

# PUBLIC EMPLOYMENT IN HUNGARY



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# Dear Reader,

*The coordination of the new public employment system was transferred to the Ministry of Interior in July 2011 for the purpose of offering temporary employment to individuals, durably excluded from the primary labour market, generally living in disadvantaged districts and settlements and putting in place conditions and opportunities for value-adding work by financing the direct expenses on employment.*

*It is another important objective to include in our programmes the development and learning of a working culture required for finding a job on the primary labour market, the acquisition of the required qualifications and laying down the foundation of actual producing, self-sustaining "social enterprises", social cooperatives based on public employment. We emphasise that the Government considers public employment a temporary tool, but the system needs to be maintained until full employment can be achieved within the framework of the market economy.*

*The public employment system provides an income for hundreds of thousands of citizens and their families each year, also contributing to the development of settlements, and the creation of a more orderly attractive and cleaner residential and natural environment. Apart from the direct achievements, it improves people's work ethic and health condition, has contributed to some reduction in the number of days missed in schools and the improvement of public security. The overall image of settlements exceeds even the Western European standard in many aspects.*

*Experience to date shows that a number of settlements manages well structured, innovative and exemplary programmes that focus on the local specificities.*

*The purpose of this summary publication is to provide an opportunity to these exemplary local governments to present their programmes implemented in high quality. I believe that their example will encourage disadvantaged local governments which have not yet taken part in the implementation of similar programmes, as well as those public employers who intend to continue their previous development programmes with additional projects.*

*I hope that this publication may have an important role in the large-scale promotion and dissemination of public employment.*



**Dr. Sándor Pintér** Minister of Interior

*I recommend you this summary presenting good practices hoping that this publication, abundantly illustrated with photos and figures will help you understand the operation and results of the new public employment scheme of the Government.*

**DR. SÁNDOR PINTÉR**  
Minister of Interior

# Value creating public employment



**Dr. Imre Hoffmann** Deputy State Secretary

The robust economic and social transformation of the 1900s brought significant changes to each settlement, with much greater implication on the local society of small settlements. Following the systemic change, the issue of rapidly increasing unemployment was one of the greatest problems. We see every day how unemployment and poverty affect individuals who lost hope and struggle with serious financial problems and their families. The way how the standard of development in socially and economically disadvantaged and lagging behind regions determine the labour market position of the local residents and their income prospects has been and is still reviewed in a number of studies. In order to prevent a situation where individuals of active age, receiving aid on means testing basis, lacking a job and therefore income (from employment) for a long time abandon

employment by using passive benefits, the Government intends to use active employment policy instruments to achieve integration and re-integration on the labour market. Having transformed the system of active instruments, in 2011 the Government

- strengthened the public employment scheme in order to provide a temporary job opportunity for individuals in need and to reduce the availability of aid and benefits.

In 2011 the Ministry of Interior launched sub-regional start work model programmes, especially focusing on start work model programmes in agricultural sub-regions. In 2013 new programmes designed on the basis of local community needs and specificities were also introduced, widening the scope of public employment activities.

The Government still considers public employment temporary employment providing a job and income to job seekers instead of benefits in the most disadvantaged regions of the country, where this type of employment is the only legal option.

We may also say that the enhancement of public employment is also job creation, rural development and urban development by the state. Public employment offers transit employment mainly in depressive regions where there are extremely few business associations and where the labour market demand stagnates. In such regions, public employment offers the first legal form of employment to a considerable number of participants. Public employees replace passivity in their labour market carrier to date by opting for employment and therefore developing their working skills and self-esteem.

Public employees are proud of the achievement of their work, their work ethic has improved, families began to cultivate their gardens and uncertified school absence has disappeared among primary school students. With the organisation of communities, cooperatives can also be formed.

The main objective of public employment projects is to create values and to strengthen the self-sustaining capacity of the settlement and retaining capability of the rural population.

An achieved product, the attainment of community goals and development of human resources are deemed value creation in public employment. By using the knowledge acquired in labour

market and other training, public employees have a better chance to enter the primary or secondary labour market.

Among the public employment programmes, groundwater drainage brought protection to settlements and the values of local residents and led to reduced application for support for various force majeure events.

The goods produced in agricultural programmes operated by local governments are processed in public institutions, and therefore they also contribute a great deal to self-subsistence.

## **MAIN PRIORITIES AND AREAS OF PUBLIC EMPLOYMENT IN 2016**

The Government intends to lead employment substituting benefit users to the primary and secondary labour markets by the end of 2018.

The primary objective of public employment in 2016 is to continue the programmes ran in the previous years. We intend to support the continuation of the social programme components of district start work / additional model programmes.

Value creating public employment programmes may be implemented in the additional and model programmes, in projects focusing on agricultural and local specificities. Such programmes can still be launched only in beneficiary districts and beneficiary settlements specified in the legal regulations.

Our intention is to continue the national public employment programmes, which represent one of the most versatile aspects of public employment as a sector offering classic mass employment.

New and expandable schemes will be introduced in 2016. The Ministry of Interior will expand schemes that were effective in the previous years to several counties within the country.

Among the schemes dedicated to the objectives of the Government the reconstruction and maintenance of neglected cemeteries and graves will be one of such schemes.

The extension of the local government road guard programme or ad hoc maintenance or regular maintenance of real properties owned by Magyar Nemzeti Vagyonkezelő Zrt. could also prove

to be schemes implemented with a large number of public employees.

Reconstruction of homes owned by local governments, demolition of abandoned derelict houses, repeated use of demolished materials and their supply to young people/on needs assessment basis, establishment of social public baths, extension of the homeless programme, reconstruction, maintenance and transformation of mansions, estates, small castles, fortresses owned by local governments and by the state in order to develop rural and general tourism, establishment, maintenance and reconstruction of animal rescue sites, removal of graffiti from public buildings and public squares of county boroughs are envisaged as schemes aimed at satisfying the local community needs and assisting individuals with special social needs.

Our plans include the continuation of public employment schemes with even more intensive involvement of charity organisations and historic churches.

## **CONTINUED INTENSIVE MONITORING OF SOCIAL COOPERATIVES**

Among the district start model programmes of public employment, the schemes serving agricultural and local community needs allow for the establishment of new forms of business associations and social cooperatives. Such social cooperatives can create jobs in settlements where other primary market jobs cannot be created. In future we must focus on the existing social cooperatives by making them sustainably operable and supporting their activities.

## **STRENGTHENING OF TRAINING AND LABOUR MARKET SERVICES IN PUBLIC EMPLOYMENT**

In the previous years training relating to public employment was financed within the framework of SoROP 2.1.6. – “I learn again” programme. From 2016 the EDIOP and HRDOP programmes

will provide opportunities to involve target groups of public employment in training. The Ministry of Interior agreed to involve approximately 50,000 public employees in the training programmes in H2 2015. The majority of programme implementation will take place in 2016.

Labour market services are also introduced besides the training and therefore in 2016 more stress can be put on service of outstanding importance in helping people return to the labour market.

### **RECOGNITION OF “GOOD PRACTICES” IN PUBLIC EMPLOYMENT**

Since 2012 the Ministry of Interior has granted ministerial recognition and a financial award to local governments implementing outstanding, complex, integrated value creating public employment schemes reflecting the specificities of the settlement and promoting its self-sustenance.

The efforts of local governments implementing high standard public employment schemes were also recognised in 2015.

Local governments that wish to launch such a scheme or obtain detailed information on public employment can find detailed information on the implementation of new schemes on the public employment portal.

The IT development of the Virtual Public Employment Market was completed in September 2015. The application allows local governments to register their products and surplus produce, and then products can be exchanged through direct contact.

In total it may be concluded that as a result of the activities of public employees, the degree of maintenance in settlements has improved, the residential and natural environment has become more attractive and cleaner, the values of the local residents are protected, there is greater public security within the settlements, their tourist attraction is stronger, the quality of institutional catering has improved and the intentions to work for the community have become stronger.

I do hope that in the long run, the schemes can become self-sustaining and that innovative activities will also appear in public employment that may show a way out from the secondary labour market to employment on the primary labour market.

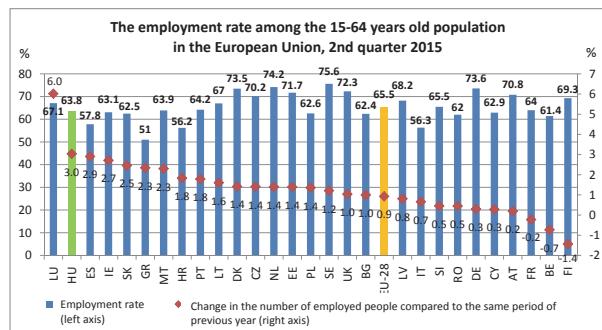
**DR. IMRE HOFFMANN**

*Deputy State Secretary*

# I. Labour market review

## 1. INTERNATIONAL OVERVIEW

In an international comparison and according to the latest available data of 2015 Q2, Hungary is in the second most favourable position within the European Union in terms of the increase in the number of employees in a year. Compared to the same period of the previous year, in Q2 2015 the number of employees aged 15-64 grew by 3.0% in Hungary (122,900 people) resulting in 63.8% employment ratio. Even though it is still lower than the EU average (65.5%), in tendency it is getting closer to it (the ratio grew by 2.5 percentage points in Hungary on a yearly basis).



Source: Eurostat

The Hungarian employment ratio is still low among the EU Member States, but our country's relative position is improving every year. In most of the 28 Member States, the employment ratio improved in 2015 Q2 compared to the same period of the previous year. The ratio improved the most in Hungary, which was followed by Lithuania (1.9 percentage points), Ireland (1.8 percentage points), Slovakia (1.8 percentage points) and Spain (1.8 percentage points). Minor decline may be observed in three countries: In Austria (-0.4 percentage point), Belgium (-0.5 percentage point) and Finland (-0.7 percentage point), where

employment is lower than one year before. Nevertheless, the employment ratio is high in Austria and Finland (close to 70% or higher). In 2015 Q2 the employment ratio was lower than 60% in four countries of the European Union: Greece (51.0%), Croatia (56.2%), Italy (56.3%) and Spain (57.8%).

The unemployment rate based on the ILO definition (among the population aged 15-74) was 6.9% in Hungary in 2015 Q2. It is 2.6 percentage points higher than the EU average, with 1.2 percentage points decline over a year. The best ratios prevail in Germany (4.7%), the Czech Republic (4.9%) and Luxembourg (5.4%). The most critical figures were observed in Spain (22.4%) and Greece (24.6%) in Q2 2015. The comparison of the employment ratios within the population aged 15-64 in Hungary and in the EU Member States shows a difference in terms of school qualifications. Under-employment applies specially to individuals with low school qualifications: 33.4 percent of the individuals with low school qualifications aged 15-64 are employed in Hungary, while the respective ratio within the whole European Union is 43.3 percent. The employment ratio is even higher (45.4 percent), among the individuals with low school qualifications in the EU 15 Member States. The employment ratio of individuals with secondary qualifications, aged 15-64 in Hungary is very close to the EU average: that ratio was 68.8 percent in 2015 Q2, which was only 0.4 percentage point lower than the EU 28 average and 1.4 percent points lower than the average of the EU 15 Member States. The employment ratio of individuals with high school qualifications, aged 15-64, is practically the same in Hungary (82.0%), the EU 28 (82.9%) and the EU 15 (82.6%) Member States. The employment rate of individuals, aged 25-49 i.e., ideal for employment, was favourable in Hungary in 2015 Q2: more than 80 percent (80.6%). This figure is 2.4 percentage points higher than the average within the European Union and 2.8 percentage points higher than the employment rate of the EU 15 Member States for individuals aged 25-49.

Employment rates in priority groups, % (2nd quarter 2015)	Hungary	EU28	EU15
15–64 years old	63.8	65.5	66.0
Less than primary, primary education	33.4	43.3	45.4
Secondary education	68.8	69.2	70.2
Tertiary education	82.0	82.9	82.6
Best employment age: 25–49 years old	80.6	78.2	77.8

Source: Eurostat

## 2. HUNGARIAN LABOUR MARKET PROCESSES BASED ON LABOUR FORCE SURVEY

According to the latest quarterly data of July–September 2015, prepared on rolling basis in the CSO labour force survey, the number of employees in Hungary is still rising and reached 4,264,800 among the population aged 15–74. Since the same period of the previous year 2.8% increase can be observed, which is the result of 116,200 people finding employment. This increase was higher for men (2.9%) than for women (2.6%). The increase compared to the period of July–September 2010 was considerable, because over 5 years the total number of employees has gone up by 493,700, reflecting 13.1% increase.

The rising number of employees is also the result of the Job Protection Action Plan, within the framework of which more and more people use tax credits reducing the costs of labour. In August 2015 employers claimed tax credits in total for 873,400 employees working in the market sector. This means that slightly more than 20 percent of the employees were eligible for preference.

According to the CSO labour force surveys, there were 226,600 public employees in the July–September quarter of 2015.<sup>1</sup> Their share within the total number of employees was 5.3 percent in the reviewed quarter. The same ratio was 4.2 percent in the same period of the previous year.

According to the data of the period of July–September 2015, 292,700 people were unemployed within the population aged 15–74 in Hungary i.e., unemployment fell to a level not seen in

the recent years. The decline in the number of the unemployed has been continuous this year and was more fluctuating in 2014: in certain quarterly figures, prepared on rolling basis, the decline was interrupted by a slight increase followed by another decline.

## 3. DATA OF THE NATIONAL EMPLOYMENT SERVICE

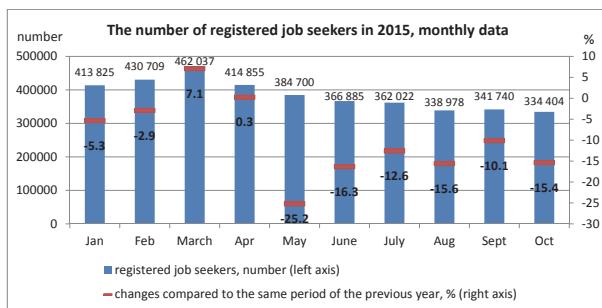
### Registered job-seekers

In the first ten months of 2015, the average number of job-seekers registered by NES was 385,000 on the closing day, 42,000 (9.8%) lower than in the similar period of 2014. The number of registered job-seekers varied both during the months of the reviewed year and in the previous years.

In 2014 the trend reflecting the number of registered job-seekers was different from the trend observed in the previous year and from the usual seasonal fluctuation. Between April and May 2014 the number of registered job-seekers increased significantly, by more than 100,000. In May 2014 in total 514,400 individuals were looking for a job, which figure is slightly lower than the figure of May 2013 (515,100 job-seekers). Between June and September 2014 the number of registered job-seekers was decreasing continuously, but it was followed by an increase. The number of registered job-seekers was the lowest in September 2014 (380,200). In 2015 the National Employment Service registered fewer and fewer job-seekers each month starting from April. Their number rose only in September on a month by month comparison (2,700 more job-seekers compared to August). In September 2015 341,700, and in October only 334,400 job-seekers were registered.

The public employment cycles determine the number of job-seekers, but their number is less affected by the processes of the primary labour market. In 2014 the increasing number of May was clearly the result of the conclusion of the winter public employment scheme after which the number of job-seekers was decreasing gradually, simultaneously with the launch of the new public employment schemes. Similarly, in 2015 the decline in the number of registered job-seekers after March was related to the launch of new schemes.

<sup>1</sup> Data calculated and estimated from the labour force survey sample.



Source: NES, Data Warehouse

During the first ten months of 2015, among the total job-seekers 12.6 percent (48,400) people were career starters. In the same period of 2014, the respective ratio was 12.9 percent, relating to 55,300 people. The decrease in the number of career starting job-seekers corresponds with the figures observed among the total job-seekers. Within the registered job-seekers 42.3 percent completed 8 classes of primary school as their highest qualifications during the reporting period. 27.2 percent graduated from vocational schools or vocational technical schools, another 25 percent had GSCSE or a technical certificate as their highest qualifications, while 5.4 percent had diplomas. In the first ten months of 2014 the ratios were similar. In terms of school qualifications, the composition of carrier starters was slightly different from the qualifications of all job-seekers. Between January and October 2015 43.5% completed primary school as their highest qualifications, 34.7% had GSCSEs, 16.9 percent completed studied in vocational schools or vocational technical schools, and 4.9% held diplomas. Among the registered job-seekers 70,500 individuals were aged less than 25 years (18.3%) on average until October 2015, while 107,300 were aged over 50 (27.9%).

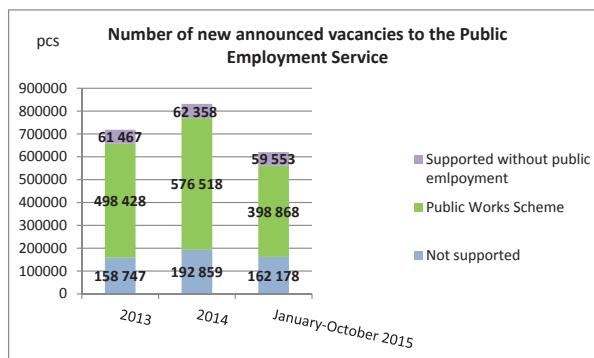
By geographic areas (county) most job-seekers live in Borsod-Abaúj-Zemplén county (46,100), and in Szabolcs-Szatmár-Bereg county (40,000). In terms of absolute figures, there is a large number of registered job-seekers in Hajdú-Bihar county (34,000), in Budapest (33,900) and in Pest county (31,700).

In the first ten months of 2015 the average number of job-seekers was falling in each county with the exception of one (Heves). The greatest decline could be observed in Békés (17.4%) and in Zala county (16.6%). The decline was also considerable in Szabolcs-Szatmár-Bereg (14.2%), Vas (12.4%), Veszprém (12.0%) and

Borsod-Abaúj-Zemplén (11.5%) counties. The number of registered unemployed slightly increase in Heves county over a year (1.1%). The numeric ratio of registered job-seekers by county between January and October 2015 was similar to the figures recorded in the same period of the previous year.

## Registered jobs

In the first ten months of 2015 employers registered more than 620,000 jobs at the National Employment Service. The respective figure was 831,700 in 2014 and 718,600 in 2013. Between January and October 2014 in total 699,000 new jobs were registered compared to 478,500 registered in the same period of 2013. The labour demand within the framework of the public employment system continues to have a major impact on the supply of jobs.



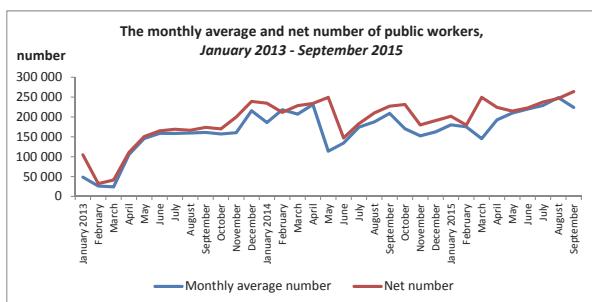
Source: NES, Data Warehouse

During the reporting period of 2015 398,900 of the 620,600 jobs related to one of the instruments used in a public employment scheme. In total 162,200 jobs were registered on the primary labour market. There are typical differences between the registered jobs by type in each county. In Győr-Moson-Sopron, Vas and Komárom-Esztergom counties, which are in a more favourable situation in terms of the labour market, the number of not supported registered jobs is higher than the number of supported jobs. The highest numbers of supported jobs are registered in Borsod-Abaúj-Zemplén (77,700), Szabolcs-Szatmár-Bereg (62,100) and Hajdú-Bihar counties (38,000), as well as in Budapest (41,500).

## II. Public employment schemes in 2014–2015

### Main figures in public employment

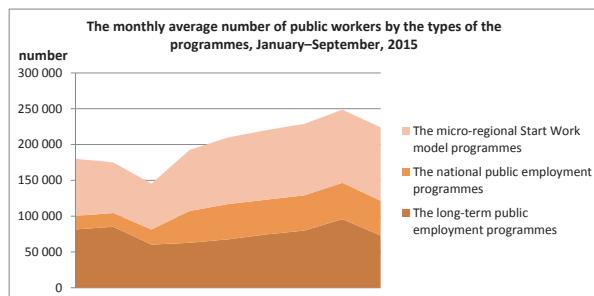
In the new public employment system introduced in 2011 the number of public employees continued to increase also in 2014, just like in the previous years. In total 482,800 individuals were employed in the three types of public employment in 2014. Considering that the same individual may have been involved in a number of types of public employment, the net number of individuals involved in public employment was 376,000 during the reporting year.



Source: NES, Data Warehouse

The average or staff number of individuals involved in public employment was 178,850 in 2014. In that year almost 50 percent of the average number of public employees (49.6%) worked in longer-term public employment schemes, 17.3 percent were employed in national public employment programmes, while one-third of them (33.1%) found jobs in start work model schemes.

In the first nine months of 2015 on average there were 202,700 public employees. The monthly average number of public employees increased from March to August 2015 on a month by month basis. Their number reached 224,000 in September, which was higher than the average figure of the first three quarters of 2015, therefore, similarly to the summer months, the average number was much higher than 200,000 even in September.



Source: NES, Data Warehouse

In September 2015 the lower number of individuals involved in longer-term public employment schemes reflects a temporary reduction in the records in relation to the extension of the programmes. The average monthly figure of individuals involved in sub-regional start work model programmes would have been 100,000 in September too, reflecting a shift in the actual focus among the types of support i.e., the stronger value creating feature of public employment.

## The main groups of the public workers between January and September 2015 compared to the same period of previous year

The main groups of the public workers	The monthly average number (January–September 2015)		The monthly average number (January–September 2014)		Changes in 2015 January–September compared to the same period of previous year	
	number	%	number	%	number	%
Female	94,797	46.8	83,532	45.3	11,265	13.5
Male	107,898	53.2	101,036	54.7	6,862	6.8
<b>Total</b>	<b>202,695</b>	<b>100.0</b>	<b>184,567</b>	<b>100.0</b>	<b>18,128</b>	<b>9.8</b>
25 years old or younger	32,206	15.9	31,312	17.0	895	2.9
26–50 years	118,915	58.7	109,010	59.1	9,905	9.1
Older than 50 years	51,574	25.4	44,246	24.0	7,328	16.6
<b>Total</b>	<b>202,695</b>	<b>100.0</b>	<b>184,567</b>	<b>100.0</b>	<b>18,128</b>	<b>9.8</b>
Less than 8 grades	16,130	8.0	13,866	7.5	2,264	16.3
Primary school	91,825	45.3	84,128	45.6	7,696	9.1
Vocational and apprentice school	55,365	27.3	52,361	28.4	3,004	5.7
Secondary education with GCE	34,582	17.1	30,315	16.4	4,267	14.1
Tertiary education	4,793	2.4	3,897	2.1	896	23.0
<b>Total</b>	<b>202,695</b>	<b>100.0</b>	<b>184,567</b>	<b>100.0</b>	<b>18,128</b>	<b>9.8</b>
Skilled non-headman	24,649	12.2	21,111	11.4	3,538	16.8
Unskilled non-headman	168,931	83.3	157,415	85.3	11,515	7.3
Skilled headman	4,843	2.4	3,788	2.1	1,056	27.9
Unskilled headman	4,272	2.1	2,254	1.2	2,019	89.6
<b>Total</b>	<b>202,695</b>	<b>100.0</b>	<b>184,567</b>	<b>100.0</b>	<b>18,128</b>	<b>9.8</b>

Source: Ministry of Interior

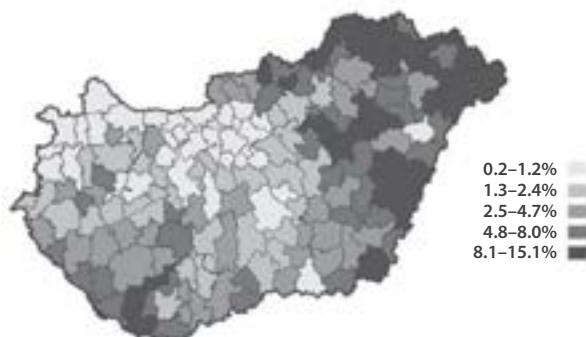
During the first 9 months of this year on average more than 200,000 individuals were employed in various public employment schemes. Thus, the monthly average number of public employees was almost 10 percent higher in January–September 2015 than in the same period of the previous year. In terms of the characteristic features of public employees, the average number of women, older individuals, aged over 50, and individuals with the lowest and highest school qualifications grew more than the average between the two periods.

