

CZECH REPUBLIC

Public Administration Country Profile

Division for Public Administration and Development Management (DPADM)
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CZECH REPUBLIC

[Click here](#) for detailed map



Source: [The World Factbook](#) - [Czech Republic](#)

In November 1989, under pressure from massive demonstrations, the Communist regime agreed to a peaceful and gradual democratization of the political system known as the Velvet Revolution. Václav Havel was elected President of Czechoslovakia in December 1989 and the first general election was held in June 1990. By the next elections in June 1992 a wide diversity of parties existed. Václav Klaus, who remained Prime Minister until 1997, and the Civic Democrats won the elections.

The Czechoslovak Federation was dissolved 1 January 1993 and replaced with the separate Czech and Slovak Republics. Mr. Havel was re-elected as the first President of the Czech Republic.

In 1998 there was a shift in the political centre of gravity as Miloš Zeman's Social Democratic Party won the elections and became the largest party in Parliament. Following the June 2002 elections the Social Democrats remained the largest party and Vladimír Špidla replaced Mr Zeman who retired from his post as Prime Minister.

On 2 February 2003 President Havel brought to a close his second full term in office, the maximum permitted by the Constitution. Václav Klaus was elected President of the Republic in early March 2003.

Source: [European Commission](#) - [Enlargement: Czech Republic](#)

Government type

Parliamentary democracy

Independence

January 1, 1993

(Czechoslovakia split into the Czech Republic and Slovakia)

Constitution

Ratified on December 16, 1992; effective January 1, 1993 ([in brief](#))

Legal system

Civil Law system based on Austro-Hungarian codes; has not accepted compulsory International Court of Justice jurisdiction; legal code modified to bring it in line with OSCE obligations.

Administrative divisions

13 regions (*kraj*) and 1 capital city, Prague (*hlavní město*)

Source: [The World Factbook](#) - [Czech Rep.](#)

1. General Information

| 1.1 People | Czech Rep. | Hungary | Slovakia | 1 |
|--|-------------------|--------------------|--------------------|---|
| Population | | | | a |
| Total estimated population (,000), 2003 | 10,235 | 9,877 | 5,402 | |
| Female estimated population (,000), 2003 | 5,254 | 5,171 | 2,779 | |
| Male estimated population (,000), 2003 | 4,981 | 4,706 | 2,623 | |
| Sex ratio (males per 100 females), 2003 | 95 | 91 | 94 | |
| Average annual rate of change of pop. (%), 2000-2005 | -0.1 | -0.46 | 0.08 | |
| Youth and Elderly Population | | | | b |
| Total population under age 15 (%), 2003 | 15 | 16 | 18 | |
| Female population aged 60+ (%), 2003 | 22 | 24 | 18 | |
| Male population aged 60+ (%), 2003 | 16 | 16 | 13 | |
| Human Settlements | | | | c |
| Urban population (%), 2001 | 75 | 65 | 58 | |
| Rural population (%), 2001 | 25 | 35 | 42 | |
| Urban average annual rate of change in pop. (%), '00-'05 | -0.03 | -0.06 | 0.42 | |
| Rural average annual rate of change in pop/ (%), '00-'05 | -0.33 | -1.34 | -0.4 | |
| Education | | | | d |
| Total school life expectancy, 2000/2001 | 13.6 | 13.6 ⁱ | 13.1 | 1 |
| Female school life expectancy, 2000/2001 | 13.7 | 13.8 ⁱ | 13.2 | 1 |
| Male school life expectancy, 2000/2001 | 13.6 | 13.4 ⁱ | 13 | 1 |
| Female estimated adult (15+) illiteracy rate (%), 2000 | .. | 0.8 | .. | 2 |
| Male estimated adult (15+) illiteracy rate (%), 2000 | .. | 0.5 | .. | 2 |
| Employment | | | | e |
| Unemployment rate (15+) (%), 2001 | 8.1 ⁱⁱ | 5.7 ⁱⁱⁱ | 18.6 ^{iv} | 1 |
| Female adult (+15) economic activity rate (%), 2001 | 51 | 46 ⁱⁱⁱ | 53 ^v | 2 |
| Male adult (+15) economic activity rate (%), 2001 | 69 | 62 ⁱⁱⁱ | 68 ^v | 2 |

