

**Indicators of the integration  
of third-country nationals into Czech  
society in the context of the requirements  
of European institutions**

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## **Abstract**

The aim of the study is to draw up the first proposal for a methodology for assessing the tools used to monitor the integration process of third-country nationals in the Czech Republic and thus to provide the government bodies responsible for assessing and adjusting integration policies with a set of key findings and information. The proposal is based on an analysis of the approaches to defining the systems for monitoring the integration of foreign nationals that are referred to in foreign specialist literature and on the requirements of European institutions regarding the monitoring of the results of member states' integration policies. The proposed system of quantitative indicators centrally monitoring integration processes and outcomes is founded on information drawn from the administrative databases of the Czech state administration. These databases contain key, often unpublished indicators that are arranged in a logical system creating a methodological aid for monitoring and assessing integration processes. The submitted methodology consists of three fundamental parts. The first part comprises the values of basic (key) indicators at half-year intervals. The second part comprises the values of comparative indicators for the group of third-country nationals and the set of all foreigners residing in the Czech Republic and the majority Czech population. The third part deals with analytical indicators, which are intended for more detailed study of the issue at hand. The study also contains some findings from empirical surveys of representatives of non-governmental non-profit organisations regarding the issue. Considerable attention is paid to the requirements placed by the EU on monitoring systems for the integration of third-country nationals and an assessment of their applicability in the conditions of the Czech Republic.

**Keywords:** foreigners, third-country nationals, integration of foreigners, integration process, monitoring system, key indicators



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## Introduction

This study<sup>1</sup> seeks to draw up the first proposal for a methodology for assessing the tools used to monitor the integration processes of third-country nationals in the Czech Republic. Its aim is to devise a methodology that would considerably help the state authorities assess progress and adjust the integration policies affecting these foreigners and enable them to adopt appropriate measures in this area. The aim of these measures is to enable third-country nationals coming from a different economic, social, cultural, linguistic and ethnic environment to satisfy the residence conditions and facilitate their integration into Czech society.

The monitoring covers third-country nationals with the legal residence status of permanent and/or long-term/temporary migrants. The solution is strictly nationwide in scope and focuses on the defined key areas and indicators that are decisive for monitoring and assessing the integration process of third-country nationals in the Czech Republic.

The study consists of a brief theoretical section characterising the basic integration models referred to in the contemporary literature, a comparison of the Czech Republic and the rest of Europe in terms of the integration of foreigners, and an analysis of other countries' approaches to devising monitoring systems for the integration of third-country nationals. The authors go on to characterise the overall concept of their proposed methodology and the content and structure of the selected monitoring indicators. The study culminates with the first draft of a system of quantitative numerical indicators monitoring the processes and results of the integration of third-country nationals in Czech society at national level. In the coming years it is expected that this proposal will be fine-tuned and adjusted in a way that gradually eliminates the identified problems and barriers.

The devised methodology should facilitate the annual assessment of the effectiveness of integration measures concerning third-country nationals in the Czech Republic and should contribute to information sharing about integration policies in EU member states.

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<sup>1</sup> The study was based on information from the research project entitled "Methodology for Assessing Monitoring Tools of the Integration Process of Third-country Nationals in the Czech Republic", which is financed out of the Ministry of the Interior's European Integration Fund. The selection of key areas and indicators and the manner in which the project was performed are consistent with the requirements of the party that commissioned the project.

## Summary of the principal findings

An analysis of studies conducted in other countries regarding the monitoring of foreigners' integration revealed how problematic and complicated this process is, both within countries and in terms of international comparison. The fact that there is no generally accepted definition and model for the integration of foreigners is reflected in the heterogeneity of monitoring systems. This is compounded by the differences between countries' integration policies, which are then reflected in the lack of uniformity in the definition of the term "immigrant" (foreigner) and the definition of the integration process, in the diverse range of key indicators and their interpretation, and in the differences in the availability and acquisition of data.

There has not been one study in the Czech Republic systematically addressing integration process monitoring and assessment methodologies. Yet there is a wide range of available databases covering various aspects of the life of foreigners. These are almost all administrative databases of various authorities and institutions that deal with specific issues, e.g. data from the Directorate of the State Borders and Foreigners Police regarding foreigners' residence and other demographic data and information from the Ministry of Labour and Social Affairs (MoLSA) concerning employment and the labour market, and more. These data are not interconnected, however, and are not acquired primarily for statistical purposes.

Sorting the data by selected criteria and interlinking the data runs is hindered by a number of problems and barriers. One is the limited possibility for acquiring individual data, which practically rules out the monitoring of certain indicators that are fundamental to integration (e.g. early school leaving among the children of third-country nationals). Minimal emphasis has been placed on comparing information about third-country nationals with the overall group of foreigners living in the Czech Republic and, above all, with the situation in majority Czech society.

The presented proposal for a set of key indicators for monitoring processes and policies affecting the integration of third-country nationals into Czech society seeks to eliminate these shortcomings. Besides selecting indicators for key aspects of integration, it seeks to interlink the various pieces of information both between the various areas and between the indicators characterising changes with the community of third-country nationals, the community of all foreigners living in the Czech Republic and the entire population. The indicators were selected on the basis of analysis of sets of data on third-country nationals collected by the Czech Statistical Office and other state authorities, and possibly also other institutions.

The proposal presents findings about the current state in half-year intervals and a time series of recent years. It focuses on a limited range of areas that determine the progress made in the foreigners integration process in the Czech Republic both at the current point in time and in the longer-term outlook. This primarily involves the characteristics of the rate and quality of employment and foreigners' access to the labour market as a dimension that gives foreigners income certainty in the host country. Other fundamental indicators show the rate of acquisition of Czech citizenship, as the highest form of integration (including the acquisition of constitutionally guaranteed rights and obligations, and the scale of permanent residence among foreigners, as a manifestation of an advanced stage of the integration process). The characteristics of changes in the field of education are also important, whether this be the education of adult foreigners (with particular regard to assimilation of the basics of the Czech language) or, most importantly, children and young people in all educational



cycles. We expect that the question of the social conditions of the integration of foreigners in the Czech Republic will gain in importance; this includes, for example, elementary data about the scale of social benefits provided to third-country nationals by the Czech social system.

There are considerable shortcomings in the databases on third-country nationals. Above all, there is an absence of detailed data on the age structure of third-country nationals by years and category of residence. As the empirical survey results show, the data are particularly relevant in respect of children and minors for assessing completion of compulsory schooling and its link to successful work and social integration in the second generation of immigrants.

Also absent are data on third-country nationals' incomes, a key source of information about their socio-economic status in Czech society, and records of third-country nationals by declared purpose of stay in the country.

Another significant gap in the information concerns data on the actual educational attainment of third-country nationals founded on verified education certificates instead of the subjective testimony of the immigrants themselves. The absence of this information makes it impossible to compare the qualification structure of the Czech Republic population with that of immigrants, to assess the degree to which immigrants' qualifications are actually put to use and to compare the situation with other European countries.

There is also a lack of detailed information about the provision of healthcare to third-country nationals (e.g. immigrants' access to healthcare, health insurance conditions etc.) and, last but not least, about self-employed persons and members of cooperatives and commercial companies.

In the subsequent stages of the creation of a system of key indicators for monitoring the integration processes of third-country nationals in the Czech Republic it will therefore be necessary to reduce the gaps and shortcomings in the system, both to deliver higher quality (i.e. higher reliability) and to ensure that the information and methods used to gather it are up-to-date. Another fundamental step will be bringing the proposed system permanently into line with the requirements of the European Union authorities. These requirements mainly stem from documents originating during the Swedish presidency (the second half of 2009) that gave the primary impulse for work on the monitoring of immigrants and other European follow-up documents.

## 1. Applied integration models and the position of the Czech Republic in terms of foreigners' integration in the international context

The integration of foreigners into society is scrutinised in the academic literature in the context of international migration; this is a complex and heterogeneous phenomenon with a highly heterogeneous target group. It is not too much of a simplification to understand integration as the gradual involvement of foreigners in the receiving country's social structures and their acceptance as individuals and as a group (e.g. Borket et al., 2007). That means both that the host society accepts responsibility for immigrants' formal rights for their participation in economic, social, cultural and civic life and that the immigrant respects the standards and values of the host country.

The **immigrant's self-sufficiency** and access to all the facilities, institutions and rights of the majority society are generally regarded as the basic objective (Divinský, 2008). The literature contains various approaches to defining the components of integration, e.g. Heckmann, Schnapper (2003) identify four types of integration (institutional integration, cultural integration, social integration, and identification); other authors (Borket et al., 2007) stress the personal aspect (mastering the language), the economic aspect (the labour market, employment) and the national aspect (political rights and civic participation).

The integration of foreigners is a long-term process that takes place at a local, regional and national level; it can even play out at the transnational level of countries within a particular political and geographic grouping. Integration policies are an integral part of countries' migration policies. At the political level problems related to integration are identified; focuses and goals of integration policy are created and measures are defined to achieve the goals thus specified. There may be a whole series of measures adopted, ranging from regulation of financial flows and support for particular programmes to legislative measures. Although every state chooses and practises its own approaches and policies, the literature identifies four traditional integration models that usually overlap in practice:

### - **Segregation model**

Immigrants are usually only given access to the René sphere of the life of society (as a rule this means primarily the labour market or the specific areas of the labour market immigrants were recruited for). The foreigners are expected to return home after a certain period and for that reason this model does not reckon with their integration into majority society. Under this policy there is a reluctance to award foreigners political and civil rights. In the past this model has been applied in Germany, Austria and Switzerland; looking beyond Europe, the Persian Gulf states and Japan are excellent examples of this model. The model is regarded as highly discriminatory.

### - **Assimilation model**

The assimilation model is more amenable to immigrants, but it unilaterally gives precedence to an intensive process of immigrants' adaptation to the receiving society. Although immigrants are enabled to integrate into society fairly quickly and easily and to acquire formally the same rights as the native population (which seems advantageous at first sight), this occurs at the cost of the almost total loss

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of their own culture, values, traditions and possibly language and religion. The danger of this model rests in the sense of a certain degree of "deracination" and "loss of identity", which is mainly manifested in the second generation of foreigners. France can serve as a typical case of assimilation of immigrants.

### - **Integration model**

The integration model is a compromise between the two models mentioned above. Adaptation in the immigrant and in the host society is a two-way process; the immigrants contribute to shaping majority society (its values, culture etc.) and society respects and supports the diversity of ethnic minorities. The rules are pragmatically defined by majority society. The goal of this kind of integration is to transform and strengthen society's cohesion and values. In seeking to eliminate separatist and isolationist tendencies this model gives precedence to individual integration over communities' group rights. This model is applied in most EU countries and in the USA.

### - **Multicultural model**

The multicultural model goes furthest in terms of majority society's approach to immigrants. It fully accepts the group identity, differences and specific features of immigrants and their culture and provides immigrants with various advantages. Application of this model increases diversity in the receiving society. Immigrants retain their culture and are distinguishable from members of the host society. This model is typical for Sweden, Australia and Canada. Recent events around the world have shown, however, that if communities of immigrants are closed off (or partially closed off), this may lead to their voluntary isolation and flouting of the fundamental standards/values of majority society; this is not ideal and may even be dangerous. That has led to this model being the target of growing criticism and pure multiculturalism is currently being largely abandoned (Divinský, 2008).

It is worth considering **what integration model prevails in the Czech Republic**. Finding an answer to this question should be an output of this project, which seeks to identify the kind of instruments and indicators that can be used to measure and assess the standard and effectiveness of integration processes.

The latest survey by the Institute of Sociology of the Academy of Sciences of the Czech Republic (the survey was conducted by the Public Opinion Research Centre ("CVVV") **into the Czech public's attitude to foreigners living in the country** paints a somewhat unflattering picture. According to this survey, just roughly one fifth of Czech citizens would employ a foreigner. 78.2% think that cheap labour threatens the employment of Czech citizens, especially in areas with high unemployment. The respondents were also highly sceptical in their perception of immigration's impacts on the Czech economy; just a quarter accepts that foreigners in the Czech Republic contribute to domestic economic development. Two thirds of Czech citizens think that immigrants in the Czech Republic push up crime levels and represent a health risk for majority society (71%) and just a quarter of respondents accept that Czech society is culturally enriched by immigration.

The MIPEX study (Migrant Integration Policy Index, 2007) **analyses selected countries' policies on the integration of immigrants into majority society** and presents a comparison of the integration situation in the Czech Republic with that in other European countries. The study provides objective, accessible and comparable data for further research and debate and is also a useful platform for governments and other relevant entities dealing with this issue, as it gives them feedback for assessing the success of the integration process to date.

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The study was part of a joint project of experts from 25 partner organisations (such as universities, research institutions, foundations and non-government organisations) led by the Migration Policy Group and the British Council in Brussels. The project was funded by the EU through the INTI programme. All **25 member states** of the European Union participated in the project when it was launched (the end of 2006), along with Norway, Switzerland and Canada.

MIPEX is composed of **142 indicators reflecting the six basic areas of integration policy**. These are the areas a foreigner encounters in all the participating countries from the time he enters the country until he receives state citizenship in the receiving country.

This involves policies and indicators influencing:

- long-term residence of immigrants;
- labour market access;
- family reunion;
- political participation;
- the fight against discrimination;
- access to state citizenship.

In the context of the study, the term "immigrants" is used to mean third-country nationals legally resident in one of the European Union member countries.<sup>2</sup> MIPEX awards the countries a score for each of the six key areas of integration policies and an overall score. That makes it possible to assess the standard of various policies in a country and the overall integration process and to compare countries (see Table 1).

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<sup>2</sup> Only in exceptional cases the target group included asylum beneficiaries, asylum seekers, illegal immigrants, original citizens of the EU or EU citizens of foreign origin.

