

Czech Republic

[ČESKA REPUBLIKA]

CIVIL SERVICE PLACEMENT IN PRAGUE ON BEHALF OF SPES

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CARTA D'IDENTITÀ

- **Population** 10.296.726 abitanti
- **Area** 78.866 km²
- **Population density** 130 inhabitants per sq. km.

- **Present form of government** Parliamentary republic

- **System of government** The country is divided into 14 regions, which are subdivided into 76 districts

- **European elections**
10-13 June 2004 24 European parliamentarians

- **Social security and welfare system**
The standing expenses for social security amounted to 19.9% of the GDP for the year 2002. The social security system is based on three pillars: mandatory social security; state social support; social welfare.

- **Public health system**
The fundamental principles of public health security are: solidarity, a high level of autonomy, funding from various sources, the freedom of choice with regard to treatment, and equal access to services for all those insured. Services are mostly financed through public funding. The State pays the insurance premiums for the unemployed, students, women in maternity leave, women with children under the age of seven or those with more than a child under the age of fifteen, prisoners, soldiers and persons who receive social security allowances. Obligatory health insurance cover must also be taken out by those without a stable residence within the territory

who, in any case, are paid salary workers in the Republic.

- **Educational levels**
Percentage of young adults (aged 20-24) who have completed secondary schooling (2003): 90.9%
91.2% female
90.5% male

- Percentage of the adult population (aged 25-64) who have completed the highest level of secondary schooling (2002): 87,8%

- **Immigration rate** 2,5% of the present population

- **Growth rate 2003**
(report of annual births/deaths per 100 persons): 0,0%

- **Employment rate (2003)**
Population between the ages of 15 and 64: 64,7%
56.3% female
73.1% male

- Population between the ages of 55 and 64: 28,4% female
57,5% male

- **Unemployment rate (2003)**
Population between the ages of 15-64: 8.3%
9.2% female
7.1% male

Hestia

Národní dobrovolnické centrum Praha

Hestia National Volunteer Centre (NVC)

Hestia, founded in 1993, is a civic organisation with the mission of positively enhancing interpersonal relationships within families, as well as in society at large.

Since 1993, *Hestia*'s activities have grown immensely and include:

- Supporting and conducting research, training and educational programmes and projects.
- Consultations, supervision and affiliation for volunteers and professionals
- Publication of its own documents.
- Promotion and fostering public awareness of volunteering.

The main mission of *Hestia* (NVC) is to support, promote and develop volunteering in the Czech Republic. The Centre also aims to develop new contacts within the NGO community and cooperate with international organisations and centres with a similar mission.

As professional and volunteer management is vital for NGO's to maintain and expand their activities and to enable their survival in the new EU environment, *Hestia* aims to support the development of volunteer organisation management.

Hestia also works to create partnerships with NGOs, the government and business sectors in order to successfully prepare the proposals for EU Structural Fund projects. *Hestia* coordinates and supports activities, projects and programmes, especially in the following areas:

- Social and health care
- Culture and sport
- Ecology and education
- Children and youth

Voluntary Initiatives Coalition

In 2001, *Hestia* promoted the founding of the Voluntary Initiatives Coalition. The main goal of the Coalition is to improve communication among Coalition members and to strengthen and enhance the idea of volunteering in the Czech Republic.

As of January 2004, the Coalition has grown to 50 members, including NGOs from all over the Czech Republic. *Hestia*'s role as Coordinator has made it possible for the Coalition to influence State administration, Members of Parliament and representatives at all levels through lobbying, participating in seminars and conferences, as well as organising events on the premises of the Czech Parliament. All these activities have led to strengthening the prestige and influence of the not for profit sector and the development of a civil society.

Hestia's International Commitment

Hestia has played an active role in international volunteer associations, *CEV*, *IAVE*, *VOLONEUROPE* and *VOLUNTEERNET*. *Hestia's* representatives have actively participated (including the presentation of papers) in a number of international conferences and seminars.

In 2002, Olga Sozanska was elected Vice President of *CEV*. In November 2003, she chaired the round table discussion, 'Social and Economic Development: Volunteer Contribution and Volunteer Work' at the *CEV*-organised International Volunteer Day at the European Parliament in Brussels. *Hestia* hosted and organised the international *CEV GA* 'Influencing Change: Developing Relations with National and European Governments' (Prague, May 30-31, 2003).

In November 2003, *Hestia* hosted the first *Big Brother Big Sister (BBBS)* European National Directors Meeting in Prague. *Hestia* is also the coordination centre of the voluntary centres network in Central and Eastern Europe, and in the countries of the former Soviet Union, united under the name of *Volunteernet*. (www.volunteernet.ecn.cz).

Developing a Civil Society for the Future

Hestia NVC has become a well-respected organisation among NGOs, as well as local authorities and the national government. There are *Hestia* representatives among the members of many important government and non-governmental organisations, including the Go-

vernment Council for Not For Profit Organisations, the Czech Commission for *UNESCO*, the Manager's Association in the Not For Profit Sector, the Ministries of Internal Affairs and Education and many more ministerial and local committees.

Hestia will play an important role in the future, not only in promoting volunteering, but also in developing the civic sector in general. Its active participation in society will provide incentives and experience that could bring about changes in the general environment with regard to equality in the civic sector and, therefore, provide the conditions which are fundamental to the development of a civil society.

Hestia in the Spotlight

In addition to promoting its activities and disseminating information, *Hestia* manages two websites: www.dobrovolnik.cz and www.volunteer.cz.

[CONTACT]

HESTIA

The National Volunteer Centre Prague

Na Poříčí 12 (palác YMCA)

115 30 Praha 1 - Czech Republic

www.hest.cz

PARTNER CENTRE FACT SHEET

Hestia

■ Population served 10,211,000 Czech Republic
1,165,000 Prague

■ Geographic area 78,866 sq.km Czech Republic
496 sq.km Prague

■ Organisations members 9

■ Organisations served over 100

■ People employed full-time 8
part-time 1

■ Number of volunteers	on the Board and in controlling organs in services and activities (2004)	9 over 600
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■ Annual budget year 2004	20,500 Euro
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■ Agencies	1 local office (Programme 5P) 50 collective members of the Coalition of Volunteer Initiatives coordinated by Hestia
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■ Services offered	Training	X
	Advice	X
	Information	X
	Practical resources	X
	Representation	X
	International networking	X
	<i>other:</i>	
	National networks	
	Corporate Social Responsibility events	
	Methodics	
	Publications	
	Exhibitions	

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Overview of the sector

1. HISTORICAL BACKGROUND

The development of what we now define as *not for profit* sector has had alternating stages in the history of the Czech Republic, in which periods of socio-political limitations were followed by those of great impetus and civic responsibility.

Up to the 19th century, various alternating religious movements in this part of Europe principally controlled the activity of institutions devoted to supporting the social classes in greatest need. Societies and foundations supporting the arts and education, as well as women's group blossomed during the National Revival from about 1830 to the neo-absolutist interlude beginning in the early 1850s. However, at the time of Bach's Absolutism (1851-1860), any kind of solidarity initiative was forbidden and a number of organisations carried out their activities in secret. An important period of growth for various types of organisations and their activities was at the end of the 19th century and beginning of the 20th century, when a surge of national rebirth took place in the country. In those years, numerous organisations and associations were founded that dealt with sport, education and culture. Notwithstanding years of persecution during the Nazi occupation and then the period under the communist regime, many of these organisations survived, and are still active today, such as *SOKOL*, *OREL*, *JUNAK*, etc.

A new impetuous of associationism accompanied the constitution of the Czechoslovak Republic after the First World War. New organisations were established either on the basis of different ethnic or religious groups or to deal with social and public health problems. These organisations gained an important standing at the time and were entrusted with considerable official power. Another difficult period for civil society was during the German occupation (1939-1945): civic organisations were banned or else their activity was suspended. Another regenerating impetus was also evident after the Second World War when most organisations and foundations were renewed, but as early as 1948 the first restrictions on democratic freedoms were imposed by the Soviet regime during the Cold War, including the pursuit of voluntary activities which did not conform to the governing ideology.

During the so-called "socialist regime", when the soviet occupation in actual fact reproduced its own models of dictatorship that Stalin had established in the Soviet Union at the end of 1920s, all permitted socio-political activities were incorporated and managed by the National Front, including those of some political parties, trade unions, and so-called "social volunteer organisations". The services which had been provided by the non-governmental organisations in education, welfare and health care, were absorbed by the government.

No alternative forms of associationism were permitted to develop independent of the National Front, which moreover did not organise spontaneous forms of volunteering, while participation in the Front was considered a sign of loyalty towards the leaders and government. In this manner, the regime did not abolish citizens' participation in public

and social life, but rather utilised it to construct a “socialist society”. The concept was to create a new form of altruism, characterised by enthusiasm, loyalty and devotion towards socialism and internationalism, and on the basis of class consciousness. This was defined as “proletarian altruism”.

In a sort of mystic duty towards the State, the government wanted to involve all the workers, by giving it a sacred character. The creation of socialism had to come about through “enthusiasm and sacrifice”, the two concepts that would lead to a modern, developed, socialist society, in which interest in society was the priority. It was called “socialist lifestyle”, dominated by the close relationship between “co-operation” and the “superior interests of society”: socialism could only be constructed if proletarian solidarity was carried by well-controlled means that were managed and organized by the government. The State, the omnipotent body which could solve social problems, did not allow for them to be addressed by solidarity organisations formed and managed by private citizens. In this manner, the “collective class identity” imposed by the State and not the result of free political and cultural choices, induced individual emotions and actions. The entire National Front was involved in this propaganda: whoever wanted to study had to take part in “brigades”, whoever wanted a career had to demonstrate a commitment at a social level, and even members of the Communist Party had to follow suit. However, with this so-called “proletarian solidarity”, the regime could not substitute the lack of a free and conscious participation in public life and the management of production process on the behalf of workers themselves. These impositions, in fact, laid the foundations for the regime’s own collapse, triggered by the obvious contradiction between the means and the ends.