Notes: ⁱ 1999/2000; ⁱⁱ Fourth quarter of year; ⁱⁱⁱ Age 15 to 74 years; ^{iv} 2000, Excluding persons on child-care leave; ^v De jure population

| 1.2 Economy | Czech Rep. | Hungary | Slovakia | 2 |
|---|-------------------|-------------------|----------|---|
| GDP | | | | a |
| GDP total (millions US\$), 2002 | 69,590 | 65,843 | 23,700 | |
| GDP per capita (US\$), 2002 | 6,816 | 6,477 | 4,382 | |
| PPP GDP total (millions int. US\$), 2002 | 154,657 | 133,467 | 67,207 | |
| PPP GDP per capita(int. US\$), 2002 | 15,148 | 13,129 | 12,425 | |
| Sectors | | | | b |
| Value added in agriculture (% of GDP), 2003 | 3.8 ⁱ | 4.3 ⁱ | 3.7 | |
| Value added in industry (% of GDP), 2003 | 39.6 ⁱ | 31.2 ⁱ | 29.7 | |
| Value added in services (% of GDP), 2003 | 56.7 ⁱ | 64.5 ⁱ | 66.6 | |
| Miscellaneous | | | | c |
| GDP implicit price deflator (annual % growth), 2003 | 2.9 | 7.8 | 4.7 | |
| Private consumption (% of GDP), 2003 | 52.8 ⁱ | 67.0 ⁱ | 55.3 | |
| Government consumption (% of GDP), 2003 | 21.4 ⁱ | 10.9 ⁱ | 20.9 | |

Notes: ⁱ 2002

¹ United Nations Statistics Division:

^a Statistics Division and Population Division of the UN Secretariat; ^b Statistics Division and Population Division of the UN Secretariat; ^c Population Division of the UN Secretariat; ^{d1} UNESCO; ^{d2} UNESCO; ^{e1} ILO; ^{e2} ILO/OECD

² World Bank - Data and Statistics:

^a Quick Reference Tables; ^b Data Profile Tables; ^c Country at a Glance

| 1.3 Public Spending | Czech Rep. | Hungary | Slovakia | |
|-------------------------------------|-------------------|------------------|----------|---|
| Public expenditures | | | | 3 |
| Education (% of GNP), 1985-1987 | .. | 5.6 | .. | a |
| Education (% of GNP), 1995-1997 | 5.1 ¹ | 4.6 ¹ | 4.7 | a |
| Health (% of GDP), 1990 | 4.8 | .. | 5 | |
| Health (% of GDP), 1998 | 6.6 ¹¹ | 5.2 | 5.7 | |
| Military (% of GDP), 1990 | .. | 2.5 | .. | b |
| Military (% of GDP), 2000 | 2 | 1.5 | 1.8 | b |
| Total debt service (% of GDP), 1990 | 3 | 12.8 | 2.1 | |
| Total debt service (% of GDP), 2000 | 9.4 | 17.4 | 13.5 | |

Notes: ¹ Data may not be strictly comparable with those for earlier years as a result of methodological changes; ¹¹ 1999

| 1.4 Public Sector Employment and Wages | | | | | | |
|--|------------|-----------------------------|-----------------------------|--|---|--|
| <i>Data from the latest year available</i> | | Czech Republic 1991-1995 | Czech Republic 1996-2000 | Europe & Central Asia average ⁴ 1996-2000 | Central & Eastern Europe average ⁴ 1996-2000 | Middle income group average ⁴ 1996-2000 |
| Employment | | | | | | |
| Civilian Central Government ⁵ | (,000) | 64.0 | 490.1 | | | |
| | (% pop.) | 0.62 | 4.76 | 0.61 | 0.45 | 0.59 |
| Sub-national Government ⁵ | (,000) | .. | 239.1 | | | |
| | (% pop.) | .. | 2.32 | 0.61 | 0.45 | 0.59 |
| Education employees | (,000) | 173.0 | 73.7 | | | |
| | (% pop.) | 1.67 | 0.72 | 1.58 | 1.43 | 1.20 |
| Health employees | (,000) | 121.0 | 30.4 | | | |
| | (% pop.) | 1.17 | 0.30 | 1.15 | 1.04 | 0.70 |
| Police | (,000) | .. | .. | | | |
| | (% pop.) | .. | .. | 0.68 | 0.31 | 0.30 |
| Armed forces | (,000) | .. | .. | | | |
| | (% pop.) | .. | .. | 0.87 | 0.77 | 0.46 |
| SOE Employees | (,000) | .. | 303.4 | | | |
| | (% pop.) | .. | 2.95 | 20.08 | 8.28 | 3.61 |
| Total Public Employment | (,000) | .. | .. | | | |
| | (% pop.) | .. | .. | .. | .. | 6.05 |
| Wages | | | | | | |
| Total Central gov't wage bill | (% of GDP) | .. | 2.7 | 5.9 | 6.7 | 8.5 |
| Total Central gov't wage bill | (% of exp) | 8.3 | 8.1 | 13.1 | 14.4 | 21.6 |
| Average gov't wage | (,000 LCU) | .. | 145 | | | |
| Real ave. gov't wage ('97 price) | (,000 LCU) | .. | 131 | | | |
| Average gov't wage to per capita GDP ratio | | .. | .. | 0.8 | 6.3 | 1.1 |

Source: [World Bank](#) - [Public Sector Employment and Wages](#)

³ [UNDP - Human Development Report 2002](#)

^a Data refer to total public expenditure on education, including current and capital expenditures.

^b As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

⁴ Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

⁵ Excluding education, health and police – if available (view Country Sources for further explanations).

