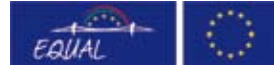


The right person to the right place



BUDAPEST status of employment 2007

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CHAPTER 1

A SNAPSHOT AND TENDENCIES IN THE LABOUR MARKET

1.1 National processes with an outlook to the European Union

Renewed Lisbon strategy: Flexsecurity

Globalization, accelerated technological development, as well as demographic changes and other factors pose hard challenges to the Member States of the Union, including Hungary, and thus governments are to face the difficult task of ensuring a balance between the flexibility of the labour market and social security. On the one hand, there exists a strong demand for making employment and work organization more flexible, and on the other hand the sustenance of security remains also important, especially for disadvantaged or other vulnerable groups in the labour market.

Economic processes and a snapshot of employment in Hungary

In 2006, economic processes were fundamentally impacted by the governmental measures that were targeted at the reduction of the deficit of the budget having become unsustainable, as well as the narrowing of demands. Gross domestic product increased by 3.9% (4.0% as adjusted for workdays), which represents the lowest growth rate among the EU Member States that joined the Community in 2004.

In 2006, the total number of employees was 3,930,000, exceeding the corresponding figure of the previous year by 29,000, while the total number of the unemployed was 317,000, as over the 2005 figure by 13,000. Due to the slight increase of labour-market activity the total number of the inactive population in economy decreased.

Since 2000, the most frequent indicator in international comparisons, the employment rate of the population aged 15–64 years has risen from 56.0% to 57.3%, which is similar to the Slovakian and Italian level, and exceeds the Polish and Maltese data. In the EU-25, the overall employment rate is 65% after a 2-percent increase in seven years.

The ratio of part-time employment in Hungary has remained on the level of the previous years (4%), which is similar to the situation in other Central and Eastern European countries.

The composition of employment on the grounds of gender has not witnessed changed in recent years, 54 men and 46 women make up 100 persons in employment.

The large majority of people in work (87%) are engaged as employees.

In 2006, the per capita gross nominal average income of full-time employees was HUF 171,200 (684 EUR/month).

When describing the situation of the labour market, another important factor is the number and ratio of those excluded from the labour market – inactive people – within the entire population. Nowadays, the largest challenge in the labour market is not necessarily the struggle against unemployment, but the ways how the current, extremely unfavourable inactivity ratios can be improved, how and to what extent those people can be re-channeled to the labour market who have been forced outside the bounds of the labour market beyond their own control. This is a vital issue for both the individual and the society, because the large service systems seem to be less and less able (and willing) to finance “dead-heads”.

Therefore, one of the most important processes in the labour market has been the reduction of the number of inactive persons.

Hungary as a “superpower” of black labour,

Looking at the ratio of black labour to the gross domestic product (GDP) Hungary is a real European “superpower”. According to estimates, the ratio of black labour in Hungary reaches up to 18 percent of GDP, though this estimation is rather outdated, based on 1998 figures. Similarly significant ratios of black labour can be found in Greece (20%) and Italy, as well as Latvia and Poland.

Unemployment in the Hungarian labour market

The unemployment rate has increased by 0.3 percent, up to 7.5%. The unemployment rate among women has been exceeding that of men for two years now; in 2006, the typical value for women was 7.8% in contrast with 7.2% for men.

Regional differences

The employment rate has increased the most dynamically (by almost 6 percent since 1998) in the Central Hungarian region, and thus in terms of the employment rate by 2006 this latter region caught up with the formerly leading Western Transdanubia. In comparison to the leaders, the negative gap for the North Great Plain and Northern Hungary exceeds ten percent, meaning that out of 100 inhabitants of the given age groups only cc. 50 people were in employment in 2006. (The indicator for the tail-ending Borsod-Abaúj- Zemplén County was 49%.)

1.2 Processes in Budapest

Economic processes and a snapshot of employment

In 2007, the residential population of Budapest was 1,696,000, i.e. approximately 2,100 less than in the same period of the previous year.

The number of registered business entities in Budapest was 370,000, meaning that the number of registered enterprises dropped by 1.3% within 12 months.

954,000 people were employed by Budapest-based enterprises with headcounts of at least 5 employees, as well as by budgetary and non-profit organizations, which is half a percent lower than in the previous year. From among the economic sectors in Budapest, considerable increases in the headcounts (6 and 8%, respectively) were found to take place in accommodation services, catering services and financial mediation.

