva Prague: 2.5 mill. Kč

Labour Office Havlíčkův Brod - Training centre Chotěboř: 6.0 mill. Kč

Labour Office Vsetín - Disabled Youth Home V. Meziříčí: 5.7 mill. Kč

Labour Office Chrudim - Hamza's Institution Luže:

6.5 mill. Kč

Labour Office Hodonín - Hodonín spa: 16.0 mill. Kč

Labour Office Brno - Hospital Brno: 19.5 mill. Kč

Medical rehabilitation centres:

Labour Office Pardubice - Hospital Pardubice: 8.5 mill. Kč

Labour Office Zlín - Bata's Hospital Zlín: 2.0 mill. Kč

1994 - together: 66.7 mill. Kč

Further years - approximately the same

8. ELIMINATION OF BARRIERS

The use of buildings and means of transport, free movement and acquisition of information represent the fundamental prerequisites of man's active integration in the life of the society. They involve the implementation of the right to freedom, the right to education in the broadest meaning of the term and the right to information, restricted for disabled people by architectural, orientation and communication barriers. Their origin is unsubstantiated in the majority of cases and their elimination results in general humanization of the environment for most people.

Targets

1. To prevent the origin of new architectural, orientation, transport and communication barriers.
2. To eliminate the existing architectural, orientation, transport and communication barriers.
3. To ensure substitutive organizational and other measures enabling the disabled persons to use buildings and means of transport even in case of existence of architectural, orientation, transport and communication barriers which cannot be eliminated in the given time and place.
4. To create the necessary prerequisites for the construction of the required number of barrierfree dwelling units.
5. To create the necessary prerequisites for the extension of the network of writing telephones and faxes for hearing impaired persons.
6. To create the necessary prerequisites for the TV broadcasting with closed captions and increase of broadcasts translated into sign language.

7. To ensure the testing and the manufacture of building components and components of the means of transport, necessary for the elimination of barriers. To create the economic prerequisites for the manufacture and provision of these special products and facilities.

8. To create the necessary prerequisites for the establishment of sheltered housing / for mentally handicapped and mentally ill persons/.

Measures

a/ To codify the assessment of the barrierfree character of public buildings as a part of the building approval procedure in case of new construction projects and in case of reconstructions and adaptations of existing buildings the technical conditions of which enable it.

Action: Ministry of Economy

Date: December 31, 1993

Financial requirements: none

b/ To eliminate successively architectural, orientation and information barriers in public buildings owned by the communities and by the state in the meaning of the Decree of the former State Commission for Scientific, Technical and Economic Development No.53/1985 Col.

Action: communities, District Authorities and Ministries

Date: continuously

Financial requirements: see sub 6 e/, according to the possibilities of state and communal budgets

c/ To elaborate a typology of substitutive organizational and other measures enabling the disabled persons to use buildings and means of transport even in case of existence of architectural, orientation and information barriers which cannot be eliminated at the given time and in the given place.

Action: Ministry of Economy

Date: December 31, 1993

Financial requirements: none

d/ To codify the use of this typology in the building approval procedure.

Action: Ministry of Economy

Date: December 31, 1993

Financial requirements: will be specified in the draft of the legislative measures.

e/ To grant subsidies to disabled persons for the provision of their own barrierfree flats. In case of acquisition of barrierfree flats by disabled persons by purchase, construction, etc. to supplement the current loan with a purpose-oriented contribution of social character in accordance with the actual and documented need of the applicant.

Action: Ministry of Labour and Social Affairs

Ministry of Economy

Date: continuously

Financial requirements: will be specified in the draft of legislative measures.

g/ To ensure legislatively the successive creation of transport systems and the development of the means of transport enabling integrated transport of disabled persons.

Action: Ministry of Transport

Date: continuously

Financial requirements: cost increase by about 10 % in case of public transport vehicles and by about 4 % - 5 % in case of other passenger transport vehicles and other transport modes. Increase of budget costs of transport infrastructure by 2 - 2.5 %.

h/ To elaborate a system of granting supplementary contributions to barrierfree living.

Action: Ministry of Labour and Social Affairs

Ministry of Economy

Date: December 31, 1993

Financial requirements: will be specified in the draft of legislative measures.

i/ To solve, in the framework of the TELECOM 1 development programme, also the problems of writing telephones and faxes for hearing impaired persons.

Action: Ministry of Economy

Ministry for Administration of National Property

Date: immediately

Financial requirements: 1 writing telephone approx. 1 000 DM. In case of 50 % subsidy by TELECOM and the supply of about 1 000 of these telephones to the deaf 10 mill. Kč per year from 1994 onwards.

j/ To make it a condition for the granting of TV broadcasting license to broadcast a certain percentage of programmes with closed captions and a certain percentage of programmes with translation into sign language.

Action: Council for Radio and TV Broadcasting

Date: immediately

Financial requirements: none

k/ To ensure legislatively the testing of building components and products for barrier elimination.

Action: Ministry of Economy

Date: June 30, 1994

Financial requirements: will be specified in the draft of legislative measures.

9. INDEPENDENT LIVING

Independent Living is a world-wide movement of disabled people requiring for these people independence of family assistance and possibility of independent living in current environment. It is conditioned by a number of measures, such as the elimination of barriers, assurance of technical aids, antidiscriminative legislation, access to information and changed public approach.

An excellent solution of the situation of disabled people is the assurance of so-called personal assistants, trained in the care for disabled persons, who are employees of the disabled persons. The experience of the states with major use of personal assistance has shown that this method does enable seriously disabled persons to live in their own environment and the resulting costs may be lower than the costs of any form of institutional care.

Targets

1. To verify the possibilities of implementation of various manners of "independent living" of the individual groups of the disabled.
2. To create legislative and personal prerequisites for the origin of the personal assistant service to seriously disabled persons.

Measures

a/ To finance the training of personal assistants to seriously disabled persons in the framework of qualification assistant courses.

Action: Ministry of Labour and Social Affairs

Ministry of Health

Date: continuously

Financial requirements: in the framework of the budgets of the ministries.

b/ To introduce a contribution to the costs of personal assistants granted to seriously disabled persons.

Action: Ministry of Labour and Social Affairs

Date: December 31, 1994

Financial requirements: will be specified in the draft of legislative measures.

c/ To use more intensively the persons performing the alternative civilian /instead of military/ service with reference to their civilian profession /medical staff, pedagogical workers, clerics, etc./ as assistants to seriously disabled persons.