2. Legal Structure

The system of government of the Czech Republic takes the form of a parliamentary democracy. The Constitution of the Czech Republic proclaims it as a unitary state divided into thirteen administrative regions.

Source: [OSCE \(Legislationline\)](#) - [Czech Republic](#)

2.1 Legislative Branch

Bicameral Parliament or Parlament consists of the Senate or Senat (81 seats; members are elected by popular vote to serve six-year terms; one-third elected every two years) and the Chamber of Deputies or Poslanecka Snemovna (200 seats; members are elected by popular vote to serve four-year terms).⁶

women in parliament: 10 out of 81 seats (11%); 34 out of 200 seats (17%).⁷

Legislative power in the Czech Republic is vested in a bicameral Parliament. The Parliament consists in two chambers, the Senate and the Chamber of Deputies.

The Senate is constituted of 81 seats, with members elected by popular vote for six-year terms and one third of the total number of Senators elected every two years.

The Chamber of Deputies is made up of 200 seats, with members elected for four-year terms.

Elections to the Chamber of Deputies are held by secret ballot on the basis of universal, equal and direct suffrage and pursuant to the principles of proportional representation [Art. 18(1) Constitution].

Elections to the Senate are held by secret ballot on the basis of universal, equal and direct suffrage, pursuant to the principles of the majority system [Art 18 (2) Constitution].

Fact box:

elections: Senate - last held in November 2004 (next to be held November 2006);

Chamber of Deputies - last held 14-15 June 2002 (next to be held by June 2006)

election results: Senate - seats by party - ODS 35, independents 19, KDU-CSL 11, CSSD 6, others 10;⁸ Chamber of Deputies - seats by party - CSSD 70, ODS 58, KSCM 41, KDU-CSL 21, US-DEU 10⁹

Source: [OSCE \(Legislationline\)](#) - [Czech Republic](#)
[Constitution of the Czech Republic](#)

2.2 Executive Branch

cabinet: Cabinet appointed by the president on the recommendation of the prime minister

elections: President elected by Parliament for a five-year term; last successful election held 28 February 2003 (after earlier elections held 15 and 24 January 2003 were inconclusive); prime minister appointed by the president

The supreme organ of executive power is the Government, comprised of the [President](#), Deputy Ministers and Ministers.

The President is elected for a term of five years, at a joint meeting of both Chambers of Parliament. The President may hold office for a maximum of two successive terms. The candidate who obtains a majority of votes of all Deputies and a majority of votes

⁶ Source of fact boxes if nothing else stated: [The World Factbook](#) - [Czech Republic](#)

⁷ [Inter-Parliamentary Union](#) - [Women in National Parliaments](#)

⁸ [Senate](#) - [List of Senators](#)

⁹ [Central Electoral Commission](#) - [Chamber of Deputies \(seats\)](#)

of all Senators is elected to the office of the President. In the case where no candidate succeeds in obtaining a majority of votes in the first round, a second round of voting is held within fourteen days. Those candidates who win the largest number of votes in the Chamber of Deputies and the candidates who win the largest number of votes in the Senate take part in the second round of elections.¹⁰

The powers of the President include the appointment and recalling of the Prime Minister and other members of the Government as well as the acceptance of their resignations.

The Government is held accountable to the Chamber of Deputies. The President appoints the Prime Minister and, pursuant to his suggestion, appoints other members of the Government. The adoption of any Government resolution requires the obtainment of an absolute majority of votes, as the Government makes decision as one body. In order to implement law, within the scope of its authority, the Government has the right to issue decrees.

Fact box:

chief of state: President Vaclav KLAUS (elected 28 February 2003)
election result: KLAUS 142 votes, Jan SOKOL 124 votes (third round; combined votes of both chambers of parliament)
head of government: Prime Minister Stanislav GROSS (since 26 July 2004), Deputy Prime Ministers Zdenek SKROMACH (since 4 August 2004), Martin JAHN (since 4 August 2004), Pavel NEMEC (since 4 August 2004); Milan SIMONOVSKY (since 4 August 2004)

Source: [OSCE \(Legislationline\) - Czech Republic Constitution of the Czech Republic](#)

2.3 Judiciary Branch

Supreme Court; Constitutional Court; chairman and deputy chairmen are appointed by the president for a 10-year term.

The Judicial system in the Czech Republic consists of the Supreme Court, the Supreme Administrative Court and supreme, regional and district courts.

Pursuant to Article 62 of the Constitution, the President appoints the Justices of the Constitutional Court, its Chief Justice and the Assistant Chief Justices with approval of the Senate. The President also appoints from among the Justices of the Supreme Court, the Chief Justice and Assistant Chief Justices of the Supreme Court.

The Supreme Court is the highest judicial authority (excluding matters which are within the jurisdiction of the Constitutional Court). Its role is to control final and conclusive decisions of the High Courts and ensure uniform interpretation of law by these Courts and Courts in their district.