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Table 1 MIPEX rankings of countries by individual strands and overall; data for 2006

order	conditions for long-term (permanent) residence	access to the country's labour market	conditions for family reunion	opportunities for political participation	conditions for acquiring state citizenship	anti-discrimination measures	overall ranking
a	b	c	d	e	f	g	h
1	SE = 76	SE = 100	SE = 92	SE % 93	SE % 71	SE = 94	SE = 88
2	BE = 74	ES = 90	PT = 84	NO = 86	BE = 71	PT = 87	PT = 79
3	NO % 72	PT = 90	IT = 79	LU = 84	PT = 69	HU = 85	BE = 69
4	ES = 70	IT = 85	CA = 76	FI = 81	CA = 67	CA = 85	NL = 68
5	UK = 67	CA = 80	SI = 71	NL = 80	UK = 62	UK = 81	FI = 67
6	PT = 67	CH = 75	LT = 68	PT = 79	IE = 62	NL = 81	CA = 67
7	PL = 67	EE = 75	FI = 68	DE = 66	FR = 54	FR = 81	IT = 65
8	IT = 67	BE = 75	ES = 66	IE = 59	NL = 51	SI = 79	NO = 64
9	DK = 67	NO = 70	PL = 66	BE = 57	<b>CZ = 50</b>	FI = 75	UK = 63
10	NL = 66	NL = 70	NO = 66	CH = 55	PL = 45	BE = 75	ES = 61
11	MT = 65	FI = 70	MT = 66	IT = 55	LU = 45	IT = 69	SI = 55
12	FI = 65	UK = 60	UK = 61	DK = 55	FI = 44	CY = 60	FR = 55
13	SI = 63	SI = 60	DE = 61	FR = 52	CH = 44	IE = 58	LU = 55
14	<b>CZ=63</b>	SK = 55	EE = 61	ES = 50	SI = 41	GR = 58	DE = 53
15	EE = 61	LT = 55	BE = 61	UK = 46	ES = 41	LU = 56	IE = 53
16	CA = 60	DE = 50	NL = 59	<b>CZ = 41</b>	SK = 40	NO = 54	CH = 50
17	GR = 60	IE = 50	<b>CZ = 58</b>	AT = 34	NO = 39	ES = 50	HU = 48
18	AT = 55	FR = 50	LU = 50	CA = 32	LT = 38	DE = 50	<b>CZ = 48</b>
19	DE = 53	<b>CZ = 50</b>	IE = 50	EE = 30	DE = 38	LT = 48	EE = 46
20	CH = 51	AT = 45	HU = 50	HU = 29	HU = 36	PL = 46	LT = 45
21	SK = 51	LU = 45	FR = 45	MT = 19	CY = 36	SK = 44	PL = 44
22	LV = 51	HU = 40	CH = 43	CY = 18	IT = 33	AT = 42	DK = 44
23	HU = 50	GR = 40	LV = 42	SI = 15	DK = 33	MT = 38	MT = 41
24	LU = 48	DK = 40	GR = 41	SK = 14	MT = 29	CH = 33	SK = 40
25	FR = 48	CY = 40	SK = 38	PL = 14	EE = 26	LV = 33	GR = 40
26	CY = 47	MT = 30	DK = 36	GR = 14	LV = 25	DK = 33	AT = 39
27	LT = 47	PL = 25	AT = 34	LT = 12	GR = 25	<b>CZ = 27</b>	CY = 39
28	IE = 39	LV = 20	CY = 32	LV = 11	AT = 22	EE = 23	LV = 30
EU-25	<b>= 59</b>	<b>= 56</b>	<b>= 57</b>	<b>= 43</b>	<b>= 43</b>	<b>= 58</b>	<b>= 53</b>
G-28	= 60	= 58	= 58	= 46	= 44	= 59	= 54

AT = Austria, BE = Belgium, CA = Canada, CY = Cyprus, CZ = Czech Republic, DE = Germany, DK = Denmark, EE = Estonia, ES = Spain, FI = Finland, FR = France, GR = Greece, HU = Hungary, CH = Switzerland, IE = Ireland, IT = Italy, LT = Lithuania, LU = Luxembourg, LV = Latvia, MT = Malta, NL = Netherlands, NO = Norway, PL = Poland, PT = Portugal, SE = Sweden, SI = Slovenia, SK = Slovakia, UK = United Kingdom, EU-25 = European Union average, G-28 = average for all analysed countries

This study assigns the Czech Republic an above-average ranking among the 28 countries under scrutiny in the area of the conditions for gaining state citizenship (EU average: 43 points; overall average: 44; Czech Republic score: 50) and the conditions for acquiring long-term and permanent residence (EU average: 59; overall average: 60; Czech Republic score: 63) and an average score in the area of the conditions for family reunion (EU average: 57; overall average: 58; Czech Republic score: 58). The

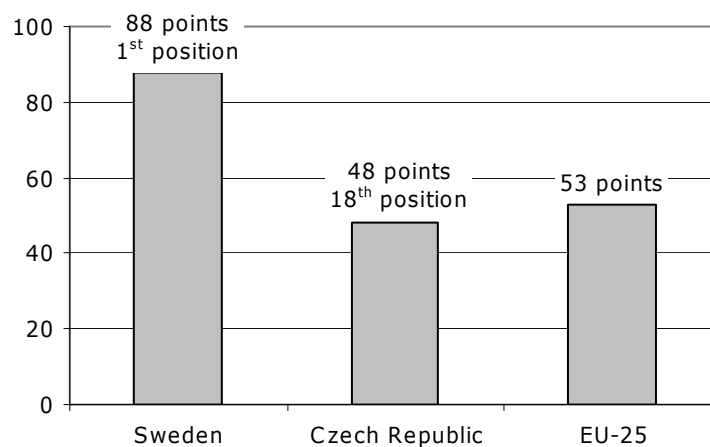
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Czech Republic is slightly below average in immigrants' opportunities for political participation (Czech Republic: 50; EU: 56). The Czech Republic's worst ranking came in the assessment of policies and indicators related to anti-discrimination measures for foreigners; in this area the discrepancy between the Czech Republic and the EU-25 and G-28 is more than double.

As far as the nature and success of the process by which foreign nationals integrate into the receiving society is concerned, three basic groups can be distinguished in the sample of 28 countries. The first group consists of countries that have made the most progress in integrating immigrants and are among the highest ranking in all components and overall (above all Sweden, then Portugal, Belgium, the Netherlands, Finland, Canada, Italy, Norway and Great Britain). The second group consists of countries that apply a selective approach in the individual policies: some policies are favourable to immigrants, while in other policies the conditions for integration are merely average or not optimal (e.g. Spain, France, Germany, Ireland, Switzerland, Slovenia and others). The Czech Republic also falls within this group. The last group consists of countries whose immigration policies cannot be regarded as "immigrant-friendly" bar some exceptions in certain aspects. This group comprises Denmark, Poland, Greece, Slovakia, Austria and the Baltic states. **The Czech Republic comes 18<sup>th</sup> in the ranking of the 28 countries.**

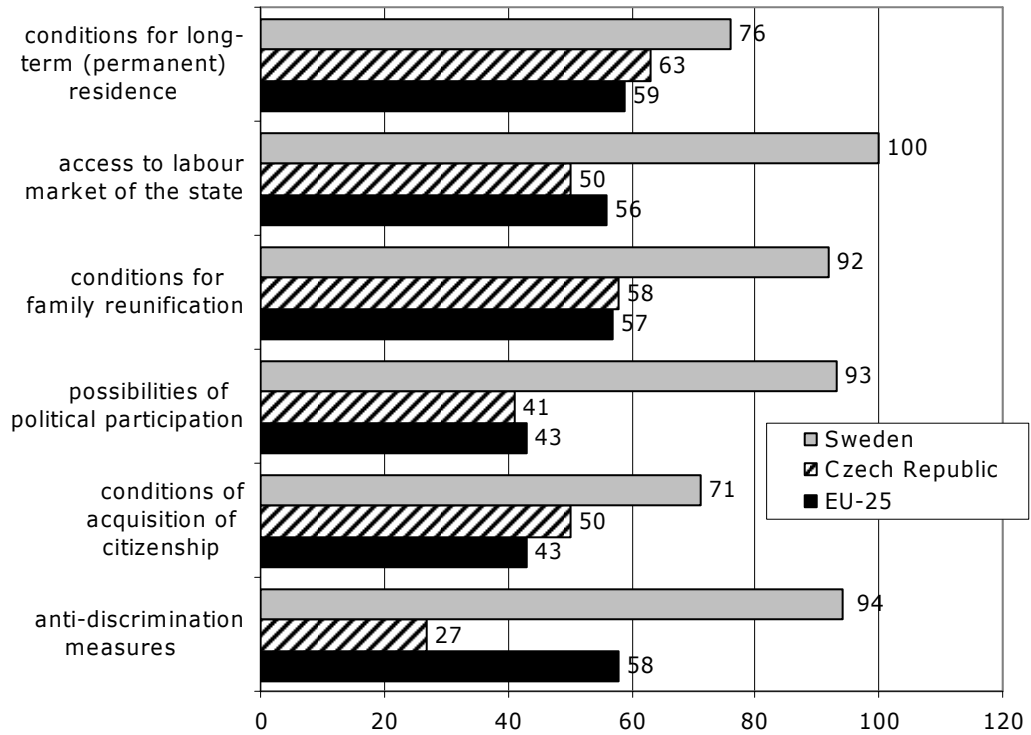
**Graph 1 Comparison of the standing of the Czech Republic, Sweden and EU-25 countries - overall ranking**



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Graph 2 Comparison of the standing of the Czech Republic, Sweden and EU-25 countries – individual integration policies



## 2. Other countries' approaches to devising systems for monitoring the integration of third-country nationals

There were approx. 296,000 third-country nationals living in the Czech Republic as of 30 June 2009; that number represented two thirds (66.9%) of all foreigners living in the Czech Republic and just under three percent (2.82%) of the entire population of the Czech Republic. That is far below the levels found in western European countries: the Netherlands gives a figure of approx. 11% for these foreigners; Spain 6.9%, Austria 6.6%<sup>3</sup> etc. Nevertheless, as the host society the Czech Republic bears the responsibility for these foreigners' integration. This means providing all the formal rights enabling them to participate in economic, social and cultural life. Integration is the long-term, two-way process of the gradual inclusion of immigrants into majority society, reflecting the host society's attitude to immigrants and vice versa. Divinský defines integration as a multi-dimensional, dynamic and two-way process based on reciprocal respect for the rights and obligations of immigrants and majority society (Divinský, 2008).

A number of policies and integration strategies have emerged and continue to emerge to support the integration of foreigners, as integration is key to preserving the host societies' social cohesion. Experiences from older EU member countries show that insufficient integration of immigrants can lead to serious social problems. Non-integrated migrants tend to live in segregation, are more likely to be unemployed and poor than the members of majority society, are less well educated and have lower incomes. The consequences of these phenomena are then passed onto the immigrants' children and segregation becomes a problem for later generations as well.

Although there are considerable differences in the integration policies pursued in EU member countries, there are certain shared features as well. The European Council has for long promoted the fact that the implementation of integration policies should contribute to the equal treatment of third-country nationals and should award them comparable rights and obligations as those of EU citizens. Recent years have brought a shift in countries' integration policies towards targeted integration measures. The material on which the Czech Republic's gradual formulation of a targeted and systematic integration policy is based is *The Concept of the Integration of Foreigners in the Territory of the Czech Republic* adopted in the year 2000; this document is updated every year and put before the government for approval.<sup>4</sup>

The creation of a methodology for assessing integration processes is essential for judging the course and success of the integration of immigrants and for planning

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<sup>3</sup> Data taken from documents of the Berlin conference on integration monitoring indicators (2009). They are guideline by nature given the different approaches adopted by countries to counting immigrants among the set of third-country nationals or the set of persons covered by integration policy (see note 1). The declared number of third-country immigrants is influenced both by the immigration phase and also by historical and political factors; e.g. France declares a relatively low proportion of foreigners in the population (5.5%; third-country nationals approx. 3.7%) because practically all immigrants from former French colonies are French citizens and are not covered by integration policy.

<sup>4</sup> See "Reports on Implementation of the Concept of the Integration of Foreigners and Proposed Further Action", including the volume of finances earmarked for these purposes. The government's basic goal is to bring legally and long-term resident foreigners as close into line with the legal status of Czech citizens, systematically to safeguard their rights and eliminate obstacles hindering their integration into Czech society.



## 2. Other countries' approaches to devising systems for monitoring the integration of third-country nationals

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further targeted integration activities. Devising integration assessment tools/monitoring indicators is crucial for monitoring the adopted measures; top-level European institutions are fully aware how important this is. The European Union's common goals of immigrant integration policy were approved in November 2004; at the same time the need was identified for devising methodologies for evaluating the results of integration. This position was confirmed by the Council of Europe after the ministerial conference in November 2008, with assessment of integration policy designated as a European priority. The Council of Europe proposes devising common indicators that would make it possible to compare experiences, outcomes and progress in the integration of immigrants in different countries. The Swedish presidency (2<sup>nd</sup> half of 2009) paid close attention to this area; the upshot was a proposal for key indicators in a limited number of areas that would be used for European monitoring and evaluation of the results of member states' integration policies. This system of indicators would make it possible to perform regular assessment of developments in the process of immigrants' integration at national and international level.

The Czech Republic still lacks a set of relevant monitoring indicators for regular evaluation of the course and effectiveness of the integration process. The foreign literature offers many relevant findings, however.

### 2.1 Other countries'<sup>5</sup> approaches to devising systems for monitoring the integration of third-country nationals

**In terms of substance** international projects dealing with integration monitoring fall into two basic categories. The first type of project focuses mainly on the problems of data collection (e.g. from the databases of Eurostat, the OECD etc.); this type of project also addresses questions related to the choice of suitable indicators, their comparability and relevance. The second type of project understands monitoring as a tool used in the creation and assessment of the impacts of integration policy<sup>6</sup>; these projects cover a broader range of content. In the international context this kind of integration monitoring system supports experience sharing, reciprocal teaching and comparison of the situation of migrants in different countries. This helps identify successful integration policies and essential measures. In projects addressing the definition of integration monitoring systems the attention is focused on the selection of relevant indicators.

**In methodological terms** three types of approach to integration monitoring can be found in the relevant literature.

The **first**, slightly untraditional **monitoring approach** is based on scrutinising the legislative framework for integration. This group includes the joint project *by the Migration Policy Group<sup>7</sup> (MPG) and the British Council entitled Migrant Integration Policy Index (MIPEX 2007)*. The project is inspiring from the methodological and the substantive point of view. It compares the legislative framework of integration policy in 25 EU member states and three non-member countries to identify differences in the integration policies applied by the various countries. More than 100 monitoring

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<sup>5</sup> Drawn up on the basis of secondary analysis of foreign studies concerning immigrant integration and the applicability of their findings for monitoring integration in the Czech Republic, Musil, J., 2009.

<sup>6</sup> Integration policy and its assessment is generally linked to migration policy in international studies, as both areas are closely related.

<sup>7</sup> The independent Brussels-based Migration Policy Group analyses policies and projects related to mobility and social equality.

## 2. Other countries' approaches to devising systems for monitoring the integration of third-country nationals

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indicators were used to calculate the overall index of a particular country's integration policy. The areas scrutinised are:

- labour market access;
- family reunion;
- entitlement to long-term residence;
- opportunities for political participation;
- access to state citizenship;
- anti-discrimination measures.

The project's outputs have been used in the Migrant Integration Policy Index, which describes the level of integration achieved in EU member states (Migrant Integration Policy Index 2007).

The **second approach** focuses on specific groups of migrants, using selected indicators to analyse them to a greater or lesser degree. One example of this approach is *Benchmarking in Immigrant Integration* (Entzinger H., Biezeveld R., 2003), which was carried out for the requirements of the European Commission. The project looked at ways to create benchmarks and a European integration monitoring system. The study did not aim, however, to set up integration process benchmarks for the EU as a whole, as the nationality structure of immigrants and migration and integration policies differ considerably from country to country. One of the project's basic goals was to produce a *definition of integration* that can generally be used for the purposes of the system being developed and an *operational definition* of generally applicable monitoring indicators. After studying the literature and comparing different types of migration and integration policies in member states, four basic spheres of immigrant integration were identified; relevant indicators for measuring them were then sought. For each indicator, limits and problem areas requiring special attention were then specified.