The employment status on the labour market of individuals leaving public employment is monitored regularly. According to the surveys, 11–13 percent of the individuals leaving public employment work on the primary labour market on the 180th day after leaving public employment. Approximately 50% are employed in public employment again on the 180th day after the date of their exit. The district level map below illustrates the ratio of cumulated average number of public employees (Jan–Sept 2015) within the population of employment age,

aged 15–64. The population-based relative public employment ratio is the highest in the following ten districts: Selye (19.1%), Cigánd (18.3%), Gönc (16.7%), Putnok (16.6%), Encs (16.3%), Szikszó (15.7%), Fehérgyarmat (14.9%), Baktalórántháza (13.8%), Edelény (13.6%) and Kunhegyes (13.4%). Six of those districts are situated in Borsod-Abaúj-Zemplén county and two are in Szabolcs-Szatmár-Bereg county. This shows that the public employment scheme has the greatest significance in these two counties not only in absolute terms but also in comparison to the population aged 15–64. The relative share of public employment within the population is the highest in Selye district, Baranya county. In Jász-Nagykun-Szolnok county the district of Kunhegyes, in Békés the district of Sarkad (12.6%), and in Hajdú-Bihar county the district of Berettyóújfalu (11.4%) can be emphasised for the same reason.

As in the previous years, the top list by jobs of public employees was led by individuals working in unskilled jobs in 2015 too.

## Proportion of participants in the Public Work Scheme related to the working-age population by districts, January–September 2015\*



**Source:** calculation according to the cumulative average data of Ministry of Interior and Hungarian Central Statistical Office.

\* Note: relating to the place of residence of the participants. The working-age (15–64 years old) population has been considered on the 1st of January, 2014.

Created by Ministry of Interior helping with the [www.eroforrasterkep.hu](http://www.eroforrasterkep.hu) web page.

## Fine-tuning of the public employment system

### Legislative changes

Orientation of public employees to the primary labour market is a fundamental objective of the sectoral policymakers too, and was further promoted through the fine-tuning of the system.

The amendment of Act CVI of 2011 on the Amendment of the Act on Public Employment and other acts relating to public employment effective from 13 July 2015 (hereinafter referred to as: Public Employment Act) also extends to simplified employment (hereinafter referred to as: SE). According to the new legislation, employers seeking employees may report their vacant jobs pursuant to Act LXXV of 2010 on Simplified Employment directly, between 1 May and 31 October each year, to the mayor of the settlement where the vacant job is available, and public employees may also be assigned to those jobs, subject to sanctions.

Pursuant to the provisions of the law, public employees may also be mediated for jobs available on the primary labour market, and if a public employee does not accept the job offered

### Toplist of the occupation in Public Works by FEOR (ISCO)

January–September 2015	Monthly average number	%	January–September 2014	Monthly average number	Arány, %
1. Simple delivery and service occupations	99,386	49.03	1. Simple delivery and service occupations	90,273	48.91
2. Simple agriculture occupations	11,100	5.48	2. Other cleaning workers	14,110	7.65
3. Agricultural unskilled workers	9,223	4.55	3. Agricultural unskilled workers	10,995	5.96
4. Other cleaning workers	8,678	4.28	4. Simple agriculture occupations	6,415	3.48
5. General office administrator	8,648	4.27	5. Excavator	5,736	3.11
6. Excavator	6,642	3.28	6. Simple forestry, hunting, fishing occupations	5,351	2.90
7. Simple building occupations	5,737	2.83	7. General office administrator	3,366	1.82
8. Simple forestry, hunting, fishing occupations	5,168	2.55	8. Institutional cleaning workers	3,269	1.77
9. Institutional cleaning workers	3,465	1.71	9. Public cleaning workers	3,252	1.76
10. Organizing work and production	3,029	1.49	10. Simple building occupations	2,913	1.58
...	...	...	...	...	...
<b>Total</b>	<b>202,695</b>	<b>100.00</b>	<b>Összesen</b>	<b>184,567</b>	<b>100.00</b>

**Source:** Ministry of Interior

under the Simplified Employment Act, they must be excluded from public employment for a period of three months. A public employer must exempt public employees from work in relation to a job available under simplified employment.

The law also states that the employer must allow a public employee to attend a job interview, for the period of which the public employee is entitled to wages payable for idle time.

## III. Training programmes in public employment, 2012–2015

Public employment continues to be a tool and not an objective in returning to the primary labour market. The labour market training is also an active tool of public employment, assisting the trainee with several options and tools in several directions. The public employment training may be aimed at convergence, the acquisition of missing core competences, preparing the trainee to join vocational training, or the acquisition of missing school qualifications, technical skills, vocational qualifications or further training.

Looking at the school qualifications of public employees, it is clear that more than 50% have no more than primary school qualifications, and therefore the demand was greatest in preparing individuals for convergence and vocational training, as well as in the acquisition of technical skills and professional abilities. Given the limited availability of Hungarian funds, these options were available in the SoROP projects promoting social convergence in close correlation with the life-long learning programme, which is of key importance also in the European Union, as well as in the “I learn again” major project under ID No. SoROP 2.1.6-12/1-2012-0001 (hereinafter referred to as: major project) between 2012 and 2015.

The major project funded the training of employees, more specifically public employees. The majority of the training programmes were conducted in a practice-oriented manner and in close correlation with the actual job during the period of public employment. Public employees received public employment wages during the period of their training. In most training programmes, following theoretical studies practical training was also provided at the public employer at their respective site, through actual work.

The physical implementation of the major project was completed on 30 October 2015 and therefore the achieved results are almost fully available. According to the figures in total 183,831 individuals were given an opportunity to develop their knowledge

and competences within the framework of the project, including 175,318 public employees (95.4%). In the latter target group, 164,048 people i.e., 93.6% completed the training successfully and only 9,569 people (5.5%) dropped out during the training (the statistical figures of the training programmes were not yet available in relation to 1,701 individuals when this publication was printed). In total 38,863 individuals (21.1%) represented the increasingly disadvantaged Roma target group, which is also monitored as a separate indicator in this project.

The objectives of the training programmes launched for public employees had to be defined by responding fast to the needs that were associated with the Start sub-regional programmes i.e., agricultural activities. The ability of the participants of the agricultural training programmes to pursue professional agricultural activities after the successful completion of the training was defined as the main objective. With the help of the acquired knowledge, they should be able to permanently supply products produced in agricultural programmes as raw material in local public catering and, occasionally, should also contribute to the supply of basic foodstuffs to their family within the framework of domestic farming or to improve the financial position of their families by selling any product that is not required by the family.

In view of the low school qualifications and missing competences of public employees, as well as the needs of the Ministry of Interior, the agricultural, convergence and competence development training schemes were developed and implemented under the professional control of Türr István Training and Research Institute.

Following the successful start of agricultural and convergence type training programmes, a new objective emerged, focusing on training programmes aimed at professional skills and knowledge that can be used immediately in employment and also linked to

public employment i.e., the needs of actual work and the public employer. Most training programmes assisted the acquisition of regulatory qualifications, vocational skills and other vocational qualifications recognised by the state (training recognised according to the National Training Register [OKJ]). After successfully concluding the training programmes, public employees were able to use their recently acquired skills in subsequent jobs, thus assisting them in finding jobs on the open labour market later (e.g. in state and privately owned forestry management companies and water utility directorates as forest workers, dam and sewer guards, electric saw operators).



In order to make public employment related training effective and successful, regular consultations must be held with the public employers and representatives of the market sector in order to ensure that public employees are able to find jobs on the open labour market in increasing numbers following the completion of the training programmes to be launched. This required the launch of training programmes which were feasible with higher professional content, number of lessons and improvement of the competences of the trainees by also taking into account the large

number of individuals with low school qualifications living in the most disadvantaged small settlements (e.g. vocational training in health development assistance, cheese-making, shoe-making, gardening work, animal farming/animal care, textile products and cleaning technologies). The efficiency of the training programmes was also affected by another factor, namely mentoring available in the course of training.

The implementation of training programmes for public employees involved in the major project was assisted on average by 126 mentors during the term of the project. In total 21% of the involved public employees i.e., 35,723 individuals used mentoring services for the successful completion of their individual training programmes.

In line with its strategy, the Ministry of Interior tried and will continue to try supporting and expanding the training programmes of public employees and increasing their number from EU resources. Between 2016 and 2018 the funds used for training in the implementation of public employment-related training programmes will be provided under the Economic Development and Innovation Operational Programme (EDIOP). The EDIOP-6.1.1-15 major project under the title of “Training of Individuals with Low Qualifications and Public Employees” provides an opportunity to public employees to train further and find jobs on the primary labour market. The primary objective of the training programmes to be launched in the project continues to be convergence, development of competences required for the start of vocational training and training activities that suit the requirements of the primary labour market. At least 85,000 individuals can be trained in the programme with HUF 30 billion support, of whom 80,000 individuals are public employees or other employees with low school qualifications i.e., primary or secondary qualifications.

In 2016 the Ministry of Interior intends to involve 60,000 people (30,000 in H1), in relation to which the professional preparations have been made.

## IV. Development of social farms

### Why a social cooperative?

The Government set an objective to provide a stable basis for the establishment of social cooperatives and the formation of social cooperatives in suitable public employment programmes as the public employment objective for 2015. (Government Resolution No. 1082/2015. (III.3.)) The purpose of this Government objective is to make sure that public employment does not become a dead end for public employees.

Since 2011 the Ministry of Interior has had a major role in the reorganisation of public employment and the encouragement of the establishment of social cooperatives organised on its basis. At present almost 130 settlements exploit and use the opportunities involved in public employment support in a unique and successful way and formed a social cooperative mainly with local governments by further advancing on the available options.

The social cooperatives, established by public employer local governments and public employees, are established primarily on the basis of the district start work model programmes, further advancing them. Consequently, the activities of the social cooperatives founded on the basis of public employment include primarily agricultural production, food processing and the manufacturing of local products.

The initial operation of social cooperatives is partly determined by the theoretical and practical knowledge and skills obtained through training and the tools acquired by local governments in the framework of public employment. The objective is to make such cooperatives operable in the long term based on their specificities, resources and the power of self-organisation, thus ensuring progress i.e. employment on the primary labour market, for the individuals involved in public employment programmes and for disadvantaged individuals.

For the social cooperatives organised on the basis of public employment, the following can be defined as a major advantage:

- the social cooperative membership of a local government is a useful potential in the social cooperatives,
- social cooperatives can use the assets acquired from public employment support in part or in full free of charge, under lease agreements,
- a state representative, appointed by the Minister of Interior who, among others, reviews the business plan of the social cooperative and collects information on the activities of the social cooperative and the utilisation of the instruments according to their objectives on a monthly basis,
- supplementary asset support available for public employer local governments producing economic results that constitutes the basis of the activities of the social cooperative.

A social cooperative not only combines economic efficiency and solidarity, it is also capable of integrating the most endangered groups of society into market activities, thus preventing their lagging behind.

### Achievements

- The Ministry of Interior was involved in the preparations for the legal regulations that are aimed at improving and disseminating the conditions of operation of social cooperatives, organised on the basis of public employment and their legal support.
- In a social cooperative the possibility of personal involvement is also extended by a working status of a member, which is a better method of generating income in a different way, better adaptable to the task on the basis of the membership status. Upon the initiative of the Ministry of Interior and with the involvement of OFA Nkft., HUF 237.5 million support was made available for the dissemination of the type of employment status involving the work of members.
- In 2014 approximately HUF 240 million, while in 2015 almost HUF 329 million supplementary support was made available for those disadvantaged settlements

where self-sustenance and operability can be ensured in a long term, funding the value creating components of district start work model programmes in order to facilitate the future operation of social cooperatives organised on the basis of public employment. All the assets purchased in that manner are transferred to the social cooperatives by the local governments within the framework of a lease agreement.

With this support the public employer local governments can use valuable machines and equipment acquired from public employment support and owned by them in compliance with the provisions of the law.

- By the end of October 2015 lease agreements were concluded between 33 social cooperatives and public employer local governments. Thus, more than HUF 497 million worth equipment purchased from public employment support was made available to social cooperatives for use free of charge.
- The Ministry of Interior was actively involved in the application for EU funds in order to improve the conditions of the operation of the social cooperatives. Among the social cooperatives organised on the basis of public employment 33 social cooperatives were granted in total HUF 1.3 billion EU support under the SoROP-2.4.3.D call under the title of “Social Economy Development in the Convergence Regions”.

In addition, human factors, such as the initiating role and contacts, and the dedicated work and commitment of the mayors are fundamental to the sustainable operation of a social cooperative. The social cooperatives organised over the last few years on the basis of public employment have gained a lot of experience and these days several exemplary social cooperatives operate in our country with good practices.

Without aiming for completeness, it is advisable to learn about the good practices presented below and visit them occasionally.

“Rozvagy-Text” Social Cooperative was founded in Borsod-Abaúj Zemplén county on 8 August 2013 as a sewing shop. Their main profile is sewing and embroidery of national, EU and local



flags in any size, and they have also developed their own product known as embroidered, decorative cushions filled with lavender and scent cushions.

With the involvement of the local government, “Bácsalmásért” Social Cooperative was established in Bács-Kiskun county in the summer of 2013 for the main activity of promoting and increasing the sale of products and services that became known under the name of Bácsalmás Goods.



“Kaposfő” Social Cooperative in Somogy county was established in the summer of 2013. Their objective was to create a local production workshop and long-term employment. Women produce dry pasta, process and preserve fruit and vegetables, while men produce briquette and paving slabs. The products of the cooperatives are used by the local government, and also traded.



*Kaposfő, Somogy County*

“Bébic” Social Cooperative was founded by local government members in Veszprém county in 2013. By reconstructing a rural house owned by the village, they created a vegetable and fruit processing plant for the Local Government of the Village of Ukk on 27 September 2014. The social cooperative processes sea-buckthorn, raspberry, chokeberry, beetroot and other raw materials produced on vegetable plantations and turn them into excellent quality jams and drinks.

Gulaj is situated in Tolna county, in the middle of the Dombóvár-Tamási-Hőgyész triangle. In 2014 the local governments, the Hungarian Charity Service of the Order of Malta and local private individuals formed “Hetedhét Határ” Social Cooperative, which gradually takes over processing and sales tasks from the local government.



*Ukk, Veszprém County*

“Település Szerviz” Social Cooperative was founded in 2013 by a number of natural persons and the local governments of Magyarbóly and Illocska in the village of Magyarbóly, Baranya county. Their core activity is contract-based pig fattening and since 2014, they have also operated a fruit juice producing small plant in order to promote the employment based on membership.

The social cooperatives organised on the basis of public employment and conducting the good practices presented above reflect only a portion of all opportunities, as the number of sustainably operating social cooperatives conducting profitable business activities continues to rise.

According to our experience, the increasing independence of social cooperatives organised on the basis of public employment



*Gyulaj, Tolna County*



*Magyarbóly, Baranya County*

is a longer process (2-4 years) for which the Ministry of Interior continues to provide professional support and mainly personal involvement in order to maintain sustainability. In addition, special

attention is paid to public employer local governments that plan to establish social cooperatives based on public employment in the near future.

## V. The public employment system

### **PUBLIC EMPLOYMENT IN HUNGARY, 2014–2015**

#### **The public employment system**

The public employment schemes provide alternatives to public employers intending to take the opportunities available under the law in a wide range. Public employment offers temporary employment options for the performance of the activities specified by law. The state provides a job to individuals who are unable to find a job on the open labour market due to their qualifications, age, health condition or any other condition by looking for a job on their own. The public employment system is controlled by the Ministry of Interior.

Public employment offers jobs in the whole territory of the country, by also taking seasonality into account. Any activity performed within the framework of public employment creates value and is useful for both the individual and the society.

Public employment is established under a public employment contract, which is different from an employment contract. A public employment status is a special legal status, where the rights and obligations are governed by the provisions of the Labour Code with certain differences governed by the law.

A public employee may be an individual who can establish employment pursuant to the Labour Code and

- is a job-seeker registered by the district offices, or
- receives rehabilitation benefit, or
- has applied for recognition as a refugee, protected individual or asylum seeker, or
- is a third country citizen, obliged to stay at a location specified by law.

Public employment is funded by the state in the form of public employment support. The form of public employment support is determined by Government Decree No. 375/2010 (XII. 31) on support available for public employment.

Types of public employment support:

- Short-term public employment support
- Longer-term public employment support
- Public employment mobility support
- Support for the employment of individuals receiving employment substituting support or rehabilitation benefit, available for companies
- National public employment programme support

The Minister responsible for Public Employment (Minister of Interior) may launch public employment model schemes for each support type, within the framework of which the ratio of material expenditure that can be charged against the support may be higher than in other schemes, and the investment costs are also eligible.

On the basis of the current labour market situation and the needs of public employers the following public employment support is available:

- Longer-term public employment support
- National public employment programme support

Public employment is provided within the framework of “public employment schemes”, funded by a type of support.

Public employment support varies from longer-term public employment through national scale programmes to model schemes creating special values and producing long-term results. The greater values the schemes produce and the more useful they are for the community, and the more rewarding objectives they achieve, the higher expenses they generate. These high cost schemes are implemented as model schemes.

Apart from employment support, the labour market training of individuals involved in public employment and the labour market services assisting job-seekers to find jobs on the open labour market are mostly in the focus of attention.

## **CURRENTLY ACTIVE SUPPORT TYPES IN THE PUBLIC EMPLOYMENT SYSTEM**

### **Longer-term public employment support**

It is one of the most frequent types of public employment support. It is usually claimed by local government employers, but all employers defined in the legislation are eligible for this type of support. Public employment refers to 6-8 hours of work on a daily basis, and in the case of individuals with reduced working capacity, 4-8 hours a day. This type of support may be claimed at the district offices at any time during the year and the decision on support is also made by the district office. This type of support has an advantage of relatively flexible management at local level and the ability to assist a great deal in the performance of local tasks and management of force majeure events. Within the framework of the support, the payroll expenses related to public employment and the direct costs of public employment defined in the legislation are eligible to the extent also defined in the law.

### **National public employment programme support**

Support may also be granted for programmes with specific objectives, defined by the Parliament or the Government, for the employment of individuals under a public employment contract for a definite term, in 6-8 hours a day.

A large number of individuals are employed in these programmes. The degree and duration of support are defined by law. If at least 100 individuals are employed in these programmes, support may also be granted toward the costs of organisation, the rate of which cannot exceed 3% of the support approved for the public employment wages and related social contribution taxes. Any national programme always involves training, which is based on the activities of the scheme. The activities performed in these programmes may vary on a large scale, including groundwater drainage, sewer network maintenance, maintenance and improvement of flood protection structures, ragweed control, agricultural water supply, cultural activities, forest management, management of national parks, etc.

## District start work model programmes

The complex programmes launched in settlements of preferential districts and in settlements declared by the law as preferential settlements are the “flagships” of public employment programmes. The district start work model schemes contribute to the self-sustaining operation of the settlements. The programmes are longer, but their duration cannot exceed one year, yet offer a definite job and income to all individuals involved in them. Such programmes also contribute a great deal to the convergence of the under-developed regions and the elimination of their disadvantages. The key objective is to develop the ability of self-sufficiency and therefore the degree of independence planned by the particular local government after the completion of the programme is a very important factor during the assessment of

the support. In the programme plans, local governments must undertake to continue the employment of the involved individuals without any support and the establishment of a social cooperative as an outcome if a certain amount of support is requested for efficiency reasons.

Main activities covered by the district start work model programmes:

- a) agricultural programmes,*
- b) public employment based on local specificities,*
- c) groundwater drainage programmes,*
- d) improvement of agricultural roads,*
- e) bio and renewable energy consumption,*
- f) public road network maintenance,*
- g) elimination of unlawful waste deposit sites.*

# VI. Activities implemented in the model programmes in 2014-2015

## AGRICULTURAL PROJECTS

Agriculture is a sector of the national economy that involves the cultivation of land (plant production) and animal farming, and that produces basic foodstuffs and industrial raw materials of vegetable and animal origin. Agricultural projects have very prominent role in public employment. This type of employment is a solution for individuals in disadvantaged and most disadvantaged positions in terms of employment with general low school qualifications that can provide an income for them in the long term and may help them return to the primary labour market.

The main production tool of agriculture is arable land, which is an important resource in terms of its productivity and quality. The local governments conduct these schemes on sites owned by them or leased for a long term by the National Land Management Organisation, where agricultural products are produced primarily for self-sufficiency reasons, in line with the natural characteristics (climate, landscape, soil and hydro-geological conditions, etc.).

Public employees grow primarily plants requiring a great deal of manual work on such land parcels, in line with the basic principles of public employment. That is how locally produced vegetables, fruit and herbs can be used in public catering. Apart from the plants generally grown in kitchen gardens, they also produce cereals (wheat, barley), industrial plants (sorghum, nettle), oily plants (oily pumpkin), and fodder plants (wheat, corn).

In programmes focusing on animal farming, the useful value of animal farming is an important aspect. Dual purposes including e.g. beef and dairy cattle farming, poultry farming for meat and for eggs, and keeping sheep and goats for wool and meat are major factors to consider.

Using their expertise gained in the training, public employees produce raw materials, semi-finished products and finished products for final use in the course of food production. Following various types of processing (preservation, marination, drying, freezing, etc.), these products will find their way to the plates of kindergarten and school pupils and old people in various versatile forms (jam, preserves, syrup, juice, marinated



*Királyegyháza, Baranya County*



*Bátányterenye, Nógrád County*

vegetables, dry pasta, cheese, honey, meat industrial product, bakery product etc.).

The produced surplus is primarily distributed among the public employees and individuals in need as an in-kind and social benefit, or sold to anyone on local markets or in a network of social stores. Upon the initiative of the Ministry of Interior a new web application called Virtual Public Employment Market (VPEM) was developed and introduced ([vkp.munka.hu](http://vkp.munka.hu)). The VPEM is a useful tool in the transfer and exchange of any surplus goods produced in public employment among public employees in a fast, effective and targeted manner.

Forest management is an agricultural sector that plants, maintains and cuts forests. Several local governments are engaged in this activity within the framework of agricultural programmes, thus providing part of the fuel required for the institutions owned by the local governments.

The local governments have special production conditions and methods to perform the tasks in agricultural projects, the implementation and efficiency improvement of which is supported with valuable production equipment, tools and investments, thus promoting the establishment of more social cooperatives.

## **GROUNDWATER DRAINAGE PROGRAMMES**

More than 80% of the settlements in Hungary face permanent problems related to damage caused by water on their respective territories. Approximately 25% of the country is a flat and deep area without any natural drainage of water. Without any groundwater protection structures, these areas would be either permanently or periodically covered by the collected slush and rainwater for a long time.

The purpose of such programmes therefore is to prevent the development of groundwater that imposes a threat to settlements and agricultural areas and to regularly maintain and develop ditches for the collection of groundwater. Furthermore, ditch systems surrounding the particular urban areas may also be reconstructed or established; rainwater drainage networks may be built, reconstructed and developed; water courses and groundwater canals imposing a threat to urban areas can be constructed and reconstructed; rainwater storage facilities to reduce the flood peak and groundwater reservoirs on plains may be constructed, reconstructed and developed in cooperation with the water management companies.

As a result of the programme, the environmental status and quality of surface waters will improve, the threat of floods, groundwater and local water damage will reduce, the environmental safety of settlements will be raised and the occurrence of environmental damage incidents will be reduced.



*Gyomaendrőd, Békés County*

### IMPROVEMENT OF AGRICULTURAL ROADS

The majority of the traffic on the roads is generated by agricultural transportation. Within the framework of the programme the damaged sections and the ditches, hard shoulders and embankments directly related to them are reconstructed and widened with natural environmentally friendly local raw materials.

The programme helps connecting agricultural sites and estates to the road network, makes transportation of citizens living in the area easier, and also facilitates harvesting of agricultural products in time and their transportation without damage in order to preserve quality.



*Magyaratád, Somogy County*

### BIO AND RENEWABLE ENERGY CONSUMPTION

Within the framework of such schemes public employees grow energy plants and convert the gas-fuelled heating system of community establishments, such as official buildings, schools and kindergartens, by using biomass-fuelled boilers. The main responsibility of public employees is to collect the biomass raw materials generated during the programme and to produce the fuel. The collected fuel is dried and then agglomerated into briquettes, which then can be used easily. The biomass suitable for fuel purposes generally has very low moisture content and therefore high heat value. By using biomass fossil fuels can be replaced. The burnt substances of vegetable origin are reproduced within one year, facilitating sustainable development and energy management.



