

PUBLIC EMPLOYMENT YEARBOOK



MINISTRY OF INTERIOR

2017

2017

Public Employment **YEARBOOK**

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Dear Reader!

Full employment continued to be one of the main Employment Policy objectives of the Government in 2017. To promote public employees re-entering to the open labour market also supported that objective. Our public employment programmes assist in finding jobs in the open labour market through job opportunities and training related to them as well as through labour market services.

In our experience, jobs supported by the state are still crucial in disadvantaged regions despite an increase in the market employment. As the majority of public employees have limited skills and preparedness, they can only be promoted re-entering to the primary labour market gradually. The findings of the Ministry of Interior match the observations received from local governments, the national public employers, the churches and various non-governmental organisations.

Owing to our public employment programmes, a large number of former unemployed have already returned to the primary labour market. The number of social cooperatives organised on the basis of public employment has increased. Our value creating and high added value public employment programmes have improved the quality of local public catering.

Since 2012, the Ministry of Interior has recognised the achievements of public employment annually and has granted separate assistance to exemplary public employers. Special assistance, involved in the Start Plusz award was granted to 75 public employers with exceptional achievement in 2017. The public employers were able to use the assistance to further develop their programmes and expand their activities.

According to the intentions of the Ministry of Interior, our Public Employment Yearbook summarises the good practices and events of 2017. Please use it effectively to facilitate our development.



Dr. Sándor Pintér
Minister of Interior

Review of the labour market processed of 2017

The purpose of the public employment system is to provide employment schemes that are useful to society, create values and help in activating those who have been excluded from the labour market or have been job seeking for a long time (job instead of benefit), as well as help them find jobs in the primary labour market by preserving their work capacity and obtaining work routine.

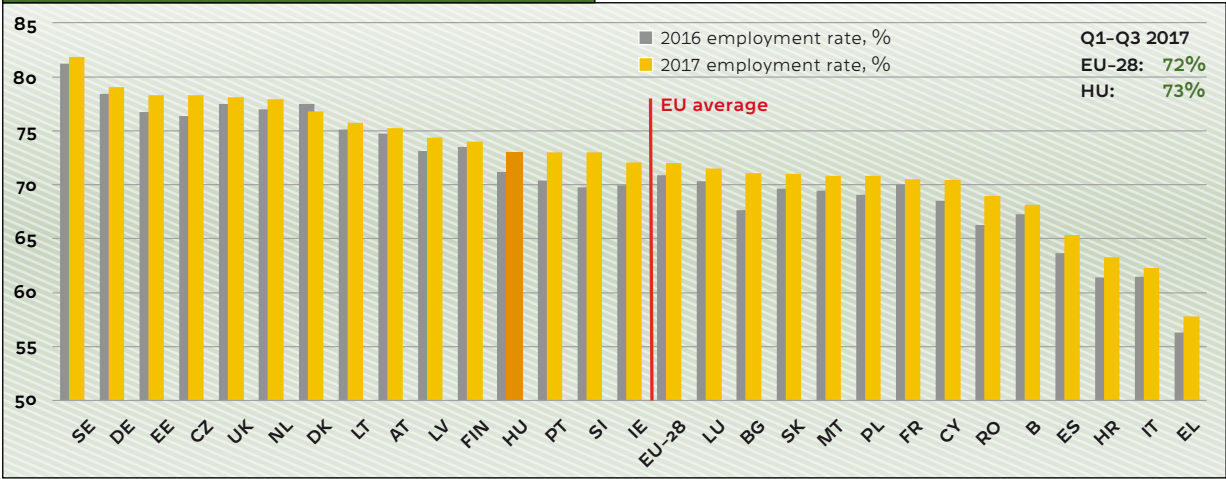
The Government still considers public employment as temporary employment, which provides a job and a salary to job seekers instead of a benefit. The objective of public employment is integration and reintegration into the labour market. In the most disadvantaged regions, public employment is often the only option for value creating work, and therefore the elimination of territorial disproportions is one of its major components (Figure 1).

The employment rate among those aged 20-64 was higher than the EU average first in Q2 2016 (HU: 71.4%, EU-28: 71.1%) and then the difference grew gradually. The current difference is 1.2% points, or even greater for men (3.2% points). The employment rate measured among the male population aged 20-64 has surpassed the 75% target value (81.7%).

According to the data of the Labour Force Survey in 2017, in total 4,421,400 people were employed in Hungary. According to the representative survey, 194,000 people worked in public employment and 109,600 people worked at foreign business sites. The former category constitutes 4.4% and the latter 2.5% of the employees.

The number of full time employees grew by 69,700 in one year. The annual growth rate has decreased compared to the previous years. The peak was observed in 2014 with an

Figure 1: Changes in the employment rate (20 to 64 year olds) of the Member States of the European Union between Q1 and Q3. Source: Eurostat



The labour market indicators of Hungary continued to improve in 2017 too, and therefore Hungary's position among the Member States of the EU developed favourably over the past few years. According to the latest data available in international comparisons in Q1-3 2017, the Hungarian employment rate was 73% among those aged 20-64, with which we improved our position to the middle of the EU from among the countries at the bottom of the list 7 years ago. In the order of the 28 Member States according to the data of Q3 2017 Hungary was in 14th position in terms of employment rate (Figure 2).

increase of 208,100, but the increase continued to be higher than 100,000 persons in 2015-2016. The number of public employees decreased by 26,900, while the employees with a place of residence in Hungary but working at business sites abroad dropped by 6,800 in 2017 compared to 2016. All in all, the number of employees without the public employees and employees working at business sites abroad, i.e. the number of employees working in the primary labour market, increased by 103,600. In 2017, the increase in employment reflected only an increase in the number of jobs in the primary labour market (Figure 3).

I. Review of the labour market processed of 2017

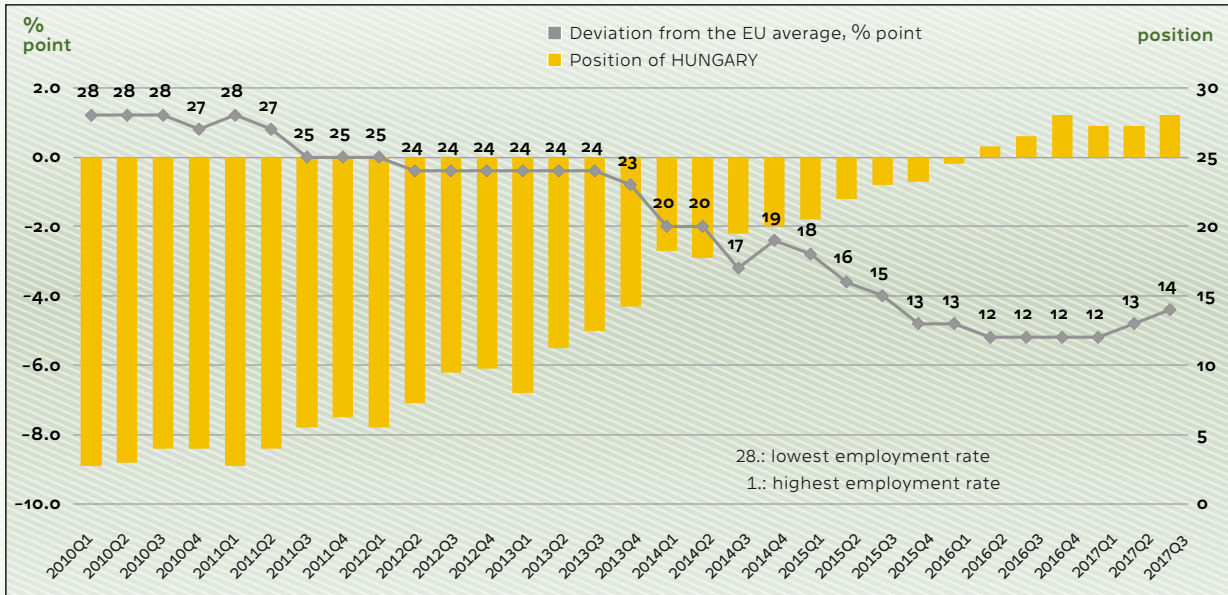


Figure 2: Deviation of the Hungarian employment rate (20 to 64 year olds) from the EU average and its position among the 28 Member States. Source: Eurostat

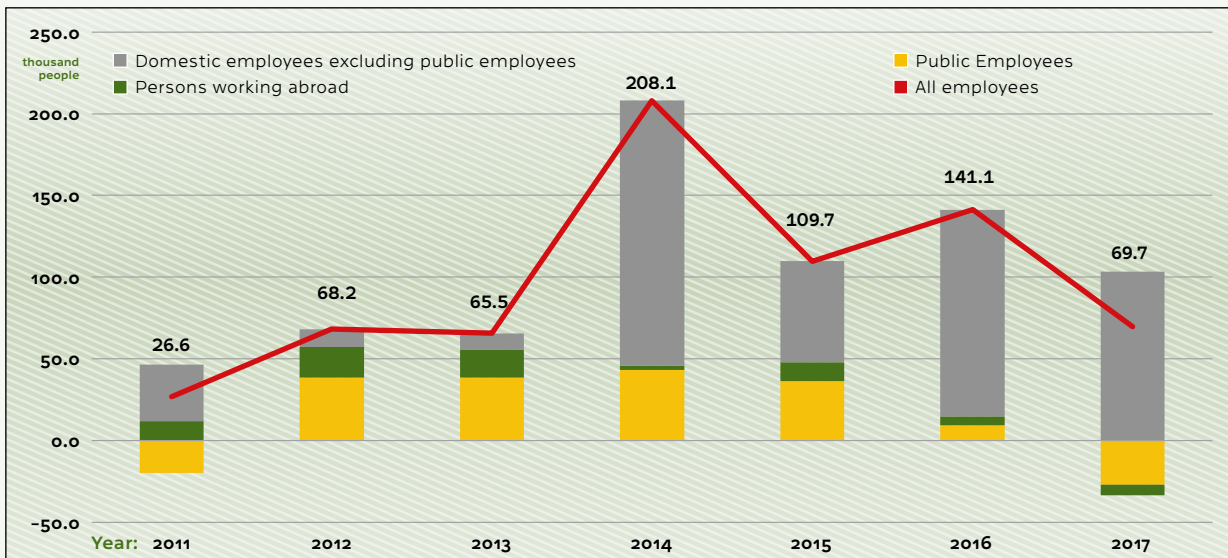


Figure 3: Variation in the number of employed individuals between 2011 and 2017. Source: CSO, as per the Labour Force Survey). Source: CSO, Labour Force Survey

However, public employment plays a different role in the territorially differentiated Hungarian labour market. The ratio of public employees within employees varied between 0.1% and 17.0% in the counties in Q3 2017. Less than 1% figures were measured in the counties that have a more favourable labour market situation, such as Budapest, Győr-Moson-Sopron and Pest counties. In addition, public employment played a role less than the national average in the labour market of the following counties: Bács-Kiskun, Csongrád, Fejér, Komárom-Esztergom, Tolna, Vas, Veszprém, and Zala, where their ratio within the employees continued to be lower than 3.5%. In the counties that are more dominant in terms of public employment, i.e. Szabolcs-Szatmár-Bereg, Borsod-Abaúj-Zemplén, Somogy, and Hajdú-Bihar, more than ten per cent of the employees are public employees, with the highest ratio measure in Szabolcs-Szatmár-Bereg County (17%).

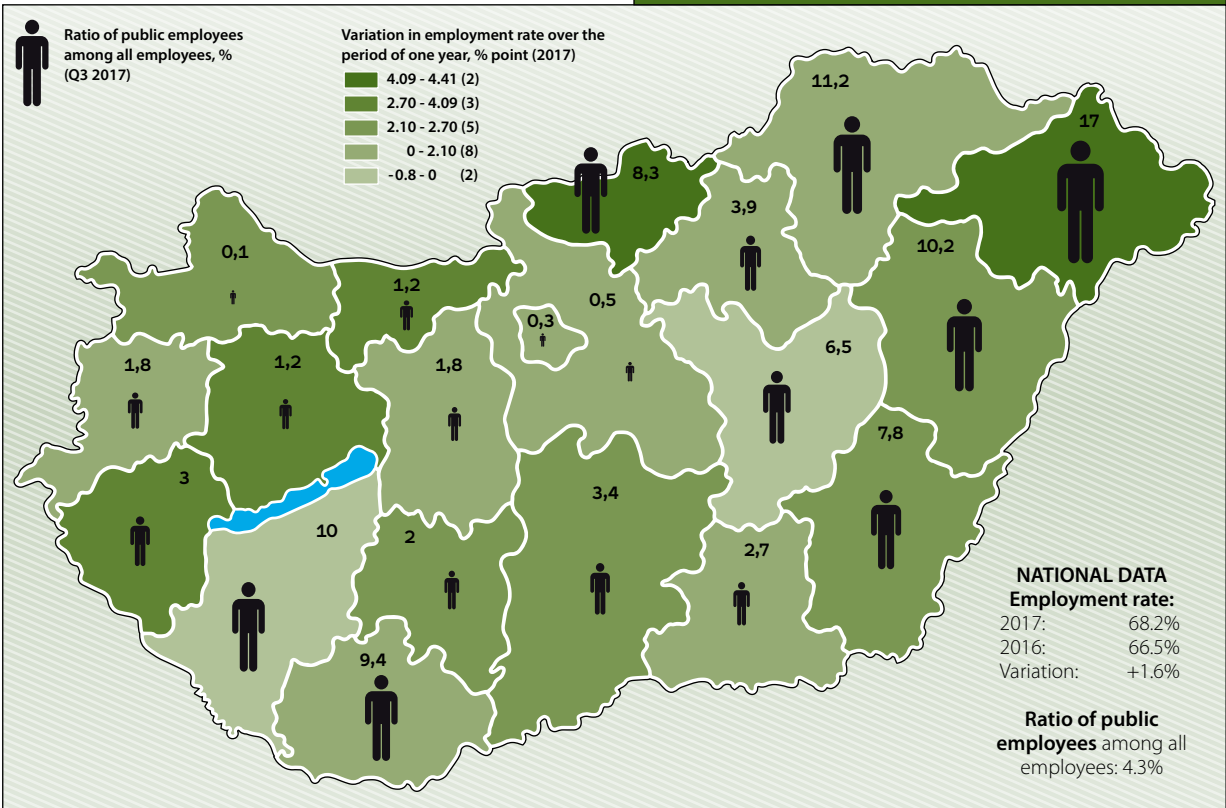
Owing to the territorial targeting of public employment funds, public employment was able to contribute to the

improvement of activity and employment rates in those regions where employment was most critical.

In 2017, the lowest employment rate was measured in Somogy and Borsod-Abaúj-Zemplén counties, where 60.7-62.9% of the population aged 15-64 were employed. While in 2016 only Budapest had an employment rate of more than 70%, the same figure was measured in the labour market of a number of counties (6) in 2017. The employment rate increased in a number of counties, with outstanding figures of 4.4% points in Nógrád, 4.1% points in Szabolcs-Szatmár-Bereg and 3.1 and 2.9% points increased in Zala and Komárom-Esztergom counties (Figure 4).

Public employment plays a rather different role in the labour market not only territorially, but it also had a major im-

Figure 4: Variation in employment rate (15 to 64 year olds) over the period of one year in 2017 and the ratio of public employees among all employees in Q3 of 2017 broken down by county (place of residence of the individual).
Source: CSO, Labour Force Survey



I. Review of the labour market processed of 2017

part on the chances of groups with different school qualifications to find jobs. 53-55% of the public employees have no higher qualifications than the 8 years of primary school and therefore public employment can help activating and employing such groups of low qualifications.

Following the cycle change in March, the monthly average number of public employees grew to 183,500 people until May, which was followed by stagnation in June and a minor gradual decrease from July. The decline in the public employment figures compared to the same period of the



Between 2011 and 2017 the employment rate of people with no higher than primary qualifications improved by 14%, which is a larger improvement than measured in the groups with other school qualifications. Prior to the introduction of public employment on mass basis, such groups with low qualifications could not benefit from any increase in employment and therefore the latest improvement was unique compared to the previous years (Figure 5).

According to the data of the Ministry of Interior, the average number of public employees was 179,500 in 2017; the figure is 19.7% points lower than in the same period of the previous year.

previous year became more significant from April. The programmes of the new public employment cycle launched in March this year involved fewer people than in the previous years. Not only the number of people assisted in contracts decreased, the process of filling the schemes was also extended more than last year and the incomplete utilisation of the number of participants in the schemes was also a greater problem. Primarily therefore the fewer entrants caused a decline in the monthly average figures.

Overall, the number of entrants into public employment was 71,800 (17.9%) lower in 2017 than in the same period of 2016. Part of the reason for this decline was that this year's

schemes were launched with fewer participants and the more favourable labour market environment and the attractive power of the rising market wages could also be felt in the market. The number of job seekers and public employees who could find a job in the primary labour market resulted in a situation where the composition of the people remaining in the register deteriorated in terms of employability as those remained in the system, as well as in public employment, whose activation is becoming an increasingly difficult task for the organisation.

In relation to those entering public employment it should also be highlighted that the number of young people joining the system decreased significantly in 2017: the number of young people joining public employment dropped by more than 40%, which is significantly higher than the rate of decrease measured among all entrants. This phenomenon can be explained by the fact that in the districts, more attention is paid to the adequacy of targeting young people, priorities given to their involvement into the Youth Guarantee schemes and they are only involved in public employment schemes in justified cases, when requested by the youngsters themselves (Figure 6).

decreased especially in Baranya, Heves and Nógrád counties. The monthly average number of participants in long-term public employment fell by 18.3% in a year. Similarly to the previous year, relatively most people were involved in long-term public employment in 2017. A number of local governments continued their former start work model programmes in this form, using the high value equipment acquired and the investment projects implemented in the previous years.

The value creating programmes of the district start work model programmes continued to be in the focus of public employment in 2017. More than 50% of the public employees were employed in Szabolcs-Szatmár-Bereg, Borsod-Abaúj-Zemplén and Hajdú-Bihar counties and the territorial distribution of assistance was also similar. Of the participants of the start work model programmes 38.9% worked in agricultural schemes. In these programmes, the settlements produce primarily for self-sustaining purposes, supplying kitchens and other institutions serving the local inhabitants. Another twenty per cent of the participants worked in programme building local specialty pro-

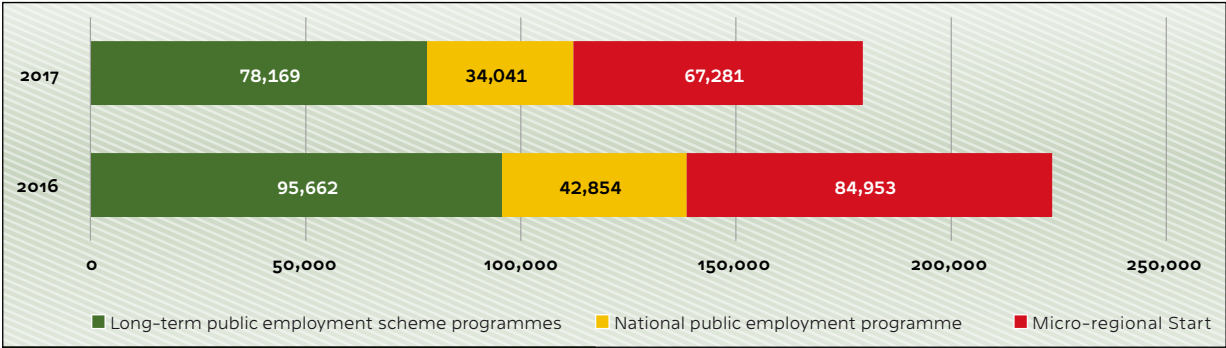


Figure 6: Number of participants in public employment schemes, by type.
Source: NISZ database

Of the average number of public employees 43.6% worked in long-term programmes, 37.5% in start work model programmes, while 19.0% worked in the national public employment programme in 2017.

In 2017, the number of participants in the national and start work model programmes was almost identical as in the same period of the previous year (20%). The average number of participants in the start work model programmes

gram in 2017. This year in total 1,596 settlements took part in the model programmes. 1,190 settlements launched agricultural programmes and 772 settlements launched programmes building on local features. A large number of settlements apply for assistance for the maintenance of public roads in their urban areas (694) and those applying for funds for inland water drainage (517).

The majority of individuals involved in public employment were women (53.5%) while the minority were men (46.5%) but their share was decreasing in 2017. The major-

I. Review of the labour market processed of 2017

		2016		2017	
		Persons	Distribution, %	Persons	Distribution, %
Gender	Male	111,174	49.7	83,466	46.5
	Female	112,296	50.3	96,025	53.5
	Together	223,470	100.0	179,492	100.0
Age	under 25	22,880	10.2	12,950	7.2
	between 25-54	157,110	70.3	126,681	70.6
	55 and over	43,479	19.5	39,861	22.2
	Together	223,470	100.0	179,492	100.0
School qualifications	Basic education	122,018	54.6	99,997	55.7
	Vocational school-professional school	58,037	26.0	45,173	25.2
	Secondary technical school-technical college	20,870	9.3	16,852	9.4
	Secondary School	16,965	7.6	13,492	7.5
	Higher education	5,580	2.5	3,977	2.2
	Together	223,470	100.0	179,492	100.0

Table 1: Average monthly figure of people involved in public employment.
Source: NISZ database

ity of the participants (70.6%) were aged between 25 and 54 years, while young people were represented in 7.2%, following a 3% point decrease over one year. More than fifty per cent of the public employees are job seekers with no higher than primary school qualifications. 55.7% have 8 years of primary school as their highest school qualifications, 42.1% have secondary qualifications and only 2.2% have higher-level qualifications (Table 1).

The primary target groups of public employment include individuals living in disadvantaged settlements and job seekers with low school qualifications and without any vocational qualifications. Calculating the ratio of individuals living in disadvantaged and non-disadvantaged settlements within the total number of public employees based on their highest school qualifications, only one tenth (exactly 8.4%) have some vocational qualifications and live in settlements under better conditions. Consequently, 91.6% of the public employees live either in settlements that are disadvantaged in terms of economy or employment or

have extremely low school qualifications. The conditions making it strongly difficult to find a job apply to more than half, 53.2% of the public employees.

The efficiency of public employment programmes is checked regularly. Monitoring of the respective individuals during the period following the assistance is one of the factors of such an investigation. During the monitoring process, the employment status of each individual leaving the programme is examined on the 180th day following the end of the assistance. This indicator reflects the ratio of those who left the assistance scheme and were employed on the 180th day after the closing of the programme and the ratio of them who had a job in the primary labour market. This monitoring is based on the notification database of the insured employees, managed by the tax authority and the administrative database of the registered job seekers (Table 2).

Year	Number of individuals leaving the public employment programmes according to their employment status on the 180th day after leaving the programme (persons)					Ratio of leaving individuals who found a job (%)	
	In the primary labour market	In the primary labour market	Unemployed	Not known	Total	In the primary labour market	In the secondary labour market
2014	67,540	268,780	101,379	98,207	535,906	12.6	50.2
2015	46,303	217,392	48,135	66,608	378,438	12.2	57.4
2016	47,285	195,021	43,418	59,430	345,154	13.7	56.5

Table 2: Breakdown of people leaving public employment according to their 180 day employment status. Source: NISZ register

According to our data, 12-14% of individuals leaving public employment find jobs in the open labour market within the period of six months from the assistance and still have a registered job at the time of the monitoring. By 2016, the ratio of people with jobs was close to 14%. The ratio of jobs in the primary labour market was higher in the national public employment programmes, reaching 14.3% in 2016.

The majority of the public employment programmes offer jobs that are aligned to the abilities and skills of the participants, require low qualifications and can be held without any vocational qualifications, though there are significant differences between programmes. Comparing the jobs held in the three large programme types, the top list is led by other, simple service and supply occupations in all three cases. The share of individuals working in administrative jobs is higher in the national programmes. In this programme type, the activities performed in the large national public employer companies are reflected in the other places of the top list: besides the simple industrial construction industry, agricultural and cleaning jobs forestry jobs are also included. In the Micro-regional Start programmes, simple agricultural and simple construction industry jobs as well as work and production organisers occur in the largest numbers. The long-term public employment is dominated by jobs with supplementary roles in the operation of the settlements: cleaners, maintenance staff, rubbish collectors, kitchen helpers, other administrators (Table 3).

2017 changes relating to the public employment system

The provisions of Government Resolution 1139/2017 (20 March)

Government Resolution 1139/2017 (20 March) on certain labour market measures was adopted in order to reduce the number of public employees, enhance its targeted nature and promote the transition from public employment into the open labour market, with the following main components:

- Public employees must be helped to find jobs in the primary labour market.
- Improving the target of public employment: those who are capable of finding a job on their own and those who have vocational qualifications can only be involved in public employment if the attempts of the district office to find a job failed on three occasions due to any reason attributable to the employer or if the district office was unable to offer an adequate job to the job seeker for 3 months.
- Individuals aged less than 25 can only be involved in the public employment programmes if the labour market programme implemented within the framework of the Youth Guarantee Scheme cannot provide other reasonable options to the either.
- Reducing the number of public employees gradually to 150,000 by 2020.
- Re-allocation of public employment funds to active labour market instruments. In order to achieve that goal, **HUF 40.205 billion appropriation made in**

I. Review of the labour market processed of 2017

Table 3: List of top job roles within certain areas of public employment based on the 2017 average headcount.

Source: NISZ database, The pale green cells are occupations not requiring level 9 vocational qualifications

Long-term programme		National public employment programme		District start work model programme	
Other, simple service or transport worker who cannot be classified elsewhere	43,824	Other, simple service or transport worker who cannot be classified elsewhere	5,744	Other, simple service or transport worker who cannot be classified elsewhere	34,247
Other cleaner or helper	7,057	Workers in simple forestry, hunting or fishing jobs	3,470	Workers in simple agricultural jobs	12,726
Cleaner or helper working at institutions	3,548	Manual construction workers	3,300	Workers in other simple construction jobs	5,629
Waste collector, street sweeper	2,906	Workers in other simple construction jobs	3,012	Labour organiser and production manager	1,728
General office administrator	2,477	General office administrator	2,512	Simple industry worker	1,537
Other, office or administrative worker who cannot be classified elsewhere	1,954	Other administrator	2,393	General office administrator	1,108
Worker carrying out maintenance and repair on agricultural and industrial machinery (engine)	1,344	Workers in simple agricultural jobs	1,535	Manual construction workers	920
Workers in simple agricultural jobs	1,200	Forestry worker	1,231	Other cleaner or helper	623
Labour organiser and production manager	1,165	Cleaner or helper working at institutions	1,058	Other industrial or construction worker who cannot be classified elsewhere	618
Other administrator	877	Other industrial or construction worker who cannot be classified elsewhere	1,031	Worker carrying out maintenance and repair on agricultural and industrial machinery (engine)	557
Kitchen helper	852	Library and archives manager	866	Workers in other technical jobs	532
Workers in simple forestry, hunting or fishing jobs	815	Labour organiser and production manager	685	Stonemason	482
Social worker	807	Simple industry worker	678	Other, service industry worker who cannot be classified elsewhere	428
Simple industry worker	776	Other, social care worker	622	Waste collector, street sweeper	385
Workers in other simple construction jobs	602	Data logger, coder	592	Other, crop management worker	380
Total	78,169	Total	34,041	Total	67,281

2017 was re-allocated; HUF 40 billion was transferred to the National Employment Fund, Employment and Training Assistance Sub-Title, in addition to which, a further **HUF 180 million and HUF 25 million was re-allocated to the Ministry for National Economy and the Ministry of Human Capacities**, in order to fund the labour market, social and health services of special public employment programmes.

Thus, the public employment limit actually available for use in 2017 is HUF 284.795 billion, which, pursuant to the approved act on the 2018 budget, will be **reduced to HUF 225 billion in the following year**.

Legislative changes since 1 January 2017

The **length of participation in labour market services was raised from 3 days to no more than 15 days** and the participants of special public employment programmes launched for job seekers whose involvement is difficult are eligible for not only labour market, but also health and social services, which also constitute a public employment status.

From 1 January 2017, a new reason for exclusion was added to the **Act on Public Employment**. Accordingly, the job seeker must be excluded from public employment for three months if the public employment status is terminated with immediate effect by the public employer. **Pursuant to the amendment of Act IV of 1991 on the Promotion of Employment and the Service to the Unemployed** (hereinafter: Employment Promotion Act), **effective from 1 January 2017** a public employee must accept not only the offered job but also the offered training. It is reinforced by another new reason for exclusion too, according to which a job seeker must also be excluded from public employment if they do not accept the offered training that matches the provisions relating to the job seekers and offered according to the Employment Promotion Act¹.

On the basis of **the modification of the Employment Promotion Act, effective from 1 January 2017**, the costs of long-distance journeys of public employees involving the use of public transport, i.e., commuting from place of residence to the public employment agency or employer, both ways, must be reimbursed if a public employee is offered a job by the public employment agency. The law may also provide for the reimbursement of justified local travel expenses.

Opening the gap between public employment wages and minimum wages

A public employee must be made interested in finding a job in the market sector with a simultaneous termination of the effect of social transfers and public employment, encouraging individuals for not even seeking jobs in the open labour market. In the past few years, the public employment wages typically followed the changes in the minimum wages, i.e. the difference between the two types of wages did not increase. However, experience shows that although the public employment wages are lower than the minimum wages in many cases **they still do not provide a sufficient incentive for looking for a job in the open labour market. That is why in 2016 the gap between public employment wages and minimum wages opened further** and the public employment wages no longer followed the changing minimum wages (6%) then, **in 2017, a major increase in minimum wages and guaranteed wage minimum (15-25%) was followed by a more modest increase in public employment wages (3-5%)**. These measures clearly and definitely encourage all individuals who are capable of working to look for jobs in the primary labour market.

¹ The amendment of the Act on Public Employment also clarified one of the reasons for exclusion by distinguishing the cases when the employment was terminated with immediate effect by the employer during the trial period. Pursuant to the Labour Code, the employer may terminate the employment with immediate effect and without any reasoning even if the termination is not the result of any fault of conduct of the employee. In such cases it would be unfair to impose any sanction on the dismissed employee who will also lose the income available in public employment due to any reason other than their own fault, and therefore the purpose of the modification was to prevent that.

Training and services within the public employment system

One of the most important Government objectives relating to the public employment system is to make sure that public employees create values with their work according to their abilities and **return from the public employment system to the labour market in the highest possible numbers. Basic, vocational and further training reflecting market demand** is one of the major instruments in the reintegration of public employees. The training highlights the importance of learning and provides an opportunity for public employees to acquire some knowledge and enter the open labour market to find a job and income. **Any, public employment supporting, training programme may be aimed at convergence or can provide missing competences, school qualification or professional knowledge** and vocational qualifications, or may be aimed at preparing for entry into vocational training or **further training**.