The following areas constituted the basic sphere of immigrant integration:

- socio-economic;
- cultural;
- civic-political;
- and the majority population's attitude to immigrants.

Another example of this type is the international project entitled *Immigrant Integration Indicators* (Angel and others, 2007) involving partners from six EU states (Spain, Denmark, Italy, Portugal, the Netherlands and Germany). It focuses on the creation of a common system of indicators for measuring the integration of immigrants from third countries. Representatives of state administration, towns and regions and organisations representing immigrant groups work together in devising the system. The project's principal objective was to identify and validate indicators that could be used to measure integration in EU countries. The project again encountered complications caused by the differences in migration and integration policies and the serious hurdle represented by the differences in the basic definitions employed. The logical upshot was that the systems are not mutually compatible, even though some kind of monitoring system is used to monitor the integration of immigrants/foreigners in the

## 2. Other countries' approaches to devising systems for monitoring the integration of third-country nationals

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countries under scrutiny. In the end the project achieved consensus (between the representatives of state administration and organisations working with immigrants) on an operational definition of integration, and the resultant set of indicators represents the overlapping of key integration areas. From the point of view of practical applicability, "immediate" indicators were devised, focusing on the national level and considered basic, necessary and realistic (i.e. information sources exist in all the participating countries). The second group consists of "potential" indicators, which first require suitable sources of data to be found or created (*Immigrant Integration Indicators - Proposal for Contributions to the Formulation of a System of Common Integration Indicators 2007*).

Projects focusing on a particular subset of immigrants (known as a target group) form the **third approach**. The target group can be defined using various criteria. The most common are the type of residence status, immigrants' integration on the labour market, participation in the educational system, the social system etc.; a regional point of view (foreigners in a particular region) may also be a target criterion.

The *Indicators of Integration (2004)* project performed by Queen Margaret University College in Edinburgh in conjunction with the Home Office tried to find qualitative and quantitative indicators of the integration of refugees into majority society. The resulting set of indicators is intended both to serve the requirements of the government and to assess projects conducted by organisations working with migrants. The system of indicators, including the areas they cover, was developed on the basis of a search for common features in forty definitions of integration. Right of residence is regarded as the foundation for integration; knowledge of the language and culture, security and stability are regarded as factors facilitating integration; and employment, housing, education and health are regarded as "means and markers". Ties to state institutions, the majority, the immigrant's own community and other communities in society constitute the social aspects of integration.

Another project of this type is *Target Group Monitoring (Larsen, Ch. - Mathejczyk, W. - Neisen, V. - Schmid, A. - Musil, J. - Bittner, M. - De Bruin, P. 2009)*. Te Research Institute for Labour and Social Affairs in Prague worked on this project alongside participants from Germany, Austria and the Netherlands. The aim of the project was to develop a system for monitoring the integration of foreigners on regional labour markets (in a predetermined region of the country in question) in close cooperation with regional institutions and the relevant regional actors. The key group comprised four institutions representing variously structured European regions<sup>8</sup> in which working groups operated throughout the duration of work on the project (18 months). In the Czech Republic the Ústí region was chosen for its relatively high unemployment and considerable proportion of foreigners among the population. The focus on regions was based on the assumption that every state has a number of profoundly different regions (in terms of the rate and structure of unemployment, the number of foreigners in the population and other attributes) that have to be factored into integration. The transfer of findings and information was organised in the form of workshops at regional level and a dialogue-based internet platform. The project consisted of four modules; the most relevant to our purposes was the second module, which sought to specify a uniform conceptual framework for monitoring foreigners/immigrants in a particular region. Each working group then verified the suitability of

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<sup>8</sup> Specifically, the Thein-Main region in Germany represented by the Institute for Economy, Labour and Culture (IWAK) as the project leader, the Enschede region in the Netherlands represented by the ACTIVA consulting company and the Vienna region represented by the Paul Lazarsfeld Society.

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the conceptual starting points and scrutinised the indicators, focusing on ways to deal with gaps in the data and devise methods to pass on the information to the concerned actors in the region.

### 3. Concept of the system of quantitative indicators monitoring the processes and outcomes of the integration of foreigners into Czech society

#### 3.1 Basic principles

The basic substance and scope of the information system that is to be created and operated according to the project brief can be characterised as follows:

**It is a set of quantitative (numerical) indicators providing the long-term fundamental information necessary at central (national) level for monitoring and assessing the processes and outcomes of the integration of third-country nationals (i.e. citizens of countries outside the European Economic Area and Switzerland) who have legal permanent and/or long-term (over 90 days) residence in the Czech Republic; integration is understood to mean the inclusion of these foreigners in societal (social, economic, cultural) relations in the Czech Republic.<sup>9</sup>**

Based on the findings and recommendations of studies conducted abroad and EU documents, to make the monitoring indicators system sound and effective the following principles should be applied when creating the system:

- in the system used at **central level, focus on a limited range (selection)** of the most important (key) indicators;
- use the system simultaneously to monitor indicators broken down **by gender, age and most common citizenships** (nationalities) and enable **direct** or (temporarily) at least **framework comparability** with integration indicators in other EU (EEA) countries;
- prioritise indicators targeting **the results of integration processes**;
- make a substantial part of the system focus on **comparing the situation of third-country nationals with characteristics applicable to the entire national economy** or the entire population of the Czech Republic;
- specify a periodicity of data collection and publication in a way ensuring the information about the development of third-country nationals' integration is **up-to-date, i.e. reflects changes in the socio-economic situation** of both third-country nationals and the overall population of the Czech Republic;
- ensure **data are substantively and methodologically comparable** and possess the highest possible quality and credibility;
- create and apply the system **at the lowest possible cost**; to this end, make use of existing and available information sources (only introduce new information systems when absolutely necessary for a significant portion of the said principles).

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<sup>9</sup> In certain countries, political activities by foreigners (e.g. based on active or passive suffrage at local level) take place further to the ratification of the "Convention on the Participation of Foreigners in Public Life at Local Level (Council of Europe convention from 1992). The Czech Republic has not ratified this part of the Convention.

### 3.2 Usability of existing information sources for the system of indicators on the integration of foreigners

In the Czech Republic there are at present **two basic sources of numerical information** on the status of all foreigners and the status of third-country nationals and on the processes of their integration into Czech society. These are, first, **sample-based surveys** conducted by the Czech Statistical Office using the Eurostat-defined method and, second, **the administrative databases of ministries and other central government authorities**.

**The Czech Statistical Office surveys** focus both on employment in the population (*Labour Force Survey, LFS*) and on households' incomes and living conditions (European Union - *Statistics on Income and Living Conditions, EU-SILC*). According to EU documents,<sup>10</sup> these surveys should form the basis for identifying key indicators for the integration of third-country nationals. The advantage of the indicators identified by the surveys is that if the selection of respondents is suitably large and suitably defined the indicators are comparable between EU states; another advantage is that the information obtained is individual information about individual people, which makes it possible to sort it in a number of simple and multiple ways and thus generate a deeper assessment of the course and outcomes of integration processes.

In the Czech Republic, however, these surveys cannot form the basis for a third-country national integration monitoring system in the immediate future. The main reasons lie in the low number of third-country nationals featuring in the samples<sup>11</sup> used to date and in the selection scheme itself, which makes no allowance for the distribution of foreigners throughout the Czech Republic being different from that of the population as a whole or for different forms of housing (low proportion in apartments and higher proportion in mass accommodation facilities). There are also problems with the data collection: the target group of foreigners is generally more mistrustful of answering the survey questions (there is a substantially higher proportion of non-responses); they are concerned about being targeted by the state administration; and the situation is complicated by the language barrier between the foreigners and the questioners.

Creating an information system about the integration of third-country nationals based on surveys that would allow direct substantive and methodological comparability between the Czech Republic and the key integration process indicators envisaged in the harmonised system of EU countries will therefore require more time, more work and extra cost. The preliminary considerations are tending to the view that, in view of the number of demanding technical aspects of surveying foreigners (especially the selection scheme, language versions of questionnaires, the specific organisation of data gathering etc.), it will be practical to prepare and perform this research as a separate survey (while coordinating the substance and methodology with the LFS and SILC research). It is expected that there will be two roughly year-long phases (the first a

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<sup>10</sup> See e.g. documents of the Swedish presidency in the second half of 2009.

<sup>11</sup> In the Labour Force Survey, for example, approx. 600 persons are third-country nationals, which represents roughly 50,000 persons when extrapolated to the entire population in 2009; that is roughly a quarter of the third-country nationals in employment ascertained from the MoLSA and MoIT administrative sources (as of 30.6.2009 they register approx. 185,000 T-CN in gainful activity, 118,000 of which are employees and 67,000 traders: compare to data ...). The survey on household incomes and living conditions (EU-SILC) also reveals the low representativeness of the set and thus the validity of data on foreigners in total and third-country nationals.

### 3. Concept of the systems of quantitative indicators monitoring the processes and outcomes of the integration of foreigners into Czech society

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pilot survey; the second the survey proper comprising a roughly one-percent selection, i.e. approx. 3,000 respondents) probably taking place in the period 2011 to 2013.

The assessment of the information sources has therefore thrown up the finding that only **the administrative databases (lists, registers) of central authorities and institutions** can be used for the set of integration policy monitoring and assessment indicators at central level in the Czech Republic in the immediate future. The databases contain extensive sets of information about the residence, employment, education, social status, healthcare and other areas of the life of all foreigners in the Czech Republic, including third-country nationals. Appendix 1 gives a brief overview of the ministries and other central authorities that create administrative databases with the main sets of information and the basic sources of information.

The advantage of the administrative databases is that the scope of information makes it possible for the central system of indicators on third-country nationals' integration to be created and reproduced on all the principles set out above in the text. The limitations on the quality of the information provided by the system of indicators based on administrative sources derive from the following circumstances:

- the databases are created by individual authorities and institutions primarily to help them exercise state administration in the relevant fields; their use for statistical purposes is only a secondary consideration;
- the databases are separate information systems and are not interconnected (they are not created and reproduced on the basis of substantive and methodological coordination). This means both that the data differ from one set and source of information to another<sup>12</sup> and that there is no linking of individual data about individual third-country nationals, or such links are merely sporadic. That is a constraint on deeper sorting methods;
- some significant information is not ascertained yet or is based merely on foreigners' subjective declarations (e.g. information about educational attainment);
- the different information gathering method envisaged by European institutions (statistically relevant sample-based surveys) and the system of data obtained from administrative sources in the Czech Republic means that comparisons with the results of integration process in other EU member states can only be guideline comparisons.

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<sup>12</sup> There are differences, for example between the figures on the numbers of employed (gainfully active) third-country nationals (whether employees or carrying on a trade under the trades licensing act). None of the registers containing data on foreigners registered in the Czech Republic contains interlinked information on employment status and type of residence (see Czech Statistical Office: Concept of the Collection and Processing of Statistical Data Linked to the Migration and Integration of Foreigners in the Territory of the Czech Republic, 2010). One consequence of the specific differences is that for some groups of nationals there is a greater registered number of gainfully active persons in some registers than the total number of persons registered for all categories of residence (cf. e.g. data on Mongolian nationals residing in the Czech Republic and in gainful activity as at 30.6.2008 and 31.12.2008 in the chapter..., indicator Z6e and Z18c).

## 4. Characteristics of the substance and structure of the “System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society”

The proposed system of quantitative indicators monitoring at a central level the processes and outcomes of third-country nationals’ integration into Czech society (hereinafter “System of Indicators” or “System”) is based on information contained in the administrative databases of the relevant ministries (see Appendix 1) and other central authorities. The Czech Statistical Office’s information sources (including sample-based surveys such as LFS) were used to specify comparative indicators. The System of Indicators represents a sample many times greater in scope than is stated in the published and unpublished central databases.

In substantive and methodological terms the System of Indicators is designed to provide a basis for both structural (cross-cutting) assessment, i.e. analysis of the current state of integration indicators as at a particular data, and for analysing development in half-year intervals and the medium-term horizon (the data date back to 2004).

The proposed System of Indicators is composed of **three basic, internally subdivided parts.**

**The first part (Section A) contains the numerical values of 23 basic (key) indicators of the level and development of third-country nationals’ integration in four basic fields:**

- 1) **Residence, Czech citizenship;** this area comprises **6 key indicators** centred on information about the level and development of the number of third-country nationals by category of residence in the Czech Republic (from residence on a visa for 90 days and over to permanent residence, i.e. with no time limit); it also comprises information about the number of Czech citizenships obtained each year by third-country nationals and a list of the 10 third countries accounting for the most foreigners living in the Czech Republic.
- 2) **Employment, unemployment, labour market;** i.e. areas crucial to the socio-economic status of third-country nationals in the Czech Republic (access to employment and the related earnings from gainful activity). The proposal comprises **8 key indicators** focusing on the total of third-country nationals who are legally employed in the Czech Republic, the scale of dependent employment and self-employment, and a guideline figure for the number of third-country nationals who are job seekers (i.e. unemployed and registered at a labour office). Also stated is demand for foreign labour; the number of employed third-country nationals by employment category (ISCO categories), which characterises the set of third-country national employees in terms of the complexity and difficulty of the work they do and also reflects the stability of their employment; the age structure of employed persons registered at the labour offices; and the five third countries with the highest number of foreigners in gainful activity in the Czech Republic.
- 3) **Education of third-country nationals.** This area contains **6 key indicators.** The first identifies the number of third-country nationals (since 2009) who have passed the prescribed Czech language examinations (knowledge of the basics of Czech is



#### 4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

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currently a major priority of the integration process of third-country nationals in the Czech Republic) or demonstrated a knowledge of Czech. The other indicators characterise the number of third-country nationals in all types of educational facilities, from kindergarten to university; this ascertains the number and educational attainment of the emerging (second) generation of third-country nationals.

- 4) **Social inclusion (status), social benefits, healthcare.** This area covers important aspects of the social status of third-country nationals in the Czech Republic, but it is not yet exhaustive in scope. It comprises **3 indicators** – the number of third-country nationals who have no incomes from gainful activity (who are therefore income-dependent on those third-country nationals who are engaged in gainful activity and/or are on social incomes/benefits), the scale of social benefits provided to third-country nationals (state social support, assistance in material need, care allowances), and the scale of healthcare provided to third-country nationals in hospitals, including persons who have not paid health insurance.

**The second part (Section B) contains the numerical values of 16 comparative indicators** showing the proportion of the Czech Republic population accounted for by third-country nationals and the proportions of their residence categories. In addition, the proportion of employed third-country nationals in the total number of third-country nationals in the Czech Republic is compared to the equivalent proportion of people in employment in the entire Czech economy out of the population (these indicators approximately characterise the “rate of employment” in both sets) and give an outline figure (given the quality of information about third-country nationals) for the rate of registered unemployment among third-country nationals in the entire Czech economy. Another proposal is the comparison of the proportion of third-country national entrepreneurs in the Czech economy in the light of the considerable number of self-employed third-country nationals relative to the situation in the Czech economy as a whole (in which this proportion is above-average compared to the economies of EU states with a comparable economic structure). In the field of education, one proposed indicator shows the proportion of third-country national schoolchildren relative to the entire number of schoolchildren in the Czech Republic; in the field of social inclusion, the proportion of the total number of disbursed benefits accounted for by social benefits to third-country nationals is stated.