*Magyarkeszi, Tolna County*

### MAINTENANCE OF THE URBAN ROAD NETWORK

Each local government is responsible for making sure that the roads are suitable for safe traffic. Complex road maintenance involves the operation and maintenance of roads, cycle paths and pavements, as well as maintenance, reconstruction and refurbishment. In order to reduce the risks of accidents, the programme provides support for all of them in line with the local specificities. Roads are generally corrected locally by using concrete components and slabs manufactured by public employees.



*Csány, Heves County*

## PROGRAMMES BASED ON LOCAL SPECIFICITIES

Such programmes are dedicated to satisfying community needs and promoting the development of the settlement with individual projects that are based on previous work and production culture, or geographic and natural specificities of the settlement not used before.

While designing such programmes, public employers intensively focus on preserving local cultural traditions, developing tourist opportunities and expanding the scope of value creating public employment.

The good practices also reflect that popular crafts, as an economic factor, could have an important role in shaping rural areas, tourism and the image of the settlements, in addition to having an important role in the local economy and the processing of locally produced raw materials through the appreciation of the goods generated by local craftsmen. Local crafts reflect special local knowledge, and are able to present and make special and attractive the unique features of the particular area.

## ELIMINATION OF ILLEGAL WASTE DEPOSIT SITES

People illegally dump waste directly outside the borderline of their settlements by roads and in car parks, in areas dedicated to motorists, to stop and have a rest, on the edge of forests and within the forests. Any waste abandoned in that manner pollutes the environment and involves severe public health risks.

Pursuant to the Act on Waste Management, local governments are responsible for cleaning their public areas, yet the improvement and maintenance of our natural and residential environment is the duty and interest of each citizen.

The purpose of such programmes is to collect any waste illegally deposited and abandoned in and outside the urban area of the settlement (collection and handling, neutralisation), and to prevent the repeated depositing of waste or establishment of new deposit sites. The most important task is to alter the waste abandoning conduct and to eliminate any damage to the landscape.



*Tét, Győr-Moson-Sopron County*



*Pocsaj, Hajdú-Bihar County*

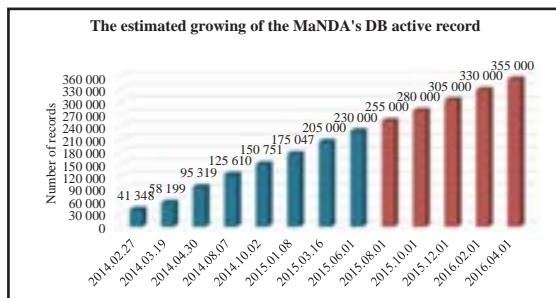
## VII. Special programmes in public employment

### THIRD NATIONAL CULTURAL DIGITISATION PUBLIC EMPLOYMENT PROGRAMME OF THE HUNGARIAN NATIONAL DIGITAL ARCHIVE AND FILM INSTITUTE (HUNGARIAN ABBREVIATION MANDA)

Launched on 2 March 2015 under the co-ordination of the *Hungarian National Digital Archive and Film Institute*, with the help of the new one-year *National Cultural Digitisation Public Employment Programme* the individuals involved in public employment are working on the digitisation of cultural assets available across the country by uploading digital contents and the related meta data into the MaNDA database. The public employees work forty hours a week in various partner institutions across the country: public collections (museums, libraries, archives), collections maintained by the state as well as private collections of foundations and churches, in local governments, in civil organisations with cultural profiles and in various educational institutions. Digital heritage protection would not be possible in numerous rural public education and public collection institutions without the workforce and the equipment provided by the Programme. The public employees involved in the programme also receive continuous technical assistance through the MaNDA *Help Desk* group.

The number of the currently available records on public interface	Text	Picture	Voice	AV	3D	Total
	77,906	159,890	158	1,699	433	240,086

The total number of the records in the database	Text	Picture	Voice	AV	3D	Total
	82,833	167,466	163	1,701	473	252,636



## Europeana data export 2014/2015

The supply of content to *Europeana*, the digital library of the *European Union*, is a major task within the national aggregator role of MaNDA. The records uploaded by the current partner institutions of MaNDA (approximately 100) are suitable for data export into Europeana after monitoring and any required correction and, in the case of selected collection groups, following the translation into English of the description data field.

Each month on average 2-3 records are exported to Europeana, of which the description data fields of almost one thousand records are translated into English by professional translators. Until the beginning of July 2015, the 19 partner institutions exported 23,919 records which were then published on the public interface of Europeana and, according to our calculations, by the end of the year that number will exceed 40,000.

Further information:

[http://mandarchiv.hu/cikk/3627/Digitalizalas\\_orszagszerte](http://mandarchiv.hu/cikk/3627/Digitalizalas_orszagszerte)

## UMBRELLA ORGANISATION FOR HUNGARIAN PUBLIC SERVICE MEDIA (MTVA)

Public employment model schemes providing value adding jobs to qualified (mostly diploma holders) but disadvantaged job seekers were launched in H2 2012 as an experiment. They included, e.g. digitisation programmes with the objective of creating local cultural value cadasters, collecting and classifying cultural and natural assets locally as well as creating a public service digital archive (MaNDA, MTVA). On the basis of the feedbacks received, such programmes were very popular among the job seekers and their implementation resulted in important and significant assets for the community and therefore digitisation programmes continue also in 2015 as follow-up programmes.

## UMBRELLA ORGANISATION FOR HUNGARIAN PUBLIC SERVICE MEDIA (MTVA)

The Umbrella Organisation for Hungarian Public Service Media (MTVA) implemented a public employment scheme based on

the digitisation public employment model scheme involving 220 public employees until 28 February 2015. The MTVA model schemes involved the digitisation and processing of audio-visual contents at three sites in Budapest (the production base in Kunigunda utca, the radio building in Bródy Sándor utca, and the MTI building on Naphegy tér). A significant part of the national audio-visual assets is available on media which are continuously and increasingly deteriorating in physical terms. MTVA plans to protect and preserve such contents through a digitisation phase conducted in the programme with great demand for human resources.

In the previous public employment schemes preceding this programme, MTVA processed contents that had only one or two years left for utilisation due to technological changes and the degradation of the original raw materials, and then would have been lost finally. With the help of public employment such contents were saved and their digital copies have been added to the versatile stock of the archive.

The programme does not only involve digitisation, because contents about which there is no exact information cannot be used. In fact, it involves any process that converts simple images, texts, audio materials into media assets, thereby producing a usable cultural product. The support framework of the programme involved approximately HUF 236 million.

In 2015, MTVA proposed the extension of the digitisation public employment model scheme by involving on average 200 people in public employment. The Ministry of Interior approved the proposal with a support budget of almost HUF 170.5 million until 31 August 2015.

In 2016, we plan to continue the MTVA digitisation programme within the framework of the national cultural public employment schemes.

## PUBLIC EMPLOYMENT OF HOMELESS PEOPLE

Extension of the public employment model programme for the homeless implemented in Budapest into a national programme

Ferencvárosi Szociális Foglalkoztató és Ellátó Nonprofit Kft. (hereinafter referred to as FESZOFÉ) proposed launching a model scheme with 100 public employees for the period between 01

November 2013 and 30 April 2014, which was supported by the Ministry of Interior with HUF 105,900,682. Phase II. of the programme took place with the involvement of 200 public employees in the period between 19 May 2014 and 28 February 2015 with HUF 293,292,548 support from the Ministry of Interior.

FESZOFÉ has experience in the employment of the homeless, but within the framework of this model scheme it employs homeless individuals for value creating activities, such as decorative plant production and briquette aggregation. Sixty individuals involved in the programme were trained for the purposes of integration and assistance in subsequent job search. The planned training courses include bio and green waste utilisation, composting; bio waste utilisation and processing and skilled gardening work.

On the basis of the experiences of phases I. and II. of the "From the street to employment" model programme, aimed at the employment of homeless people and implemented in Ferencváros, the Ministry of Interior launched a national public employment scheme for the homeless in 2015, which may be implemented until 29 February 2016 by 23 public employers in Budapest and 13 counties employing 606 people with HUF 1.1 billion support.

Within the framework of the national model scheme aimed at the employment of homeless people, the public employers employed homeless people for value creating activities, such as plant nursery management, growing of decorative plants and kitchen garden plants, briquette aggregation, composting, maintenance of abandoned cemeteries, establishment of an "exit house", ceramics, rag carpet and soap production. The grown decorative plants are planted in public parks, the shavings are aggregated into briquettes for fuel, and the grown vegetables are used in public catering or distributed among those in need. The public employment model scheme has a dual purpose: to offer a useful value creating activity for the homeless and improve their living conditions, plus this programme no longer focuses only on employment, but also on making sure that the created assets are also enjoyable and usable by the community.

The Ministry of Interior assists the respective public employers with targeted and regular monitoring activities in order to facilitate the successful implementation of the programme because, given the special nature of homelessness, it focuses on large cities that



are not in a disadvantaged situation and that could not launch model schemes previously.

The Baptist Aid Religious Legal Entity proposed the launch of a national public employment scheme with on average 274 participants. The Ministry of Interior supports the initiative with HUF 190,853,510 for the period of 1 September 2015-29 February 2016.

The national public employment scheme envisaged by the Baptist Aid covers 26 settlements in 10 counties and also involves homeless individuals in its activities.

The main activities include the cleaning and maintenance of institutions maintained by the Baptist Aid Religious Legal Entity and the maintenance of green areas belonging to the institutions. As an added value, the activities also include assistance to pensioners and individuals with reduced mobility as well as various activities with which they can improve the quality of their lives (maintenance and gardening tasks, collection and processing of green waste).

The Ministry of Interior plans to continue the national model programmes for the homeless and public employment of homeless people from a decentralised budget in 2016 too.

## **NATIONAL CULTURAL PUBLIC EMPLOYMENT PROGRAMME OF THE NATIONAL INSTITUTE FOR CULTURE (NMI)**

### **Co-operation for the development of local cultural activities**

The changes that followed the systemic change also affected the local communities and local institutional infrastructure very strongly. Naturally, the processes also had an impact on local culture and public education institutions.

The cultural services disappeared in settlements underdeveloped in terms of economy, social aspects and infrastructure, i.e. primarily in small settlements. The identification, preservation and maintenance of local assets and traditions and the organisation of local cultural events were pushed into the background, community development and care for the community had been totally disrupted in certain settlements, and local cohesion and local quality of life were deteriorating.

Over the last few years, a number of public education institutions were reconstructed in Hungary and a lot of professional and methodology development processes were launched in order to ensure that the work could be continued or start again in a renewed environment and in a renewed framework.

However, the favourable processes could only start in local cultural life and activities if there is need, co-operation and institutional background locally and there are experts who undertake the challenge and perform their work with sufficient technical control and methodology.

The National Institute for Culture (NMI) was given an opportunity to implement a national public employment cultural model programme with the support of the Ministry of Interior in 2013, providing jobs to 4,000 people within the framework of public employment. Prior to the launch of this programme, no such type and volume of public employment schemes had been launched for culture. The purpose of the NMI programme is to establish a cultural network and to implement a community and social development programme.

The programme intends to assist settlements and parts of settlements where the social cohesion is weak, has been disrupted

or has disappeared, and therefore the local communities must be re-organised, community cohesion needs to be strengthened and the social activity of local people should be enhanced. The programme especially focuses on tasks relating to equal opportunities, primarily fight against cultural poverty, reduction of disadvantages of disadvantaged regions and social groups as well as the unemployed, and support to the educational activities and culture of national and ethnic minorities and historic churches.

Naturally, the local initiatives cannot be strengthened without supporting the organisation and community development activities in cultural life with the experience of previous programmes, with a consistent methodology and, naturally, with sufficiently trained employees.

The programme is different from the general public employment schemes both in its objectives and professional significance and effectiveness as it has formed a new network in community development that is totally unprecedented, and therefore adequate professional training had to be provided to the public employees. 3,866 individuals taking part in the programme were trained, representing 96.6% of all participants. The "basis of cultural community organisation" training was delivered in co-operation with the Ministry of National Economy, within the framework of the SoROP 2.6.1. "I learn again" major project.

The public employees taking part in the programme obtain qualifications and practice for community development, develop their basic competencies, build community contacts and therefore expand their relational network.

The Government Office of the Capital City of Budapest and the Ministry of Interior supported the national cultural public employment model programme with almost HUF 2.5 billion in 2013, with almost HUF 3.3 billion in 2014 (4,522 participants) and provides approximately HUF 8.8 billion support in 2015 for the employment of 6,100 people.

The Ministry of Interior funded not only the wage costs and commuting expenses of the public employees involved in the programme, but also the cost of procurement of IT equipment and software, office furniture and other equipment required for the tasks.

In the cultural public employment programme implemented earlier as a model programme and currently conducted as a

national public employment programme the NMI entered into an agreement with partner organisations for the implementation sites. The partner organisations are local governments, NGOs, educational institutions maintained by churches and foundations, selected on the basis of prior needs assessment. According to information received from the MNI, 3,500 organisations submitted declarations of intent to participate in the programme as partners, including approximately 1,650 local governments.

Developing local cultural activities constitute an important segment of local politics. Apart from improving the general feeling of the local population, the programme can also significantly contribute to the strengthening of local communities, the reduction of cultural disadvantages arising from territorial features and the development of a more liveable settlement models. The activities implemented in the public employment scheme support the social activities and community initiatives of local people and assist in widening access to cultural services for the local population involved in the programme.



The achievements of this programme have pointed out that the complex approach to local issues and co-operation between various ministries and organisations (Ministry of Interior, Ministry of National Economy, Budapest Government Office, County Government Offices and National Institute for Culture) as well as the synergic effects inherent in their activities can efficiently contribute to the launch and strengthening of such processes.

## NATIONAL EXTENSION OF “ADOBE” PUBLIC EMPLOYMENT MODEL PROGRAMME, 2014–2015

In Hungary thousands of people live in segregation in towns and villages, i.e. in isolated, mostly deteriorated sites dominated by Roma people. Without effective anti-segregation measures, the existence of internal marginal sites, ghettos and colonies on the edge of towns is becoming an increasingly severe problem.



The village profile of Gilvánfa, Baranya County, reflected the poverty of Ormánság in spring 2013. The majority of the houses required full reconstruction, or only the demolition and full reconstruction of houses could be an acceptable solution, therefore the Ministry of Interior decided to launch an “Adobe” public employment model programme, within the framework of which eight 42 m<sup>2</sup> social family houses with comforts were constructed in Gilvánfa, Baranya County, for the local Roma population, through the public employment of 20 individuals.

On the basis of the experience and success of the programme and based on the Government’s decision, we reviewed the possibility of expanding the model programme, as a result of which the “Adobe” public employment model programme was extended across the country and was implemented as such in 2014.

On the basis of the model programme implemented in Gilvánfa, the purpose of the nationally extended programme is to build social family homes within the framework of public



*Kisszentmárton, Baranya County*



*Bárdudvarnok, Somogy County*



*Kamádi, Hajdú-Bihar County*



*Újvárfalva, Somogy County*

employment from cheap and semi-natural construction material (adobe) and bricks from demolished houses for the Roma residents and other residents of the settlements living under difficult conditions. In lots of settlement parts the buildings are crowded, the housing and environmental conditions are often harmful to health, public services are inadequate or no longer existing and the quality of utility supply is low, especially in terms of sewer and mains water supply.

On the basis of a decision made by the Ministry of Interior, the local governments of Gilvánfa and Kisszentmárton, Baranya County, Enying, Sárosd, and Sárkeresztúr, Fejér County, Hortobágy and Komádi, Hajdú-Bihar County, Tiszatenyő, Jász-Nagykun-Szolnok County and Bárdudvarnok and Újvárfalva, Somogy County, launched a public employment model programme employing on average 236 people on 26 May 2014.



*Hortobágy, Hajdú-Bihar County*



*Enying, Fejér County*



*Sárkeresztúr, Fejér County*



*Sárosd, Fejér County*

Within the framework of the “Adobe” public employment model programme, individual small houses containing one room and a kitchen were constructed with comforts in the selected settlements by using a pressed adobe wall structure. As a result of the decision, in total 51 residential houses were built, in different numbers in each settlement, mainly depending on the local specificities.

The previously implemented national programme was continued with a new “Adobe” public employment model programme launched in Enying and Sárosd, Fejér County, on 15 June 2015. Two houses are constructed in each settlement, i.e., in total 4 houses are being built by 20 public employees, during a support period of 5.5 months.

## Summary

The opportunities used in public employment under the programme and the reduction of employment tensions provide not only tangible results to local residents, but also contribute to the development of more favourable village profiles. It also increases employment and assists young families enabling them to live an independent life. As a result of the programmes, more families can move into new, environmentally friendly and more healthy homes, partly built by them, which can be rented under the terms and conditions specified in the by-law of their respective local governments.

With the help of the project, the social conditions of the local residents and the infrastructure of the environment can improve and the families capable of and prepared for making progress in the majority society can move into the integrated residential areas of the settlements.

In order to exploit any further development opportunity, the public employment experts take part in the design of measures registered in the updated version of the National Social Convergence Strategy, the aims of which also include an increase in the ratio of Roma employment and the development of assistance networks.



In accordance with the Government's objectives, the public employment plans include support for programmes to be implemented in labour intensive sectors from 2016 (e.g. construction industry), which may be the basis of a new adobe public employment model programme to be launched in the future.

## RAGWEED CONTROL WITHIN THE FRAMEWORK OF PUBLIC EMPLOYMENT



Among the plants indigenous in Hungary, the allergenic effect of ragweed is outstanding. While in flower, the plant causes a great deal of pollen pollution, and therefore ragweed control is required in the whole territory of the country. Ragweed control is especially important in preventing the development of the disease, but is also indispensable in order to reduce the symptoms.

Our objective is to drastically reduce ragweed in the country. Pursuant to the laws and regulations ragweed control and the elimination of weed in and around properties is the primary responsibility of land users and property owners. By clearing up the infected areas owned by the state and local governments, we intend to show an example to businesses and residents.

In 2011, the Ministry of National Economy, which was in charge of public employment then, announced a call for ragweed control activities performed within the framework of public employment. In 2012, the Ministry of Interior was responsible for the same activity and supported ragweed control activities within the framework of a national public employment control, with the involvement

of water management and forestry sectors, all national parks and other public employers. Since 2013, public employers have been engaged in ragweed control not only in the framework of national public employment programmes but also in traditional longer-term public employment programmes as well as in sub-regional/district start work model programmes where this activity can be performed within the programme. It fits primarily projects dedicated to agriculture, ground water drainage, maintenance of agricultural unpaved roads, maintenance of urban public roads, elimination of illegal waste deposit sites and bio and renewable energy consumption programmes.



The Ministry of Interior pursues ragweed control within the framework of public employment programmes based on the professional opinion and proposal of the Ministry of Agriculture, according to the opinion of which areas must be mowed at least three times in order to achieve effective protection. At regional, county and local level, public employers can also contact the experts of the Hungarian Chamber of Plant Protection Engineers and Plant Physicians, also based on the proposal of the Ministry of Agriculture, in order to select the ideal technology and timing.

Within the framework of public employment programmes, in 2014 in total 70,662 public employees were engaged in ragweed control, clearing up 13,535.63 hectares contaminated by ragweed. In 2015, in total 69,580 public employees cleared up 9,968.43 hectares.

In 2015, the Ministry of Agriculture published its first open call to organisations effectively involved in the achievement of the objective of the scheme and recognising the useful activities of NGOs representing the professional interests of agriculture and rural development.

The purpose of the support available in the call was to reduce allergenic pollen concentration originating from large volume unmaintained environment and occurring in large volume in the air. The allergenic and asthmatic diseases caused by ragweed do not only deteriorate the quality of life of patients significantly, but also cause major damage to the national economy. The Government especially focuses on prevention and health preservation. This was the goal of the call which gave an opportunity for the procurement of various weed control equipment, i.e. the elimination of ragweed from contaminated areas. The winning NGOs agreed to use the equipment purchased from the support to eliminate ragweed in their environment and residential area. The Ministry of Interior supported the public employment programme thus contributing to the activities of the winning NGOs, in which 277 public employees killed ragweed successfully within the framework of the activities of those organisations.

## **SOCIAL LAND SCHEME**

The purpose of the social Land Scheme is to contribute to the mitigation of territorial disadvantages, the improvement of local, social and economic conditions, the improvement of the quality of life and the development of a planned production and sales system.

In 2014, the Ministry of Human Capacities launched an open call under number SZOC-FP-14 "Support for the implementation of social land schemes". The number of public employees involved in the programme was 612.

The winning applicants implemented the programme with plant production and animal farming/breeding projects primarily in order to supply kitchens engaged in public catering. The public employees employed under the programme were able to pursue other local government tasks for community purposes in their settlements up to their free capacities.



*Szalapa, Zala County*



*Armót, Borsod-Abaúj-Zemplén County*

Based on ministerial decision, in total HUF 464,803,576 was allocated for the implementation of the public employment scheme.

In 2015, the Ministry of Human Capacities launched a restricted call under number SZOC-FP-15-KOZ "Support for the

implementation of social land schemes combined with public employment". Under the call launched in 2015, the implementation period of the supported project is between 1 May 2015 and 30 April 2016. The Ministry of Interior provisionally allocated HUF 600 million public employment resources to support the tender procedure for the envisaged involvement of 612 individuals.



*Szécsény, Nógrád County*

The support granted to the winning projects was published by the Ministry of Human Capacities on its EMET website on 5 May 2015. The Ministry of Interior allocated a budget of HUF 622,980,362 for the implementation of the social land scheme for the period until 30 April 2016 and the public employment of altogether 509 individuals by 31 winning applicants. The main activity under the public employment programme is agriculture with the objective of supplying the produced vegetables and fruit as well as bread small animals to institutions operated by the local governments, to process and sell any surplus goods and to contribute to the living of local residents in need in the form of a social benefit.



## VIII. Public employment portal

On 20 March 2015, the Ministry of Interior launched its thematic website, providing extensive information to public employers and public employees about the public employment system.

As part of the [kormany.hu](http://kormany.hu) website, the public employment portal contains information on the public employment system, also including data about its participants and expenses. It covers the currently effective and planned programmes, collects the news, events and research activities related to public employment and provides details of training and services. In addition, the portal also presents good practices of public employment and promotes upcoming public events including e.g. public employment exhibitions.

The monthly and annual public employment data of the Office of the Deputy Secretary of State of the Ministry of Interior for Public Employment and Water Management are also published on the website and the monthly data series of the main statistical data of public employment have been also regularly revised since 2013. In addition, the main staffing data of public employment are also presented on the thematic page of the portal in detailed territorial breakdown (by county, district and settlement) with a map illustration and also in alphabetical order (<http://kozfooglalkoztatas.bm.hu/>).

The public employment portal also presents information and descriptions of the public employment programmes and jobs during the 2014-2015 winter season, the implementation of

public employment in 2015, the cultural programmes and model programmes for the homeless, as well as ragweed control and the requirements for creating a viable social co-operative. The Research and reports menu point contains 16 overviews and summaries of research activities dedicated to public employment and their number is gradually expanding.

Several exemplary local governments conduct public employment programmes based on local specificities in outstanding quality. The examples of local governments implementing good public employment practices in high quality can also encourage other local governments that have not yet taken part in the implementation of similar programmes and can also provide ideas to other public employers. Apart from the good practices collected on the website, the publications downloaded from the website can also provide further excellent examples to public employers for the design and implementation of their programmes. Public employers can also find document templates and other useful guidelines on the website as well as information on the most important deadlines and calls relevant to them.

Public employees can learn about the main definitions of the public employment system and find information about the labour protection activities in public employment, training programmes and services as well as where to find legal assistance in the case of discrimination. The visitors of the website can contact the public employment departments of KVHÁT through the public

employment portal and can also use the FAQ menu point of the website, which currently contains more than 75 frequently asked questions and answers under 11 titles.

The success of the website is confirmed by the fact that in the first six months since its launch in total 167,516 visits were recorded, and that 21,590 users (new and regular users) started in total 33,836 work processes. The efficiency and return of the website is influenced the least by the raw visit data. It is much more important to what extent it is known and used by the target group. The key issue is whether it can assist public employers and public employees as well as the members of the press. According to the data available for the Ministry of Interior, the answer is yes, as the portal serves as the primary communication channel for all three target groups regarding news and information on public employment.

Available at: <http://kozfojlalkoztataskormany.hu/>

## **VIRTUAL PUBLIC EMPLOYMENT MARKET**

The Ministry of Interior decided to introduce a new website under the name of Virtual Public Employment Market in order to assist

the utilisation and exchange of products generated in public employment. The new website was also made available to public employers at the address of [vkp.munka.hu](http://vkp.munka.hu) on 16 September 2015.