Training programmes realised within the framework of the GINOP-6.1.1-15 major project

The training of public employees with low school qualifications is supported with the major project under the title **GINOP-6.1.1-15-2015-00001 'Training of individuals with low qualifications and public employees'** (hereinafter: major project) between 2016 and 2018. The major project is implemented under the professional control of the Ministry of National Economy (hereinafter: MNE) in cooperation with the office of National Vocational Qualifications and Adult Training as consortium leader, as well as the Ministry of Interior (hereinafter: MI) and 18 Government Offices from convergence regions (hereinafter: Government Offices) as consortium partners. During the period of training, the public employees receive public employment wages, funded by the MI.

The major project offer **training for at least 85,000 people** with HUF 30 billion assistance, **of whom 80,000 are individuals with low school qualifications**, or primary or low secondary qualifications (ISCED 1, ISCED 2), or with a public employment status or employment status. Only very few individuals (5.9%) with higher school qualifications (at least secondary - ISCED 3) can be involved in the programme. The target indicator of those obtaining a certifi-

cate or diploma is 68,000 people (80% of the total number of people to be involved in the programme).

For the Government Offices taking part in implementation the number of people to be involved in the major project in each county was defined centrally on the basis of the number of registered job seekers, public employees and individuals with low school qualifications (number allocation).

The primary objective of the training to be launched in the major project is to **develop competences required for convergence** and start of vocational training and to **satisfy the primary labour market needs**, in relation to which new components were also integrated. The **carrier orientation questionnaire** that must be completed by each member of the target group **helps in defining the individual interests** when the individual joins the programme, **while the individual training plan helps in customising the training**. It is a special feature of the training under the programme that the courses include an activity complementing the adult training in 16 hours prior to the training programmes, **dedicated to integration and continuation of the training** under the title '*Increasing training efficiency*' and in 24 hours at the end of the training under the title '*Promoting employment*', with the **aim of assisting transfer into the primary labour market**.

The primary target groups of public employment include individuals living in disadvantaged settlements and job seekers with low school qualifications and without any vocational qualifications. The target groups typically include individuals declaring themselves as **Roma**. At the same time, the number of Roma is not an input indicator of target indicator of the project, but the MI manages such data with a priority in its statistical data supplies.

Within the framework of the major project, a number of training needs assessments were conducted under the professional control of the MI since the beginning of the project, by taking into account changes in the labour market, in which it was always a requirement for the Government Offices and district offices to assess and collect **all training requirements primarily by taking into account the local and national open labour market needs and**

II. Training and services within the public employment system

the training needs identified during the daily contact with local chambers and civil society organisations.

The training needs identified on the basis of the needs assessment, are then used as the basis of the Call for Proposals and the List of Qualifications built on them, **thus ensuring the regular launch of trainings.**

The **List of Qualifications** is revised at least once a year but it can also be continuously supplemented and updated if there is a need or justification for it. The *List of Qualifications* published in November 2016 was also used as an input for the training activities launched between December 2016 and March 2017 in relation to the 2016-2017 winter public employment programme. They were supplemented on the basis of extraordinary training needs (e.g. bodyguards and security guards, chimneysweeps) on **three occasions** in 2017. The new *List of Qualifications for winter public employment in 2017-2018* was published in November 2017, constituting the basis of further training courses launched between December 2017 and the closing of the major project.

In the course of the involvement of large numbers of individuals in the training, we also monitored the launch of public employment programmes, and therefore most of the training activities were organised during the winter season.

After the launch of the major project **the number of individuals involved in the training rose continuously.** In 2016 in total 34,560 people joined the training and a similar figure of **30,378 people was also reported for 2017.** Thus between the start of the project (February 2016) and **31 December 2017 in total 64,938 people were involved**, of whom **22,478 people (34.6%) declared themselves to be of Roma nationality.**

The **most important output indicator of the major project is the number of individuals successfully completing the training.** This indicator was 16,261 people in 2016, which almost doubles to 31,206 people in 2017, to-

talling **47,466 people at the end of 2017** (73.1% of the involved individuals).

In the major project the **successful completion of the training may be impeded a number of problems** faced by disadvantaged individuals and public employees during the training period. In 2016 1,227 people, in 2017 **3,133 people dropped out. The reasons behind the increasing number of dropouts are dominated by health problems, financial difficulties, family and partner issues and integration difficulties.** The customer involved in the major project already face disadvantages at the beginning that cannot always be remedied within the project, and therefore the mentoring service is extremely important during the training period. **Mentoring services were organised in all 18 counties of the convergence region.**

According to the 2017 year-end data, on average 118 mentors contributed to the successful completion of the training of the public employees, assisting 92.3%, i.e., 59,500 people involved in the major project with mentoring services (45,131 people used the service only in groups, 804 only on individual basis and 13,565 people took part in mentoring services organised both for groups and for individuals). Of those using the service 3,836 customers dropped out, which corresponds to 6.5% of the individuals taking part in the mentoring service. (Figure 7)

The mentor's personal assistance is extremely important in the successful completion of the training. The primary and crucial role of a mentor is to keep customers in the training, to facilitate the successful completion of the training and to effectively prevent any dropouts. (Figure 8)

While exploring and resolving problems, the mentor builds a strong relationship between the training institution and the training participant though, when necessary, the public employer, the employer or other social institution may also be involved in the assistance process.

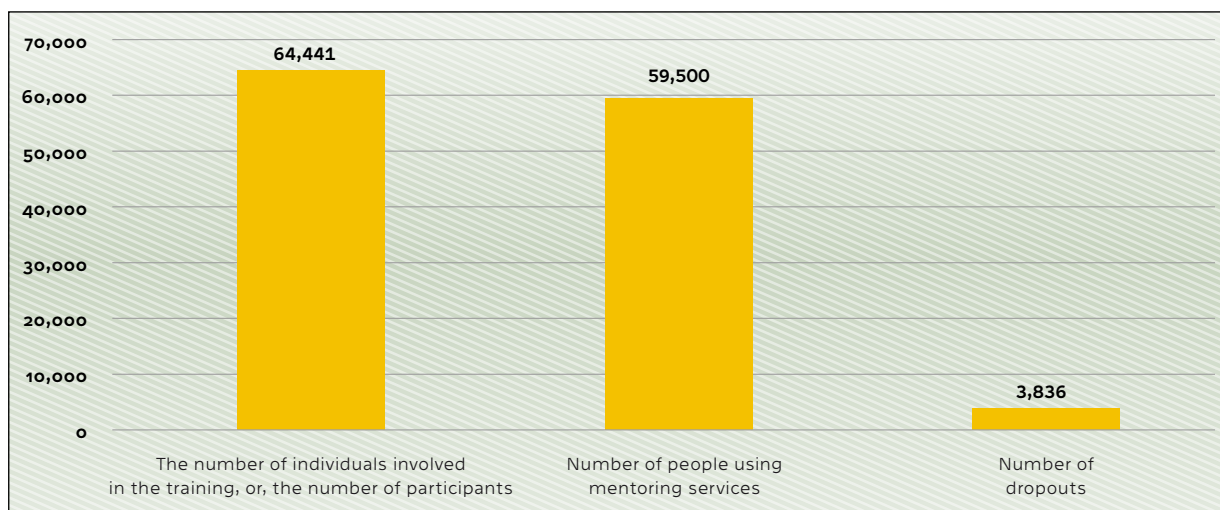


Figure 7: Number of people using mentoring services within the framework of the GINOP-6.1.1 programme, and the number of dropouts (persons) until 31.12.2017.
Source: MI - MCFO (Management Coordination Forum of Organisations)

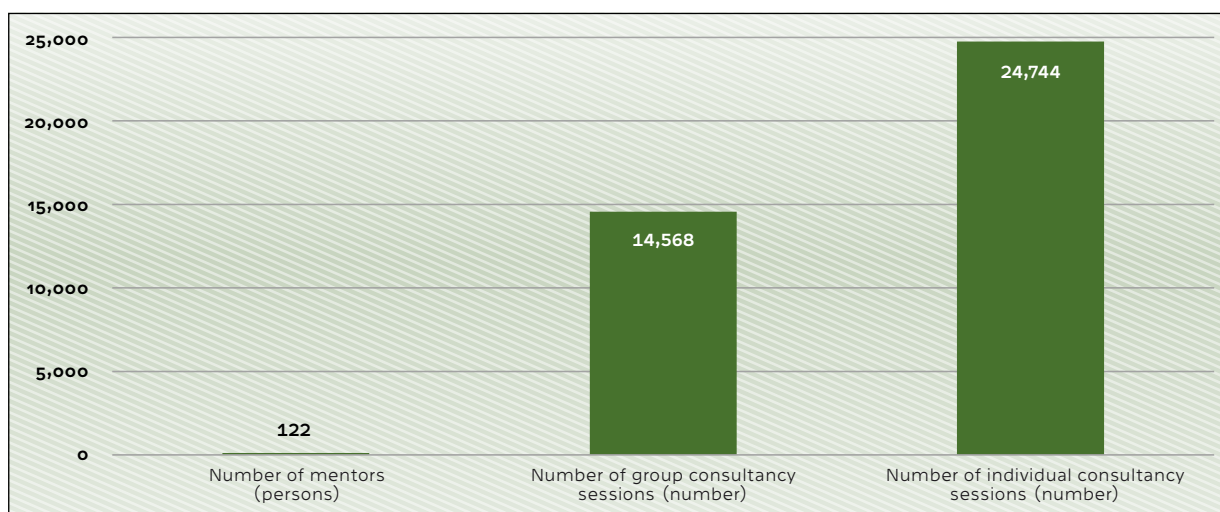
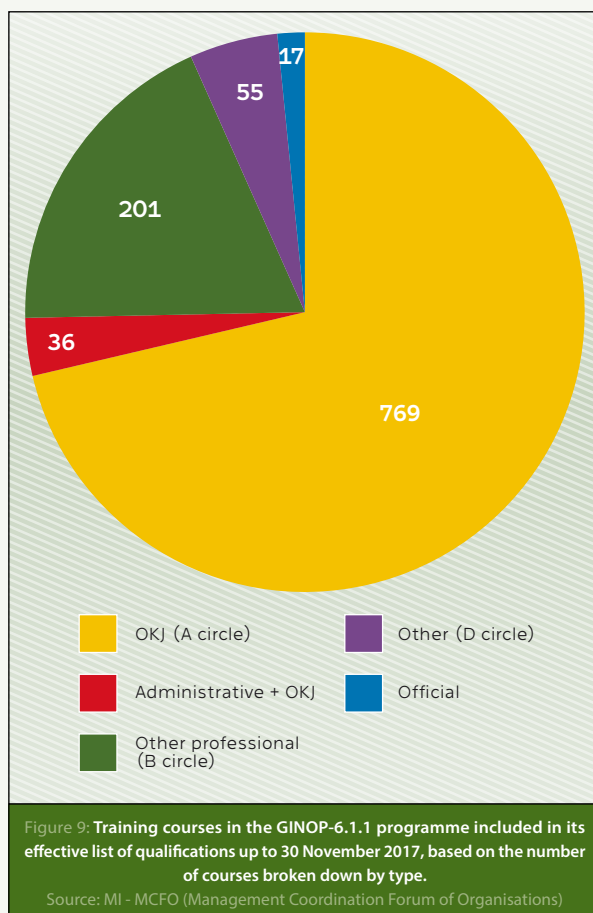


Figure 8: Number of individual and/or group consultancy sessions involved, held within the framework of the GINOP-6.1.1 programme until 31.12.2017.
Source: MI - MCFO (Management Coordination Forum of Organisations)

In relation to the **training programmes launched by the end of 2017** it may be concluded that besides the **convergence type competence development programmes**, **60% of the training courses were OKJ and OKJ+ administrative and 30% of the courses were other professional training programmes** among the target group with low school qualifications. The pro-

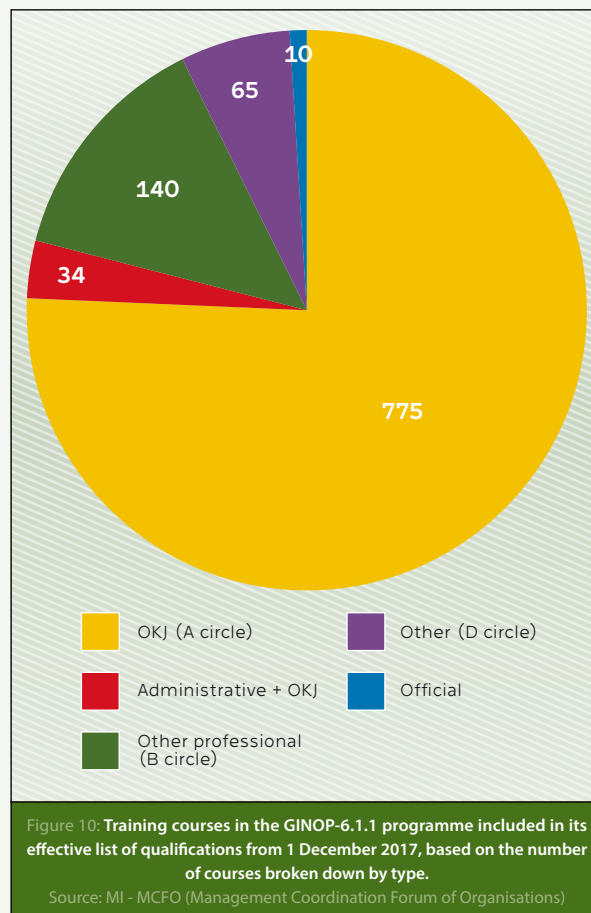
grammes included vocational qualifications for **missing occupations**, in line with the labour market requirements, in order to enable public employees to find a job successfully later. The shortage of labour involved industrial and construction industry jobs (e.g. machine cutter, bricklayer and cold tiler, carpenter, shutter building carpenter) and other missing occupations (e.g. cook, so-

II. Training and services within the public employment system



cial worker and nurse, meat industry production worker, gardener).

Towards the end of the major project, the project budget would, in theory, be sufficient for implementing more material and cost intensive training programmes with a large number of lessons. However, by also taking into account the school qualifications and motivation of the target group, participation in longer-term training programmes, maintaining motivation during the train-



ing period and complying with the examination requirements, represent new challenges in the successful implementation of the programme.

In the List of Qualifications, effective until 30 November 2017 the Government Offices planned to implement **1,087** training programmes, while the list effective **from 1 December 2017 includes 1,024 training rows.**

Until the end of 2017, the greatest demand occurred for **basic competence training, catch-up training for years**

County names	Allocated numbers by county (persons)	Total number of involved December 2016 (persons)	Total number of involved December 2017 (persons)	Ratio of the involved number of people compared to the 85,000 allocated December 2017 (%)
Bács-Kiskun	4,995	1,773	4,018	80%
Baranya	4,945	2,625	3,828	77%
Békés	3,870	1,590	2,836	73%
Borsod-Abaúj-Zemplén	15,293	4,332	10,267	67%
Csongrád	2,447	1,241	2,114	86%
Fejér	2,588	1,194	1,795	69%
Győr-Moson-Sopron	686	153	587	86%
Hajdú-Bihar	8,242	3,323	6,427	78%
Heves	4,149	1,414	2,300	55%
Jász-Nagykun-Szolnok	5,331	2,048	4,289	80%
Komárom-Esztergom	1,573	754	1,213	77%
Nógrád	4,097	1,229	2,609	64%
Somogy	5,240	2,707	3,880	74%
Szabolcs-Szatmár-Bereg	14,040	7,774	13,617	97%
Tolna	2,434	921	1,518	62%
Vas	1,007	282	821	82%
Veszprém	1,828	450	1,193	65%
Zala	2,235	750	1,626	73%
Total	85,000	34,560	64,938	75%

Table 4: County involvement indicators of the GINOP-6.1.1 programme - monthly data of December 2017.

Source: MI - MCFO (Management Coordination Forum of Organisations)

7 and 8 of the primary school, small green area machine operator and training in bio and green waste utilisation and composting among the list of programmes included in the List of Qualifications, involving more than 500 people. The number of individuals involved in the actual training activities as at 31 December 2017 were influenced significantly by the labour market situation of the specific county, the number of public employees and various other factors.

On the basis of the number of individuals employed and the comparison of public employment programmes

it may be concluded that **primarily** the public employees integrated into **longer-term** and district and national public employment programmes take part in the training programmes. This can also be explained with the length of the public employment and training programmes and their predictability (Table 5).

Looking at the number of individuals involved it is clear that **primarily the ISCED 1-2 target groups were involved reflecting the output indicator of the major project**, but the group of individuals eligible for the project is shrinking as time progresses, primarily due to health reasons and the lack of abilities required for the successful completion of the training. Among the individuals tak-

II. Training and services within the public employment system

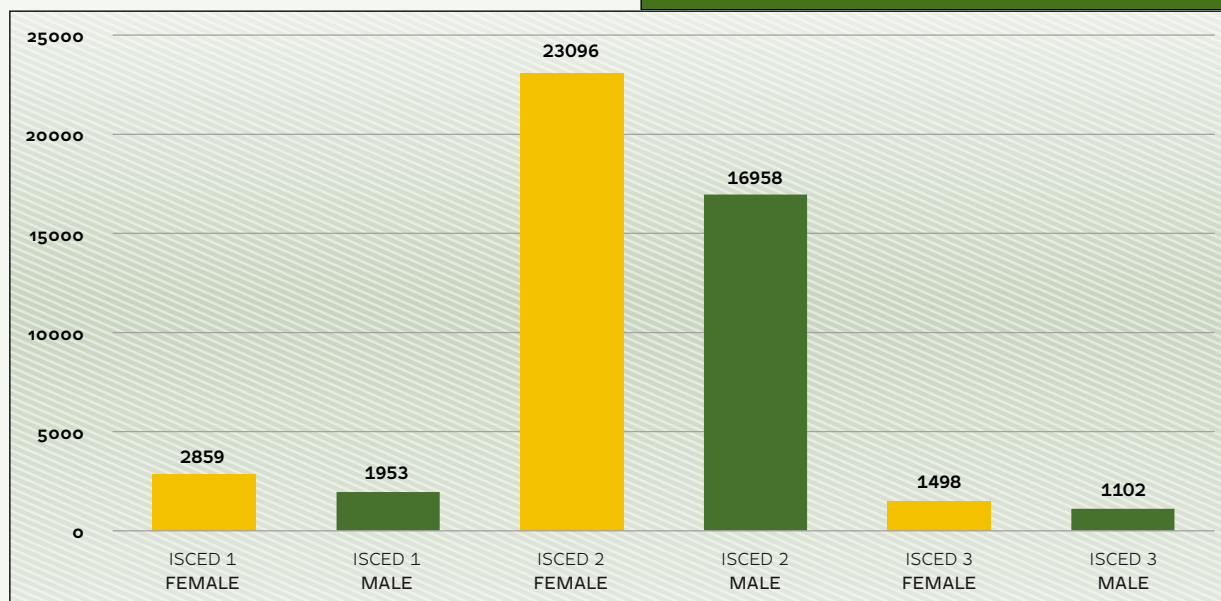
Title of the public employment programme	Cumulated number of people involved in the course (persons)	Cumulated number of people successfully completing the course (persons)	Cumulated number of Roma involved in the course (persons)
Long-term programmes	57,744	42,380	21,099
National programmes	2,593	1,879	528
Micro-regional Start programmes	4,229	2,914	831
National model programmes	55	55	9
Other model programmes	68	55	8
LHH (most disadvantaged micro-region) training programmes	0	0	0
Total number of public employees	64,689	47,283	22,475
Total number of employed individuals	249	183	3
Full course figures (public employment + employment status)	64,938	47,466	22,478

Table 5: Cumulated number of participants in training programmes, held and in progress within the framework of the GINOP-6.1.1 programme - data from December 2017.

Source: MI - MCFO (Management Coordination Forum of Organisations)

Figure 11: Number of participants in training programmes, held and in progress within the framework of the AGINOP-6.1.1 programme - data (persons) from December 2017.

Source: MI - MCFO (Management Coordination Forum of Organisations)



ing part in the training programmes in 2017 women, more specifically women with ISCED 2 qualifications were represented in higher numbers, one of the possible reasons for which, apart from motivation, was the greater demand for the participation of men in the actual work (Figure 11).

The MI also assists in the implementation of the major project with special events (e.g. case discussion and supervision exercises organised for the implementing actors as well as technical preparations and workshops) of which 18 were held by the end of 2017.

Social cooperatives
established on the basis
of public employment

Cooperatives are special corporate enterprises recognised in the European legal systems and effectively operating in the practices of the Member States that have special characteristics in their objectives, operation and values compared to other market actors.

In its Resolution 1139 /2017 (20 March), the Government reinforced its intention to support,

- the establishment of social cooperatives and the professional and methodology support to the activities aimed at improving the conditions of operation of social cooperatives in public employment programmes, suitable for that purpose and also undertook to assist in EU resources for that purpose.

In line with the objectives of the Government, by the end of this government cycle the number of social cooperatives established and operating on the basis of public employment has been gradually increasing.

The **main objective is to make social cooperatives existing and to be established in the basis of the start work model programmes launched in public employment as real market actors and enterprises, using and operating their assets (infrastructure) previously acquired within the framework of public employment.** Another purpose of establishing social cooperatives is to contribute to increasing employment in obsolete settlements, to the territorial equalisation of employment and to economic convergence of the underdeveloped regions. The development required for such purposes requires a complex approach and structured cooperation with the representatives of the local society and businesses; the activities must be organised and operated in a manner that contributes to long-term sustainability.

Since 2011, the Ministry of Interior created the foundation for launching agricultural production activities in the micro-regional start work model programmes by supporting public employment, while from 2013 **any additional support from the public employment system has represented an individual development option.** Such subsidies and assistance made it possible for local governments, committed to the establishment of social cooperatives to implement further investment projects, absolutely necessary for the operation of a social cooperative during the period of the public employment programmes.

Social cooperatives organised on the basis of public employment can be viable if

- the deliberately planned and supported **public employment programme involves actual production activities;**
- the products are not only used within the community but are also **sold on the market with which, in a fortunate situation, the cooperative can be positioned on the market and a product cycle can be formed already during the public employment;**
- **liquidity is also guaranteed from other sources** (contribution in kind, resources won in tenders) **in addition to instruments and assets obtained from assistance under public employment.**

A social cooperative as a new resource is simultaneously good for developing a work-based economy, putting a stop to impoverishment, for value creating self-sufficiency and for work socialising and encouraging self-care for large groups of society, i.e. also for the participants in the currently managed public employment programmes. The cooperatives also support the integration into the community of disadvantaged groups, the development of underdeveloped regions and, not least, by building strong local communities, they can also reduce the migration among the rural population and change demographic indicators favourably.

III. Social cooperatives established on the basis of public employment

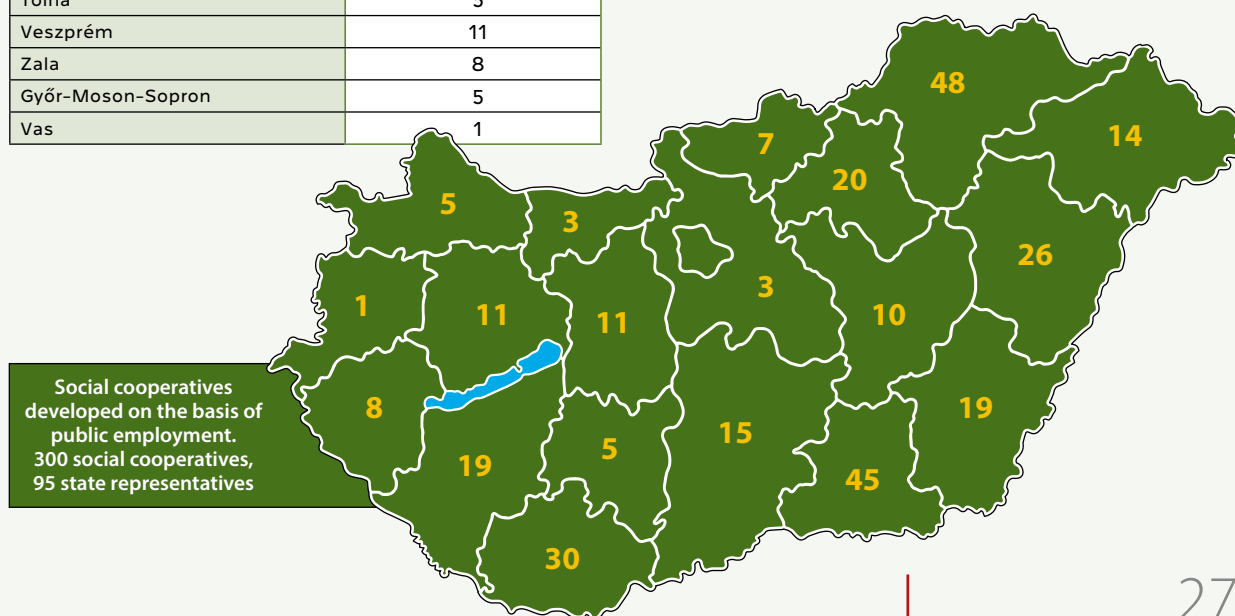
III.1. Status of the social cooperatives established on the basis of public employment

Currently there are **300 social cooperatives** in Hungary that have been established on the basis of public employment. Their dispersion by county is as follows:

County	Number of cooperatives
Bács-Kiskun	15
Baranya	30
Borsod-Abaúj-Zemplén	48
Békés	19
Csongrád	45
Hajdú-Bihar	26
Heves	20
Fejér	11
Pest	3
Jász-Nagykun-Szolnok	10
Komárom-Esztergom	3
Nógrád	7
Somogy	19
Szabolcs-Szatmár-Bereg	14
Tolna	5
Veszprém	11
Zala	8
Győr-Moson-Sopron	5
Vas	1

The opportunities and abilities of the counties to establish and effectively operate social cooperatives are significantly different. According to the experience so far, western areas are less suitable while northern, southern and south-east regions are more suitable for creating and operating social cooperatives. The largest number of established social cooperatives continue to exist in Baranya, Hajdú-Bihar, Borsod-Abaúj-Zemplén and Csongrád counties.

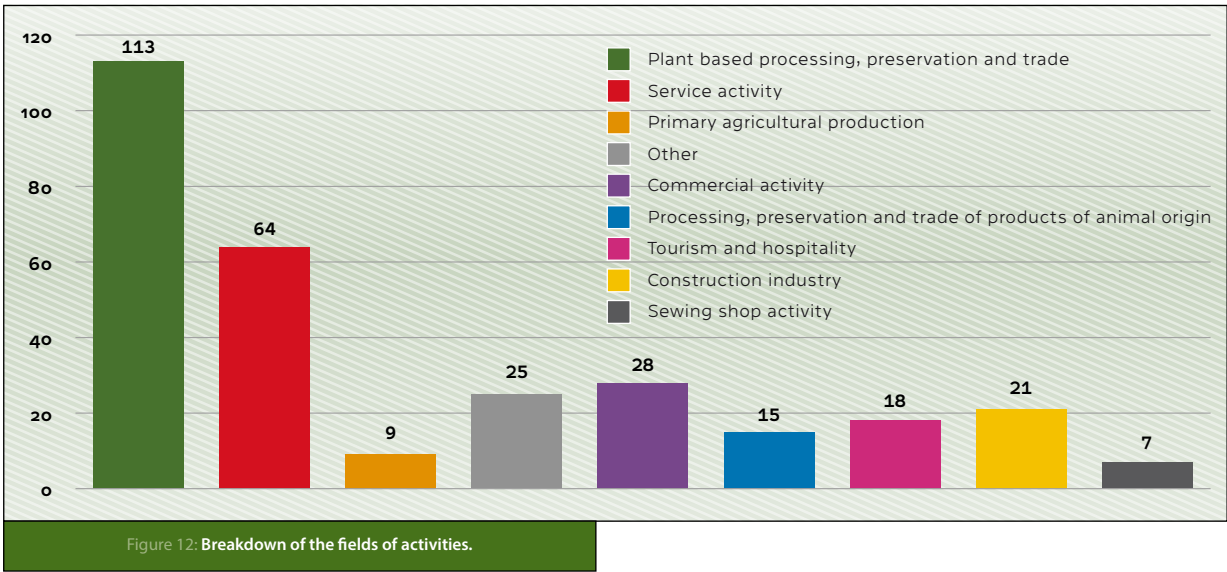
Primary agricultural production appears only in a fragment of the social cooperatives organised on the basis of public employment, which is mainly due to the lack of the required size of production land and infrastructure as well as the subsidy system that is exposed to agricultural 'de minimis' restrictions (EUR 15,000) and therefore the social cooperatives organised on the basis of public employment are primarily engaged in processing construction industry sales and services.



III.2. Dispersion of activities carried out by social cooperatives being developed on the basis of public employment

According to the voluntary data supply, nearly fifty per cent of the social cooperatives organised on the basis of public employment are engaged in the processing of agricultural, vegetable and animal products and in food processing. The basis of their activities is mainly infrastructure obtained from public employment assistance, made available under lease agreements, and infrastructure purchased from TÁMOP resources.

In the case of the established social cooperatives the **Ministry of Interior, Social Cooperative Cooperation Department** (hereinafter: Department) **provides continuous professional support to the leaders of the cooperatives**. The social cooperatives established on disadvantaged settlements require daily 'care' and attention. The physical presence of the members of staff of the Department is absolutely necessary for the long-term and sustainable operation of social cooperatives.



III.3. State representative tasks

Act CVI of 2011 on the Amendment of Acts of Public Employment and Related to Public Employment as well as Other Pieces of Legislation (hereinafter: Public Employment Act) provided an opportunity for public employees working together for the same public employer for at least a year to continue using the tangible assets used in public employment free of charge pursuant to a lease agreement concluded with the public employer provided that they agree to continue working together

for at least two years as members of a social cooperative established by them.

In relation to the transfer of assets originating from public employment assistance, **the members of staff of the Department perform the tasks of the designated state representatives** defined as a mandatory obligation under the law until the lease agreement expires.

III.4. Financing opportunities, assistance

In the course of the economic model created for social cooperatives the financing of the start of the activity is one of the major problems and therefore finding and the supply of funds is a primary responsibility. In relation

to that, the Department is involved in the design of Hungarian and EU assistance aimed at social cooperatives and in identifying loan opportunities.

III.5. 'Focus' programme

The 'Assistance to social cooperatives involving local government members is in focus' (hereinafter: Focus) assistance programme has a HUF 12 billion budget.

- Objective of the assistance programme aimed at employment
- promoting the integration of disadvantaged employees and public employees in to the labour market, and
- establishing new and sustainable jobs by supporting the activities and operation of social cooperatives.
- The assistance programme intends to give incentives and provide assistance primarily to social cooperatives organised based on public employment in improving their employment abilities and in their process of becoming a self-sustaining market actors.

In the programme in total 199 applying cooperatives organised on the basis of public employment were granted assistance.

The Focus assistance programme and its objectives in fact

- support the integration of disadvantaged members of social cooperatives established on the basis of public employment into the open labour market - the 199 beneficiaries agreed to employ 1,444 individuals belonging to the target group for 4.5 years and
- to create jobs for previous public employee members of the social cooperative under an employment contract in a way that employment is supported degressively.