Evidently, the regimented forms of democratic participation and social society incited the desire for democracy and emancipation that animated society and the workers, which had re-emerged in the mid

1960s when it asserted itself in the same direction as the Czech Communist Party with the *Prague Spring* led by Dubcek in 1968. However, the military invasion of Czechoslovakia by other Warsaw Pact countries, forced those leaders and citizens who had took part in the Prague Spring to live as dissidents until the period of *glasnost* and the *perestroika* led by Gorbachev.

The regained freedom of association led to the rapid increase in the number of non-governmental organisations, which were principally voluntary organisations. Foundations also grew exponentially thanks to the contribution made by *Foundations Investment Fund - NIF* starting from the early 1990s onwards. A second contribution was made during the so-called “privatisation” period, when the State patrimony was given back to its rightful, previous owners. This was a particularly important period, even though only a few foundations that had already been established in the period of the First Republic and then re-established after 1989, were able to benefit from. In the late 1990s the growth in organisations slowed down considerably.

The Stalinist regime had left a very negative legacy as regards the manner in which volunteering and solidarity were perceived by citizens in the Czech Republic. Fortunately today, thanks to the work of *not for profit* organisations throughout the nation, and given the new generation’s greater cultural aperture, the *not for profit* sector is gaining greater economic importance and social relevance.

Some environmental movements in addition to new cultural and scientific organisations were tolerated as early as the early 1980s, and besides these, a number others began their activities in an informal manner.

The approval of *Act No. 83/1990 on the Association of Citizens*, regulating the activities of civic organisations, occurred at the time of 1989-1990 the *Velvet Revolution*¹, and new organisations independent of the State were set up. This was the first step towards legislation that defined the *not for profit* world in the Czech Republic. Moreover,

¹ Defined in this manner because of the absence of victims, the revolution took place in the days following 17 November 1989, when a peaceful crowd of 50,000 young communists of Prague organised a march in memory of nine students killed by the Nazis in 1939. The continuous demonstrations and marches led to the dismissal of the government on 3 December, and the consequent formation of a new government with communist members as a minority.

many organisations with large membership which for the previous forty years had legally existed within the National Front, were transformed democratically and continued their activities even after 1989, maintaining their original resources. This phenomenon is particularly evident in the sectors of sport, recreation, and also culture. At times, it is possible to discern the differences between these “old” organisations and the “new” civic organisations, established after 1989.

This is the period that inaugurated a transitional phase, which in reality, is still underway, and with the admission of the Czech Republic into the EU, it will inevitably have to confront itself with other forms of third sector development and active citizenship in the European Union.

2. IMPORTANCE AND EXTENT OF THE THIRD SECTOR AND VOLUNTEERING FROM A STATISTICAL VIEWPOINT

Statistics regarding the third sector in the Czech Republic are not widely nor easily available.

The *Czech Institute of Statistics (CSU)* has carried out censuses on not for profit organisations within the context of its own surveys since the 1990s. The data, however, are not provided in a specific and separate study, hence particular studies are necessary in order to obtain precise figures. Some State and private research institutions have only recently started to investigate this sector; the *ICN*² for example, which is a support body for the not for profit sector, has provided us

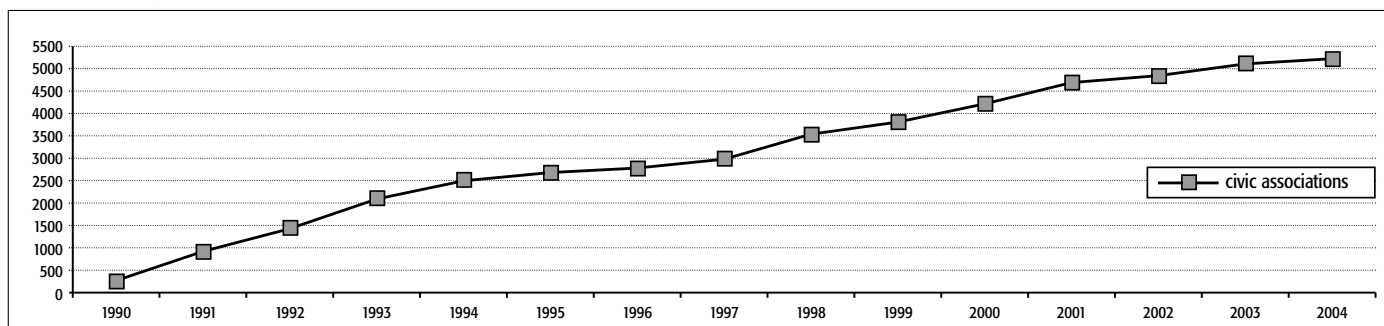
Trends in the growth of not for profit organisations³

2004 Data. Source: ICN from CSU.

Type of organisation	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Civic organisations	3.879	9.366	15.393	21.694	24.978	26.814	27.807	30.297	36.046	38.072	42.302	47.101	49.108	50.997	51.260
Foundations	-	-	1.551	2.768	3.800	4.253	4.392	5.238	55	272	282	299	330	350	353
Funds	-	-	-	-	-	-	-	-	71	695	735	784	825	859	868
Org. of public benefit	-	-	-	-	-	-	1	52	129	560	557	701	762	884	921
Total	3.879	9.366	16.944	24.462	28.778	31.067	32.199	35.535	36.301	39.599	43.876	48.885	51.025	53.090	53.402

Trends in the growth of civic associations from 1990 to 2004

2004 Data. Source: ICN from CSU.

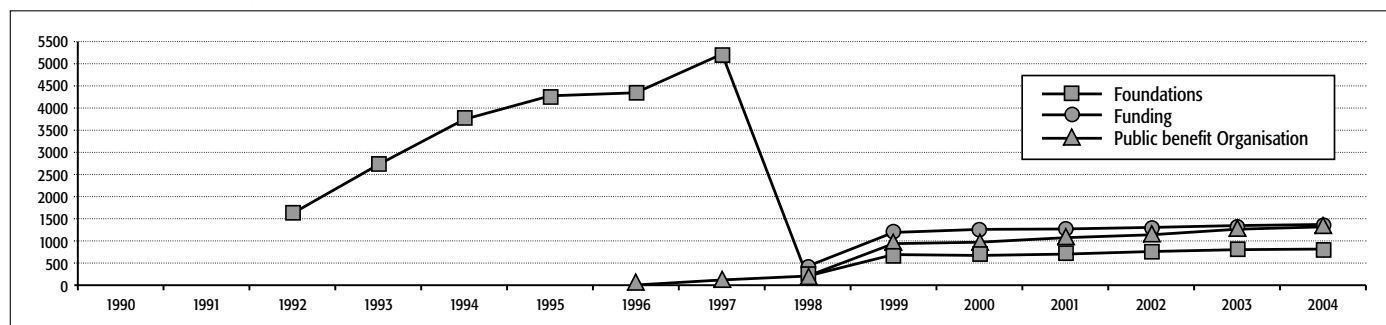


² On 31.12.2005, the CSU, the Czech Institute of Statistics, the former CZSO, published its study on the 471 not for profit organisations which employed more than 20 persons.

³ The data available regarding the presence and development of Churches and religious congregations, refers only to the last three years, and indicates the presence of 4,785 Churches in 2002, 4,946 in 2003, and 4,937 in 2004.

Trends in the growth of Foundations, Funds, and PBOs from 1990 to 2004

2004 Data: Source: ICN from CSU.



with the following tables.

2.1. TERRITORIAL DISTRIBUTION

CSU⁴ data as of 1999 show that 83.3% of organisations are operative, and that in most cases, they are located in Prague and in Central Bohemia.

2.2. OPERATORI RETRIBUITI E VOLONTARI

There are nearly 74,200 paid workers (which is the equivalent of 37,845 full-time employees) in the not for profit sector in the Czech Republic. In fact, the trend illustrates that more and more people are finding employment in the not for profit sector as opposed to the traditional industrial sector (cf. the following graph). Despite this, the real extent of not for profit becomes evident in the number of *volunteers* who spend their free time in not for profit organisations: 10% of the population (about 1,000,000 people) takes part in activities of not for profit organisations as volunteers, 40,900 are full-time employees. All this amounts to a total of 115,000 people working in the not for profit sector which corresponds to a 2.7% of employment in this country. Of this percentage, 1.7% corresponds to the number

of paid employees in the not for profit sector; the remaining 1% is equivalent to full-time volunteers.

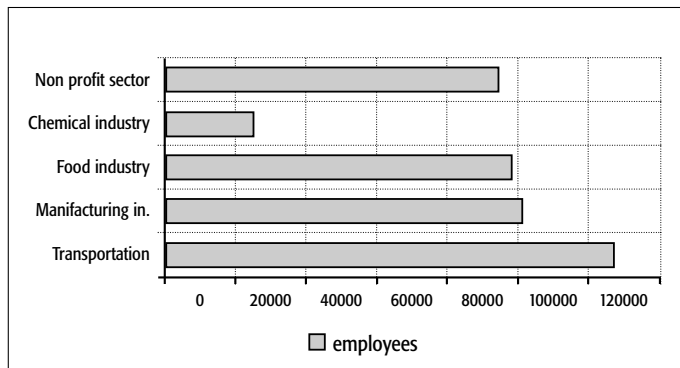
Percentage of employees and volunteers

Sector of intervention	Employees	Volunteers
Arts and recreation	29%	40%
Education and research	14%	3%
Health care	13%	8%
Social Services	11%	15%
Environment	4%	9%
Family and development	7%	5%
Advocacy	3%	4%
Philanthropy	2%	2%
Internal activities	1%	2%
Religious	5%	10%
Professional Unions	12%	2%
TOTAL	100%	100%
% excluding agriculture	1,8%	1,0%

Data 1998. Source: Johns Hopkins.