Public employers can register their goods and products, search among products uploaded by other public employers and, with the help of the application, can also contact other public employers directly by using the virtual public employment market. No trade is conducted on this website, its main purpose is to provide information on the available products and to assist contact. The application may be used only by identified public employers who register on the portal.

Based on the experiences of the operation of the Virtual Public Employment Market it can be concluded that the portal became a regularly used application by public employers in just a few months after its introduction but its utilisation also triggered a lot of development requirements that can improve the user friendly characteristics and operational efficiency of the portal a great deal. Based on this experience, the Ministry of Interior plans to further develop the Virtual Public Employment Market portal in 2016.

# **IX. Good practices in public employment**

In terms of efficiency, those public employment programmes stand out the main activities of which target local needs and are in line with the objectives of public employment. One of the most exciting aspects of the programmes, which also provides room for creativity and innovation, is public employment based on local specificities, within the framework of which individual programmes were and may be implemented by creating values, satisfying community needs and promoting development in the respective settlements. Such programmes not only increase the number of available jobs, but can also have a favourable impact on the local community. One of the most important aspects of the experiences of the last few years is that the programmes are innovative and more and more local governments are engaged in exemplary activities developed based on local specificities. In the organisation of district start

work model programmes, the Ministry of Interior continues to encourage co-operation among local governments in order to use the available equipment and this type of employment reasonably, effectively and flexibly.

Without the key role and responsible activities of local governments, the current public employment system could not function so effectively. The local governments performing high-quality professional work were recognised in 2014 and 2015. The award winners present their public employment projects conducted in their settlements on the following pages. All these projects are exemplary by nature and can be used as an example by other local governments. Support to good practices and sharing positive examples with others can also encourage those interested parties who have not yet recognised the versatile opportunities associated with public employment.



# INTRODUCTION OF LOCAL GOVERNMENTS





# Local Government of Bicsérd



**JÓZSEF VÉR**  
MAYOR

The village of 1,054 inhabitants, located in the Szentlőrinc district, has a long-standing tradition in potato growing, so the agricultural project offered a good opportunity for extending the activity. We have been participating in the Start Work model programme since 2012 in order to be able to provide employment for as many villagers living in hardship as possible. Another important goal is to supply inhabitants with healthy food produced locally, and the 15-person agricultural project plays a big role in this as well.

A number of buildings have been refurbished since the programme started, one of which is used as warehouse, making it easier to maintain equipment and helping to minimise costs. In addition, the preservation and pickling of the vegetables grown also take place in the building that has been renovated over the

past years. We have been collecting green waste in a composter created by us since the beginning of the programme, meaning everything is put to use and nothing is wasted. Programme planning has always focused on cost-efficient implementation, so the costs of programmes may be said to be low compared to the results achieved.

In 2016, the size of cultivated land will be increased by 1.55 hectares. We will continue to grow broom corn and plan to use the crop for producing brooms. The goal is to make our village “self-supporting”, in line with the general aim of public employment. In our village, public employment is organised with a focus on employing people in disadvantaged situations.



# Local Government of Bogdása



**ÁRPÁD NAGY**  
MAYOR



The village is a tiny place in the Ormánság region (Sellye district) with 295 inhabitants. In the framework of the programme relying on local features we purchased equipment for pre-cast concrete ditch liner manufacturing in 2013, which has been in operation successfully ever since, producing high-quality concrete ditch liners to line the ditches in the village. In 2015, two cold-blooded horses of a native species, capable of performing agricultural work were purchased, allowing us to reduce our dependence on fossil fuels and machinery in addition to making the cultivation of smaller ploughing fields and orchards less expensive. In order to promote the employment of people in a disadvantaged situation, we try to give everyone a job that meets the given person's capabilities, thereby facilitating conflict-free employment. Bogdása has traditionally been a horse-keeping community where horses

were used for a significant part of agricultural works. The village people still know the traditional horse-keeping methods, which could be transferred to the next generation at this very last minute.

In addition to the conservation of traditional-style horse-keeping methods, our goals in 2016 include the cultivation of lands included in the agricultural programme using the horses purchased in the previous year's project, mowing the field using the horse mower intended to be purchased and harvesting the forage. In addition, we plan to perform tasks that cannot be completed manually using the horses (such as transportation of concrete, earth, gravel and cement to the mixer in the course of producing the bridges under the inundation canalisation programme, and delivery of firewood distributed on welfare basis). In the agricultural programme we plan to grow oats for fodder purposes on the ploughing field.



# Local Government of Boldogasszonyfa



**MRS NEICZERNÉ SZILVIA JAKSA**  
MAYOR



The village of 431 inhabitants is located in the south of the Zselic hills, on the boundary between Baranya and Somogy Counties, in the Szigetvár district. The agricultural programme, in operation since 2012, has been extended and enhanced year after year. The programmes are carefully considered and build on one another, as is demonstrated by the fact that having started out from outdoor vegetable growing, we now have a drier and dessicator plant, and added a storage barn in the framework of public employment. In 2015, a composting site was built to utilise the large volume of green waste, and the humus generated there is used for the agricultural programme. The village is promoted in various events held at various towns and villages with the products manufactured here, and we seek possibilities for participating in tenders for developing the village. We take into account local needs and features, and rely on them in our efforts to increase the village's ability to retain its population.

Sustainability and further development of agriculture and agricultural processing might prove to be a segment where the village might break out in the future, so these programme

elements are included in the village's economic programme for the years 2015 to 2019. The village management is serious about laying the foundations for and developing the long-term sustainability of the agriculture sector. Our goal for 2016 is to plant an orchard and build a processing plant, thereby creating the bases for fruit growing and processing. Later on, we would like to produce homemade jam and develop jam specialties using as many fruits grown domestically and in the wild as possible, with particular attention to special seasoning.



# Local Government of Cserdi



**LÁSZLÓ BOGDÁN**

MAYOR



The village is located to the northwest of Pécs in the Szentlőrinc district, next to Szentlőrinc. It has 391 inhabitants. Cserdi has been taking part in the start work model programme since the beginning, pursuing outstanding agricultural activities. In addition, the village puts special emphasis on improving the quality of life, and has refurbished water drainage ditches in the framework of the inundation canalisation project in previous years. In 2015, in the project for the elimination of illegal waste landfills, the waste amassed in vineyards over the years was removed first, then sorted and classified for recycling purposes. Cserdi's slogan is, "For the public out of public funds". The village also leads the way in charity donations. A large portion of the vegetables grown in the framework of the agricultural project is distributed to those in need nationwide. Most of the food packages are provided to children in need. Crime prevention also plays an important role in the village, the majority of our young inhabitants took part in the so-called "Moron elimination" programme.

Plans for 2016 include continuing the agricultural project and adding some more hothouses. Currently, the floor area of the existing six hothouses is 5,000 m<sup>2</sup>.

In 2016, this is planned to increase to 12,000 m<sup>2</sup> meaning the operation of five additional hothouses. Emphasis will be put on arable plant production, with plans to grow large volumes of potatoes and peppers. Maintenance of the agricultural road is also planned, as it plays a particularly important role in improving traffic, due to the geographic features of the village. (Government Office of Baranya County)

**"Cserdi is no miracle."**

*"Work created a new need for us, by bringing a demand for order and work in the village's life most of all.*

*In recent years, the community gained a new experience that is not customary for the Roma – instead of asking for, we started to give charity donations. Cserdi intends to counter all the stereotypes that have evolved in public life. Cserdi calls attention to the fact that you can only give if you have something, and we would like to encourage other Gypsy communities to actively make efforts rather than just wait for employment and a miracle to happen. A lot depends on us, and this is what people should be made more aware of. In 2006 98% of the village people were unemployed. This has decreased considerably, albeit, of course, public employment was a great help in this. We have managed to find this path in recent years, and the overall picture of our village, the relationships in our community have changed fundamentally in the wake of this; earlier, the aloofness of people living here showed they wanted no part in developing their village. This has changed; human relations have grown stronger, and this is important for each and every person living here – which was brought about also as part of public employment.*

*Cserdi is seeking and walking down a completely new road: we are building a Gypsy brand from scratch, a unique brand in Europe. We will have a Gypsy 'lecsó' and pickling plant, to be called LASIPE, a Gypsy word that means "goodness".*

*We believe this brand will bring about a step forward in the role we play in society, as gastronomy can reduce prejudice in society."*



# Local Government of Dunaszekcső



**JÁNOS FALLER**  
MAYOR



Dunaszekcső is a village of 2,020 inhabitants in the southeast of Baranya County, in the Mohács district. The local government has been engaged in forestry for years in order to secure the quantity of firewood required for heating our institutions. The programme for 2015 included caring for, cutting down and planting trees. In addition, we took part in the furnace programme in order to provide a substitute for gas in heating the preschool building. We put great emphasis on renovating community buildings and on increasing inhabitant satisfaction. The programme element relying on local features includes the construction of a fence for the preschool, landscaping the yard and building a handrail for the club for the elderly. We carry out our programmes at a high quality standard and with great care, employing 21 persons in the Start Work programmes of the district. The local government

supplements public employment plans out of its own budget resources each year. All transport tasks in the course of the programme are performed using our own vehicles (passenger car, lorry, tractor).

The plan for 2016 under the bio and renewable energy utilisation scheme is to replace saplings, care for existing saplings, as well as to produce firewood and minced coil. We plan to plant 1,300 new saplings in November. This means that altogether 7,300 saplings will have to be tended to in the spring. We need to produce at least 100 cubic metres of minced coil by the heating season. Heating for the physician's surgery, preschool, the club for the elderly and the local government office will be provided from 15 March to 15 April, then from 15 October to 28 February.



# Local Government of Királyegyháza



**FERENC GRÍM**  
MAYOR



The Start Work programme of the district of Szentlőrinc has been in continuous operation in this village of 1,019 inhabitants since 2012. The goal of public employment based on planning is to improve the standard of living for the people living here, as well as to educate children for a healthy lifestyle and to fully supply public institutions. In the first year of the programme we set out for the agricultural programme element by employing a rather large staff of 30; the current figure is 31 persons. Most of the food grown in the framework of the programme is used in local education institutions. Fresh food is supplied to the institution's kitchen during the season, while the off-season is spent by processing and preserving the vegetables and fruits produced. This allows more people to be employed, and employment to last for the

entire year. Any stocks not used up are sold in the market. In addition, we grew, dried and ground paprika spice in 2015. The ground paprika spice is packaged using vacuum packager equipment. The paprika drier facility is a light structure with a pitched roof, making paprika drying the most efficient with an ample flow of air.

The funding requirement of the programme has reduced over the past years, as revenue from the previous year's successful programme is reinvested in the further development and expansion of the agricultural project. As a consequence, we plan to continue our activities in 2016 with minimum aid requirement, in the framework of traditional public employment, by retaining the number of employees.



# Local Government of Nagypall



**ERIKA GRÁTZ**  
MAYOR

In the village of 432 inhabitants in the Pécsvárad district, we launched our agricultural programme with 9 people in 2012. The vegetables grown supplied the kitchen of the local preschool with raw materials. In 2013, the extension of the cultivated area by 1.6 hectares enabled a broadening of the product range with the participation of nine employees. The vegetables and fruits grown were processed by a staff of eight in the winter value-generation programme. In 2014, another element was added to our agricultural programme, so we currently also grow corn required as fodder for animals (pigs, poultry). Our Start Work programmes overseen by the district provide employment for 25 persons. To increase the programme elements, we organised carpet weaving and corn-husk crafting training courses with the participation of jobseekers and parents on child care leave living in the village and in surrounding villages. The corn husk is processed in the framework of the craft programme; the works

decorate the farm house, also refurbished last year, which can be used as the venue for community events. The standard of public catering increased significantly as a result of public employment. The programmes have a favourable influence on community life in the village, increasing cohesion in all of the population.

The programme will be extended with the production of bags in addition to carpets in 2016. A warehouse facility for storing the base materials and a showroom for presenting the carpets will be created. We plan to put in place a public bath and a laundry room to be used on welfare grounds in the building.



# Local Government of Ócsárd



**ZOLTÁN KESERÜ**  
MAYOR



The village of 443 inhabitants is located in the Pécs districts, 16 km from the county seat. The village offers a nice, orderly and landscaped image. We have been growing herbs (sage, fennel, blessed thistle) on an area of 8.5 hectares for three years. The roof structure of the community centre, used to accommodate the village events, was also refurbished in the framework of public employment. The production of concrete elements, which has been going on for two years, offered an opportunity for renovating sidewalks, lining ditches, building parking lots and a pillared hall. Getting village inhabitants involved, the public employment programme has contributed to making the village even more beautiful, orderly and get it closer to self-supporting operation in recent years. Employing the inhabitants living in a disadvantaged

situation sets an example not only for the local community but also to businesses operating in the vicinity. In 2013, we purchased a mobile irrigation system, which served to water the plants also in 2015.

In our value-creation programme for 2016, we plan to carry out a complex programme with 25 persons in public employment. We would like to build a new physician's surgery that complies with the standards and permits in effect, as the existing doctor's office has no licence for operation due to its poor condition. The building is planned to be located in the yard of the mayor's office. The orchard tree programme launched in 2014 is planned on a long-term basis for the purpose of supplying local school and preschool pupils with fresh fruit, and later on, with fresh fruit juice.



# Local Government of Old



**LÁSZLÓ BASKI**  
MAYOR

The cul-de-sac village of 355 inhabitants is located next to the Croatian border in the Siklós district. The majority of the population is Roma, with no job opportunities other than public employment due to the difficulties of going to work and the lack of locally operating businesses. Our agricultural programme was launched in 2012 by employing nine people, and has been constantly evolving into a well-established farm since then. The size of land involved in cultivation since the project start has increased continuously. Today, we grow vegetables on a land of 1.8 hectares partly in hothouses and partly outdoors, providing employment for 15 persons. Our long-term goals include putting additional land to use and employing even more people. In order to increase the land that can be cultivated, we plan to eliminate illegal waste landfills. We drilled wells to secure the water required for continuous production, and dug drainage ditches to protect crops in the framework of the

inundation project that is closely related to the agricultural project. The vegetables grown are used partly locally, by the village inhabitants, and partly sold to the villages in the vicinity. In order to secure the infrastructure required for this, we launched public road and earth road programmes in the residential area of the village, which also enabled increasing the number of people in public employment.

We plan to continue high-quality plant growing in 2016. Further goals include seeking out new markets for the produce, which would offer an opportunity for extending the agricultural programme.



# Local Government of Csávoily



**NORBERT HAMHÁBER**  
MAYOR



We started to produce timber industry products in the framework of the winter and other value-generating pilot programme in 2014. The efforts of 30 people in public employment resulted in benches and waste baskets, as well as small houses for storing toys, being installed on the Bara Creek embankment and in the playground. We installed benches and garbage bins in public areas, focusing on the vicinity of institutions, as well as flower boxes in park areas.

In the inundation canalisation programme, 24,000 square metres of land have been landscaped along the Kigyós Canal's 3,000 metre length, employing 25 people. The foliage was removed from the canal and its vicinity to ensure smooth water flow. The foliage removed was taken away. A line of trees was planted along the canal bank, now cleaned.

In 2015, the village employs 113 people in public employment, of whom 103 work in the district's start work

model programmes. There will be altogether five programmes implemented; in addition to the agricultural programme, the public employment pilot programme relying on local features deserves mention. In the framework of this programme, we produce high-quality outdoor furniture for public spaces, waste bins, garden chairs, benches and bicycle storage units made of wood, which also contributes to the orderly appearance of the village. We also take part in the programme elements for inundation canalisation, maintenance of public roads in residential areas, and elimination of illegal waste landfills. Programme implementation resulted in a more beautiful look for the village, and has a high rate of participation by job-seeking inhabitants.



# Local Government of Kunadacs



**ILDIKÓ FARKAS**  
MAYOR

The village has traditionally been an agricultural village engaged in plant growing and animal husbandry. In the framework of our agricultural project, we grow kápia peppers in six hothouses of 1,200 square metres each, and kápia peppers, pritamin and paprika spice peppers, potatoes, onions, pumpkins and vegetables on 1.5 hectares of land, in order to supply the all-day preschool's kitchen with quality raw materials, to help inhabitants on welfare, as well as for sale. Kunadacsi Paprika Nonprofit Kft., a not-for-profit business owned by the municipality, carries out the processing, drying and grinding of paprika spice. The staff taking part in the programme become well-trained in the production processes that are tailored to local features, and can

utilise this experience in their own households as well as in the open labour market later on. In addition to the agricultural project, we purchased emulsion sprayer equipment under the programme for the repair of public roads in residential areas, and fix potholes and maintain our roads using soaked asphalt technology. We fixed potholes in ten streets under the pilot programme for roads in residential areas, and the total length of road sections refurbished and maintained is close to 3,800 metres. In 2015 public employment is offered to local jobseekers under a number of programmes.



# Local Government of Tabdi



**SÁNDOR FÁBIÁN**  
MAYOR



We embarked on the agricultural Start Work programme in 2014 on the basis of a carefully prepared plan. As part of this plan, I completed master farmer training the previous year to be able to offer professional assistance for production. The village is committed to public employment programmes, and plans and carries out well-considered tasks that rely on each other. Over the past years, we have continuously increased our equipment fleet (purchasing tractor, trailer, tools) out of funds available on application and own resources, to be able to launch the agricultural project. In the course of the programme, the staff performs agricultural activities (such as soil preparation, sowing, plant protection, harvesting). Vegetables (such as carrots, parsley, onions, kohlrabi, cabbages, cauliflowers, cucumbers, green peas, potatoes, beans and celery) are grown on land owned by the local government. We installed an irrigation system to secure production based on our own plans. Once produce is harvested, it is sorted, stored and processed to be ready for cooking in a facility of the village community centre appropriate for this purpose. The products are used in the local government kitchen that provides public

meals, so the programme secures fresh raw materials for public catering. In the summer, any surplus grown was sold to the village inhabitants. The proceeds from produce sales were used to buy a freezer for the sorted and processed vegetables. The local government's long-term goal is to establish a social cooperative in the future, to be operated on a self-supporting basis. Launching the programme helped to find employment for jobseekers in a disadvantaged situation living in the village, setting an example for future generations.

The activities were extended in 2015. In addition to open field vegetable production, we installed two hothouses where a part of the seedlings are grown. The local government provides considerable own resources for implementation. It funded the installation of the hothouse, the irrigation technology and covers the cost of electricity required for operation, thereby expressing its commitment to the success of public employment.



# Local Government of Tiszakécske



**JÁNOS TÓTH**  
MAYOR

Since the institution of public employment was introduced, there has been an extremely great emphasis on the regular and value-adding operation of the programme in order to increase readjustment opportunities of people being remote from the primary labour market. Not only public area and communal works, but works for the preservation and maintenance of all public institutions are performed. We are involved in the organisation of programmes, as well as in public educational tasks; and also we perform at a maximum level in respect of specialist works, disproving the prevailing opinion that reduces, by tradition, the works to be completed to “cleaning ditches”. In the framework of town centre rehabilitation, the central roundabout has been constructed, and several inner town roads have been renovated. In addition, public employees have contributed to the realisation of several large-scale investment developments. In the autumn of 2014, the reconstructed old people’s home of the Unified Welfare Institution was opened up. In these works, for example, public employees spent a total of 1197 working hours laying concrete, constructing bathrooms, kitchen and pantry, ranging from full-scale foundation

works to turnkey delivery. In public employment, special attention is paid to the distribution and management of daily work, as well as accountability.

In 2014, the local government offered employment to 197 people, mostly in accordance with their qualifications, thus facilitating the employment of people at a disadvantage.

In 2015, a maintenance work programme of urban public roads and agricultural dirt roads was also launched in the framework of the Start Work model programme of our district’s micro-region. Agricultural dirt road maintenance involved the fill-up of potholes, drainage of water from the roads, and broadening of narrow dirt roads in order to contribute to the safe transport of produce and to facilitate farmers’ traffic. Highly allergenic weeds were also eradicated from the roadsides. Agricultural dirt roads are repaired in 41 km length. In the urban public road maintenance programme, 710 m of broken and accident-prone pavement sections were replaced and made accessible to ensure accident-free traffic; in addition, a 400 square metre area used for vehicle parking is to be paved in the resort area.



# Local Government of Almáskamarás



**ATTILA MAZÁN**  
MAYOR



Almáskamarás is a disadvantaged settlement in the Mezőkovácsháza district, with a total population of about 1,000 people, including 637 people of active working age. Our local government is the largest employer in the settlement: an average of 90 to 110 public employees can work in a variety of employment programmes.

Our agricultural programme involves growing vegetables and other plants. The vegetables produced are used by the Day-Care Kitchen maintained by our local government. Cultivation is exclusive of chemicals, serving for catering supplies to school pupils and nursery school children, as well as people receiving welfare catering. Simultaneously therewith, preserves and pickles are also produced.

In the framework of winter and other value generation programmes, a dressmaker's shop, a timber workshop and a locksmith and ironsmith workshop are operated, and revitalisation activities are performed. In the dressmaker's shop, work and protective clothing and equipment are made for participants in the Start Work Programme, and textile accessories are produced to make our public institutions look nicer as well as to be used for a variety of events. Revitalisation aims to demolish run-down buildings in a life threatening state, recultivation of areas thus relieved, making them natural and including them in agricultural production.

In the timber workshop and the locksmith and ironsmith workshop, street name boards are made of hardwood, wooden street furnishings and their ironwork are produced.

Our programmes are interconnected in several aspects, since the areas cultivated in the revitalisation programme provide opportunities for the expansion of the agricultural programme, and the timber workshop and the locksmith and ironsmith workshop operations involve protection of the state and renovation of institutions at the settlement. The starting and operating of the dressmaker's shop and arrangements for training open up new vistas for employees to return from the public employment programme to the primary labour market.



# Local Government of Csabacsűd



**JÓZSEF MOLNÁR**  
MAYOR

In the course of the past few years, our local government has paid particular attention to value-adding activities, giving priority to permanent value generation activities in other programme elements as well.

In 2014, our programmes were extended by agricultural operations, providing a basis for self-sustenance. Realisation of the inland water programme element involves the usual maintenance of inland water drainage canals, as well as the renovation and reconstruction of culverts, ensuring, for a long time, the appropriate drainage of rainwater and inland waters.

As regards public road network maintenance, shouldering roads and filling potholes are considered as general tasks, but new pavements have also been built in the framework of this programme involving a value generation approach.

In winter and other value generation programmes, bus stops are continued to be built, also with sales potential. In addition, those involved in the programme produce outdoor furniture and billboards, thus contributing to the embellishment of our settlement.

As a first move in the agricultural programme, public employees started to grow vegetables on the lands owned by

our local government. The plants grown are used in the school kitchen, thus increasing both the quantity and the quality of basic ingredients used there. The foil tent set up makes it possible to grow seedlings and provides employment for those involved in the programme even in the winter period.

Csabacsűd also participated in several phases of the “Boiler Programme” launched in 2011. The first phase involved the heating modernisation of the school and the local government office, followed in 2012 by the installation of wood chip fuelled furnaces in the nursery school and the library. Since then, fuel (wood chipping) has been produced on an on-going basis in the framework of the inland water and public road programmes.



# Local Government of Csorvás



**LAJOS BARÁTH**  
MAYOR



Our settlement has been involved in Start Work public employment programmes since the autumn of 2012, including several programme components in the areas of both value generation and social employment. The agricultural model programme has been of high priority from the beginnings, but until 2014, job seekers at the settlement could continuously work in public employment for inland water drainage, dirt road and public road maintenance, the elimination of illegal waste deposit sites, as well as in winter and other value generation activities.

Public employment based on local specificities involved the resuscitation of traditional trades and handicrafts (broom binding, carpet weaving, wire braiding, bio brick and concrete block production); and from 2015 on, public employment was extended by a new programme element, namely bio briquette production.

In 2015, a total of 95 people were employed in three programme components. Opportunities are continuously sought for programme implementation. The infrastructure required was established in recent years, and the public employment product palette is made ever more colourful by new products year by year.



# Local Government of Gyomaendrőd



**BALÁZS TOLDI**  
MAYOR

Public employment in our settlement has developed considerably compared to previous years. Active and industrious employment is provided in Start Work programmes and in longer-term public employment.

In 2015, our operations were further expanded, meaning that joinery activities are also included in the programme based on local specificities. As a result of these programmes, squares and parks have been embellished with street furnishings, wooden litter bins and guiding signs installed. Wooden flower boxes were planted with seedlings grown in the agricultural programme. In 2015, a public road programme was also launched as a new programme, in the framework of which a parking lot was built using the outdoor cover blocks produced by us. In addition to livestock breeding and fodder cultivation,

both pertaining to agriculture, the programmes of inland water drainage and agricultural dirt road maintenance are also operated. The sea buckthorn plantation has already yielded a considerable quantity of produce, so marmalade and jam can also be made and sales opportunities are sought for. In 2015, a hemp growing activity was also launched as a pilot project.