In addition, the Supreme Court has the authority to dissolve a political party or rule on a suspension of its activities, as well as in matters concerning a rejected candidate list for elections to the Chamber of Deputies or refusal to register a candidate for elections to the Senate. The Supreme Court also certifies the election of a Member of Parliament or a Senator.

The Constitutional Court consists of 15 Justices. The Constitutional Court is a judicial body charged with the protection of constitutional order, thus, it does not form a part of the system of ordinary courts and its specific jurisdiction (Art.87 of the Constitution). The Constitutional Court decides, among others, on the repeal of laws

¹⁰ On 4 June 2003, the Czech government approved a draft bill providing for the election of the Czech Republic's president by popular vote. In order to become law the bill must be approved by a three-fifths majority in both houses of parliament, since it entails a constitutional amendment. The draft bill provides for a runoff between the first two contenders for the post if no candidate gains more than 50 percent of votes cast in the first round [\[OSCE \(Legislationline\) - Czech Republic\]](#)

or their individual provisions in the event of their inconsistency with the Constitution or an international agreement (as required under Article 10 of the Constitution). It also decides upon constitutional complaints against valid decisions and any other intervention of public authorities in the fundamental rights and freedoms guaranteed by the Constitution and on the measures necessary to implement a decision of an international tribunal. The law determines by whom and the conditions subject to which a constitutional complaint may be lodged. In making their decisions, judges of the Constitutional Court are bound only by constitutional law and international agreements (Art. 10 of the Constitution) as well as by the Law on the establishment of the Constitutional Court and proceedings before the Constitutional Court. Final judgements of the Constitutional Court are binding on all organs and persons.

Source: [OSCE \(Legislationline\) - Czech Republic Constitution of the Czech Republic](#)

2.4 Local Government

The Constitution of the Czech Republic assumes a two-level system of local government represented by the municipality and the district. In addition, an intermediate tier is provided for by the Constitutional Act Nr.347/1997 which created fourteen higher territorial self-governing units (thirteen regions and Prague).

The Constitution stipulates that “the self-administration of territorial self-governing unit shall be guaranteed.” The municipality is defined as the principal local government unit comprised of territorial communities of citizens with the right to self-government. The Constitution also guarantees the independent administration of the municipality by its elected assembly and council.

The capital, Prague, has a unique position within the Czech local government system. The rights and duties of Prague’s assembly, council and office as well as the smaller offices of individual parts of the city are defined by the Czech national Council Act of 1990, amended in 1991, 1993 and 1994.

Local government based on the principles of decentralization, deconcentration, delineated competencies, subsidiarity and citizen participation exists in 6,244 Czech and Moravian municipalities, accompanied by the introduction of regional-level government.

The relationship between the state administration and local governments has some specific features. On the local level municipal administrations carry out some state functions on the basis of “transferred competence” under the supervision of the state district administration. The execution of such transferred competence is implemented in accordance with specific legislation. When executing transferred competence, municipalities are bound both by law and by central government decisions and guidelines. The Municipalities Act and the Act on District Offices regulate the relationship between local governments and territorial public administration.

Source: [LGI - Decentralization: Experiments and Reforms, vol.1, chapter 6 \(2000\)](#)

3. The State and Civil Society

3.1 Ombudsperson

On November 4, 2000, after years of debate the Parliament passed the [Act on Public Protector of Rights](#), a law creating the [Office of Ombudsman](#). According to the law, the ombudsman can both represent citizens who believe they have been discriminated against by the state and criticize the actions of state authorities.

Source: [East European Constitutional Review](#) - Volume 9 Numbers 1/2

The Ombudsman has no legal power to sanction offending individuals or offices, but provides a means of alternative dispute resolution and often mediated between citizens and government offices. By the end of September 2003, the Ombudsman's Office had received 3,007 requests for assistance.

Source: [U.S. Department of State \(Human Rights\)](#) - [Czech Republic \(2003\)](#)

3.2 NGOs

The public and NGOs have only limited possibilities for public participation to make a direct impact on the decision making process of parliament and the central government. No parliamentary rule or procedure requires public participation in the discussion of draft laws.

Most laws in the Czech Republic are initially drafted at the ministerial level and subjected to an intra-governmental comment process, during which time some extra-governmental expert opinions may also be brought. During this process, the public and NGOs may participate at the behest of the various governmental authorities, usually through expert bodies.

At local or regional level, there is sometimes close cooperation between magistrates or elected officials of municipalities and NGOs.

Source: [The Regional Environmental Center for Central and Eastern Europe](#) - [Czech Republic \(edited\)](#)

3.3 Civil Society

By enacting the Law on Right of Assembly, the Law on Associating of Citizens, the Law on Churches and Religious Communities, the Law on Political Parties and Political Movements, and by amending both the Civil and Commercial Codes, the reconstructed Federal Assembly of the former Czech and Slovak Federal Republic (CzSFR) from early 1990 to the end of 1992 created the basic legal framework that enabled the renewal of not-for-profit activities

In September 1995, the Parliament adopted the Law on Public Benefit Corporations (Companies) (Act No. 248/1995). In short, the new law makes it possible to register public benefit service-providing establishments, which are not based on membership, such as associations, and which operate strictly under not-for-profit principles. Also, the Act No. 227/1997 on Foundations and Funds was approved, substantially changing but completing the legal framework in which civic organizations may exist in the Czech Republic.