In 2006, Budapest-based entities paid an average gross salary of HUF 219,900 (876 EUR/month), which represents a 9.3% increase in comparison to the previous year.

The employment rate in the age group of 15–64 in Budapest is much higher, whereas the corresponding unemployment rate is much lower than the national average, and it is a tendency that can be observed back to several years.

Employment of foreign citizens in Budapest

As of the end of 2006, the number of effective work permits having been issued to foreign citizens was 25,755 in Budapest. The majority of this 25,755 population belong to Romanian (16,112) and Ukrainian (4,764) employees.

Unemployment in Budapest

The rate of registered job-seekers increased by 0.1%, and was 2.7% at the end of 2006. The number of permanently registered unemployed decreased slightly in 2006. Among the total number of registered job-seekers, their share dropped by 1 percent.

Differences among the districts

In the first years of the new millennium, economic activeness, i.e. the ratio of the unemployed to the employed population in the districts decreased to a range between cc. 37 and 46 percent according to census data. In Budapest, most of the workplaces were operated in District 5 both in 2005 and 2006 (10–12% of all the workplaces in Budapest), but the employment capacities of the outer districts have also increased in excess of the average in recent years. The largest

numbers of unemployed people in relation to the active population were recorded for District 7, 8, 20, and the smallest numbers were found for District 1, 2, 12, 5.

Effects of the agglomeration

The agglomeration effects of Budapest can be strongly perceived in the region; 55–65% of the employees from the surroundings of Budapest work in jobs in Budapest. In terms of employment, Budapest acts as a massive “inclusive” by offering livelihood to more than 200,000 employees residing in the agglomeration.

Chapter 2 **SITUATION OF THE TARGET GROUPS**

2.1 Long-term unemployed

According to the labour data registered by the Central Statistical Office (KSH), the number of the unemployed seeking jobs for more than a year was 164,000 in 2006 on the national average. In comparison to the previous years, it can be regarded as a considerable growth.

On the whole, it can be claimed that a huge number of the unemployed in their active ages have already lost hope for recovery, most of them receive no services at all. The number of the non-registered, long-term unemployed is also increased by those people who are unable to work due to their respective personality conditions, addictions, but are “not ill enough”, or lack sufficient service years for being qualified as disabled pensioners. They are not considered as unemployed people in none of the statistics, but are recorded as inactive persons in their active ages. The institutional systems of local governments witness a steadily growing social load in the form of the set of problems arising from the existence of the permanently unemployed. A special risk is the occurrence of multi-generational unemployment that surfaces in particular among people with low school qualifications.

Therefore, there are two groups identified among the long-term unemployed. The first group is constituted by people that are ready for work, but hindered by the lack of sufficient information, relations, social services (e.g. day nurseries), “start assistance” or other required factors. This target group includes mainly Roma people, career starters, women returning from child care, elderly people, people with disabilities, homeless people. The willingness of the second group to work is not stable, more moderate, or they suffer from more serious socialization, mental or health problems.

The associated guidelines of the European Union intend to promote the extension of employment with active and preventive measures

aiming at the facilitation of the inactive population excluded from the labour markets, as well as the prevention of the occurrence of long-term unemployment.

The support, coordination to the professional development of these systems should be attended on the level of the capital via the Budapest Equal Opportunity Office.

**Model project:
SOCIAL SERVICES OF CSEPEL**

Address: H-1211 Budapest, Kiss János altábornagy u. 54.

Telephone/fax: +36 1 276-83-32; 425-24-08

E-mail: csepszocgyj@gmail.com

Contact person: Mrs. Gáborné, Ágnes Aczél

The mission of the organization is the provision of assistance to disadvantaged people residing in Csepel.

The institution has been involved in work with job-seekers and people in their active ages receiving regular social benefits since 1997. Formerly, the situation of benefit-receivers used to be handled by the social office of the local government. The problems of most clients here are rooted in unemployment. With the proper management of unemployment, a series of problems in the life style can be solved. The institution renders its services in a tailor-made manner, as adopted to the abilities of the individual clients.

In the framework of the services supplied from normative budgetary supports, a job-seeker workshop is operated, Internet access possibilities are offered to the clients who in addition can participate in tailor-made counseling, as well as training on computer use.