The dressmaking shop of the social co-operative operated by our local government boasts with a substantial output: our products are already launched on the market. In addition to working clothes, linen containers to be mounted on bicycles have been a great success.



# Local Government of Kevermes



**ZOLTÁN LANTOS**  
MAYOR

At our disadvantaged settlement the largest employer is the local government: employment opportunities are provided for 211 public employees in a variety of employment programmes.

The agricultural programme involves vegetable and plant cultivation. Running this project ensures an ongoing greens supply for public catering. Our primary aim is to employ as many workers as possible to work on existing land areas, so the focus is on manual labour. Our significant broomcorn production is utilised in our local programme.

The local specificities programme element involved the development, for the first time in the region, of the settlement revitalisation programme, aimed to demolish uninhabitable, abandoned real properties; to recultivate the areas of run-down buildings, to turn them natural and to include them in cultivation, and to grow agricultural or energy plant cultures. Broomcorn processing, broom binding and sales are going on continuously. Additional activities include wire braiding, concrete block production and timber industry operations, aimed to modernise the settlement image and village infrastructure, to perform renovation and repair works at public institutions, and to produce and repair tools for parallel programmes. Programmes have been built on each other for years. For instance, areas cultivated

in the revitalisation programme also provide opportunities for extending the agricultural and bio programmes.

Besides our two value generation programmes, there is also significant participation in social programme elements. Our inland water drainage, agricultural road refurbishment and public road network maintenance programmes involve maintenance of the drainage ditch system of the settlement, repairs of settlement roads and surrounding dirt roads. Furthermore, the plants growing here and suitable for heating are used for the heating of the public institutions of the settlement together with the energy plants produced in the bio and renewable energy utilisation programme.



# Local Government of Pusztaföldvár



**DR. ISTVÁN BARANYI**  
MAYOR

Public employment has been conducted in our village in complex, inter-related programme components for years.

Within the framework of the agricultural programme, we perform animal farming and plant production activities, also involving harvesting and preservation.

Apart from growing plants on arable land, we also grow plants in foil tents, and therefore we have increased the number of plants grown from the beginning (plants grown from nurseries and in kitchen garden). Cabbage, paprika and cucumber are preserved with marination. The grown vegetables and slaughter pigs are used continuously in kitchens providing free meals to children with the support of our local government.

In three other programme components we also manufacture and refurbish small benches and dustbins. We constructed bus stops, created storage facilities for the produced goods, and a market square also promoting the sale of our produced goods. We manufacture paving slabs, which are laid down at various points of our village by the individuals involved in the road maintenance programme.

The new foil house required for the expansion of the activities of the agricultural programme was erected in 2014 by the participants of our winter and other value creating programmes. We also manufacture concrete poles, which are used as fence poles surrounding properties in the urban area owned by the local government and other sites used in the agricultural programme. We maintain the urban roads, reconstruct the damaged pavements in our village or recast them from concrete as necessary.

Within the framework of the agricultural unpaved road maintenance programme, the dirt roads situated in the suburban area of the village are refurbished, graded and maintained, as they are absolutely necessary for the continuous performance of agricultural activities. The public employees are also involved in mowing, ragweed control, and collecting branches and waste.



# Local Government of Tarhos



**SÁNDOR KÜRTI**  
MAYOR



We have prepared plans for the Start Work model programme with new ideas and plans each year since 2011. The tasks specified in the programmes are performed regularly, according to a schedule, with sufficient documentation.

Our village is committed and dedicated to the implementation of public employment programmes. Even after the change taking place in the management of our village, we have continued the implementation of our tasks undertaken in public employment with the same dedication. Our village, which earlier was engaged only in agricultural programmes, also launched groundwater drainage and urban area road maintenance model programmes in 2015, thus increasing the involvement of local job-seekers in public employment and promoting their re-integration into the labour market.

With the continuous expansion of agricultural activities we also intend to exploit our tourism opportunities. The “homestead”

formed in “Berke” (former primary school), the continuously growing animal stock, the nicely constructed yard, where we also built an oven from own resources, as well as the vicinity of the Tarhos Goose homestead provide an ideal opportunity to get acquainted with rural life. Our future plans include the establishment of accommodation facilities in the school building for children and even adult groups camping or holidaying in our village.

With the involvement of an expert, we raised the quality of cheese production, and we also produce dry pasta and marinates. Once the animals mature for slaughtering, they are processed ready to be used in kitchens. We also plan to organise tasting for those products and sell them in the future.

With the establishment of a social cooperative and the availability of further funding our long-term plans can be implemented.



# Local government of Vésztő



**SÁNDOR MOLNÁR**  
MAYOR

Vésztő is a small town with a population of 7,500 residents and almost one thousand registered job-seekers. Our local government is the largest and also the only large employer. Our residents find it difficult to

be employed and earn an income. More than

500 residents work in public employment.

In 2015 we take part in all seven programme components of the Start Work programme. Most people (145) are employed in the agricultural component. We are also engaged in vegetable and arable crop production, and animal production (sheep, rabbit, poultry). Apart from the manual labour intensive products we also try growing less known plants, including nettle and hemp. These plants may be used in the textile and motor industry. The fast growing energy plantation is another interesting feature, used in the operation of biomass boilers. That is a good example of the close correlation between our programmes. The grown vegetables are process in our marination plant. while the produced arable crops are used in animal farming.

The value creating programme based on local specificities produces self-feeders, automated drinking facilities, pens and rabbit cages, used in animal farming. There are also several initiatives including the existing marination plant where public employment is connected with the implementation of the other EU programmes to the benefit of the entire village and to the satisfaction of the local residents. We are also leading in the establishment of a social cooperative that we intend to keep in the long term.

Our town mobilises a lot of resources to provide even more opportunities to local residents to improve their living conditions. We try to implement our programmes according to the plan, as good examples, and with care. Novelties are introduced in public employment each year, with which we intend to attract attention to our town.



# Local government of Arló



**MRS ISTVÁNNÉ VÁMOS DR.**  
MAYOR



Public employment has been organised in our village for years. Our public employment programmes are based on local specificities and opportunities and are aimed at the development of the village. We can envisage two breakthrough points: tourism development and high quality agricultural production and processing. The inter-

related programmes entail potential self-maintenance in the medium term. In 2015 in total 130 public employees worked in the village. On the basis of our results, the land parcels had to be increased, the selection of grown plants had to be extended and a large foil tent, suitable for heating had to be purchased. We took part in the 2014 county and 2015 National Public Employment Exhibition, where we presented not only our agricultural products but also our marinated and preserved products resulting from processing. All visitors were happy to taste the salads made from potato and red onion.



# Local Government of Bodrogolaszi



**JÓZSEF KOVÁCS**  
MAYOR

Ninety individuals were employed in sub-regional Start Work model programmes in 2014 focusing on agriculture, winter and other value creating activities, groundwater drainage and maintenance of agricultural unpaved roads.

Within our agricultural programme we grow kitchen garden plants, which are used to produce preserved finished products in addition to being used in public catering. We also keep pigs and poultry, which are also used in public catering.

In the programme that is based on local specificities we have created a park for tourism development with information signs, fireplaces, benches, and clean and orderly areas suitable for recreation activities. Within the framework of the winter and other value creating programme, we built storage facilities for keeping tools and machines purchased in public employment programmes.



# Local Government of Hidasnémeti



**CSABA BECSE**  
MAYOR



We plan development options for several years and all public employment programmes are also adjusted to them. Our intention is to apply a result-oriented approach in the employment of local residents too. All these factors helped improving the quality of life and public security in the village. Within the projects, we grow arable crops and other plants in heated foil tents, as well as keep animals (hens,

pigs, goats, sheep), plus we also conduct some apicultural activities; in addition, within the framework of our programme based on local specificities we manufacture street furniture and produce baskets, woven furniture and carpets.

In 2015 the emphasis was on projects established on agricultural and local specificities, where approximately 64 people were employed. In addition, further 45 individuals work in longer-term public employment. Our local government took part in the National Public Employment Exhibition where our woven furniture items were very popular.



# Local government of Izsófalva



**OTTÓ SIMON**  
MAYOR

The employment of disadvantaged people has been organised well without any conflict whereby we managed to involve practically all job-seekers into public employment. In 2015 we employed more than one hundred individuals in public employment. In our agricultural project we supply raw materials not only to local public catering, but also have created a cucumber plantation, which was a major professional challenge to the individuals involved in public employment. On the basis of this plantation we plan to establish a

marination plant and supply the kitchens of the surrounding area in the future. The organisation and implementation of public employment resulted in a more liveable settlement including refurbished roads, pavements, public buildings and market squares, street furniture and flowers to decorate our streets, and a park was also established which raised the level of satisfaction of the local residents. Our local government took part in the 2015 county local government exhibition where we received the “Most Innovative Exhibitor” reward.



# Local government of Putnok



**BARNABÁS TAMÁS**  
MAYOR



In the town of Putnok public employment is organised by Putnok City Management. 628 individuals can be employed in the sub-regional Start Work model programme and in long term public employment. Within the agricultural component of the sub-regional Start Work model programme we grow and process (marinate) vegetable for food and also keep animals (pigs) for the local kitchen. Our objective is to make child catering and social catering more healthy and self-sustaining. Within the framework of the project we also raise kitchen garden plants in foil tents and grow decorative plants.

These decorative plants are used to decorate the public areas, parks and institutions of the town. The objective of our value creating programme is to improve the infrastructure of the town and the quality of life of the residents. Within the programme we manufacture street furniture, flower beds and concrete slabs to be used locally. In total we can conclude that the employment of disadvantaged job-seekers of the town is extremely well organised, adjusted to the objectives of self-sustainability and the objectives of public employment.



# Local Government of Szegi



**CSABA GABURA**  
MAYOR

Our local government noticed the opportunities in the new public employment system launched in 2011 and took all reasonable efforts to exploit them in order to develop our village. We implement our projects by using own funds and own properties in order to have better results. In our bio and renewable energy consumption and agricultural programmes we implemented closely related activities over the years. All our projects were implemented by trying to cooperate with the surrounding villages and learn from experience. In total 40 public employees are involved in the projects with which our village reached

100% employment rate over the last few years. As a result of the contribution of public employees, the overall profile of the village became more orderly, the projects have become better organised, also focusing on the needs of the local population. Within the framework of our agricultural project, we grow kitchen garden vegetables in foil tents and on open land. In 2015 we also began to engage in animal farming and also attended the county public employment exhibition.



# Local Government of Szegilong



## LÁSZLÓ TALÁROVICS

MAYOR



As a result of the new public employment regime, we have 70 to 80 persons in public employment working in our programmes on a continuous basis, meaning that the village has reached 100% employment in recent years.

In the local value creation programme component, we renovated local government buildings, making them fit for utilisation in future public employment projects. Starting from 2011, we have been growing garden vegetables in hothouses and on open fields in the framework of the agricultural programme, which significantly reduce the costs of the village kitchen. In 2014, we embarked on poultry husbandry

for eggs, which will offer an opportunity to start a small pasta producing plant. In addition to maintaining horticultural production, we plan to launch animal husbandry activities and related processing facilities, to purchase a hundred pigs, as well as to increase the growing area for open field production.

Growing elderberry and grapes match the regional features, and the people involved in employment have the professional experience required for pursuing the activities. Any crops that remain unused are distributed to families in need each year.



# Local Government of Szemere



**FERENC FARKAS**  
MAYOR

The opportunities granted by Start Work programmes are put to the village's use with responsibility and after careful consideration. We determined our goals for the short and the long terms after assessing local resources. Our pilot programmes have gained nationwide recognition, and we won first prize in the call for applications for "Best local government practices" announced by TÖOSZ (Hungarian National Association of Local Authorities) in 2012.

In addition to finding a solution for the local government's operation that is as self-supporting and cost efficient as possible, the goal of our agricultural programme is to enable the population involved in the programme to rediscover the potential for making a living or supplementing their income out of traditional animal husbandry and plant growing.

In 2014, there were altogether 116 people working in the agricultural, the winter and other value creation programmes, and the inundation canalisation and the public road network repair programmes.

In the framework of public employment, we are engaged in pasta production, cleaning up land (30 hectares) received for permanent use, minced coil production, flower box production and bus stop construction. In the agricultural programme, we grow cereal on 16 hectares, vegetables on two hectares, and keep hens for eggs and pigs.



# Local Government of Tiszatarján



**MRS LAJOSNÉ BÖGRE**  
MAYOR



In the course of organising public employment, our most important goal is to provide as many people in a disadvantaged situation as possible with an opportunity to work. At the same time, we wish to use the goods produced under the public employment programmes for the village to the fullest extent possible. The programmes provide a living for 118 persons. The most important programme is the agricultural programme running three complex projects that are closely related to each other and fully rely on local features. Our local government started to grow energy plants in 2007. The willows and false indigo bushes are used to produce minced coil, which is then used to heat the buildings of the local government and its institutions. The earlier furnace programmes that enabled us to modernise the heating systems in the institutions are linked to this programme. The two programme components

enable our local government to reach significant savings on energy costs.

Production of plants for food and animal husbandry are associated with the effort to make catering for children and for welfare users in the village as self-supporting as possible.

The local government grows vegetables, processed in the local kitchen and in a building built for this purpose, on four hectares of residential land and vegetable gardens. We keep rearing pigs, Mangalica pigs and Racka sheep. In addition to healthy vegetables, public catering makes use of the high-quality meat (pork) of animals we keep ourselves.



# Local Government of Trizs



**MRS ISTVÁNNÉ MÁCSI**  
MAYOR

We have been participating in the Start Work programmes of the micro-region by performing solely agricultural activities since 2012. We started out with growing garden vegetables and planting berries.

A considerable number of the people employed are women, so fruit processing has been part of the programme from the outset. Our activities are diverse but rely on each other, and while we put increasing emphasis on the processing of agricultural products, we are also engaged

in animal husbandry. Products are produced locally, using local raw materials, local traditional methods and processes. In order to pursue this course of activity, we work to rescue old fruit trees and plant new trees that are typical for this region, which produce unique flavours typical of the Gömör region in an outstanding quality. In 2015 our village participated in the Public Employment Exhibition organised on county and national basis.



# Local Government of Vatta



**ISTVÁN ATTILA KORÁN**  
MAYOR



The village takes part in the implementation of the agricultural, the winter and other value creation programme elements of the Start Work programmes and in the manufacturing of quality products. Public employment programmes are typically planned by relying on each other, which promotes the execution of long-term goals. The food plants grown in the framework of the agricultural project are used in public catering. The decorative paving, sidewalk panels and curb elements produced are used in repairing sidewalks and landscaping the village's public spaces, and we work to continuously improve the conditions for safe traffic and

the village's appearance. The involvement of the population in the programmes and the work organisation all serve to promote the interests and development of the village. In the course of 2014 ten people worked in the value creation pillar, 16 persons worked in the agricultural pillar, while 34 persons performed successful activities under longer-term public employment. Our products were displayed in the county exhibition for public employment.



# Local Government of Viss



**JÁNOS TAMÁS**  
MAYOR



As the village is in a disadvantaged situation, we try to seize every opportunity for survival and development. We are able to provide employment to a significant number of people thanks to public employment, which allows for realising development goals and improving the participants' quality of life. We achieved outstanding results in the implementation of agricultural programmes and programmes relying on local features, a part of which concerns the development of Vissi-holtág (Bodrogzug) for tourism purposes. In 2015 we have altogether 54 people working in the two value creation public employment programmes in the village. In the framework of the agricultural programme we grow

garden vegetables, which are then used to produce preserved finished products, and also supply public catering. Employees like to put their theoretical and practical knowledge gained in the course of the training provided under the programme in their home garden management as well, which is a welcome and effective result for both the village and the individuals and families pursuing the activities. The programme offers help to public catering. We were pleased to participate in the county exhibition for public employment.



# Local Government of Baks



**ZSOLT BÚZA**  
MAYOR



Our village is located in the most disadvantaged micro-region of Kistelek. A significant portion of the population consists of Roma people who are unskilled and are in a multiple disadvantaged situation. Public employment is the only form of employment available to them. We

primarily grow cabbages, kohlrabi, cauliflowers, potatoes and other garden vegetables. The seedlings required for open field growing are grown in our own hothouses. A considerable part of the quantity grown is used in public catering provided in the village, another part is distributed to those in need several times

a year. Any surplus left is sold in the free market. The initial area was increased, and in 2014 our activities were extended to growing spice paprika, the proceeds from which are used to expand the activities even further. In order to become self-supporting, we plan to grow additional cultivation plants in the coming years, which would also result in a further increase in the number of people employed. The next step in our programme will be the processing of vegetables and fruits using a unique technology, the expertise for which is available locally.



# Local Government of Balástya



**LÁSZLÓ UJVÁRI**  
MAYOR

Balástya is located in the Kistelek micro-region of the South Great Plain region, in the northwest of Csongrád County, in one of the most disadvantaged areas of the county.

The region is traditionally dominated by arable land cultivation, vegetable and fruit growing. We launched our agricultural project in 2014. We grow potatoes and spice paprika on our own land. This activity matches the village's features, as agricultural production is an important factor in the region. In 2014 the programme had 17 participants. The programme was extended in 2015 as a result of continuous development, so that it now accommodates 19 persons in public employment. The produce grown is used in public catering

and distributed to those in need. With its well-organised and continuous activities free of conflicts, our local government has been performing exemplary activities. A significant number of the people involved in the programme are jobseekers in a disadvantaged and multiple disadvantaged situation. The self-supporting nature of the project is demonstrated by our intention to further extend the programme to possibly include produce processing in 2016.



# Local Government of Derekegyház



**ISTVÁN SZABÓ**  
MAYOR



As of 2013, we have been growing vegetables on a land of nearly 2.5 hectares for the Welfare and Child Catering Kitchen, and have been caring for the orchard owned by the local government. The programme provided the opportunity to purchase the sowing seeds and seedlings required for the garden, and the equipment required for launching animal husbandry activities.

An application has been submitted for 12.5 hectares of ploughing field, which, if successful, will produce the fodder required for animal husbandry.

In 2013 we shifted to minced coil heating in four institutions of the local government, the fuel for which is produced locally. We grow the energy plants in the area (of six hectares) developed for this purpose earlier and produce the fuel ourselves. The production of minced coil and its use for heating allowed us to save HUF 3 million in 2013. The savings provided sufficient own resources for applying in tenders that allowed us to provide other alternative energy supply in 2013 and 2014. The development made our village the winner of the Hungarian Climate Star Award in 2013 and the European Climate Star Award in 2014.

The public employment programmes of the village operate well and create value, in particular the agricultural programme in respect of which the development of processing offers an alternative to be exploited in order to become self-supporting.



# Local Government of Székkutas



**ISTVÁN SZÉL**  
MAYOR

Székkutas is a village with the second lowest number of inhabitants in the Hódmezővásárhely micro-region, where most people work in agricultural production. The possibility to launch value-creating Start Work model programmes, and the agricultural Start Work model programme implemented as a scheme relying on the previous programme represented a significant step forward in providing employment to the local population left without jobs. Our local government owns arable land and the village has great traditions in growing herbs, coupled with several decades of work experience in addition to ecological and soil features. The other largest employer in the village, Herbária Zrt., provides professional assistance and offers an opportunity for continuous co-operation in the field of herb growing, which is included in the elements of

the Start Work programme. Székkutas is the only village in the region with a balanced rate of female jobseekers. The programme was organised and planned with regard to the existing features of the population, by conducting practical and theoretical training that developed the existing skills. In the course of programme implementation, the participation of persons in public employment is ensured throughout the entire process (from sowing to harvesting), by extending the area for growing as well as the scope of herbs produced. The most significant progress was made in increasing the level to which herbs are processed. In addition to agricultural plant cultivation and animal husbandry, our plans were supplemented to include the planting of energy crops, which may ensure even more energy efficient operation of the furnaces that currently burn minced coal and other bio energy.



# Local Government of Lajoskomárom



**ZSOLT PIRTYÁK**  
MAYOR



Our village was one of the first to join the Start Work public employment programmes in 2011, which gave the village spectacular evolution. Inundation water represented serious problems for the village, so we made ditches and built sidewalks in the streets under the inundation canalisation programme, the ditch lining concrete blocks are produced locally in order to ensure high labour intensity and cost efficiency. We reduced accident hazards by repairing and fixing the road network under our own management, as a result of which inhabitants can now move about safely. In the framework of the bio energy and renewable energy consumption programme, we purchased a furnace fired with minced coil in 2012, which is used to provide heating for two institutions.

When installing the furnace, the utility duct for district heating was installed with a view to future possible extensions to other institutions. As regards community facilities, we strive to substitute the increasingly expensive gas fuel by using alternative energy resources. The fuel for this is provided by the energy crop plantation grown on our own land. In our agricultural project, we grow plants on 17 hectares of land, in the framework of which we are able to grow seedlings for the vegetables to be grown. The produce is used in the school kitchen among others, thereby contributing to the provision of public catering based on healthy raw materials.



# Local Government of Sárkeresztúr



**MRS CSUTINÉ IBOLYA TURI**  
MAYOR



We seize all opportunities for finding employment for the population, ranging from public employment programmes to training provided by the European Union. Public employment allows us to present tangible results for the locals.

We built five new houses in the framework of the mudbrick production programme launched in 2014, which were made available for lease to the people living in the village, selected on the basis of welfare needs. In the framework of the agricultural Start Work programme, we embarked on planting herbs and willows to be used for basket-weaving in addition to the garden vegetables grown generally. In 2015 we proceeded with the programme component relying on local features, in the course

of which we grow as well as process the plants, and transfer the craft of basket-weaving to the new generation by reviving old traditions. There is a high demand for our products, which represent a value for folk art purposes as well. In this context, relying on the Start Work model programme, we undertook the establishment of a social cooperative. The village has recently undergone considerable development. Public opinion on the village improved and its appearance also improved as a result of the value creating employment. Cohesion within the community has also evolved. We also took part in the National Public Employment Exhibition, displaying and promoting our products.



# Local Government of Csikvánd



**TIBOR KOZMA**  
MAYOR



Our village embarked on its agricultural Start Work model programme in 2012 and kept extending it in respect of both head count and area cultivated year after year. Plant growing commenced in 2012 continued in 2013 by involving additional land in production as well as broadening the range of plant species grown. In addition to plant growing, we implemented another element of agricultural activities by keeping hens for eggs. In 2014, in addition to increasing the number of hens, the local government's priority goal was to add value by processing, pickling and drying the vegetables and fruits grown. The produce is sold partly to the kitchen of the local preschool and partly in the local market, as well as in a shop operated by another village. The increase in production

quantity called for a continuous development of the equipment, funded out of the model programmes, our own resources and by reinvesting the proceeds from the sale of produce grown. The programmes rely on each other and we strive for carefully considered development, seeking sales opportunities. The model programme has a positive impact on community life and the appearance of the village, and unemployment was eliminated. The work done generates new value.



# Local Government of Tét



**LAJOS BÁNFI**  
MAYOR

In 2015 we planted 7,000 blackberry bushes under the agricultural component of the Start Work model programme, which produced a crop already in the year of planting; the produce was used for public catering in the preschool and elementary school managed by the local government. Planting was so successful that we intend to have our plants classified in order to produce propagation material, and the acquisition of the required statutory licences (NÉBIH) is in progress. The flowers grown in hothouses serve to make the town beautiful. Under the local features programme

component, we provided drainage, waste removal and road maintenance for the Űrgehegy part of the city using paving materials produced locally.

We applied for and received a permit for the exploitation of the factory building located in the city that has been vacant for years. We plan to set up a public employment base in the building including changing rooms, sanitary facilities and community spaces. We plan to produce concrete components using the equipment available at the site, and plan to sell local products produced under the agricultural programme in our own producer store in the 2016 programme.



# Local Government of Balmazújváros



**DR. MARGIT VERES**  
MAYOR



As the city has an agricultural character, we decided to assume a greater role in public employment in the field of agriculture starting from 2014, in addition to launching other programmes to facilitate the city's functioning.