In general, it is also possible to speak about new types of not-for-profit, non-governmental organizations with self-regulatory features – “public institutions,” the concept of which should not be mixed with that of Public Benefit Corporations, despite the fact of many similarities in their features. It was expected, that this

concept would be developed in the framework of special laws with respect to hospitals, state institutions of social care and other state establishments, where the role of state may be limited and much more autonomy and financial independence from the state is possible and reasonable. So far, it has happened in only one case: Act No. 111/1998 on Higher Educational Institutions.

The charitable establishments of churches and religious congregations are an important part of the civil sector in the Czech Republic. Their role is most visible in the sphere of social care and, partially, also in health care. However, from the legal point of view, the position of these establishments is not so transparent, as is the case with associations, foundations, funds and Public Benefit Corporations. These establishments are regulated by the Act No. 308/1991 on Freedom of Religious Faith, Churches and Religious Movements and Act No. 161/1992 on Incorporation of Churches and Religious Societies.

Source: The International Center for Not-for Profit Law - Dr. Petr Pajas: Czech Republic Country Report (2002) (edited)

4. Civil Service

The preparation of the Civil Service Act came on the Government policy agenda as early as 1993. A law was finally adopted in May 2002, but will only be fully implemented in 2007. The General Directorate of Civil Service was established within the Government Office in June 2002, but it will not have any direct influence on the management of the civil service until at least 2004. Until then, managers will enjoy wide discretion in all personnel decisions, including awarding bonuses. Common standards across the administration are not implemented.

Source: [SIGMA \(OECD & EU\) - Summary: Public Service and the Administrative Framework \(2002\)](#)

4.1 Legal basis

The Civil Service Act was adopted in June 2002. Implementation of the substantive parts of the Act starts in 2004 and full implementation should be achieved in 2007. The long transition period between 2004 and 2007 was considered necessary by the authorities, to prepare secondary legislation and to allow adequate time for the screening process.

When fully enforced, the Civil Service Act will provide for an improved legal framework for the civil service and will guarantee the status and independence of civil servants by providing for open and merit-based competitions. The new Act regulates the status, conditions of service, educational requirements, obligations, rights and remuneration of civil servants and certain other state employees in administrative authorities (ministries and other bodies exercising functions of central government).

Source: [SIGMA \(OECD & EU\) - Public Service and the Administrative Framework \(2002\)](#)

4.2 Recruitment

The Civil Service Act requires that vacancies practically at all levels are advertised and filled by means of open competition. This should remove the wide discretion allowed so far and should ensure a more transparent and merit-based promotion system.

New employees are recruited through open, merit-based competition for admission to "preparation for service" and are required to undergo training and a service examination prior to being appointed to a designated civil service position. A system of competition which may involve three rounds is applied, to ensure at least limited career promotion in line service positions.

The first round will involve only those serving in the organization where the vacancy exists. If the vacancy is not filled, the second round competition involves those serving in other organizations, who are performing in a similar sphere of service, as well as eligible persons who have completed their preparation for service. If this fails to find a suitable candidate, a third round competition is held, which is open to civil servants in other organizations whether or not they are serving in the same sphere of service.

During the transition, between 2004 and 2007, current staff occupying designated civil service positions will have to apply for admission to the preparatory civil service in order to be able to keep their positions. To be admitted they will have to fulfill the mandatory conditions and successfully undergo a competitive selection. The

“preparation for service” will embrace completing the education and training required for the position, and passing a service examination prior to being appointed to the designated civil service position.

Source: [SIGMA \(OECD & EU\) - Public Service and the Administrative Framework \(2002\)](#)

4.3 Promotion

The [Civil Service Act](#) introduces open competition for promotion, providing for transfers in limited cases without the individuals consent, requiring civil servants to possess educational qualifications appropriate to their positions and specifying the right to proper training for all personnel.

Source: [SIGMA \(OECD & EU\) - Public Service and the Administrative Framework \(2002\)](#)

4.4 Remuneration

The [Civil Service Act](#) introduces new salary system for civil servants based on 12 salary grades and 12 salary classes (seniority steps). The system includes basic salary and a range of supplementary payments.

The pay grade is laid down for each position within each organization's personnel plan, in line with the assessment and the designation of positions to be carried out under the Act. It is determined in relation to the most demanding activity required of the service position. Advances within the pay classes are conditional on a satisfactory appraisal of performance. The new salary system will come into effect at the end of transition period, and will involve an increase of some 40 percent on current salary levels.