⁴ CSU, Czech Institute of Statistics.

Employees in the non-profit sector in respect to other sector



Data 1998. Source: Johns Hopkins.

2.3. ECONOMIC IMPORTANCE

The *not for profit* sector accounts for 1.6% of the GDP according to data provided by *Johns Hopkins*. Instead, the pilot study carried out by the *CVNS*⁵ in 2004 in collaboration with CSU, estimated that the contribution of the not for profit did not exceed 1% GDP. In distinguishing the public not for profit sector from the non-public not for profit sector, an increase in the total amount of employees in the latter is evident, along with a consequent decrease in the first, which most likely is due to the decentralisation of the State. Therefore, according to these figures, the not for profit employs 1.7% of the workforce.

2.4. TYPOLOGY OF FUNDING IN THE VARIOUS SECTORS OF ACTIVITY

	Donations (%)	State (%)	Additional Activities (%)
Main forms of income from activities			

Trade unions and

professional organisations	2,9	2,3	94,8
Family & community development	9,3	33,9	56,8
Arts, culture, recreation, sport, physical education	13,1	41,6	45,3
Education and research	12,6	43,4	44,1

Main forms of income from the state

Environmental issues	19,0	50,5	30,6
Social services	19,0	50,5	30,6
Civil education, consultancy and advocacy	24,4	50,8	24,9
Health	14,5	56,6	29,0

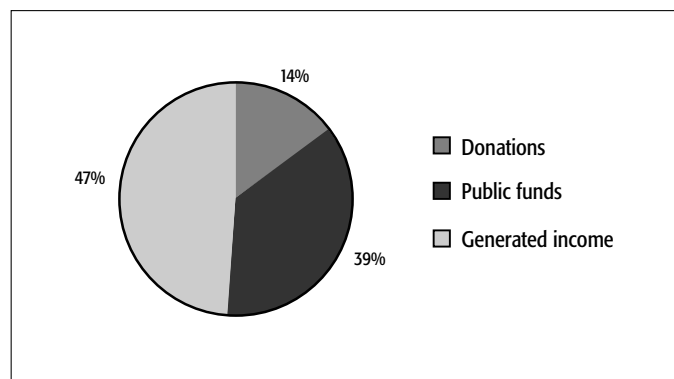
Main forms of income from donations

National activities	52,2	36,9	10,9
Charity	47,6	30,0	22,4
Total	14,0	39,4	46,6

Source: *Global Civil Society*, 1995 data in percentages.

2.5. SOURCES OF FUNDING

According to data, updated to 1995, there are three sources of funding for organisations in the Czech Republic:



It is important for a not for profit organisation to be able to manage the money at its disposal in order to achieve maximum productivity. As with any organisation (either a business or a not for profit one) which relies on economic availability, resource management needs to be based on an assessment of the operative sustainability and concrete prospects of carrying out a project. Therefore, not for profit organisations need to quantify and carefully consider income and expenses. The principles that lay behind the choice of funding is very important for a not for profit organisation. In fact, the choice of one form of funding rather than another, that is not coherent with the not for profit organisation's mission, could cause damage to its reputation and credibility which would consequently have further repercussions on the organisation. Furthermore, the not for profit organisation's need for independence and autonomy should lead it to diversify the sources of income as much as possible⁶.

Therefore, it is understandable that economic contribution made by foreign investments in the Czech Republic's third sector is still an important source of funding. Some of these are:

- "Western world" foundation, such as *Open Society Fund* financed by the American George Soros, *Know-How Fund* (United Kingdom), the Foundations *H. Böll, Konrad Adenauer, Robert Bosch, Friedrich Ebert and F. Neumann* (German Federal Republic), and the Foundations *Ford, Jennifer Simons* and *Charles Stewart Mott* (USA).
- European Union institutions and programmes, such as PHARE – partially through the *Civil Society Development Foundation (NROS)*, TACIS.
- Funds, via the embassies, state development agencies, such as those of the Netherlands, Canada, the United Kingdom and the United States of America.

In the early years of development of the not for profit sector in the Czech Republic, the lack of professionalism in running the organisations and correct management of volunteers led to great difficulties and even

the closure of new not for profit organisations. Debate and confrontation, still underway, associate aspect this to inexperience in coordinating volunteers and activities. Then there is the great influence of foreign experience that characterised the post-revolution years. Many volunteers from abroad have worked in this region of Europe with international organisations and pressure groups (*Greenpeace, Amnesty International, etc.*) which have particularly attracted the attention of young people. A lot of funding has arrived from institutional programmes, carried out principally by the European Union (e.g. Phare), with funds given directly to the not for profit sector, but also through funding of the profit sectors that have involved the not for profit organisations. A great amount of foreign funding has also come from the USA and Germany which are very active in this sector.

In the Czech Republic, soliciting businesses and firms for funding by presenting a written request that includes a description of the project, the budget and other details is a very common practice. Most large companies give their support to organisations that offer assistance to the sick, orphans and to those organisations used by a large cross-section of the population. An interesting research has been conducted on these aspects (*business philanthropy*) by the Czech "Forum of Patrons."

As far as the modality and allocation of public funding is concerned, there is presently a mechanism which is neither very effective nor very transparent. In fact, "informal criteria" plays an important role in the relationship between organisations and public institutions in obtaining funds. A considerable amount of public funding passes via "public funding policies for non-public not for profit organisations" on the proposal of the *Government Council for Non-Public Not For Profit organisations (RNNO)*. Every year, the *RNNO* prepares a report on the funds received through this form of funding (as well as the respective distribution to the various ministries involved). Public sponsors also include ministries that announce public tenders at least once a year, in which not for profit organisations participate to obtain funds.

⁶ Per questi motivi il settore *no profit* anche nella Rep. Ceca, non può più sopravvivere senza tecniche di marketing sociale: a tal fine è importante la capacità di comunicazione. Inoltre, di grande rilievo in questo campo è un rapporto efficace tra chi dirige le diverse organizzazioni e chi si occupa della raccolta di fondi.

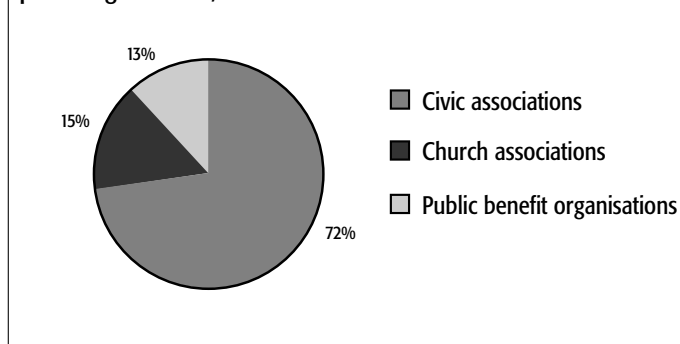
Funding by local authorities also represents an importance share of public funds allocated to not for profit organisations. The various sources of funding for the third sector are summarised in the following chart:

3.1. CIVIC ORGANISATIONS

They are defined as organisations of people, united by a common interest, who, in pursuing this interest, believe it is appropriate to unify their efforts. These organisations are as the fulcrum of the

	Civic Organisations	Church Organisations	Public Service Organisations	Total funding
Ministries	1.666.633.000 CK (ca 52.908.984 €)	191.640.000 CK (ca 6.083.809 €)	52.954.000 CK (ca 1.681.079 €)	1.911.227.000 CK (60.673.873 €)
Citizen groups	302.151.000 CK (ca 9.592.095 €)	109.951.000 CK (ca 3.490.507 €)	34.232.000 CK (ca 1.086.730 €)	446.334.000 CK (ca 14.169.333 €)
Other local authorities	45.315.000 CK (ca 1.438.571 €)	107.867.000 CK (ca 3.424.349 €)	7.045.000 CK (ca 223.650 €)	160.227.000 CK (ca 5.086.571 €)
Total	2.014.099.000 CK	409.458.000 CK	94.231.000 CK	2.517.788.000 CK

Distribution of public funding according to the type of not for profit organisation, 1999.



3. JURIDICAL AND ORGANISATIONAL FORMS OF THE THIRD SECTOR AND VOLUNTEERING

The law, in the Czech Republic, does not define the concept of not for profit organisations in general, nor is there a specific law that regulates every type of organisation. Nonetheless, it is possible to make a distinction between the various types of organisations, based on the Civil Code and on the Austro-Hungarian civil tradition.

sector, the expression of the freedom and right of association. Sometimes set up as alliances, societies or clubs, in accordance with the *Civil Code* (Articles 17-21). *Act 83/1990* declares it inappropriate to establish a civil organisation with the primary purpose of profit making; moreover, this Act states that what is not explicitly forbidden by the law is permissible. Thus, it is not illegal for an already established civil organisation to engage in occasional, economically marginal entrepreneurial activity in order to generate income to carry out its activities. However, in cases where the revenue authorities object to the pursuit of such activities by a given organisation on the grounds that they are inappropriate for this legal form, the matter might be taken up by the Ministry of the Interior. For greater details please refer to the description provided of the specific laws in the following section.