In the provision of these services, a considerable difficulty is the continuous maintenance and expansion of the computer park, which is to ensure proper access to an extensive base of labour market information to the helpers and clients alike.

2.2 People with altered working abilities

In 2006, in Budapest there were approximately 62,000 disabled people with only one-sixth of them in work. The primary sources of subsistence for people with permanent health impairments and disabilities are the disability pension or disability benefit.

In 2005, the Budapest Equal Opportunity Office conducted a national survey on the status of equal opportunities in workplace and the introduction of plans for equal opportunities. 5% of the organizations

involved indicated the problem that the “accessibility for the disabled has still not been implemented” at the workplaces. The respondents mentioned “the identification of the appropriate position” as an additional difficulty alongside with “prejudices” against disabled employees. Just a minor proportion of the organizations indicated that they offered help to disabled employees in “finding the appropriate positions” and “participation in health-preservation programs”. 11% of the organizations referred to the lack of the implementation of accessibility for the disabled as a difficulty within the organization, and another 5% found it hard to find appropriate positions for this special group of employees.

Model project: Motivation Foundation

Address: H-1055 Budapest, Honvéd u 22.
Telephone/fax: +36 1 318-99-20
Contact person: Gábor Csapó

Motivation Foundation was set up in 1991 to offer help in the day-to-day lives, socialization of disabled persons in Budapest with the operation of various services. Most of their associates are disabled or live with altered working abilities. Throughout its operation for more than 15 years, the Foundation has consistently strove for covering all the needs of disabled people. Their services ensure the complex satisfaction of the related demands. Apart from those with physical impairments, their clientele embraces people with visual and hearing impairments, slight mental impairments, as well as people with altered working abilities and health impairments

The aim of their project is to provide people with altered working abilities and disabled people, as well as employers with complex job mediation and counseling services, and to strengthen the network of organizations offering similar services.

Within the framework of the activities implemented in the project, clients with altered working abilities are identified and contacted in person, involved in tailor-made services (labour market training and employment, informational counseling, work, career, job-seeking, psychological advisement, job mediation).

A key element of the project is the establishment of contacts with employers - keeping continuous contacts, and in this respect tailor-made job opportunities can be explored for the clients.

Model project: Salva Vita Foundation

Address: H-1073 Budapest Erzsébet körút 13. III/3., seat: H-1081 Bp. Népszínház u. 17.

Telephone/fax: +36 1 323-1256; 323-1257;

E-mail: info@salvavita.hu

Contact person: Zsuzsanna Vincze

The mission of the organization is to contribute to the implementation of equal social opportunities and the build-up of a variegated, inclusive society for the mentally impaired (people hindered in learning, with slight autism, low schooling, epilepsy, disturbances of certain abilities). They strive for assisting the mentally impaired in establishing their own lives, socialization.

Mentally impaired people experience serious difficulties with proper orientation, the enforcement of their own interests, employment. Without help, they tend to become permanently unemployed, their mental status further deteriorates, their motivation withers with the decline of their general conduct and suitability for work. People with visual impairments in general hold professional qualifications, yet they are not aligned with the actual labour-market requirements, or are not in line with the career expectations of the visually impaired. In other cases, employers have aversions to the employment of impaired employees in the lack of appropriate information.

The services aim at the provision of counseling in order to support the employment of the mentally impaired and visually impaired in the integrated labour market, as well as the preservation of their jobs. These services are rendered in a tailor-made manner, in line with the individual needs and demands.

In the framework of the services, clients are involved in complex assessments and preparations for work, as well as the targeted establishment of personal contacts with employers, the mediation of clients to jobs (as the main element of innovation) and accompanying mentoring wherein clients have personal helpers in their adaptation at the workplaces, the learning of the work processes required.

2.3 People belonging to the Roma minority

In Hungary, during the census of 2001 190,000 persons responded to belong to the Roma minority. According to related estimates of authoritative experts and Roma organizations, there are 450,000–650,000 Roma people living in Hungary. By 2021, the entire Roma population may reach up to 800,000. Their population in Budapest is some one-tenth of the national number, approximates 60,000 people, but this population may go up to 80,000 by 2021.

