

## Regional Networking in Vysocina Region

*This regional report is written on the basis of information from article 6 partner from Vysocina Region, CZ, hence Labour Office of Jihlava (LOJI) and Vysocina Region Regional Authority (VRRRA)*

- **The organisation's / the region's experiences with regional co-operation**
  - **With whom do you co-operate?**
  - **How do you co-operate? On a formal basis or an informal basis?**

### LOJI

LOJI has been a part of the countrywide labour offices network established in the early 90<sup>th</sup> of last century after the revolutionary change of the economy and the market into free market economy as a result of the changed political system.

On the operational level labour offices functions are comparable to those (PES and employment centres) of other EU states. The crucial point from the political and organizational aspect is that LOJI is a state body, under the responsibility of Ministry of Labour and Social Affairs (MoLSA) executed via Employment Services Administration (ESA). So its position is kind of semi: having its own legal status and responsibility it is directly dependant on the state budget and state employment policy as well as on administrative and methodological coaching from ESA.

Below the main cooperation counterparts and contents are listed.

#### Employment Services Administration, Ministry of Labour and Social Affairs / ESA, MoLSA

- ✓ guidance and assistance to implement both state and EU employment policy programs on the regional level (NUTS II)
- ✓ help to take actions within legal framework concerning employment issues
- ✓ administrative support and background
- ✓ both on formal and informal basis

#### National Training Fund / NTF

- ✓ assistance to implement EU employment policy programs on the regional level (NUTS II)
- ✓ strategy and advice on regional environment for human resources development
- ✓ project development as for HRD
- ✓ both on formal and informal basis

#### Other Labour Offices in the Vysocina Region

- ✓ coordination of services and activities on regional basis
- ✓ sharing of experience and information
- ✓ both on formal and informal basis

#### Social Security Administration

- ✓ information exchange on workers insurance issues
- ✓ on formal basis

#### Aliens Police

- ✓ information exchange, checking and inspection work concerning employment of foreigners
- ✓ both on formal and informal basis

#### Regional Chamber of Commerce

- ✓ information exchange and consulting on support of entrepreneurship
- ✓ member of LOJI Advisory Committee
- ✓ member of Regional Council for HRD
- ✓ both on formal and informal basis



# Regional Key Competencies

- a way to manage structural changes (ATS)

## Trade Unions

- ✓ information exchange on employment conditions
- ✓ member of LOJI Advisory Committee
- ✓ member of Regional Council for HRD
- ✓ on formal basis

## Educational Centres, NGOs

- ✓ arrangement of vocational training and retraining courses
- ✓ member of Regional Council for HRD
- ✓ both on formal basis

## Regional Authority

- ✓ information exchange on regional labour market and overall development of the Vysocina region
- ✓ realization of "Partnership for Vysocina" project
- ✓ both on formal and informal basis

## VVRA

The region Vysocina was established as all Czech regions by Act No. 347/1997 (legal validity from 1.1.2000) in 2000 as a territory-based community of citizens entitled to self-government. Within ATS independent powers, it takes care of the comprehensive development of ATS territory and the needs of ATS population.

The supreme self-administrative body of the Vysocina region is the Regional Assembly (45 members, 4-year electoral term), which performs such tasks as decision on imovable property belonging to the region, move bills to the House of Representatives, approval of the regional budget and account, approval of the conceptual development plans for the region, election and withdrawal of the President and other members of the Regional Council, decision on the establishment and dissolution of subsidised organizations (incl. secondary schools). Regional Assembly meets regularly 4 times a year as minimum.

Regional executive body active within its independent powers is the Regional Council (9 members) with the President at the head. The Regional Council is responsible for running the region in accordance with an approved budget, sets the number of regional authority staff, deals with proposals, comments, and issues raised on behalf of towns and villages, establishes committees of the Regional Council as initiative and advisory bodies of the Regional Council. Regional Council meets regularly once a week.