3.2. CHURCHES AND RELIGIOUS CONGREGATIONS

Instituted by *Act 218//1949*, which provides for them in economic terms, they based their existence on the freedom of speech and freedom to proselytise. They are administered by an executive director

and supervised by a competent central entity assigned by the ecclesiastical hierarchy. *Act 308/1991* regulates the status of churches and religious congregations and *Act 161/1992* establishes their registration with the Ministry of Culture from which they receive the majority of their financial support. The aforementioned law also stipulates minimum membership requirements for registration purposes: for churches, 10,000 members-supporters resident in the Czech Republic, or else it must have minimum 5,000 members-supporters and be a component of a religious institution of the World Council of Churches. Funds are provided not only by the Ministry of Culture, but also by the Ministry of Social Affairs. In fact, religious institutions are considered important partners in providing services for the handicapped, the unemployed, drug-addicts, and socially marginalised. The two principal typologies of institutions that provide these services are: *Caritas* of the Catholic Church and the *Diaconal* of the Evangelic and Protestant churches. They receive government grants and not contributions from citizens, either directly or through the State because the separation process of the Church-State is not yet complete. Many small churches and religious organisations operate without being recognised as such, and therefore cannot receive public financial support.

3.3. FOUNDATIONS

Unlike the civic organisations, which are based on the membership principle, the new *Act on Foundations and Funds 227/1997* defines these legal entities as organisations of assets, serving public benefit purposes. Notwithstanding that the law differentiates between operative foundations (an older form) and *grant making foundations* (financing foundations which developed in the 19th

century with the advent of economic capitalism), only the latter exists in the Czech Republic. In fact, *grant making foundations* are the only legal form for the category of foundations. Actually, there are signs that foundations are starting to develop their own sector of activity, even if they continue to mediate between the EU directives and funds and the needs of not for profit *organisations* in the Czech Republic.

Foundations can utilise their assets for the sole purpose of pursuing their set objectives, setting a maximum ceiling for administrative expenditure: that is, they must possess set assets not less than 500,000 CK (15,873 Euro) for the entire duration of the foundation, and only income from assets can be registered as permanent assets (money in a separate bank account, insurance policies, real estate, copyrights, works of art). Legal status is guaranteed through regional registration of the foundation (the same procedure as required for commercial entities) as long as it is of public benefit as set out in its statute.

In 1998, the Czech Parliament approved a law that established the redistribution of income from privatisation which amounts to 1% for registered foundations, through the aforesaid *Foundation Investment Fund* - NIF. Thirty-seven Czech foundations thus received contributions to their permanent assets for a total of 500,000,000 CK (13,000,000 Euro). According to 2001 data, net profit from permanent assets (around 650,000 Euro) were distributed by the foundations to organisations. In 2001, *Decision 12/2001* was approved that provides for the further distribution of residual assets put aside by the State for the Foundations Investment Fund⁷. In fact, about 849,000,000 CK (27,000,000 Euro) have been distributed to 62 foundations in this second phase of privatisation⁸. In total, from 1999 to 2003, 1.882 million CK were earmarked to 73 foundations⁹.

⁷ The *Foundation Investment Fund* was created to support the activities of the not for profit sector, which received 1% of the income deriving from privatisation (divided in two successive phases, two years apart) to be redistributed to foundations.

⁸ In reality, the data given above contrasts with that stated in Pajas' *Country Report* (see bibliography) which estimates that the amount distributed was about 52,000,000 Euro to 70 foundations.

⁹ Source: *RNNO, 2005 Report on the not for profit sector in the Czech Republic*.

3.4. FUNDS

These are based on assets that need not be registered, unlike foundations, whose endowment assets cannot be used. Moreover, the funds are characterised by "brevity of mandate", that is to say, not by a permanent purpose in time, but within a limited time period. The entire amount of assets can be utilised for statutory purposes, but only for third parties. The governing board must determine a limit on administrative expenses, expressed as a percentage of the overall value of assets and may not be changed for at least five years. They are taxed in the same manner as foundations.

3.5. STATE FUNDS

In addition to foundations and funds, there are many so-called *State Funds*, usually established by special legislation deriving from the *ad hoc* Law 239/1992. These funds are usually sustained from the State budget, or else they operate through financial resources and assets allocated to them by the State. An example is the *Fund for Children and Young People*, established to operate with the assets of the *Youth Union* that was dissolved in 1990.

3.6. PUBLIC BENEFIT ORGANISATIONS

These organisations are regulated by *Law 284/1995* which outlines public benefit services. They are defined as new and complementary types of non-membership not for profit organisations that provide services, which are not based on the principle of membership association. Public benefit organisations were the first entities to acquire NPO status in the Czech legal system in 1995, with the undertaking, stated by 284/1995, of guaranteeing all citizens equal access to services offered. Furthermore, the law provides that any pro-

fits must be deposited in a fund with the sole purpose of improving the quality of the services provided.

According to Pajas¹⁰ (*Country Report 2002*), foundations registered prior to 1998 were allowed to transform themselves into *public benefit organisations* within that year. Until 2002, many state-dependent organisations (theatres, schools, hospitals, nursing homes, etc.) were also transformed into *public benefit organisations*. They are considered the same as *civic organisations*, even though they have limitations on the services offered and greater difficulties with bureaucratic procedures.

3.7. CASI LIMITE

Cooperatives

They are defined as organisations created with the scope of providing an income to its members, or other purpose. Generally, cooperatives are not seen as part of the not for profit sector, though there are a few exceptions to this rule.

Interest associations of legal entities

Regulated by *Act No. 367/1990* this allows local governments to establish interest associations as voluntary associations of municipalities to address common tasks. Local authorities can transfer both physical and financial assets to these associations for the purposes under which they were established.

Limited liability and joint stock companies

Both types of companies are governed by the Code of Commerce, and may also have no-business purposes often in the fields of education and health care.

Budgetary and contributory organisations

Entities regulated by *Law No. 331/1993* which provides for their

financial support, mostly through State contributions. Any unutilised funds must be returned to the State. The running of this type of organisation is totally in the hands of the founders, and the organisers cannot influence their decisions. In most cases both deal with arts and education.

Political parties and similar organisations

Instituted through a special law *Act 424/1991*, they must register at the Ministry of the Interior upon the proposal of a preparatory commission, which is accompanied by a supporting petition of at least 1,000 citizens. They must define their internal governance structure. Para-military organisations as well as those that promote fascism, and all those with socially destructive ideologies are prohibited.

Trade unions

Despite being considered civic organisations, they simply have to register at the Ministry of the Interior to be established, which has no discretionary power in this respect. As with political parties, trade unions are not usually associated with the not for profit sector.

Educational institutions

According to *Act 111/1998* public and private universities and other educational institutions, are considered non-governmental and not for profit organisations. They are headed by a Rector, or Principal, whose decisions regarding property must be approved by a Board of Directors elected from the Academic Board, which in turn, is elected by the academic staff and students. These institutions are allowed to use property and intellectual potential for economic gain, while proceeds must only be used for the pursuance of academic activities.

Professional Chambers

Considered not for profit organisations, regulated by special laws. They include chamber of lawyers, notaries, public accountants, auditors, tax advisers, dentists etc. These chambers verify professional ethics and regulate access to positions where specific preparation is required.

4. CIVIL SOCIETY, THE THIRD SECTOR AND RELATIONS WITH PUBLIC INSTITUTIONS

The concept of *civil society* was introduced after the end of the "socialist" regime in 1989, when mass media gave this definition to those persons who, along with the organisations of political dissent, had contributed to the fall of the regime. The new political leaders accordingly embraced civil society organisations as the authentic expression of the will of the people. However, after the first euphoria subsided, political thinking was especially influenced by Dahrendorf's proposition that civil society was not mature enough yet to fulfil the role of "guardian of political stability," and that this maturation process would take several decades. Hence, the idea of a civil society capable of generating political culture and guaranteeing the peaceful and democratic development of society has waned.

In terms of organisations, civil society is commonly associated to foundations, trade unions, political parties, movements and advocacy organisations. Recently, the term has come to include all the public activities of volunteering and services provided by organisations, public benefit societies and religious congregations.

While the role not for profit organisations in society is now discussed publicly, for several years this debate did not further the cause of the sector. To confirm this, we can cite a survey carried out in 1995 by the *Institute of Sociological Studies of the Charles University*, which indicated that less than the 24% of the Czech population considered this sector important, and those interviewed were unable to distinguish one typology of organisation from another. In the past, and in some cases, still today, there have been political barriers in supporting volunteering; statements made by prominent political figures concerning the role of the not for profit sector in the Republic Czech, give an idea of the general political attitude toward this sector. In the economic vision of the Klaus government (1992), of the right wing Civil Democratic Party, not for profits had a marginal role, and the contribution this sector could have made in that transition period was not at all acknowledged nor appreciated. The remarks of the

Klaus government were not only of an economic nature, but also concerned the political impact of not for profit activities. In particular, a major concern brought forth by this government was that not for profit organisations were not a suitable vehicle for political action, but rather a strongbox of political dissent. In January 1994, President Havel's New Year's speech in response to Prime Minister Klaus sparked off a large-scale debate about the importance of civil society. The president supported an open policy towards the strengthening civil society, considering it a positive tool for the greater citizen participation in political life and issues of common interest. The Prime Minister, on the other hand, sustained that a society based on free and conscious citizens had no need for guilds or collective formations set between citizens and the State¹¹. For Klaus, the relationship between the State and citizens could only be effectively guaranteed by political parties and democratic elections, and therefore, in his opinion, the interference of civic organisations in politics was not legitimate.

A *National Conference for the Not for profit Sector* was held in the Czech Republic up to 1996, was replaced by an umbrella association, the *Association of Not for profit Organisations (ANNO)*, when its main governing body lost its mandate because of abuse of power. Though this organisation still exists, its manner of operating has not met with much success.