With regard to the above, we continued vegetable growing on arable land, commenced in earlier years, with 106 persons in agricultural public employment in 2014. 40 persons were trained to become herb picker and grower workers in supplement of the agricultural project, and their employment continued in a programme operating in this field. During the winter period, 380 persons received training for garden work, fruit and vegetable processing, chainsaw operation, low-capacity furnace operation, social security and payroll administration, urban maintenance and park maintenance, and a significant number of people in public employment attended core competence training. The cca. 50 persons who attended MD training in cleaning acquired qualifications registered by the National Qualifications Register by the end of the course. In addition to all this, we took part in several public employment projects launched for a longer while or on a supplementary basis in 2014, with a total head count of 1,011. Furthermore, we launched Start Work model programmes (inundation canalisation system and maintenance of public road network in residential areas, elimination of illegal waste landfills, winter and other value creation programmes) with 320 people in public employment.

Proceeding along the path selected, we plan to extend our agricultural programmes by additional components such as animal husbandry (Hortobágy Racka sheep and hens for eggs) and orchard planting (plums, sour cherries, pears) from 2015. We would like to continue vegetable growing on arable land and herb collection subject to opportunities. In the framework of public employment relying on local features, we would like to offer employment to 80 persons for producing wire cloth, concrete components and pasta production. We set the goal of launching training courses for social security administration, assistant dike-reeve and canal dike-reeve qualifications. In addition to the above, we consider it necessary to launch programmes related to the maintenance of the public road network in residential areas and of the inundation canalisation system as well as the elimination of illegal waste deposit sites also in 2015. We have actively participated in the county exhibition for public employment in 2015.



# Local Government of Egyek



**DR. ATTILA MILUCZKY**  
MAYOR

From as early as the onset, we submitted applications for long-term support opportunities of the Start Work model programmes. In 2013 we participated in a total of six programme elements in the framework of Start Work programmes, employing 394 people. Based on the experiences gained, we worked in four programme tiers in 2014, employing a total of 412 people. In 2015, we again implemented six programmes and planned to employ a total of 490 people in model projects. Our value generation projects include the agricultural project and the project based on local specificities. As regards the agricultural project, farming activities were run in an area of as much as 34 hectares in 2015. In our project based on local specificities the areas of operation are continuously extending to include, without striving for completeness: concrete block production, wire braiding, production of street furniture, paintings and lace products. In the course of the programme a number of real properties owned by the local government were put into order, with fences being constructed or repaired. It is a particular pleasure for us

that we could use the braided wires, concrete columns and formwork components produced by ourselves. Our projects are built on each other and assist each other; for instance, the concrete blocks produced in our project built on local specificities are used e.g. in inland water drainage and public road maintenance. The average number of public employees exceeded 500 people with longer-term public employees included, the impact of which can also be measured, of course, by the labour market situation. In 2015 we took an active part in the county exhibition of public employment.



# Local Government of Hajdúnánás



**TIBOR ZOLTÁN SZÓLLÁTH**  
MAYOR



At Hajdúnánás, large-scale value generation programmes of public employment have been undertaken for years. In 2014 we were involved in seven Start Work programmes and in long-term public employment. The following were undertaken, providing opportunities for employing a total of 471 people: inland water drainage systems maintenance, repairs of urban and agricultural roads, elimination of illegal waste deposit sites, production of handicraft objects, building construction works, and the operation of a large-scale agricultural programme.

In the framework of the longer-term public employment programme, 394 people were employed in 2014 to assist in the completion of tasks of urban maintenance and other public tasks of the local government.

In 2015 our plans include the implementation of six Start Work programmes to further strengthen public employment for the generation of new values; 463 people are expected to be employed simultaneously. In the implementation of the Start Work programme, main aspects continue to

include sustainability and value generation. This is the reason why the size of our area covered by foil tents is to be extended, because continuous production can be ensured this way. In the winter period, foil tent cultivation of vegetables and ornamental plants (seedlings) can provide on-going job opportunities for programme participants. 44 people were employed on an on-going basis in our public employment programme element based on local specificities, making handicraft products (objects made of straw, leather goods, wood carvings for decoration and personal use, embroideries and felt articles). 150 people can be employed in the framework of longer-term public employment. We were involved in the arrangements for the 2015 Hajdú-Bihar County Public Employment Exhibition, and we took an active part in the National Public Employment Expo of 2015.



# Local Government of Hajdúsámson



**SZABOLCS ANTAL**  
MAYOR

We recognized and exploited opportunities lying in public employment from as early as the onset. We submitted applications for longer term and Start Work model programme funding nearly every year.

In 2013 we were involved in a total of six programme elements by employing 141 people. Based on the experiences gained, we worked in three programme tiers in 2014. In 2015 we made plans for the following programmes already tried and tested, involving a considerable headcount increase: agricultural and urban public road maintenance, agricultural dirt

road repairs, elimination of illegal waste deposit sites, and local specificities. In the agricultural programme a complex production unit was established to include livestock breeding, vegetable production, and firstling production in foil tents. The produced food is used for public catering and for assisting those in need. The average headcount of public employees has reached 150, the impact of which can also be measured by the labour market situation. We were actively involved in the 2015 county public employment exhibition.



# Local Government of Nyíradony



**MRS MÁRIA KONDÁSNE ERDEI**  
MAYOR



Our local government has been involved in various public employment programmes for years; however, the real breakthrough was brought about from 2013, by programmes launched in larger numbers than previously. Considerable energy is invested in involving job seekers in public employment as widely as possible, aiming for the increased employment of long-term unemployed who receive subsidies primarily to substitute for employment.

In 2014 952 people were employed in the framework of longer-term public employment and 434 people in the framework of the seven micro-regional Start Work projects; in addition, 90 people attended training courses. In 2015 the agricultural model project was continued by involving 120 persons and increasing the areas – so far utilised – of plant cultivation in foil tents.

In 2014 foil tent and outdoor plant cultivation involved a land area of 19.7 hectares and 150 public employees. Due to the amendment of the legal regulation on land acquisition, we can continue the programme of last year only on a smaller land area measuring 9.1 hectares. Similarly to 2013, our 2014 agricultural

programme was extremely successful: we managed to produce a yield of excellent quality with high added value through the work of those employed there.

In the framework of longer-term public employment programmes, the refurbished real properties and premises are suitable for mastering popular trades and crafts and for producing handicraft articles as well. Thus, twenty people are involved in handicrafts including pottery, carpet weaving, spinning, and wood carving. Hundreds of people are employed in the framework of longer-term public employment.

Through the implementation of these programmes unemployment is decreased in our settlement, at least to a slight degree; employees perform valuable work, setting an example for town inhabitants, and possibly inspiring jobless people to seek employment. Work experience is helpful for finding employment in the primary labour market. Residents' comfort improves by the work performed. We were actively involved in the county-level exhibition as well as National Public Employment Expo in 2015.



# Local Government of Pocsaj



**GYULA KECSKÉS**  
MAYOR

The 2014 Start Work programmes at our settlement were duly considered and planned. Our primary aim in the subsidised programmes was to employ disadvantaged people living in the settlement, a commitment made by the village management. Our programmes are complex in order to achieve self-sustainability for the settlement. In 2014 plant cultivation was commenced in four foil tents (paprika, cucumber, tomato, beetroot, pea, radish, onion, cabbage). Two foil tents were already available from earlier times, and two were newly built. Potato and corn were also grown on land parcels at the outskirts. The existing livestock (goats, pigs, Mangalica pigs, sheep) were supplemented by hens and sheep, and the eggs produced are used for making dry pasta. Three people are employed on an on-going basis for milk processing, who produce cheese and other dairy products of constantly improving quality drawing from their own experiences. In 2014 and 2015 116 people worked in

agriculture. Thirty people work in the programme based on local specificities, involved in basket weaving, making wicker furniture, embroideries, and cast iron products. In the winter value generation programme, 173 people were engaged in activities including broom production, adobe making, carpet weaving, pottery, paper briquette and concrete block production. We were actively involved in the 2015 county public employment exhibition.



# Local Government of Csány



**ISTVÁN MEDVE**  
MAYOR



The local government of our settlement takes part in the full-scale implementation of public employment both for value generation and for social relief in Heves County. In the village the livestock breeding public employment programme was launched in 2013, and the plant cultivation public employment programme in 2014. On the goat farm animals are tended, pastured and fed on an on-going basis, and milked in lactation periods. In 2015 our livestock is intended to be increased to a hundred mother goats, partly from natural progeny, and partly by purchasing further goats. Space is required to be increased in order to accommodate an increasing stock: a lightweight barn is planned to be constructed. In the framework of plant cultivation programmes, potatoes are grown on 1.5 hectares and mulched watermelon on three hectares, using drip irrigation in both cultures. The potatoes and watermelons thus produced are used at the local government kitchen. Surplus produce is sold, and some part of the potato yield is distributed as welfare allowance among those in need. The plant cultivation programme is complemented by the production of annual feed

grain and dry fodder, sufficient for the entire livestock needs.

In November 2015 an orchard of one hectare (apricots or plums) is planned to be planted; in addition, neglected gardens overgrown with bushes are also intended to be cleared in the framework of the agricultural programme. Within the programme element based on local specificities pavement tiles, lawn grids, curb stones and concrete columns have been cast since 2014. Capacity extension is performed on an on-going basis: since 2015 a concrete mixer has been used for casting earth dry concrete rather than soft concrete. This technology considerably accelerates and improves concrete block production, used for building pavements and parking lots at the settlement. Products in excess of own use are sold to local residents at market prices.



# Local Government of Kerecsend



**LÁSZLÓ SÁRI**  
MAYOR

At Kerecsend, the first Start Work agricultural model programme was launched in 2013, in the framework of which a heat insulated 230 square metre mushroom cultivation hall was successfully established, including about 400 square metres of shelf-based cultivation surfaces with heating and cooling facilities. In 2014 mushroom cultivation was continued, and plant cultivation in foil tents of 540 square metres was also launched, whereby public catering demands can be met. In addition, the outdoor plant cultivation programme has been extended on an on-going basis, with the size of the land under cultivation increased to four thousand square metres. In the course of mushroom cultivation, production results are improving from time to time: in 2015 90 % of the produce was first class, and 10 % was for canning. At the beginning, mushrooms were sold by contract only to the mushroom processing plant nearby; subsequent experience indicated that both local residents and external traders were also interested in our produce. This way, mushrooms were managed to be sold at higher prices, so our revenues could be increased. Yields produced in the framework of the foil tent based and outdoor programme sections – potato, onion, bean, pea, tomato, paprika – are primarily delivered to the local government kitchen catering for 300 people, and some of the produce is stored in the

local government's cellars. Surplus is sold at the local market, but vegetables in small quantities are also sold to external traders, primarily paprika. In addition to the agricultural programme, our local government also employs a considerable number of people in the framework of the traditional public employment programme, and the welfare programme elements of the Start Work programmes are also operated successfully.



# Local Government of Mezőtárkány



**MRS ANITA TÓTHNÉ SZABÓ**  
MAYOR



Our local government applies for all components of the value creating and social Start Work model programmes every year. In 2014 we employed 127 people in seven projects, followed by 117 individuals involved in five projects in 2015. In 2012 we launched a crafts workshop for joinery products, basked weaving, carpet weaving, sowing and gypsum casting. Innovative ideas were implemented primarily in value creating projects with a potential for long-term operation. All our projects are planned thoroughly and in detail, they are built on one another and a progressive approach and clear target setting are also reflected in the implementation. In 2015 we

launched an individual agricultural programme, within the framework of which we applied an intensive breeding technology in deep litter pig farming. In 2015 fodder plant growing also appeared as a new activity. Owing to public employment, the village now has a more orderly image than a few years ago with clear signs of development. In 2014 a “catalogue” with photos was prepared of the products of the value creating projects (wooden items, wooden headboards, gypsum items, woven baskets, rag carpets), with an aim to find market opportunities for these items. A “Shop of craftsmanship” was opened in the village where the products are sold with the involvement of public employees. We use high quality raw materials to produce high standard products, primarily to satisfy local demand. However, based on order, we also agree to produce individual items and goods.



# Local Government of Recsk



**SÁNDOR NAGY**  
MAYOR



Within the framework of the Start Work programmes, effective and spectacular results were achieved in the implementation of the model programme based on local specificities, maintenance of urban roads and agricultural roads, and a lot of individuals are also employed in the traditional public employment programme. According to the plans in 2015 in total 60 individuals will be employed in the model programmes. The vegetables grown on local government property and in foil tents are delivered to a base kitchen and all raw materials are used in public catering. We also earned some revenue from growing fodder beet to be sold to hunting companies. Among the model programmes the component based on local specificities i.e. cobblestone and concrete component manufacturing based on raw materials, manually extracted from the Recsk quarry stands out, the raw materials of which are also used in our maintenance of urban roads programme. External parties are also interested

in the products, but for the time being, we only have capacity to cover local demand. Pavements and squares are covered with our products in the settlement. The slightly neglected agricultural roads will be maintained this year according to the plans. At several places the original track is not passable, and therefore reconstruction is most difficult at those points. The stone chipping activity matches the specificities of the village. The status of public employees is terminated primarily when they find a job on the primary labour market.



# Local government of Cibakháza



**ZOLTÁN HEGYES**  
MAYOR



In the course of planning the Start Work programmes in 2014, the local specificities were taken into account and the programmes were designed accordingly. A lot of emphasis was placed on involving local resident job-seekers, typically with low school qualifications in the programme. Our objective is to better exploit the agricultural potential of the local government, to involve new areas, to increase the utilisation of renewable energy sources and to improve the energy efficiency of institutions. Within the framework of the agricultural project, vegetables are grown on 3.5 hectares (potatoes, tomatoes, paprika, cucumber, cabbage, cauliflower, kohlrabi, carrots and parsley) to be used in the kitchen of the local government. The five-hectare energy acacia plantation which, once it has reached its cutting age, will be used as a renewable energy source and winter fuel, is also of significance. Flower plant production was added to plant production in foil tents, of which ten thousand is used to decorate our public areas. In order to improve the attraction of fishing tourism, we also breed and raise fish. The

objective is to produce 1.5 million young fish partly to be introduced into the stagnant river branch owned by the local government, and partly to be further raised in four progeny breeding ponds under protected conditions. Fodder plants are grown on two hectares, primarily to be used as fodder for fish breeding. In 2015 a new irrigation system will be introduced because the existing irrigation capacity was only enough to water the previously cultivated areas. The smolt hatching and raising activity introduced last year was further developed. The existing four progeny breeding ponds (4,544 m<sup>2</sup>) were dredged and water plants were removed. Sixty public employees work in the programme.



# Local Government of Hunyadfalva



**MRS ESZTER VÉKONYNÉ HÁZI**  
MAYOR

At present there are no active enterprises in the village and there are no jobs in the surrounding settlements either. Many of the families in our village live only on employment substituting benefits and wages earned in public employment. In the agricultural component implemented in the sub-regional Start Work model programme in 2014 we grew onions, peas, beans, vegetables, carrots, potatoes, and raised tomatoes and paprika plants with the involvement of five public employees. As a result of the well-organised cultivation activities, we grew a considerable volume of goods, which were made available to the local residents either as fresh vegetables or preserved and

processed. In 2014 we learned that we would need more peas, beans, onions and potatoes, and therefore the 2015 annual plan includes a larger sowing area. In the programme we also planted nine thousand energy willow cuttings on 0.75 hectare to be used to heat the medical surgery, social institutions and the Mayor's Office.



# Local government of Kunmadaras



## Madaras Local Supplies, Investment and Service Organisation (Kunmadaras)

**LÁSZLÓ ALBERT GUBA**  
MAYOR

The Local Government of Kunmadaras entrusted the Madaras Local Supplies, Investment and Service Organisation (local government-owned institution) to run the agricultural sub-regional Start Work model programme. The project was implemented between 1 March 2014 and 31 January 2015 with the involvement of 320 people. Our goals included the partial utilisation of the Kunmadaras Airport (former Soviet barracks) abandoned in 1991, making it suitable for operation and value creating activities. According to the preliminary surveys, the area is suitable for the implementation of the project both agriculturally and in terms of location. Plants grown: corn (32 hectares), sunflower (10 hectares), oats (4.5 hectares), lucerne (5 hectares), hey (60 hectares), potatoes (1.5 hectares), onions (1 hectare),

millet (1 hectare) and wheat (29 hectares). Apart from the plants grown on open land, the project also involved the construction and reconstruction of outbuildings, animal farming buildings and product storage facilities, and animal farming (apiculture, sheep breeding and propagation) was also added to the programme. In 2015 our plans include a major increase in the sheep stock and the construction of a new economic building with the employment of 320 individuals. Our objective is to re-introduce sheep breeding, previously known across the country, and the underlying agricultural activities in our village which then can become self-sustaining later.



# Local government of Mezőtúr



**ZSOLT HERCZEG**  
MAYOR

The Start Work model programmes have been implemented in our town since 2012. All objectives were defined with the primary intention to satisfy the needs of the town at a higher level, and to employ individuals excluded from the primary labour market.

The programmes have been well organised and implemented according to the plan, in close correlation, through the cooperation of institutions and non-profit business associations of the town. The value creating work with local specificities involves the cultivation of horticultural plants on open-air land measuring 6.4 hectares within the framework of the agricultural programme. The products are allocated to institutional kitchens, the social shop and people with social needs. Within the framework of the programme built on local specificities street

furniture, playground items and benches were made from wood to be used in the institutions of the town (kindergarten, sports field, open-air swimming pool). Regional bakery products (pretzel of Túr, curd cake, bodag [Gypsy bread]) are also produced in the “mini bakery” programme and are used in public catering by the kitchen of the town.

By using all resources, we also achieved measurable results in value creation and the improvement of the quality

of local government

tasks. In 2015 in total

493 individuals are

involved in public

employment in the

settlement.



# Local Government of Nagyiván

**ISTVÁN LAJTOS**  
MAYOR

We have been involved in the implementation of sub-regional, and then district Start Work model programmes since 2012. Originally we relied on our resources and supplied fuel to institutions by cutting the 45 hectares of reed owned by the local government. Within the framework of the boiler programmes, we operate three biomass boilers in the settlement and have managed to significantly reduce the heating costs.

The most important change occurred in 2014 with the agricultural programme launched first, within the framework of which an orchard was established on 8.94 hectares, and a building for storing the equipment was built. Almost five thousand trees were planted on this huge area, and now we can grow peaches, apricots, cherries, sour cherries, apples, pears, quinces, plums, raspberries, gooseberries and redcurrants. This is the only orchard created and operated within the framework of public employment in Tiszafüred district. In 2015 we also began to grow fresh vegetables for social catering between the rows

of trees, thus reducing the costs of public catering. It gave us the opportunity to supply good quality and fresh foodstuffs to children and elderly people. We cooperate with the neighbouring village in the utilisation of any surplus product. Our goal is to achieve self-sustenance, and have specific plans for the future to be able to utilise the developments implemented from public employment support more efficiently to the benefit and satisfaction of the local residents. In 2015 in total 127 individuals were involved in public employment.



# Local Government of Tiszaderzs



**MRS ZSUZSANNA  
FÓTOSNÉ CZEGLÉDI**  
MAYOR

Our village has been involved in the implementation of sub-regional Start Work model programmes since 1 November 2011. The number of public employees and the number of implemented programmes increased every year. In 2012 we also joined the boiler programmes. Agricultural production was introduced in 2014 by which time the total number of individuals involved in the district Start Work model programmes reached 125. In the agricultural programme, plants are cultivated on almost 14 hectares by 70 individuals. Four hectares were used to grow extremely labour intensive mórnyálva [Malva glabra] and shelled pumpkin seed, 7.5 hectares were used to grow lucerne, barley and corn, two hectares were used to grow energy reed, and 1,100 square metres were used for the cultivation of kitchen garden plants. Animal farming began with the creation of a facility for hens and sheep purchased from support. In 2015 the agricultural activities were extended further and the size of cultivated areas was increased,

further expanding the agricultural activity (the area used for growing vegetables and fodder was more than doubled), and pig farming for meat was also added to the activities. In the project based on local specificities, very attractive woodwork and decorative crafts products are made for decoration in the institutions of the village. These products also assist the operation of the institutions. The village profile has also changed, and the results of the activities of the public employees can be seen everywhere. All public employees are active and the local residents recognise and appreciate the development. In 2015 in total 152 people were involved in public employment.



# Local Government of Tiszapüspöki



**JÓZSEF BANDER**  
MAYOR



Our village has been engaged in sub-regional and district Start Work model programmes since 2012. In the first year, the public road network maintenance component was launched employing 15 people, and the number of value creating public employment jobs has been increased every year since then. The agricultural programme is very important for us, where 19 hectares are cultivated in the form of foil tent and open-air plant production. The most typical products include wheat, corn and kitchen garden plants (vegetables, carrots, cauliflower, onions, garlic). The majority of the produced goods are used in public catering through Tiszatenyő Settlement Supply Organisation, and the rest is

distributed among those who need them on a social means tested basis. Within the framework of the project, one agricultural building was also purchased where products can be stored, and which can also be used for paving block manufacturing introduced in 2014. The manufactured paving blocks have an important role in the reconstruction and decoration of the pavements and public areas of the village, based on which the satisfaction of the local community and the recognition of the contribution of the public employees have increased. In 2015 in total 105 individuals are involved in public employment as planned.



# Local Government of Tiszaszőlős



**ANDRÁS KEREKES**  
MAYOR

In 2012 an energy plantation was created on 7.72 hectares to be used in the boiler programme. In 2014 plant cultivation in foil tents on 2,348 square metres was added to the activities, within the framework of which paprika, tomatoes, cucumbers and cohlrabi were grown. In an open-air garden, on a further 1,500 square metres summer cabbage, paprika and second sewn sweet corn was cultivated. This activity demanded a great deal of expertise, precise and accurate work from the public employees, who are supervised by a foreman. Cooperation with other settlements of the region is exemplary. Small plants produced in Tiszaszőlős were further raised in Tiszaderzs, Tiszaörs and Tomajmonostor, and we also have specific plans to expand cooperation in the

future. In 2014 in total 161 people took part in the Start Work model programmes.

From 2015 we have further expanded the agricultural activities by increasing the open-air plant cultivation area by 2.6 hectares, of which one hectare is used to grow highly labour intensive vegetables. Vegetable cultivation was introduced in order to be able to supply fresh ingredients to the kitchen to be established, ensuring healthy food for our children.

We can also begin harvesting the energy plantation established in 2012, as the young plants have grown into a thick "forest".



# Local Government of Tárkány



## MRS TAMÁSNÉ MÉSZÁROS

MAYOR



Sub-regional Start Work model projects have been planned and implemented since 2013. Our objective is to assist the local residents in improving their lives with well-planned and implemented programmes, and to provide jobs to the local job-seekers.

In 2013 we used public employment support to maintain part of the urban public roads and found a solution for groundwater drainage in the village. In total 31 people worked in the projects.

In 2014 in total 32 public employees took part in the value creating and agricultural plant cultivation programme. In this latter project, we generated supplies for the children (school and kindergarten) and the elderly residents of our settlement by growing plants on open-air fields and in foil tents.

Several projects are planned for 2015 too, in which agricultural cultivation is the dominant factor. Our plans also include planting potatoes on a larger area to be used in local catering as well as to be sold.

We also plan to purchase a tractor, a two-row potato planting equipment, a one-row potato harvesting equipment, a treble plough, and a 400-litre spraying and soil cutting equipment to be used in growing potatoes. We also plan to purchase irrigation equipment for our existing foil tent. From 2016 we intend to expand the land used for agricultural activities.



# Local Government of Vérteskethely



**JÁNOS TÓTH**  
MAYOR

Our village used to depend on agriculture, but this has changed and currently the majority of the population work in industry and commute to work. We have been planning and implementing micro-regional Start Work model programmes as of 2012. The 2012 programmes provided a solution for inundation canalisation, eliminated illegal waste landfills, and we also grew energy plants in the bio and energy plant programme. We also took part in the furnace programme, and we heat local government institutions with furnaces using bio fuel. In 2013 we provided maintenance for some of the public roads in residential areas, and established a Health Care House on local government property.

In 2014 we created a memorial park to commemorate the people died during the World Wars and the 1848 revolution in

the framework of the winter and other value creation projects. The funeral home building was refurbished, and we started to tend to graves that were disorderly and unkempt.

In 2015 we continued to renovate roads and repair sidewalks relying on the programme for the maintenance of public roads in residential areas. We built new sidewalks, including pathways between the memorial monuments in the memorial park. We proceeded to finalize the appearance of the village centre, started in the previous year.

Plans for 2016 include the complete refurbishment of two homes owned by the local government, which will be used to accommodate three families having several children.