Overall, the comparative indicators provide the first systematic overview of the links between the basic indicators of the integration of third-country nationals compared to the equivalent characteristics for the entire national economy or population of the Czech Republic.

**The third part (Section C) of the proposed monitoring indicators comprises numerical values of analytical indicators** intended for detailed monitoring of the course and outcomes of the integration of third-country nationals, particularly in gender, age, sectoral and other cross-sections.

The set of analytical indicators is divided into five areas:

- a) residence and demographic characteristics of third-country nationals;
- b) employed foreigners registered at the labour offices;
- c) job-seekers;

#### 4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

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- d) social benefits paid out to third-country nationals;
- e) education of third-country nationals.

The set is extensive, containing 50 different indicators with more than 500 numerical value variants (mutations).

The fact that some important numerical characteristics are not included in the currently available databases or are not monitored at all requires that this omission be gradually eliminated in the coming years. That can only be achieved by cooperation between the project authors and the database operators.

Specifically, this applies to the following areas of information:

- detailed data on the age structure of third-country nationals by individual years (from the aggregate of all categories/types of residence). Data are required for minors (up to 15 years of age) for assessing whether the children of families of third-country nationals complete compulsory schooling; for people aged 16 to 30 for monitoring the range of students in the individual year age cohorts and for further analysis (age structure of economically active and income-dependent third-country nationals et al.);
- records of third-country nationals by declared purpose of stay (study, entrepreneurship, employment, family reunion et al.), which make it possible to monitor and assess fundamental aspects of the integration process (development of its phases, relationship between declared and actual purpose of stay, scale of income dependency et al.). Purposes of stay were last published in the Czech Statistical Office database for the year 2007;
- information about self-employed third-country nationals carrying on enterprise in the Czech Republic under legislation other than the trades licensing act; this includes independent farmers and “free occupations”, i.e. above all doctors, lawyers, interpreters et al. There are currently no relevant aggregate records of these foreigners in the Czech Republic; this is a significant group representing a predominantly intellectual stratum of immigrants;
- data on third-country nationals’ incomes that can be ascertained from administrative databases that are not currently published. Besides the data on social benefits provided to third-country nationals already contained in the proposed System, it is appropriate to focus on the wages and pay of foreign workers and, within this framework, third-country nationals. This is undoubtedly a key indicator of the socio-economic status and degree of integration of third-country nationals (issues of wage dumping and discrimination);
- more comprehensive information about the conditions of healthcare for third-country nationals. There are a number of problems in healthcare legislation (health insurance conditions, access to healthcare, conditions affecting payments etc.) that are fundamental to the quality of the integration process but there is insufficient information about them;
- third-country nationals’ education data. The absence of objective data based on verified education certificates is a significant gap in the monitoring and influencing of integration processes affecting third-country nationals. Information about educational attainment is currently based on the foreigner’s subjective declaration; that gives rise to a tendency to exaggerate educational attainment. The consequences of this information gap are many and varied – it is not possible to

#### 4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

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compare the educational structure of third-country nationals to the overall population or to assess with any accuracy the degree to which foreigners' qualifications are put to use, so suitable measures cannot be incorporated into employment policy. At present the administrative checking of educational data of all third-country nationals would prove inordinately laborious and costly; gathering data in sample-based surveys would appear a more efficient alternative.

## 4.1 Proposed “System of Quantitative Indicators Centrally Monitoring the Processes and Outcomes of the Integration of Third-country Nationals into Czech Society”

Section A: Numerical values of fundamental (key) indicators of the level and development of the integration of third-country nationals

row	indicator symbol	structure of system of indicators, indicator name	information source	data as at						
				31.12.2004	31.12.2007	30.6.2008	31.12.2008	30.6.2009	31.12.2009	
a	b	c	d	e	f	g	h	i	j	
<b>1</b>	-	<b>a) Category (integration quality) of residence, Czech citizenship</b>								
2	Z1	third-country nationals (T-CN), total of all residence categories	1, 5	166 366 <sup>1)</sup>	260 775	273 269	291 027	296 166	295 603	
3	Z2	T-CN with permanent residence	1, 5	56 939 <sup>1)</sup>	104 583	112 965	118 298	121 960	124 475	
4	Z3	T-CN with residence for 12 months and over, excluding permanent residence	1, 5	62 982 <sup>1)</sup>	109 496	160 304	140 795	174 206	171 128	
5	Z4	T-CN with visa-based residence over 90 days	1	46 445 <sup>1)</sup>	46 696		31 934			
6	Z5	Czech citizenship acquired by T-CN during year under scrutiny	1	1 073	904	x	864	x	a)	
7	Z6	ten third countries with highest numbers of foreigners by total of all residence categories (order of countries as at 30.6.2008)	1, 5							
8	Z6a	Ukraine		78 263	126 721	126 588	131 921	134 456	131 977	
9	Z6b	Vietnam		34 179	51 101	56 659	60 255	61 063	61 126	
10	Z6c	Russia		14 547	23 278	24 881	27 086	29 042	30 393	
11	Z6d	Moldova		4 085	8 029	8 980	10 636	10 896	10 049	
12	Z6e	Mongolia		2 052	6 026	7 320	8 569	6 532	5 745	
13	Z6f	USA		3 750	4 452	4 879	5 272	5 299	5 941	
14	Z6g	China		3 430	4 978	4 987	5 203	5 205	5 354	
15	Z6h	Belarus		3 046	3 732	3 923	3 904	4 134	4 427	
16	Z6i	Kazakhstan		2 189	2 959	3 110	3 363	3 710	3 933	
17	Z6j	Serbia, Montenegro <sup>b)</sup>		3 505	3 557	4 233	3 214	4 234	4 140	

a) figure not yet available

b) in the second half of this year the methodology and substance of the data from individual sources will be checked in the light of the fluctuation in values as at 30.6. and 31.12.

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	indicator symbol	structure of system of indicators, indicator name	information source, calculation method	data as at					
				31.12.2004	31.12.2007	30.6.2008	31.12.2008	30.6.2009	31.12.2009
a	b	c	d	e	f	g	h	i	j
<b>18</b>	-	<b>b) Employment, unemployment, labour market</b>							
19	Z11	employed (carrying on gainful activity) T-CN, total	1, 5	83 653	149 447	184 794	204 668	184 624	162 077
20	Z12	employed T-CN registered at labour offices (LO) (employees); total	9	35 144	95 491	126 632	143 450	117 646	91 394
21	Z13	T-CN with valid trades licence	1, 5	48 509	53 956	58 162	61 218	66 978	70 683
22	Z14	T-CN job seekers registered at labour offices <sup>2)</sup>	8	.	2 699	2 457	2 875	3 953	4 523
23	Z14a	T-CN job seekers collecting unemployment benefit <sup>2)</sup>	8	.	598	594	1 021	1 454	1 319
24	Z15	demand for foreign labour <sup>3)</sup> registered at LO (vacancies for foreigners)	9	16 746	38 527	40 954	22 807	3 205	1 453
25	Z16	T-CN "employees" by employment category (ISCO), total <sup>4)</sup>	9	34 844	95 474	126 606	143 414	117 624	91 370
26	Z16a	ISCO 1 to 3		5 194	8 745	11 350	11 672	11 417	11 479
27	Z16b	ISCO 4 to 6		2 676	5 585	6 970	7 614	7 762	7 672
28	Z16c	ISCO 7 to 9		26 974	81 144	108 286	124 128	98 445	72 219
29	Z17	employed T-CN registered at LO (employees) by age band	9	35 144	95 491	126 632	143 450	117 646	91 394
30	Z17a	up to 19		434	2 249	2 227	3 680	871	706
31	Z17b	20-24		5 027	17 208	23 604	28 283	18 194	12 763
32	Z17c	25-39		18 074	47 277	64 579	72 079	60 723	46 849
33	Z17d	40-54		10 244	25 640	31 996	35 077	32 949	26 917
34	Z17e	55-59		1 060	2 415	3 194	3 313	3 553	3 016
35	Z17f	60-64		238	563	797	794	1 085	900
36	Z17g	65 and over		67	137	235	224	271	243
37	Z18	five third countries with greatest no. of T-CN employees (gainfully active) (order as at 31.12.2008)	1, 5						
38	Z18a	Ukraine		41 885	83 519	94 016	102 285	96 902	83 701
39	Z18b	Vietnam		22 229	29 862	44 777	48 393	41 216	39 260

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	indicator symbol	structure of system of indicators, indicator name	information source, calculation method	data as at						
				31.12.2004	31.12.2007	30.6.2008	31.12.2008	30.6.2009	31.12.2009	
a	b	c	d	e	f	g	h	i	j	
40	Z18c	Mongolia		1 789	7 057	11 077	13 157	6 965	4 493	
41	Z18d	Moldova		1 933	6 433	7 664	9 748	9 280	7 265	
42	Z18e	Russia		2 689	3 716	4 183	4 576	4 880	4 980	
<b>43</b>	-	<b>c) Education</b>								
44	Z31	number of T-CN who passed prescribed Czech language exam (or proved knowledge)	Z31=Z2(09) - Z2(12.08)	x	x	x	x	3 662	6 177	
45				údaje za školní rok						
				2005/06	2007/08	2008/09	2009/10			
46	Z32	number of children from T-CN families attending kindergarten	7	2 461	2 302	2 654	2 923			
47	Z33	number of children from T-CN families attending primary school	7	9 386	9 643	9 887	10 053			
48	Z34	number of T-CN children at secondary school	7	3 684	4 785	5 413	6 024			
49	Z35	number of T-CN students at vocational college	7	95	109	114	147			
50	Z36	number of T-CN students at university	7	4 683	6 671	7 627	9 096			
<b>51</b>	-	<b>d) Social inclusion (status), social benefits, healthcare</b>								
52	Z41	T-CN without incomes from gainful activity (income-dependents)	Z41=Z1-Z11	82 713	111 328	88 475	86 359	111 542	133 526	
53	Z42	T-CN - number of social benefits and CZK amount paid out	8	.						
54	Z42a	number of social benefits, total		.	8 066	8 430	8 298	10 042	10 775	
55	Z42b	CZK amount (CZK thousands), total		.	25 909	27 530	28 754	33 742	37 823	
56	Z43	T-CN healthcare provided in hospitals - number of persons	1	30 483	33 601	x	38 877	x	. <sup>c)</sup>	
57	Z43a	of which aged 0-14		4 475	4 414	x	4 784	x	. <sup>c)</sup>	
58	Z43b	60+		1 231	3 596	x	3 169	x	. <sup>c)</sup>	
59	Z43c	persons who did not pay for healthcare		2 585	2 346	x	2 684	x	. <sup>c)</sup>	

c) figures not yet available

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

**Section B: Numerical values of comparative indicators between third-country nationals and selected characteristics of the Czech national economy in the 2004-2009 period**

row	indicator symbol	structure of system of indicators, indicator name	calculation method	data as at					
				31.12.2004	31.12.2007	30.6.2008	31.12.2008	30.6.2009	31.12.2009
a	b	c	d	e	f	g	h	i	j
1	S1	T-CN (all residence categories) as proportion of Czech Republic population, final states, %	$S = Z1/D1a \times 100$	1,62	2,53	2,62	2,78	2,82	2,81
2	S2	T-CN (all residence categories) as proportion of total number of foreigners in Czech Republic, final states, %	$S2 = Z1/D2 \times 100$	65,4	67,0	66,0	66,4	66,9	68,2
3	S3	T-CN proportion by residence categories, final states, %							
4	S3a	T-CN with permanent residence	$S3a = D2/Z1 \times 100$	34,2	39,8	41,3	40,6	41,2	42,1
5	S3b	T-CN with residence for 12 months and more, excluding permanent residence	$S3b = Z3/Z1 \times 100$	37,9	42,4	58,7	48,4	58,8	57,9
6	S3c	T-CN with visa-based residence over 90 days	$S3c = Z4/Z1 \times 100$	27,9	17,8		11,0		
7	S4	proportion of Czech Republic population accounted for by T-CN who acquired Czech citizenship during period under scrutiny, %	$S4 = Z5/D1 \times 100$	0,01	0,009		0,008	x	. <sup>d)</sup>
8	S5	proportion of total number of T-CN residing in Czech Republic accounted for by T-CN who acquired citizenship during period under scrutiny, %	$S5 = Z5/Z1 \times 100$	0,64	0,34	x	0,3	x	. <sup>d)</sup>
9	S6	ratio of employed (gainfully active) T-CN to total number of T-CN residing in Czech Republic, final states, %	$S6 = Z11/Z1 \times 100$	50,3	56,9	67,6	70,3	62,3	54,8
10	S7	ratio of employees in the Czech economy to Czech Republic population, average states, %	$S7 = D3/D1 \times 100$	46,1	47,7	47,9	48,0	47,1	47,0
11	S8	ratio of T-CN without income from gainful activity ("income-dependent T-CN) to total number of T-CN residing in the Czech Republic, %	$S8 = Z41/Z1 \times 100$	49,7	43,1	32,4	29,7	37,7	45,2
12	S9	ratio of total number of unemployed and inactive persons (incl. children up to 15) in Czech Republic population, %	$S9 = D4/D1 \times 100$	53,9	52,3	52,1	52,0	52,9	53,0
13	S10	rate of registered unemployment among T-CN <sup>5)</sup> , state at end of period	$S10 = Z14/(Z11 + Z14) \times 100$	2,7	1,8	1,3	1,4	2,1	2,7
14	S11	average rate of registered unemployment in Czech economy in year under scrutiny (half-year), %	$S11 = D5a/D6 \times 100$	9,2	6,6	5,5	5,4	7,6	8,2

c) figures not yet available

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society”

continued

row	indicator symbol	structure of system of indicators, indicator name	calculation method	data as at					
				31.12.2004	31.12.2007	30.6.2008	31.12.2008	30.6.2009	31.12.2009
a	b	c	d	e	f	g	h	i	j
15	S12	proportion of total employed (gainfully active) T-CN accounted for by T-CN with valid trades licence, state at end of period, %	$S12 = Z13/Z11 \times 100$	58,0	36,1	31,5	29,9	36,3	43,6
16	S13	proportion of total employment in Czech economy accounted for by self-employed persons, average states, %							
17	S13a	a) self-employed working on own account, %	$S13a = D7/D3 \times 100$	12	11,8	12,1	11,9	12,4	12,4
18	S13b	b) total self-employed (working on own account and employers), %	$S13b = (D7 + D8) / D3 \times 100$	16,1	15,6	15,6	15,5	16,1	16,2
19	S14	proportion (%) of primary schoolchildren from T-CN families							
20	S14a	a) relative to total primary schoolchildren in Czech Republic	$S14a = Z33/D9 \times 100$	1,0 <sup>(1)</sup>	1,2 <sup>(2)</sup>		1,2 <sup>(3)</sup>	1,3 <sup>(4)</sup>	
21	S14b	b) relative to total number of T-CN legally residing in Czech Republic	$S14b = Z33/D2 \times 100$	3,7 <sup>(1)</sup>	3,2 <sup>(2)</sup>		2,3 <sup>(3)</sup>	2,3 <sup>(4)</sup>	
22	S15	proportion (%) of total T-CN attending all types of school (incl. kindergarten) relative to total number of T-CN legally residing in Czech Republic	$S15 = (Z32 + Z33 + Z34 + Z35 + Z36) / Z1 \times 100$		9,2		9,7 <sup>(5)</sup>	9,6 <sup>(5)</sup>	
23	S16	proportion of total number of social benefits provided in the Czech Republic accounted for by benefits provided to T-CN	$S16 = Z42a/D10 \times 100$	x	0,3	0,4	0,50	0,6	0,62