After years of political debate¹² on the role of the civil society, it is interesting to see the change in political attitudes on this subject: in fact, it has passed from a general and arrogant indifference to a climate of collaboration. This can be seen in the approval of several provisions including the *Law on Funds and Foundations*. In 1992, the

Government Council for Foundations was created to monitor the distribution of funds earmarked by the NIF. In 1998, the Council was reorganised and denominated *National Council for Non-governmental Not for Profit Organisations (RNNO)*. The *RNNO* is now a government advisory body, instituted by the government, whose sphere of interest has been extended to the entire sector of "non-state not for profit organisations"¹³.

The *RNNO* is composed of 15 representatives of not for profit organisations, nominated upon recommendation of the Minister who presides over the *RNNO*, and by 8 members nominated to represent the various ministries. The *RNNO* acquires a new statute approved by the government and has become an acknowledged advisory body for the government on a vast range of topics, most connected to cooperation and exchanges with civil society representatives. The *RNNO* has contributed to distributing the residual economic assets from the two phases of government privatisation in favour of foundations. In 2001, the government approved new and important regulations that defined a more equitable and transparent regulation of the annual distribution of a significant portion of the State budget (around 0,3 % of the GDP, or in other words 2,000,000,000 CK, 53,000,000 Euro) to all forms of civil organisations with the exception of foundations and funds.

5. ROLE OF THE THIRD SECTOR AND VOLUNTEERING IN DEFINING WELFARE POLICIES

It is opportune to provide a short description of the workings of

¹¹ Since the mid 1990s, the government has carried out a policy of decentralisation of the public administration. According to the principle of subsidiarity, it has delegated responsibility to small local authorities but not to not for profits. This policy has put an end to the benefits for this sector, accused of bad management and improper possession of funds.

¹² In 1997, there was an important governmental crisis, due to political errors made by the Civil Democratic Party that led to the resignation of Prime Minister Klaus. A transitional government was created, presided over by the Prime Minister Tshovsky, who received the delicate task of preparing the country for the special elections of June 1998. The election was won by the Social Democratic Party, which however did not succeed in having the majority in parliament. Given that the political parties were incapable of constituting a coalition government, the Social Democratic Party led by Milos Zeman, remained in power for 4 years, even without the majority. During this period of relative political stability, the country returned to a good level of economic development to the point that they are close to reaching the requirements set by the European Union on the matter of expanding membership.

¹³ In Czech abbreviated as "NNO".

the public administration and local authorities in the Czech Republic to better introduce the topic of this section. The Czech administrative departments are articulated in the following way: “village municipalities” (*obce*) and the “town municipalities” (*mesto*) and “regions” (*kraje*). There are fourteen regions in the Czech Republic and more than 6,000 municipalities. Both municipalities and regions (“self-governing territorial units”) are self-governing bodies and, moreover, they see to State administrative functions.

The *obce* and *mesto* municipalities have the same weight in the hierarchy of territorial authorities. The first are territorial authorities similar to Italian provinces, while the *mesto* are town administrative authorities; *kraje* are separate administrative authorities of regions, though they must manage territories of great size which include other, minor administrative units.

From this brief outline, it is now possible to deal with the responsibilities of the *obce* and the *kraje* in particular.

The *obec* (singular of *obce*) is composed of: a representative body (*zastupitelstvo obce*) in which the representatives are elected by the people, a sort of council board (*rada obce*), the president (*starosta*); the *obec* office, and other special bodies. The representative body (from now on referred to as *Z.O.*) has the task of deliberating the *obec* programme. Therefore, its responsibilities are, in general, the following: urban planning, preparing the budget, the classification of legal entities. The specific responsibilities that fall within these three macro-areas are: the power to introduce proposals on urban changes in one's own territory; to establish the number of board members (usually based on the population; to elect/ revoke the president and the vice president and other council members; the power to decide on grants greater than 50,000CK (around 1,600 Euro) towards physical persons, juridical persons, citizen and humanitarian groups operating in the *obec* territory, those involved in cultural, sport, social, family, youth, educational and scientific activities, drug and crime prevention and environmental protection.

Going into greater depth on this last aspect is important in order to understand how other realities deal with the relationship between local organisations and corporate entities. The criteria upon which the

grants are distributed are based on parameters established to evaluate the efficiency of the social activity carried out by the recipient of these grants. The *Z.O.* decides on the reassignments, according to special laws (including Art. 85 L.128/2000) which give it the possibility to assign or to transfer inhabitable or uninhabitable real estate, originating from the *obec* holding; to assign or donate assets, or a pecuniary amount, for a value of 20,000 CK to physical or juridical persons a year; to donate an amount higher than 50,000 CK to citizen organisations, humanitarian organisations, or to other physical or juridical persons that carry out the above-mentioned activities; to stipulate contracts with organisations to set up collaboration or associative networks; to set up funds or financing towards juridical persons; to release payments above 20,000 CK; to give real estate or rights as a guarantee for amounts higher than 20,000CK; and to provide services or absolve the debts of others.

As for the *kraj* (singular of *kraje*), the administrative structure is very similar to that of the *obec*. Its main goal is to attend to the progress and development of the territory through the creation of suitable conditions that satisfy the social and economical needs of citizens, such as: the defence and development of the standard of living; information; education; cultural development; protection of public heritage. Other responsibilities of the *kraj* are similar to those of the *obec*, such as the division of the bodies and their competencies.

Support from local authorities to organisations is based on the criteria of efficiency: this criterion is not surprising, considering that the survival of organisations is mainly based on their ability to fundraise and to rely on their own internal abilities.

In general, the history of the relationship between associationism and institutions, suggests the impression that the management of welfare institutes by the State has undergone a change since the Czech Republic's entrance into the EU, and from the progressive attainment of the *acquis communautaire*. In fact, it is possible to outline the economic and social development of the last decade, with the help of several interviews conducted with the representatives of the institutions, and the outcome of international voluntary sector encounters.

In the **period from 1989 to 1992**, immediately after the *Velvet Revolution*, new contacts with the western world were established. Two provisions were approved, the *economic* and *social reforms* that laid the bases for the passage from a planned economy to a market economy. A gradual liberalisation of prices was attained through economic reforms, and the process of privatising land and State property commenced. Social reforms created a network of employment offices, guaranteed minimum subsistence and began the gradual introduction of obligatory welfare insurance.

The **period from 1993 to 1997** continued along the lines of the previous reforms, dedicating great attention to increasing and propagating the "market" ideals, which led to the so-called *Czech manner* of economic reform (privatisation through voucher systems). The social security system was divided in three macro areas: obligatory social insurance, state social support, and welfare.

In the **period from 1998 to 2002** there was a strong reaction to the free and somewhat hasty policies of the previous governments¹⁴. The two governments that followed each other in this period tried to strengthen a more balanced process of "social modernisation", decentralising the public administration (until then still strongly centralised, with all the faults that this can cause a country that has passed a historical period of strong evolutionary momentum however contradictory) and creating space for civil society organisations. All this coincided with the utmost commitment to obtaining the status as a candidate country to enter the EU.

The **2002 elections** were won by a government coalition that proposed a social policy based on human resource development, support for families and children, attention to education, instruction and research. All this was carried out in view the effective entrance into the EU, and the attainment of the necessary economic and social parameters.

From this small excursus, it is possible to see how the attention

of institutions was mainly focused on economic problems produced by the introduction of a market economy until 1998, more than on the creation of a welfare state.

In this context, organisations were considered the legacy of the regime, therefore not encouraged, and even hindered at times. Since 2001-2002, relations between the State and the not for profit world have improved, so much so, that every ministry has a person responsible for relations with the NPOs. An interview to Jindrich Fryc, responsible for support to NPOs for the Ministry of Education, is exemplary in this respect, of the services provided by the third sector in collaboration with the public administration. J. Fryc explains that the policy of the Ministry is to support every NGO that works with children: the small NGOs have privileged relationships with local authorities, both for programmes at a regional and national level; the medium and large-sized NGOs have a direct relationship with the Ministry through programmes that are presented, then assessed and financed. The NGOs must then account for the funding received, with a final report presented to the ministry; if it is not approved, the ministry can decide to rescind funding for the organisation¹⁵.

From the interview with Pavol Fryc (one of the most authoritative experts of not for profit in the Czech Republic, and Professor of the *Board of Social Sciences at Charles' University of Prague, Social and Economic Strategies Centre, CESES*), and from reading many of his articles and research, it is clear that the points of view of NGO representatives and those of politicians often differ. One of the problems reported by NGO representatives is the scarcity (if not non-existent) possibility to influence public policy-making because of their irrelevant economic weight. However, the dynamics of the relationship between institutions and the not for profit world seems to have evidently taken a convergent course, also in respect to collaboration and the possibility of positively influencing the social fabric.

The sensation that comes from these meetings is that, at least

¹⁴ In this regard, due to the insufficient regulation of the processes of privatization itself, such an unbalance of the financial market was created that at least 10 important banks went bankrupt, as well as other important financial institutions, some found themselves in difficulty as soon as they had become private.

¹⁵ The NGOs that their funding rescinded or denied are inserted in a list that serves to avoid further contact with those who have behaved inappropriately.

among those that operate in the sector, the vision of volunteering as the runt of the vices of the previous regime in favour of a more laic vision of not for profits and civil society has definitely prevailed.

6. ORGANISATIONS FOR THE PROMOTION AND QUALIFICATION OF VOLUNTEERING

Apart from *Hestia*, dealt with in greater detail further ahead, it is worth illustrating other two centres dedicated to promoting the not for profit sector in the Czech Republic.

6.1. AGNES – AGENCY FOR THE NOT FOR PROFIT SECTOR

This is a civic organisation founded in 1998 with the purpose of developing the not for profit sector in the Czech Republic. *Agnes* principally operates in three fields: education and training; information and publications; promotion and representation of the sector through cultural and social events. *Agnes* disseminates knowledge of the sector, the activities of volunteering in the areas of public benefit, civic activities development in various regions, welfare and social assistance, and developing cooperation among the not for profit sector, the State and the private sector, the development of international cooperation. From 1998 to 2000, *Agnes* was engaged in following projects:

- Five-year courses for not for profit managers and other training courses;
- Three national research projects, activities and needs of the not for profit sector, the not for profit sector and public policy, philanthropy in the Czech Republic;
- Ten publications;
- Library and archives of not for profit organisations;
- Not for profit clubs; and various services to organisations.