Action: Ministry of Labour and Social Affairs

District Authorities

Date: continuously

Financial requirements: none

10. INSTITUTIONAL CARE

In spite of the progress of medicine, rehabilitation methods and ever increasing endeavour to achieve maximum possible integration of disabled persons in society there is and will be also in the future a certain number of disabled persons which will necessitate long-term institutional care. If the institutions should replace home, create domestic environment and use the residual physical and mental potention as much as possible, it is necessary to transform and adapt successively the living conditions, operation and character of the environment and equipment of these institutions as well as the legislative measures controlling their activities.

Targets

1. To preserve human dignity of disabled persons, their right to privacy and freedom of decision, to respect their individuality and needs in the social care institutions.
2. To create the necessary prerequisites for daily activities and programmes incl. leasure time activities. To create through vocational rehabilitation and retraining, the prerequisites also for adequate employment of the inmates of social care institutions, particularly in sheltered workshops.
3. To support the origin of the widest possible spectrum of subjects affording general institutinal care or its alternatives in the form of care in small community living arrangements while preserving state guarantees in the cases, when the non-governmental subjects are unable to ensure it in the full extent and required quality.
4. To channel and orient the development of all forms of institutional and alternative care by adequate legislation so as to enhance the integration of disabled persons in current society.
5. To develop the community care services.

Measures

a/ To create legislative framework for a new concept of institutional and alternative community care granted by governmental and nongovernmental subjects.

Action: Ministry of Labour and Social Affairs

Date: June 30, 1994.

Financial requirements: will be specified in the draft of legislative measures.

b/ To draft a concept of privatizing of social care institutions with regard to the care of disabled persons.

Action: Ministry of Labour and Social Affairs

Date: June 30, 1994

Financial requirements: none

c/ By the drafting of an adequate method of financing of social services to create the prerequisites for the origin of competitive environment for their granting.

Action: Ministry of Labour and Social Affairs

Date: June 30, 1994

Financial requirements: will be specified in the draft of legislative measures.

11. FINANCING AND QUALITY GUARANTEES OF SERVICES AFFORDED TO DISABLED PERSONS

The intensification of activities of non-governmental organizations and the proceeding privatization result in the fact that an ever increasing number of services afforded to the disabled are being taken over by non-governmental organizations. Privatization began in special schools; however, non-governmental organizations continue to assert themselves increasingly also in school facilities, various advisory centres, community care service, centres of personal assistance, social and vocational rehabilitation and sheltered jobs. Sooner or later also the institutions of social care will undergo privatization. In this connection it is necessary to solve the problems of financing of these facilities and services which probably will never be fully covered by the disabled persons themselves. Disabled people should acquire a contribution from the state for the procurement of these services and should be permitted to choose themselves which of the competitive providers of these services to select and pay.

It is also necessary to create a system of accreditation and inspection to ensure that all services afforded to disabled persons will satisfy a certain national standard. The system of financing and inspections has been created so far only in case of private schools and, to a certain extent, of sheltered workshops. However, it is not less urgently needed also in other services. Most of other facilities affording these services to the disabled have been financed so far - for lack of other solution - through the subsidies to civic associations and humanitarian organizations which is impossible in the long run. Civic associations and humanitarian organizations should be the founders of autonomous legal entities affording services to disabled persons rather than their autonomous operators. The participation of disabled persons in these services should be ensured directly by their managerial and other positions. The subsidies to the operations of these facilities of civic association should be clearly differentiated from the subsidies to their own activities as associations. A system of accreditation and quality control of the afforded other-than-school services is entirely missing.

Targets

1. To privatize all facilities affording services to the disabled which make privatizing possible.
2. To create a system of subsidies to disabled persons enabling them the purchase of these services from their providers.
3. To create a system of licenses and inspections to ensure that the services afforded to disabled persons by the most varied entities are at least on the level of accepted national standard.

Measures

a/ To take into account the needs of disabled persons and their organizations in the preparations of the transformation of fully and partially budget-financed organizations and the legislation concerning the origin of new non-profit organizations.

Action: Ministry of Finance
Office for Legislation and Public Administration

Date: December 31, 1993

Financial requirement: will be specified in the draft of legislative measures.

b/ To draft a concept of services afforded to disabled persons.

Action: Government Board for People with Disabilities

Ministry of Labour and Social Affairs

Ministry of Health

Date: June 30, 1995

Financial requirements: none

c/ In relation to the measure sub b/ to draft the principles of the coverage by the state of the costs of the services afforded to disabled persons by governmental and non-governmental entities.

Action: Ministry of Finance

Date: December 31, 1995

Financial requirements: none

d/ To provide in cooperation with the organizations of the disabled, medium-grade schools training of students primarily from the ranks of disabled persons for managerial posts in the organizations affording services to disabled persons.

Action: Board of Representatives from the Organizations of Disabled People

Ministry of Education, Youth and Physical Training

Date: August 31, 1994

Financial requirements: 12 mill. Kč

Coverage: a/ possible economy of funds earmarked for civic associations - 1993

b/ in the framework of funds earmarked for civic associations - 1994

e/ In the drafting of the individual chapters of the budget to differentiate the items of subsidies to the association of the disabled and the subsidies intended for the facilities of these associations affording services to disabled persons.

Action: Ministry of Labour and Social Affairs

Ministry of Health

Ministry of Education, Youth and Physical Training

Ministry of Culture

Date: in the framework of budget preparation

Financial requirements: to increase the amount earmarked for the subsidies to the associations of the disabled, humanitarian and charity organizations by the Ministry of Health /190 mill. Kč/ and the Ministry of Labour and Social Affairs /186 mill. Kč/ in 1993 by 20 % for 1994. To reserve about 2/3 of these amounts for the services afforded to disabled persons by the facilities established by civic associations, humanitarian and charity organizations.

f/ To prepare a concept of National Council for the Disabled as an authority determining the national standard of quality of services afforded to disabled persons and controlling its observance.

Action: Government Board for People with Disabilities

Date: December 31, 1994, Financial requirements: none

12. ORGANIZATIONS OF THE DISABLED

Extremely significant for disabled persons or their parents are their organizations, associations and clubs.

The organizations of the disabled are concerned, on the one hand with social activities including e.g.