The average life quality and standards of habitation of the Roma people, as well as their health conditions, schooling level are materially worse than those of the society in general. Though to a smaller extent than the national average, in Budapest Roma people can be characterized by segregation, i.e. as concerning their places of residence they live in slummed residential areas, low-quality apartments, under inappropriate hygienic circumstances, often with the legal conditions of their habitation being unsettled.

In the central part of the country, 42% of Roma men and women have jobs, while in Budapest this ratio is 48%; however, the employment rates of the two sexes shows significant differences. 67% of men, and 36% of women work regularly.

The main root of problems in connection with the employment of Roma people is that more than 80 percent of people in their active ages have 8-grade primary-school qualifications as a maximum.

A major proportion of officially employed Roma people receive casual or part-time jobs with low waging.

In 2005, the Budapest Equal Opportunity Office conducted a national survey on the status of equal opportunities in workplace and the introduction of plans for equal opportunities. 5% of the organizations indicated "low schooling" as a problem. Additional difficulties were mentioned in relation to "prejudices" existing against Roma people. As an additional concern about the employment of Roma people, 13% of the respondents stated that Roma people have no adequate qualifications, and another 3% reported about financing problems in connection with the employment of this group.

Model project: 1000 MATERS ASSOCIATION

Address: H-2318 Szigetszentmárton, Dunapart alsó 1.

Telephone/fax: +36-24-410 855

E-mail: 1000mesteregyesulet@vipmail.hu

Contact person: Ildikó Juhász

The Association is primarily a training institution that implements the labour market re-integration of disadvantaged, unskilled, unemployed (mainly Roma) young people, adults.

The Association has a 7-year experience in the management of projects. They aim to improve the life standards of disadvantaged people with the implementation of transit employment projects. On the long run, they intend to minimize the number of registered and latent unemployed young Roma people in the region.

When determining the participants of the project, they strove for achieving a dynamic balance in terms of the presence of both sexes, as well as the participation of Roma actors and people with disabilities. The scope of the project was regional with the primary service elements being training, preparative employment and job mediation.

Model project: SEED Small Enterprise Development Foundation

Address: H-1024 Budapest, Rómer 22-24. V. 15.

Telephone/fax: +36 1 316-4987, 212-2179

E-mail: seed@seed.hu

Contact person: Anna Horváth

According to its mission, the organization promotes the enforcement of equal opportunities, the sustainable development, growth of entrepreneurs and private persons with the employment of its recourses, i.e. knowledge base and best practices.

In the light of the demands of the clients, their activities have come to involve the strengthening of the non-profit sector, the economic and public participation of disadvantaged and minority groups.

From the onset, the Foundation offers elementary and professional counseling tailor-made to the sizes of the enterprises concerned, phases of development and specific properties of the businesses, as well as trainings for self-employment, the start-up and strengthening of the enterprises to the clients.

With counseling, enterprises can be started with firmer foundations, there are better options to avoid risks nagyobb lehetőség adódik, and contribute to the moderation of failure rate of start-up enterprises. After the successful implementation of entrepreneurial trainings, the participants do their work, and apply the knowledge and skills required for business planning more consciously. Due to better management, the reduced proportion of liquidity problems, shortened survival phases and the entrance to the growing phase more consciously become apparent.

2.4 Homeless people

Homeless people form a specifically urban-type target group; they typically live in towns and cities, but mostly in the public spaces or non-residential premises of Budapest. In Hungary, the estimated number of homeless people is 20–50,000 with approximately 8,000 of them living in Budapest.

Most of the homeless people “living in the streets” are in fact excluded from the world of regular and declared work. For them, job opportunities are rather offered in “black or grey jobs” in the labour market.

Model project: Budapest Methodological Social Center and Institutes

Address: Budapest, H-1134 Dózsa Gy. út 152.
Telephone/fax: +36 1 238-9500/238-9502
E-mail: titkarsag@bmszki.hu

The aim of BMSZKI Job-Seeker Office is to promote the employment of clients coming from the homeless service system of Budapest and public areas, thereby facilitating the re-channeling of homeless people to the world of work in view to the existing labour market demands visszasegítsen.

Towards this end, clients are oriented to the workplaces published via the printed and electronic media, as well as found by the associates of the Office, homeless people are provided with the material and personal conditions required for occupation in the targeted jobs (access to newspapers, the Internet, creation of e-mail addresses, writing of CVs, telephone, fax, training in job-seeking and job-preservation techniques in the framework of personal counseling and group trainings), as well as admission to free vocational training to those with outdated vocations.