The relationship between volunteer centres and organisations, seems to reflect the one between the State and the not for profit world: very few services are offered, leaving the rest to the initiative

of each individual organisation, as regards to volunteer training, legal and financial aid, fundraising, documents and research. From this standpoint, it is not possible to find a structure that promotes volunteering which works in a manner that is comparable to Italian volunteering.

6.2. ICN -INFORMACNI CENTRUM NEZISKOVYCH ORGANIZACI

This is the most similar structure to the Italian volunteer service centres. The following is a brief description of the “Information centre for not for profit organisation” - *ICN*.

The *ICN* is a public service organisation whose mission is to increase public knowledge of the not for profit sector and strengthen its role in civil society, at a national and international level. One of the principal aims is to make the activities of these organisations more professional and to foster their cooperation. They attain their goals by providing information services, training, and publications.

In particular, the main services provided are:

- Database of the Czech Republic not for profit organisations.
- Database of Financial Resources for the not for profit sector, the only one in the Czech Republic.
- An information web site for not for profit organisations that also draws on themes related to not for profits in general (www.neziskovsky.cz).
- *ICN Grant Calendar*, a list for project presentations.
- *Job Fair*, a sort of employment office for the not for profit sector.
- A calendar of events organised by not for profit organisations.
- A calendar of training programmes and seminars organised by not for profit structures and enterprises.
- *Grantis*, the monthly magazine of the not for profit sector and the only national periodical for not for profit sector staff.
- *ICN club*, a subscription to information services for members.
- *ICN Library* with an on-line catalogue.
- Publications for not for profit organisation staff; seminars.
- Legal consultancy, financial and bookkeeping advice.

Other activities and projects are focused on:

- Cooperation with public libraries and with the Humanities Board of the Charles of Prague University and with the Czech University of Agriculture (gives information, organizes seminars, and offers study visits and meetings).
- Coordination of the national annual media campaign, "Thirty Days for the Civil Sector".
- Organisation of the programme *Towns and Citizens Partnership*,
- Promoting events for not for profit organisations (lectures, conferences, seminars, workshop and meetings).
- *ICN* is a member of *Orpheus*, the network of European information centres for not for profit organisations, and the Association of support to the not for profit Sector in the Czech Republic regions.

The *ICN* projects already concluded are:

- Strengthening and Civil Society Development in the Czech Republic's Regions, carried out in two regions in particular (Cesky Krumlov and Hradec Kralove), that provided advice and training to stimulate development of on-site organisations.
- Legal Framework of the not for profit sector in the Czech Republic, aimed at analysing, lobbying and training in the transformation processes within the legal framework.
- "Discussing the European Union with the Citizens of the Czech Republic", a project carried out in collaboration with the State Department within the strategy Communication for the Entrance of the Czech Republic in the European Union. The principal objective was to arouse interest and begin a dialogue with the public on the problems caused by the entrance into Europe through not for profit sector activities.

6.3. VOLUNTARY SERVICE: "ACT 198 - 24 APRIL 2002"

In the context of promoting voluntary activity, the recent law *Act 198 - 24 April 2002* which institutionalises Volunteer Services, is

worthy of mention.

With *Act 198*, the Czech Republic regulates "voluntary service" work, and thus outlines the responsibility and characteristics of the organisations which can benefit from volunteering, the contexts in which volunteering can be carried out, and protection for those who provide their services freely, and the monitoring bodies.

The not for profit volunteer organisations may now be accredited by the Ministry of Internal Affairs, where an Inter-ministerial Accreditation Commission has been created with the task of acting as a Government advisory body.

These organisations are accredited for a period of three years, and every year they must provide a report on their activities. In the case that an organisation fails to meet necessary requirements, the Commission may revoke its accreditation.

The accredited organisations indicated in the law with the term "delegates", may make requests for volunteers, both for their own internal activities and for others (people and organisations), indicated in the law as "receivers".

In the Czech Republic, both short and long term (more than three months) voluntary activity can be carried out.

Voluntary work can be carried out by anyone over 15 years of age, nevertheless, minors must be involved in activities related to their age and cannot take part in work overseas.

The volunteer gives his/her services to the organisation on a contract basis, which must be in written form in the case this activity exceeds a period of three months, or if the activity is carried out overseas.

The organisation must guarantee volunteer training, insurance cover, and pension contributions if the volunteer works for a minimum of three months for a maximum of twenty hours per week. For those volunteers working abroad, medical insurance is also required.

Moreover, the State and the Autonomous Local Government Units can take advantage of voluntary work as well.

The State can also contribute to the expenses of the organisations that utilise volunteers, with subsidies finalised to cover social protection and training expenses.

7. NATIONAL AND REGIONAL COORDINATION OF THE THIRD SECTOR, ORGANISATIONS, AND VOLUNTEERING IN PARTICULAR

At a national level there are at least thirty, well organised and operative sectorial “umbrella organisations” working in the fields of sport, culture, social services, healthcare, environmental protection fields etc. Many of these have their own regional structures. Apart from these sector coordinating bodies, there are also regional federations in over half of the regions in the Czech Republic.

The distribution of the not for profit organisations in the Czech Republic is quite homogeneous, also at a local level. The organisations have a good level of communication, both through the use of the internet and telephone – which is also thanks to the work of the Information Centres which operate according to region and field of interest.

7.1. KOALICE DOBROVOLNICKYCH INICIATIV (VOLUNTEER INITIATIVES ALLIANCE)

The idea of an *Alliance* was created in February 2001, when a national assembly of Hestia’s volunteer centres put forward the proposal to create of a large body of organisations which could represent volunteering during the 2001 *International Volunteer Year*. The association demonstrated its vitality and usefulness early on, through the steadily growing numbers of organisations linked to it. The connection between the *Alliance* members was guaranteed by the “Programme for the Extension of Volunteering in the Czech Republic”, financed by the *Open Society* and the *Ch.S Mott* Foundations. The programme’s mission was to carry forward the volunteer projects and the work of volunteer centres. On a formal level, the Alliance members are linked by collaboration agreements in the aforementioned programme, such as collaboration on specific projects like *Pet P*, the project for volunteering with the elderly, the one in hospitals, and for committing the unemployed to voluntary work.

The status of *Alliance* member is confirmed through a membership agreement. The *Alliance* fully respects the independence of each single member – this is also applied to various programmes and common projects. The individual members of the *Alliance* can present programmes, projects and activities to other *Alliance* members in the environment within the limits stipulated by the collaboration agreements.

Hestia represents the *Alliance* abroad. In carrying out this role, it regularly publicises the lists of *Alliance* members, both on paper and digitally. The Hestia website – www.hest.cz – provides a presentation of each *Alliance* member together with its email addresses, included in a form for people interested in doing voluntary work. At the end of 2004, the *Alliance* had 52 members – one of the most recent member organisations them is CpKP – Community Work Centre.

The *Alliance*’s value as an information centre, and as a centre for education and training has been confirmed from the time the Ministry of Internal Affairs of the Czech Republic had to accredit organisations in line with *Act 198 of 24 April 2002* on voluntary service. Most of the accredited organisations were, in fact, *Alliance* members.

Other than the *Alliance*, there are various other specialised umbrella organisations which play a representative role in society. They provide the member organisations with information and support. At the end of 2004, about 80 structures of this type had been set up - many are established while many others close down. This ferment of activity began in the early 1990s, but most of the existing organisations were founded between 2000 and 2004. Among these, for example, there is â RDM – Children and Adolescent Czech Advice Bureau, â RHO – Humanitarian Organisations Czech Advice Bureau, *APIS* – Association for Information and Consultancy Centres etc. (More detailed information available on: www.neziskovsky.cz.)

7.2. REGIONAL CONFERENCES

In addition, not for profit organisations have organised Regional Conferences of all the various sectors of activity, with the mission of providing delegates from all organisations the mandate to set up con-

tact with the public administration also in view to obtaining necessary competences to acquire funds earmarked by the EU Structural Funds, which the Czech Republic had decided to adhere to. The first conferences were held in 1999 in all the regions of the Czech Republic. Even today, the conferences take place at regular intervals.

7.3. NATIONAL CONFERENCE: *SKK* AND *RANO*

In 1991, non-governmental organisations organised a specific conference dedicated to them. During this first conference the *ICN* and the "Regular Conference Commission" (*SKK*) were created. The aim of the *SKK* was to make information more effective and the legal and financial conditions easier for not for profit organisations. One of the tasks of the *SKK* was to carry out meetings among not for profit organisations and make the decisions operative. Moreover, it had to search for new ways and methods for the associations' activities, for their communication at a regional level, and for the exchange of professional experience. The members of the *SKK* were elected by the Plenary Assembly, even though, the *SKK* suffered from scarce recognition in its activities due to a low turnout of the organisations at the meetings. The *SKK* cooperated closely with the legislative sector of the *ICN* that significantly contributed to the drafting of the Foundation Act.

In 1997 the Conference blocked the *SKK*'s activities, setting up a new body: the *Board for Not for profit Non-governmental Organisations (RANO)*. Its purpose was similar to that of the *SKK*, that is to say, the defence of common interests of not for profit organisations regarding the legislation, funding, and the exchange of information. The task of *RANO* was only to *SKK* members and not the entire not for profit sector, therefore taking on an alleged operational character. This answered to the apprehension, manifested at the conferences, that it was not possible to represent the entire sector, without having received the authority to do so. Unlike *SKK*, members of the *RANO* were not voted by the Plenary Assembly from all branches of the conference, but each of these could appoint their own representative.