- leisure time activities - cultural and sport events, excursions,
- charity projects, etc.,
- assertion of legislative and organizational measures to the benefit of disabled persons,
- educational activities drawing the attention of the wide public to the problems of disability,
- educational activities concerned with medical rehabilitation, regimen, reconditioning and psychological care for disabled persons afflicted with individual types of disability,
- publication activities for information of their members, wide public and experts,
- children's recreation,
- contacts with foreign partners.

Apart from that, however, the civic associations are often founders and operators of the most varied facilities affording services to disabled persons /schools, school facilities, care centres, communal care services and personal assistance services, advisory and educational institutions, social rehabilitation institutions, etc./.

The associations of the disabled, on the other hand, should not approve preferential allocation of telephone stations, reserved parking places, applications for contribution to the costs of compensation aids, issue car markings, set up waiting lists for allocation of barrierfree flats, etc. which results in non-uniformity and desintegration in contemporary practice.

The associations of the disabled require some funds for their activities. However, even with membership contributions and acquisition of funds from various sponsors and donors they cannot get along without substantial and continuous material assistance of the state.

Target

1. To create a simple and efficient system of functioning of civic associations of the disabled incl. their financing in relation to existing and prepared legal rules.

Measure

- a/ see under 11 a/, c /.

13. PREPARATION OF SPECIALISTS FOR WORK WITH DISABLED PERSONS

The standard of information of the persons dealing with disabled people in medical, pedagogical, technical, psychological, legal and administrative fields and sometimes even the knowledge of the professionals working with them consistently in these fields, are not adequate.

Targets

1. Those who work with disabled persons must have adequate qualification and knowledge of all relevant aspects of assistance to these persons.
2. To improve the standard of information of professional public about the problems of various types of disability and how to deal with disabled persons.
3. To expand the possibilities of medium- and high-grade studies for disabled persons.
4. To prepare specialists in the fields of construction and transport for the elimination of barriers of all types.

Measures

a/ To discuss with the Deans of Medical Faculties:

- the introduction into the curriculum of the obligatory subjects
= principles of rehabilitation,
= psychology of ill and disabled persons,
- possibility of study of rehabilitation medicine,
- expansion of the study of social medicine

Action: Government Board for People with Disabilities

Date: December 31, 1993

Financial requirements: about 1 mill. Kč in the budgets of the faculties per year from 1994 onwards.

b/ To discuss with the Deans of the Faculties educating future teachers the introduction of the obligatory subject concerning the principles of special pedagogy for all students and the possibility of admission of disabled persons to the study of special pedagogy.

Action: Government Board for People with Disabilities

Date: December 31, 1993

Financial requirements: in the framework of Faculty budgets

c/ To discuss with the Deans of Technical Faculties the possibility of introduction of the study of rehabilitation engineering and the subjects concerned with the elimination of barriers in construction and transport.

Action: Government Board for People with Disabilities

Date: December 31, 1993

Financial requirements: approx. 1 mill. Kč in Faculty budgets annually from 1994 onwards

d/ To appeal to the Deans of appropriate Faculties to introduce the subjects and the possibility of additional specialized training in psychology, psychiatry, sociology and law as applied to disabled persons,

Action: Government Board for People with Disabilities

Date: continuously

Financial requirements: approx. 1 mill. Kč in Faculty budgets annually from 1994 onwards

e/ To introduce analogous subjects to the respective medium-grade schools.

Action: Ministry of Education, Youth and Physical Training

Date: December 31, 1993

Financial requirements: none

14. PUBLIC EDUCATION

The quality of life of the disabled people is extraordinarily influenced by the attitude of the wide public to handicapped. The behaviour of the public in this respect can be influenced considerably by systematic education. Apart from public education, however, it is also necessary to seek for the ways of how to educate the disabled persons themselves for integration in society.

Targets

1. To achieve gradual change of the public attitude to disabled persons.
2. To stimulate disabled persons to take an active part in social life.

Measures

a) The Government Board for People with Disabilities will support educational projects of governmental and non-governmental organizations. It will continue to use targeted TV, radio and press campaigns to the benefit of disabled people.

Action: Government Board for People with Disabilities

Date: continuously

Financial requirements: about 250 000 Kč annually from 1994 onwards in the budget of the Office of the Government Board for People with Disabilities for the financing of promotional campaigns

b/ The Ministry of Education, Youth and Physical Training will include the problems of disability in the curriculum of civics in elementary schools.

Action: Ministry of Education, Youth and Physical Training

Date: September 1, 1994

Financial requirements: none

c/ The Ministry of Education, Youth and Physical Training will concentrate on the integration of disabled children and young people in healthy population.

Action: Ministry of Education, Youth and Physical Training

Date: continuously

Financial requirements: none

15. LEISURE TIME, CULTURE, SPORTS

Active ways of spending leisure time, culture and sports represent a highly important compensation of social and psychic problems of disabled persons caused by their handicap. In these activities they also integrate most frequently and most successfully with healthy population. For almost all types of disability it is possible to find such

forms of activities in which they are not substantially handicapped in comparison with others. Sports, cultural and art activities of disabled persons, consequently, have become an extremely important component of their rehabilitation. From this viewpoint they must be assessed and supported.

Targets

1. To find strong features of every disabled person and to enable him/her to develop them.
2. To educate systematically specialists for the work with disabled persons in the fields of sports, culture and art.
3. To enable the maximum number of disabled persons active participation in cultural, art and sport clubs.
4. To enable the organization of international cultural and sport events of the disabled.
5. To develop cultural activities of associations of the disabled.

Measures

a/ The appropriate state administration authorities will support systematically by subsidies the cultural, art and sport activities of disabled persons incl. competitions in working skills.

Action: Ministry of Culture

Ministry of Education, Youth and Physical Training

Date: continuously

Financial requirements: from 1994 onwards

- financing of cultural activities of associations of the disabled: 8 mill. Kč in the chapter of the Ministry of Culture annually,
- elimination of architectural barriers in cultural facilities of the Ministry of Culture: 1.2 mill. Kč annually,
- financing of sport activities of disabled persons: 4 mill. Kč in the budget of the Ministry of Education, Youth and Physical Training annually

16. LEGISLATION

Fundamental human rights are guaranteed by the Convention for the Protection of Human Rights and Fundamental Freedoms which also specifies the conditions and the scope of the possible restriction of these rights by the law.

However, numerous persons cannot enjoy these rights in their full extent because of their disability. The implementation of these rights namely necessitates the interest of the state as well as further competent legal entities and natural persons which, however, is not provided for these subjects in any legal rule of the Czech Republic.