III.6. Major achievements related to the establishment and operation of social cooperatives

The success of a cooperative can be determined almost at the founding stage. The crucial factor in the operation of a social cooperative is the founding membership of the local government. The strengthening and increase of the social cooperative sector creates employment in the open labour market and represents a guaranteed income for its disadvantaged members.

- As the social cooperatives gains strength, the content of social economy will be extended.
- The involvement of the social cooperatives expand the labour market with disadvantaged people, who join the organised labour market and economy within the framework of the cooperative.

- With the involvement of social cooperatives, more jobs will be created and the employment capacity outside the main flows of the labour market will increase.
- With the help of the professional services the beneficiaries of the Focus assistance programme gain knowledge and information that are required for implementing and sustaining their project.
- The basic values of a social economy appear and self-care, social solidarity and cooperation become more valuable.

III. Social cooperatives established on the basis of public employment

III.7. The effects of the operation of social cooperatives

The Government aims to spread the form of social cooperatives and to make sure that the **cooperatives take part in encouraging the development of the economy and the local communities.**

These enterprises cannot be measured only on the basis of their economic performance, which is still required for achieving their objectives associated with the principles of mutuality and solidarity, but **they need to be assessed primarily on the basis of solidarity, social cohesion and their territorial relations.**

In summary, there is a need to change the mindset within Hungarian society. Cooperation, joint forces, collaboration and community responsibility are basic principles that should be trained and taught to children in the families and also in schools within the framework of the educational programme.

The cohesive power of a social cooperative is a mutually recognised interest, reflecting a bottom-up approach and an association of conscious and responsible individuals. **A strong cooperative is fundamentally based on the decision and approach of the participating individuals and members.**

III.8. Successful social cooperative models

Bács-Kiskun County

BÁCSALMÁS | **Bácsalmásért Feldolgozó és Értékesítő Szociális Szövetkezet** (For Bácsalmás Processing and Sales Social Cooperative) was established in August 2013. The main activity of the cooperative is food processing, which is based on the principles established in public employment. The Bácsalmás delicacies branded food products are free of preservatives, additives and colourants, are produced from locally grown or locally sourced raw materials in the vegetable and fruit processing plant operated by the cooperative. The products are sold in their For Healthy Bácsalmás shop and at other points of sale in public areas as well as in public catering, catering units and food stores both locally

and in the region. A Bácsalmási Portéka Szatyorközösség (Bácsalmás Goods Bag Community) was also established encouraging the local residents to purchase and consume local products. The purchase is also promoted by the Bácsalmási Goods Vouchers issued in 2015, which can only be used to purchase local products.

Baranya County

PALKONYA | The purpose of establishing **Palkonyai Termelői Piac Szociális Szövetkezet** was to have a local farmers' market, where smallholders and the primary producers operating in the area could come, and bring their

products. Within the framework of this investment, an open paved market place covered by a roof was established on a property situated in the row of cellars in Palkonya and used by the cooperative. There is also a service building on the market place, which functions as a catering unit. Apart from the wines produced by the cooperative, the catering unit also sells the wines of smallholders and primary producers as well as family cellars producing good quality wines.

MAGYARBÓLY | Település Szerviz Szociális Szövetkezet (Local Services Social Cooperative) was established in 2013. Regarding its field of activity, the most important is pig fattening, construction work and the production of fruit and vegetable juices. Within the framework of animal farming, they raise 2,500 pigs a year, generating considerable revenues for the cooperative. Within the framework of the construction industry activity over the past two years, the cooperative took part in the construction of two 500 kW capacity solar power plants, internal and external refurbishment of residential houses and the construction of one bed & breakfast facility. Their fruit and vegetable processing activities focus in the products of smallholders and primary producers of the village and the surrounding area under contracts and the cooperative is also involved in the processing of vegetables and fruit produced by the local government to supply raw materials for the kitchen responsible to local public catering. The cooperative also maintains the institutions of the local government with the help of its experts.

Békés County

BATTONYA | Battonyai Haladás Szociális Szövetkezet (Battonya Progress Social Cooperative) was established in 2015. Its main activity is the production of concrete construction elements, wire mesh production, landscaping as well as the complex services related to the productions, e.g. execution, complex administrative services. The future objective in addition to the manufacturing of concrete elements is to extend agricultural services and contract work more extensively, matching the characteristics of the settlement and of the region. Besides the manufacturing of concrete elements, the other main profile of the cooperative is the production of concrete poles and paving stones. In future, they intend to expand these products in various sizes and their plans also include the manufacturing of lawn

grids. The cooperative undertakes to install their manufactured products on the site and also to produce entrances.

Borsod-Abaúj-Zemplén County

MISKOLC | MISKÉP Miskolci Építő Szociális Szövetkezet (Miskolc Construction Social Cooperative) was established in September 2013 and started its active operation in April 2014, with their main activity being the renovation of buildings. In the first year, they only carried out refurbishment on the infrastructure of public institutions in Miskolc, from the second year their activities were extended to the city's agglomeration and the private market. They create value with bricklayers, paving and tiling specialists, carpenters, painters, pipe network technicians and unskilled workers. Their strategic objective is to strengthen the market position of the cooperative through demand-driven and competitive service profile development and capacity extension, with which they can achieve a sustainable, financeable and profitable operation in the long-term. A valuable element in the operation of the cooperative is work performed outside working hours assisting each other, for which the cooperative lends the instruments free of charge. In terms of employment, their objective continues to be to offer long-term jobs primarily to public employees and registered job seekers.

Fejér County

SÁRKERESZTÚR | At the time of the establishment of **Sárkeresztúri Hangyák Termelő és Értékesítő Szociális Szövetkezet** (Sárkeresztúr Ants Production and Sales Social Cooperative) in 2016, the main goal was to engage in an activity with a common interest that would provide the opportunity for securing the livelihoods and high quality individual, family and community lifestyle for its members. The Sárkeresztúr cooperative was established to develop the local economy and to create an opportunity for gradual transition from public employment to the open labour market. In its activities, the cooperative returned to traditions and natural and sustainable methods during production and processing. The activities which began in public employment are completed with lavender and twig processing for baskets. Currently available products: classified raw and boiled-milled twigs for baskets and brooms, lavender gifts, pumpkin seed products and packs. Their long-term objective is to offer a good experience and a positive future

III. Social cooperatives established on the basis of public employment

vision to the residents of Sárkeresztúr and the region and to make the village attractive and liveable for young people.

Hajdú-Bihar County

BALMAZÚJVÁROS | In 2014 the municipality launched a pasta making course within the framework of public employment with the involvement of 20 job seekers. The knowledge gained proved to be useful, with good quality pasta produced by hand-held tools. In November 2015 an opportunity came up to develop the programme by purchasing a high capacity pasta manufacturing machine and drying chamber from funds gained in an application, agreeing to continue operation in the future as a cooperative. As a result, they extended the selection of pasta, made quality more homogeneous, increased the quantity and their packaging was also changed.

Now they sell their products at a number of national and county fairs and markets under the name of '**Balmaz**' **Social Cooperative**. As their products are of premium quality, they receive new orders at almost each location. Another sign of recognition of their quality is that in March 2016 they obtained a right to use the logo 'Balmazportéka' (Balmaz Goods).

FOLYÁS | The **Folyási Boróka Szociális Szövetkezet** (Folyás Boróka Social Cooperative) was established in November 2016. The cooperative operates a sample farm where handmade pasta is produced in the newly built passive house-type building. The model farm is open to visitors and in the future, it shall also serve as a venue for hosting village events.

The vegetables grown by the local government in public employment are purchased by the cooperative and it produces 18 products under the name of Folyási Delicacies to be sold in food stores and at fairs. The product line does not contain any artificial additives, preservatives or even sugar.

This year the cooperative also maintains the urban public roads and the green areas of the local government. There was also great demand among the population to cultivate

their gardens with agricultural machines and instruments purchased within the framework of public employment and contributed to the social cooperative.

For the purpose of diversity, the social cooperative develops and operates activities that offer supplementary jobs to local youngsters.

Jász-Nagykun-Szolnok County

TISZAIGAR | **API-GAR Szociális Szövetkezet** (API-GAR Social Cooperative) was established in 2015. Its main activity is a honey plant, the purchase and sale of honey. The plant also includes a family house, which was turned into a social shop that also sells the products of the neighbouring villages. The cooperative has versatile activities. In addition to apiculture, they also produce headstones and make beehives. The cooperative was granted assistance in the FOCUS programme, with the help of which they will launch a soda water and refreshment manufacturing plant this year.

Somogy County

FIAD | The **Koppány-völgye Szociális Szövetkezet** (Koppány Valley Social Cooperative) was established in 2014. Its main activity is oyster mushroom cultivation. Mushroom cultivation started and became the core activity of the cooperative within the framework of public employment. Owing to continuous development, they also created a small capacity compost plant. During the years a group of regular customers developed. They form the main base of sales, and with their help, the cooperative trebled its production capacity. These days they sell packed mushroom leaves with 1-2 day deadlines, thus maintaining freshness. In 2016, the cooperative submitted a winning bid for the FOCUS programme and received assistance that was used to launch a sewing plant, thus expanding its activities.

BÁRDUDVARNOK | **Bárdudvarnoki Szociális Szövetkezet** (Bárdudvarnok Social Cooperative) was established in

2016 with the goal of creating work opportunities for its disadvantaged members and to improve their social standing.

It aims to develop the services of the municipality of Bárdudvarnok, process and sell its products locally and in the area. With local employment, it encourages local community-based organisation and strengthens social cohesion.

Its main activity is the construction of aquatic facilities, but it places great emphasis on landscaping, freshwater fisheries and fish farming, manual and mechanical earthwork, cleaning of institutions and buildings. If the processes that have been initiated and are in the process of preparation unfold, they shall provide a solid and stable basis for the further operation of the cooperative.

Tolna County

NAGYSZOKOLY | Szokolyi Sólyom Termelő, Feldolgozó és Értékesítő Szociális Szövetkezet (Szokoly Falcon Production, Processing and Sales Social Cooperative) was established in 2016. At present, the cooperative sells goods and products manufactured and grown by Nagyszokoly village local government within the framework of the START public employment horticultural programme. Such products include jams, syrups, preserves, pickles and machine produced pasta. They attend several exhibitions and farmers markets to get to know the products more widely. As suppliers, they are present in the catering industry and are in contact with restaurants, too.

Veszprém County

KÜNGÖS | Szent Kinga Éléstára Szociális Szövetkezet (Saint Kinga's Pantry Social Cooperative) registered in July 2016, set its goal to have active and willing individuals become members or even employees. Its core activity is the processing of vegetable and fruit grown within the framework of the public employment programme, in addition to which they purchase raw materials for processing from the nearby primary producers. They use the freshly grown products to make pickles, jams, syrups, sauces and preserves in their processing plant with the involvement of the trained employees of the cooperative. The processes are accompanied by the importance of the principles of no chemicals, environmental awareness and healthy nutrition, proficiency and care until the jars full of products are closed. The cooperative sells the products local-

ly, in shops, in Budapest and in smaller quantities at institutions, for public catering.

VÁRPALOTA | Molnár Mária Gyümölcs- és Zöldségfeldolgozó, Tartósító Szociális Szövetkezet (Molnár Mária Fruit and Vegetable Processing and Preserving Social Cooperative) was established in July of 2014, with its main activity being the processing and preserving of fruits and vegetables. It produces and distributes its products under the name Palotai Flavours. In a small plant, they use home-made recipes to produce jams, syrups, natural 100% juices, vinegars with herbs, oils and pickles, as well as cleaned, cut and vacuum-packed vegetables. They sell their products in large packages to public caterers and restaurants and also serve residential demand with small packages. In addition to their own activity, they also carry out processing under contract.

In the past few years the awareness of Palota Flavours has increased significantly, the cooperative successfully took part in a number of exhibitions and fairs, generating a great deal of interest.

It is a member of the Csalán Kosár Közösség (Nettle Basket Community), thereby selling their products online also.

UKK | Bébic Szociális Szövetkezet (Bébic Social Cooperative) was established in 2013. The social cooperative processes the raw materials grown on sea buckthorn, raspberry, chokeberry, beetroot and other vegetable plantations established on local government land and turns them into excellent quality jams and drinks. The excellent quality of their products is certified with conformity specified in the Quality of the Countryside - For a Liveable Upper-Balaton Region Trademark Regulation. In 2017, the cooperative extended its product range with the Ukkberry product line, which consist of fruit and vegetable juice with 80-100% fruit content made from various raw materials and served in 0.25 l and 0.33 l formulation. There is great interest in the market for the products and therefore in the future they intend to cooperate with a number of social cooperatives owned by local governments in the production to be sold both in the Hungarian and foreign markets.

IV.

National public employers

The national public employers are public budgetary agencies that pursue activities across a number of counties. The national public employers are involved in almost all public employment activities, and therefore they employ a large number of public employees.

IV.1. Water management directorates

The purpose of the public employment programmes of the water management directorates is to operate the exclusively state-owned water facilities and to arrange for the development, maintenance and operation of public, state and local government as well as own water facilities. They are involved in the improvement of the quality of the local potable water as well as in the wastewater treatment and water damage elimination tasks of the settlement. There are regular activities relating to the changes in the weather, which include maintenance, the killing of shrubs, slurry control and cleaning and maintenance of banks.

In 2017, the Ministry of Interior provided of **HUF 17 billion** assistance for the public employment programmes of the water management directorates. The public employees repaired the drainage capacities of sewers and in the flood plains and removed water flow obstacles from the riverbeds and other sediments. This latter activity improves the ground water drainage, reduces water damages and increases the safety of production. Consequently, the activities of the public employees represent significant assistance. Between March and December 2017 on average **10,998 people** took part in the programmes.

IV.2. State forestry companies

The main objectives of the state forestry companies include the rehabilitation of forests, the marking and maintenance of forest paths, nature trails and hiking trails, establishment of firebreaks, performance of fire prevention activities and cleaning of forests of communal waste within the framework of public employment. There tasks also include soil prepa-

ration, planting plants, hoeing, killing of ragweed and other allergen weeds, breaking off shoots, maintaining trunks and removing grapevine. In 2017 on average **3,966 people** took part in these activities with the help of the **HUF 6 billion** assistance.

IV.3. Water management associations

The water management associations perform tasks in the interest of the public within the framework of public employment as well, improving the environmental assets and infrastructure network of the country and turned out to be very effective in groundwater and flood protection too. The public employees took part in groundwater drainage and water replenishment, in agricultural water supply, sewer reconstruction, landscaping, shrub and plant control and the drainage of slurry.

In 2016, a review was conducted at the water management associations to conclude whether there was still need for public employment assistance in their activities because their involvement in the performance of the tasks of the state was gradually decreasing. As activities occurred constantly in the winter too, new programmes had to be launched, in which on average **4,091 public employees** were involved in 2017 with the help of **HUF 3.5 billion** public employment assistance.

IV.4. National park directorates

The objective of the national park directorates in public employment is to perform all the tasks related to the nature conservation activities in protected and increasingly protected natural assets and areas, Natura 2000 sites as well as in areas and other assets falling within the scope of the international nature conservation treaties.

Consequently, in 2017 they continued to perform nature conservation tasks, killing non-indigenous species and

allergen plants, refurbishing bird feeders and large game feeders, cleaning and maintaining playgrounds, nature trails and hiking trails, as well as other activities assisting pasture land maintenance and animal farming, as well as maintaining buildings managed by the national parks, with the involvement on average **645 people** and with **HUF 1 billion** assistance to the programmes.

IV.5. Policing organisations, disaster prevention organisations and the Hungarian Army

The policing organisations, disaster prevention organisations and the Hungarian Army perform public tasks. In their areas of operation, their main tasks include the maintenance and cleaning of the properties owned, managed and used by

them as well as performing storage tasks. In 2017, they received **HUF 6 billion** assistance for the good quality performance of these activities, from which on average **3,514 public employees** could be involved in the programmes.

IV.6. National programmes of Road Management Company

Magyar Közút Nonprofit Zrt - Road Management Company - has been constantly involved in public employment from the beginning as one of the largest national public employers employing the largest number of public employees. The public tasks of the employer include construction of roads, motorways, bridges and tunnels and all the public tasks related to their maintenance and operation.

In March and April 2017 they launched a programme for cleaning up state-owned areas situated between agricultural land and state operated public roads with the involve-

ment of 2,035 people pursuant to Government Resolution 1887/2016 (28 December) on the Tasks of Public Employment Programmes Related to the Cleaning of Areas Between Agricultural Land and Public Roads.

Based on the Government's decision, in the future the game control facilities by the roads will be reconstructed or installed within the framework of a new procedure, according to which the materials required for construction, replacement and reconstruction will be manufactured by prisons and the game orientation fences will be installed

and maintained within the framework of public employment. On the basis of the success of the previous year's programme, the current programme was extended na-

tionally from 1 March, with the involvement of on average 224 individuals.

IV.7. Magyar Államvasutak Zrt.

(MÁV Hungarian State Railways Private Company Limited by Shares (MÁV Co.))

Similarly to the previous years, in its 2017 annual public employment programme MÁV Zrt, **responsible for the operation of the railway tracks** pursued activities related to the cleaning of the tracks and their environment, the maintenance of the plants of the connecting areas and the

maintenance of the railway facilities. The Ministry of Interior provided **HUF 1.6 billion** assistance to their programme last year, with which **1,005 people** were given jobs in this transitional form of employment

Public employment
programmes promoting the
involvement of people with
multiple disabilities who
perform special activities

V.1. Programmes managed by church organisations

The churches joined public employment in 2011. Over the period of a few years, there was a sudden increase in the number of individuals involved in public employment programmes because in the year of the start, they only gave jobs to 815 people while in 2017, on average, 2,499 people were employed in such forms. Over the past few years, the largest church employers have been **the Hungarian Reformed Church Charity Service Foundation, the Baptist Charity Service, the Hungarian Maltese Charity Service, Saint Luke Greek Catholic Charity Service, the Ceferino Giménez Malla Institute and the Vác Diocese Rural Development Nonprofit Ltd.**

V.1.A. *Hungarian Reformed Church Charity Service*

The **Hungarian Reformed Church Charity Service** has been one of the largest public employers from the beginning. In 2017 on average **1,825 people** were involved in the individual project. With the help of **HUF 3.3 billion** public employment assistance they maintain abundant cemeteries and parks, care for old people, clean churches and social institutions, safeguard events, supervise children's events and accompany children. The social institution is typically engaged in laundry, exchange of bedding and kitchen and catering auxiliary tasks.

V.1.B. *Baptist Charity Service*

HOMELESS MODEL PROGRAMME | The **Baptist Charity Service** has been a major religious public employer for years and their activities assisting homeless people are outstanding. In 2017, the Ministry of Interior implemented the 2017 annual **national model programme for the homeless** with the Baptist Charity Service as well as 33 other public employers. The public employment model programme has a dual objective: they pursue activities with which they improve the life of the homeless yet they also make sure that all activities performed within the framework of the programme also generate values for the community.

The former programmes continued but new activities also appeared in the 2017 annual model programme, with

which 884 homeless people were able to perform value-creating jobs, funded with HUF 1.7 billion assistance.

In the national model programme focusing on the employment of the homeless, the most frequently pursued activities include the cleaning of settlements and collection of waste, cleaning of local government and other institutional buildings, gardening and park maintenance, laundry activities, management and transportation of green waste, sewing shop activities, growing flowers and plants, growing vegetables and other plants on land and in poly-tunnels, afforestation and forest management, reconstruction of outdoor benches, advertising hoardings and bus stops.

The institutions operated by the Charity Service perform cleaning and maintenance activities and maintain the green areas attached to the institution. As an added benefit, the activities also include assistance to pensioners and disabled people and other activities aimed at improving their quality of life. In total 410 people took part in that programme.

One of the most important elements of the rehabilitation of the homeless people is to provide jobs. The experience to date indicates that job opportunities within public employment represent important assistance for the homeless to become useful members of society again and to successfully find a job in the primary labour market.

STREETFRONT SHELTER PROGRAMME | The Charity Service has an exemplary and outstanding role in the care for people with social needs. Within the framework of its public employment programme it built a social laundry and public bath in District X of Budapest and they also continued with the popular catering service, processing of social firewood and maintenance of social institutions. In close relation to the public employment activity, a supported housing service is also provided at the site. The employment and the individual social care is such a complex support for the moving in homeless people with which the Baptist Charity Service contributes a great deal to the reintegration of homeless people into society. In its 2017 annual national programme 291 public employees cleaned and maintained the institutions operated by the Charity Service and the green areas attached to the institutions. Their activities also included assistance to pensioners and disabled people and other activities

V. Public employment programmes promoting the involvement of people with multiple disabilities who perform special activities

aimed at improving their quality of life (maintenance and gardening tasks, green waste collection and processing).

In their model programme, they provided public catering service in District X, maintained social institutions, developed and extended their social firewood processing unit. In total **38** homeless people were employed in the **model programme** implemented at the Maglódi út site.

KATICA TEMPORARY SHELTER FOR FAMILIES | With the 2017 annual model programme for the homeless they intended to assist homeless families for whom the temporary shelter is the only hope of not losing their children. The **'Katica Temporary Shelter for Families'** operated by the Baptist Charity Service in **Hajdúböszörmény** agreed not only to provide social assistance but also to introduce and exemplary model for its residents with which job seeker adults capable of working could earn an income, showing a good example for their children. With the assistance of the Ministry of Interior, the institution was able to move into a new property, and receive families in a totally renewed 21st century environment. With the transformation of the property, a social institution was created which offers not only beds but also rooms for activities and two apartments. The Ministry of Interior assisted the public employment activities with HUF 410 million.

V.1.C. Hungarian Maltese Charity Service

The Ministry of Interior provided a HUF 66.7 million assistance to the public employment programmes of the Hungarian Maltese Charity Service (hereinafter: HMCS). **On average 43 public employees worked in those projects.** The service appears as a public employer at various points of the country. One of their model programmes implemented in 2 settlements of Jász-Nagykun-Szolnok County and in Tiszabura and Tiszabő is one of the most outstanding achievements. **They operate a public bath and laundry, a joinery plant and a sewing shop in Tiszabura** and a **plant preservation facility in Tiszabő.**

Tiszabura is one of the poorest settlements of the country, where many people live in colonies and segregation, in houses with no level of comfort, with no means of maintaining daily hygiene. Consequently, the objectives of the 2017 annual programme include health and environmental awareness education, development of environmental and personal hygiene requirements, social convergence, job creation and the enhancement of household and economic skills as well as community development. In order to achieve those objectives the **public bath and laundry** was constructed with HUF 356 million assistance from the Ministry of Interior.

Apart from the construction work, the tasks of the public employees included the washing, drying, cleaning and industrial ironing of the bedding, clothes and domestic textiles of the local residents using the laundry services with washing machines and dryers as well as the operation and cleaning of the public bath with showers. The public laundry also cleaned the clothes donated to HMCS and therefore those in need were able to collect them clean at the recently established donation points.

The **joinery plant** building was also reconstructed within the framework of the programme. All the required unskilled work was performed by public employees. The plant is used to produce marketable products, primarily doors and windows and simple structure furniture (kitchen furniture, street furniture), for the time being only for charity purposes. There is also a study workshop in the building, which provides a practical site for joinery training either organised by schools or outside schools.

Within the framework of the public employment programme of HMCS the building of the **sewing shop** was also reconstructed and equipped with machines and raw materials required for its activities, and therefore they cannot cut, embroider, sew buttons and perform screening. Besides the production activities, it also functions as a study workshop for seamstress training. The sewing shop produces primarily bedding and household textiles as well as simple working clothes. They produce for charity purposes during the programme.

In **Tiszabő, a plant preservation unit** was built with HUF 90 million assistance in 2017. The long-term objective of the programme is to contribute to the improvement of the social and labour market situation of local families and, indirectly, to the development of the entire village through sustainable and community supporting activities. In line with the charitable activities of HMCS, the products represented tangible donations for many people and in 2018, they will also start selling their products in the market.

V.1.D. *Saint Luke Greek Catholic Charity Service*

The assistance activities of **Saint Luke Greek Catholic Charity Service** were supported with **HUF 188 million** assistance by the Ministry of Interior in 2017. On average **112 public employees** were involved in the programme of the Charity Service. Attempts to preserve human dignity and the cleaning and orderly management of the external and internal environment play an important role in improving the conditions of public employees as well as the other beneficiaries.

V.1.E. *Ceferino Giménez Malla Institute*

The **Ceferino Giménez Malla Institute**, founded by the **Roman Catholic Church** assists the Romani and disadvantaged people on the basis of Christian values. The backbone of the programme focuses on Roma social assistants who can offer authentic help to Roma families and communities in information supply, other advice and mental support. In 2017 on average **188 public employees** took part in that work. The programme implemented with **HUF 263 million** assistance included supplementary education activities and the support of domestic farms helping disadvantaged families in self-sustenance.

V.1.F. *Vác Diocese Rural Development Nonprofit Ltd.*

The **Vác Diocese Rural Development Nonprofit Ltd, also founded by the Roman Catholic Church**, received HUF 19 million assistance from the Ministry of Interior for its 2017 annual programme. Within the framework of public employment, they created a garden centre in the 2,720 m² garden

of the church owned by the Roman Catholic Church. Public employees were involved in growing herbs, spices and other domestic plants, indigenous fruit, flowers and ever-green plants. Herb growing is closely related to the complex public employment model programme launched by the Local Government of Rákóczi-falva Town. In addition, they also refurbished the fence and wells of the church garden and the car park situated in the territory of the parish and installed an irrigation system. The business association began to grow 24 herbs and 24 spices, which are transported to the herb processing plant operated by the local government. The business association and local government signed a long-term agreement for the purchase and utilisation of the products.

The model garden is an excellent site for lessons, special activities and leisure time activities but it is also ideal for religious celebrations and other events of the town. In terms of investments and purchases they cooperate with the public employers of the region, while in the case of processing they cooperate with the local government and in relation to assistance for public employees, they cooperate with charity organisations.

The Ministry of Interior provided HUF 4.3 billion assistance to support public employment by the church, within the framework of which mostly public employees without any vocational qualifications were given jobs. Most of them worked in kitchen helper, institutional cleaner, maintenance clerk or social assistant jobs, but some vocational trained were also employed, mainly as administrators. Typically, they clean the environment of the churches as well as institutions, maintain churches and buildings and perform minor refurbishment and simple administration activities. The majority of the respondents would be happy to choose a church as a primary workplace. The tolerant environment that also helps moral development has a positive impact on public employees.

V.2. Segítő Kezek az Aktív Évekért Közhasznú Nonprofit Kft. (Helping Hands for Active Years Public Benefit Nonprofit Ltd)

The number of people aged over 65 is likely to increase to 2.1 million in Hungary by 2030, while the number of people aged over 75 is projected at more than 1.1 million. There will be a major increase in the need for durable care and loneliness in this age category. Based on that professional recognition and the experience of the Helping Hands Infocommunication Model Programme implemented in Kisvárd and Szombathely successfully, the national public employment programme with assistance from the Ministry of Interior was launched in District V of Budapest. The objective of the programme is to extend the model programme to disadvantaged regions and to use more infocommunication devices. The programme also intends to provide social care to old people in their own homes and relieve the burden from the health service as well as caring family members to strengthen communication between genera-

tions and to establish more cost-effective operation in the social and health care system. With the help of the infocommunication devices used in the programme, the loneliness of old people involved can be eased and their safety feeling can be increased. The programme can also contribute to the reduction of the deterioration of health, which is a natural process in old age. The primary objective of the supply of infocommunication devices (computer and internet access) and the dispatcher centre within the framework of the programme is to ease the loneliness of old people, to enhance their security feeling and to help them preserve their health.

The Ministry of Interior provided **HUF 1.5 billion** assistance for the implementation of the programme of **Helping Hands for Active Years Public Benefit Nonprofit Ltd**, with which **957 public employees** were involved in the programme.

V.3. Cultural public employment

Cultural public employment has been successful for years. It is partly because the programme offers temporary jobs in their profession to individuals with secondary and higher qualifications but without a job in culture or public education. It also eases the shortage of cultural experts in settlements, increases the local identity and strengthens the ability of smaller settlements to keep their population.

In 2017, a number of institutions involved in the cultural public employment programme ceased to exist and their tasks and activities were generally transferred to non-profit organisations. Consequently, the collection and classification of cultural and natural assets continued within the

framework of digitisation programmes with HUF 5.5 billion assistance from the Ministry of Interior. In the various programmes, on average 6,094 public employees took part.

V.3.A. Nemzeti Művelődési Intézet Nonprofit Kft.

In 2017, the **Nemzeti Művelődési Intézet Nonprofit Korlátolt Felelősségű Társaság** continued the cultural public employment programme launched on 31 December 2016 by the National Institute for Culture, which ceased to exist

without a legal successor. The objective of the programme continued to be supporting the professional activities of cultural civil society organisations and local governments performing public education tasks. The training, which became absolutely necessary for improving the efficiency of the work, was provided primarily with online content. The previously established national professional network made sure that all activities were performed in high quality on a continuous basis.

A community employment programme was launched in crafts for disadvantaged groups, the members of which are involved in knowledge sharing related to crafts and popular traditions focusing on the region of their place of residence and, when applicable, their nationality. The public education institutions and other organisations performing activities based on a public education agreement were also involved in the programme besides the local government partners. On average, **3,083 people** were involved in the cultural public employment programme with HUF **3.6 billion** assistance from the Ministry of Interior. Although the number of people involved decreased, more individuals with higher qualifications OKJ [National List of Qualifications], higher qualifications) took part in the public employment programme.

V.3.B. *Hungarian National Museum*

Within the framework of the Digitisation Strategy for Public Collections, many people provided professional support in digitisation, backed by the professional methodology of the Hungarian National Museum, in the cultural public employment programme in 2017. During the implementation of the programme, on average 540 public employees took part in database building and in making public data accessible. They entered data in the fast data capturing systems developed in order to make system management easier (OnlineData system, onlinedata.museumap.hu). The digitised data of artefacts are published on the **MuseumMap** portal of Magyar Nemzeti Múzeum (museumap.hu) and also on the **Europeana** portal (depending on demand). The Ministry of Interior granted **HUF 750 million** assistance to the programme.

V.3.C. *National Széchényi Library*

The library branch of cultural public employment allows libraries run by universities and local governments to em-

ploy public employees to assist librarians in providing better services to the readers. The objective of the programme is to promote the advanced practical services of libraries, accessible for anyone, as assistance or another option for people to obtain information, learn, or organise cultural leisure time and community activities. In libraries operated in disadvantaged settlements, people cannot only read but can also use the internet or edit documents and therefore the number of visitors to the library has increased significantly. As the Hungarian National Digital Archive and Film Institute (MaNDA) ceased to exist, the task of digitising library materials was transferred to the National Széchényi Library. With HUF 2 billion assistance from the Ministry of Interior, on average, 1,427 people were employed in this programme. The number of people working in data recording and digitising jobs has increased since the previous year.