Besides the regional and national conferences, an annual confe-

rence is held in Kromeriz on the world of volunteering. Founded in 1991, as an activity of the *UNESCO* club of Kromeriz to discuss human right issues, it then organised annual meetings among all the voluntary service organisations of the Czech Republic on a specific topic each year.

The 2004 Conference dealt with the spread of volunteering both within and outside schools, and every year at the end of conference (which usually lasts 3 days) the theme for the following year's conference is decided upon. In 2005, the theme of the conference will be "the relationship between the not for profit and the business world."

8. RESEARCH INSTITUTIONS ON THE ROLE OF VOLUNTEERING

Up to the second half of the 1990s there were neither research institutes nor systematic studies that focused, in particular, on the not for profit sector. The main source of data, from which the Johns Hopkins studies have also been based upon were, and are, provided by the National Institute of Statistics of the Czech Republic. Recently, several research institutes have dealt some aspects of the not for profit world. The Institute of Sociology of the National Academy of Science in the Czech Republic, among other things, has dealt with the issue of civic participation and studies civil society in municipalities and regions. Moreover, a research institute at the Ministry of Labour and Social Policies has conducted research on trade union issues.

The results of an important research project by *RWNO* "Report on the not for profit sector in the Czech Republic" conducted in collaboration with the National Institute of Statistics was unfortunately only published by the Government in January of this year, too late to be included in this publication.

8.1. *CVNS* - RESEARCH CENTRE ON THE NOT FOR PROFIT SECTOR

Miroslav Pospisil, one of the researches of the newly-founded Research Institute in Brno, has provided us with a great deal of infor-

mation, and placed us into contact with many persons that deal with the not for profit sector in the Czech Republic.

CVNS, founded in 2003 through the initiative of the Faculty of Economics and Administration of the University of Masaryk and *Triadlog*, is a not for profit institute for the development of civil society. It addresses issues regarding the economic impact of the not for profit sector in the Czech Republic. The fulcrum of the research staff is made up by four persons: Vladimír Hyanek, Miroslav Pospisil, Tomas Rosenmayer and Simona Skarabelova, assisted by other researchers and assistant researchers on individual research projects. The activity of the institute consists in a systematic economic study of Czech NPO's, the propagation of the results attained, the preparation of analyses and strategic materials for specific purposes in order to provide a service to public policy makers, and last of all, to contribute to the public debate on not for profit organisations and civil society. The institute became operative in the 2003/04 academic year, and among its first projects, the most important has been the mapping of the Czech not for profit sector in collaboration with the Czech Institute of Statistics.

8.2. *CESES: ECONOMY AND SOCIAL STRATEGIES CENTRE HEADED BY PAVOL FRYC.*

CESES was instituted as an independent Department within the Faculty of Social Science of Charles University of Prague, in October 2000. Its explicit purpose is to create a scientific and professional basis for long-term prospects regarding the development of the Czech Republic. In 2001, its inaugural year, *CESES* focused on its advisory role for the Czech Government Social Strategies and Economic Board (*RASES*). During the first year, the department strengthened its ties with academic institutions and other institutional partners in foreign countries as well as in the Czech Republic, becoming active in projects with the United Nations, the EU, both American and European Universities and other international partners. Despite political changes in 2002, the *CESES* continues to be an advisory body for local authorities and Euro-

pean institutions. This department includes professors, experts and researchers that work together on a vast range of academic subjects; the programme of activities has essentially remained unchanged from the moment of its inception and consists in workshops, seminars for specialists, publications for the State and the mass media.

8.3. *CERGE - EI: CENTRE FOR ECONOMIC RESEARCH AND POST GRADUATE TRAINING*

CERGE, founded in 1991, follows the line of an American-type programme for post-graduate training conceived entirely in English. The *EI*, the Economic Institute of the Academy of Sciences was created as a research institute. In 1993, after overcoming the pre-existing division between university and research institutes, a collaboration between the *EI* and *CERGE* commenced with the aim of: training future public officials, managers and university researchers from Eastern European countries on the market economy; fostering and supporting academic research on the social economy, and propagating of the results to the appropriate State authorities, managers of private enterprises and to economists through seminars, symposiums, lectures, working papers and other publications. Finally, with the purpose of facilitating the acquisition of modern western standards by the Czech Republic and other Eastern European countries concerning education and science, particular attention is given to training the educators of the future generations of managers of economic enterprises.

8.4. *NROS - FOUNDATION FOR THE DEVELOPMENT OF CIVIL SOCIETY*

The *NROS* participated in the Johns Hopkins comparative study conducted in the 1990s. Since then, it has carried out other research projects, such as *Dobrovolnictví a darcovství* ("Volunteering and donations in 2001"). At present, the *NROS* is preparing the publication

of a the results on an international comparative research project denominated *Civil Society Index* (involving 60 nations throughout the world, coordinated by the international alliance *CIVICUS*), in which it was involved from December 2002 to December 2003 in collaboration with the Faculty of Arts at the Charles University of Prague. This

report will be published in Czech and English by the end of April 2005. Moreover, *NROS* is conducting a new research project on sectorial umbrella organisations and on issues of the Czech civil society (2005), always in collaboration with the Faculty of Arts at the Charles University of Prague (Civil Sector Department).

Support bodies

1. HESTIA – THE NATIONAL VOLUNTEER CENTRE

At present there is no law in the Czech Republic which deals with the promotion of volunteering. This has not prevented different organisations belonging to the same associative world from taking on this role and integrating it with its previous activities of assistance, defence and support addressed to citizens, or in any case, to those who benefit from volunteering.

The role and activities that *Hestia* carries out are emblematic and exemplary of this spirit. From the brief description provided below, it is possible to obtain an idea of the aims and tasks that come with the taking on of this double role.

*Hestia*¹⁶ was created as a civic organisation for families in 1993. In 1996, *Hestia* became involved in the American programme, “Big Brothers Big Sisters”, financed by the *Open Society Fund*, as an external supervisor. This allowed the organisation to have greater contact with the world of volunteering, and analyse its problems at close hand. Then, in 1998 when the *Open Society Fund* financed a volunteer development programme, *Hestia* decided to participate in it. It became a *National Volunteer Centre*, and in cooperation with fourteen other volunteer centres of Central and Eastern Europe, the Baltic States and Eurasia it founded the *VOLUNTEERNET* network. Alongside the other National Volunteer Centres, it began working on social problems, producing and publishing articles, research, documentation and useful considerations for voluntary organisations and, more generally, towards a better understanding of the not for profit world that was developing in the Czech Republic. All this was then transformed into another activity for *Hestia*.

The title of *Narodni Centrum* (national centre) does not, as previously mentioned, come from a specific law; thus *Hestia* is a national

volunteer centre for the simple fact of having flanking along side the services (and it was the first to do so) already offered to individual citizens, those created for organisations and for volunteers.

These services consist, above all, in the databank management of organisations and volunteers, and in offering training courses and seminars directed at them. These courses has received particularly positive feedback, even in terms of participation. Helping the organisations in recruiting volunteers and assisting them in finding useful information, constitute however, an addition aim to the already existing ones.

In the absence of strong networks and national coordination in the not for profit sector, *Hestia* has proven to be an important reference point (also through the management of its website www.dobrovolnik.cz), both for those responsible for voluntary activity as well as for those entering this field for the first time. At a national level, *Hestia* is one of the main protagonists in seminar organisations, meetings and internal not for profit congresses, such as the annual conference held at Kromeriz. Another important role is to cover meetings in the national political world. This involves those who carry out advocacy in favour of volunteering and lobbying, as in the case of participation on the Commission for changes to laws on volunteer service.

At the same time, *Hestia* follows its own volunteer programmes that are run directly through the association. A brief description follows of some of these which originate and are funded within originally United States programmes.

PET P Programme

This was created in 1995, based on the American programme, “Big Brothers, Big Sisters”, known as *PET P* in the Czech Republic. Its mission was to team every disadvantaged child up with a mentor. The programme is run by volunteers who are often students. They are supported both by training during the running of the programme and

¹⁶ Name of the Greek goddess of the hearth.

by a specialised team. *PET P* also offers the children involved the project constant supervision of specialists, psychologists and social workers in the cases where the relationship with the original family has been particularly difficult. Currently, the *PET P* programme has involved around one hundred couples (child/mentor).

“Volunteers in Hospital” Programme

The end result is to aid and support bed-ridden patients while they are in hospital. It is based on volunteer activity followed and promoted by a team of experts in the medical-healthcare sector. Currently, they are working on a programme which helps children in the oncology ward, in collaboration with the Paediatric Oncology Clinic of the Second Faculty of Medicine at the Charles University of Prague.

Volunteering of Unemployed Programme

This is specifically directed towards young people at risk of long-term unemployment. The programme offers opportunities to undertake a period of civil service which coincides with their first professional experience in order to avoid a psychological crisis brought on by protracted unemployment. The collaboration with the YMCA has been and remains important (for educational and sport activities) alongside placement offices. The programme’s policy is the reduction of poverty and unemployment, above all, in view of the country’s recent entry into the EU.

“Gabriel” Programme

Aimed at young people between the ages of 16-20 years, this programme is based on the exchange of volunteer experience between different countries (Germany, Poland, the Czech Republic and Slovakia). The pilot project, named “Gabriel”, which derives from the title “evolution of human virtues”, was conceived by the *NROS* Foundation. *Hestia* carries out the project in collaboration with *Agnes*.

“Senior” Programme

This programme deals with offering volunteering inside rest homes. The project is carried out in collaboration with several institutions within the Czech Republic.