These legal shortcomings result in the practise in actual discrimination of disabled people manifesting itself e.g. in substantially restricted access to education, substantially reduced possibility of employment, inaccessibility of most public buildings and means of public transport, etc.

Target

1. To ensure equal status of disabled persons by legal rules and to codify all rights of these persons in appropriate legal regulations.

Measures

a/ To expand and apply the knowledge of international documents concerning disabled persons, in concrete terms the

- Declaration on the Rights of Disabled Persons
- Declaration on the Rights of the Deaf and Blind
- Principles for the Protection of Persons with Mental Illness and for the Improvement of Mental Health Care
- Declaration on the Rights of Mentally Retarded Persons

Action: Government Board for People with Disabilities

Date: continuously

Financial requirements: see sub 14a/.

b/ To draft the principles of the Act on Disabled Persons

Action: Government Board for People with Disabilities

Board of Representatives from the Organizations of Disabled People

Financial requirements: approx. 150 000 Kč annually from 1994 onwards in the budget of the Government Office /Government Board for People with Disabilities/ for fees to external workers - jurists, their travel and negotiations expenses.

COMMENTARY

to the National Plan of Measures to Reduce the Negative Impact of Disability

The problem of disabled persons in the past forty years was not in their social security which was /in relation to our mean population/ of even a higher standard than in most western countries. Disabled people in this country also had far smaller problems with job finding than the disabled in the West.

The problem, however, lay in the fact that they were literally segregated from the healthy population and concealed from the public. We have had probably the most extensive system of special schools in the world in which the children with even smallest disability were placed /missing fingers, slight hearing impairment, etc./. They were ghettos in which the disabled were literally concealed. The majority of healthy population practically did not meet their disabled fellow citizens at all. Seriously disabled people, as well as old people, were concentrated in large-capacity and mostly isolated social welfare institutions even in the cases in which the creation of elementary prerequisites would have enabled them to live in their own environment. Particularly difficult was the situation of the mentally handicapped, mentally ill and their families. The problems of disabled people were practically not published at all. Due to segregation there was no interest in the elimination of architectural, orientation, communication and psychological barriers which would enable the disabled persons to live in a normal society. The National Plan of Measures to Reduce the Negative Impact of Disability /NPM/ is a system of measures intended to eliminate this segregation, to create equal opportunities for the disabled and to remove successively barriers of all types. With a few exceptions the National Plan /NPM/ does not deal with ad-hoc problems of such type as "eliminate architectural barriers in the Technical University areas in Prague 6, import 200 oxygen breathing apparatuses, 5 000 writing telephones for the deaf, increase the floor area per one accommodated wheelchair user in the social welfare institution in Hrabyně", etc. On the contrary, the NPM concentrates on the creation of system prerequisites preventing the origin of new barriers and gradual elimination of existing ones, enabling an ever increasing number of disabled children to be admitted to main-stream schools, finding the optimum system of financing of all necessary prosthetic, compensation, rehabilitation and reeducational aids and creating a system of financing of the necessary services in order to create a competitive environment to their provision resulting in their improvement, enabling to disabled people to live in their own environment with the assistance of their personal attendants, to stimulate the employers to employ greater numbers of disabled workers, to change gradually the relation of the wide public to their disabled fellow citizens, etc. The scope of the NPM is considerably broad. That, however, is essential, because even the most grandiose improvement in a single isolated field is of no significance. It is superfluous to eliminate architectural barriers, if the disabled people will not have good quality wheelchairs, if the public has a negative attitude to them and will shut them rather than meet them, etc. It is unnecessary to stimulate employers to employ disabled people, if the disabled are not adequately educated and qualified, if they have not adequate aids enabling them the performance of their work, etc. It is of no avail to enable the integration of disabled children in the main-stream schools by legislation, if the teachers do not have fundamental knowledge of the work with disabled children, if the disabled pupil does not have a helping hand of a special pedagogue at his disposal, if healthy children as well as teachers are not educated to accept instead of refusing the disabled children, if there is no system for the

development of the strong features of the disabled individual so that he/she can inspire respect of the unimpaired school fellows at least in some respects, etc. The NPM is so structured as to explain in every chapter briefly the given problem and to formulate the targets in the respective field which can represent even a very distant ideal. The targets are followed by the outline of concrete measures intended to ensure the approach to this ideal as quickly and as effectively as possible. Every measure gives the institution which should guarantee its implementation and the estimate of its financial requirements, furnished by the individual ministries in most cases. If the measure is guaranteed by a non-governmental institution, the NPM can have a character of recommendations only. The given problems, however, were discussed with most institutions of this type, and the given measures were included in the plan on the basis of their preliminary consent. The Government authorized the Vice-chairman of the Government Board for People with Disabilities, Ing. Dušek, who is simultaneously Chairman of the Board of Representatives from the Organizations of Disabled People, to lead the appropriate negotiations with non-governmental organizations.

Commentary to Individual Chapters

1. Number of Disabled Persons

The numbers of disabled persons are an estimate, there are no statistical data in this country. More accurate data are required for a number of reasons: for an estimate of financial requirements of prepared legislative measures, for the planning of the networks of advisory centres, schools, for the discussions of the financing of technical aids, etc. The ideal target is a computerized information system containing voluntarily furnished data on disabled persons. This system must be administered by the state administration authority and not by a non-governmental organization. The basic problem is that no ministry wants to take up this task at the moment, as no ministry has the data on all disabled persons. The Ministry of Health has the data concerning the disabled persons treated in medical institutions which, however, represent only a small part of the total number. /Thanks to this circumstance, however, we know accurate number of diabetics, for instance/. The Ministry of Labour and Social Affairs /quoting from its comments/ "will have at its disposal the data base of insured persons which, however, will not include the juveniles who are not economically active, and in case of pensioners will not contain data on disability even if they are economically active insured persons". As a start for the generation of such an information system the NPM proposes the elaboration of a feasibility study of the ways to the achievement of the specified ideal target /Measure 2 e/ which should also advise how to obtain more accurate data in case of non-feasibility of the system. Almost all organizations of the disabled have begun to generate initiatively the data bases of their members. The purpose of Measures 1a/ and 1b/ is to introduce a certain system into these activities, recommended by the information specialists of the Ministry of Labour and Social Affairs, to ensure that a certain part of the data collected by the individual organizations were of identical validity, structure and format and could be used in a centralized system, should the feasibility study sub 2e/ recommend its establishment. The associations willing to respect the recommended rules will be granted a financial contribution to cover the costs of establishment or administration of such data bases by the Ministries granting subsidies to civic associations of the disabled /Ministry of Labour and Social Affairs and the Ministry of Health/.