Candidates in preparation for service generally have similar rights to salary and, with some exceptions, to supplementary pay. Those designated as employees will enjoy similar pay rights as civil servants. Civil servants are entitled to extra payments, for service, management duties undertaken, deputizing for a principal, overtime, holidays and on a personal basis.

Although clearly specified in the Civil service Act, the new salary and supplementary pay system appears to be rather complex and fragmented, and may give rise to some interpretational and operational difficulties.

Source: [SIGMA \(OECD & EU\) - Public Service and the Administrative Framework \(2002\)](#)

4.5 Training

The [Civil Service Act](#) includes the right and obligation of civil servants to train throughout their career, with a view to building and maintaining professional standards.

In September 2001, the Section on Organization, Personnel Management and Training in State Administration was created within the Government Office. Subsequently, the Institute of State Administration was established in that Section to set strategies and methodologies and to co-ordinate education and training in the central administration. In October 2001, the Government approved the “Rules of Training in State Administration” which provide for the systematic training of civil servants and other employees in the central administration with the basic aim of ensuring uniformity in training in all organizations.

Source: [SIGMA \(OECD & EU\) - Public Service and the Administrative Framework \(2002\)](#)

4.6 Gender

Source: Institution - Title

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

| Corruption Perceptions Index | | | | | | | |
|------------------------------|----------------|----------------|--------------|--------------------|----------------|--------------|-----------------------------|
| | | 2003 CPI Score | Surveys Used | Standard Deviation | High-Low Range | Number Inst. | 90 percent confidence range |
| Rank | Country | | | | | | |
| 1 | Highly clean | 9.7 | 8 | 0.3 | 9.2 - 10.0 | 4 | 9.5 - 9.9 |
| 54 | Czech Republic | 3.9 | 12 | 0.9 | 2.6 – 5.6 | 8 | 3.5 – 4.3 |
| 133 | Highly corrupt | 1.3 | 8 | 0.7 | 0.3 - 2.2 | 6 | 0.9 - 1.7 |

Source: [Transparency International - Corruption Perceptions Index 2003](#)

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

High-Low Range: Provides the highest and lowest values of the sources.

Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

Although the term "corruption" is not defined as such in the Czech criminal legislation as a specific offence, the current legislation is considered by the Government to be sufficient to combat corruption effectively. The relevant provisions of the Criminal Code are: Sec. 160 Taking Bribes, Sec. 161 Bribery, and Sec. 162 Indirect Bribery. Czech criminal law covers both tangible and intangible advantages in relation to corruption offences. In addition, the law contains other provisions which are of relevance to the fight against corruption. These include in particular specific offences of public officials under the second subsection of Chapter III of the special part of the Criminal Code: Abuse of Power by a Public Official (Sec. 158) and Thwarting a Task by a Public Official's Negligence (Sec.159).

A Government Programme for combating corruption in the Czech Republic and a Report on corruption in the Czech Republic and possibilities for effectively combating this negative social phenomenon was prepared in 1999 and updated in 2002.

Source: [Council of Europe \(GRECO\) - Evaluation Report on Hungary \(2003\)](#)

The implementation of anti-corruption policy is coordinated by the Ministry of the Interior, which produces the Annual Report on Corruption in the Czech Republic, on how it is perceived by the public, and on the implementation of the National Program of Combating Corruption. A special department at the Ministry of the Interior puts forward methodical recommendations to unify the implementation of the National Program and in collaboration with other departments coordinates the additional measures listed under short-term and medium-term priorities. The re-codification of the criminal and civil law is coordinated by the Ministry of Justice, and re-codification committees consisting of representatives of the specialist public have been set up.

In the police, the fight against corruption is waged by the Czech Police's Service Unit for Revealing of Corruption and Major Economic Crime (PSRC). An important organizational change is the creation of a new department for PSRC at the Office of Investigation in September 2000, which investigates crime detected and processed by PSRC.

Source: Ministry of Foreign Affairs - National Programme for the Preparation of the Czech Rep. for Membership of the EU

5.2 Ethics

Source: Institution - Title

6. e-Government

e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

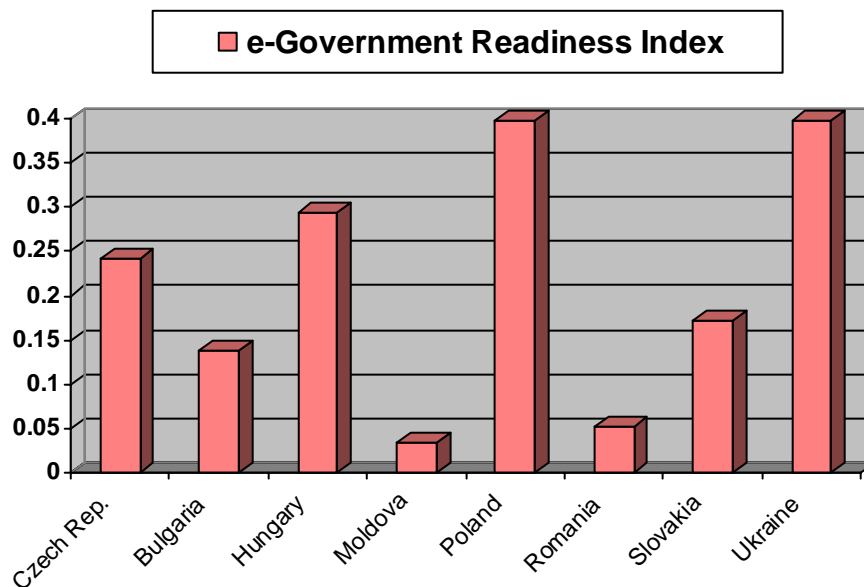
Telecommunications Infrastructure Index:

A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

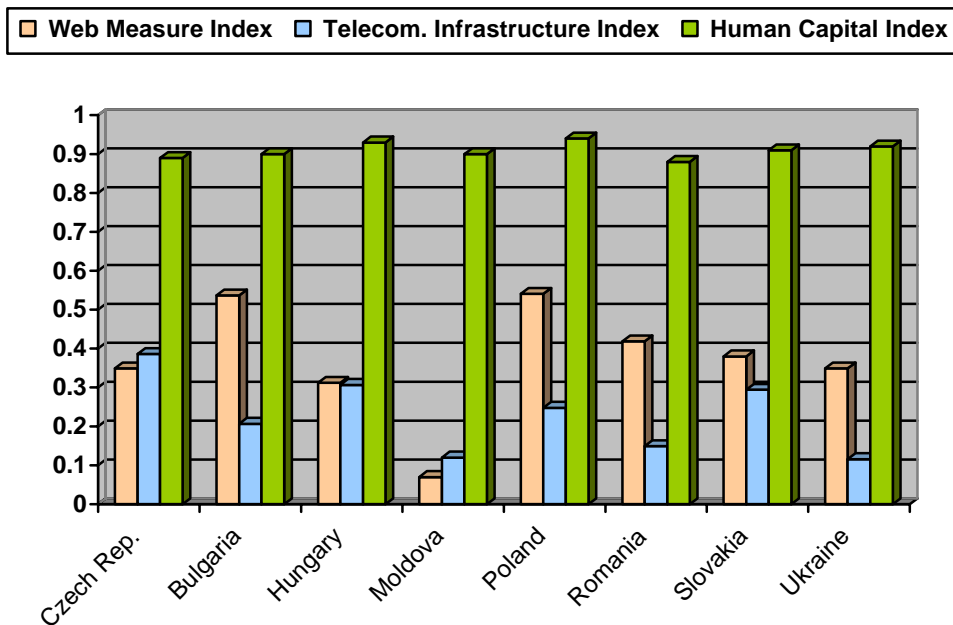
Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

Human Capital Index:

A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.



Source: United Nations – World Public Sector Report 2003



Source: United Nations – World Public Sector Report 2003

e-Participation Index:

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.

e-information:

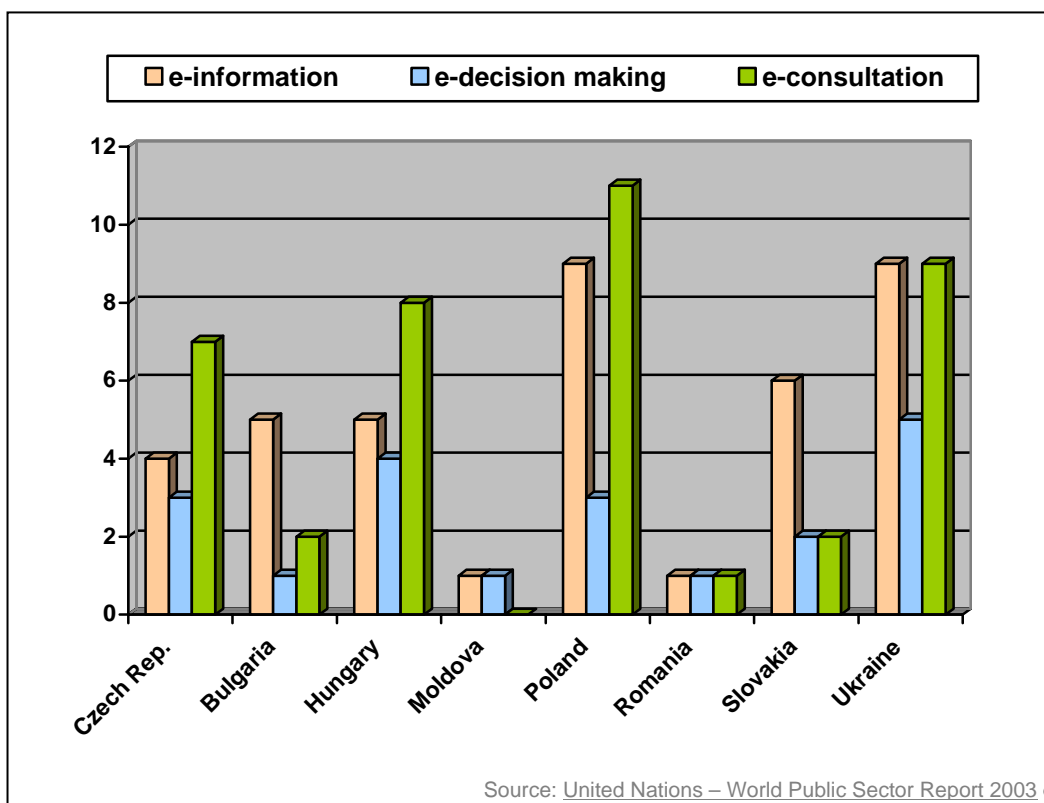
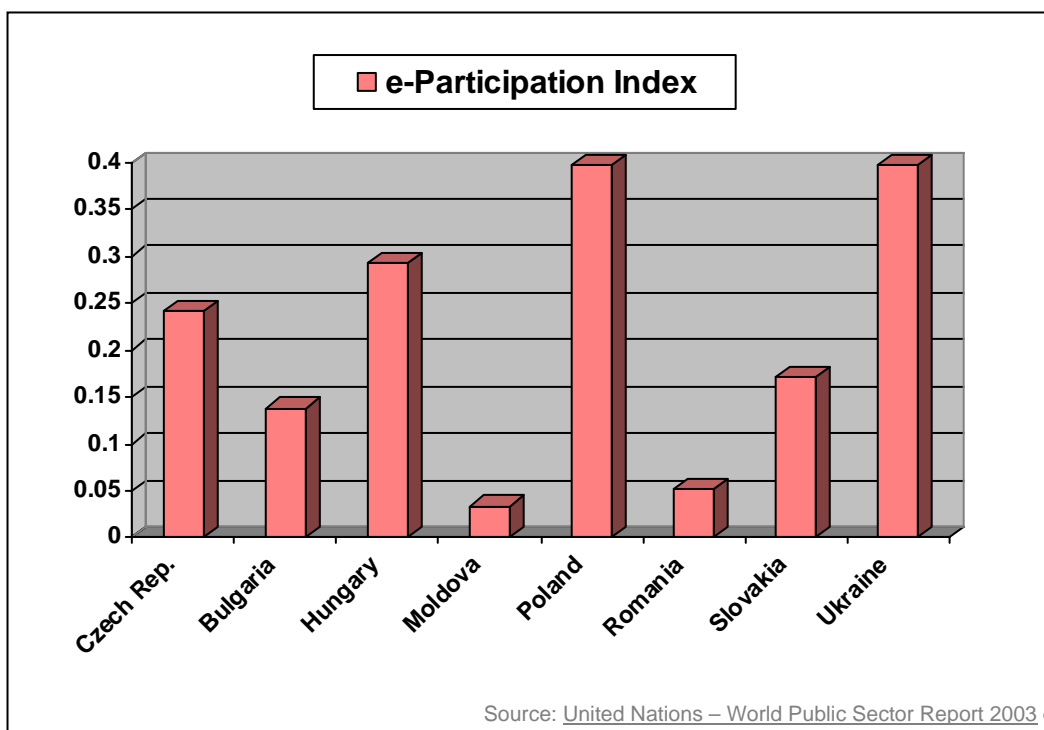
The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.

e-decision making:

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

e-consultation:

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.



7. Links

| 7.1 National sites | |
|--------------------------------------|---|
| Authority | Topic |
| Office of the President | http://www.hrad.cz |
| Senate | http://www.senat.cz/ |
| Chamber of Deputies | http://www.psp.cz/ |
| Ministries | http://www.vlada.cz/eng/adresar.htm |
| Government | http://www.vlada.cz/ |
| Councils, Committees and Commissions | http://wtd.vlada.cz/eng/vybory.htm |
| Central State Administration Bodies | http://www.vlada.cz/eng/adresar.htm |
| | |
| Constitutional Court | http://www.concourt.cz/ |
| | |
| Public Protector of Rights | http://www.ochrance.cz/ |
| | |
| Central Electoral Commission | http://www.volby.cz/ |
| | |
| Czech Statistical Office | http://www.czso.cz/ |

| 7.2 Miscellaneous sites | |
|---|---|
| Institution | Topic |
| Council of Europe (COE) | http://www.coe.int |
| European Union (EU) | http://europa.eu.int/comm/enlargement/czech/index.htm |
| EU - Czech Links | http://europa.eu.int/comm/enlargement/czech/... |
| International Labour Organization (ILO) | http://www.ilo.org/dyn/natlex/natlex_browse.home |
| Organisation for Economic Co-operation and Development (OECD) | http://www.oecd.org/infobycountry/... |
| Organization for Security and Co-operation in Europe (OSCE) | http://www.legislationline.org |
| SIGMA (EU & OECD) | http://www.sigmaweb.org/countries/czoverview.htm |
| World Bank (WB) | http://www.worldbank.org/cz |