V.3.D. *National Archives of Hungary*

The main responsibility of the National Archives of Hungary (Archives) is to keep historic documents of historic value for a long term. The **HUF 204 million** assistance from the Ministry of Interior contributes to the success of that work significantly. The devices and equipment to be purchased also ensure the long-term sustainability of the programme. With the database building and digitisation, which have become a regular activity by now, in 2017 on average **160 public employees** were successfully involved in the performance of special tasks. They have integrated into the organisation so much that over the past few years nearly 10% of the public employees became public employees of the Archives and also wish to continue assisting public employees in returning to the primary labour market. Approximately 40% of those who left the Archives were able to find jobs in other employers.

V.3.E. *Magyar Teátrum Közhasznú Nonprofit Kft.*

In 2016, **Magyar Teátrum Közhasznú Nonprofit Kft., MACIVA Kft., the National Theatre, the Association of Directors of Rural Theatres and the Hungarian Theatre Company** formed a **professional consortium** to implement the cultural public employment programme of the sector in line with the development aims of the Hungarian performing art. In 2017, the Ministry of Interior pro-

V. Public employment programmes promoting the involvement of people with multiple disabilities who perform special activities

vided **HUF 548 million** assistance to the programme, allowing the public employment of 426 people. *Within the framework of the Performing Art Cultural Public Employment Programme*, a professional database and a performing artist network were created for providing more information on and promoting the activities of the various forms of arts. The programme provided effective assistance in the daily operation of the performing art organisations operating in Hungary and remained the only option for survival in many cases.

V.3.F. *Forum Hungaricum Nonprofit Kft.*

Forum Hungaricum Nonprofit Kft. is a public benefit organisation established as the legal successor of MaNDA. The non-profit company involved on average 450 qualified job seekers who could not find employment on the labour market into the process of digitisation of the cultural heritage. Their activity made significant contribution to turning our cultural heritage into part of public domain through digitisation both in Hungary and abroad. In 2017, the Ministry of Interior provided HUF 603.5 million assistance to the digitisation programme.

V.3.G. *Médiaszolgáltatás-támogató Vagyongkezelő Alap (Media Services and Support Trust Fund)*

The Media Services and Support Trust Fund (MTVA) has been digitising and processing the audio-visual content of the media assets kept in its archive within the framework of its public employment programmes managed for years. As a large number of valuable films and audio materials of rapidly deteriorating quality have been accumulated, they must be preserved using current advanced technology. Owing to the materials processed by the public employees, the M3 theme-based archive TV channel and the new online platform of the National Audio-Visual Archive were launched. The main objective of the programme in 2017 remained the digitisation of the analogue public service media assets, which still exist in large quantities. In order to make these documents transparent and easily searchable, the databases were validated, structured and analysed with advanced IT solutions. The public employment programme was implemented at three Budapest sites: at the production base in Kunigunda utca, the radio building in Bródy Sándor utca and the MTI building on Naphegy tér. The Ministry of Interior granted **HUF 279 million** assistance for the implementation of the programme. On average, the programme gave jobs to **36 public employees**.

V.4. Ragweed killing

According to estimates, every fifth person in Hungary is allergic to ragweed or suffers from an asthmatic disease. In order to find a long-term solution to the problem, the government set a long-term goal of drastically reducing the quantity of ragweed. In 2017, public employers continued to consider ragweed killing within the framework of public employment programmes a major task and paid a great deal of attention to the tasks of killing and preventing ragweed. In 2017, the previously com-

pleted four mowing phases had to be followed by a fifth mowing phase due to a large quantity of allergen pollen and the weather conditions. Consequently, within the framework of the public employment programmes in progress from the beginning of the year, five mowing phases were defined in agreement with the Ministry of Agriculture. With the help of the public employees, the local governments had enough human resources to perform the task and the equipment purchased with-

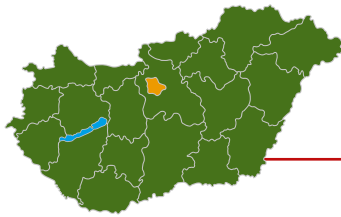
in the framework of the programmes provided an adequate machine pool for the activity.

Within the framework of public employment, ragweed was killed on local government areas and on other areas owned by the state (water management, forestry companies, national parks, public roads, MÁV, ORFK) in May-June-July-August as well as in September. The ragweed control tasks were performed within the framework of the 2017 district start work model programmes, primarily with the help of the public employees involved in the agricultural, ground water drainage, repair of agricultural dirt roads, maintenance of urban road network, elimination of illegal waste deposit sites programme components, in the national public employment programmes as well as in long-term public employment programmes. In 2017, in total 60,462 public employees cleared 10,321.8 hectares of ragweed.

Similarly to the previous years, the local governments and the national public employers used all available capacities to prevent the spread of ragweed. The main protection methods include manual and automated mowing

and hawing as the preferred methods, but other manual tools were also involved. At some places chemical pesticides were also applied, yet pulling out the weed from the ground with its roots proved the most effective solution. In the state-owned areas, ragweed was killed within the framework of national public employment programmes. Among the national public employers, the national forestry companies, national park directorates, MÁV Zrt., the law enforcement agencies, the water management directorates and a Magyar Közút Nonprofit Zrt. took part in ragweed control. In each mowing phase, approximately 70 thousand public employees took part in the work. Overall, it may be concluded that the completed ragweed control activity also had a favourable influence on the image of the settlements.

Main Public employment programmes by county



Budapest (Capital)

Area: **525 km²**

Population: **1,752,704 people¹**

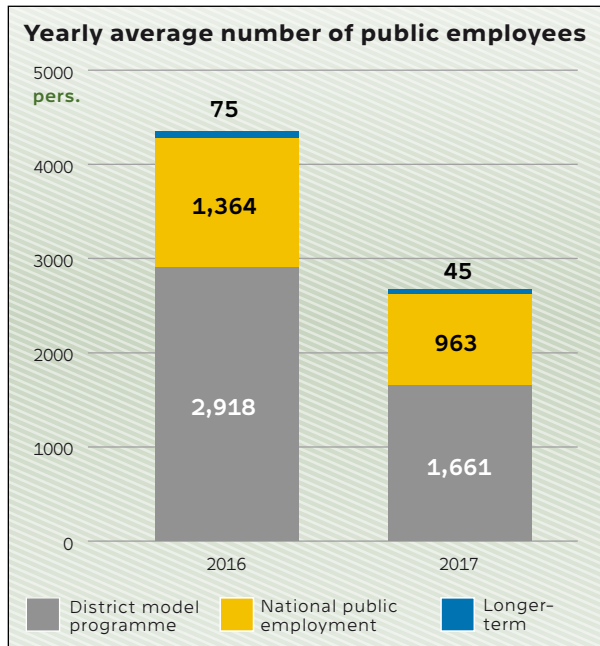
Number of districts: **23²**

The number of employees in Budapest has risen to 835.3 thousand in 2017, following an increase of 1%. The employment rate is highest in the capital, 74% of aged 15-64 years work (the counties which have a higher than 70% employment rate apart from the capital are Zala, Vas, Komárom-Esztergom, Veszprém and Győr-Moson-Sopron counties).

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ³	835.3	1.0
Employment rate (between 15 and 64), %	74.0	1.3 %-point
Average number of public employees, thousand people ⁴	2.7	-38.7
Registered number of job seekers, thousand people ⁴	20.0	-22.5

The role of public employment in the labour market is not significant, with only 0.4% of all employees working as public employees. The average number of public employees resident in Budapest was 2.7 thousand in 2017, which indicates a decrease of almost 40% compared to 2016. This is the largest decrease in the country over a year. The number of registered job seekers at the end of the year was 20.0 thousand, which is a 22.5% reduction within the period of one year.

Most of the public employees in Budapest (1.7 thousand people) worked in longer-term programmes, and almost 1,000 people were involved in national public employment.



However, the public employment tasks at the government offices and district offices in the capital city represent a much greater workload than could be expected from the number of public employees living there where employment extends to a number of counties (often to the whole country) and the registered office of the employer is in the capital city. That's why the Budapest Government Office was involved in the operation of 40 national public employment programmes in 2017, including the largest public employment programmes. In the 2017 cultural public employment programmes of the National Institute for Culture, assistance was granted to 3,083 people followed by the Reformed Church Charity Service, where assistance was provided to 2,321 people. In the 4 programmes run by Magyar Közút (Hungarian Public Roads), 2,274 people received assistance (including the model programme for the construction of game orientation fences and the programmes launched for cleaning the areas between public roads and agricultural fields. The National Széchényi Library also ran a relatively large programme in 2017, in which assistance was granted for the public employment of on av-

1 End of 2016 (data from the final figures of the census), CSO

2 Data of the CSO: Labour Force Survey

3 Yearly average of monthly average numbers based on the individual's place of residence

4 Yearly average of closing date numbers based on the individual's place of residence

VI. Main Public employment programmes by county

average 1,427 people. MÁV launched a programme for the public employment of 1,371 people in 2017. However, only 8.3% of the participants in the national public employment programmes launched in the capital city had their place of residence in Budapest. In 2017, in total 117 employers registered in Budapest entered into 159 contracts for longer-term public employment. Of this, the following employers

received public employment support for more than 100 people: Budapest Esély Nonprofit Kft (108 people), Local Government of Újpest (127 people), Municipality of Pesterzsébet Social Employer (120 people), Óbudai Vagyonkezelő Zrt. (112 people), Ministry of Interior, National Directorate for Disaster Management, Economic Supply Centre (106 people), Városgazda District XVIII Nonprofit Zrt. (100 people).



Baranya County

Area: **4,430 km²**

Population: **365,726 people⁵**

Number of micro-regional districts: **10**

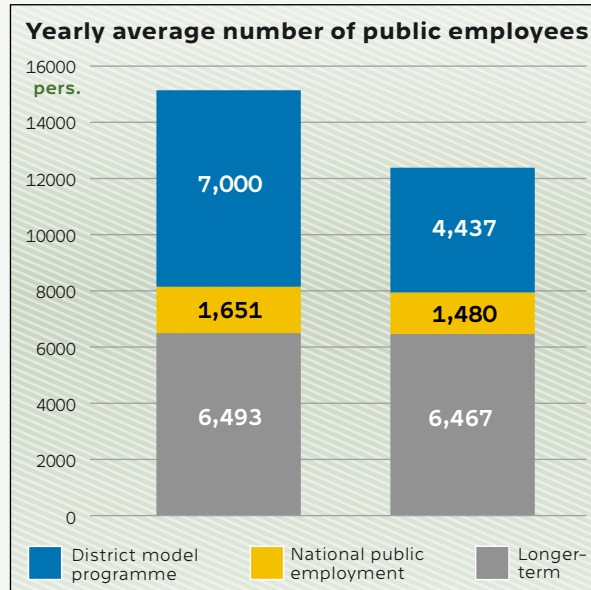
Number of settlements in the county: **301**

Of which, the number disadvantaged settlements: **275⁶**

The number of employees in Baranya County has risen to 153.6 thousand in 2017, following a slight increase. The employment rate was 64.5%, which is much below the national average. According to the data of the 2017 Labour Force Survey, almost every 10th employee living in Baranya County worked in public employment.

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁷	153.6	0.8
Employment rate (between 15 and 64), %	64.5	1.2 %-point
Average number of public employees, thousand people ⁸	12.4	-18.2
Registered number of job seekers, thousand people ⁹	14.3	-9.5

The number of registered job seekers was 14.3 thousand, which is the result of a 9.5% decrease. The average number of people in public employment declined significantly over a year, by 18.2%.

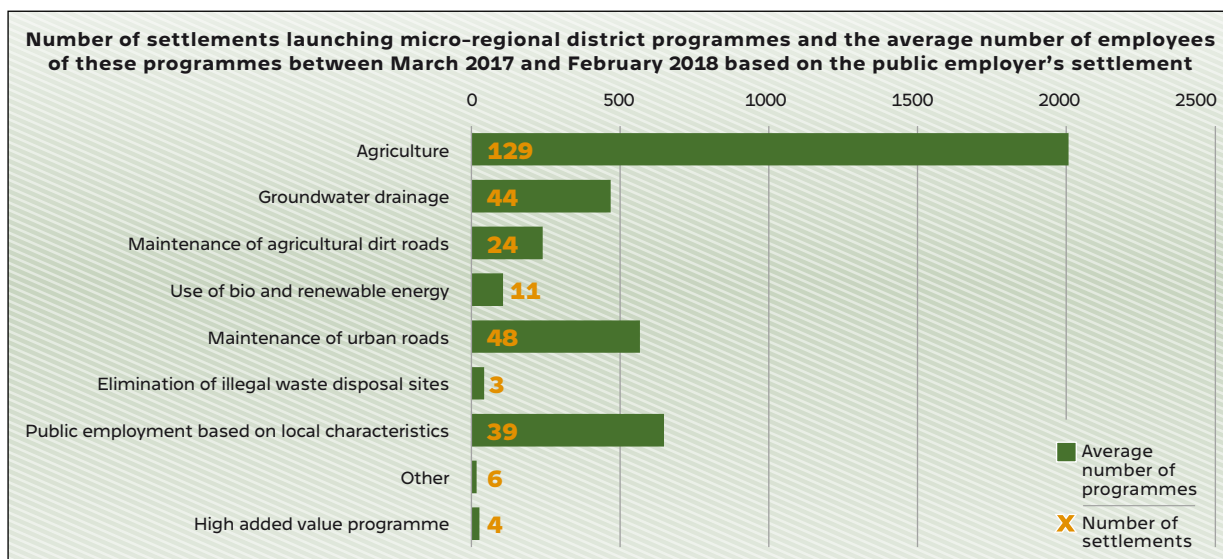


⁵ End of 2016 (data from the final figures of the census), CSO

⁶ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

⁷ Yearly average of monthly average numbers based on the individual's place of residence

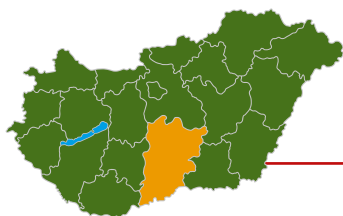
⁸ Yearly average of closing date numbers based on the individual's place of residence



More than half (52.2%) of the public employees having their places of residence in Baranya County (12.4 thousand people) took part in longer-term programmes, 35.8% were involved in district model programmes and 12.0% participated in national public employment programmes. The average number of individuals employed in micro-regional district model programmes dropped significantly, by 36.6% over a year, while a smaller decrease was recorded in the number of participants in the other two programmes.

In Baranya County in total 168 settlements launched 308 micro-regional district model programmes in 2017, most of which were agricultural programmes (129 settlements). There was also a large number of settlements where programmes were launched for the maintenance of urban public roads (48) and groundwater drainage (44).

Almost two thirds of the settlements running an agricultural programme operated on smaller, less than 5-hectare areas. In Baranya County 4 high added-value public employment programmes were launched in 2017. One of them focused on the production of dry pasta from quail eggs.



Bács-Kiskun County

Area: **8,445 km²**

Population: **508,017 people⁹**

Number of micro-regional districts: **11**

Number of settlements in the county: **119**

Of which, the number disadvantaged settlements: **105¹⁰**

The number of employees in Bács-Kiskun County has risen to 226.6 thousand in 2017, following a 2.3% increase. The employment rate of the people aged 15-64 was 68.3%, with which the county takes one of the middle positions in the national ranking.

However, there are large territorial differences between the districts of the county in terms of employment: the micro-region in which the county seat is situated is in an extremely advanced situation, while the District of Bácsalmás, situated

9 2016 év végén (a népszámlálás végleges adataiból továbbvezetett adat), KSH

10 A 290/2014. korm. rend. szerint és/vagy 105/2015. korm. rend.

	2017	Változás egy év alatt, %
Number of people employed (between 15 and 64), thousand people ¹¹	226.6	2.3
Employment rate (between 15 and 64), %	68.3	2.5 %-point
Average number of public employees, thousand people ¹²	8.3	-17.9
Registered number of job seekers, thousand people ¹³	15.0	-11.6

in the south of the county, by the country border, has one of the lowest employment rates in the country. According to the data of the Labour Force Survey, 3.7% of the employees of Bács-Kiskun County worked in public employment. The number of registered job seekers was 15.0 thousand in 2017, which is the result of a significant 11.6% decrease. The average number of people in public employment decreased significantly over the period of one year, by 17.9%.

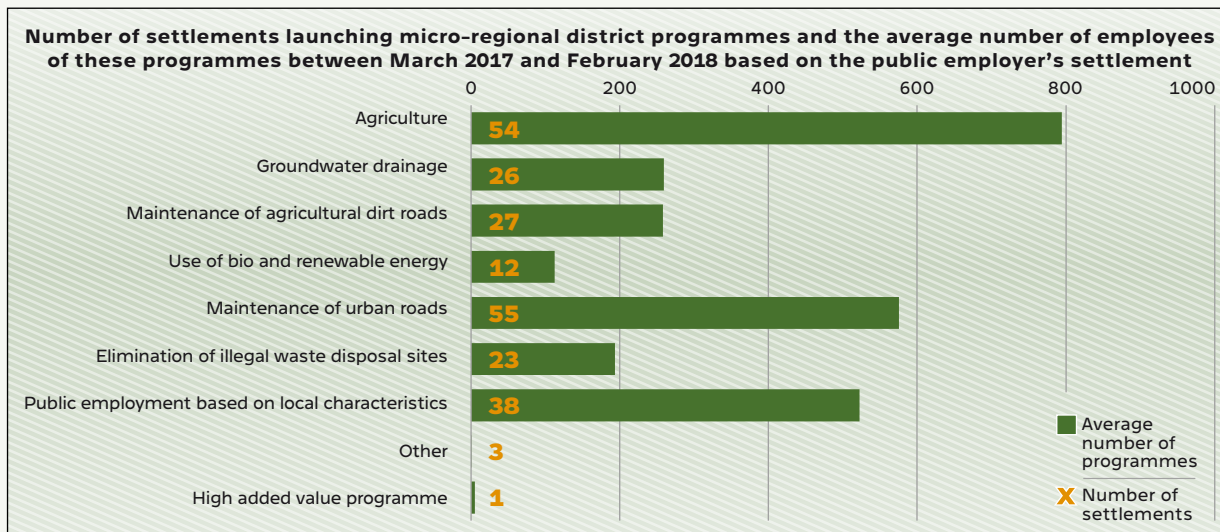
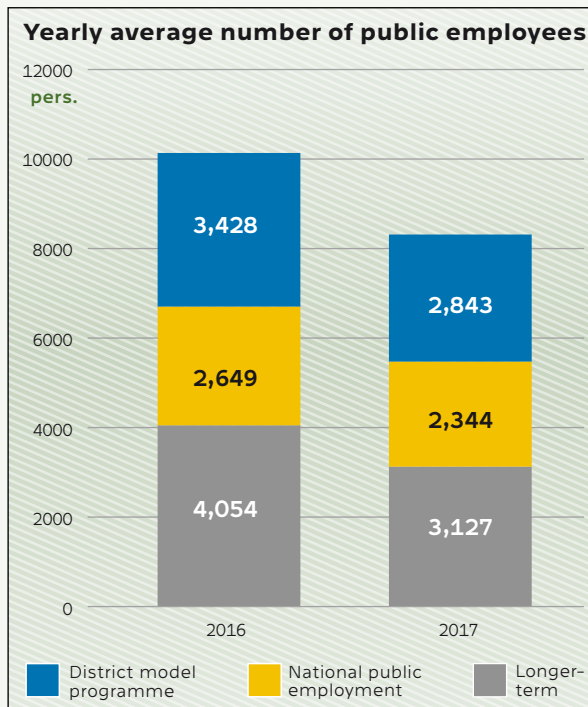
Among the public employees having their places of residence in Bács-Kiskun County (8.3 thousand people), the ratio of individuals involved in the district model programme

11 Data of the CSO Labour Force Survey

12 Yearly average of monthly average numbers based on the individual's place of residence

13 Yearly average of closing date numbers based on the individual's place of residence

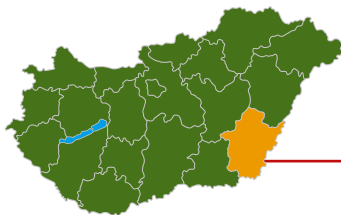
VI. Main Public employment programmes by county



and in longer-term public employment is relatively balanced (34.2% and 37.6%). Further 28.2% of them took part in national public employment in 2017.

In total 82 settlements launched 239 district model programmes in Bács-Kiskun County in 2017, most of which (55 settlements) focused on the maintenance of urban roads. The number of settlements launching agricultural programmes (54) and public employment programmes based on public employment programmes building on local features (38) was also significant. Most of the people

worked in agricultural programmes (almost 800 people in the 'public employment year' between March 2017 and February 2018). Almost three quarters of the settlements running an agricultural programme (39 settlements) operated on small, less than 5-hectare areas, while in the case a further 10% (5 settlements) the size of the cultivated area was between 5 and 10 hectares. Larger areas were cultivated in 10 settlements. One high added-value public employment programme was launched in Bács-Kiskun in 2017: In Tompa, 5 people are building a bio waste yard.



Békés County

Area: **5,630 km²**
 Population: **342,438 people¹⁴**
 Number of micro-regional districts: **9**
 Number of settlements in the county: **75**
 Of which, the number disadvantaged settlements: **69¹⁵**

The number of employees in Békés County has risen to 145.3 thousand in 2017, following a slight increase (1.7%). The employment rate was 65.9%, which is 2.4 percentage points lower than the national average.

According to the data of the Labour Force Survey, for Q3 2017 the number of public employees was relatively high, 8.9% among the employees of Békés County. The number of registered job seekers was 11.7 thousand in 2017, which is the result of a significant 5.6% decrease. This is considered relatively small decrease, as the reduction was much more significant in the majority of the counties (in 15 from 20 counties) and it was clearly related to the very little increase in the labour market demand in Békés County. The average number of people in public employment decreased significantly over the period of one year.

Almost half (48%) of the public employees having their places of residence in Békés County (12.4 thousand people)

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ¹⁶	145.3	1.7
Employment rate (between 15 and 64), %	69.9	2.4 %-point
Average number of public employees, thousand people ¹⁷	12.4	-20.1
Registered number of job seekers, thousand people ¹⁸	11.7	-5.6

ple) worked in district model programmes, a further third (32.6%) were employed in longer-term public employment, while twenty per cent took part in national programmes. Such a high ratio of individuals involved in district model programmes was significantly greater than the national average. Such a high ratio was observed only in Békés County and Hajdú-Bihar County.

In Békés County, 62 settlements launched 247 district model programmes in 2017, most of which were agricultural programmes run in 57 settlements. It means that with

14 End of 2016 (data from the final figures of the census), CSO
 15 Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

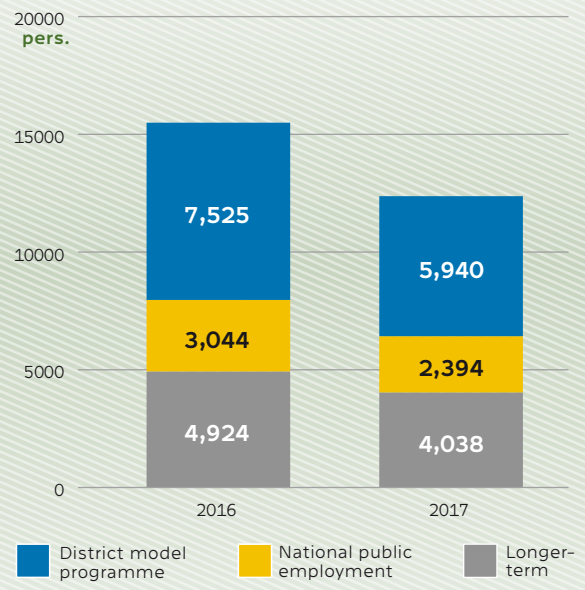
16 Data of the CSO Labour Force Survey
 17 Yearly average of monthly average numbers based on the individual's place of residence
 18 Yearly average of closing date numbers based on the individual's place of residence

VI. Main Public employment programmes by county

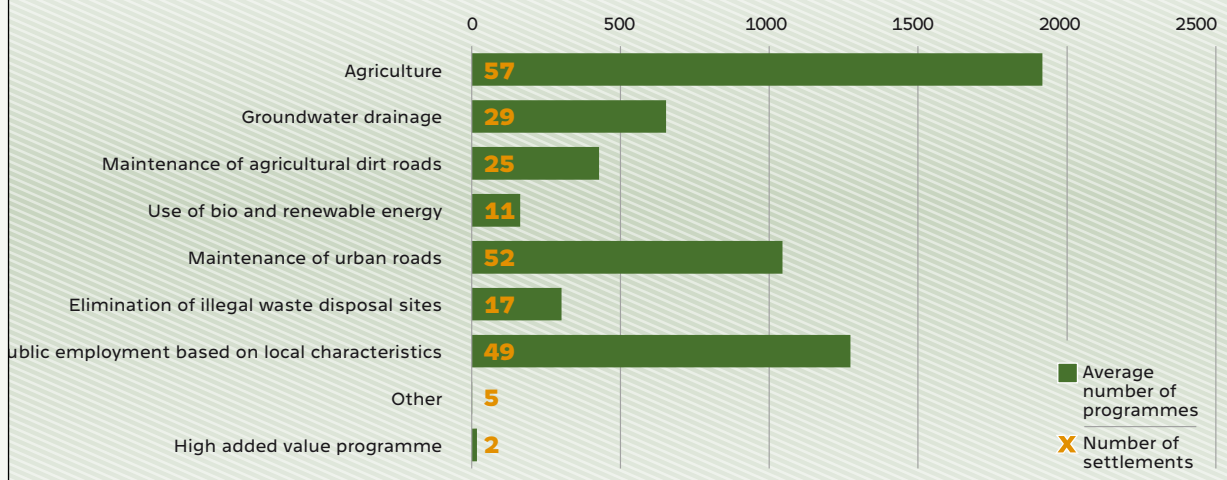
the exception of 5 settlements, agricultural activities were pursued in all settlements involved in start work model programmes. In addition, a large number of settlements had public employment programmes focusing on the maintenance of urban public roads (52) and building on local features (49). In the 'public employment year' between March 2017 and February 2018 (programmes typically end then), on average almost two thousand people were involved in agricultural programmes. The size of the area cultivated in agricultural programmes in the county was significantly larger than in the other parts of the country. More than 60% of the settlements (35) operated on 10 hectares or an even larger area.

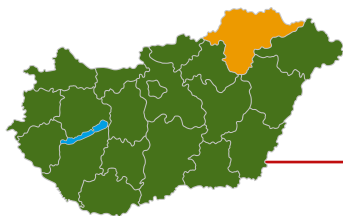
Two high added-value public employment programme was launched in Békés in 2017: A vegetable-fruit drying and dehydration plant is constructed in Kaszaper, and a milk processing plant is built in Vésztő. In addition, a cheese factory was extended in Magyardombegyháza in 2017 within the framework of another model programme.

Yearly average number of public employees



Number of settlements launching micro-regional district programmes and the average number of employees of these programmes between March 2017 and February 2018 based on the public employer's settlement





Borsod-Abaúj-Zemplén County

Area: **7,247 km²**

Population: **654,402 people¹⁹**

Number of micro-regional districts: **16**

Number of settlements in the county: **358**

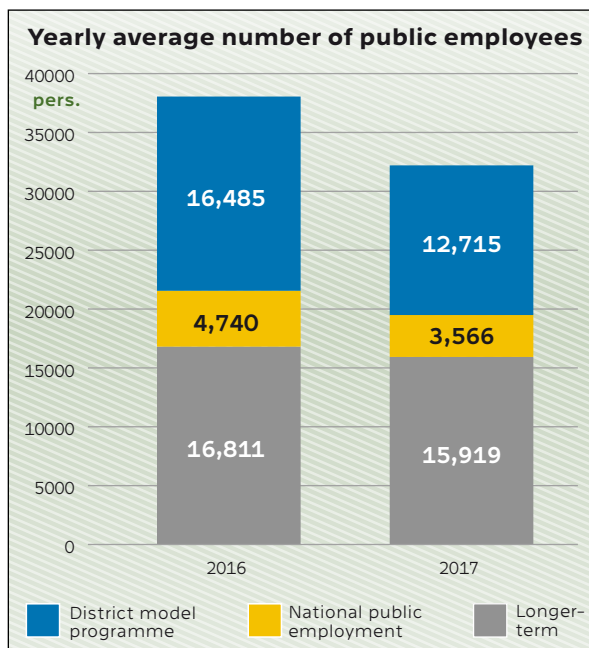
Of which, the number disadvantaged settlements: **334²⁰**

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ²¹	267.3	0.9
Employment rate (between 15 and 64), %	62.9	1.6 %-point
Average number of public employees, thousand people ²²	32.2	-15.3
Registered number of job seekers, thousand people ²³	37.4	-5.7

The number of employees in Borsod-Abaúj-Zemplén County has risen to 267.3 thousand in 2017, following a slight increase. The employment rate was 62.9%, which was much lower than the national average.

According to the 2017 figures of the Labour Force Survey, public employment had an outstandingly high ratio, as 12% of the employees in the county worked as public employees. The average number of registered job seekers was 37.4 thousand in 2017, which is the result of 5.4% decrease. The average number of people involved in public employment during the one-year period decreased by a higher amount, by 15.3 per cent.

Almost half (49.4%) of the public employees having their places of residence in Borsod-Abaúj-Zemplén County (32.2 thousand people) worked in longer-term programmes, 39.5% took part in district model programmes and 11.1% participated in national public employment programmes.



Since the previous year, the number of workers in district model programmes and the national public employment programmes dropped significantly, by 23-25 per cent. The number of participants in long-term public employment fell slightly, by 5.3 per cent.

In Borsod-Abaúj-Zemplén County, in total 270 settlements launched 684 district model programmes. Most of them, 223 settlements, started an agricultural programme. A large number of settlements launched a model programme building on local features (171). In addition, programmes started for the maintenance of urban public roads (87) and groundwater drainage (84) in many settlements. 45.7% of the settlements running an agricultural programme operated on less than 5 hectares, and further 25.1 per cent cultivated areas between 5 and 10 hectares.