2. Classification of Disabilities and Social Security

Our legal system does not give any comprehensive definition of disability. It is interested only in the ascertainment of the extent of the person's ability to work. There is a definition of the person with reduced working ability and the seriously disabled person with reduced working ability. There are the persons drawing partial and full invalid pensions. There are cards of exceptional advantages of the 1st to 3rd grades. However, there is no explicit relation among these denominations /for instance, every beneficiary of partial invalid pension is a person with reduced working ability, but not every person with reduced working ability is the beneficiary of partial invalid pension/. Apart from that there are categories of seriously disabled persons who have not reduced working ability or are considered as seriously disabled persons with reduced working ability. On the other hand some people with minimum disability are considered as people with reduced working ability or even as seriously disabled people with reduced working ability. The principal requirement of the NPM, consequently, is the introduction of a new classification of disabilities similarly as in many other states which would show also the seriousness of the disability concerned. The classification itself does not impose any requirements on the state budget. They can originate only as a result of legislative measures granting e.g. certain social

benefits to persons with the disability over a certain percentage. One of the aims of the new classification is to grant the benefits only to the most seriously handicapped and to withdraw the social advantages from those who necessitated previously the invalid pension only as a reason for exemption from the general duty to work. After an analysis made by the Ministry of Labour and Social Affairs the conclusion has been reached that it is impossible to create a uniform classification for all purposes. Therefore the NPM requires the generation of a system of assessment of earning capacity for the purpose of principal pension insurance /Measure 2a/ and a classification of disability for the purpose of granting contributions /Measure 2b/. There will be two separate systems: system of invalid pensions and the system of contributions to the most serious disabilities /Measure 2c/. Further it is necessary to generate a so far missing system of accident insurance /Measure 2d/. The information system mentioned in Chapter 1 will be highly needed also for social security /Measure 2e/.

3. Prevention and Therapy

So far we have no accurate statistical data about the costs of the care of a seriously disabled person in the course of his/her whole life. Foreign data vary between 3 and 5 million Kč. Regardless of the amount, however, it is clear that the prevention of disability is a highly effective investment. In the course of the round of comments a part of preventative tasks, initially considered by the National Plan of Actions for the Handicapped Persons, was transferred to the National Plan of Health Enhancement and Recovery which had been approved in the meantime. /Measure 3a/. The promotion of health prevention and elimination of hazard factors will be aimed particularly at the threatened groups of the population /disabled juveniles and adults/ directly in the production cooperatives of invalids, social welfare institutions, rehabilitation institutions and special schools. It will concern education and propaganda i.a. dealing with smoking, drugs or AIDS by means of specially edited instruction materials /in Braille script and in relief for the blind and on video-cassettes for the deaf/. Measure 3b/ includes broader promotion of disability prevention. It concerns information of medical public on the problems of origin of disability for pre- and post-natal reasons and the possibility of their prevention. The widest public must be continuously cautioned about the relation between proper regimen and the incidence of some illnesses /oncological diseases, diabetes, etc./. It is necessary to intensify the interest of the persons to the protection of their own health. Even for the persons themselves it is more economical to prevent illness than to treat its consequences. /Measure 3c/. For information of parents about the danger of certain congenital impairments the genetic advisory service is important. This advisory service, however, is sought out in an ever increasing number of cases by disabled married couples asking, whether they will not have disabled children. At present these types of medical counselling are becoming extinct in many regions. Therefore, it is necessary to ensure their availability in the framework of public health care. The same applies to psychotherapeutic care which is very important particularly for new oncological patients. The consequences of many congenital impairments can be reduced considerably by their timely diagnosis and immediate start of rehabilitation. Late diagnoses occur mostly in case of concealed impairments /hearing or mental handicaps, etc./. Measure 3d/ aims at the elaboration of new concepts of the respective fields of medicine /e.g. gynecology, obstetrics/ and the ensuing regulations. Measure 3e/ is very important for seriously disabled persons. Even standard treatment

is inaccessible for them because of existence of architectural barriers. For medical institutions this problem is solved by the Decree of the Ministry of Health No. 208/92 CoL which, however, needs revision. Certain therapies, which can influence fundamentally the fate of disabled persons or even return them to non-handicapped population, are applied only in specialized institutions abroad and the method of payment of their costs has not been solved so far. The purpose of Measure 3f/ is to find the solution of this problem. The parents of mentally handicapped children very often complain that e.g. a dental operation anaesthetic is possible only until the child has come of age. Similar problems arise also in case of other operations requiring a qualified consent of the treated person. In cooperation with other specialists /special pedagogues, lawyers, psychologists/ this field must be revised methodologically - Measure 3g/. Medical services of the "home care" type are something new in the spectrum of services for disabled persons. They are new by their comprehensive concept of care in the domestic environment of the disabled person as well as in their no less important economic aspect. The new approach enables the granting of both standard and highly specialized services of assistant care directly in the client's household. It dispenses with the "hotel" type accommodation in institutions and further costs connected with the stay in them. A hospital bed costs 300 - 1000 Kč per day, while the costs of one attendance hour in home care amount to 54 - 86 Kč. The financial assistance to this type of medical care required in Measure 3h/ will serve particularly for the launching of the operation of model home care centres and the preparation of an information network for the public. Measure 3i/. Medical research has identified a number of chronic diseases with very low incidence, which result in serious disabilities. Most medical practitioners have no experience with these diseases, because they do not encounter them perhaps in the whole length of their practice. In the framework of public health service the Ministry of Health will support the origin and further operation of these specialized centres /e.g. for phenylketonuria, cystic fibrosis, dispersed sclerosis, etc./. The origin of disability is participated in to a great extent also by sudden afflictions - accidents /particularly traffic accidents/. In the framework of the prepared spinal programme the Ministry of Health will support the origin of highly specialized centres /so-called spinal units/ for immediate assistance to reduce the consequences of spinal injuries. Measure 3j/ comprises the support of origin and function of Medical Rehabilitation Centres, conceived as special medical institutions of multidisciplinary care. Apart from medical rehabilitation /i.e. restoration or replacement of the impaired function/ the seriously disabled persons will be trained also in self-service and personal independence in every-day activities /with the purpose to reduce the number of disabled people placed in the social welfare institutions/. The centres will also carry out functional evaluation and determination of residual working potential /see Measure 2a/ as the prerequisite for the return of the disabled person to his/her job.