# Local Government of Bátortereny



**JÓZSEF NAGY-MAJDON**  
MAYOR



Between 2012 and 2014 we employed an average of 610 people per month in public employment in the framework of various micro-regional public employment programmes. In 2015 we provided employment for altogether 660 persons in seven programme components of the Start Work model programmes. Under the agricultural programme, we embarked on growing vegetables (in gardens and hothouses) as well as plant growing on ploughing fields, keeping sheep, goats, Hungarian pigs and Mangalica pigs in the framework of animal husbandry; the products are used in public catering or sold on the market. Our programme relying on local features covers the production of

concrete components (decorative paving components, sidewalk blocks, grid pavers, fence support columns), and the production of pasta. In the project related to the consumption of bio and renewable energy we are engaged in logging and minced coil production. A veritable town “plant” has been created at Mocsármajor as a result of considerable development and on the basis of public employment over the years. We make significant efforts to improve the town’s appearance using the means offered by public employment. In 2015 we not only participated in the county exhibition for public employment, but also hosted the event.



# Local Government of Diósjenő



**JÁNOS TÓTH**  
MAYOR



The number of jobseekers in the village increases continuously, and we help inhabitants make a living by organising public employment to the greatest extent possible. We first participated in the Start Work model programme in 2015, with a relatively high head count of 87, in six programme elements. Our major activities are: plant growing in hothouses, production of concrete components (grid pavers, ditch liners, decorative paving), production of bio and renewable fuels, inundation canalisation, and maintenance of public roads and earth roads. The aim of organising these programmes is to return people to the world of work and to make them aware of the need to support themselves. The long-term goal of both of our value creation programmes

is to transform into a social cooperative, and additional plans also share the same objective.

The tasks specified in the calls for applications were carried out at a high standard, in an exemplary manner in the course of implementation. We actively participated in the 2nd Public Employment Exhibition for Nógrád County in 2015, and put great emphasis on promoting public employment locally as well as presenting achievements (e.g. by issuing information materials and organising events).



# Local Government of Karancskeszzi



**ISTVÁN KURUNCZI**  
MAYOR



We have recognised and made use of the opportunities offered by public employment from the outset. We submitted applications for longer-term aid and support under the Start Work model programmes almost every year. In 2013 we took part in altogether four programme elements under the Start Work programmes, by employing 32 persons. Based on the experience gained, we continued to work in three programmes in 2014. In 2015 we planned to continue with the agricultural and the public road reconstruction projects in residential areas, as well as the programme relying on local features, but we intended to double the head count. In the agricultural programme, we

created a complex production unit in which we keep animals, grow vegetables in open field as well as in hothouses, and we are also engaged in decorative plant growing. The food produced is used in public catering and to help those in need. Decorative plants are used to improve the village, while renovations of community spaces and maintenance of sidewalks, roads and drains served to create a more liveable environment. In the period between 2013 and August 2015 the average monthly number of people in public employment under the micro-regional pilot programme was 34, with a measurable impact on the labour market situation. We participated actively in the county exhibitions for public employment in both 2014 and 2015.



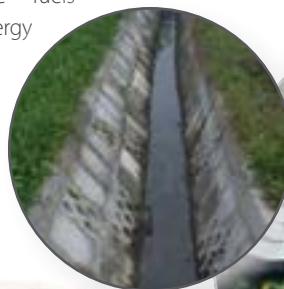
# Local Government of Karancslapujtő



**TIBOR SOMOSKŐI**  
MAYOR

In 2014 we employed 129 persons in altogether six programme components. Under the agricultural programme, we started growing seedlings in greenhouses, garden vegetables on some 892 square metres of open field, and growing plants on three hectares of ploughing field. The new component includes the planting of fruit trees, and we plan to establish a processing plant in the future. We will continue to keep Hungarian giant rabbits (*Oryctolagus cuniculus domestica*), a species on the way to extinction. On 20 November 2014, the National Professional Conference of Rabbit Breeders was held in our village. We continuously harvest and mow plants to be used as fresh fodder. The winter and other value creation Start Work programme was implemented together with the Local Government of the Village of Karancsberény, performing gestor tasks. In the programme we manufactured street furniture made of wood, using existing timber equipment, and also built a warehouse.

In 2015 we planned to employ 136 persons in seven programme elements. Relying on local features, we will convert an old cottage into a local museum to boost tourism, which may then be used for receiving school class visits, tourist groups, providing them with meals and showing them the traditional pig slaughter customary in villages. The activities commenced earlier under the agricultural programme will be continued by extending ploughing field cultivation to 12 hectares, increasing our rabbit herd, for which new sheds will be made of locust trees. As a new programme component, we will be able to help people in need by providing them with timber logged, collected and minced under the programme for use of bio and renewable fuels for energy purposes.



# Local Government of Mátramindszent



**JÁNOS HORVÁTH**  
MAYOR



Land left uncultivated so far was partly involved in cultivation. In addition to providing employment, production aims to reduce the deficit in our budget. Due to the all-day school regime introduced in schools, nearly 90% of the local school's pupils use public catering, which resulted in an increase in both the utilisation and the costs of the school kitchen. A regular supply of fruit will be implemented in public catering. In the framework of the agricultural programme, fruit trees (apple, pear, plum) were planted to ensure the fruit supply. In addition to the orchard, we had previously launched garden plant growing (using our own resources) by involving people in public employment who had attended agricultural training in the framework of winter public employment. The size of the cultivated land is 3,500 square metres of ploughing field and 10,800 square metres of orchard. This production programme resulted in HUF 1.8 million of savings in 2013 and HUF 2.3 million of savings in 2014. In the framework of

the winter and other value creation programme, we renovated the physician's surgery, while in the inundation canalisation project we built 400 m of new ditches covered by ditch liner blocks produced locally, in addition to cleaning 500 m of ditches and 800 m of creek bed.

In 2015 we planned to employ altogether 18 persons to continue the activities already commenced under three programme elements, and we wish to increase the land where vegetables are grown by some 800 square metres. Further plans include the installation of a biogas power plant, to be joined with an absorption cold store. This could be the solution for storing our products. In the framework of our local programme, we are refurbishing a house provided by the government (painting, landscaping, fence building). A part of the renovation costs is covered out of our own resources.



# Local Government of Ságújfalu



**ATTILA SZENTES**  
MAYOR

In the framework of the 2014 agricultural programme, we grew potatoes on 1.5 hectares of the available land and vegetables on the remaining land; a part of the produce was used immediately by the preschool kitchen, with the remaining stock being frozen and preserved. In 2015 we would like to introduce the growing of seedlings in hothouses, which would service the village's population, and annual flower plants could be used to decorate our public areas and institutions. We will also continue our animal husbandry project with the fodder produced by ourselves, and the meat produced by slaughtering the animals in a slaughterhouse will be stored in the 1,400 litre freezer capacity of the preschool. In 2015 we will also introduce drying technologies as a new processing method.

In the framework of the winter and other value creation programme of 2014, we constructed picket fences around the

“Palóc” traditional houses built in the village centre. The other component of the value creation project was the building of a playground using toys made of wood; toy production, finishing, installation, landscaping and paving all praise the work of people engaged in public employment. In the framework of maintenance of public roads in residential areas, bicycle storage facilities, waste bins, benches and signs were added to the place in 2014. The old and fragmented sidewalks were repaved. In 2015 we will build a new sidewalk section of 160 metres.



# Local Government of Jászkarajenő



**ISTVÁN KÁLMÁN PÁLYA**  
MAYOR



The employment situation in Jászkarajenő is not favourable; our largest employers are government and local government entities. The majority of our 2,746 inhabitants make a living out of agriculture and animal husbandry. Having regard to local features, public employment offered good opportunities for us, so we have participated in the programme since the beginning. In the agricultural project of the micro-regional Start Work model programme launched in October 2013, we involved five hectares of ploughing field in cultivation by employing 30 persons. In 2014 we continued with this agricultural programme element, closely linking to the work done in the previous term, adding 30 people in public employment. The related work processes and harvests took place according to a schedule. In the framework of this, two hectares of land were planted with energy willow and a sawmill was established, in addition to tending to the orchard and growing garden

vegetables and arable land plants for bird fodder. In the framework of the district Start Work model programme launched in March 2015, two programme element will be implemented. Employing 30 people in public employment, we continue the activities commenced in earlier years, adding spice paprika growing and processing to the workload. In the inundation canalisation programme, the village's drainage system was cleaned, maintained and renovated. By November 2015 the average number of people in public employment reached 101, which had an impact on the labour market situation. We were able to demonstrate the success of our district Start Work model programmes at the 1st National Exhibition for Public Employment in October 2015.



# Local Government of Szob



**GYÖNGYI FERENCZ**  
MAYOR

Over the past two decades the employment situation in the city has changed unfavourably, so we strive to continuously make use of the opportunities offered by public employment. In the agricultural production project we started cultivation

on four hectares of ploughing field by employing 46 persons in 2014. In 2015 we abandoned corn growing and decided to focus only on vegetable types that can be used in the local government's kitchen (onions, beans, green peas, tomatoes, peppers, cucumbers, potatoes). In connection with the winter and other value creation public employment programme for 2014, we involved 18 persons in landscaping and planting in public areas, and built vehicle parking spaces for visitors of public institutions. Under another programme involving 21 persons, we successfully rebuilt 110 m of fence around a 14-home condominium owned by the local government, and built four pavilions for tourism services and trestle tables for vendors. The local government earned the recognition of the

Ministry of Interior in 2014. The HUF 2 million awarded in recognition of our efforts were spent on purchasing assets and building a sidewalk section. In 2015, in addition to the agricultural programme, we renovate and build sidewalks along two streets, and a community facility is developed on the Danube bank under another programme.

Similarly to previous years, we continue to clean and maintain the city's inundation canalisation system in 2015. In 2015 we planned to provide public employment for 69 jobseekers in a disadvantaged situation.



# Local Government of Bárdudvarnok



**BALÁZS MESTER**  
MAYOR

In 2014 the village had 49 persons working in plant growing, herb growing and animal husbandry in the framework of the agricultural project, and five persons working in forestry in the framework of the winter and other value creation programme.

In the 2014 agricultural programme we planted sea buckthorn on 7,000 square metres, and chokeberries and rosehips on 5,000 square metres in the framework of herb growing.

The main emphasis was put on the introduction of animal husbandry as a new element; we built a 150 square metre pen for the animals, surrounded by a grazing area of nearly three hectares. The pen was built along the lines of traditional pens with rig timber, so public employment allowed us to commemorate our traditions in animal husbandry in addition to having a functional building.

In the framework of the other value creation programme, we cultivated 38 hectares in 2014 and over a hundred hectares of forests in the course of recent years.

Our projected goals include increasing the size of land fit for production, increasing livestock to 300, renovating the shepherd's home located next to the pen in order to launch a higher-standard breeding operation, building a fodder storage for storing green fodder, drilling a well with a water permit, and supplying the area with electricity. We would also like to add fishery to our range of activities, the conditions for which will be in place in the village (i.e. our own fish pond).



# Local Government of Buzsák



**LAJOS KARA**  
MAYOR



In the framework of the Start Work model programme's winter and other value creation project, in 2014 we provided employment for 15 people working on the production of decorative paving and building a sanitary block. In the course of the programme, we produced cca. 500 square metres of decorative paving, which was laid on the village's main square and in the cemetery.

Under the agricultural project, we have 17 people working in plant growing and four persons in animal husbandry, and have farmed 5.83 hectares of land in 2014.

Vegetables fit for pickling and preservation are preserved, pickled and frozen, which also contributes to the consumption of healthier and more nutritious meals.

In addition, we are engaged in animal husbandry, in the form of keeping Racka sheep in the yard of our local museum; the sheep are native to this area.



# Local Government of Karád



**SZILÁRD SCHÁDL**  
MAYOR

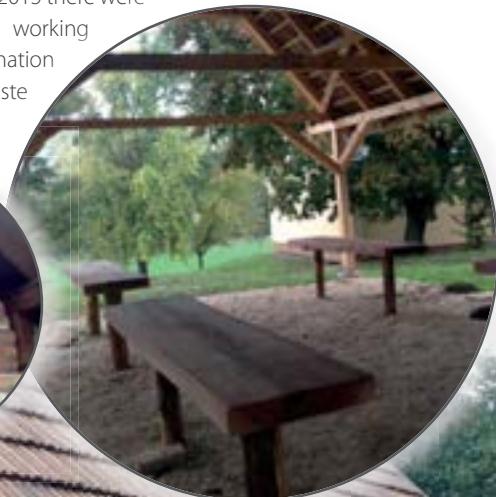


The village has been participating in Start Work model programmes since 2012. Public employment programmes are based on carefully considered plans consisting of elements that rely on one another. We continuously improve and maintain roads and inundation drainage ditches.

We have eliminated waste deposited illegally. We also pay great attention to the agricultural roads on the village's outskirts. These

programmes provide employment for 30 to 40 people annually.

In 2015 we built a sheltered space with an oven and a fireplace for barbecue (bacon roasting) in Kossuth park under the programme relying on local features. The outdoor stage in the park was also refurbished and repainted, offering a venue for community life. The programme was carried out by employing eight people. In 2015 there were eleven people working on the elimination of illegal waste landfills.



# Local Government of Mosdós



**JÓZSEF KERESZTES**  
MAYOR



In 2014 there were eleven people in public employment pursuing plant growing activities, five persons engaged in animal husbandry on a land of over 3.8 hectares in the framework of the agricultural project in the village; the land was used to grow garden vegetables, potatoes and fodder plants (corn, wheat, triticale), and the two hothouses were used to plant seedlings.

The vegetables and fruits grown are used mostly in the local kitchen for public catering provided to children and on a welfare basis. In 2013 we launched an animal husbandry programme to utilise the fodder grown on the ploughing field, taking on hens for eggs; the programme continued also in 2014. In addition, we started to produce pasta on an experimental basis, which is also used in the local kitchen.

In 2014 we produced decorative paving in the framework of the winter and other value creation programme, and embarked on the repair of the public road network in the residential area, employing 11 persons under each of these two programmes. In the framework of the latter programme, we were able to start repairing the sidewalks, by installing decorative paving and curbs along a sidewalk section of nearly 600 metres.



# Local Government of Nyim



**PÉTER PISTÁR**  
MAYOR



The village launched an agricultural project in the framework of the micro-regional Start Work model programme in 2014. Seven people in public employment participated in programme implementation by growing vegetables in hothouses and on open field on a land of 1.2

hectares.

We produced five tons of vegetables by November 2014, consisting primarily of potatoes as well as lettuce, radishes,

cucumbers, peppers, onions and tomatoes, used primarily for supplying the community kitchen with fresh vegetables (for welfare and children's catering), and distribution on a welfare basis. In addition, we also produced mushroom in bag, which we continued in our 2015 programme as well.



# Local Government of Simonfa



**GÁBOR BODROG**  
MAYOR

In 2015 the village employed five persons under the agricultural programme, providing them with a job and a living. In the course of programme implementation we continued sheep keeping, which was launched in 2013. We built a shed for keeping the sheep, a fodder storage facility, and a fence around the area required for grazing.

Over the years, the livestock increased; we increased the number of animals in breeding by twenty per cent for sheep and one hundred per cent for goats. We also managed to generate revenue by selling young animals, both sheep and goats.

Grazing and the production of green fodder resulted in improving the outskirts and the residential areas of the village. We started growing alfalfa on the available land owned by the local government. According to our calculations we will be able to harvest 300 to 500 bales of alfalfa by mowing four times a year.

In the future we wish to focus on increasing employment and on the related training courses.



# Local Government of Somogyudvarhely

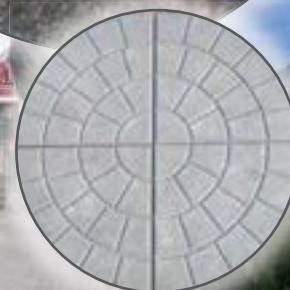


**KORNÉL KISS**  
MAYOR



The village embarked on the district pilot programme for public employment relying on local features on 1 March 2015, by producing decorative paving. The project employs nine unskilled workers and two skilled workers for ten months. The project produces decorative paving, decorative stoneware and plinth components. The products created are used to renovate and decorate the village's public areas (graveyard, playground, public places). We plan to carry on the activities in the framework of a social cooperative in the near future. The implementation of the district Start Work programme in agriculture is of outstanding importance for the village, as it allows for employing twelve unskilled workers and three skilled workers. Under the programme, we grow vegetables in

hothouses and on open field, ploughing field plants and fodder plants, which are used fresh or pickled in public catering and for feeding livestock. As regards animal husbandry, we keep rabbits and hens for eggs, and have started keeping Racka sheep. In the future, we plan to purchase and breed new species that are good milk producers, which we plan to utilise in collaboration with other local governments, primarily those that produce cheese.



# Local Government of Somogyvár



**LÁSZLÓ GYURÁKOVICS**  
MAYOR



The village has been making use of the opportunities offered by Start Work model programmes since 2012. In the framework of these programmes, we repair and maintain roads and inundation drainage ditches, and eliminate waste deposited illegally. We

employ 40 to 50 people in these programmes each year. We started to produce decorative paving and lining components in the framework of the value creation programme in 2014. This year, the programme employed fifteen people. The product range was extended (by e.g. curb blocks) in 2015, and further extensions are planned for next year. The products are used to improve and build the village in the framework of the

programme for the maintenance of public roads. In 2015 we employed fifteen people under the agricultural programme to grow garden vegetables. The produce is used in the community kitchen. A part of the produce is preserved by freezing and pickling so that it can be used during the winter. Any produce not processed is distributed in the village on a welfare basis.



# Local Government of Cégénydányád



**RÓBERT KELEMEN**  
MAYOR



Since the initiation of the Start Work model programme in 2011 we have made significant efforts to create value generating work. Programme opportunities are used for mitigating employment and subsistence related problems by making arrangements for useful activities to be performed by the unemployed. In the course of the years, teamwork has been developed, enabling us to perform the activities below successfully and effectively.

Being an agricultural area, we aimed to exploit possibilities in agricultural production. Local government farming currently involves 19.5 hectares. Farming for value generation primarily serves for self-sustenance by supplying the institutions jointly maintained by the three villages (Cégénydányád, Gyügye, and Szamosújlak), but more and more products can be prepared for sale in our own packaging plant. The vegetables and fruits grown in our plough lands are used fresh in our own kitchen or stored after processing. The packaging plant can be used in the

future for selling our products in a processed and packaged form as well. In addition, fodder plants for livestock breeding are grown too. Institutional supplies are also provided from breeding pigs and poultry, meat and egg production as a further contribution. In 2015 our scope of activity was extended by sweet potato production and packaging. Quality parts of sweet potato are packaged in the packaging plant established, and the rest is used for animal feed.



# Local Government of Kállósemjén



**LÁSZLÓ BELICZA**  
MAYOR

Start Work programmes have been launched since 2012, planned by being weighed carefully. The programmes are in line with settlement endowments, and highly assist the settlement in realizing its long-term objectives. The plants produced in the framework of the agricultural programme are used in the kitchen of local government institutions. The most important aim is to be able to supply the kitchen with fresh vegetables every day as it provides one hot meal a day for school pupils, nursery school children and pensioners taken care of by the welfare centre. In the course of the inland water drainage programme, inland water drainage ditches are repaired by using the concrete blocks and concrete slabs produced in the programme element based on local specificities. The programme element for the maintenance of agricultural dirt roads is important for improved access to farmsteads and better

conditions for agricultural production and forest management, therefore economic improvement is also expected in the long run. In the framework of the bio and renewable energy use programme, ten thousand seedlings of arundo were planted in a one-hectare area; arundo energy plants will be able to supply the heating of local government buildings within a few years. Handicraft products started to be produced in 2013; at present, 19 people are involved in the production of ceramic objects, knitted, crocheted and sewn products. In 2015 a successful investment was implemented for the development and utilisation of the Kállay Curia for tourism purposes; in addition, the joinery products produced were also installed in the nearly five-hectare park surrounding the Curia.



# Local Government of Nyírbélték



**SÁNDOR BAGDI**  
MAYOR

As a continuation of the agricultural programme launched in 2011, raw materials required for the operation of the two kitchens run by the local government are produced in order to provide job opportunities and ensure subsistence.

Sunflowers are grown on the 20-hectare land area owned by the local government, and potatoes on a further one-hectare land. The urban land area owned by the local government was used for growing various types of vegetables in 2015 as well, which were processed in the preservation plant. As a new product, cherry peppers were also grown on two hectares.

Plants were primarily grown outdoors, and vegetables in the foil house, similarly to earlier years. The agricultural project initially

involved the establishment of a processing plant, where the grown products are frozen, cooled, and preserved. The raw materials produced in order to reach a stage of self-sustenance are processed and used as basic material supplies for the two kitchens operated by the local government. Cabbage, cauliflower, paprika, tomato, lettuce, courgette, pumpkin, cucumber, carrot, parsley, pea, kohlrabi, onion, potato, celery, etc. are all utilised in the kitchens. Seedlings are grown in foil tents, also in the framework of public employment.



# Local Government of Nyírbogát



**ILDIKÓ DR. SIMONNÉ DR. RIZSÁK**  
MAYOR

The economy of the settlement has always been predominated by agriculture. Since 2011 we have been continuously involved in public employment programmes, with increasing headcount and a broadening range of activities. Model programmes and additions are planned in a targeted way, in accordance with settlement endowments and alongside long-term concepts. The local government is the largest employer at the settlement, performing its duties during the years in a prudent manner in order to resolve the employment problems of people at a disadvantage, in the interest of the community. Traditionally, the main profile is provided by the agricultural programme to assist the self-support of the settlement, tending towards the realisation of self-sustenance. In the framework of the programme, a local government kitchen with a capacity to produce 420 portions of meals is supplied with basic materials,

and excess produce is sold. Vegetables and fruits are not only produced but planted and processed as well, involving complex operations towards the future. As a result of continuous development, a 0.7 hectare orchard was also planted in 2014. In 2015 vegetables and fruits of our own production were already preserved and conserved in the processing facility constructed and opened up in the framework of the programme. During the winter and other transitional periods, various types of dry pasta are made in the processing room, to be wholly used in the kitchen of the local government. Furthermore, the local government also takes measures to resolve the problem of inland water drainage and to maintain traffic conditions on agricultural dirt roads.



# Local Government of Nyírcsaholy

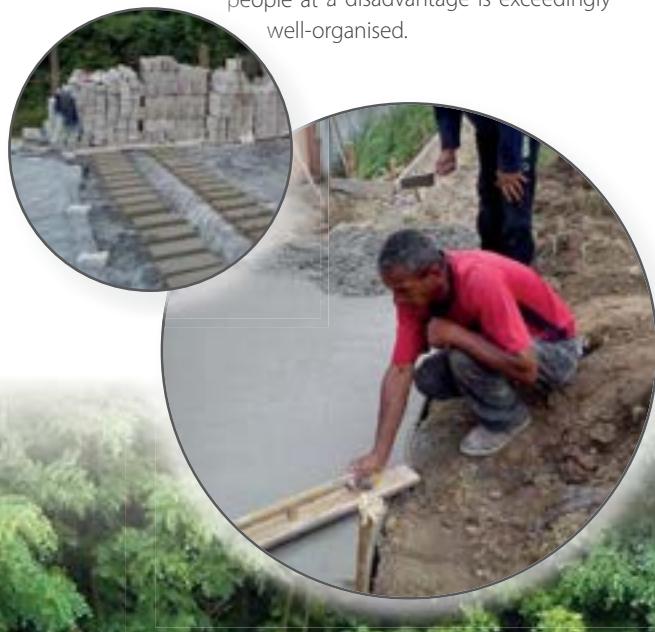


**ATTILA MIHÁLKU**  
MAYOR



Those most in need can be provided access to some income by public employment, as well as by various labour market programmes and applications for funding. In the framework of the agricultural programme, vegetable crops required for public catering, greens and medicinal herbs are grown. Foil tents are used for growing seedlings, as well as lettuce, radish, and chives. A hatcher is used for hatching and raising 200 chickens. In the course of the bio and renewable energy use programme, basic materials – wood chips – are produced for the heating of local government buildings; in addition, herbaceous weed stems are harvested and prepared for subsequent briquetting. The inland water drainage programme makes it possible to safely drain water from public roads; in addition, channel slabs have been replaced in several sections. The channel slabs required for the renovation of inland water drainage ditches

were produced in the programme element based on local specificities. Frost heaved and broken pavement sections were completely renovated in the framework of the programme element of public road network repairs, aimed for the long-term improvement of the road safety of inhabitants. The local government is committed to the objectives of public employment; in each case, it makes attempts to exploit settlement endowments and needs, so the employment of people at a disadvantage is exceedingly well-organised.