4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

**Section C: Analytical indicators of the processes and outcomes of the integration of third-country nationals into Czech society**

**Area a): Analytical indicators about residence and demographic characteristics of third-country nationals in the Czech Republic<sup>d)</sup>**

row	sym.	indicator	source	data as at														
				31.12.2004		31.12.2007		30.6.2008		31.12.2008		30.6.2009		31.12.2009		30.6.2010		
a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	
1	A01	total foreigners; sum of residence categories	1,5	254 294	102 360	392 315	155 292	413 794			437 565	172 769	442 506		433 305			
2	A01a	of which: third-country nationals (T-CN)	1,5	166 366	69 003	260 775	103 935	273 269			291 027	120 007	296 166		295 603			
3	A02	total foreigners; permanent residence	1,5	99 467	49 270	157 512	74 689	166 474			172 191	81 008	175 882		181 161			
4	A02a	of which: T-CN	1,5	56 939	27 831	104 583	48 584	112 965			118 298	54 412	121 960		124 475			
5	A03	total foreigners; other residence permits	1,5	154 827	53 090	234 803	80 603	247 320			265 374	91 761	266 624		252 144			
6	A03a	T-CN: other residence permits	1,5	109 427	41 172	156 192	55 351	160 304			172 729	65 595	174 206		171 128			
7	A04	total foreigners; visa-based residence over 90 days	1	62 437	21 580	46 696	17 590			31 934	11 601							
8	A04a	T-CN: visa-based residence over 90 days	1	62 437	21 580	46 696	17 590			31 934	11 601							
9	A05	Czech citizenship acquired by foreigners during year	1	5 000	x	1 845	x	x	x	1 752	x	x	x	x	x			
10	A05a	Czech citizenship acquired by T-CN during year	1	1 073	x	904	x	x	x	864	x	x	x	x	x			
11	A06	age structure of foreigners in total:	1															
12	A06a	up to 9		13 747	6 608	18 306	8 795	x	x	22 225	10 801	x	x			x	x	
13	A06b	10-19		20 960	10 363	24 336	11 973	x	x	66 371	28 407	x	x			x	x	
14	A06c	20-39		62 827	25 120	210 199	83 313	x	x	230 584	88 300	x	x			x	x	
15	A06d	40-59		78 062	27 910	119 857	42 305	x	x	97 405	36 612	x	x			x	x	
16	A06e	60-69		7 314	3 181	12 122	4 919	x	x	14 103	5 730	x	x					
17	A06f	70-79		3 307	1 773	4 328	2 217	x	x	4 865	2 463	x	x					
18	A06g	80 and over		1 379	898	1 802	1 163	x	x	2 012	1 277	x	x					
19	A07	age structure of total T-CN:	1															
20	A07a	up to 9						x	x			x	x					
21	A07b	10-19						x	x			x	x					
22	A07c	20-39						x	x			x	x					
23	A07d	40-59						x	x			x	x					
24	A07e	60-69						x	x			x	x					
25	A07f	70-79						x	x			x	x					
26	A07g	80 and over						x	x			x	x					

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	symbol	indicator	source	data as at														
				31.12.2004		31.12.2007		30.6.2008		31.12.2008		30.6.2009		31.12.2009		30.6.2010		
a	b	c	d	total	women	total	women	total	women	total	women	total	women	total	women	total	women	
27	A09	10 third countries whose citizens form the largest groups of foreigners residing in the Czech Republic	1,5	78 263	29 763	126 721	50 359	126 588		131 921	53 897	134 456	131 977					
28	A09a	Ukraine		34 179	14 660	51 101	21 112	56 659		60 255	23 692	61 063	61 126					
29	A09b	Vietnam		14 747	7 823	23 278	12 326	24 881		27 086	14 469	29 042	30 393					
30	A09c	Russia		4 085	1 815	8 029	2 795	8 980		10 636	3 729	10 896	10 049					
31	A09d	Moldova		2 052	1 323	6 026	3 555	7 320		8 569	4 826	6 532	5 745					
32	A09e	Mongolia		3 750	1 407	4 452	1 695	4 879		5 252	2 025	5 299	5 941					
33	A09f	USA		3 426	1 476	4 978	2 182	4 987		5 203	2 249	5 205	5 354					
34	A09g	China		2 912	1 642	3 732	2 137	3 923		3 904	2 139	4 125	4 427					
35	A09h	Belarus		2 162	1 227	2 959	1 613	3 110		3 383	1 776	3 710	3 933					
36	A09i	Kazakhstan		3 436	1 077	3 557	1 078	4 233		3 214	955	4 234	4 140					
37	A09j	Serbia and Montenegro																

d) figures not yet ascertained will be added in the 2<sup>nd</sup> half of 2010

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

**Area b): Analytical indicators on employed third-country nationals (T-CN) registered at labour offices (employees) characterising the processes of the integration of T-CN in the area of employment and access to the labour market**

row symbol	indicator	source	31.12.2004		31.12.2007		30.6.2008		31.12.2008		30.6.2009		31.12.2009	
			total	women	total	women	total	women	total	women	total	women	total	women
a	b	d	e	f	g	h	i	j	k	l	m	n	o	p
1	A11	9	173 203	49 113	309 027	98 742	346 047	111 237	361 706	116 781	335 176	139 373	318 462	104 205
2	A12	9	107 984	31 035	240 242	78 836	272 536	90 145	284 551	94 786	251 662	85 495	230 709	78 816
3	A12a	9	72 840	18 878	144 751	45 258	145 904	46 230	141 101	44 926	134 016	43 164	139 315	45 162
4	A12b	9	35 144	12 157	95 491	33 578	126 632	43 915	143 450	49 860	117 646	42 331	91 394	33 654
5	A13	9	34 397	11 740	85 351	28 534	113 871	37 662	128 934	42 794	101 764	34 688	73 714	25 054
6	A14	9	747	417	10 140	5 044	12 761	6 253	14 516	7 066	15 911	7 643	17 680	8 600
7	A15	9	1 416	1	3 860	1 042	3 899	1 112	3 667	1 075	3 764	1 273	3 586	1 277
8	A16	9	7	0	25 138	7 936	33 880	11 028	45 391	14 953	41 796	13 769	27 349	8 854
9	A17	9	448 545		354 878		297 879		352 250		463 555		539 136	
10	A18	9	99 922	x	145 770	x	155 423	x	94 002	x	46 288	x	33 729	x
11	A18a		17 602	x	21 623	x	22 969	x	15 977	x	11 053	x	9 897	x
12	A18b		32 003	x	45 906	x	50 000	x	29 493	x	9 702	x	5 982	x
13	A18c		18 509	x	29 168	x	29 437	x	11 532	x	4 052	x	3 442	x
14	A18d		18 199	x	30 636	x	32 964	x	236 853	x	14 571	x	9 904	x
15	A19	9	16 746	x	38 527	x	40 954	x	22 807	x	3 205	x	1 453	x
16	A19a		1 336	x	3 463	x	2 821	x	1 914	x	93	x	89	x
17	A19b		5 707	x	11 876	x	13 667	x	8 005	x	525	x	281	x
18	A19c		3 447	x	10 941	x	11 458	x	3 719	x	70	x	37	x
19	A19d		5 510	x	10 803	x	11 208	x	7 891	x	2 455	x	1 005	x
20														

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	symbol	indicator	source	31.12.2004		31.12.2007		30.6.2008		31.12.2008		30.6.2009		31.12.2009	
				total	women	total	women	total	women	total	women	total	women	total	women
a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
21	A20	foreigners who are citizens of EU/EEC/Switzerland registered at LO, by ISCO	9	72 840	18 878	144 751	45 258	145 904	46 230	141 101	44 926	134 016	43 164	139 315	45 162
22	A20a	of which: ISCO 1: legislators, senior officials and managers		2 484	340	4 511	761	4 776	838	5 072	921	5 291	991	5 462	1 032
23	A20b	ISCO 2: science and white-collar professionals		5 375	1 966	12 448	4 660	13 348	4 951	14 352	5 348	14 847	5 538	15 576	5 874
24	A20c	ISCO 3: technicians, health and teaching associate professionals		7 135	3 445	13 363	5 998	13 975	6 345	14 918	6 843	15 213	7 056	15 607	7 313
25	A20d	ISCO 4: clerical support workers		1 995	1 112	5 713	3 216	5 714	3 242	6 419	3 666	6 477	3 713	6 756	3 898
26	A20e	ISCO 5: service and sales workers		3 891	2 008	8 176	4 556	8 524	4 796	9 443	5 320	9 771	5 492	10 288	5 812
27	A20f	ISCO 6: skilled agricultural and forestry workers		1 275	653	1 165	546	1 345	710	1 134	518	1 272	631	1 115	519
28	A20g	ISCO 7: craft and related trades workers, processing workers		28 659	2 966	39 074	4 988	40 545	5 524	38 473	4 943	33 879	4 158	33 565	4 144
29	A20h	ISCO 8: plant and machine operators		12 808	3 348	30 939	9 668	31 613	9 944	27 040	8 208	25 513	7 396	26 297	7 733
30	A20i	ISCO 9: elementary occupations		9 191	3 027	28 945	10 683	25 703	9 709	23 777	8 920	21 583	8 127	24 311	8 779
31	A20j	not classified		27	13	417	182	361	171	473	239	170	62	158	58
32	A21	T-CN registered at LO by ISCO	9	35 144	12 157	95 491	33 578	126 632	43 915	143 450	49 860	117 646	42 331	91 394	33 654
33	A21a	of which: ISCO 1: legislators, senior officials and managers		984	150	1 617	284	1 811	329	2 012	362	2 164	457	2 177	478
34	A21b	ISCO 2: science and white-collar professionals		2 595	932	4 089	1 367	4 789	1 586	5 100	1 730	5 142	1 786	5 137	1 827
35	A21c	ISCO 3: technicians, health and teaching associate professionals		1 615	673	3 039	1 306	4 750	1 784	4 560	1 967	4 111	1 935	4 165	1 986
36	A21d	ISCO 4: clerical support workers		394	229	1 395	743	1 799	864	2 115	1 080	2 037	1 171	2 022	1 189
37	A21e	ISCO 5: service and sales workers		1 147	641	2 916	1 659	3 535	2 072	4 040	2 356	4 183	2 441	4 336	2 607
38	A21f	ISCO 6: skilled agricultural and forestry workers		1 435	750	1 274	705	1 636	879	1 459	743	1 542	817	1 314	679
39	A21g	ISCO 7: craft and related trades workers, processing workers		11 994	3 399	22 642	6 035	27 821	7 365	30 302	7 929	19 838	5 012	15 039	3 811
40	A21h	ISCO 8: plant and machine operators		3 251	1 642	13 057	5 458	21 606	8 159	22 698	8 908	11 884	4 996	8 609	3 756
41	A21i	ISCO 9: elementary occupations		11 729	3 741	45 445	16 015	58 859	20 866	71 128	24 771	66 723	23 708	48 751	17 312
42	A21j	not classified		0	0	17	6	26	11	36	14	22	8	24	9

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	symbol	indicator	source	31.12.2004		31.12.2007		30.6.2008		31.12.2008		30.6.2009		31.12.2009	
				total	women	total	women	total	women	total	women	total	women	total	women
a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
43	A22	foreigners registered at LO by age group, total	9	107 984	31 035	240 242	78 836	272 536	90 145	284 551	94 786	251 662	85 495	230 709	78 816
44	A22a	age group – 19		2 760	1 132	5 839	2 339	3 820	1 454	5 696	2 209	1 682	635	2 028	812
45	A22b	20 - 24		20 479	8 241	44 175	16 829	45 837	16 748	49 875	18 101	33 974	12 695	30 682	11 971
46	A22c	25 - 39		49 934	14 050	114 262	37 704	136 061	45 918	141 922	48 375	131 909	46 521	120 248	43 043
47	A22d	40 - 54		30 393	6 787	64 217	19 011	71 962	22 057	72 900	22 481	68 633	21 496	63 365	19 271
48	A22e	55 - 59		3 416	592	8 778	2 278	10 630	2 891	10 276	2 729	10 632	2 980	9 993	2 713
49	A22f	60 - 64		786	167	2 359	493	3 229	746	2 985	622	3 724	839	3 361	713
50	A22g	65+		216	66	612	182	997	331	897	269	1 108	329	1 032	293
51	A23	citizens of EU/EEA/Switzerland by age group	9	72 840	18 878	144 751	45 258	145 904	46 230	141 101	44 926	134 016	43 164	139 315	45 162
52	A23a	age group – 19		2 326	930	3 590	1 492	1 593	625	2 016	842	811	318	1 322	549
53	A23b	20 - 24		15 452	6 228	26 967	11 130	22 233	9 257	21 592	9 127	15 780	6 599	17 919	7 534
54	A23c	25 - 39		31 860	7 721	66 983	21 076	71 482	23 814	69 843	23 554	71 186	25 113	73 399	25 822
55	A23d	40 - 54		20 149	3 498	38 577	9 603	39 966	9 972	37 823	9 242	35 684	8 738	36 448	8 975
56	A23e	55 - 59		2 356	336	6 363	1 502	7 436	1 826	6 963	1 611	7 079	1 686	6 977	1 644
57	A23f	60 - 64		548	117	1 796	327	2 432	485	2 191	365	2 639	473	2 461	427
58	A23g	65+		149		475	128	762	251	673	185	837	237	789	211
59	A24	third-country nationals by age group	9	35 144	12 157	95 491	33 578	126 632	43 915	143 450	49 860	117 646	42 331	91 394	33 654
60	A24a	age group – 19		434	202	2 249	847	2 227	829	3 680	842	871	317	706	262
61	A24b	20 - 24		5 027	2 013	17 208	5 699	23 604	7 491	28 283	9 127	18 194	6 096	12 763	4 437
62	A24c	25 - 39		18 074	6 329	47 279	16 628	64 579	22 104	72 079	23 554	60 723	21 408	46 849	17 221
63	A24d	40 - 54		10 244	3 289	25 640	9 408	31 996	12 085	35 077	9 242	32 949	12 758	26 917	10 296
64	A24e	55 - 59		1 060	256	2 415	776	3 194	1 065	3 313	1 611	3 553	1 294	3 016	1 069
65	A24f	60 - 64		238	50	563	166	797	261	794	365	1 085	366	900	286
66	A24g	65+		67	18	137	54	235	80	224	185	271	92	243	83