4. Counselling and Social Rehabilitation

At the moment of origin of disability the disabled person or his/her parents are entirely helpless and, moreover, in a state of deep psychic depression. They need immediate and effective assistance described in the Preamble of Chapter 4. Advisory teams will work in counselling centres. As the attendance of these centres will be frequent, they must be easily accessible. Therefore, their establishment in regions is proposed. The advisory services will be actively participated in by the organizations of disabled persons, because the disabled persons themselves or their parents have

the greatest experience of their own. The state will "buy" the services from the associations of the disabled by the subsidies to advisory projects of the individual associations /in 1993 about 60 mill. Kč/. It must be assessed, whether this method of financing affords the optimum solution /Measure 4a/. It is also necessary to ensure that the standard of advisory services in the whole republic satisfies a certain national standard /determined i.a. also by the possibilities of the state budget/. Therefore, it is necessary to establish a system of accreditation /Measure 4b/. The advisory service includes also intensive training courses for the "new" disabled persons, which are of extraordinary significance /e.g. also because of mutual meetings and acquaintance of the individual disabled persons/. It must not be permitted, however, that merely recreation gatherings should be declared as training courses. Only purpose oriented courses should be supported financially /Measure 4c/. The pioneering role in the field of advisory services to the parents of disabled pre-school children was played by the Ministry of Education, Youth and Physical Training which began building up a network of so-called Special Pedagogical Centres in existing special schools /where the Centres have "free" rooms at their disposal. The Centres, however, afford their services to all children of pre-school age in the given area regardless of their subsequent school attendance/. Measure 4d/ requests the Ministry of Education, Youth and Physical Training to expand the network of these Centres particularly to include mentally handicapped children for which these Centres are still insufficient in number.

5. Technical Aids

There is nothing to add to the text of the preamble.

At present it is not quite clear, whether the technical aids should be paid for by the General Health Insurance Company or by the Ministry of Labour and Social Affairs. The General Health Insurance Company /which has been paying most of these aids so far/ objects, that a compensation aid is not a therapeutic means. On the other hand it is quite obvious that the granting of an adequate aid may reduce substantially the costs of sojourns in medical institutions /inhalators, oxygen breathing apparatuses, glucometers, etc./.

The situation is further complicated by a great number of different and mutually interspersed categories of aids - prosthetic /ranging from implanted over bionic to e.g. wooden prosthesis/, compensation /e.g. hearing aids, glasses/, rehabilitation, enabling everyday life /such as a bell with a light signal for the deaf; however, does a wheelchair or even a car for wheelchair users belong to this category ??/, re-educational /enabling or facilitating education of disabled persons/. Particularly in the case of the two last mentioned categories it is not clear who should pay for them or contribute to them. The system Measure 5c/ requests the solution of these problems, while the system measure 5d/ should solve the categorization of all aids.

The opening of our economy flooded our market with a great number of aids for disabled persons, many of which are of very doubtful character. On the other hand, the disabled persons are not informed about numerous aids which could afford them sometimes principal assistance. Before it is included in the list of aids paid for by the insurance company the aid must be tested. So far these tests have been made by the State Institute for Medicine Control; however, the problems of aids differs considerably from the testing of medicines. The testing should be participated in, naturally, also by the users, i.e. the disabled persons. Almost in all developed

countries there are institutes concerned only with the testing of technical aids and affording technical information on them. In comparison with overall expenditure on aids the costs of their operation are negligible. For the reason NPM proposes the establishment of a Rehabilitation Engineering Centre /Measure 5a/ with the branches in regions authorized to provide information and technical advisory services / Measure 5b/.

Measure 5e/ is dictated by the endeavour to achieve economy of funds. It is necessary to ensure that the aids granted and paid for by the state be also adequately used. If the disabled person is not using them, they should be withdrawn and granted to somebody else.

The aids are also excellent article of business. For instance, in the list of products most required for import to the USA the aids for disabled people occupy the third place. Measure 5f/ intends to stimulate our development and production of these aids both to the benefit of our disabled people and to the benefit of our economy.

6. Education and Vocational Training

The principal aim is to integrate the maximum number of disabled children in the main-stream schools. For this integration the necessary prerequisites must be created.

The pupils in schools must be explained the problems of disabled children and adults. This may be combined with prevention /Measure 6a/.

If a disabled child is integrated in a class, the number of pupils must be reduced for the teacher to have more time for the child /Measure 6b/.

The teachers in main-stream schools are no specialists for work with disabled children. An integrated child must be provided with the assistance of a special pedagogue /Measure 6c/.

An adequate technical aid may facilitate considerably the integration of the disabled child in a main-stream class /e.g. an FM communication for hearing impaired applied between the child and the teacher will increase considerably intelligibility and reduce reverberation in the classroom - Measure 6d/. Also special schools must be provided appropriate aids/. Measure 6d/. For the children for whom the integration in main-stream schools is not adequate the development of special schools must be enhanced in all possible forms /Measure 6f/. There are namely such disability types for which the integration in a main-stream school would mean a handicap for the child/ e.g. the deaf, necessitating communication in sign language, which cannot be ensured in a class containing one such child, etc./. The experience from Italy, where they have abolished entirely special schools, is warning.

Measure 6e/ is of system character. Almost any amount of money could be invested in the elimination of barriers in existing schools and the barriers will be eliminated in the course of several decades. The measure proposes a system solution of the problem - to allocate a certain amount and to create a grant fund for the elimination of barriers in schools. The schools will apply for the subsidy from this fund by a standard grant application in which they will have to substantiate the amount they require and the number of children the grant will serve. An expert commission will divide the given amount so that it brings the maximum effect in the given years. We do not see any other solution of the problem, but we must begin with the elimination of barriers immediately.

Measures 6g/ and 6h/ concern a highly sensitive problem - the right to education - and simultaneously the possibility to free some children from compulsory school attendance. The resulting formulations represent a very sensitive compromise, guaranteeing all children the right to education in the broader meaning of the term.