“Make a Connection” Programme

It places those who wish to be volunteers in contact with the organisations in need of volunteers.

Hestia participates in the *EVS* programme (*European Volunteer Service*), and it is particularly active and present in international coordination networks, working towards the propagation of the culture of volunteering. As well as being a *IAVE - International Association for Volunteer Effort* member and a member of *Volonteuropa*, *Big Brother Big Sister International* etc., *Hestia* is also a member and component of the Brussels based *CEV – European Volunteer Centre* Board of Directors. In addition, *Hestia* has become a reference point for numerous organisations within the Czech Republic.

In following the example of *Hestia*, other organisations have decided to add the activities of a volunteer centre to their own sphere of action, thus creating organisations that take up a dual role: volunteer based organisations themselves but also structures that help other volunteer organisations get in contact with perspective volunteers. Among the organisations interviewed which in this case can be compared to *Hestia* there are: *DC Usti* and *Labem*, *DC Kid*, *RDC Jested* and *OS Totem*.

The *Inkano* organisation and the *ICN* public benefit organisation also provide information and consultancy services through their own offices. They offer services, not only to individual citizens, but also to other organisations. *ICN* also manages an extensive library and organises national courses and events.

Getting to know the organisations

1. LEGAL STATUS, ORGANISATIONAL STRUCTURE AND FINANCIAL RESOURCES OF ORGANISATIONS

The oldest of the organisations interviewed became operational in 1967; the others date back to the 1990s .

Some 22% of the organisations have headquarters made available by another body, free of charge, whilst 62% rent their headquarters, and 15% have their own premises.

Almost all of them carry out their activities throughout the year, operating five days a week for 45-50 hours per week.

Of the twenty-seven organisations, fifteen were set up by an autonomous group of people, nine were created from pre-existing activities, and only one has been created by the government in 1979, whilst the other two set up through the initiative of a beneficiary group or their families. Almost all claim not to be defined by any particular programme or goal, with the exception of two: one claims to be moulded on religious ideology and the other on secular and non-denominational ideology.

The **legal status** does not differ greatly; seventeen are voluntary organisations and ten are not for profit organisations. All of the organisations have a statute in which they declare their involvement in not for profit activity (11), the democratic nature of the body (12), the charitable nature of social duty (8), the activity is performed for the sole purpose of solidarity (1), it is obligatory to be listed on a specific roll or register (8).

The activity of the organisations is undertaken in four cases for the sole benefit of their members, in thirteen for the benefit of non-members and in ten for the benefit of both groups.

In addition to their statutes, many are also governed by regulations, and all by **sector legislation**; laws on the right of asylum (Law 283/91; Law 325/29; Law 2/2002; International Convention), the Law on medical care, the Law on nature conservation and cultural heritage (Law 114/92).

From the responses given it is clear that the **organisational structure** of the bodies consists in twenty-four organisations of an assembly or a governing body, in sixteen of executive bodies and in 15 of monitoring bodies. The members of the management bodies are appointed periodically.

As far as **funding** channels are concerned, these are predominantly public in nature, and come from income generated by projects submitted by the organisations to public bodies, the European Union, contributions from local or regional bodies, income from private sources (donations), and proceeds from the sale of goods and/or services. The amount of **income** received exceeds 150,000 Euro in the case of just 8 organisations, the average income for another six ranges between 50,000 Euro and 150,000 Euro, and the remainder have an average income ranging between 6,000 Euro and 50,000 Euro.

2. TERRITORIAL RANGE, HUMAN RESOURCES AND RELATIONSHIPS WITH OTHER BODIES

The territorial range within which the organisations operate is, in thirteen cases at a national level, four carry out activities at a regional level, one at an international level, and seven at a municipal level.

In 2003, almost all the organisations (21) undertook contracted activities with **public bodies**, for a fee (13) and free of charge (8).

With regard to the projects and initiatives undertaken as part of a **network**, eighteen organisations have established contacts with schools, professional training centres and universities, fourteen with other voluntary organisations, eleven with certain city services and offices, three with organisations with a socio-cultural focus, a further ten with various public bodies (educational bodies, civil defence bodies, etc), thirteen have relationships with foundations and a further eight with businesses and banks, nine with national organisations, eight with provincial services. Lastly, only five organisations collaborated with the health sector servi-

ces, three with parties and unions and one with self-help group. A further two collaborated with European partners and the US Embassy.

Almost all of the organisations interviewed are actively involved in a coordinating body at various levels: all form part of national and regional networks, two belong to provincial bodies and thirteen to international bodies.

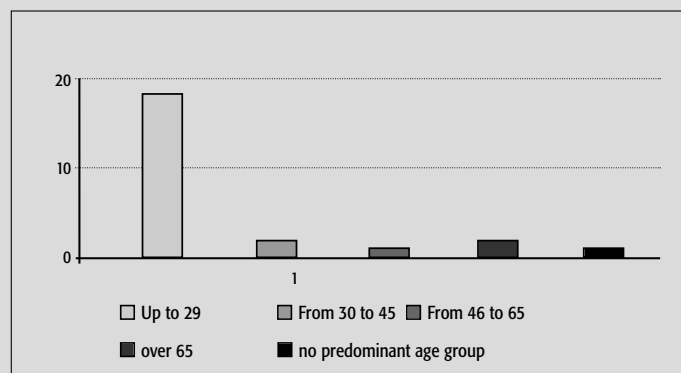
As many as fifteen organisations have used the services of a volunteer promotion body; nine for training activities, ten for information activities, one for communication, one for logistical advice and services, fourteen for volunteer promotion activities, two for event organisation and nine for advice.

As a norm, the beneficiaries or users of the organisations do not need to pay a subscription or fee for services.

There are over one thousand **volunteers** that provide services on an on-going basis, and around 600 occasional volunteers. Of the **paid workers** employed in various roles and ways, 242 work full-time, 476 part-time, and the remainder have occasional collaborative relationships or receive a lump-sum reimbursement for expenses.

As can be seen from the graph, the predominant age group is up to twenty-nine, with a very high participation of young people.

Age groups of volunteers providing services in a continuous manner and free of charge



Most organisations recruit new volunteers and, in so doing, they utilise the services of a support body in 62% of cases, such as *Hestia*

or *ICN*, etc. There are minimum intake requirements for volunteers. They are required to undertake in-house induction training, whilst eleven organisations also require a minimum weekly commitment.

3. AREAS OF ACTIVITY, GOALS AND TYPOLOGY OF BENEFICIARIES.

From the numerous responses it is evident that the organisations perform **several activities**.

Activities performed by the organisations

Welfare	16
Health	5
Advocacy	14
Cultural issues and protection of cultural assets	5
Education and training	25
Recreation	19
Sport	9
Civil defence	
Protection and raising awareness of the value of environmental and natural heritage	2
Projects (project support) in developing countries	3
Raising funds to finance the activities of other bodies	5
Coordination and support for operational groups or territorial areas	12
Other	7

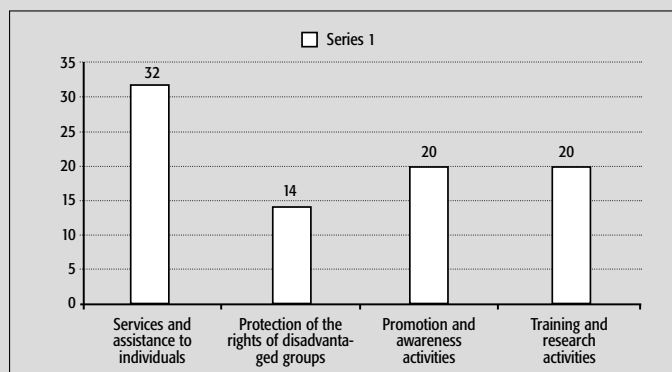
One of the most active areas is recreation, followed by welfare and health. In analysing the data, the main areas of activity of the voluntary organisations, in terms of resources and the amount of services used are: welfare activities, advocacy, education and training.

With regard to areas of intervention, the following graph illustrates that twenty-one organisations are involved in services and assistance to individuals, thirty-four bodies are involved in the protection

of rights of disadvantaged groups, eleven organisations in promotion and awareness-raising activities, and lastly fourteen bodies in training and research activities.

The organisations focus on **specific beneficiaries** and types of individual, in particular twenty-five of them deal with children and young people, twenty-three with people in need, twenty-nine with disadvantaged groups and four with families.

Areas of intervention of the organisations.



ORGANISATIONS INTERVIEWED

Asistence, Prague

Asociale Pet P V CR, Prague

Bily Kruh Bepzeci, Prague

Ceska Rada Deti a Mladez, Prague

Cesky Svaz Ochrancu Prirody, Prague

Cesky Svaz Zen, Prague

Dobrovolnicke Centrum Kid, Prague

Dobrovolnicke Centrum, Usti Nad Labem

Domov Racek, Prague

Domov Sue Ryder O.P.S., Prague

Humanisticke Centrum Dialog, Prague

Informaci Centrum Neziskovych Organizzaci, Prague

Informacni Kancelar Neziskovych Organizzaci, Pisek

Jahoda, Prague

Maly Princ, Prague

Mame Otevreno, Prague

Mladez Ceskeho Cerveneho Krize, Prague

Nadeje, Prague

Okamzik - Sduzeni Pro Podporu Nejen Nevidomych, Prague

Orfeus, Prague

Organizace Propomoc Uprchlikum, Prague

Os Totem, Regionalni Dobrovolnicke Centrum, Plzen

Poradna, Prague

Regionali Dobrovolnicke Centrum Jested, Liberec

Sjednocena Organizace Nevidomich A Scabozranych Ceska Republika, Prague

Spolecnost Duha - Integrace Osob S Mental Postizeni, Prague

Zivot 90, Prague

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