Three high added-value public employment programme was launched in Borsod-Abaúj-Zemplén County in 2017: Those involved a social shop created in Abaújszántó, the construction of a food processing plant in Trizs and the establishment of a forest school and tourism information

¹⁹ End of 2016 (data from the final figures of the census), CSO

²⁰ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

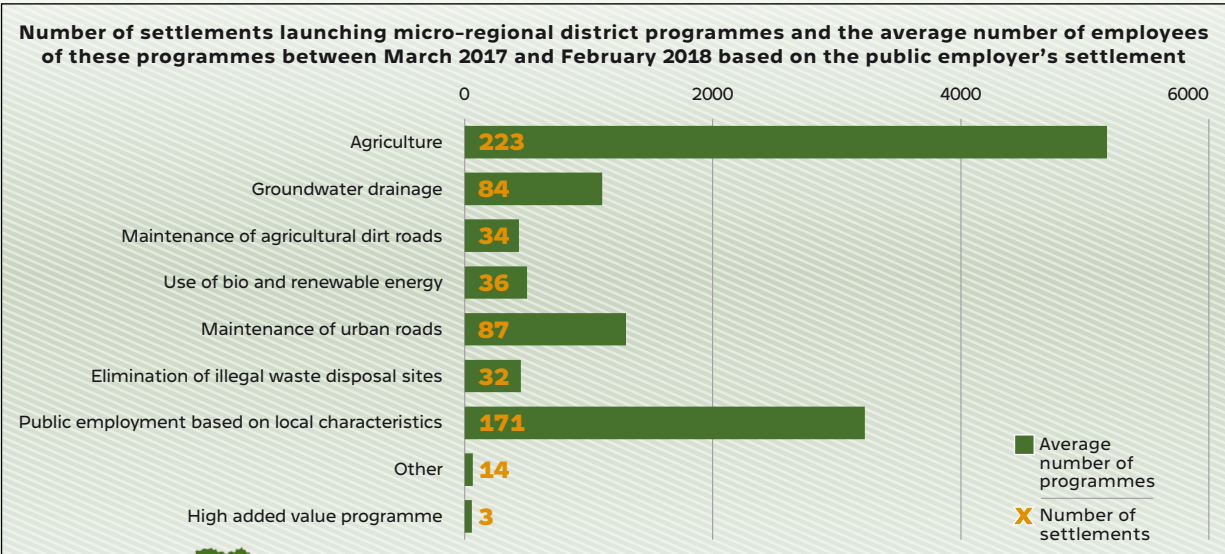
²¹ Data of the CSO Labour Force Survey

²² Yearly average of monthly average numbers based on the individual's place of residence

²³ Yearly average of closing date numbers based on the individual's place of residence

centre in Háromhuta. Three other investment pilot programmes were launched in the county in 2016 for the establishment of meat processing plants (Abaújszántó, Tisza-tarján and Szegilong).

VI. Main Public employment programmes by county



Csongrád County

Area: **4,263 km²**

Population: **401,469 people²⁴**

Number of micro-regional districts: **7**

Number of settlements in the county: **60**

Of which, the number disadvantaged settlements: **50²⁵**

The number of employees in Csongrád County has fallen to 175.4 thousand in 2017, following a slight decrease. The employment rate was 67.4%, which fell somewhat below the national average.

According to the 2017 figures of the Labour Force Survey, the share of public employment is low in the county,

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ²⁶	175.4	-1.5
Employment rate (between 15 and 64), %	67.4	0.1 %-point
Average number of public employees, thousand people ²⁷	6.0	-18
Registered number of job seekers, thousand people ²⁸	8.8	-15.0

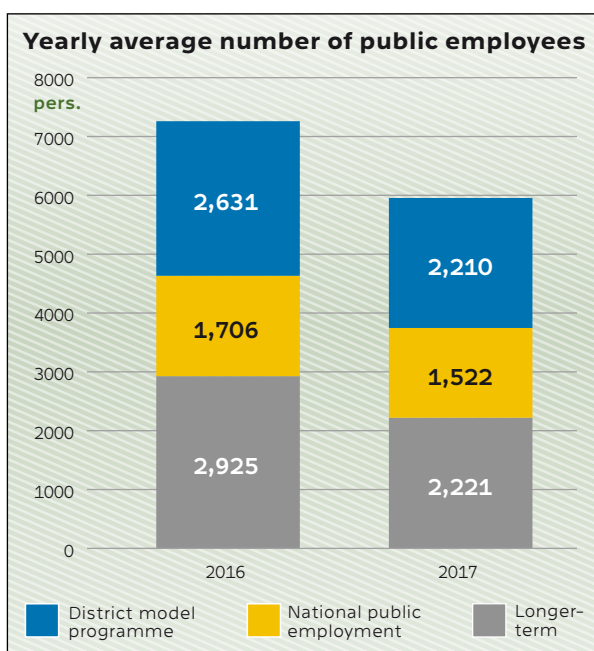
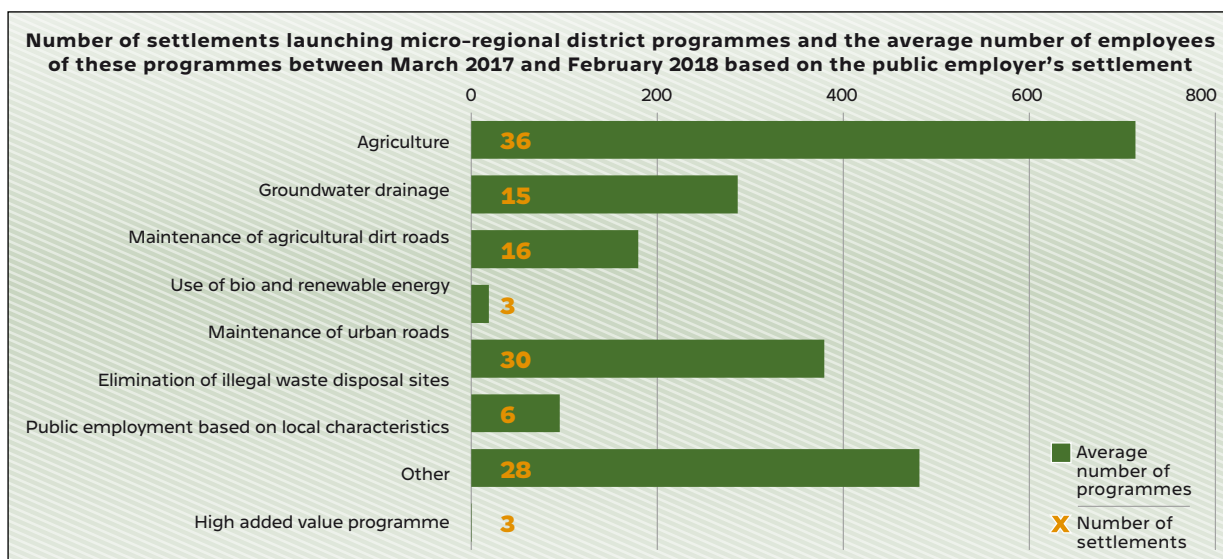
²⁶ Data of the CSO Labour Force Survey

²⁷ Yearly average of monthly average numbers based on the individual's place of residence

²⁸ Yearly average of closing date numbers based on the individual's place of residence

²⁴ End of 2016 (data from the final figures of the census), CSO

²⁵ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015



as only 3 of 100 employees with a local place of residence were employed in public employment. The average number of registered job seekers in 2017 was 8.8 thousand, which is the result of a 15% decrease. Average number of people involved in public employment during the one-year period decreased by a higher amount, by 18 per cent.

More than one third (37.3%) of the public employees having their places of residence in Csongrád County (6 thousand people) worked in longer-term programmes and the ratio of participants in district model programmes was also similar (37.1%). 25.6% of them took part in the national public employment programme. The headcount in public employment programmes has significantly reduced compared to the previous year. The number of participants in longer-term public employment dropped the most, by 24.1 per cent, but the decrease in the number of participants in model programmes and national programmes was also high. In Csongrád County, in total 46 settlements and 137 district model programmes were launched in 2017.

In most settlements (in total 36), agricultural programmes were introduced, while 28 settlement launched a model programme building on local speciality. A considerable number of settlements also launched programmes for the maintenance of urban public roads (30). 38.9% of the settlements running an agricultural programme cultivate less than 5 hectares, 27.8% cultivate 5-10 hectares and 33.3% cultivate more than 10 hectares. There was no high added-value public employment programme in the county in 2017.

VI. Main Public employment programmes by county



Fejér County

Area: **4,358 km²**

Population: **416,215 people²⁹**

Number of micro-regional districts: **8**

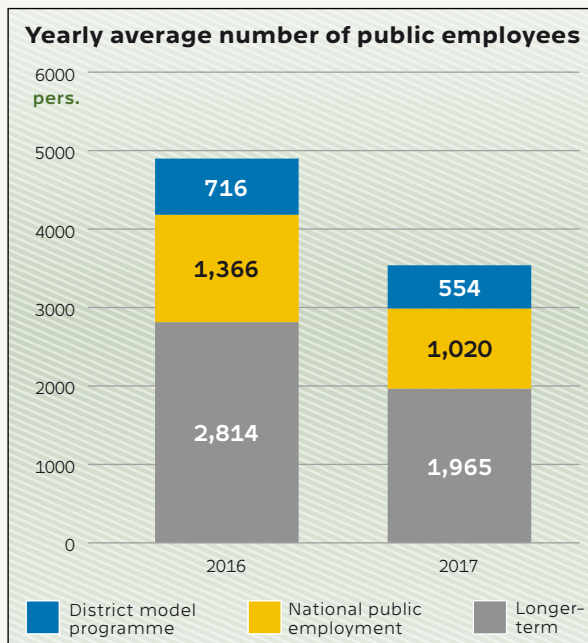
Number of settlements in the county: **108**

Of which, the number disadvantaged settlements: **30³⁰**

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ³¹	192.8	0.2
Employment rate (between 15 and 64), %	69.4	1 %-point
Average number of public employees, thousand people ³²	3.5	-27.7
Registered number of job seekers, thousand people ³³	9.0	-13.9

The number of employees in Fejér County has risen to 192.8 thousand in 2017, following a slight increase. The employment rate was 69.4%, which is above the national average. According to the 2017 figures of the Labour Force Survey, the share of public employment was rather low in the county. Less than 2 out of 100 employees with a local place of residence had a public employment status.

The average number of registered job seekers in 2017 was 9 thousand, which is the result of a 13.9% decrease. Average number of people involved in public employment during the one-year period decreased by a higher amount, by 27.7



per cent. More than half (55.5%) of the public employees having their places of residence in Fejér County (3.5 thousand people) took part in longer-term programmes, 28.8% participated in national public employment programmes and 15.7% were involved in district model programmes. The headcount of the public employment programmes has reduced significantly, by 23-30 per cent compared to the previous year. The number of participants in longer-term public employment dropped most significantly, by more than 30 per cent.

In Fejér County, in total 20 settlements launched 47 district model programmes. Most of them (17 settlements) introduced agricultural programmes, 7 settlements ran model programmes building on local features and 8 settlements

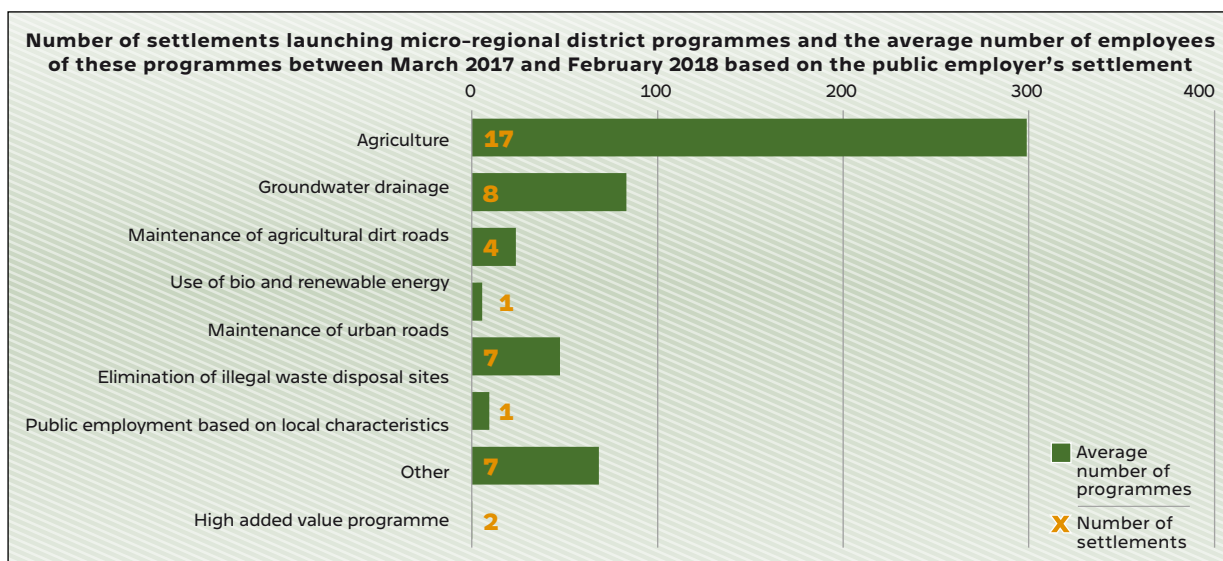
²⁹ End of 2016 (data from the final figures of the census), CSO

³⁰ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

³¹ Data of the CSO Labour Force Survey

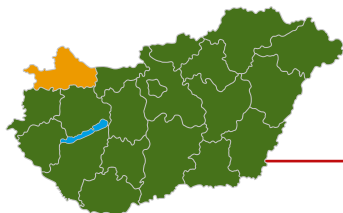
³² Yearly average of monthly average numbers based on the individual's place of residence

³³ Yearly average of closing date numbers based on the individual's place of residence



operated ground water drained programmes. Of the settlements operating agricultural programme, nine cultivated less than 5 hectares, and further three settlements cultivat-

ed an area between 5 and 10 hectares. No high added-value public employment programme was launched in Fér County in 2017.



Győr-Moson-Sopron County

Area: **4,208 km²**

Population: **457,344 people³⁴**

Number of micro-regional districts: **7**

Number of settlements in the county: **183**

Of which, the number disadvantaged settlements: **27³⁵**

The number of employees in Győr-Moson-Sopron County has risen to 219.5 thousand in 2017, following a slight increase. The employment rate was 71.8%, which is the second largest figure after Budapest.

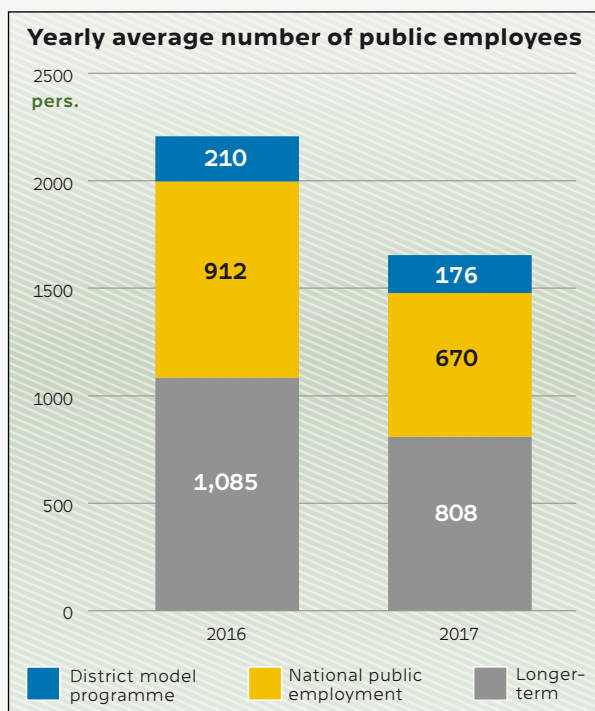
According to the data of the 2017 Labour Force Survey, the share of public employment is the lowest in this county, as

only 0.2 per cent of the employees having their places of residence locally worked in public employment. The average number of registered job seekers in 2017 was 3.5 thousand, which is the result of a significant 18.5% decrease for the year. Average number of people involved in public employment during the one-year period decreased by a higher amount, by 25.1 per cent.

Almost half (48.9%) of the public employees having their places of residence in Győr-Moson-Sopron County (1,654 people) took part in longer-term programmes, 40.5% participated in national public employment programmes and 10.6% were involved in district model programmes. The headcount of public employment programmes has been significantly reduced compared to the previous year. There was a major decline of 26-27 per cent in the number of participants in longer-term public employment and national public employment programmes.

³⁴ End of 2016 (data from the final figures of the census), CSO

³⁵ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015



In total, 10 settlements launched 14 district model programmes in Győr-Moson-Sopron County. All settlements taking part in district programmes launched an agricultural

VI. Main Public employment programmes by county

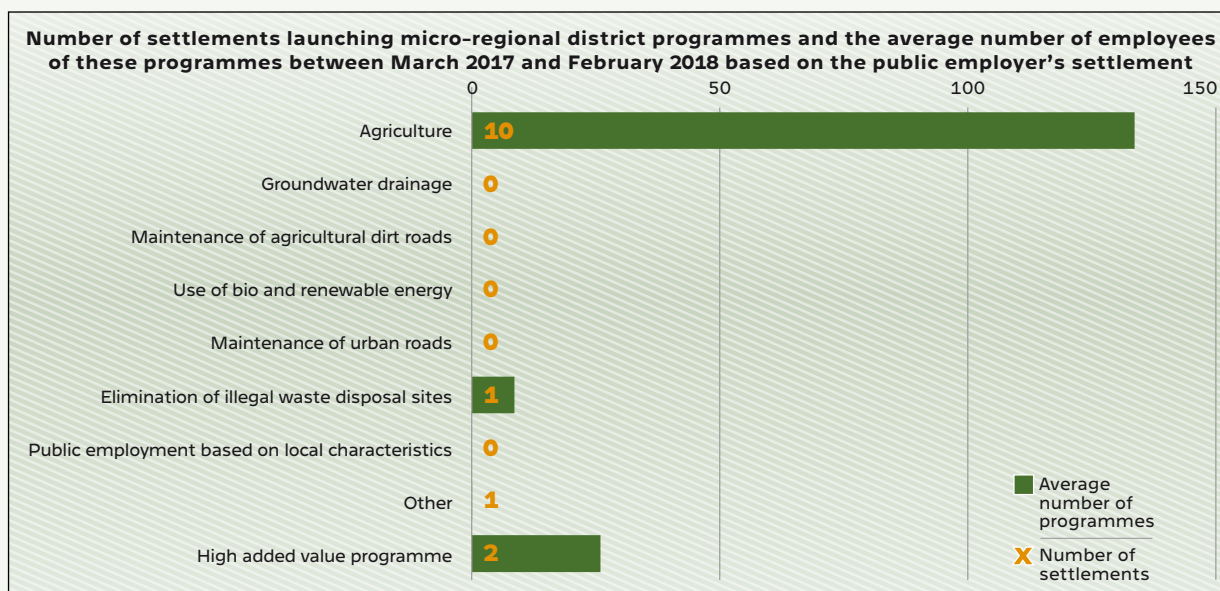
	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ³⁶	219.5	2.7
Employment rate (between 15 and 64), %	71.8	2.1 %-point
Average number of public employees, thousand people ³⁷	1.7	-25.1
Registered number of job seekers, thousand people ³⁸	3.5	-18.5

programme. In addition, these settlements also started programmes for the elimination of illegal waste deposit sites and for other purposes. Of the settlements running agricultural programmes, four cultivated less than 5 hectares; an-

36 Data of the CSO Labour Force Survey

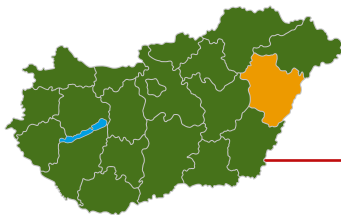
37 Yearly average of monthly average numbers based on the individual's place of residence

38 Yearly average of closing date numbers based on the individual's place of residence



other 4 cultivated an area of 5-10 hectares. In Győr-Moson-Sopron County, 2 high added-value public employment programmes were also launched in 2017. One involved the

construction of a gluten free pasta manufacturing plant in Rábaszenthalmály and the other involved construction of a concrete manufacturing plant in Tét.



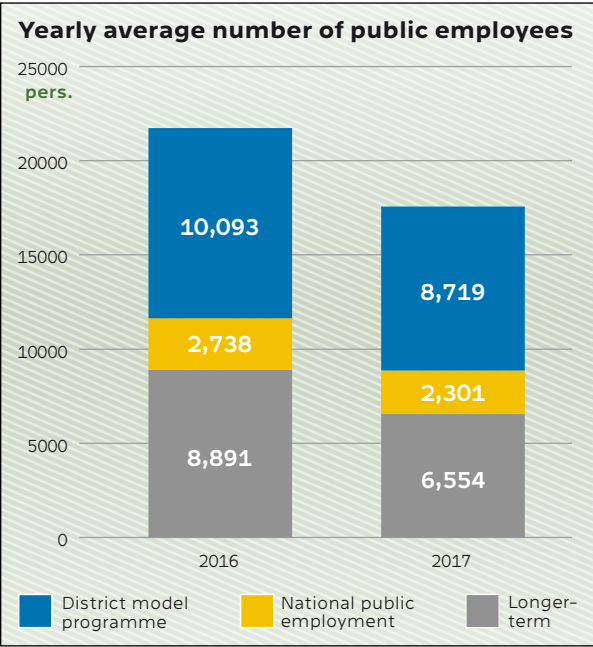
Hajdú-Bihar County

Area: **6,210 km²**
 Population: **532,399 people**³⁹
 Number of micro-regional districts: **10**
 Number of settlements in the county: **82**
 Of which, the number disadvantaged settlements: **81**⁴⁰

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁴¹	227.0	2.3
Employment rate (between 15 and 64), %	64.6	2.2 %-point
Average number of public employees, thousand people ⁴²	17.6	-19.1
Registered number of job seekers, thousand people ⁴³	25.3	-8.8

The number of employees in Hajdú-Bihar County has risen to 227.0 thousand in 2017, following a 2.3% increase. The employment rate was 64.6%, which fell somewhat below the national average, but stayed in the middle ground.

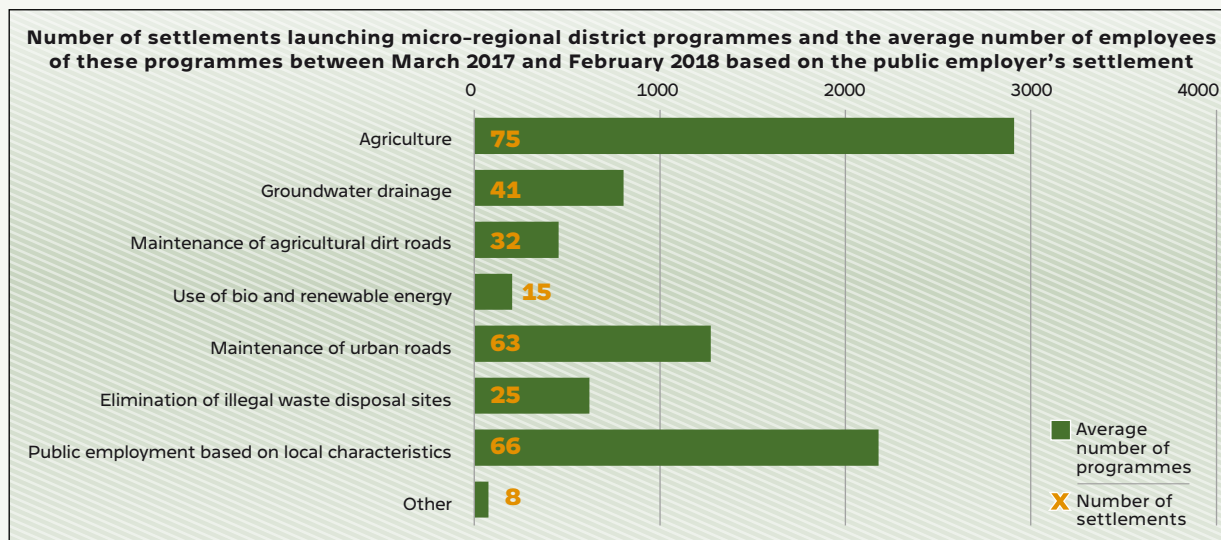
According to the data of the 2017 Labour Force Survey, a significant number of the employees of Hajdú-Bihar County, 10% worked in public employment. The number of registered job seekers was 25.3 thousand, which is the result of an 8.8% decrease. The average number of people in public employment decreased significantly over the period



of one year, by 19.1%. Nearly half of the public employees having their place of residence Hajdú-Bihar County (17.6 thousand people) took part in district model programmes, 37.3% worked in longer-term programmes and 13.1% were involved in national programmes. The average number of participants in longer-term programmes fell by more than twenty-five per cent over a year, and the number of participants in district model programmes and in the national programmes decreased by 13.6% and 16%. In Hajdú-Bihar County, 79 settlements started 325 district model programmes, most of which (75 settlements) were agricultural programmes. In addition, the programmes building on local features (66) and the programmes aimed at the maintenance of urban public roads (63) were also remarkable

39 End of 2016 (data from the final figures of the census), CSO
 40 Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015
 41 Data of the CSO Labour Force Survey
 42 Yearly average of monthly average numbers based on the individual's place of residence
 43 Yearly average of closing date numbers based on the individual's place of residence

VI. Main Public employment programmes by county



in the county. More than fifty per cent of the settlements operating an agricultural programme operated on more than 10 hectares, while 30.7% of them cultivated less than 5-hectares. Hajdú-Bihar County had two major investment-

type model programmes in 2017. One involved the construction of a small-capacity slaughterhouse in Hajdúháháza, and the other one involved the establishment of a meat processing plant in Hajdúböszörmény.



Heves County

Area: **3,637 km²**

Population: **296,927 people⁴⁴**

Number of micro-regional districts: **7**

Number of settlements in the county: **121**

Of which, the number disadvantaged settlements: **76⁴⁵**

The number of employees in Heves County has fallen to 122.5 thousand in 2017, following a steady decrease of 1.3%. The employment rate was 64.5%, which fell somewhat below the national average, but left the county in the middle of the rankings. According to the data of the 2017 Labour Force Survey, 3.9% of the employees of Heves County worked in public employment. The number of registered job seekers was 11.7 thousand, which is the result of a 7.6% decrease. The average number of people in public employment decreased significantly over the period of one

⁴⁴ End of 2016 (data from the final figures of the census), CSO

⁴⁵ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

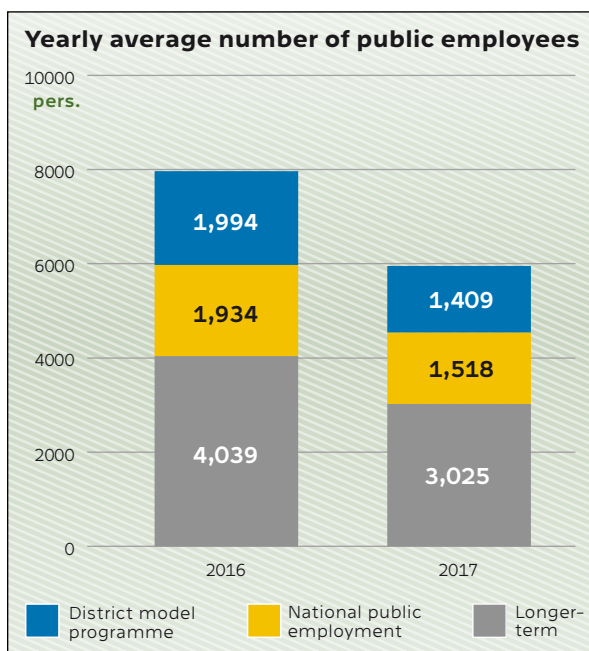
	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁴⁶	122.5	-1.3
Employment rate (between 15 and 64), %	64.5	0.1 %-point
Average number of public employees, thousand people ⁴⁷	6.0	-25.3
Registered number of job seekers, thousand people ⁴⁸	11.7	-7.6

year, by 25.3%. 50.8% of the public employees having their places of residence in Heves County (6 thousand people) worked in public employment, 23.7% were involved district model programmes and 25.5% participated in national programmes. The biggest decline occurred in the number of participants in the district model programmes over a year, with 29.4%; the average number of participants in longer-term programmes fell by 25.1% and the number of participants in national programmes decreased by 21.5%. In Heves County, in total 51 settlements started 107 district model programmes, most of which, i.e., 36 settlements, started an agricultural programme. In addition, the programmes building on local features and focusing on the

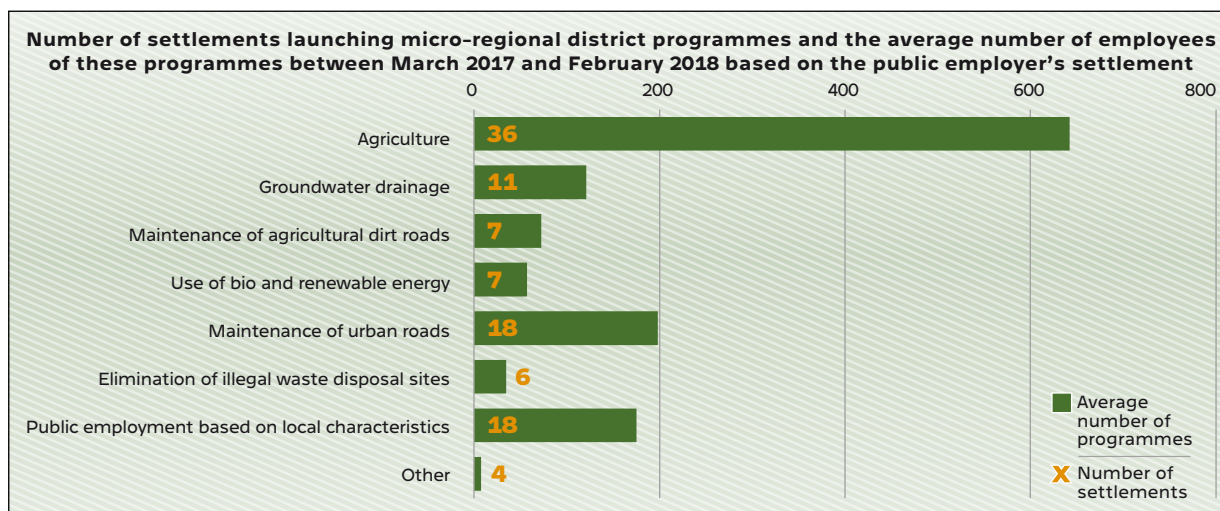
46 Data of the CSO Labour Force Survey

47 Yearly average of monthly average numbers based on the individual's place of residence

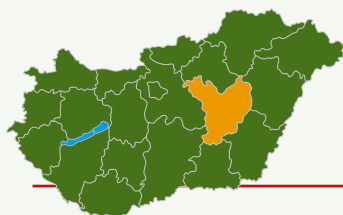
48 Yearly average of closing date numbers based on the individual's place of residence



maintenance of urban public roads were also remarkable, as 18-18 settlements of the county launched programmes of that kind. 42.9% of the settlements operating an agricultural programme cultivated less than 5 hectares, while the ratio of settlements operating on more than 10 hectares was high (34.3%). Heves County ran one investment pilot programme in 2017, involving the construction of a milk processing plant in Csány.