# Local Government of Pászab



**PÉTER TAJTHY**  
MAYOR

There are no sufficient employment opportunities for the residents of the neighbouring settlements, so public employment constitutes the largest employment opportunity for the local inhabitants. We have been involved in the implementation of Start Work model programmes since 2012, and have developed our programmes on an on-going basis ever since. While in 2012 hardly a hectare of land was cultivated in the agricultural Start Work Programme, now we have nearly three hectares of cultivated land area, enabling us to not only supply the kitchen maintained by the local government but also to sell the agricultural products produced here. We grow seedlings to be planted outdoors for ourselves in foil tents. As a result of gradual machinery procurements, we do not need to hire paid work because the local government has collected a machinery park to be able to manage all of our plant cultures. In the course of our inland water drainage programme, our inland water drainage systems both in the urban area and in the outskirts were successfully repaired, so earlier problems caused

by heavy rains can now be handled. As a result of the project aimed at the repair of agricultural dirt roads, our dirt tracks were equipped with “mud shakers”, so machines leaving agricultural roads do not carry wet soil or mud up to our asphalt roads, which is a considerable improvement made in terms of accident prevention. As our settlement is multiply disadvantaged, public employment means not only a living but appreciation as well for the people living here.



# Local Government of Tiszabercel



**ZSOLT SZÁNTÓ**  
MAYOR



Facilitation of the employment of disadvantaged people is deemed to be an important issue, therefore public employment is effected in an organised manner, in cooperation with the National Roma Self-Government. The settlement has a dominant agricultural orientation, so this sector is strengthened to make its operations sustainable in the long run. The agricultural programme, running for the third year now, is extended with new components built on each other year by year in order to form a complex whole and to facilitate the widest possible employment. In terms of endowments, Tiszabercel is basically agriculture-oriented; this sector plays a significant role in the life of the settlement.

In the framework of Start Work programmes, a tractor with a trailer and an end loading platform was purchased in 2012, and supplemented by accessories including disk, plough, artificial fertilizer spreader and other devices to assist the independent

completion of agricultural works, and to make production cheaper.

In the course of the past few years, two foil tents have been erected, enabling us to produce early first fruits (tomato, paprika, radish, spring onion, etc.) and seedlings, to be processed and used in the kitchen of the local government. Vegetable crop production (potato, greens, cucurbits, legumes) has also developed considerably. All plants and vegetables are used in the kitchen of the local government.



# Local Government of Tiszadada



**ZSOLT MIZSER**  
MAYOR

At the settlement there are no employers providing work for more than 10 people. We have been working in a resolute and committed manner in the interest of the village for years, keeping settlement interests and public employment programme objectives in mind. Public employment programmes, planned and implemented in a target-oriented manner, provide means of subsistence to the absolute satisfaction of residents. Through the projects built on each other, the village is able to develop, to generate value, and even to become self-sustaining. As a result of considerable public employment, families have more income and purchasing power is growing. Public employment has an impact on public safety as well: the number of crimes has decreased to half in the course of the past three years. After the renovation of the old mill and machinery

procurements, the first portion of pasta was produced on 30 July 2014 at the settlement. Following initial difficulties of training, our pasta products have been sold with improving quality and increasing quantity on an on-going basis. Products of the pasta plant are delivered to the kitchens of six local governments, to markets, and to twenty grocery stores. The shed purchased in the framework of the 2015 Start Work model programme, and the daily egg quantities produced by 700 laying hens cater for the needs of the local government kitchen and the pasta plant. We are also contracted with a major kitchen and deliver pasta material to them.



# Local Government of Tiszadob



**GYÖRGY BÁN**  
MAYOR



Plans for the public employment programmes of the settlement are always thoroughly considered and realistic. We have been involved in the agricultural model programme since 2012, with fodder plant production in an arable land area of 10.4 hectares. The fodder produced is used for feeding our own livestock. In the past year, the local government had the opportunity to purchase a hatcher within the project, to hatch indigenous white Hungarian-type speckled fowls. 100-150 hens are bred at the livestock breeding location established. The eggs are used to supply the kitchen, and chicks are also raised to be killed or bred. Broilers are used in our own kitchen, subject to authority control.

In 2014 more than two thousand fowls were bred, and 8,000 eggs were produced. In the framework of public

employment, a further 1.5 hectares are used for growing vegetables and fruits. Plums are grown in our orchard, but we also have plantations of apples, cherries, sour cherries, and peaches not yet fruiting. All our products are used in the local government kitchen suitable for 550 portions of catering. Some parts of the vegetables grown are preserved according to home-made recipes, so the kitchen has continuous supplies of preserves, jam, and pickles. The programme also involved the production of seedlings and propagating material to ornament our settlement and neighbouring settlements with flowers.



# Local Government of Tunyogmatolcs



**BERTALAN SOLTÉSZ**  
MAYOR



Due to the size of the settlement, the composition of the population and the limitations of job market opportunities, work for value generation has been planned since 2011, the onset of the Start Work programme. Being an agricultural area, the

main emphasis is on exploiting these endowments in planning our programmes.

At present, farming involves 25 hectares of land. Our objective is to assist unemployed people in gaining access to meaningful work, to achieve self-sustainability for the local government, and to meet the demands of the population as fully as possible. We have facilities where the conditions for plant cultivation and livestock breeding can be provided. In the agricultural programme, fodder plants are grown for livestock feed together with backyard and intensive plant cultivation. Earlier on we reached a level that nearly all the vegetable, pork, poultry, and egg demand of local public catering can be produced by the

local government itself, resulting in considerable cost savings. Livestock breeding fully covers the annual needs of the kitchen (2,500 kg of chicken meat and approx. 2,000 eggs per month). In addition to agricultural activities, other programmes are also operated successfully. The collected shrubs, as well as the wood waste generated by forest cultivation on 12 hectares of woodlands owned by the local government are baled and stored, and in the winter season are used for heating the office and the local institutions, thus substituting for expensive energy.



# Local government of Vásárosnamény



**SÁNDOR FILEP**  
MAYOR

In our programmes started from 2012, agricultural activities are conducted not only on land owned by local government, but also in a large number of gardens not cultivated by the residents, and one site owned by a church.

Plants are grown under foil in a one thousand square metre foil house, refurbished within the framework of the Start Work programme. In 2014 the main profile was sweet paprika production. A drip irrigation system was installed, for which a well had been bored. Tomatoes and paprika are grown in twin rows, with continuous pruning technology. By improving the condition of plants, we have managed to reduce plant protection procedures to a minimum. Among the early season goods lettuce, spring onions and small reddish are grown.

The majority of seedlings for cultivation on land and in foils, and annual and bi-annual flowers to be planted in public areas of the town are also supplied in the programme (20,000).

Onions, cabbage, tomato, parsley, kohlrabi, potato, cucumber, paprika and in early spring peas are grown on open-air land. Irrigation wells were also bored, assisting

our activities on the Koportos site as well, where vegetables and fruit are grown. Our apple plantation is not yet producing but we are already analysing local processing opportunities (fruit juice, apple chips).

Processing machines were also purchased for the public catering kitchen, with the help of which the grown vegetables can be used in everyday catering. The products produced in the programme are also sold in the Bereg Social Shop operated by the Local Government, providing an opportunity for the residents to see the results of the performed activities, find local healthy food and assist the programme with their purchase.



# Local Government of Zsurk



**MRS ÁGNES PÓCSIKNÉ VAKULA**  
MAYOR

All our public employment programmes are carefully designed, they create value and are based on local specificities in line with the objectives of public employment. The village is interested in self-sustainability.

The overall village scape is orderly, and the performance of the local government in the tasks is outstanding. The local government has been participating on a continuous basis in the sub-regional Start Work model programme announced by the Ministry of Interior since 2012. In our agricultural programme, more and more emphasis is put on more reasonable farming, in cucumber growing and kitchen garden plants as well. As a result, our village is now able to provide contribution to the supply of partner village institutions too. Within the framework of the agricultural project in 2015 an orchard was also planted on one hectare land with a long-term objective of making sure that our children access fruit grown by us, and to produce raw materials for pure (100 percent) juice. Our plans also include the processing of vegetables grown by

us (beetroot, carrot) together with fruits. In the previous years, five individuals took part in vegetable and fruit processing courses, and therefore began marination and preservation. The preservation techniques without any preservatives or added sugar contribute a great deal to healthy eating. Gastro-tourism is our long-term objective.



# Local Government of Felsőnyék



**LÁSZLÓ DEBELLA**  
MAYOR



Our village is a typical agricultural village, without any industrial activities in its history at all. The main source of income of the local residents used to be viticulture and viniculture, as well as traditional plant cultivation, but the same activities dominate even at present. The village is part of the Tolna wine region. Felsőnyék has taken part in the Start Work model programme launched by the Ministry of Interior in 2011 since the beginning. In 2014 33 individuals were employed in three programme components of the Start Work programmes. In 2015 we are also involved in three projects but the number of participants grew from five to eight. Among the programmes, a lot of stress is laid on the implementation of the agricultural scheme, which supplies a lot of fresh vegetables to kitchens, making the meals of students, elderly people and individuals in social need cheaper. The size of land parcels involved in the programme has been gradually increased and therefore not only vegetables but other marketable plants are also grown,

the proceeds of which are reinvested into the development of the programmes. Part of the income earned in public employment programmes was used to purchase a joinery and smithery. The objective of our local programme is to make the village a better liveable place and to strengthen its tourist attractions. Within the framework of the programme a house with five rooms was established to offer accommodation to visitors. The joinery workshop has produced street furniture, benches, flower boxes and waste bins since 2015, using own timber as raw material, and improving the image of the village.



# Local Government of Magyarkeszi



**ERZSÉBET KOVÁCS**  
MAYOR



Magyarkeszi is a village in the Tamási sub-region. Over the last four years, projects that fit not only the geographic and economic environment of the village, but was also in line with the requirements of the residents and the values of the local population, with an increased focus on the preservation of local values have been successfully and effectively implemented.

Under the Start Work programmes numerous projects have been implemented, as a result of which the expenses of the local government have been reduced. The boiler programme has been implemented with outstanding and effective business management.

In 2014 four programmes were launched with the involvement of 95 individuals within the framework of the Start

Work programme. In 2015 in total 51 individuals are engaged in public employment in two projects.

The vegetables grown in the agricultural project supply fresh raw materials to the kitchen of the day-care facility, and are also marinated, frozen, preserved and stored for the winter. The utilisation of raw materials and semi-finished products resulting from agricultural activities in public catering has been popular among the residents using the service.

We maintain effective and cooperative relations with the non-governmental organisation active in the village. As a result of our cooperation, a communal square was established which helps preserving local values and transferring them to the future generations.

The achievements are especially remarkable due to the fact that our village is situated in a disadvantaged sub-region and an isolated micro region.



# Local Government of Szakcs



**GÁBOR RÉCSEI**  
MAYOR



The village of Szakcs is situated in the Dombóvár sub-region, the local government of which has been continuously involved in public employment with several project components since the launch of the StartWork model programme. In 2014 six projects were launched with 59 individuals. In 2015 52 individuals are employed in public employment within the framework of three projects.

We consider it a great achievement that almost 50% of the employees engaged in employment are of Roma origin. The majority of the unemployed have agricultural experience, and therefore we focused on agricultural activities over the last four years. Consequently, we are engaged in growing vegetables and other plants on arable land with primary processing, as well as in breeding animals (turkey).

Our local government operates a kitchen, which supplies the kindergarten, the school, the old people's home and also delivers food to elderly people in four villages. The agricultural project grows primarily the vegetables that are required by the kitchen. The vegetable preparation facility created in the framework of the value creating project has the right equipment

and conditions for the preparation and preservation of the vegetables for kitchen use.

Turkey farming has reached full capacity this year. Within the framework of the value creating project launched in August, a Chinese empress tree plantation is created to supply raw materials for the operation of cuttings fuelled boilers.

There are few job opportunities in the village, hence the local government takes an increasing share in local employment. Consequently, continued public employment and its potential increase and development are very important to us.



# Local government of Tamási



**FERENC PORGA**  
MAYOR

The town of Tamási is situated on an area with favourable agricultural features and a long agricultural history. Its industrial activities are dominated by metal processing and processing industry. It illustrates the situation of the region well that the number of registered job-seekers is high compared to county and national data, even with the parallel operation of seasonal and public programmes. Due to its economic characteristics, there are few jobs, and therefore public employment has an important role in the town. Tamási has been involved in the Start Work model programme launched in 2011 since the beginning. Since the launch we have implemented five different programmes, employing 200 people on average every year. In 2014 our local government took part in five programme components within the framework of the Start Work programmes, providing jobs to 211 individuals, then in 2015 three projects were launched with the involvement of 152 people. The agricultural project implemented at three sites with 75 people stands out from the project. In the foil houses vegetables, decorative plants, on open-air areas potatoes, cereals and fodder maize are grown. We have established a so called Green Apple House to sell

local products. On the animal farm, Mangalica pigs, goats, rabbits and chicken are bred, the meat of which is also used in public catering. Tamási intends to produce marketable products within the framework of its public employment programme, which will also be an indicator of the success of the programme. Tamási hosted the first Tolna county public employment exhibition in 2014. Our local government contributed to the preparation and organisation of the event and enhanced its programme. Later, based on the success of that event, we hosted another district exhibition in October 2015, organised only by the local government of the town.



# Local Government of Keléd



**FERENC MIKLÓS FEILER**  
MAYOR



Our agricultural programme was launched in spring 2013 with six people, within the framework of support to longer term public employment. In 2014 we continued the work as a disadvantaged settlement, with an increased number of 13 people in the sub-regional Start Work model programme. Primarily kitchen garden plants: paprika, tomato, potato, pumpkin, carrots, parsnip, cabbage, onions, cucumbers and peas were grown. All the grown kitchen garden plants were supplied to the kitchen of Jánosháza Primary School, but in 2014 surplus was also generated. That was sold to the residents of the village on the local market, plus a lot of efforts were taken to market research. As a result, all products could be sold. In 2015 the number of participants was increased again, partly because of an expansion of the cultivated area, and partly because

we began establishing a vegetable processing plant, where not only the surplus of our own village, but also of the agricultural programmes of the neighbouring villages can be processed. Next year's agricultural programme is also planned with 30 public employees, which is the number of participants in the programme this year. The plantation of an orchard and the growing of oily pumpkin are planned as new activities.

We are proud to be the second in Vas county to have implemented an agricultural programme, which is an example to the settlements in Celldömölk District.



# Local Government of Kemenesmagasi



**ZOLTÁN GYULA SEBESTYÉN**  
MAYOR

Our local government joined the sub-regional Start Work model programme in 2014, when we achieved results with the employment of seven individuals in the framework of the local specificities programme. As a result of the programme, the plantation of summer flowers, landscaping and lawn building started at several family houses. As a consequence, the image of the whole village has changed completely. The agricultural programme was launched in March 2015. The local government operates a kitchen of its own, which prepares 320 meals a day, therefore we began the programme with a great deal of enthusiasm. Plants are grown by 10 individuals (potatoes, vegetables, carrots, onions, garlic, paprika and tomato). With the help of the programme, we were able to buy a small tractor that the local government could otherwise not have purchased. It gives us great pleasure that the residents of the village and

school and kindergarten pupils can enjoy meals prepared from locally grown vegetables. Based on our experience, we can say that the programme has a good effect on its participants, many of whom also began to establish a small garden and plant vegetables at home. All in all, the programmes have a positive impact on the life of the settlement: since March more and more people have applied to take part in the programmes with work. Further proposals have been received from the local residents for seedlings and other plants.



# Local Government of Bakonykoppány



**ISTVÁN TEKÁN**  
MAYOR



Our village joined the district Start Work programme in March 2015. Within the local specificities based public employment components, we agreed to establish a recreation park in our village, which not only provides an opportunity to the local residents to enjoy their leisure time but also increases the tourist attraction of the village. With the implementation of the programme, we also intend to achieve the long-term objective of encouraging tourists cycling and driving from Bakonybél towards Pápa to spend some more time in our village instead of transiting only. Within the framework of the same programme, we will also create a memorial park within the cemetery (almost one thousand square metres) from old graves, no longer maintained by relatives. A park will also be established on that area. In the 2016-2017 annual programme we plan to pursue activities similar to the ones already started. The plans include the manual production of flower boxes by the public employees to be displayed in public areas of the village. In the course

of the development of Forrás Park, we shall build protective roofs for the existing benches and establish an attractive well with potable water, considering that there is no drinking water in the recreation park. A bicycle store will be established in the recreation park and a covered large pavilion will be built, as an ideal escape from the rain and the heat. We plan to pave the area around the drinking well with slabs, and also plan to lay down a path leading to it, also from slabs. Our future plans include the introduction of a barbecue spot and one or two playground components, or a sand pit.



# Local Government of Lováspatona



**IMRE PINTÉR**  
MAYOR

For centuries, agriculture has been a dominant activity of our village and a major source of income. Taking that into account and having recognised that value creating jobs should be provided for the long-term unemployed of the village locally, our local government joined the district Start Work programme in October 2013. In 2014 we focused on growing vegetables (potato, parsley, carrot, onion, garlic, beetroot, celery, aubergine, cabbage), as well as paprika and fodder maize, yet also established a 400 square metre heatable foil house where seedlings were cultivated and paprika, tomato and lettuce were grown. The products were sold to the entrepreneur running the local kitchen and to the local residents, as well as on more distant markets (e.g., in Győr). Naturally, the generated revenues were reinvested into the programme. The winter and other value creating programmes implemented in 2014 were closely related to our agricultural programme. In the framework of those components, a cellar was built as a storage facility for larger volume of products.

Our plan for 2015-2016 is to build a farm building on the foundation of the existing storage cellar. That building could be used to store the machines and it could include animal farming premises, an office, social premises and a shop, where the produced fresh vegetables could be sold to the residents, as well as a classroom for training and education. Our long-term objective is to sell products after processing (drying, preservation, marination) and, in relation to the cultivation of fodder plants, the extension of the activity with animal breeding (laying hens, Mangalica pigs, sheep breeding). On the basis of the programme our longer term plans include the establishment of a social cooperative in one or two years' time.



# Local Government of Szentpéterúr



**JÓZSEF PÁLFI**  
MAYOR

Our programme for the reconstruction of agricultural roads was launched in 2012 with 12 individuals. Since 2013 two other projects, the maintenance of agricultural and urban roads have also been launched.

In 2013 we launched our agricultural Start Work model programme with 12 local residents. Production began on areas own by the Local Government and other rented sites. The produced goods were used in a kitchen operated by the local government, while any surplus goods were distributed on social needs tested basis. The rest is used as stocks. A growth house (greenhouse) and two foil tents were established in the framework of the project launched in 2014 for growing plants in winter, thereby ensuring continuity. Given the location of the site, it had to be surrounded by a fence and supplied with a camera system. An irrigation system was put in order to supply water on a continuous basis. The greenhouse is heated with solar collectors, i.e. with renewable energy source.

In 2014 we also launched a programme based on local specificities and for the maintenance of the groundwater drains.

In 2015 we intend to increase the number of employees in comparison to the previous year to 22 persons. We shall provide adequate premises for storing and processing the

goods produced in the agricultural programme. Our plans include the expansion of areas suitable for agricultural cultivation and we shall grow elderflowers and plant fruit trees in the orchard properties owned by the local government. The currently active processing technologies will be extended by jam and juice production.

We also intend to continue the laying of paving stones in the local specificities programme. According to the plans, 500 square metres will be paved. Within the framework of the groundwater drainage project we plan to create a transport route, finalise the location of gravestones and reconstruct a road section of 124 metres in the cemetery.



# Local Government of Tilaj



**JÓZSEF SENKÓ**  
MAYOR

Our objective is to become a farming and self-sustaining settlement, and therefore, we were among the first to join the “Fairy Garden” programme, within the framework of which we are engaged in the propagation and planting of traditional fruit trees. We have been organising grafting and basket weaving days, and delivering educational presentations for years in order to preserve traditions and build awareness. We have used public employment from the very beginning. Starting in 2012, we began restoring our agricultural roads and neglected areas. The agricultural programme was launched in 2014, growing and processing arable crops, such as potatoes, onions, carrots, parsnips, beans, peppers, tomatoes, paprika, sorghum, etc., and by maintaining and further propagating approximately 160 fruit trees on local government sites. We use our processing unit and desiccation - drying oven built for community purposes from funds granted under a LEADER programme to process our goods, dry and grind paprika, other spices and herbs, desiccate fruit, marinate vegetables and produce juice. We use our equipment based on processing technologies without any preservatives. In 2015 we shall continue our agricultural activities and their development. 12 individuals are engaged

in the agricultural Start Work programme. The programme includes building a site where we can store and repair the purchased machines and equipment. In addition, this “base” will also include social premises required for the work of our employees. Apart from plant cultivation, we also put great emphasis on processing. We produced tomato juice, condensed tomatoes, letcho, fried paprika, we have marinated cucumbers, peppers, beetroot, cabbage and turnips; we have desiccated apple chips, plumps, pears and sour cherries; and we also dried white garlic, camomile and other herbs, which were also presented at the National Public Employment Exhibition. All residents of the village, ready and capable of working, were given an employment opportunity. The overall village scape has already been improved, our programmes are interconnected and continuous.



# Epilogue

The power of public employment and its impact on society cannot be doubted, people's fates and stories may depend on successful programmes.

One of the greatest achievements of the local governments covered by this publication is that they embarked on progressive, sustainable, success-oriented programmes with sensitivity to peoples' lives and providing an income for many. The daily routine and regularity involved in the jobs and the wages that are higher than benefits not only improve the standard of living of public employees but also often bring changes in their concept about life.

We recommend this book to any public employer and potential public employer who is interested in local specificity-based constructive, innovative and value creating activities and who

intends to offer socially useful temporary jobs in the framework of public employment.

We do hope that all readers will better understand the objectives and structure of Hungarian public employment, the activities conducted in the various projects, the labour market tendencies and our achievements so far.

We are grateful for the contribution of all local governments who contributed to this publication by sharing their experience with us.

The local governments introducing themselves in this publication have proved and confirmed the benefits and importance of public employment on a daily basis while performing their everyday tasks and responsibilities diligently. This publication is a reminder of their gradually increasing achievements and successes

## Baranya county

Bicsérd  
Bogdása  
Boldogasszonyfa  
Cserdi  
Dunaszekcső  
Királyegyháza  
Nagypall  
Ócsárd  
Old

## Bács-Kiskun county

Csávoly  
Kunadacs  
Tabdi  
Tiszakécske

## Békés county

Almáskamarás  
Csabacsüd  
Csorvás  
Gyomaendrőd  
Kevermes  
Pusztaföldvár  
Tarhos  
Vésztő

## Borsod-Abaúj-Zemplén county

Arló  
Bodrogolaszi  
Hidasnémeti  
Izsófalva  
Putnok  
Szegi  
Szegilong  
Szemere  
Tiszatarján  
Trizs  
Vatta  
Viss

## Csongrád county

Baks  
Balástya  
Derekegyház  
Székkutas

## Fejér county

Lajoskomárom  
Sárkeresztúr

## Győr-Moson-Sopron county

Csikvánd  
Tét

## Hajdú-Bihar county

Balmazújváros  
Egyek  
Hajdúnánás  
Hajdúsámson  
Nyíradony  
Pocsaj

## Heves county

Csány  
Kerecsend  
Mezőtárkány  
Recsk

## Jász-Nagykun-Szolnok county

Cibakháza  
Hunyadfalva  
Kunmadaras  
Mezőtúr  
Nagyiván  
Tiszaderzs  
Tiszapüspöki  
Tiszaszőlős

## Komárom-Esztergom county

Tárkány  
Vérteskethely

## Nógrád county

Bátonyterenye  
Diósjenő  
Karancskeszti  
Karancslapujtó  
Mátramindszent  
Ságújfalu

## Pest county

Jászkarajenő  
Szob

## Somogy county

Bárdudvarnok  
Buzsák  
Karád  
Mosdós  
Nyim  
Simonfa  
Somogyudvarhely  
Somogyvár

## Szabolcs-Szatmár-Bereg county

Cégyéndányád  
Kállósemején  
Nyírbétek  
Nyírbogát

Nyírsaholy  
Paszab  
Tiszabercel  
Tiszadada  
Tiszadob  
Tunyogmatolcs  
Vásárosnamény  
Zsurk

## Tolna county

Felsőnyék  
Magyarkeszi  
Szakcs  
Tamási

## Vas county

Keléd  
Kemenesmagasi  
Veszprém megye  
Bakonykoppány  
Lovászpataona

## Zala county

Szentpéterúr  
Tilaj