Measure 6i/ endeavours to solve the acute problem of employment of the children leaving special and ESN schools. The child leaves the school and nobody knows what to do next.

Integration must be ensured also in vocational schools for apprentices /Measure 6j/.

Measure 6k/. It is a matter of course in the world that deaf and blind children study at medium- and high-grade main-stream schools. The deaf study by means of sign language interpreters or interpreters articulating distinctly to enable lip-reading. The blind need guides and readers. Interpreting and reading can be considered a certain form of personal assistance /see Chapter 9/. The state pays for a certain number of hours of these assistants /in dependence on school type/. These measures must be assessed also with reference to the costs expended on special medium-grade schools at present and the practical impossibility of establishment of special high-grade schools in a state with such small population as the Czech Republic /there are such high-schools e.g. in the USA/. Moreover, it is also a question of integration.

Measure 6l/ is connected with Measure 6k/, but concerns different types of disability /people with hearing or visual impairment who require aid rather than personal assistants. It is closely connected with Measure 5c/.

The payment for the costs of apprentices training /Ministry of Economy - Ministry of Education, Youth and Physical Training/ is a considerable problem, the payment of costs of disabled apprentices training a doubly difficult problem. The solution of this problem is requested /Measure 6n/.

7. Vocational Rehabilitation, Employment, Sheltered Jobs

Disabled people are usually the first to be dismissed from their jobs. The endeavour of this chapter is to do the utmost to ensure the lowest rate of their unemployment.

It requires a specialist to find adequate jobs for disabled people. Measure 7a/ probably is a self-explanatory.

An Order of the Government was issued on the obligatory percentage of employment of persons with reduced working ability. So far this order has been used passively - as a certain threat to employers. Measure 7b/ requires an active use of the funds acquired in this way for an active policy of increasing the employment rate of disabled persons.

Measures 7c/ and 7d/ have a considerably stimulating effect for the employment of disabled persons and are being implemented already /in 1993 these subsidies to employers amounted to 300 mill. Kč/. They have been included in the NPM to confirm that the state has decided to continue this policy.

It is a matter of course in other countries that if there are several tenderers in public procurement procedure offering the same conditions, the tenderer who employs a higher percentage of disabled persons is preferred and awarded the contract. The incorporation of this condition in the public procurement rules which are under preparation shouldn't be any problem and its practical aspect would be significant / Measure 7e/.

Measure 7g/. If an adult becomes disabled, it is necessary to habilitate him, so that he can perform his initial employment, or should it be impossible, to find a type of employment which he could perform /and which is in demand on the labour market/ and to retrain him for this work. Vocational rehabilitation is a highly exacting affair and must be executed in specialized barrierfree centres provided both with qualified specialists and with the possibilities for the rehabilitated individual to try out various types of work. There are no such centres in our country so far, but the Ministry of Labour and Social Affairs is preparing them.

8. Elimination of Barriers

Measure 8a/. If the absence of barriers has been included in the very design, the costs of construction rise merely by 4 - 8 %. Apart from ignorance there is no reason why a single building with barriers should be built in the future. After all, the Decree of the former State Commission for Scientific, Technical and Economic Development No. 53/1985, which has ordered it, is still valid, but not respected. We see the only solution in the requirement that the approval of the barrier-character of the design of all public buildings should form a compulsory part of the building procedure similarly as the approval of the firemen and chimneysweeps.

Measure 8b/ requires a successive elimination of barriers in existing public buildings, naturally in dependence on financial possibilities.

Wheelchair users and people with locomotive impairment can reach even the places with barriers, if adequate organizational conditions have been created. For instance, access to the barrier stations of Prague Underground can be assured by means of freight lifts with the assistance of trained staff. Analogously also substitutive solutions can be used in certain cases in the form of lifting platforms, ramps or stair-climbers. Measure 8c/ requires that such solutions should be elaborated for all public buildings and means of transport with barriers, and Measure 8d/ requires that such substitutive solution should form part of the building approval procedure in the cases when barrier-free operation cannot be ensured for objective reasons.

Measure 8e/ endeavours to create the prerequisites for barrier elimination in the flats of disabled persons. The present legislation /Decree No. 182/1991 CoL/ makes it possible to grant a contribution to such modification of existing flats. As a rule, this contribution is not sufficient. It is desirable, therefore, to supplement it with a purpose-oriented contribution, such as a loan for flat adaptation.

Measure 8g/ is based on the American experience with the Disabled Americans Act. It is not realistic to require the elimination of barriers in all existing means of transport. However, it is possible to require - and it is not too costly - that the newly acquired /purchased/ means of transport must be barrier-free. This applies, naturally, also to transport buildings and structures. For this reason the measure speaks about transport systems.

Rents in barrierfree flats are becoming unbearable for many disabled people. These flats have larger floor areas and also the common areas in the house /corridors, etc./ are longer. This increases not only the rent proper, but also the costs of heating, cleaning and maintenance. Measure 8h/ requires the solution of this urgent problem.

Measures 8i/ and 8j/ are concerned with the elimination of communication and information barriers for the deaf. Writing telephones make it possible also for the deaf people to use telephone. A number of telecommunications companies have elaborated organizational measures of how to make this service best accessible for the deaf /most favourably, probably, by the MINITEL system in France, which serves not only the deaf, but enables data transmission also for other users which makes the service to the disabled people economically more reasonable/. The TELETXT system enables a technically simple broadcasting of the so-called closed captions for hearing impaired. The captions appear only when page 888 of the Telex has been activated, as a result of which they do not disturb the spectators who do not want them. The meaning of Measure 8j/ is to make the offer of this service one of the supporting conditions for the granting of new TV licenses.

Measure 8k/ creates the prerequisites for the actual elimination of architectural barriers in buildings by means of special attested building components /doors, handrails, kitchen furniture designed for accessibility from the wheelchair, etc./.

9. Independent Living

The experience from developed countries has shown that the costs of the sojourn of a seriously disabled person in a good quality social welfare institution may be so high that it is more advantageous to grant him some funds enabling him to hire for a certain number of hours daily /ranging from 1 to 24 in accordance with the seriousness of his disability/ a personal assistant. This solution is, naturally, extraordinarily attractive for the disabled, because it enables them the living in their own environment. The sign language interpreters in respect of the deaf and the guides and readers in respect of the blind can be also considered as a certain form of personal assistance.