In the framework of the project, BMSZKI and Shelter Foundation, the partner in the implementation of the project have established job-seeker offices at two locations to help the employment of homeless people. With the foundation of the job-seeker offices, such a professionally operated model has been deployed that potentially serves as an example for institutions offering accommodation to homeless people in the development of their employment services. In 2006–2007, the number of people contacted with the services was altogether 1,700 people.

Job-seeking services of the Office:

- * Job-seeking – Structured processing of advertisements, job offers of labour centers, Internet-based searches
- * Counseling
- * Contacts to BMSZKI’s network of addictology, employment and habitations,
- * Job-seeking trainings, individual and group-based preparations
- * Identification of potential jobs, establishment of contacts with employers

2.5 Youth unemployment – career starters

The economic activity level of the Hungarian population aged 15–24 corresponds to 70% of the average in the EU-15. Since the run of the millennium, the employment rate of the age group of 15–19 years has dropped from 8% to 3%, whereas the same tendency has been seen for the age group of 20–24 years where a decrease from 53% to 39% has taken place. The underlying reasons include the expansion of education and the difficulties of finding jobs. The rate of employment and activeness in Budapest exceeds the associated national levels. For years now, the high proportion of graduates of higher education among registered job-seeking career starters has been characteristic of the capital.

Adequate information services and career orientation have a key role in the alignment of training and labour market structures. Therefore, an emphasis should be laid on the proper knowledge of teachers involved in career orientation as concerning labour market information, especially in view to the variability of the existing conditions.

COUNSELING OFFICE OF UNEMPLOYED YOUNG PEOPLE – MUFTI

Address: h-1157 Budapest, Árendás köz 4-6.

Telephone/fax: +36 1 414-0879, 414-0880

E-mail: ucpsz@freemail.hu

Contact person: Irma Gráczer

The clients of the organization come from the age group of 16–25 years. Its mission is to assist disadvantaged unemployed young people in the selection of their careers, in issues associated with education in institutions of higher education and employment. In addition, they offer useful leisure-time activities in the form of clubs and summer camps.

The services are operated as a part of the Family Support Services of Újpalota within the United Social Institutions, maintained by the Local Government of District 15, Budapest.

The establishment of the Counseling Office Of Unemployed Young People was initiated by experts working with young people back in 1991, in the light of the aggravating problems of youth unemployment from the late 1980s. 25% of registered job-seekers are under the age of 25. Nevertheless, some of the young unemployed are not entered in the labour records.

Most of the young people contacting the Counseling Office Of Unemployed Young People left their schools 1–2 years ago, thus they do not study, but cannot find steady jobs either: idling, unemployed young people of 16–25 years of age. The objective is to prepare these young people for employment, as well as assist them to enter and remain in the labour market.

The Office renders its services in District 15, at 3 Kontyfa Street. The Office finances its services basically from normative budgetary supports and supplementary grants.

Vargabetű Club – Workshop Association

Address: H-1038 Budapest Táncsics Mihály u. 24.
Telephone/fax: +36 06-1-243-9026
E-mail: info@vargabetu.axelero.net
Contact person: László Varga

Vargabetű Association has been operated since 1996 to offer life coaching to idling, socially disadvantaged young people and adults, protect their interests, promote their social (re-)integration. The primary target group comprises those disadvantaged young people and adults living Budapest who do not study or work, try to find their feet in society, and by themselves are unable to change their difficult situations in life.

The number of young people aged 16–26 and living in the target area of the project is 24,540, and the number of people who do not study or work is estimated to be 1,500–2,000. In the past 15 years, the composition of the population living in housing estates has shifted towards homogenization with the poorer layers. Most of the socially disadvantaged young people do not acquire any vocational qualification or useable knowledge.

The main activities implemented in the project have been the development of the personality and key abilities, the strengthening of motivation for education and work, social and mental support, environmentally conscious education, career orientation, job-seeking counseling, community development, identification of trainers and employers, placement of young people to jobs.