VI. Main Public employment programmes by county



Jász-Nagykun-Szolnok County

Area: **5,582 km²**

Population: **373,631 people⁴⁹**

Number of micro-regional districts: **9**

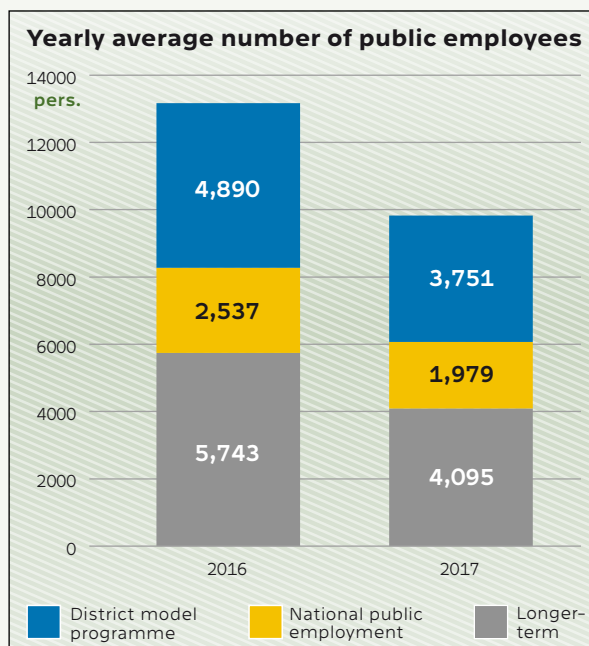
Number of settlements in the county: **78**

Of which, the number disadvantaged settlements: **66⁵⁰**

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁵¹	122.5	-1.3
Employment rate (between 15 and 64), %	64.5	0,1 %-point
Average number of public employees, thousand people ⁵²	6.0	-25.3
Registered number of job seekers, thousand people ⁵³	11.7	-7.6

The number of employees in Jász-Nagykun-Szolnok County has fallen to 156.3 thousand in 2017, following a steady decrease of 1.4%. The employment rate was 64.7%, which fell somewhat below the national average, and decreased by 0.1% point over the period of one year.

According to the data of the 2017 Labour Force Survey, 7.5% of the employees of Jász-Nagykun-Szolnok County worked in public employment. The number of registered job seekers was 15.7 thousand, which is the result of a 9.6% decrease. The average number of people in public employment decreased significantly over the period of one year, by 25.4%.



41.7% of the public employees having their places of residence in Jász-Nagykun-Szolnok County (9.8 thousand people) were involved in longer-term public employment, 38.2% took part in district model programmes and 20.1% participated in national public employment programmes. The average number of longer-term programmes drooped by 28.7% over a year, while the number of participants in the district model programmes and the national programmes fell by 23.3% and 22.0%, respectively.

In Jász-Nagykun-Szolnok County, in total 60 settlements launched 205 district model programmes, most of which (50 settlements) were agricultural programmes. In addition, programmes building on local features and focusing on ground water drainage and maintenance of urban public roads were also remarkable in the county.

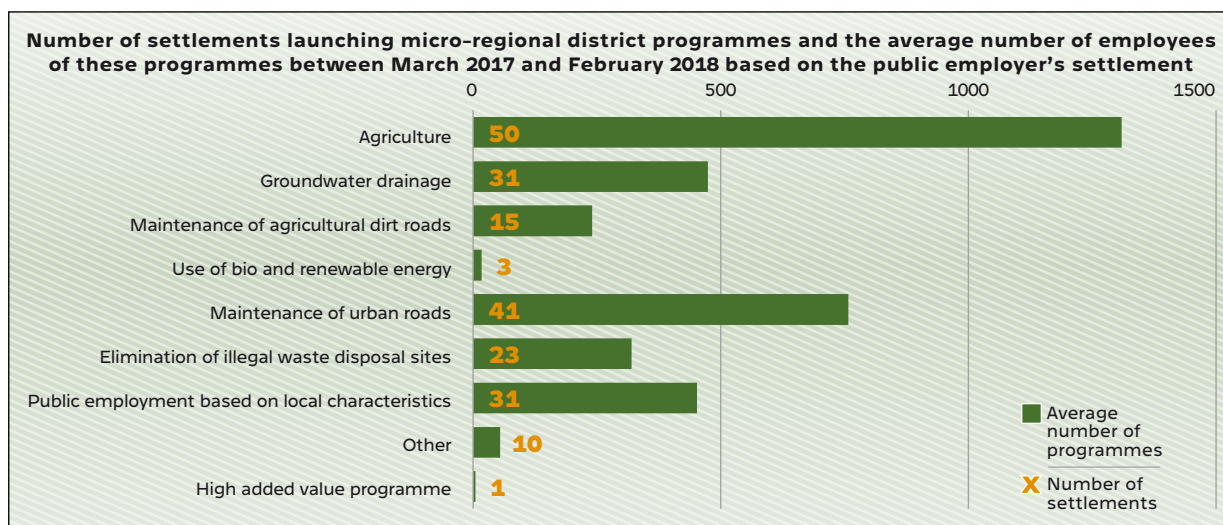
49 End of 2016 (data from the final figures of the census), CSO

50 Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

51 Data of the CSO Labour Force Survey

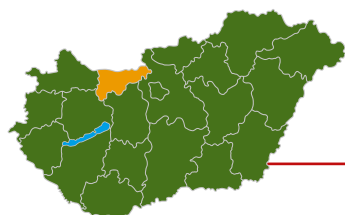
52 Yearly average of monthly average numbers based on the individual's place of residence

53 Yearly average of closing date numbers based on the individual's place of residence



Nearly half of the settlements running agricultural programmes operated on areas of more than 10 hectares and the share of settlements using smaller areas (33.3%) was also remarkable. In Jász-Nagykun-Szolnok County, one high added-value programme was launched in 2017 for the es-

tablishment of a vegetable and fruit processing plant in Berekfürdő. They also had two investment pilot programmes in the year, which involved the establishment of a cheese factory and a small-capacity slaughterhouse.



Komárom-Esztergom County

Area: **2,264 km²**

Population: **297,381 people⁵⁴**

Number of micro-regional districts: **6**

Number of settlements in the county: **76**

Of which, the number disadvantaged settlements: **18⁵⁵**

The number of employees in Komárom-Esztergom County has risen to 139.8 thousand in 2017, following a 3.5% increase. The employment rate was 70.6%, which is the fourth highest rate among the counties. According to the data of the 2017 Labour Force Survey, a negligible portion of the employees, only 1.9%, are public employees.

The number of registered job seekers was 5.3 thousand, which is the result of an 11.2% decrease compared to the previous year. The average number of people in public employment decreased by a quarter over a period of one year.

60%-a) of the public employees having their places of residence in Komárom-Esztergom County (2.4 thousand people) were involved in longer-term programmes, 10.7% participated in district model programmes and 30.2% took part in national public employment programmes. The average number of participants in national programmes decreased the most, reportedly by 31.3%.

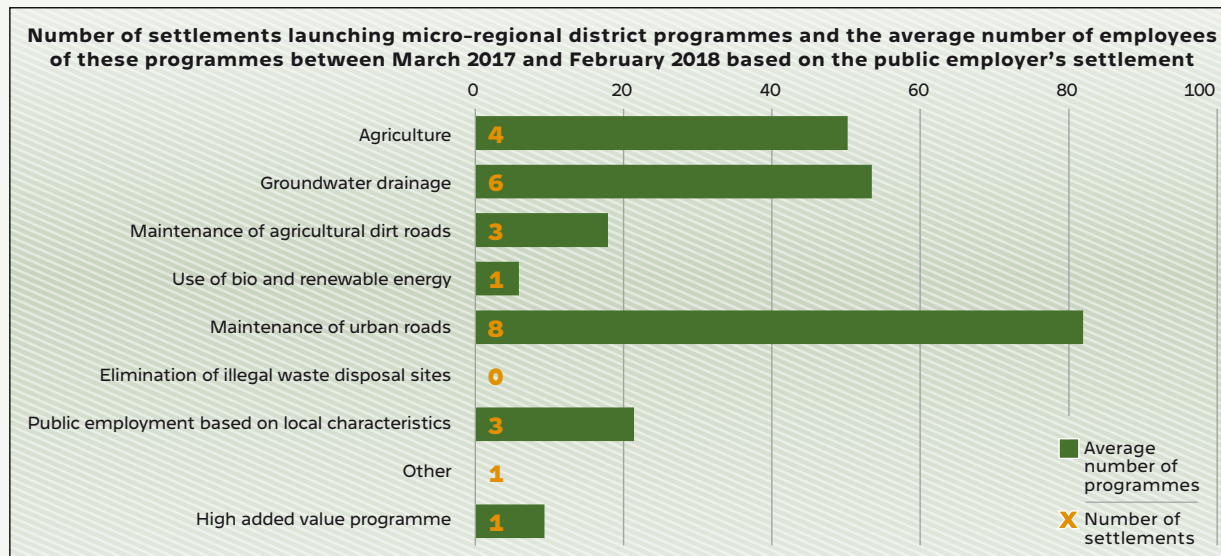
In the county in total, 17 settlements launched 27 district model programmes, most of which were aimed at the maintenance of urban public roads (8 settlements). In addition, the number of settlements launching groundwater drainage programmes was also remarkable (6).

⁵⁴ End of 2016 (data from the final figures of the census), CSO

⁵⁵ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

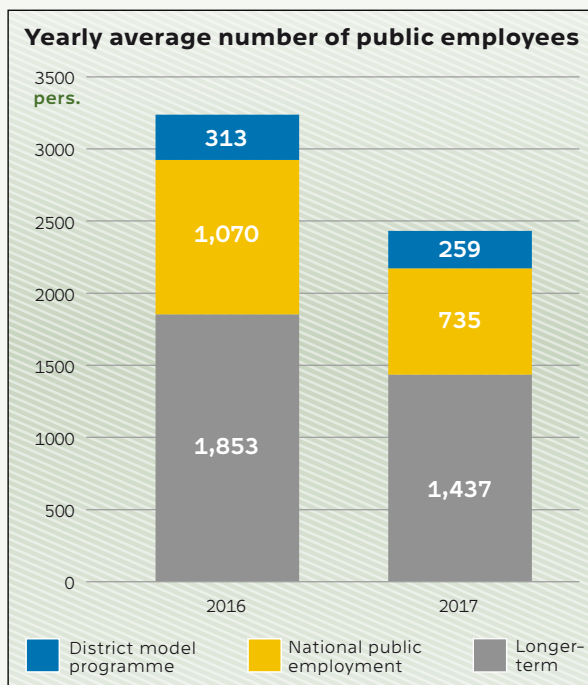
Of the settlements operating agricultural programme, two operated on areas of more than 10 hectares, one settlement cultivated less than 5 hectares and another one operated on an area of 5-10 hectares. In Komárom-Eszter-

VI. Main Public employment programmes by county



	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁵⁶	122.5	-1.3
Employment rate (between 15 and 64), %	64.5	0.1 %-point
Average number of public employees, thousand people ⁵⁷	6.0	-25.3
Registered number of job seekers, thousand people ⁵⁸	11.7	-7.6

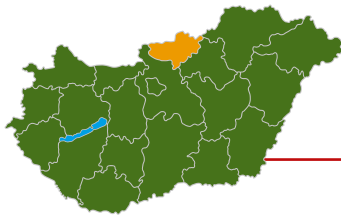
gom County, one high added-value public employment programme was launched in 2017, within the framework of which an electronic waste collection and processing plant was established in Ete.



⁵⁶ Data of the CSO Labour Force Survey

⁵⁷ Yearly average of monthly average numbers based on the individual's place of residence

⁵⁸ Yearly average of closing date numbers based on the individual's place of residence



Nógrád County

Area: **2,544 km²**

Population: **192,573 people⁵⁹**

Number of micro-regional districts: **6**

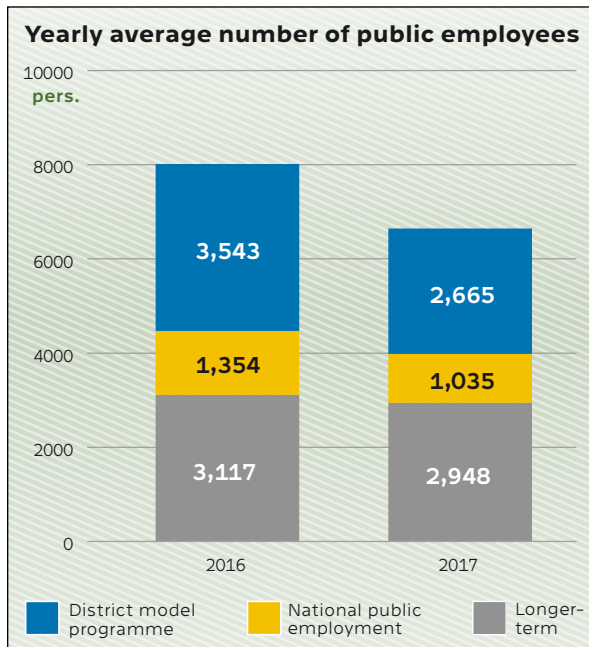
Number of settlements in the county: **131**

Of which, the number disadvantaged settlements: **131⁶⁰**

The number of employees in Nógrád County has risen to 79.7 thousand in 2017, following a significant increase of 5.7%. The employment rate was 63.8%, making it the county with the highest increase by 4.4% points.

According to the data of the 2017 Labour Force Survey, the share of public employees within the total employees was 8.0%. The number of registered job seekers in 2017 was 11.5 thousand, which showed a decrease of 8.9% over the one-year period. The average number of people in public employment in 2017 was 6.6 thousand, which is a decreased over the period of one year by 17.0%.

Of the public employees having their places of residence Nógrád County, 40.1% took part in district model programmes, 44.3% were involved in longer-term programmes and 15.6% participated in national programmes.



	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁶¹	79.7	5.7
Employment rate (between 15 and 64), %	63.8	4.4 %-point
Average number of public employees, thousand people ⁶²	6.6	-17.0
Registered number of job seekers, thousand people ⁶³	11.5	-8.9

The average number of participants in longer-term programmes dropped moderate (by 5.4%), while the average number of participants in national programmes and district model programmes fell by almost twenty-five per cent.

In Nógrád County, in total 94 settlements started 194 district model programmes, most of which (54 settlements) were agricultural programmes. In addition, the number of programmes building on local features and focusing on the maintenance of urban public roads were also remarkable in the county (40 and 41 programmes).

62.3% of the settlements operating agricultural programmes operated on less than 5 hectares, 15.1% cultivated areas between 5 and 10 hectares and further 22.6% of the settlements use areas of more than 10 hectares. Nógrád County ran one investment pilot programme in 2017, within the framework of which a slaughterhouse was established in Szécsény.

59 End of 2016 (data from the final figures of the census), CSO

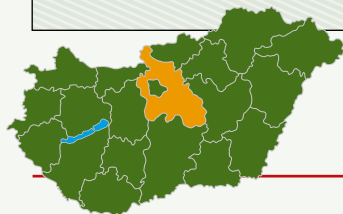
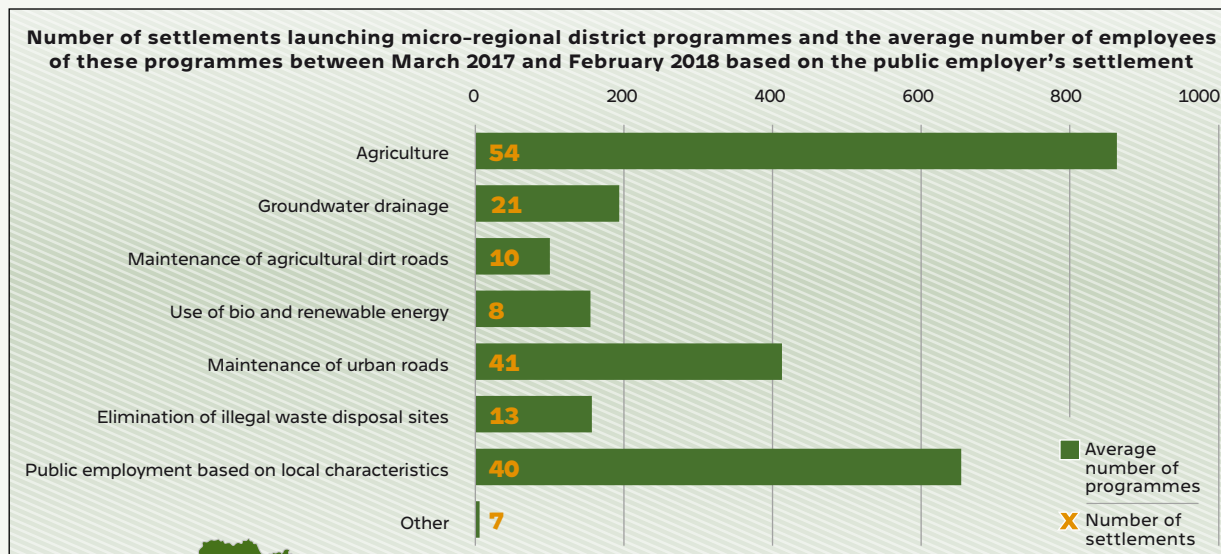
60 Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

61 Data of the CSO Labour Force Survey

62 Yearly average of monthly average numbers based on the individual's place of residence

63 Yearly average of closing date numbers based on the individual's place of residence

VI. Main Public employment programmes by county



Pest County

Area: **6,391 km²**

Population: **1,247,372 people⁶⁴**

Number of micro-regional districts: **18**

Number of settlements in the county: **187**

Of which, the number disadvantaged settlements: **48⁶⁵**

The number of employees in Pest County has risen to 572.9 thousand in 2017, following a slight increase. The employment rate was 69.2%, which was approximately the national average. According to the data of the 2017 Labour Force Survey, only half a per cent of the employees having their places of residence in Pest County worked in public employment.

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁶⁶	572.9	2.0
Employment rate (between 15 and 64), %	69.2	1 %-pont
Average number of public employees, thousand people ⁶⁷	5.3	-25.6
Registered number of job seekers, thousand people ⁶⁸	23.0	-14.5

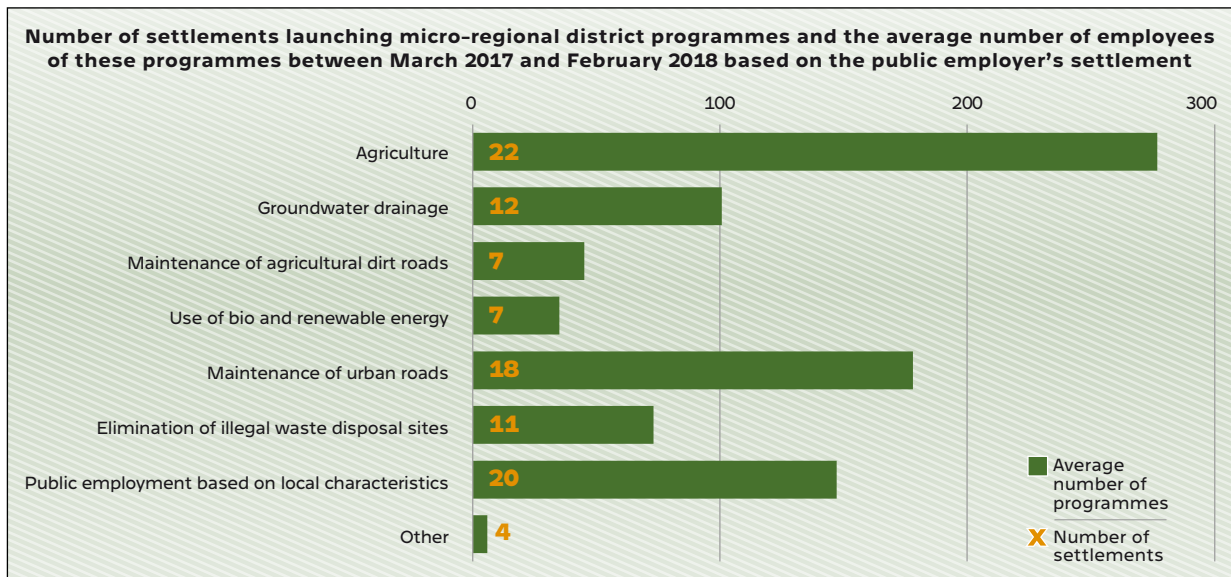
⁶⁴ End of 2016 (data from the final figures of the census), CSO

⁶⁵ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

⁶⁶ Data of the CSO Labour Force Survey

⁶⁷ Yearly average of monthly average numbers based on the individual's place of residence

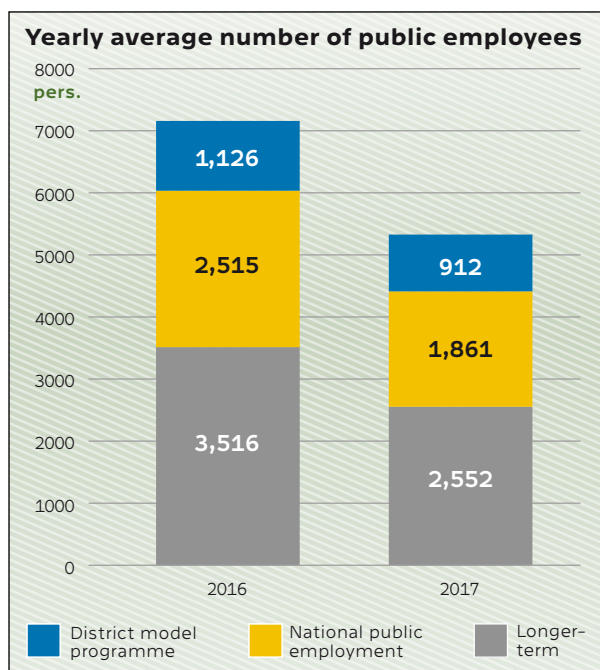
⁶⁸ Yearly average of closing date numbers based on the individual's place of residence



The number of registered job seekers was 23.0 thousand, which is the result of a 14.5% decrease. The average number of people in public employment decreased significantly over the period of one year, by 25.6%. Nearly half (47.9%) of the public employees having their places of residence in Pest County (5.3 thousand people) took part in longer-term programmes, 34.9% were involved in national public employment and 17.1% participated in district model programmes. In the number of participants of the programmes, the greatest decline can be observed in longer-term programmes, where the average number of participants dropped by 27.4%. However, even the number of participants in national programmes fell by more than twenty-five per cent and the number of participants in model programmes decreased by twenty per cent.

In Pest County, in total 39 settlements launched 101 district model programmes, most of which (22 settlements) were agricultural programmes. In addition, a considerable number of settlements also started programmes building on local features (20) and focusing on the maintenance of urban public roads (18).

Nearly three quarters of the settlements operating agricultural programmes cultivated areas of less than 5 hectares in 2017. One other public employment programme was launched in Pest County earlier, in December 2016, Tápiószőlős (running until May 2018) for the establishment of a slaughter point.



VI. Main Public employment programmes by county



Somogy County

Area: **6,065 km²**

Population: **306,698 people⁶⁹**

Number of micro-regional districts: **8**

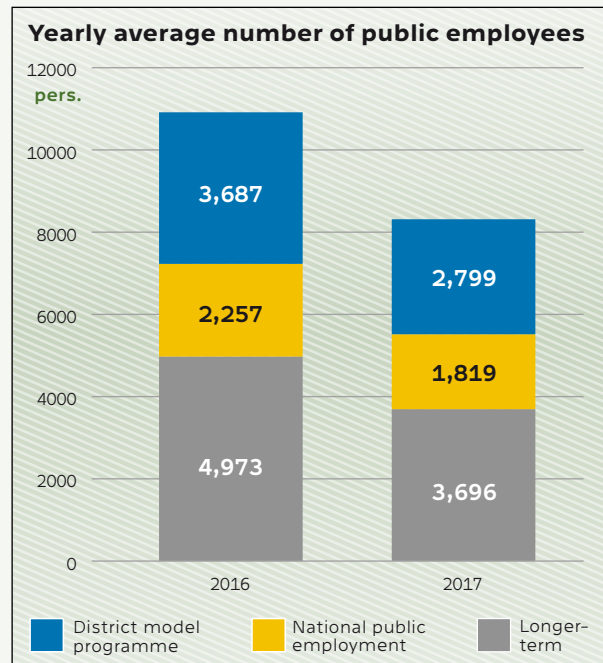
Number of settlements in the county: **246**

Of which, the number disadvantaged settlements: **227⁷⁰**

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁷¹	119.8	-2.9
Employment rate (between 15 and 64), %	60.7	0.8 %-point
Average number of public employees, thousand people ⁷²	8.3	-23.9
Registered number of job seekers, thousand people ⁷³	14.8	-1.1

The number of employees in Somogy County has fallen to 119.8 thousand in 2017, following a significant decrease of 2.9%. The employment rate was 60.7%, which is 0.8 percentage point lower than the figure reported last year. According to the data of the 2017 Labour Force Survey, the ratio of public employees within the total employees is relatively high, approximately 10%.

Among the public employees having their places of residence in Somogy County, 44.5% were involved in



longer-term programmes, 33.7% participated in district model programmes and 21.9% took part in national programmes. The average number of participants in longer-term programmes fell by 25.7% and the number of participants in model programmes decreased by 24.1%, while the number of participants in national programmes dropped by 19.4%.

In Somogy County, in total 150 settlements started 303 district model programmes, most of which were agricultural programmes (in 105 settlements). In addition, the number of settlements starting programmes for ground water drainage, local features and maintenance of urban public roads was also remarkable in the county.

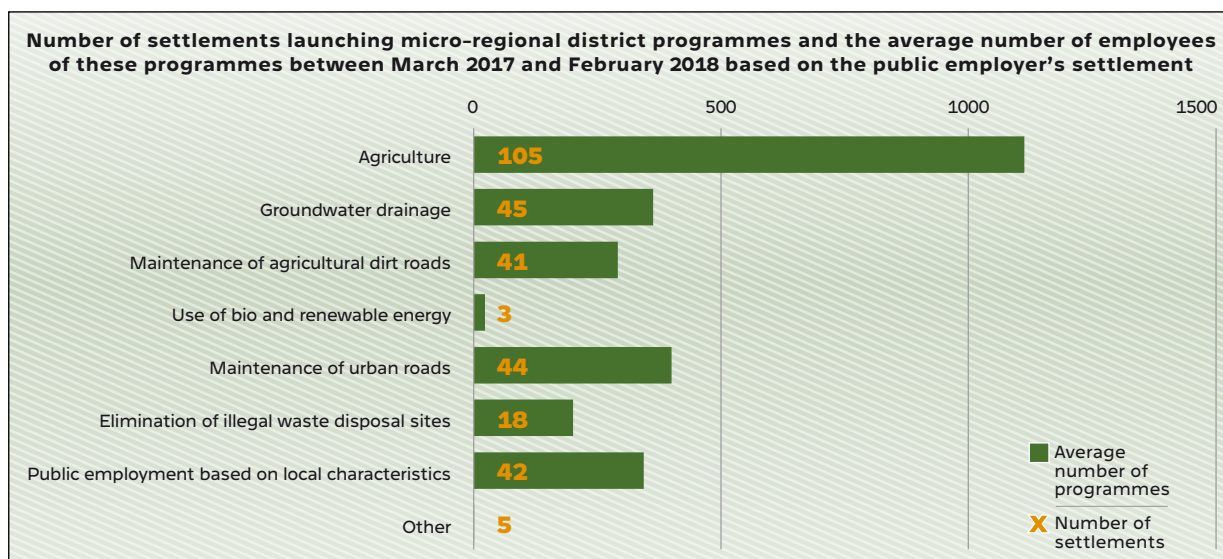
⁶⁹ End of 2016 (data from the final figures of the census), CSO

⁷⁰ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

⁷¹ Data of the CSO Labour Force Survey

⁷² Yearly average of monthly average numbers based on the individual's place of residence

⁷³ Yearly average of closing date numbers based on the individual's place of residence



Three quarters of the settlements operating agricultural programmes operated on less than 5 hectares, almost

20% cultivated areas between 5 and 10 hectares and 5.7% of the settlements used areas of more than 10 hectares.



Szabolcs-Szatmár-Bereg County

Area: **5,936 km²**

Population: **562,058 people⁷⁴**

Number of micro-regional districts: **13**

Number of settlements in the county: **229**

Of which, the number disadvantaged settlements: **223⁷⁵**

The number of employees in Szabolcs-Szatmár-Bereg County has risen to 242.6 thousand in 2017, following a significant increase of 6%. The employment rate was 64.0%, making it the county with the second highest increase by 4.1% points.

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁷⁶	242.6	6.0
Employment rate (between 15 and 64), %	64.0	4.1 %-point
Average number of public employees, thousand people ⁷⁷	31.4	-15.3
Registered number of job seekers, thousand people ⁷⁸	31.2	-4.4

⁷⁴ End of 2016 (data from the final figures of the census), CSO

⁷⁵ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

⁷⁶ Data of the CSO Labour Force Survey

⁷⁷ Yearly average of monthly average numbers based on the individual's place of residence

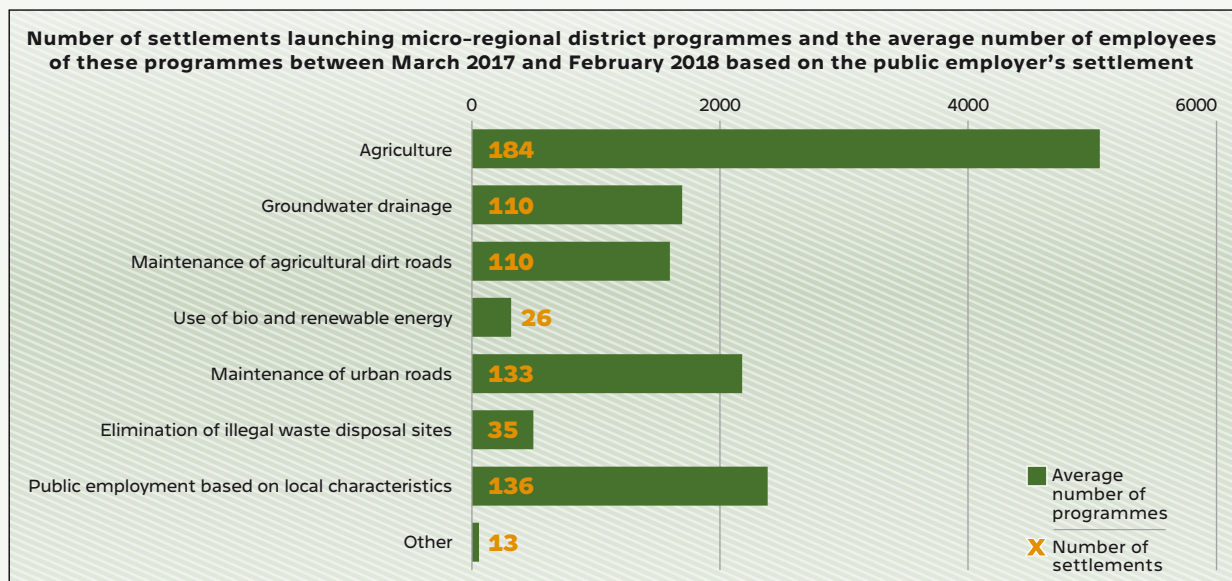
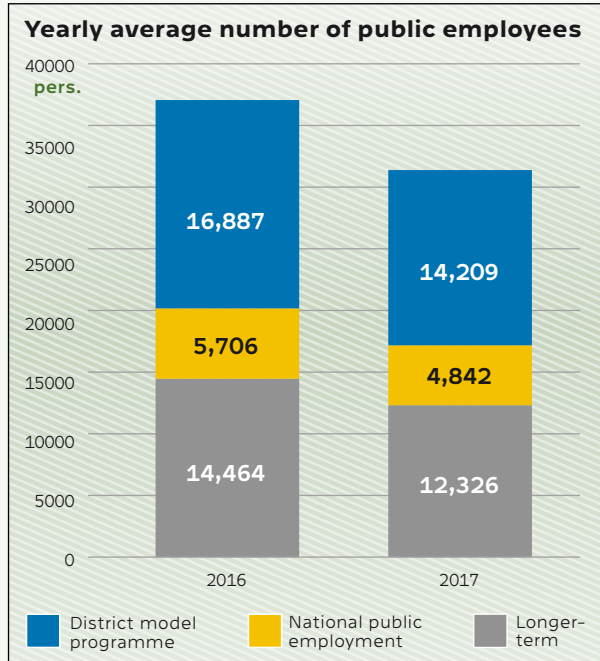
⁷⁸ Yearly average of closing date numbers based on the individual's place of residence

VI. Main Public employment programmes by county

According to the data of the 2017 Labour Force Survey, the ratio of public employees within the total employees was the highest, 16.1%, in Szabolcs-Szatmár-Bereg County. The number of registered job seekers in 2017 was 31.2 thousand, which showed a decrease of 4.4% over the one-year period. The average number of people in public employment in 2017 was 31.4 thousand, which is almost identical to the number of job seekers, and is a decreased of 15.3%.