The Regional Authority performs tasks within the sphere of its independent powers set by the elective bodies of the region (the Regional Council and the Regional Assembly). These tasks are defined by law as performance of independent powers. The law additionally recognizes performance of delegated powers. As far as performance within the delegated powers is concerned, the regional authority reports to state administration authorities (especially the relevant ministries) that charge the regional authority with state administration tasks. The Authority is headed by a Chief Executive Officer and is divided into departments, which are further divided into sections.

The Vysocina region co-operates with towns and villages, while not interfering with their independent power.

**Employment bureau** – resolves tasks related to the active employment policies, ensures coordination and creation of international programs for human resources development, funded from EU structural funds. They provide data of employment rate in municipalities, which serve as necessary base for the right aim of grant programs passed from the Vysocina Fund. In close cooperation with the Vysocina Region they elaborate analysis of labor market needs, results of which will be a base for profiling of secondary education in our region.

**Regional Chamber of Commerce** – support of entrepreneurship, enforcement and patronage of its members interests. The Vysocina Region organizes with RCC business forums for entrepreneurs from our region with business partners abroad, which are traditionally of a great success. On the base of





# Regional Key Competencies

- a way to manage structural changes (ATB)

Legal Act of Mutual Cooperation (signed 2004) between the Vysocina region and Regional Chamber of Commerce both sides commit themselves to share information of planned activities related to main aims of economic development of the region. RCC provides experts in the field of conditions and development of entrepreneurship in the region, transport infrastructure, education and labour market, and also provides expert opinions in case of important entrepreneurial intent of our region.

**Regional Agrarian Chamber** – sharing and dissemination of information within members of the agrarian sphere, organizing thematic seminars and workshops.

**Regional coordination grouping of NGO´s (KOUS)** – sharing of information within its members, enforcement and patronage of its member interests.

**Polytechnic Institute** – cooperation on the project initiating the creation of technology park in Vysocina region, sharing experts. The Regional Authority enables the students of the Institute to carry out the necessary practice within the Authority.

**Regional development agency Vysocina** – provides complex service for support and coordination economic, social and cultural development of the region in compliance with regional development strategy; consultancy service and development of project applications and project documentation for projects of the Vysocina and other potential project owners.

- **The organisation's / the region's experiences with transforming information into knowledge, to be used on a strategic level**
  - **Which kind of methods do you use?**
  - **In which form is the knowledge presented?**
  - **Describe your experiences with this form of presentation – advantages and disadvantages.**

## LOJI

In spite of this being a matter of vital concern, there are bottlenecks in how to handle the information and which information is relevant to think about the employment issues in terms of strategy. The activities and topics LOJI is interested in are as follows:

Monitoring - LOJI collects information about employment issues of local companies and enterprisers.

Statistics - LOJI publishes a monthly report on local labour market situation and twice a year on labour market situation in the entire region.

Massive Downsizing or Dismissals - LOJI is informed when an employer goes bankrupt and is driven into insolvency in order to take care of the employees.

Vacancies - under the law LOJI collects announcements of vacancies from employers and makes them public in terms of advertisement.

Recruitment - employers may ask LOJI to help recruit.

Job Matching & Guidance and Advice - LOJI provides services for unemployed persons to help them get back or at least closer to employment and labour market.

There are several advisory bodies or sessions, which LOJI runs or in which LOJI is involved.



Advisory Committee - Director of LOJI meets representatives of employers, regional Chamber of Commerce and Trade Unions, municipalities and Regional Authority on a regular basis to keep one another informed about what is going on the local level.

Regional Council for HRD – is a free-based advisory body of the regional government, it sits to discuss questions of HRD within an overall regional economic strategy; a director of LOJI is a member of the council.

Personnel Managers Club - an association of HR and Personnel managers of local firms who meet on a free basis to discuss and exchange information.

LOJI also collaborates with municipalities in the region as to exchange information and promote employment on an informal/formal basis.