In the implementation of the project, the partners of the Association have been "GET-OUT" Family Support and Child Welfare Services, Link Self-Help Youth Services and the Roma Minority Local Government of District III. Altogether 173 persons have been involved in the project; 45 persons have acquired qualifications, and 30 persons have found jobs.

During the implementation of the project, a problem was posed by the fact that specific methods had to be worked out by the persons implementing the project for turning the "customer" attitude of young people into cooperation.

Plenty of energy of the management was expended on the handling of the financial situation. Pre-planned programs were in delay, or even had to be cancelled due to the considerable delays in advance payments and settlements.

2.6 Women in special situations

Women, especially those being ahead of pregnancy or bringing up their children alone, frequently suffer discrimination in the labour market and at their workplaces.

Looking at Budapest, it can be found that the employment of rate of men significantly exceeded the employment rate of women both in 2005 and 2006.

The uneven distribution of tasks between the two sexes arising from gender roles within the family also poses certain problems. The time-balance surveys of all the EU countries confirm that even at the end of

the 1990s European women did 2–3 hours more housework on a daily average than men. In Budapest, this difference is even larger, and can reach up to 4–5 hours.

Women who work during the child-care period can more easily adapt themselves to the world of work. On the other hand, an obstacle to such employment is the gradually diminishing capacities of day nurseries and kindergartens.

In 2005, the Budapest Equal Opportunity Office conducted a national survey on the status of equal opportunities in workplace and the introduction of plans for equal opportunities. Approximately 5% of the organizations indicated that women employees saw “difficulties in reconciling working time and family duties”. Another problem was that “women are inflexible in the field of re-training” –presumably it was due to the above-mentioned problem, i.e. women has difficulties in reconciling the limitations of working time with family duties. As concerning efforts to make jobs more comfortable for women employees, concerns were cited in connection with the provision of working-time allowances (3.6%), and the application of the principle of equal judgment (2.2%).

3 Professional organization – operations of the Equal Opportunity Office of the Municipality

The Office is operated as an organizational unit of Fővárosi Közhasznú Foglalkoztatási Szolgálat Kht. [Budapest Public Employment Service Non-Profit Company], it attends its activities in line with the tasks and duties specified by the General Meeting of Budapest annually, with the associated reporting obligations. The office has the fundamental duty of strengthening the institutional cooperation among the local government, labour centers and non-governmental organizations involved in services to the disadvantaged citizens of Budapest with respect to the labour market (Roma people, people with altered working abilities, homeless people, long-term unemployed), the promotion of the establishment of partnerships. The underlying method is open coordination, i.e. the development of the uniform social and employment service system with information, services, pilot programs, professional coordination, counseling. It is also responsible for ensuring publicity to the related efforts of the Municipality of Budapest.

Services of the Office

1. PROVISION OF INFORMATION SERVICES:

2. IMPROVEMENT OF INTERNATIONAL RELATIONS: The sectoral policy of the Municipality of Budapest is represented by the Equal Opportunity Office of the Municipality on the level of the European Union. Our organization has affiliated such organizations of several European cities that are responsible for employment matters to establish METROPOLIS NET EEIG (European Economic Interest Group), and whose aim is the implementation of joint projects and the strengthening of the exchange of experience, as well as the representation of the interests of cities in the terrain of European employment policy.

3. CONTRIBUTION TO THE ELABORATION OF THE REGIONAL AND AGGLOMERATION OPERATIVE PROGRAMS FOR THE PERIOD OF 2007–2013

4. MEDIATION OF INTERNATIONAL PARTNERSHIP The Brussels-based office of the Municipality of Budapest provides us with extensive assistance, yet via other international networks we receive regular inquiries aiming to find partners for Community-level grant applications, networking and the exchange of experience.

Target programs in 2007

It is the General Meeting of Budapest that is to decide on the start-up and operation of these programs, in particular within the context of the annual proposal entitled "Report on the status of employment policy in Budapest, and the equal opportunities of the disadvantaged target groups in employment". The related activities are described briefly here.