The number of forms of personal assistance is considerable. Therefore, it is necessary to verify them in our conditions. In the capacity of personal assistants it is possible to employ either specially trained professionals /Measure 9a/ or the persons performing substitutive civilian service /instead of military service - Measure 9c/. The first experience with the use of persons in civilian service is already available. It has come to light that it is extremely important to select primarily those whose civil employment or profession corresponds with this service. In case of professional personal assistants the method of their financing must be proposed /Measure 9b/.

10. Institutional Care

The successive deinstitutionalizing - the abolishment of big isolated institutions and the creation of small community care units in current environment - represents a worldwide trend of development. Measure 10a/ requires the creation of equal conditions for various providers of institutional care.

The system measure 10b/ assumes the privatizing of most social care institutions.

The prerequisites for it will be created in the framework of the system measure 10c/. Subsidies probably should not be granted to institutions; the benefits for the required form of social care should be granted directly to the disabled persons /analogously with the normative subsidies in the school system/. The disabled person or his/her legal representative should be able to choose the institution to which he/she would grant his "normative subsidy" which would result automatically in the origin of competitive environment and the improvement of offered services.

11. Financing and Quality Guarantee of Services Afforded to Disabled Persons

The preamble is probably self-explanatory.

The principal prerequisite for the provision of services for disabled persons is an adequate legislative base in accordance with which various care centres, medical rehabilitation institutions, counselling centres etc. could be established. It is certainly not fitting to establish them in the form of business company on the basis of the Commercial Code. Therefore, Measure 11a/ urges the adoption of an act on non-profit organizations.

Measure 11b/. The concept of the provision of services to disabled persons should be based probably on the philosophy outlined above for the social care institutions in the commentary to Measure 10c/. Here this measure is applied to all services as a system measure. It is assumed that the concept will be elaborated by the Government Board for People with Disabilities in cooperation with the Ministry of Labour and Social Affairs and the Ministry of Health.

Immediately after the elaboration of this concept the Ministry of Finance can draft concrete financing rules

/Measure 11c/.

Disabled people require greater participation in the management of the facilities which will provide services for them. This necessitates adequate qualification which should be provided by the proposed managerial schools for the disabled /Measure 11d/.

A number of civic associations of the disabled already has established their own facilities providing services to disabled persons and their families. These facilities are financed by the state in the only form possible at present - i.e. through the subsidies granted to these associations. The association elaborates a project and submits it to the appropriate state administration authority which evaluates it and grants the subsidy. In this way more than 300 mill. Kč are granted by the state budget to the operation of associations of the disabled annually. The purpose of Measure 11e/ is to emphasize that this high amount is not used, naturally, for the social activities of the associations, but in decisive major part for the financing of services afforded to disabled persons.

On the part of the state the assistance to disabled persons is ensured by the individual departments, sections or groups of one individual ministries. Interdepartmental problems are solved by the Government Board for People with Disabilities, which, however, has a minimum staff only. Nevertheless, there is a number of problems in the case of which it is not clear under what competence they belong and which require a certain administration. Moreover, they are problems which must be solved by the state administration - they cannot be transferred to any civic association. One

of such problems is e.g. the interdepartmental coordination of subsidies granted to civic associations of the disabled, another the definition of the national standard of quality of services afforded to disabled persons and the accreditation of their providers connected with it, etc. A foreign model is the authority called e.g. National Council for the Disabled. Measure 11f/ request the elaboration of a draft of such an authority for our conditions.

12. Organizations of the Disabled

The creation of civic society manifested itself among disabled persons by the origin of a number of organizations, associations and self-help groups. Previously the / state-permitted and state-controlled/ organizations were subsidized through the National Front. After November 1989 it was necessary to find a new model, represented in rudimentary form only by the Principles for the Granting of Subsidies to Civic Associations, elaborated by the Ministry of Finance and approved by the Government, and earmarking of a certain amount from the state budget to the activities of civic associations. Experience is only being gained and a number of other models can be envisaged /e.g. granting the monopoly to the yield of slot machines - Scandinavia, tax base reduction - Canada, etc./. The present model does not make it possible to finance a number of vitally important activities of civic associations /foreign contacts, investments, limits of salaries, etc./. The purpose of the chapter is to make use of successively amassed experience for the elaboration of an effective system of function of civic associations of the disabled.

13. Preparation of Specialists for Work with Disabled Persons

The text of the preamble is self-explanatory.

Measure 13b/ requires the creation of prerequisites for the disabled persons to become teachers and instructors of other disabled persons. The disabled children need them urgently as their identification models.

14. Public Education

Although it is a long-term task, it should not be neglected.

Measure 14a/ request the continuation of the TV campaign of the Government Board for People with Disabilities which is running and arousing very favourable response.

In the schools the children should meet their disabled contemporaries on the one hand, and be explained the problems of disability on the other hand /Measures 14b/ and 14c/.

15. Leisure Time, Culture, Sports

Leisure time activities may form an important part of social rehabilitation of disabled persons. That is the idea which forms the basis e.g. of the world-wide movement of Very Special Arts, various forms of art-therapy, musico-therapy, etc. Apart from disabled persons who have made a successful professional career, the successful disabled sportsmen and artists, are the best "ambassadors" of disabled persons and

can influence most naturally the attitude of the public to their disabled fellow citizens.

Measure 15a/ requests primarily the Ministry of Culture and the Ministry of Education, Youth and Physical Training to continue supporting of these cultural and sport activities of the disabled.

16. Legislation

The necessary, though not sufficient, prerequisite for the creation of equal opportunities and integration of disabled people consists in adequate legislation. In some countries the problems of the disabled are solved by specific laws, in others / like in our country/ these problems are dispersed in a number of general acts and regulations.

Measure 16a/ is of educational significance - the popularization of international documents concerning disabled persons.

Measure 16b/ is a system measure. It assumes implicitly an "inventory" of the whole present legislation on disabled persons in force and, on its basis, the drafting of a bill on disabled persons which would be based on the model of the Americans with Disabilities Act, but would correspond with our legal system. The principal purpose of this Act should be the assurance of the executability of the rights of the disabled. For instance, if the Act provides that nobody may be discriminated only for the reasons of his/her disability, it may mean in practice e.g. that the disabled person may require the elimination of the barriers in the milkshop round the corner or the provision of a substitutive solution /delivery of milk to his home/ etc.

Prague, September 13, 1993

Ing. Jaroslav Hrubý, Csc.

Head of Secretariat

Government Board for People with Disabilities.