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	symbol	indicator	source	30.6.2008		31.12.2008		30.6.2009		31.12.2009	
				total	women	total	women	total	women	total	women
a	b	c	d	e	f	g	h	i	j	k	l
103	Ax3	third-country nationals by economic activity	9	126 632	43 915	143 450	49 860	117 646	42 331	91 394	33 654
104	A01, A02.03	agriculture, game-keeping; forestry and fishery		4 038	2 015	3 552	1 618	4 430	2 123	3 169	1 409
105	B	mining, extraction		242	17	222	11	173	11	191	20
106	C	processing industry		45 078	17 143	48 333	18 465	27 758	11 497	20 193	8 933
107	D+E	generation of electricity, gas, heat, air-conditioning; water supply, waste waters, refuse		533	185	569	198	478	184	407	156
108	F	Construction		45 104	10 900	52 618	13 116	44 453	10 977	31 879	7 344
109	G	retail, repair of appliances, motor vehicles		7 038	2 811	8 678	3 429	9 227	3 825	8 718	3 733
110	H+J	transport and warehousing; information and communication		3 582	905	4 415	1 298	4 174	1 255	3 748	1 086
111	I	accommodation, catering, inn-keeping		2 578	1 232	3 025	1 422	2 992	1 416	2 837	1 367
112	K	finance and insurance		315	119	344	137	482	205	406	179
113	L+M+N	real estate; science, research, technology; administration		13 515	6 122	16 597	7 384	18 657	8 175	15 032	6 732
114	O	public administration, defence, soc. security		46	18	45	20	47	21	56	26
115	P	Education		1 341	667	1 386	679	1 434	699	1 444	722
116	Q	health and social care		605	384	688	445	762	492	844	540
117	R+S	culture, entertainment, recreation; other activities		2 460	1 324	2 813	1 557	2 415	1 368	2 292	1 320
118	T	households employing staff		27	25	28	25	26	23	27	23
119	U	ex-territorial organisations and clubs		116	43	137	56	138	60	151	64
120	NA	not ascertained		14	5	0	0	0	0	0	0

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

Area c): Analytical indicators about third-country national job-seekers registered at labour offices

row	symbol	indicator	source	data as at						
				31.12.2006	31.12.2007	30.6.2008	31.12.2008	30.6.2009	31.12.2009	
a	b	c	d	e	f	g	h	i	j	
1	A31	total job-seekers	8	448 545	354 878	297 880	352 250	463 555	539 136	
2	A31a	of which: Czech citizens		442 148	349 149	292 698	345 576	453 529	528 047	
3	A31b	EEA and Switz. excl. Czech Republic		3 311	3 030	2 725	3 799	6 073	6 566	
4	A31c	EEA and Switz. total		445 459	352 179	295 423	349 375	459 602	534 613	
5	A31d	estimate: job-seekers:T-CN <sup>18)</sup>		3 086	2 699	2 457	2 875	3 953	4 523	
6	A31e	row5/row 1 (%) <sup>5)</sup>		0,65	0,76	0,82	0,82	0,85	0,84	
7	A32	job-seekers on benefit, total	8	129 882	112 675	96 667	138 506	191 716	189 497	
8	A32a	of which: Czech citizens		128 257	111 128	95 184	135 841	187 293	185 494	
9	A32b	EEA and Switz. excl. Czech Republic <sup>19)</sup>		884	949	889	1 644	2 969	2 684	
10	A32c	EEA and Switz. total		129 14	112 077	96 073	137 485	190 262	188 178	
11	A32d	estimate: T-CN job-seekers on benefit <sup>6)</sup>		741	598	594	1 021	1 454	1 319	
12	A32e	row 11/row 7 (%)		0,57	0,53	0,61	0,74	0,76	0,70	

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

**Area d): Analytical indicators about the education of third-country nationals (T-CN) at schools in the Czech Republic**

row	symbol	indicator	source	academic year				
				2005/06	2007/08	2008/09	2009/10	
	b	c	d	e	f	g	h	
1	A61	total foreigners in kindergarten <sup>20)</sup>	7	3 213	3 078	3 535	3 963	
2	A61a	total T-CN in kindergarten		2 461	2 302	2 654	2 923	
3	A61b	T-CN as proportion of total foreigners in kindergarten	%	76,6	74,8	75,1	73,8	
4	A61c	T-CN as proportion of total children in kindergarten	%	0,9	0,8	0,9	0,9	
5	A62	total foreigners in primary school <sup>7)</sup>	7	12 279	12 963	13 583	13 839	
6	A62a	T-CN in primary school		9 386	9 643	9 887	10 053	
7	A62b	T-CN as proportion of total foreigners in primary school	%	76,4	74,4	72,8	72,6	
8	A62c	T-CN as proportion of total children in primary school	%	1,0	1,2	1,2	1,3	

row	symbol	indicator	source	academic year									
				2005/06		2007/08		2008/09		2009/10			
	a	b	c	d	e	f	g	h	i	j	k	l	
9	A63	total foreigners in secondary school <sup>21)</sup>	7	4 940	2 432	6 424	3 200	7 265	3 632	8 018	3 990		
10	A63a	T-CN in secondary school		3 684	1 838	4 785	2 388	5 413	2 698	6 024	3 007		
11	A63b	T-CN as proportion of total foreigners in secondary school	%	74,6	75,6	74,5	74,6	74,5	74,3	75,1	75,4		
12	A63c	T-CN as proportion of all children in secondary school	%	0,9	0,9	1,1	1,1	1,3	1,3	1,5	1,5		
13	A64	total foreigners in vocational college <sup>7)</sup>	7	313	203	321	224	307	206	349	236		
14	A64a	T-CN in vocational college		95	58	109	75	114	81	147	102		
15	A64b	T-CN as proportion of total foreigners in vocational college	%	30,4	28,6	34,0	33,5	37,1	39,3	42,1	43,2		
16	A64c	T-CN as proportion of all vocational college students	%	0,3	0,3	0,4	0,4	0,4	0,4	0,5	0,5		



4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	symbol	indicator	source	academic year											
				2005/06		2007/08		2008/09		2009/10					
				total e	women f	total g	women h	total i	women j	total k	women l				
a	b	c	d	e	f	g	h	i	j	k	l				
17	A65	total foreigners at university <sup>8)</sup>	7	21 003	10 634	27 580	14 139	31 218	16 037	34 552	17 921				
18		of which, type of course: <sup>9)</sup>													
19	A65a	bachelor's		10 563	5 161	15 157	7 533	17 227	8 672	18 517	9 455				
20	A65b	follow-up master's		1 437	735	3 725	2 011	5 610	2 983	7 146	3 790				
21	A65c	master's		7 405	4 076	6 641	3 737	6 343	3 575	6 396	3 622				
22	A65d	doctorate		1 801	760	2 406	1 053	2 541	1 110	2 801	1 217				
23	A66	T-CN at university <sup>8)</sup>	7	4 683	1 991	6 671	3 061	7 627	3 577	9 096	4 445				
24		of which, type of course: <sup>9)</sup>													
25	A66a	bachelor's		2 448	1 106	3 988	1 896	4 554	2 191	5 515	2 796				
26	A66b	follow-up master's		351	160	763	386	1 110	574	1 495	770				
27	A66c	master's		1 247	533	1 082	500	1 095	507	1 107	514				
28	A66d	Doctorate		675	208	887	307	928	343	1 033	396				
29	A67	T-CN as proportion of total foreigners at university	7	22,3	18,7	24,2	21,6	24,4	22,3	26,3	24,8				
30		of which, type of course: <sup>9)</sup>													
31	A67a	bachelor's		23,2	21,4	26,3	25,2	26,4	25,3	29,8	29,6				
32	A67b	follow-up master's		24,4	21,8	20,5	19,2	19,8	19,2	20,9	20,3				
33	A67c	master's		16,8	13,1	16,3	13,4	17,3	14,2	17,3	14,2				
34	A67d	doctorate		37,5	27,4	36,9	29,2	36,5	30,9	36,9	32,5				
35	A68	T-CN as proportion of total university students		1,7	1,4	2,1	1,8	2,3	1,9	2,3	2,1				
36		of which, type of course: <sup>10)</sup>													
37	A68a	bachelor's		1,7	1,5	2,1	1,9	2,1	1,9	2,3	2,1				
38	A68b	follow-up master's		1,6	1,3	1,6	1,5	1,8	1,7	1,9	1,6				
39	A68c	master's		1,4	1,1	1,8	1,3	2,3	1,6	2,4	1,7				
40	A68d	doctorate		3,3	2,7	4,1	3,6	4,2	3,8	4,0	3,7				
41	A69	total foreigners at university; core study fields	7	21 003	10 634	27 580	14 139	31 218	16 037	34 552	17 921				
42	A69a	natural sciences		1 895	532	2 751	757	3 108	888	3 435	1 083				

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	symbol	indicator	source	academic year											
				2005/06		2007/08		2008/09		2009/10					
				total e	women f	total g	women h	total i	women j	total k	women l				
a	b	c	d												
43	A69b	technical		3 510	864	4 381	1 195	5 004	1 331	5 595	1 551				
44	A69c	agricultural		503	284	650	386	676	400	782	470				
45	A69d	medical		3 997	2 230	4 758	2 639	4 978	2 743	5 368	2 950				
46	A69e	humanities and social sciences		2 665	1 707	3 911	2 494	4 381	2 830	5 154	3 292				
47	A69f	economic		5 815	3 268	7 544	4 236	8 850	4 973	10 809	6 251				
48	A69g	legal		1 185	646	2 063	1 247	2 272	1 410	1 166	612				
49	A69h	teacher training		1 341	1 026	1 439	1 104	1 610	1 230	1 792	1 416				
50	A69i	culture and art		580	318	650	366	829	472	951	542				
51	A70	T-CN at university; core study fields	7	4 683	1 991	6 671	3 061	7 627	3 577	9 096	4 445				
52	A70a	natural sciences		306	102	486	176	604	227	778	312				
53	A70b	technical		921	207	1 329	373	1 454	409	1 837	593				
54	A70c	agricultural		137	46	190	79	195	83	237	108				
55	A70d	medical		735	220	940	378	1 019	441	1 110	487				
56	A70e	humanities and social sciences		785	474	1 336	787	1 452	853	1 772	1 042				
57	A70f	economic		1 471	723	2 084	1 075	2 555	1 339	3 025	1 678				
58	A70g	legal		109	52	135	77	148	89	117	71				
59	A70h	teacher training		175	130	118	84	128	87	131	100				
60	A70i	culture and art		101	57	121	64	149	90	184	106				
61	A71	T-CN as proportion of total foreigners at university in core study fields	7	22,3	18,7	24,1	21,6	24,4	22,3	26,3	24,8				
62	A71a	natural sciences	%	16,1	19,2	17,7	23,2	19,4	25,6	22,6	28,8				
63	A71b	technical	%	26,2	24,0	30,3	31,2	29,1	30,7	32,8	38,2				
64	A71c	agricultural	%	27,2	16,2	29,2	20,5	28,8	20,8	30,3	23,0				
65	A71d	medical	%	18,4	9,9	19,8	14,3	20,5	16,1	20,7	16,5				
66	A71e	humanities and social sciences	%	29,5	27,8	34,2	31,6	33,1	30,1	34,4	31,7				
67	A71f	economic	%	25,3	22,1	27,6	25,4	28,9	26,9	28,0	26,8				
68	A71g	legal	%	9,2	8,0	6,5	6,2	6,5	6,3	10,0	11,6				
69	A71h	teacher training	%	13,0	12,7	8,2	7,6	8,0	7,1	7,3	7,1				
70	A71i	culture and art	%	17,4	17,9	18,6	17,5	18,0	19,1	19,3	19,6				

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

Area e): Analytical indicators about social benefits (state social support, assistance in material need benefits, care allowances) paid to third-country nationals (T-CN) with permanent residence in the Czech Republic in selected months in the years 2007-2010

row	symbol	indicator (benefit)	source	state social care benefits paid out in a month											
				12/2007		6/2008		12/2008		6/2009		12/2009			
				number of benefits	CZK (thousands)	number of benefits	CZK (thousands)	number of benefits	CZK (thousands)	number of benefits	CZK (thousands)	number of benefits	CZK (thousands)		
a	b	c	d	e	f	g	h	i	j	k	l	m	n		
1	A41	state social support benefits	8												
2	A42	Czech Republic population, total													
3	A42a	of which: child allowance		1 600 055	791 222	868 904	523 820	650 572	394 258	653 391	396 511	590 282	377 983		
4	A42b	social allowance		229 016	363 800	172 804	274 632	158 223	258 498	154 376	261 783	163 931	274 036		
5	A42c	housing allowance		96 755	117 248	94 265	151 828	86 303	141 470	101 180	209 293	111 380	228 517		
6	A42d	parental allowance		350 473	2 553 497	358 015	2 339 890	362 850	2 353 249	368 620	2 404 303	348 487	2 337 041		
7	A42e	foster care benefits		16 560	66 020	17 625	70 881	18 086	72 566	19 124	77 012	19 795	80 231		
8	A42f	birth grant		8 377	155 186	10 031	134 071	8 452	112 687	9 982	132 509	8 648	114 919		
9	A42g	funeral grant		7 965	39 829	297	1 489	272	1 360	238	1 195	249	1 245		
10	A42h	school aids allowance		1 098	1 098	74	74	0	0	0	0	0	0		
11	A43	citizens of EEA + Switz. in total	8												
12	A43a	of which: child allowance		9 692	5 054	8 869	4 674	6 981	3 696	6 731	3 615	5 623	3 345		
13	A43b	social allowance		408	763	380	635	358	685	408	780	486	855		
14	A43c	housing allowance		90	128	92	166	117	194	151	349	166	408		
15	A43d	parental allowance		3 751	26 637	4 346	27 982	4 713	29 673	4 942	31 431	5 034	33 440		
16	A43e	foster care benefits		39	151	30	118	32	117	38	145	36	195		
17	A43f	birth grant		89	1 722	103	1 395	104	1 368	114	1 534	128	1 663		
18	A43g	funeral grant		6	30	4	20	3	15	2	10	2	10		
19	A43h	school aids allowance		0	0	0	0	0	0	0	0	0	0		
20	A44	T-CN total	8												
21	A44a	of which: child allowance		3 808	2 197	3 693	2 090	3 193	1 830	4 033	2 281	4 016	2 521		
22	A44b	social allowance		613	869	592	832	586	858	720	1 010	787	1 146		
23	A44c	housing allowance		177	299	196	438	217	555	299	933	335	1 012		
24	A44d	parental allowance		2 324	17 243	2 834	18 875	3 188	20 295	3 764	23 844	4 220	26 687		
25	A44e	foster care benefits		13	66	14	70	11	34	12	52	14	66		
26	A44f	birth grant		80	1 420	116	1 568	123	1 596	133	1 717	162	2 132		