- * ATTENDANCE of the tasks assigned to the office in connection with the action plan to promote the employment of career starters. Including:
- * A study has been prepared with the assistance of Salva Vita Foundation on the opportunities of young people with disabilities in finding jobs and earning work experience, as well as the related innovative models.
- * KÖZ-PONT (CENTER): Within the institutional system of the Municipality of Budapest, such job opportunities are regularly offered that are to be occupied by disadvantaged people. The Budapest Equal Opportunity Office offers professional support in the field of employment to local governments, employers, institutions and non-governmental organizations. Our Office has launched free services under the name of KÖZ-PONT to establish information connections with the employers owned by the Municipality of Budapest, as

well as organizations helping the unemployed thereby assisting the filling of vacancies and the employment of the disadvantaged unemployed.

Welcoming Budapest EQUAL project

The „WELCOMING BUDAPEST“ wishes to produce an operable praxis and tangible results against prejudiced employer's behaviour. We worked out a model that is capable of helping the disfavoured people's reception and inclusion in the daily practice of human policy.

Four major suppliers have joined to create the model of equal chances at workplaces. The Budapest's traffic company (BKV Rt.), the zoo, one of its largest hospitals (Jahn Ferenc Dél-pesti Kórház) and public benefit organisation. During the program we concentrated on the inclusion and reception of the long-term unemployed, the low qualified the older generations and especially the gypsies. (30 people's training and employment, further education of another 25, and leadership training for 30).

As a result of the project at the four suppliers the model of the welcoming workplace will be created. With the helping methods the disadvantaged participants in the reference employment programs will remain in long-term at their workplaces.

Direct goals:

- The project's direct goal is that we work out at the partner employers a model that integrates into the daily human policy and helps the inclusion of people with employment-market disadvantages.
- The project's direct goal is to find a carrier wave of 30 disadvantaged unemployed and to help another 25 disadvantaged to advancement at their workplaces.
- Our goal is as well to work out a partnership in which the helping organisations of the unemployed and the employers work together to enforce chance equality.
- The goal of the program is the creation and spreading of a patron system at the workplaces.

Indirect goals:

- The results of the program has an effect on the humanpolicy of other suppliers.
- Those who with the help of the program got a stable workplace and possibilities are giving and an example for their families and their environment. The program has an effect as well on the people at large. Today everybody is still perplexed at the sight of a gypsy bus driver or nurse. But their professional work and the welcoming view of their employers will radiate on the customers and probably will work as a forming force on the public opinion

Woman in work (HRDOP 1.3.1.)

A project for women living in Budapest who intend to return from their child-care allowance, aid support period, with complex services with respect to the individual conditions. During the services, factors hindering the employment of individuals have been identified, and concurrently with the handling of these problems vocational (OKJ) trainings have been provided with tailor-made scheduling. During the training, day-care services can also be utilized, as required.

Adaptation to the world of work (HRDOP 2.2.1.)

This project develops the joint interventions and efforts by social and employment professionals in order to improve the employment chances of the long-term unemployed. The series of trainings were commenced in January 2007 with the participation of 30 social experts from the entire area of Budapest (experts of the family support services and labour centers).

Regional employment strategies (VP/2006/10)

Planning of local and regional employment strategies, establishment of equilibrium between the older and younger generations together with the methodological office of the Municipality of Rome. In 2007, a publication describing the situation of older employees, and containing recommendations has been prepared in connection with the Central Hungarian Region.

Work - Life Balance Work Team (Ministry of Social Affairs and Labour)

The aim of the initiative launched by the Ministry of social Affairs and Labour is to frame such governmental means with the joint work of specialized organizations and experts that would facilitate the establishment of harmony between work and private life. Our office attends the management of the work team.

Provision of labour market services (Regional Labour Service):

The aim of the grant application is to supply services to the unemployed living in the South Pest districts and the connected agglomeration (mentoring, career orientation, job-seeking counseling).

Inclusive Workplace Network

The European Year of Equal Opportunities to All offers a chance that in 2007 even larger emphasis should be placed to the dissemination of the inclusive workplace approaches and the acceptance of equal opportunity plans. In the course of the project, training in each Hungarian region, i.e. altogether seven trainings will be organized for employers in order to promote equal opportunities. (Altogether cc 500 employers and – according to our estimates – at least 70,000 employees will be affected countrywide). Furthermore, interactive workplace equal opportunity counseling activities have been designed (www.humanstudio.egalnet.hu), a CD-ROM entitled “What is an equal opportunity plan (2007)” has been prepared and the “Best equal opportunity plans” prize announced by us have been delivered by Dr. Mónika Lamperth, Minister of Social Affairs and Labour.