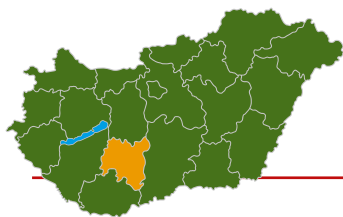
45.3% of the public employees having their places of residence in Szabolcs-Szatmár-Bereg County were involved in district model programmes, 39.3% worked in longer-term programmes and 15.4% participated in national programmes. The number of participants in various types of programmes consistently declined by approximately 15% in 2017 compared to 2016.

In Szabolcs-Szatmár-Bereg County, in total 217 settlements started 747 district model programmes, most of which were agricultural programmes (184 settlements). In addition, the programmes building on local features and focusing the maintenance of urban public roads were also remarkable in the county, as their respective numbers were 136 and 133.



36.5% of the settlements operating an agricultural programme cultivated less than 5 hectares, 29.3% operated on areas between 5 and 10 hectares and 34.3% of the settlements used areas of more than 10 hectares. Szabolcs

ran one investment pilot project in 2017, within the framework of which the existing cheese factory was extended in Tiszaadony



Tolna County

Area: **3,703 km²**

Population: **221,799 people⁷⁹**

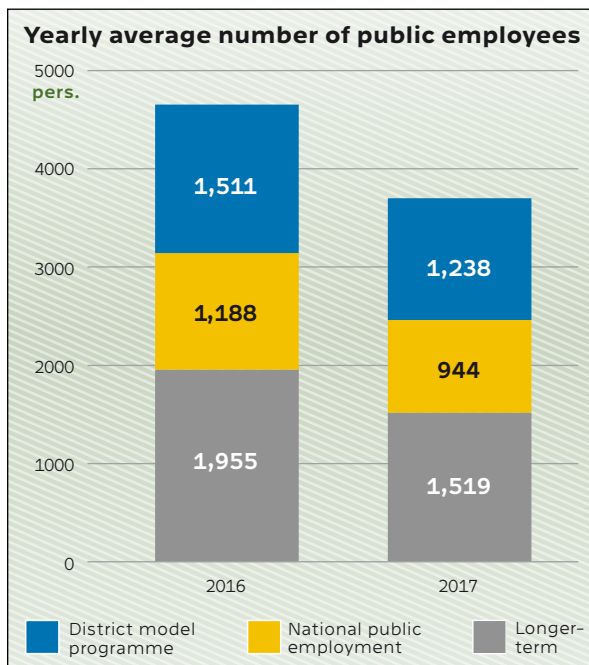
Number of micro-regional districts: **6**

Number of settlements in the county: **109**

Of which, the number disadvantaged settlements: **71⁸⁰**

	2017	Változás egy év alatt, %
Number of people employed (between 15 and 64), thousand people ⁸¹	92.0	2.0
Employment rate (between 15 and 64), %	63.5	2.3 %-point
Average number of public employees, thousand people ⁸²	3.7	-20.5
Registered number of job seekers, thousand people ⁸³	6.9	-11.6

The number of employees in Tolna County has risen to 92.0 thousand in 2017, following a slight increase. The employment rate was 63.5%, which is the third smallest value among the counties, but it did increase by 2.3% points over the one-year period. According to the data of the 2017 Labour Force Survey, 2.8% of the employees of Tolna County worked in public employment.



The number of registered job seekers was 6.9 thousand, which is the result of an 11.6% decrease. The average number of people in public employment decreased more significantly over the period of one year, by 20.5%.

A major portion of public employees having their places of residence in Tolna County (3.7 thousand people), i.e., 41%, took part in longer-term programmes, 33.5% participated in district model programmes and 25% took part in national public employment programmes. The average number of participants in longer-term and national pro-

⁷⁹ End of 2016 (data from the final figures of the census), CSO

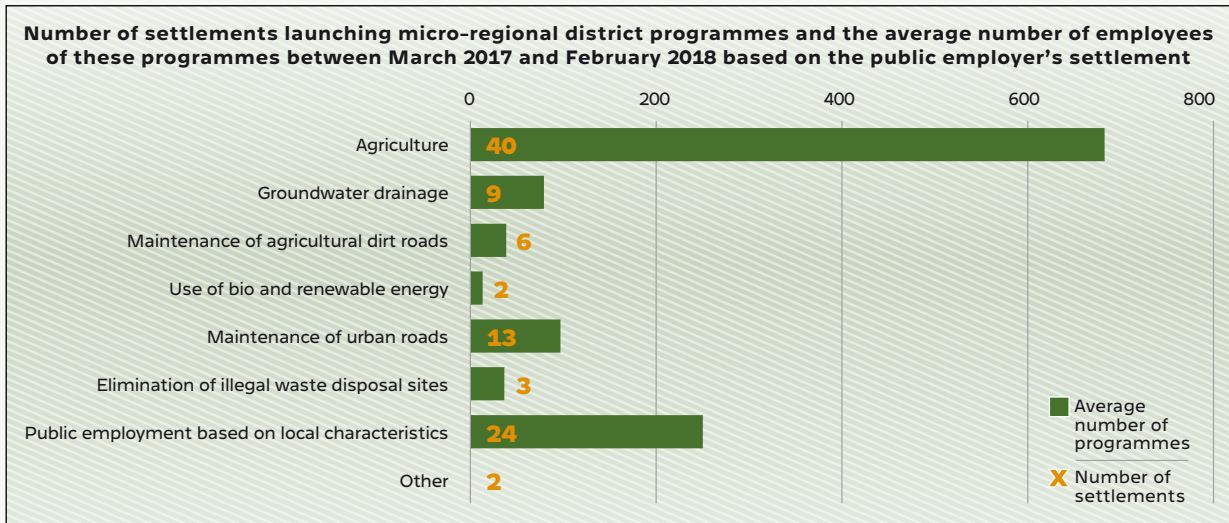
⁸⁰ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

⁸¹ Data of the CSO Labour Force Survey

⁸² Yearly average of monthly average numbers based on the individual's place of residence

⁸³ Yearly average of closing date numbers based on the individual's place of residence

VI. Main Public employment programmes by county



grammes fell by almost twenty per cent, while the number of participants in district model programmes dropped by 18.0% in one year. In Tolna County, in total 45 settlements started 99 district model programmes, most of which (40 settlements) were agricultural programmes. The number of settlements starting public employment programmes

based on public employment programmes building on local speciality was also remarkable (24).

The majority of the settlements operating agricultural programmes (47.5%) cultivated small areas of less than 5 hectares, but the ratio of the settlements operating on 10 hectares was also significant (40%).



Vas County

Area: **3,336 km²**

Population: **253,109 people⁸⁴**

Number of micro-regional districts: **7**

Number of settlements in the county: **216**

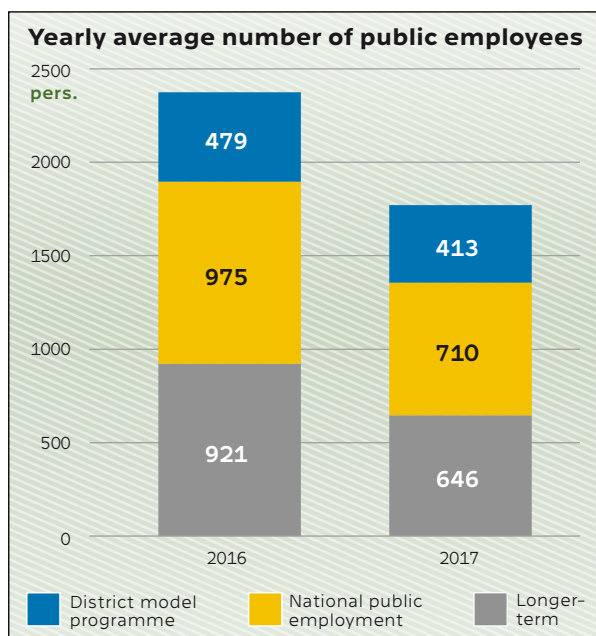
Of which, the number disadvantaged settlements: **86⁸⁵**

The number of employees in Vas County has risen to 118.8 thousand in 2017, following a slight increase. The employment rate was 70.4%, based on which Vas county is among the top five counties with the most favourable conditions. According to the data of the 2017 Labour Force Survey, 1.8% of the employees of Vas County worked in public employment.

The number of registered job seekers was 4.3 thousand, which is the result of a 2.1% decrease. The average number

⁸⁴ End of 2016 (data from the final figures of the census), CSO

⁸⁵ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015



of people in public employment decreased more significantly over the period of one year, by 25.5%.

A major portion of public employees having their places of residence in Vas County (1.8 thousand people), i.e., 40.1%, took part in national public employment programmes, 36.5% were involved longer-term programmes and 23.4% participated in district model programmes. The average

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁸⁶	118.8	0.4
Employment rate (between 15 and 64), %	70.4	1 %-point
Average number of public employees, thousand people ⁸⁷	1.8	-25.5
Registered number of job seekers, thousand people ⁸⁸	4.3	-2.1

number of participants in longer-term and national programmes dropped by almost one third in a year, while the number of participants in district model programmes fell by 13.7%.

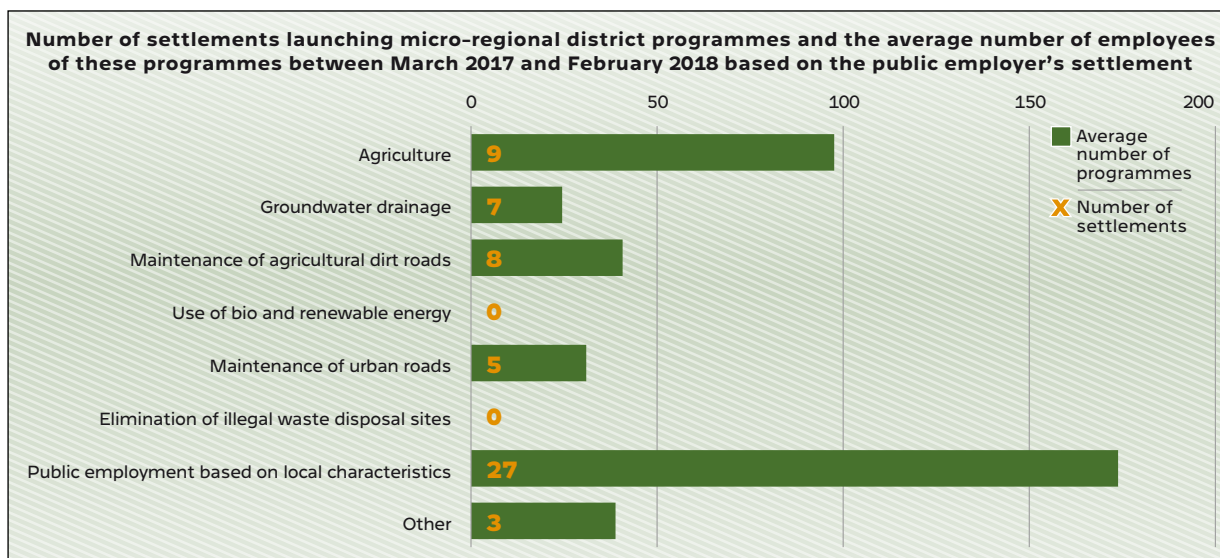
In Vas County, in total 44 settlements started 59 district model programmes, most of which (27 settlements) built on local features. In addition, the number of settlements running agricultural, ground water drainage and maintenance of agricultural dirt roads programmes was also remarkable in the county.

Nearly 90% of the settlements operating agricultural programmes cultivated less than 5 hectares in 2017.

86 Data of the CSO Labour Force Survey

87 Yearly average of monthly average numbers based on the individual's place of residence

88 Yearly average of closing date numbers based on the individual's place of residence



VI. Main Public employment programmes by county



Veszprém County

Area: **4,464 km²**

Population: **342,501 people⁸⁹**

Number of micro-regional districts: **10**

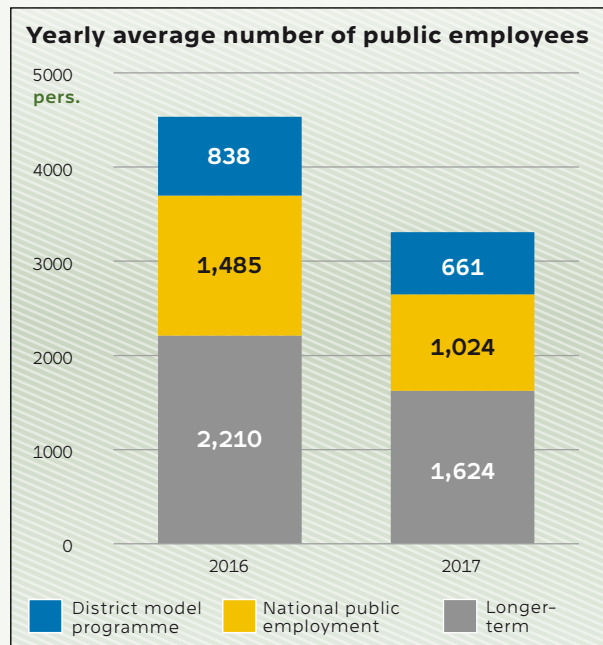
Number of settlements in the county: **217**

Of which, the number disadvantaged settlements: **111⁹⁰**

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁹¹	160.5	2.6
Employment rate (between 15 and 64), %	71.7	2.7 %-point
Average number of public employees, thousand people ⁹²	3.3	-27.0
Registered number of job seekers, thousand people ⁹³	6.4	-13.5

The number of employees in Veszprém County has increased to 160.5 thousand in 2017, following a significant increase of 2.6%. The employment rate was 71.7%, which increased over the period of one year by 2.7%-points and is the third highest value among the counties. Based on the 2017 figures of the labour force survey, the proportion of public employees among the employed is 1.2%.

The number of registered job seekers in 2017 was 6.4 thousand, which showed a decrease of 13.5% over the one-year period. The average number of people in public em-



ployment in 2017 was 3.3 thousand, which is a decreased over the period of one year by 27.0%.

Nearly half of the public employees having their places of residence in Veszprém County took part in longer-term programmes, twenty per cent participated in district model programmes and 30.9% took part in national programmes. The average number of participants in longer-term programmes fell by 26.5%, the number of participants in model programmes decreased by 21.1%, and the number of participants in national programmes dropped by 31.1%.

In Veszprém County, in total 56 settlements started 97 district model programmes, most of which (27 settlements) were agricultural programmes. In addition, the number of

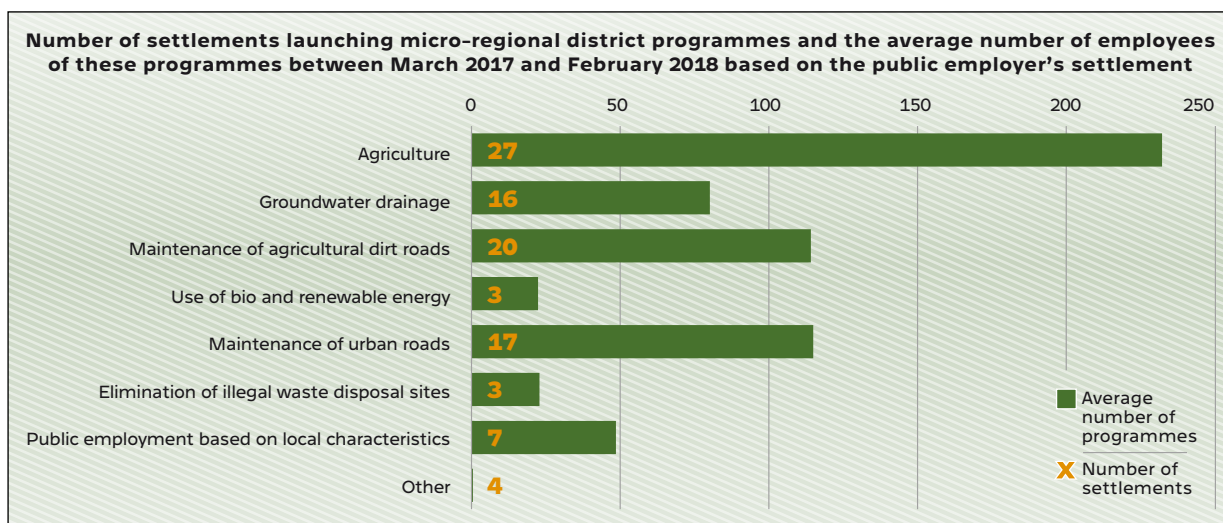
⁸⁹ End of 2016 (data from the final figures of the census), CSO

⁹⁰ Pursuant to Government Decree 209/2014 and/or Government Decree 105/2015

⁹¹ Data of the CSO Labour Force Survey

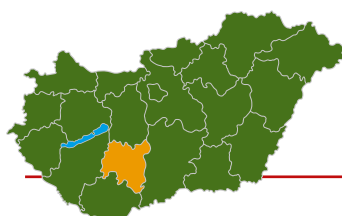
⁹² Yearly average of monthly average numbers based on the individual's place of residence

⁹³ Yearly average of closing date numbers based on the individual's place of residence



settlements starting programmes for the maintenance of agricultural dirt roads was also remarkable. More than sev-

enty-five per cent of the settlements operating agricultural programmes cultivated less than 5 hectares.



Zala County

Area: **3,784 km²**

Population: **272,798 people⁹⁴**

Number of micro-regional districts: **6**

Number of settlements in the county: **258**

Of which, the number disadvantaged settlements: **175⁹⁵**

The number of employees in Zala has risen to 125.7 thousand in 2017, following a slight increase of 2.8%. The employment rate was 70.2%, which means that one of the largest increases took place in this county, by 3.1% points. According to the data of the 2017 Labour Force Survey, 2.8% of the employees of Zala County worked in public employment.

The number of registered job seekers was 7.3 thousand, which is the result of a 7.8% decrease. The average num-

	2017	Variation over one year, %
Number of people employed (between 15 and 64), thousand people ⁹⁶	125.7	2.8
Employment rate (between 15 and 64), %	70.2	3.1 %-point
Average number of public employees, thousand people ⁹⁷	4.2	-18.7
Registered number of job seekers, thousand people ⁹⁸	7.3	-7.8

ber of people in public employment decreased significantly over the period of one year, by 18.7%.

⁹⁴ End of 2016 (data from the final figures of the census), CSO

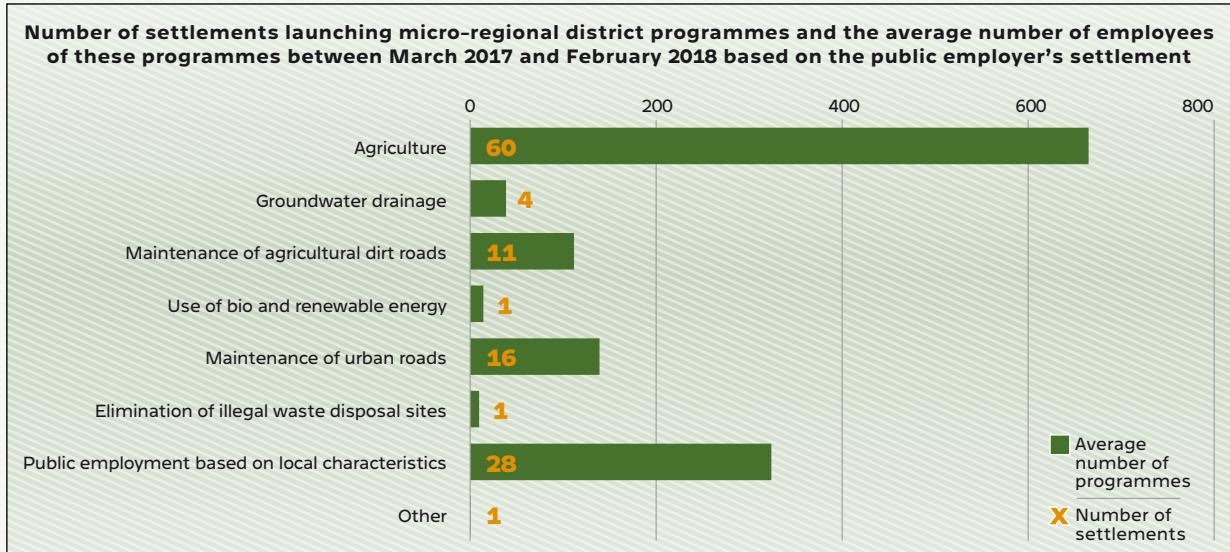
⁹⁵ End of 2016 (data from the final figures of the census), CSO

⁹⁶ Data of the CSO Labour Force Survey

⁹⁷ Yearly average of monthly average numbers based on the individual's place of residence

⁹⁸ Yearly average of closing date numbers based on the individual's place of residence

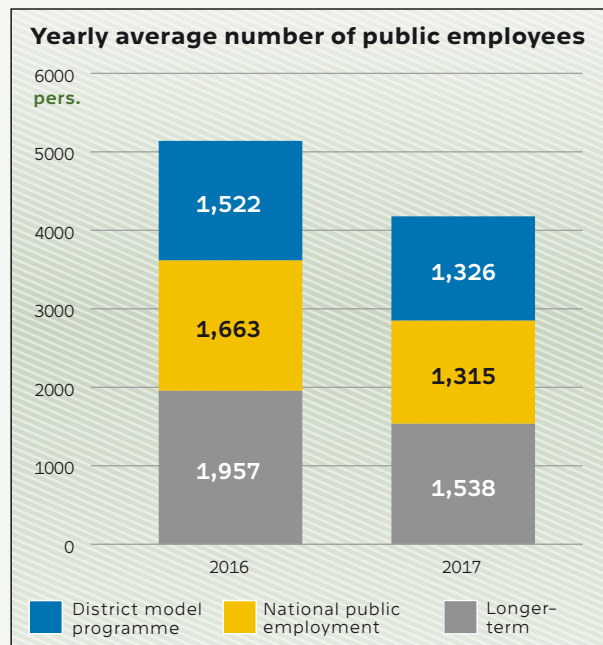
VI. Main Public employment programmes by county



The public employees having their places of residence in Zala County (4.2 thousand people) are divided in almost equal ratios according to programme types. 36.8% took part in longer-term programmes, 31.7% participated in district model programmes and 31.5% were involved in national public employment programmes. The average number of participants in longer-term and national programmes decreased by more than twenty per cent, and the number of participants in district model programmes fell by 12.9% in one year.

In Zala County, in total 88 settlements launched 122 district model programmes, most of which (60 settlements) were agricultural programmes. In addition, the number of settlements launching programmes building on local specificities was also remarkable.

The majority of settlements operating agricultural programme (88.5%) cultivated less than 5 hectares in 2017, while 11.5% of the settlement in Zala County cultivated an area of 5-10 hectares.



VII.

Good practices in the
public employment
sector in 2017.

In 2017, the micro-regional district start work model programme were extended with a high added value programme component, in which processing capacities related to agricultural products were established, existing capacities were refurbished and extended, an investment project for the processing of agricultural products was commissioned and a programme for other production and processing was implemented. The Ministry of Interior provided in total **HUF 1.6 billion** assistance for these programmes, for the employment of on average **157 public employees**.

Baranya County

DRÁVACSEHI, TÉSENFA AND SZAPORCA VILLAGES

The three settlements to be developed in the *Ős-Dráva region* undertook the role of an integration and set an objective of involving other local governments and reviving domestic farms for complex production (pig farming and keeping, establishment of low-capacity slaughterhouse and meat processing plant, sales). They received HUF 424 million assistance in 2017 for the implementation of their ideas, with which they could employ 19 public employees.

As the capacity of the slaughterhouse can be expanded, other Ős-Dráva settlements can also join the programme. The pig farm can be adapted to the local governments joining the integration later and the existing construction designs are also available. Local governments can also join with agricultural activities involving fodder production.

The long-term outcome of this programme is the establishment and operation of a social cooperative. The planned activity represents traditional values of the region and connects to the development policy tasks laid down in the Ős-Dráva national programme, making some progress for the underdeveloped settlement with very little tax generating capacity and high unemployment.

VÉMÉND VILLAG LOCAL GOVERNMENT | The local government received HUF 52 million assistance from the Ministry of Interior for its high added value programme, within the framework of which it built a dry pasta manufacturing plant. Between 1 March 2017 and 31 December 2017, on average 10 people worked in public employment, producing pasta products primarily from quail eggs and in lower quantities from hen eggs. The local government purchases the raw materials from its own production and

from local primary producers. The extension of the manufacturing capacity resulted in an increase in an increase in quantity, quality and supplies and also contributed to the healthy nutrition of the population.

Békés County

KASZAPER VILLAG LOCAL GOVERNMENT | The local government created a **vegetable and fruit processing, drying and dehydration plant** by expanding and refurbishing a building owned by it. Apart from the vegetables grown locally, they also purchase and process vegetables and fruit produced in the surrounding settlements for sale. They decided to build a processing plant because it significantly improves the quality of the raw materials when they are processed closer to the production area, which also reduces the prime cost. Among others, apples, plums, apricots, sour cherries, paprika, kápia peppers, American peppers, turnips, leeks, carrots, herbs, dill, onions, celery and garlics are processed. Most products are used in their own kitchen, but some are also sold. The programme was implemented with HUF 104 million support, with on the average 9 public employment.

VÉSZTŐ TOWN LOCAL GOVERNMENT | The local government pursued primarily agricultural activities in the 2017 public employment programmes, focusing on animal farming, plant production and processing. On average, 8 public employees worked in each programme. With the help of the HUF 108 million assistance, they transformed and refurbished a school building that is not in use, and installed a **dairy processing plant** in it. The raw materials used for production is supplied primarily from their own sheep and primarily from milk purchased from the animal farmers of the area. During processing, they produce sheep cheese, whey cheese and yoghurt. The products are sold primarily to a national store chain, restaurants and the shops of the region as well as in the public catering services of the village and the surrounding settlements. The public employees took part in training and 5 of them will be still employed by the plant operated by Vésztfő Social Cooperative.

VII. Good practices in the public employment sector in 2017.

Borsod-Abaúj-Zemplén County

ABAÚJSZÁNTÓ TOWN LOCAL GOVERNMENT | In its programme implemented with HUF 91 million assistance, the local government employed on average 42 public employees and established a **'Shop of local products'** in a reconstructed building owned by the local government. The shop sells fresh bulk meat, produced in the agricultural programme and prepared in the meat processing plant, special craft meat products with traditional flavours and without any additives and smoked meat. In addition, they also grow vegetables and fruit on 14 hectares, which are also processed. Their products are sold primarily to the residents of the town as well as to resellers.

HÁROMHUTA VILLAGE LOCAL GOVERNMENT | In 2017, Háromhuta received HUF 111 million assistance from the Ministry of Interior for the implementation of its public employment programme. Exploiting the tourism opportunities of the region, the local government created a **forest school and information centre**. On average, 9 public employees work in the project. As Háromhuta is situated in the territory of the Aggtelek National Park, it is very important to preserve the original condition and the flora and fauna of the region. Following the completion of the reconstruction, the local government intends to obtain the title of **'Certified forest school service'**.

The main objective of the **forest school** is to establish a correct approach and conduct, develop a responsible environmental awareness and an appropriate relationship between man and nature, to provide information on the relationship between man and forests, to educate people for a healthy lifestyle, to stress the importance of wood as an environmentally friendly raw material and the role of renewable energy source in our daily life as well as to promote and create awareness of the concept of sustainable development.

An accessible auditorium holding 30 people was established in the **information centre**. Besides information on the surrounding area, the auditorium is used for lectures

and presentations on health preservation, forest pedagogy and craft workshops. The programme is targeted primarily at primary school students studying in lower and upper classes and secondly at secondary and higher education students but, in order to use the capacity, adults are also able to use the accommodation facility.

TRIZS VILLAGE LOCAL GOVERNMENT | The district start work model programmes organised by the Local Government of Trizs Village over the past few years concentrated primarily on plant production and the processing of the grown agricultural products. The Local Government used additional assistance in 2015 to purchase the machines, tools and equipment required for fruit processing. Their 2017 programme was implemented with HUF 67 million assistance from the Ministry of Interior, from which a fruit processing plant was reconstructed and extended with the involvement of on average 13 public employees. The social cooperative of the settlement will arrange for the long-term operation of the processing plant. Their products were marketed at a higher degree of processing, reaching a more health aware group of customers. The finished products are used in public catering and other catering units as well as in the form of crafts products, in small formulation, sold to tourists visiting the settlement.

KOVÁCSVÁGÁS VILLAGE LOCAL GOVERNMENT | The local government used HUF 85 million assistance from the Ministry of Interior to build a **civil protection training and education base of the region**. In order to facilitate full utilisation, the building also functions as tourist accommodation but it is also used for public employment training activities, medical examinations and labour safety presentations and it also functions as a changing room and a warm-up facility. On average 35 people are involved in public employment in Kovácsvágás.

CIGÁND TOWN LOCAL GOVERNMENT | In the other public employment model programme, **timber industry**

and upholstery activities are pursued in the building owned by the local government. They intend to sell the produced furniture to the nearby local governments, entrepreneurs engaged in catering and hotel services and a wholesale company engaged in the distribution of furniture industry products through its national network. Within the framework of their public employment programme, they pursue timber industry and upholstery activities in their multi-space 400 m² floor area hall constructed of metal panels. **In 2017, they manufactured in total 5,040 pieces of furniture** (beds, sofas, wardrobes, shelves, etc.) with the involvement of 17 public employees. The Ministry of Interior supported their programme with HUF 38 million assistance.