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

continued

row	symbol	indicator (benefit)	source	state social care benefits paid out in a month											
				12/2007		6/2008		12/2008		6/2009		12/2009			
				number of benefits (thousands)	CZK (thousands)	number of benefits	CZK (thousands)	number of benefits (thousands)	CZK (thousands)	number of benefits (thousands)	CZK (thousands)	number of benefits	CZK (thousands)	number of benefits	CZK (thousands)
a	b	c	d	e	f	g	h	i	j	k	l	m	n		
27	A44g	funeral grant		1	5	0	0	2	10	1	5	0	0	0	
28	A44h	school aids allowance		1	1	0	0	0	0	0	0	0	0	0	
29	A45	assistance in material need	8												
30	A46	Czech Republic population, total	8												
31	A46a	of which: allowance for living		72 377	191 119	66 677	180 081	62 636	171 607	72 029	199 153	82 867	222 331		
32	A46b	housing supplement		26 473	46 858	21 406	39 341	18 867	37 083	19 177	40 928	22 172	50 528		
33	A46c	extraordinary immediate assistance		4 824	9 921	5 584	12 167	5 781	14 403	8 963	20 307	8 388	20 381		
34	A47	citizens of EEA + Switz. in total	8												
35	A47a	of which: allowance for living		477	1 593	481	1 487	464	1 409	553	1 729	692	2 140		
36	A47b	housing supplement		167	327	154	280	141	258	147	334	183	467		
37	A47c	extraordinary immediate assistance		25	46	56	149	65	149	78	170	103	275		
38	A48	T-CN total	8												
39	A48a	of which: allowance for living		570	2 067	535	1 930	498	1 613	566	1 703	670	1 986		
40	A48b	housing supplement		260	620	238	543	207	542	211	531	212	542		
41	A48c	extraordinary immediate assistance		38	148	37	107	55	196	45	114	74	163		
42	A49	care allowances	8												
43	A49a	of which: Czech Republic population, total		301 867	1 479 117	312 171	1 501 852	298 270	1 498 693	308 578	1 586 326	308 871	1 612 551		
44	A49b	citizens of EEA + Switz. in total		206	1 383	259	1 469	301	1 631	323	1 709	367	1 904		
45	A49c	T-CN total		181	974	175	1 077	218	1 225	258	1 552	285	1 568		

4. Characteristics of the substance and structure of the „System of Quantitative Indicators Monitoring the Outcomes of the Integration of Third-country Nationals into Czech Society“

Summary of analytical indicators of social benefits in selected months in the years 2007-2010

row	symbol	indicator (benefits aggregate)	source	aggregate of benefits paid out in a month												
				12/2007		6/2008		12/2008		6/2009						
				number of benefits (thousands)	CZK (thousands)	number of benefits	CZK (thousands)	number of benefits	CZK (thousands)	number of benefits	CZK (thousands)					
a	b	c	d	e	f	g	h	i	j	k	l					
1	A50	<b>state social support, total</b>	8													
2	A50a	Czech Republic population		2 310 569	4 062 100	1 522 015	3 496 769	1 284 758	3 334 078	1 306 911	3 482 606					
3	A50b	T-CN		7 017	22 100	7 445	23 873	7 320	25 178	8 962	29 842					
4	A51	<b>assistance in material need, total</b>	8													
5	A51a	Czech Republic population		103 944	247 898	93 667	231 589	87 824	223 093	100 169	260 388					
6	A51b	T-CN		868	2 835	810	2 580	760	2 351	822	2 348					
7	A52	<b>care allowance, total</b>	8													
8	A52a	Czech Republic population		301 867	1 479 117	312 171	1 501 852	298 270	1 498 693	308 578	1 586 326					
9	A52b	T-CN		181	974	175	1 077	218	1 225	258	1 552					
10	A53	<b>benefits, total</b>	8													
11	A53a	Czech Republic population		2 716 380	5 789 115	1 927 853	5 233 449	1 670 852	5 055 864	1 715 658	5 329 320					
12	A53b	T-CN		8 066	25 909	8 430	27 530	8 298	28 754	10 042	33 742					

## 5. Requirements of European institutions regarding monitoring of the results of EU member states' integration policies

In the last few years (2008-2009) there has been a growing tendency to move away from research studies and projects towards the activities and programmes of the European Union's political and executive authorities, i.e. from analytical and fact-finding work towards concrete projects to create systems for monitoring and assessing the integration of foreigners living in host countries. This shift was informed by the conclusions of the Council of the EU from November 2008. The first concrete results of this line of thinking were generated by **a conference on indicators and experiences in monitoring integration in EU countries staged by the German government in Berlin in June 2009**. The conference brought a clear focus on the integration of third-country nationals, the gathering of official data on foreigner numbers, migration phases, the focus of integration policies and their institutional underpinning in 19 member states of the EU and Norway. The Berlin conference reached consensus on the basic principles for constructing monitoring systems and assessing integration processes and policies. According to these principles, monitoring and assessment procedures are

- tools used by individual member states to assess the results of their integration policies and monitor the overall development of integration in these countries;
- an important basis for planning and adopting decisions in integration policy and simultaneously a starting point for substantiated and objective international debate on the integration of immigrants.

Monitoring systems should be based on ***both quantitative and qualitative indicators***. In order to understand the contexts of integration processes it is crucial that *quantitative data* are broken down by gender structures, age structures and the social status of foreigners. *Qualitative indicators* obtained as a rule through special empirical research reflect various attitudes of immigrants and the host society towards the issue of integration, e.g. the host society's perceptions of and attitudes to foreigners and vice versa. In EU countries monitoring procedures should be based on broad political consensus regarding both the methods for monitoring immigrant integration and the set of indicators employed.

The Berlin conference showed clearly that the majority of European member states possess aggregate data on foreigners (and/or immigrants born abroad). The conference conclusions stressed that the monitoring systems should include data on the children of these immigrants in order to identify integration processes continuing in the second (or subsequent) generation. In view of their substantially shorter history of immigration, monitoring the second generation of immigrants is a particular problem for new member states, including the Czech Republic. (*Documents from the Berlin conference on integration monitoring, 2009*).

The Swedish presidency of the EU (second half of 2009) produced another strong impulse for work related to the monitoring of foreigners. Under an initiative of the Swedish presidency the fundamental requirements for monitoring indicators and key monitoring areas were approved. The conclusions of a memorandum submitted at a conference in Malmö (December 2009) lay a firm foundation for the system of key indicators allowing comparisons of the situations in different member countries. Ideas

## 5. Requirements of European institutions regarding monitoring of the results of EU member states' integration policies

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were also presented for the substance and methodology of national systems of basic indicators for monitoring and assessing the integration processes of third-country nationals in a particular country.

The memorandum also identifies requirements that should be placed on the monitoring indicators system. The key indicators at European level should primarily be based on currently available (official) quantitative data statistics that simply and comprehensibly depict fundamental movements in important areas of integration policy and are affordable. It is also practical to develop qualitative data obtained through a wide variety of surveys, above all for acquiring information about those areas where statistical data are either absent or not particularly valid (in the Czech Republic, for example, information about foreigners' educational background).

The basis of the European system for monitoring and assessing the integration process is the substantive and methodological comparability (harmonisation) of information between member states and between different time periods. For that reason, precedence will be given to indicators that have been (or soon will be) made substantively and methodologically comparable at all levels of EU states. At the same time, important substantive areas of the integration of foreigners were defined where comparable (harmonised) data for member states do not yet exist. These areas will be gradually specified further and should represent further fields of the possible expansion of the monitoring systems.

Besides the requirement that gender and age are specified in the target groups of foreigners, the Swedish presidency documents emphasise the fundamental requirement that social and economic characteristics should be compared between the national population (majority population) and the target group(s) of foreigners.

After an exchange of opinions between experts from member states, **a limited number of areas in the integration of third-country nationals were identified** as requiring more political effort and expert attention. These areas are:

- employment;
- education;
- social status and the risk of social exclusion;
- civic activities.

The employment of third-country nationals is viewed as a fundamental component of their integration into majority society and educational endeavour is a key aspect of making immigrants more active and successful members of society in the host country. Besides access to the labour market, social status and the degree of risk of immigrants' social exclusion are fundamental to involvement in societal relationships in the host country. Foreigners' participation in civic activities is regarded as an equally important aspect of integration, as it deepens their integration into majority society and strengthens the sense of belonging.

In each of these integration policy areas, **a relatively small set of specific key indicators** determining the node points of success in the integration process was defined (see the list below).

## 5. Requirements of European institutions regarding monitoring of the results of EU member states' integration policies

policy area	key indicators
employment	<ul style="list-style-type: none"> <li>- rate of employment</li> <li>- rate of unemployment</li> <li>- level of economic activity</li> </ul>
education, learning	<ul style="list-style-type: none"> <li>attained education (proportion of the population with tertiary, secondary and primary or lower education)</li> <li>- proportion of 15 year olds achieving poor grades (in reading, mathematics and other subjects)</li> <li>- proportion of 30-34 year olds with tertiary education</li> <li>- proportion of persons who finished school and vocational training prematurely</li> </ul>
social status, the risk of social exclusion	<ul style="list-style-type: none"> <li>- median net income (median net income of the immigrant population as a proportion of the median net income of the entire population)</li> <li>- level of risk of poverty – proportion of the population with net disposable income lower than 60% of the national median</li> <li>- proportion of the population perceiving its own health as good or bad</li> <li>- ratio of well-off and badly off persons among immigrants and the entire population</li> </ul>
civic activities <sup>13</sup>	<ul style="list-style-type: none"> <li>- proportion of immigrants who have acquired citizenship</li> <li>- proportion of immigrants with permanent/long-term residence permit</li> <li>- proportion of immigrants among elected representatives</li> </ul>

The conclusions of the Swedish presidency stem from the conviction that the values of the key indicators that are comparable between member states will be based on the results of sample surveys organised and coordinated by Eurostat. This means primarily Labour Force Surveys and EU-Statistics of Income and Living Conditions.<sup>14</sup>

As regards indicators from "development areas" – i.e. areas which the majority of member states regard as important for monitoring national processes of immigrant integration but currently lack comparable data (or data monitored and harmonised by Eurostat) – the Swedish presidency recommends indicators on self-employment, electoral participation of the target group of entitled voters and sense of belonging to the society of the host country.

Another fundamental requirement is the creation of long-term time series showing the development of a specific area of integration over time. To summarise the requirements of the Swedish presidency, the monitoring indicators should be based on comparability between states, comparability over time and comparability for different sections of the population. Monitoring indicators for the integration of third-country nationals should also be cost-effective (based on existing and regularly collected data) and simple to understand and interpret.

<sup>13</sup> Member states do not all have the same opinion on indicators related to civic activities at present. Opinions differ as to the goals and regulatory frameworks of integration policies in different member states. However, active citizenship is an important area for development given that immigrants' participation in democratic processes as active citizens supports their integration and enhances their sense of belonging.

<sup>14</sup> Key indicators in the fields "Employment" and "Education (learning)" are based on the LFS results; the results of the Income and Living Conditions Survey form the basis of the key indicators in the political field "Social status, risk of social exclusion".



## 6. Attitudes of questioned NGO representatives to the existing information sources

One of the planned outputs was the performance of a qualitative survey of representatives of non-government non-profit organisations (NGOs) whose work deals with the integration of foreigners in the Czech Republic. The qualitative survey in the form of managed interviews took place during October and November 2009.

15 entities were contacted<sup>15</sup>; the interviews were conducted on the basis of a pre-prepared exploratory scheme. The survey is not representative; the selection of respondents was random, designed to cover both entities operating in Prague (or other major cities, e.g. Brno etc.) and entities from smaller regions in Bohemia and Moravia. The overall approach was based on the standard principles of this methodology, preserving the respondents' anonymity and using recordings and transcripts.

**The survey's basic aim** was to find out what barriers (problems) hinder the integration of third-country nationals in the Czech Republic, to identify the most vulnerable groups of foreigners and to explore opinions and attitudes regarding monitoring and assessment of the integration process.

There were also **secondary goals**. For example, ascertaining the type of work done by the questioned NGOs that contributes most to third-country nationals' integration in a particular region, the outcomes of this work, and how it is recorded and assessed. Emphasis was placed on finding out about problem groups of third-country nationals, whereby the basic criterion was demographic factors (immigrants' gender, age, education), nationality or other criteria mentioned by respondents.

In this part we will concentrate solely on the question of monitoring and assessing the integration process of third-country nationals. In this context the interviewer asked about the respondents' specific experiences, attitudes to the existing information sources concerning the integration of third-country nationals in the Czech Republic and the practical use of these sources.

The representatives of the surveyed NGOs rate the current statistical databases on foreigners in the Czech Republic relatively positively. The respondents are interested in statistical data; they would welcome the ability to compare the data to majority society and between regions. They make practical use of the statistics in their work, in dealings with regional entities and when applying for projects.

The fragmented nature of the information on the web sites of the different ministries, the fact that the data is not up-dated sufficiently regularly and the way data is sorting from the regional point of view remain a problem.

The part of the interviews about the respondents' suggestions for monitoring and assessing the integration process was inspirational for the integration monitoring methodology proposal.

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<sup>15</sup> To gain additional information the last interview was conducted with the representative of the regional assembly of the selected region in charge of foreigners' integration.

## **6.1 Suggestions for monitoring and assessing the integration process of third-country nationals in the Czech Republic from the perspective of NGO representatives**

The respondents' suggestions can be summarised in the following proposed monitoring indicators:

- **Monitoring crime committed by foreigners relative to individual nationalities and the majority population**  
substantiation: improving foreigners' media image in the Czech Republic (e.g. media image of Vietnamese people in media coverage of illegal marijuana factories);
- **Monitoring majority society's attitude to foreigners**  
substantiation: integration needs to be understood as a two-way process in which majority society's attitude to foreigners, tolerance and willingness to permit inclusion in society play a fundamental role;
- **Monitoring the number of NGOs dealing with foreigners relative to the population of a given region**  
substantiation: the uneven spread of organisations of this kind across the Czech Republic; more difficult working conditions for organisations from smaller, outlying regions that are further from a regional capital (affects some regions in Moravia, for example);
- **Number of Czech language courses on offer, financial terms of study for third-country nationals and regional distribution of organised courses**  
substantiation: given the legal condition of permanent residence applications, practical opportunities should be provided for staging Czech language courses in the Czech Republic and there should be an overview of this activity;
- **Marriages between foreigners and Czech citizens**  
substantiation: much simpler integration into Czech society (attention should be paid to faked marriages)
- **Number of foreigners' children who did not complete compulsory schooling**  
substantiation: negative consequences for the second generation of immigrants in the Czech Republic
- **Number of foreigners' children who break the law and play truant**  
substantiation: negative consequences for the second generation of immigrants in the Czech Republic
- **Number of schools with capacities set aside for working with children of foreigners (assistance for teachers)**  
substantiation: negative consequences for the second generation of immigrants in the Czech Republic

- **NGOs or other entities offering additional teaching for foreigners' children who were placed in school in the middle of the schooling cycle**

substantiation: negative consequences for the second generation of immigrants in the Czech Republic

- **Monitoring illegal work by foreigners**

substantiation: negative consequences for society (labour market, tax and social systems) and the immigrant (violation of the Labour Code, exploitation);

substantiation: in formal terms the highest degree of integration into majority society.

The respondents highlight the need to perform field surveys to ascertain the changing attitudes, opinions, current problems and **needs of the foreigners themselves**. They regard gathering qualitative data from the foreigners' point of view as an integral part of monitoring and assessing the integration process.