## VVRA

As mentioned above 4 board meetings of the Regional Assambly (as minimum) are held every year, the Regional Council meets once a week, there are regular meetings of the heads of departments, and each department holds regular meeting with its officer, where all necessary information is shared. For public, partners, potential project applicants are regularly organized thematic seminars, presentations, dissemination conferences. We publish thematic catalogues (tourism, historical sites, entrepreneurship in the region,..), which are widely spread to all interested person also through the regional key partners (the regional information centres, Chamber of Commerce, RDA). There is a regional newspaper and bulletin being monthly published by the Vysocina and distributed to every household of the region. The Vysocina region also provides all necessary information through its web site ([www.kr-vysocina.cz](http://www.kr-vysocina.cz)), where every visitor has the possibility to share information via discussion forum.

The Vysocina region disposes of a project intent database, which was generated on the base of information gathered by „project intent collectors“. There was group of appr.100 people (specially trained in the field of possibility of funding from EU, regional and state funds) collecting during six months planned project ideas from all possible actors of the region (entrepreneurs, representatives of municipalities, NGO, etc.). These project ideas were transferred into structure of logframe and project fiche, and saved in the database (870 intents). Owners of the project idea are regularly informed of new funding possibilities, invited to seminars and conferences.

- **The organisation's / the region's experiences with identification of regional key competencies and regional intelligence<sup>1</sup>**
  - **How do you do this?**
  - **On the basis of which kind of information and knowledge?**
  - **Which kind of organizations co-operate to do the work?**
  - **How are the key competencies presented to the regional stakeholders?**
  - **How do you make sure that you have acceptance and understanding on a political and a practical level at the same time?**

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<sup>1</sup> Please see project application page 29 for further explanation of regional key competencies, as it is used in this project.



# Regional Key Competencies

- a way to manage structural changes (ATB)

## LOJI

This is something new for the organization of the type of labour office.

Recently LOJI has gone into the project named Partnership for Vysocina Region, run by VVRR, where various regional actors are partners. One of the outputs will be identification of key competencies and analysis of qualification needs.

LOJI is also involved in the project of developing Vocational Training System in the region, in which it cooperates with NTF.

## VVRR

In compliance with the Regional Action Plan for Increase of the Absorption Capacity of the Vysocina for 2003 – 2006 is the main key competency of the region the definition of the region's priorities and increase of the absorption capacity of local and regional organs, that is necessary for planning and realization programs within EU structural funds and increase of capacity of potential applicants for preparing and realization projects co-financed from EU structural funds. The Vysocina is elaborating the educational moduls aimed at the increase of awareness of EU project tasks (EU structural politics, regional politics, project management, feasibility study and CBA, public procurement law, audit), which will be offered to wide public.

For the next planning period is necessary to create programming and implementation structure of very high standard.

As mentioned above the regional executive body is the Regional Council. Each member (politician) of the Council is in charge of different sector of the regional politics (regional development, agriculture, protection of natural environment, healthcare, education and culture, social affairs, transportation, forestry etc.). Every important activity or strategic intent is previously discussed with competent politician before presenting the intent to the Council for approval. Key activities or plans have to be approved by the Regional Assembly.

- **The organisation's / the region's experiences with developing strategies, that support the regional development?**
  - **How do you do this?**
  - **On the basis of which kind of information and knowledge?**
  - **Which kind of organizations co-operate to do the work?**
  - **How are the development strategies presented to the regional stakeholders?**
  - **How do you make sure that you have acceptance and understanding on a political and a practical level at the same time?**

## LOJI

On the operational level LOJI offers assistance to employers. It can e.g. subsidize wages of new employees, give subsidy to unemployed starting a new business for the equipment of workstation or office. LOJI works to identify the qualification needs to retrain unemployed persons to be qualified workers able to get a job again. The advisory group recommends suitable applicants and educational centres, and the director with the board makes a final decision.

Recently LOJI has become a final beneficiary for ESF projects for the entire region. Lots of activities are under way now as the process has just been launched. It deals with support of employment generally in accordance with the Operational program of HRD of the Czech Republic.