Győr-Moson-Sopron County

RÁBASZENTMIHÁLY VILLAGE LOCAL GOVERNMENT

Within the framework of public employment, the local government has been engaged in intensive agricultural activities for years. Their programme in 2017 was assisted by the Ministry of Interior with HUF 134 million. They established a **pasta manufacturing plant** with the involvement of 5 people on average, producing 8-egg gluten free pasta. The pasta is sold in a shop in Csorna, established by the local government, in which surrounding settlements can also sell products generated in their agricultural programmes within the framework of cooperation. They also grow other plants, as an indispensable condition of the operation of the processing plant. There is great demand for the processed products in kindergarten and public catering and among the local residents.

TÉT VILLAGE LOCAL GOVERNMENT | The local government manufactures paving stones, kerbstones and concrete elements with HUF 133.5 million assistance. The concrete plant was opened in 2015 and then was further developed in 2016, so it managed to refurbish a lot of pavements and a number of public areas. In 2017, in total 23 public employees worked in the concrete plant owned by the local government produced finished products primarily for own use and integration. On the basis of the surveys, by 2020 nearly 40,000 m² pavements and public areas need to be refurbished and repaired in the town of Tét in order to enable people to reach work (school,

kindergarten) safely. According to their plans, they intend to sell their excellent-quality paving stones in the settlements of the district.

Jász-Nagykun-Szolnok County

BEREKFÜRDŐ VILLAGE LOCAL GOVERNMENT

| In 2012, the local government established a garden centre within the framework of a start work model programme, but in 2017 they already pursued intensive agricultural activities on 7 hectares. The produced vegetables were used in public catering, but the increased volume of products also called for further processing. The objective of the settlement is to increase the degree of processing, to cover the full product cycle and to appear on the consumer markets, in relation to which they created a **fruit and vegetable processing plant** with HUF 207 million assistance. In the 300 m² floor area plant on average 5 public employees worked, producing pickles, pasteurised fruit and vegetable juice, fruit syrups, jams and preserves, dried and dehydrated fruit, from raw materials grown and produced within the framework of agricultural activities.

RÁKÓCZIFALVA TOWN LOCAL GOVERNMENT

| In 2017, the town/city local government received HUF 137 million of assistance in order to enable it to implement its public employment programme. On average 15 people were given jobs in the programme. Field crops to be sown in the autumn and in the spring were grown on 21 hectares of land, and a small plant processing herbs was established. The herbs used as raw material were purchased from Váci Egyházmegye Vidékfejlesztési Non-profit Kft. (Vác Diocese Rural Development Non-profit Ltd.), which launched a public employment model programme.

The local government is engaged in egg production for nutrition based on the deep litter keeping of **300 laying hens**. At the same time, it commenced to develop a breeding flock made of native poultry species, pigs, goats, buffalo and rabbits, in addition to keeping **70 sheep for meat** and **10 beef cattle**. The greater part of the eggs produced are processed in a **pasta production workshop** developed in the framework of food industry activities. A welfare store was set up in this building, along with a room for processing herbs. The foodstuffs and products

VII. Good practices in the public employment sector in 2017.

produced are used in the public kitchen serving 1,600 meals, and the remaining products are sold in the store and/or during town events.

TISZATENYŐ VILLAGE LOCAL GOVERNMENT | Relying on the village traditions, the local government developed primarily agricultural sectors in public employment. A significant portion of public employees work in the agricultural programme, with 10 people taking part in such works in 2017. Initially, mangalica pigs were kept free range, though later on they shifted to breeding pigs for fattening. A significant number of the fattened pigs are sold as livestock. Out of the HUF 115 million of public employment assistance in 2017, the local government was able to implement the development and operation of the infrastructure conditions for animal husbandry.

Komárom-Esztergom County

ETE VILLAGE LOCAL GOVERNMENT | In 2017, the local government developed an **electronic waste dismantling plant** for recycling nearly 200 tonnes of e-waste per year with an assistance of HUF 104 million. In the course of the technological process, 10 public employees took part in the modern and environmentally conscious selective collection, treatment and homogenised dismantling of e-waste, its sale and recovery. At the end of the assistance period, the Etei Szociális Szövetkezet (Social Cooperative of Ete) will continue the project.

VIII.

Maintaining contact
with the associations of
local governments

The Undersecretariat of the Ministry of Interior for Public Employment and Water Affairs maintains continuous contact with the associations of local governments. They include the National Association of Local Authorities of Municipalities (TÖOSZ), the Association of Hungarian Local Authorities (MÖSZ), the National Association of Hungarian Local Authorities of Counties (MÖÖSZ), the Association of Small Municipalities and Micro-regions (KÖSZ), and the Hungarian Village Association. In 2017, in addition to the topics of development of settlements, the role of settlements in economic recovery and social integration, the conferences organised by the associations also provided information to settlement leaders and chief administrators on the cur-

rent situation and major goals of public employment. In addition to modifications in the public employment system, those interested were informed about new high value-added programmes of a capital expenditure nature. In 2017, trade talks concerning public employment were held in 16 settlements (Mánfa; Zalaszentő; Szigliget; Kisbodak; Pétfürdő; Kistokaj; Óriszentpéter; Szarvas; Héreg; Nógrádmárcali; Isaszeg; Tiszanána; Nyírbátor; Siófok; Bükkfürdő) and Budapest, attended by nearly 600 settlement leaders, chief administrators and public employment experts. The Undersecretariat of the Ministry of Interior for Public Employment and Water Affairs played a role as invited speaker in all forums and consultations were held following the lectures.

Public employment exhibitions

Public employment exhibitions offer an excellent opportunity for presenting value-adding public employment activities. The exhibitions provide an opportunity to learn about the tangible results of public employment programmes, receive information on the diversity of the goods produced, take part in preparing certain of the products, while getting a taste of the gastronomic supply as well as cultural life of small settlements. At the same time, the exhibitions create an excellent forum for the exchange of experience between public employers. These events are pre-eminent venues for presenting public employment at local, county and micro-regional district level. It brings

the often misunderstood or inadequately known system of public employment closer to local communities and the local population, along with the activities conducted in that employment and its achievements. These exhibitions serve as a spectacular means for turning all the values and products generated by the jobseekers involved in the public employment programmes into tangible experience. The possibility to take part in these events serves as the recognition of the great efforts made by local governments in public employment to promote the socialisation of public employees in work and the results attained in the development of their settlements.

IX.1. County public employment exhibitions

The results of value-adding public employment were first presented in an exhibition in Békés County in 2013, with the participation of 54 settlements in the exhibition. The Békés County event was followed by several, similarly successful exhibitions, with the participation of altogether 402 settlements in 2014 and 326 settlements in 2015. In 2016, exhibitions were organised by the government offices taking part in coordinating the public employment programmes in nine counties (Borsod-Abaúj-Zemplén, Komárom-Esztergom, Jász-Nagykun-Szolnok, Békés, Tolna, Szabolcs-Szatmár-Bereg, Hajdú-Bihar, Nógrád and Csongrád) with the participation of altogether 418 exhibitors.

By presenting their products to the public, the settlements taking part in public employment exhibitions are able to show that the work-taking place in this type of employment is highly diverse and is implemented as an activity that generates value, even though public employment is a temporary form of employment. The exhibition programmes were diversified by trade forums, theatre productions, playgrounds and petting zoos for the children. There was an opportunity to cook and taste dishes specific to particular regions at a number of locations. In the wake of the popularity and success of county public employment

exhibitions, similarly to earlier years, the Ministry of Interior found it reasonable to provide central support to the costs incurred in connection with organising the events in 2017 as well, based on which government offices were able to make use of assistance for their costs of organisation.

In 2017, the line of public employment exhibitions was opened by the exhibitions of Jász-Nagykun-Szolnok County and Komárom-Esztergom County on 5 September 2017. Afterwards, the achievements of public employment were displayed in Békés County on 7 September, Hajdú-Bihar County on 8 September, Borsod-Abaúj-Zemplén County on 8 and 9 September, Szabolcs-Szatmár-Bereg County and Tolna County on 14 September, Bács-Kiskun County on 15 September, and Nógrád County on 23 September. The county exhibitions were concluded by the 4th Advent Public Employment Exhibition and Fair in Csongrád County on 29 and 30 November 2017.

Unlike in earlier years, micro-regional district exhibitions were added to the palette of county-level public employment exhibitions in 2017, events presenting public employment activities were held by district offices in Tiszagyulaháza on 23 July 2017, Szikszó on 4 August, Nagykáta on 9 and 10 September, and Sáránd on 16 September.

IX.2. 3rd National Public Employment Exhibition

The most outstanding one in the series of public employment exhibitions, which may already said to be traditional, is the event staged in Budapest, where public employers come in from all parts of the country to present their value-adding efforts to those interested.

For the first time, in 2017, the exhibition was preceded by an international conference on the systems and best practices of public employment systems, the possible outcomes, the experience of operating social cooperatives in Hungary and abroad being shared with the audience. In addition to Hungarian presentations, speakers from Italy, Spain, Slovakia and Germany talked about their respective country's economic and employment policy situation, specificities and customised solutions.

In 2017, the Ministry of Interior organised the National Public Employment Exhibition for the third time in Budapest. The event held on 22 and 23 September featured 115 public employers and 17 social cooperatives presenting their public employment programmes, along with their produce and products generated under the programmes. Similarly to earlier years, the two-day event was held in the special atmosphere ensured by Vajdahunyad Castle. In his opening address, speech Undersecretary for Local Government Affairs Tibor Pogácsás talked about the significance of public employment, adding that this form of employment was proven to generate value but was only a temporary solution, because the goal was to make sure as many people find employment in the primary labour market as possible, and as soon as possible. He pointed out that one way out of public employment was the form of social cooperatives, which was an important step towards self-sufficiency in order to create local employment. This was why it was a pleasure make a presentation in the Social Cooperative Street during this year's event, he went on to add.

The products on display encompassed an extremely wide range, testifying to the creativity of public employers. The nearly 10,000 visitors had a chance to learn about the products generated by agricultural programmes, the crops grown (such as vegetables, fruits and herbs) and the products created by processing these (pickles, jams, syrups, bottled fruits, pastas). In the framework of public employment, interested visitors had a chance to encounter several other types of products, including a wide range of textile products, flower arrangement and timber industry products as well as toys. A number of settlements tabled their gastronomical specialties by offering open kitchens and tasting, and those with a gourmet taste could try goat, mutton and pork, the more daring even ostrich stew. In addition, visitors were able to benefit from cultural programmes, outdoor film viewing, a play corner and handicraft presentations.

The top three "Best booth" prizes were chosen this year, too. The local government of Nagyrábé came out as the winner, with Sajóalgóc at second place and the local government of Karcza taking third rank. The prizes were awarded by Undersecretary for Public Employment and Water Affairs dr. Imre Hoffmann. As he explained, the Ministry of Interior's goal with launching this series of events was to create a forum for the exchange of experience between public employers, as well as for the public to learn about the diversity of public employment. The success of the exhibition was due to the efforts of all of public employment and those participating in it. He thanked the participants and organisers for their work, wishing further success to exhibitors, indicating his hopes that they would have an opportunity to present the outcome of their value-generating work next year as well.

Public employment
information available online:
Public employment portal

The Ministry of Interior launched its theme website on 22 March 2015, in order to be able to provide information on the then current affairs of public employment to as broad a public as possible. As part of the kormany.hu website line, the Public employment portal collects news, events and research results related to public employment, as well as information on training courses and services. Visitors may learn about the basic terms of the public employment system, find information on the safety and health at work information for public employment, or the possibility for finding legal assistance in the event of any discrimination.

The Public employment portal features information and descriptions of the public employment programmes and jobs, the implementation of public employment, cultural programmes, the homeless model programme, as well as all the things required to set up a viable social cooperative. A list of terms and legislation helps visitors to find guidance. The website presents the steps along the way to reach the system of public employment, renewed in 2011, by looking back 20 years in time. The Research and reports menu point contains reviews and summaries of research on public employment.

The website collects the best practices in public employment implemented by certain local governments or other public employers at very high standards. These excellent examples may encourage the local governments that have yet to take part in implementing similar programmes, or provide ideas to other public employers as well. In addition to the **'best practices'** collected by the website, the publications for downloading may provide additional good examples for public employers to design and realise their programmes. In addition, public employers can find document templates and useful guidance on the site, as well as information on the most important deadlines and application opportunities relevant to them.

Visitors also have an opportunity to contact the public employment departments of the Ministry of Interior through the Public employment portal. Throughout the three years of its existence, it offered a route for over a hundred inquiries with the Ministry of Interior's staff, which were answered in a short period.

In the first three years of the portal's history, the website was viewed nearly 800,000 times. Over the past years, nearly 150,000 users (new and returning) launched nearly 200,000 workflows.

The website has about 3,000 to 4,000 individual visitors per month on average, which is deemed to be an appropriate volume for a trade website of this type. The website fulfils its information function well, meaning that public employees and public employers, labour market experts, researchers, and all interested parties may look at the contents found here with confidence. The Ministry of Interior regards the portal as an information base that is inevitable in learning about the current situation of public employment as well as its past.

The Ministry of Interior intends the portal to remain the primary communication channel for disclosing news and information concerning public employment.

The portal is available at:

kozfoiglalkoztatas.kormany.hu

XI.

Virtual Public Employment Market

2017

The objective of introducing the Virtual Public Employment Market on 16 September 2015 was to support fulfilment of the Ministry of Interior's goal of providing help in the sale of the production surplus generated by public employment activities. In the framework of this, the application offers an opportunity for public employers to register their production surpluses, or search among the products recorded, and enables contact between the public employers having surpluses and those interested in the products offered. By 31 December 2017, nearly 90% of public employers involved in production activities registered on the Virtual Public Employment Market, and 58.3% of registered users registered products. 1,015 different types of products were registered on the application interface, of

which surpluses were available of 360 products on 31 December 2017. Based on the proposals for modification that were raised in the course of using the Virtual Public Employment Market, further development of the application commenced, and there are a number of functions being developed to make use of the application more comfortable and efficient. The new functions are planned to be implemented in the first half of 2018.

Access to the Virtual Public Employment Market:

vkp.munka.hu

XII.

Public employment
according
to the media

Public employment was in the limelight in 2017 as well: several hundred news items, analyses, interviews and reports were published in connection with public employment. This special attention is inevitable in the case of a scheme as manifold and diversified as this, which fulfils social and employment policy as well as settlement development functions. News and analyses published in national media continue to focus on the employment policy function of public employment, although its social function and its relevance in sustaining settlements are not to be disregarded, either.

The continuous decline in the number of public employees was the subject of special media attention, with over a hundred articles, reports and news items released on the topic. The European Commission reported on Hungary with appreciation in its 2017 country report. It had a positive take on the reduction of unemployment and the fact that the government attempted to redirect public employees to the primary labour market.

Television stations broadcasting nationwide regularly published news and reports concerning public employment (RTL Klub, TV2, RTL II, M1, Hír TV, EchoTV, ATV, Duna TV). The following radio stations may be highlighted as having reported on news concerning public employment: MR1 Kossuth Rádió, InfoRádió, Petőfi Rádió, Klubrádió, Lánchíd Rádió, etc. MR1 Kossuth Rádió regularly aired detailed reports on the public employment programmes of individual settlements and the activities performed there.

National dailies and weeklies also addressed new concerning public employment (Magyar Nemzet, Magyar idők, Népszava, Napi Gazdaság, Világgazdaság, Vasárnapi Hírek, etc.) Each of the **county and regional dailies** are involved in press appearances related to public employment, with reports focusing more on the detailed presentation of the programme of one individual settlement. **Online portals and news portals** also published news and contents related to public employment: Index, Origo, hir24.hu, hirado.hu, atv.hu, VS.hu, MNO, HVG.hu, Portfolio, 168 Óra, Abcug.hu, 444, mandiner.hu, figyelo.hu etc.

The topics are usually easy to outline, the attitudes of the articles vary on a broad scale.

Topics most often appearing in the media

- **Public Employment wage**
- **Seasonal work**
- **Lack of human resources and public employment**
- **Public employment of under 18 year olds**
- **Funds allocated to public employment**
- **Number of public employees and their impact on the labour market**
- **Trainings**
- **Caterers would employ public employees**
- **Legislative amendments affecting public employment**
- **Reclaimed support**
- **Exclusion from public employment**
- **Work and health and safety questions**
- **Good practices**
- **Poverty and public employment**
- **Public employment exhibitions**

Public employment publications 2017

1. *Public Employment Exhibitions 2016*

Year of publication: **2017**

The publication sums up the experience of the national and county public employment exhibitions of 2016. It presents the system of public employment, its successes, best practices and the outcomes of the programmes implemented. In 2016, public employers were able to present themselves at nine locations in the countryside and in Budapest, at the 2nd National Public Employment Exhibition, displaying the values of public employment, the traditions of their regions and the beauty of Hungarian culture in their booths.

2. *Public Employment Yearbook (2011-2016)*

Year of publication: **2017**

The summary publication had the objective of providing encouragement to local governments that have not yet taken part in implementing similar programmes through the examples of local governments that realised the best practices of public employment at a high standard. In addition, it played a great role in raising awareness of and the dissemination of the overall history and achievements of public employment. The publication, rich in photos and figures, offered an opportunity to learn about the system of public employment that has evolved, and provided answers to questions.

XIV.

Control of the proper
use of public
employment support

The Ministry of Interior pays special attention to verifying the proper use of public employment support, provides professional supervision for the statutory audit tasks of government offices and district offices, and checks the fulfil-

ment of the conditions applicable to public employment contracts and compliance with the provisions of the statutory contracts concluded by government offices, district offices and in public employment contracts.

XIV.1. Controls carried out by the Ministry of Interior

XIV.1.A. *Controls initiated based on complaints and whistleblowing*

In 2017, the Ministry of Interior received 37 reports, of which 8 were complaints and 29 were whistleblowing. The whistleblowing alerts were made anonymously in nine instances, and specified the details of the whistle-blower in 28 cases. All 37 cases were investigated within the year.

Of the 37 cases, in 21 cases, the on-site checks were held by the government offices concerned based on a request from the Ministry of Interior (hereinafter: MI), while the Ministry itself conducted the check in six cases. In one case, the MI's investigation was concluded by a referral in the absence of jurisdiction, while in nine cases, no investigation took place (based on Section 2/A(3) of Act CLXV of 2013 on complaints and whistleblowing). In the majority of cases, in 23 cases, the findings of the investigations completed did not confirm the allegations made in the report, the report was found to be well founded in one case and partly well founded in another three cases. The necessary measures were taken in all of the cases considered to be well founded.

XIV.1.B. *Labour market and financial controls*

In 2017, the MI conducted on-site statutory checks in 10 cases, held internal audit in three cases, and submitted requests to the government offices concerned in 12 cases. In addition, the MI performed continuous monitoring of two nationwide programmes, one investment pilot programme and one district start work model programme with high added value.

XIV.1.C. *National water programme control*

The MI conducted altogether 11 on-site checks without advance notice, concerning a water directorate in 10 cases and a water management company in one case. The on-site checks were aimed at the actual implementation of employment and work, as well as the investigation of documents related to the administration of public employment programmes. In the course of the year, the checks held at the seven water directorates involved eight counties, 29 settlements and 401 public employees, while the check of the water management company affected one county, one settlement and 29 public employees.

XIV.1.D. *Supervisory control*

Controlling the implementation of public employment tasks forms a part of the comprehensive target and topic audit **coordinated by the Prime Minister's Office** aimed at the professional activities of government offices. In respect of 2017, the Prime Minister's Office scheduled comprehensive audits of five government offices (County Government Offices of Békés, Komárom-Esztergom, Nógrád, Szabolcs-Szatmár-Bereg and Zala Counties), which took place between March and October 2017. The topic and target audits concerning government offices, approved by the Prime Minister's Office for 2017, had to be conducted according to the schedule set out in the annual audit plan. The following general criteria were assessed in the course of both type of audit: regularity of statutory contracting, practice of brokerage for public employment and for primary labour market demands, and control of the training and qualification of public employees with priority wages as required by law.

In addition to the above, in the course of controlling the government offices involved in topic audit (**Government Offices of Heves and Vas Counties**) asset purchases, administration tasks concerning the public employer, monitoring of implementation/interventions/modifications, the taking of the necessary statutory and punitive sanctions, and the treatment of refund claims were special criteria.

In the case of the government offices involved in **target audit (Government Offices of Baranya, Borsod-Abaúj-Zemplén and Tolna Counties)** the audit focused on checking administration tasks, entries, exits and their reasons, registration in the IT System, the application of exclusion procedures, and the taking of measures in the irregularities exposed.

XIV.2. Official controls carried out by government offices and district offices

With a view to legislation and procedures, audits were held for altogether 3,673 contracts out of the statutory contracts of public employment programmes launched in 2017 concluded by government offices of the counties and of Budapest as well as district (Budapest district) offices. The total amount of the contracts checked exceeded HUF 121 billion.

The summary of the monthly reports allows for finding that county practices differ as regards involving district offices in control efforts, which is possible in terms of both the distribution of tasks and professional guidance. At the same time, the control findings that require measures are the district offices - as the authorities proceeding in the first instance - in most cases.

The **findings made and problems exposed in the course of controls** by the labour market inspectors of government offices and district offices **fall into two priority groups:**

Shortfalls occurring frequently and present on a general basis included items such as deficient/missing job descriptions and other human resources documentation, work logs that could not be found or were not documented properly, failure to unbundle income/lack of pay-

ments to sub-accounts, delay in issuing or absence of valid employability assessments. During the year, a significant number of findings were made regarding problems related to head count (such as fluctuation, low assistance to replace employment figure, jobseeker contacted does not agree to the job, and/or the jobseeker brokered is unfit for work [physically and/or mentally]).

Individual deficiencies not classified as typical errors may be deemed to be **ad hoc problems**, including the use of public employment support for a purpose other than that specified in the statutory contracts, or unlawful use; settlement for the advance disbursed in departure from requirements; partial performance or non-performance of the tasks assumed in the application for assistance, or departure from the application, and support requested without legal grounds.

In 2017, the Budapest and county government offices and the district (Budapest district) offices received altogether 166 inquiries nationwide, in the form of complaints or whistleblowing, of which 163 cases were investigated, representing 98% of cases. No investigation was launched in the case of three reports, due to lack of jurisdiction or the impossibility of identifying the party filing the report. Based on the outcome of the investigations, most of the

reports made of the 163 cases actually investigated were unfounded, concerning 77.9% of the national total, that is, 127 cases. In 8.6% of reports, that is, in 14 cases, the inves-

tigation found the report to have been well founded, and the allegations made in the report were found to be well founded in 13.5% of cases, that is, in 22 cases.

XIV.3. Sanctioned cases and repayments

In 2017, controls exposed concerning 28 public employers in 11 counties - in respect of more than one programmes/programme elements in the case of some public employers - found due to the partial or total non-performance of the public employer's tasks assumed under a statutory contract in the interest of the public employment programme

or programme element. Decisions were made imposing a repayment obligation in the framework of public administrative official procedures, involving the repayment of the support amount already disbursed in whole or in part (in certain cases, together with interest and/or late charges). On a national scale, the total reclaimed amount was HUF 122 M.

XIV.4. Denunciations and disciplinary penalties

In 2017, criminal complaints against unknown perpetrators were filed concerning eight public employers in seven counties based on the findings of audits by county government offices and district offices. Some of the denunciation reasons include:

- reason to suspect budget fraud,
- illegal sale of a motor vehicle
- reason to suspect perpetration of a crime.

Over the past year, eight public employers infringed the data provision obligation required under the statutory contract, in respect of which government offices and district offices imposed disciplinary penalties at a total amount of HUF 705,000.

XIV.5. General conclusions deductible based on the controls

The findings of controls allow for stating that - similarly to the year 2016 - public employment is proceeding basically along the lines of the approved programmes, in the course of which the goals implemented are those that serve primarily the interest of the local community. **The organisation and records of employment and the definition of tasks are of a high standard in general. The regularity of implementing national water programmes is outstanding, which is based on stable central management and organisation.**

Problems arise primarily in public employment of greater headcounts, and in small settlements where the local governments do not have their own staff. Attendance and the documentation of attendance arises as a deficiency/problem that arises typically from time to time, but the necessary adjustments are made during the on-site checks wherever possible. Programmes are successfully implemented primarily in the settlements where the settlement leaders have the necessary attitude and expertise, where proper time and energy are given to adequate preparations while looking at the possibilities to further develop the programme.

Closing remarks

Over the past years, the Government has taken several measures to bring down the number of jobseekers in Hungary, which increased by some 150,000 pursuant to the global economic crisis of 2008. In order to promote this, in 2011, a new type of public employment system replaced the public benefit, public purpose and public work programmes that existed earlier.

It was clear that the **increase of employment** in Hungary could be achieved primarily by increasing the number of jobs appearing in the open labour market, which is why the Government employs a number of instruments to support this process, and considers public employment to be only a temporary solution. One of the Government's important commitments was to **increase the number of persons in employment by one million by the year 2020**. Over the past seven years, there have been significant changes in the Hungarian economy, and the system of public employment, along with the legislation that determined its operation, took shape by focusing on its needs.

The objective of public employment projects was value creation, assistance to settlements in becoming self-sufficient, and strengthening the ability of rural areas to retain their population already from the outset. The settlements underwent spectacular development through the value-added activities carried out in the various programmes, and public employees earned the **recognition and esteem of the public** by virtue of their work.

The successes made it possible to focus on the goal of moving as many people as possible back or into the open labour market in 2017. One of the pillars of Hungarian society, which is built on work, is the system of public employment, which should be maintained in the future as well.

All this has greatly contributed to the process as a (partial) result of which the number of people making a living out of work was successfully raised pro rata, considering that the average number of people in employment was 4.450 million in September to November 2017, meaning there were some 700,000 people more working than in 2010. The number of public employees assessed in the survey was 183.3 thousand, representing 4.1% of the people in employment. While the number of people working in public employment decreased by nearly 40,000 over the course of a year, the **social cooperatives** organised on the foundations of public employment were **continuously formed, and are still being established**

today. This also means that there is an increasing number of schemes operating in Hungary where the products produced are viable and competitive also in a market environment.

Out of the district start work model programmes of public employment, the agricultural programmes and programmes that serve to satisfy the needs of the local community made it possible to set up social cooperatives. These social cooperatives create jobs where there is no other possibility for job creation in the open market. In the year 2017, the Ministry of Interior supported primarily the activities of social cooperative already in operation, as well as the expansion of their profiles.

As it is also an important goal for the public employment system to move as many people as possible back or into the open labour market, its current needs should be taken into account. The different training courses play a substantial role in this, as the surplus knowledge gained may significantly increase the chances of public employees in the labour market. The work opportunity provided by public employment programmes and the **related training programmes offer assistance to an increasing number of people** in getting prepared for finding employment in the open labour market in mental, physical and moral regards. A significant part of public employees may be gradually transferred to the primary labour market, but work opportunities should continue to be provided to people in a disadvantaged position.

Between 2016 and 2018, priority project **'Training for people with low qualifications and those in public employment'** offers an opportunity for supporting the training of public employees with low school qualifications. **By 31 December 2017, altogether 47,466 persons** completed the training successfully. The experience of the training programmes launched up to December 2017, indicates that the best opportunity for people with low qualifications to catch up was provided by competence development training programmes, which included training for professions where there is a shortage of professionals.

HUF 325 billion was available for supporting the public employment programmes launched in **2017**. The primary goal was to strengthen and develop the programme types already in operation. The Ministry of Interior provided support to continuing the social-type programme elements of district start work model programmes and the

model programmes relying on these, and added one more element, the **high value-added programme element**. In this, it supported the establishment of processing capacities related to the processing of agricultural production, the renovation and expansion of existing facilities, and through this, the operation of projects developed for the processing of agricultural products.

In addition to agricultural activities, the programmes relying on local features, programmes for water drainage, for fixing agricultural roads, for biological and renewable energy consumption, for maintaining the road network and for the elimination of illegal waste disposal locations were continued.

The good relations with the churches are nurtured by the successful programmes that serve to assist the people in the most disadvantaged position, who were pushed to the periphery of society. The churches offered jobs and thereby livelihood to those in need in a number of locations. Cultural public employment aimed at conserving our national treasures was also proven to have earned serious recognition, and an increasing number of people working in this field were offered opportunities in the primary labour market.

The Ministry of Interior assessed best practices of public employment also in 2017. The 75 best public employers

- already traditionally - were awarded the Start Plus prize, along with HUF 7 million of assistance to each award winner, available for spending on public employment programmes.

In summary of the achievements and activities of the past year, the Hungarian system of public employment may be said to have closed a successful year. Naturally, this temporary form of employment needs to respond to the changes in the economic and labour market environment with the same sensitivity, adjusting itself to the then current needs.

Dear Reader, The publication attempts to present the latest results of public employment, the diversity of the programmes in operation, their social, economic and cultural consequences, and their impact on settlements, communities, as well as individuals and their families. At the same time, it also attempts to present the system of objectives and instruments developed as a result of a considerable change in approach, which has brought about a significant change in Hungary's employment situation over several years of its operation.

XVI.

Winners of
Start Plus award
in 2017

BÁCS-KISKUN COUNTY



Dunapataj
Csaba Dusnoki



Mátételke
Noémi Nagy



Tompa
László Véh

BARANYA COUNTY



Nagypeterd
József Zoltán Magda



Palkonyai Településfejlesztési
Nonprofit Kft.
Engelbert Joakim Beck



Véménd
Erzsébet Barta

BARANYA COUNTY



Egerág
Győző Hegyi



Liget
(Mrs)Varga, Gabriella Szabó



Békéssámson
Tamás Zámboi



Geszt
Zsuzsánna Fábián

BÉKÉS COUNTY

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BÉKÉS COUNTY



Hunya
Roland Hegedűs



Körösújfalu
Csaba Szabó



Mezőberény
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(Mrs) Zupkó, Andrásné



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Orsolya Hoga

BORSOD-ABAÚJ-ZEMPLÉN COUNTY



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Gagybátor
(Mrs) Tóth, Istvánné



Szendrőlő
István Tomorszki



Szerencs
Ferenc Koncz

BORSOD-ABAÚJ-ZEMPLÉN COUNTY



Tiszaladány
Dr Ferenc Liszkai



Vajdácská
Gábor Ajtai

FEJÉR COUNTY



Nagylók
József Tóth



Szabadhídvég
László Pap

CSONGRÁD COUNTY



Apátfalva
Ferenc Szekeres



Pusztamérges
Dr Sándor Papp

BUDAPEST



Boldog Ceferino Intézet
János Székely



Magyar Ökumenikus
Segélyszervezet
László Lehel



Szentesi Hajléktalan Segítő Központ
András Berki



PALOTA-15 Rehabilitációs és Közfoglalkoztatási
Közhasznú Nonprofit Kft.
Andrea Szögi

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Tiszagyulaháza
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Hajdúböszörmény
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Vámospércs
Andrea Ménes

HEVES COUNTY



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József Szántó



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András Balogh



Boconád
István Kis



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Besenyszög
Zoltán Balogh



Jászsósószentgyörgy
Imre Szarvák



Jászszentandrás
László Szabó



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Péter Pál Keresztes



Tiszaöldvár
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Pap
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Porcsalma
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