The respondents regard **foreigners' motivation and prospects** as a fundamental aspect of integration. The motivation and prospects are basically two-sided: earning money and returning home and to one's family (typical for a number of immigrants from Ukraine or trying to settle down and start a family in the host country (typical for a number of immigrants from Vietnam). The original motivation may, however, change during the immigrant's stay in the host country. The majority society's attitude to foreigners and the integration tools it uses play a significant role here.

## Conclusion

### **Assessment of the creation of a domestic monitoring system for third-country nationals' integration in the context of the requirements of European institutions**

As indicated earlier, the creation of a system of indicators at national level for monitoring the outcomes of the integration processes and policies concerning third-country nationals in the Czech Republic is **in the initial phase**.<sup>16</sup> That applies both to the relatively independent national system for gathering and assessing information at central (national) level and also, and most notably, to fulfilling the requirements of the Swedish presidency concerning the scope and methodology of key monitoring indicators with the emphasis on comparing the state and development of integration processes and policies between member states.

The cornerstone of central monitoring is **assessment of information sources** that can be used to define the set of monitoring indicators. There are three areas of potential information sources about the integration of third-country nationals in the Czech Republic:

- a) **administrative databases of central authorities** (or possibly special institutions charged with collecting and processing the relevant data) with powers in specific areas of the lives of foreigners in the Czech Republic;
- b) **Czech Statistical Office surveys** covering the overall population, in which foreigners are a subset encompassing a further subset of third-country nationals;
- c) **specific and summary findings of studies** by research and analytical institutions, local government authorities and NGOs concerning foreigners.

Analysis of the information sources leads to the conclusion that only the administrative databases of central authorities and institutions can be used for the set of integration policy monitoring and assessment indicators at central level in the Czech Republic in the immediate future. Despite a number of limitations and gaps, these databases provide significant sets of information regarding the residence, employment, education and the social status of third-country nationals. The main problems with these databases stem from the fact that they are designed to support the exercise of state administration in the fields in question and are not primarily intended for statistical purposes. The individual fields are not interlinked; there is very limited opportunity to obtain individual data on third-country nationals. As a result, differences are found between, for example, records of foreigners' residence (data of the Ministry of the Interior of the Czech Republic) and records of their employment (Ministry of Labour and Social Affairs and Ministry of Industry and Trade); similarly, there is no information about premature school leaving among the children of third-country nationals. Sorting the data by selected criteria and comparing information about third-country nationals with the group of all foreigners in the Czech Republic and with the majority population is also hindered by a number of problems and barriers: the absence of reliable information about the educational background of third-country nationals coming to the Czech Republic is a typical example. It is a reasonable assumption that most of these problems will gradually be eliminated by the

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<sup>16</sup> See the Ministry of the Interior project financed out of the European Integration fund: "Methodology of Monitoring Tools for the Integration Process of Third-country Nationals in the Czech Republic", Vavrečková, Baštýř, RILSA, 2<sup>nd</sup> half of 2009, 2010

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implementation of *The Concept of the Collection and Processing of Strategic Data Linked to Migration and Integration of Foreigners in the Czech Republic*, which the Czech Statistical Office submitted to the Czech government this year (2010).

According to the requirements of European institutions, *sample-based surveys by the Czech Statistical Office* focusing on employment and households' living conditions should form the basis for identifying key indicators (comparability of the state and development of immigrant integration between member states). In the Czech Republic, however, these surveys cannot form the basis for an immigrant integration monitoring system in the immediate future. There are several reasons for this. The principal reason is that the set of foreigners in the sample of households and the subset of third-country nationals is not sufficiently representative, as the number of these foreigners in the population is still relatively low. In the Labour Force Survey, for example, approx. 600 persons are third-country nationals, which represents roughly 50,000 persons when extrapolated to the entire population; that is less than a quarter of the third-country nationals in employment ascertained from the MoLSA and MoIT administrative sources. The survey on household incomes and living conditions (EU-SILC) reveals the low representativeness of the set and thus the validity of data on foreigners in total and third-country nationals. This survey, which looked at the distribution of net incomes per person in a household, for example, is also primarily intended to provide information for the sum of households. The low reliability (credibility) of these surveys' findings is not just a question of the small size of the survey samples that cannot be representative of the population of foreigners living in the Czech Republic. It is also a matter of the data gathering methods: the surveys do not take into account the fact that the distribution of foreigners across the Czech Republic is different from that of the general population; and the surveys are only conducted in households in permanently inhabited buildings, not in mass accommodation facilities where a significant number of third-country nationals live. There are also problems with the data collection: the target group of foreigners is generally more mistrustful of answering the survey questions (there is a substantially higher proportion of non-responses); they are concerned about being targeted by the state authorities; the situation is also complicated by the language barrier.

As regards the summary and generalised findings of *various research studies and activities* focusing on more detailed analyses and the practical influencing of various immigrant integration processes in the Czech Republic, they are practical and significant for more detailed assessment, commentary and illustration of the state of development of centrally monitored integration indicators, but they cannot be made into the basis of a comprehensive central monitoring system.

It is clear from the above that **direct substantive and methodological comparability with the key integration process indicators envisaged in a harmonised European system cannot be achieved in the Czech Republic at present**. Creating a system based on sample surveys will require more time, more work and, above all, greater cost.

Having said that, it is a good idea to start devising a national system of basic indicators characterising the state of and changes in integration processes and policies in respect of third-country nationals. This is made necessary both by the number of these foreigners legally residing in the Czech Republic and by the socio-economic phase the integration processes and policies are currently in (overlapping of the first generation of migrants with the second, predominantly underage stratum, family reunion, migration plans and integration efforts of individual foreigners etc., combined with considerable differentiation of third-country nationals by country of origin or

nationality). Administrative databases which, despite problems with the scope and quality of information, provide significant and entirely adequate information in a number of fields currently make it possible to lay the system's foundations. It should be realised that creating even this system of indicators (centrally monitoring immigrant integration on the basis of administrative data) will be a long-term process, evidently lasting several years.

**When creating a Czech monitoring system for the integration of third-country nationals** it will be practical and effective – as set out in the Swedish presidency documents – to concentrate on a limited number of the most important thematic areas and to define in each such area a limited number of key indicators depicting fundamental aspects of integration. The categories of residence, employment and access to the domestic labour market, education, social inclusion, social benefits and healthcare can without doubt be regarded as important aspects of the integration of third-country nationals. It is essential that the diffuse data are concentrated in a unified system, that attempts are made to secure the currently lacking information (e.g. educational attainment, income levels etc.) and to improve the quality of this information. At the same time, a set of comparative indicators should be created to show relative states and levels in respect of the population of the Czech Republic and the group of all foreigners in the country and over time.

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## Appendix 1

### Ministries and other central authorities operating administrative databases on the migration and integration of foreigners; main fields of information and information sources (source systems)<sup>17</sup>

ministries, other central authorities	main fields of information	basic information sources
Ministry of the Interior Police of the Czech Republic, Foreigners and Borders Police	number of foreigners in the Czech Republic, types (categories) of residence, internal and foreign migration of foreigners, international protection proceedings, acquisition of state citizenship	<ul style="list-style-type: none"> <li>- Information System of Population Records</li> <li>- Foreigners Information System (Police of the Czech Republic, Foreigners and Borders Police)</li> <li>- Asylum information system</li> <li>- State citizenship records</li> </ul>
Ministry of Labour and Social Affairs	economic activity (number of employees and equivalent groups of workers), number of unemployed, social status pay and earnings (wages)	<ul style="list-style-type: none"> <li>- <i>Okpráce</i> system</li> <li>- Status (Operation) of Foreign Workers on the Labour Market of the Czech Republic</li> <li>- Information System on Average Earnings</li> <li>- Statistics from Labour Force Survey project</li> </ul>
Ministry of Industry and Trade	economic activity of traders (number)	Trades Enterprise Register
Ministry of Education, Youth and Sports; Institute for Information on Education	education of foreigners	<ul style="list-style-type: none"> <li>- Foreigners Education Statistics</li> </ul>
Ministry of Health; Institute of Health Information and Statistics	healthcare for foreigners	<ul style="list-style-type: none"> <li>- reports on foreigners' use of healthcare</li> <li>- information from the Universal Health Insurance Company</li> <li>- National Registered of Hospitalised Persons</li> <li>- National Register of Abortions</li> <li>- Information system of public health protection authorities (tuberculosis register)</li> </ul>
Ministry of Justice	crime by foreigners	<ul style="list-style-type: none"> <li>- central record of prisoners</li> <li>- statistics of courts and public prosecutors</li> </ul>
Czech Statistical Office	number of foreigners, types (categories) of residence, internal and foreign migration of foreigners	<ul style="list-style-type: none"> <li>- National Census</li> <li>- Labour Force Survey (LFS)</li> <li>- Survey of Incomes and Living Conditions (SILC)</li> </ul>

<sup>17</sup> Drawn up using the "Concept of the Collection and Processing of Statistical Data Linked to the Migration and Integration of Foreigners in the Territory of the Czech Republic", Czech Statistical Office, 2010).

## Appendix 2

### Notes and explanations for chapter 4 (subchapter 4.1)

- 1) *Bulgarian and Romanian nationals are not included in the data for reasons of comparability with other periods*
- 2) *Guideline figure*
- 3) *Figure does not distinguish foreigners by citizens of EEA (including EU) and Switzerland and third-country nationals; this distinction would be discriminatory*
- 4) *ISCO 1: legislators, managers and senior officials; ISCO 2: science, administrative and other professionals; ISCO 3: technicians, health and teaching associate professionals; ISCO 4: clerical support workers; ISCO 5: service and sales workers; ISCO 6: skilled agricultural, forestry and fishery workers; ISCO 7: craft and related trade workers; ISCO 8: machine and plant operators; ISCO 9 elementary occupations*
- 5) *Unless stated otherwise, the numbers of third-country nationals **do not include asylum seekers/beneficiaries***
- 6) *Estimated proportion of job-seekers who are third-country nationals as a percentage of total job-seekers*
- 7) *Children in primary school*
- 8) *Students at university*
- 9) *Total for presence, distance and combined study*
- 10) *Total number of students at public and private universities*
- 11) *Academic year 2005/06*
- 12) *Academic year 2007/08*
- 13) *Academic year 2008/09*
- 14) *Academic year 2009/10*
- 15) *Total of foreigners registered at labour offices (LO) and foreigners with a trades licence*
- 16) *Employed T-CN registered at labour offices consists of (Sections 89 and 102 of the employment act):*
  - a) *employees, i.e. those employed in an employment relationship or on the basis of an agreement on work done outside an employment relationship*
  - b) *members, statutory bodies or members of a statutory body or other body of a commercial company*
  - c) *members of a cooperative or members of a statutory body or other body of a cooperative, including in the cases b) and c) if the persons carry out tasks related to the legal person's subject of business*
- 17) *Foreigners who do not need an employment permit for employment in an employment relationship or under an agreement on the performance of work*
- 18) *Difference between rows 1 and 4, or between rows 7 and 10*
- 19) *The numbers stand for the following information sources:*
  - 1) *Czech Statistical Office: Cizinci v České republice (Foreigners in the Czech Republic), 2005, 2008, 2009 (ISBN 978-80-250-1993-1);*
  - 1a) *Czech Statistical Office: Foreigners, [http://www.czso.cz/cizinci.nsf/kapitola/ciz\\_pocet\\_cizincu](http://www.czso.cz/cizinci.nsf/kapitola/ciz_pocet_cizincu), ciz\_zaměstnanost et al.*
  - 2) *Czech Statistical Office: Labour Market in the Czech Republic 1993 to 2008, code 3103-09;*

- 3) *Czech Statistical Office: Employment and unemployment in the Czech Republic according to Labour Force Surveys – annual averages 2009, code w-3115-10;*
- 4) *Czech Statistical Office: Population: Population flux in the Czech Republic in the years 1992 to 2010, absolute monthly figures, [http://www.czso.cz/csu/csu.nsf/i/oby\\_abs/\\$File/c-4005-10.xls](http://www.czso.cz/csu/csu.nsf/i/oby_abs/$File/c-4005-10.xls)*
- 5) *RILSA: International labour migration in the Czech Republic, Bulletin no. 21, 22, 23, 24*
- 6) *MoLSA, Employment Services Administration: Statistical yearbook of the labour market in the Czech Republic, 2004, 2007, 2008, 2009 (ISBN 978-80-7421-016-7)  
[http://portal.mpsv.cz/sz/stat/stro/rocenka\\_2009portal.pdf](http://portal.mpsv.cz/sz/stat/stro/rocenka_2009portal.pdf);*
- 7) *Institute for Information on Education,  
<http://toiler.uivcz/rocenak/rocenka.asp>;*
- 8) *MoLSA: Special survey, MoLSA analyses and statistics division*
- 9) *MoLSA: Special survey, employment policy division, foreign employment department*

## Appendix 3

Section D: Numerical values of selected characteristics of the national economy (or citizens) of the Czech Republic in the years 2004-2009 – “supplementary indicators” used to define the values of comparative indicators in Section C

row	indicator symbol	structure of system of indicators, indicator name	information source	data for					
				2004	2007	1 <sup>st</sup> half of 2008	2008	1 <sup>st</sup> half of 2009	2009
a	b	c	d	e	f	g	h	i	j
1	D1a	population of the Czech Republic – state at the end of the period (persons)	4	10 22 0577	10 381 130	10 429 926	10 467 542	10 489 183	10 506 813
2	D1b	population of the Czech Republic – average state (thousands of persons)	2, 3	10 211,6	10 320,4	10 409,3	10 421,9	10 488,5	10 498,8
3	D2	number of all foreigners legally residing in the Czech Republic, states at the end of the period (persons)	1,5	254 294	392 315	413 794	437 565	442 506	433 305
4	D3	total number of employed persons in Czech economy, average states (thousands of persons)	2, 3	4 706,6	4 922,0	4 986,3	5 002,5	4 941,3	4 934,3
5	D4	total of unemployed and inactive persons (including children up to 15) in the Czech economy – average state (thousands of persons)	2, 3	5 505,0	5 398,4	5 423,0	5 419,4	5 547,2	5 564,5
6	D5a	job-seekers (“unemployed persons registered at LO”) – average state (thousands of persons)	6	537,4	392,8	328,7	324,6	442,3	465,6
7	D5b	job-seekers (“unemployed persons registered at LO”) – state in the last month of the period (thousands of persons)	6	541,7	354,9	297,9	352,2	463,7	539,1
8	D6	workforce in the Czech Republic – sliding monthly average (persons)	5, 6	5 272 782	5 544 625	5 578 900	5 621 070	5 668 889	5 708 580
9	D7	number of persons working on their own account in the Czech economy, average state (thousands of persons)	2, 3	573,2	582,3	589,0	596,3	605,0	614,2
10	D8	number of employers (employing employees) – average state (thousands of persons)	2, 3	187,5	184,0	181,4	178,7	181,2	183,6
11	D9	number of children at primary school – total (thousands of persons)	7	917	845	816	794		
12	D10	total number of benefits paid out in the Czech Republic in the last month of the period	8		2 716 380	1 927 853	1 670 852	1 715 658	1 665 070