## VRRRA

The strategies, which are elaborated by external specialist, are being tendered by different departments of the Regional Authority, according to the sphere of action (strategy of territorial energetic concept, concept of leisure time activities in the region, strategy of brownfields utilisation in the region, strategy of drug prevention, strategy of small and medium enterprises support, etc.). Experts of the Regional Authority participate in development of the Economical Growth Strategy of the Czech republic.

To avoid dual data received from different strategies there is a plan to push one department (probably Section of conception and strategy planing) in charge of tendering all strategies and elaborating the conception documents of the region in the near future.

As for developing strategies is necessary for the right aim and impact of the regional development it is actively supported by our political representation.

- **The organisation's / the region's experiences with working with scenarios**
  - **How do you do this?**
  - **On the basis of which kind of information and knowledge?**
  - **Which kind of organizations co-operate to do the work?**
  - **How are the development strategies presented to the regional stakeholders?**
  - **How do you make sure that you have acceptance and understanding on a political and a practical level at the same time?**

## VRRRA

The Regional Development Program is generated in mutual cooperation among the regional key actors such as Regional Chamber of Commerce, Regional Agrarian Chamber, the Employment Bureau, that define the needs and profile of the region. Their requirement and recommendations are discussed with Section of Strategic Planning (part of Dept. Of Regional Development), which is responsible for generation of the Program itself. Further the proposal is discussed with political representation (the Regional Council), and after finding the right consensus is the Regional Development Program approved by the Regional Assembly.

Main priorities of the Regional Development Program – improvement of competitive position of regional economics, improvement of the social environment quality and human resources development, improvement of the technical environment and infrastructure development, support of the implementation of sustainable development principles. The Regional Development Program is being regularly actualized according to the actual needs of the region.

The Regional Development Program is published on the official regional website [www.kr-vysocina.cz](http://www.kr-vysocina.cz), where it is accesible for general public.

Important source of the information is also the content of the regional Database.

- **The organisation's / the region's experiences with a strategic use of the social dialogue<sup>2</sup>**
  - **Which background do your organization have to work with the social partners and the social dialogue?**

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<sup>2</sup> Social dialogue is the term used to describe a joint consultation procedure involving the social partners. It involves discussion, joint action and sometimes negotiations between the social partners, and discussions between the social partners and government institutions.



# Regional Key Competencies

- a way to manage structural changes [AT&T]

- **Which organizations in your region co-operate within the frame of the social dialogue?**
- **What is the main goal for your work with the social dialogue?**
- **Have you registered any benefits within the work of the social dialogue in your region? If yes, which kind of benefits?**

## LOJI

In number 1 question the most important social partners, and in number 2 question the Regional Council for HRD are mentioned. In other words LOJI is not in the centre of the social dialogue, very often it is contacted by social partners, such as municipalities and NGOs, and asked to subsidize some public utility jobs or to act as a partner in some of their project.

In addition, LOJI tries to act as a mediator between employers with their manpower demand and the education centres with their offer.

To conclude the social dialogue seems not to be fully developed.

## VRRRA

The Vysocina is initiating the creation of local and regional partnership based on the principle of wide social dialogue. During the project „Partnership for Vysocina“ 15 local partnerships (on the level of major regional municipalities) should be created, covering the whole region. The functional net of local partnership groupings will be sheltered by the Regional Development Partnership.

Representatives of the local partnership groupings (important institutions, municipalities mayors, representatives of micro regions, LAG´s, entrepreneurs, NGO´s, farmers) will define the priorities of the region they cover, and under methodic guidance elaborate the local operational program.

Requirements of these 15 groupings will be bound into one regional operational program, a list of development intents and necessary investments on the regional level, elaborated to the form of document required for the european funds drawing. This document reflecting the needs on every level will serve as basis for negotiation on european funding during the next planning period 2007 – 2013.

LOJI & RAV

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