

PUBLIC EMPLOYMENT YEARBOOK



MINISTRY OF INTERIOR

2011–2016

2011-
2016

Public Employment **YEARBOOK**

Content

Dear Reader,

With the change of government taking place in 2010 employment expansion became a key element of economic policy. The main objective of the domestic employment policy was to provide work opportunity, and thus employment and income for everyone capable and willing to work. In order to achieve these goals, a new system of Hungarian public employment was created in 2011 based on the principle 'Work Instead of Benefit', which has been coordinated, developed and shaped by the Ministry of Interior ever since.

The most important task of public employment is to 'activate' the long-term unemployed population within the shortest possible time and to prevent the separation of the recently unemployed from the world of work.

Experience has proved that the frequently disputed public employment provides work and livelihood for the involved individuals and their families. Public workers remain useful members of the society, while retaining self-esteem and family pride, capable of demonstrating an example of work and social inclusion to their children.

Public employment creates value. The activities carried out under the public employment programmes facilitate the development of the involved settlements, and the created values contribute to the support of vulnerable people and the performance of municipal tasks.

An element of the Hungarian society built on work is the public employment system, which has to be maintained in the future as well in a way to promote the development of market economy, the support of unutilised workforce and the maintenance of local government values, while providing work opportunities for disadvantaged individuals.

The Ministry of Interior has recognised public employers who achieved outstanding results through integrated complex programmes every year since 2012.

The Public Employment Yearbook presents the events and the achievements of the period 2011-2016 for those interested in the subject. I recommend this publication for all stakeholders and interested parties.



dr. Sándor Pintér
Minister of Interior

Public employment in figures 2011-2016

The economic crisis starting in 2008 brought highly unfavourable employment conditions. The level of employment, one of the lowest in the European Union, was accompanied by above the EU average unemployment. In the meantime, the social care system of Hungary failed to promote the appearance and employment of benefit recipients on the labour market.

For this reason the domestic employment policy had to be transformed in a way to better facilitate the entry of the formerly inactive, long-term unemployed, older or inadequately qualified jobseekers to the labour market. In order to achieve this goal, in 2011 the Government of Hungary transformed the public employment system: the former public work scheme and public benefit activities were replaced by a uniform public employment system. In setting up the system, the declared objective was to ensure the activation of individuals excluded from the labour market as well as the long-term jobseekers through socially beneficial, value creating employment programmes (work instead of benefit), and to facilitate employment on the primary labour market by maintaining their ability to work and developing a work routine.

The 'Pathways to Work' programme, considered to be a direct forerunner of the uniform public employment system, provided work opportunity for groups excluded from the labour market on a large scale, addressing the labour market consequences of the crisis. It is less widely known that this highly seasonal programme mostly offered employment for a few months – in 2009 more than 80,000 individuals were employed during the summer peak period, while in 2010 the number of participants reached 100,000 (KSH, 2013).

The uniform public employment system sought to answer the critical comments raised concerning the 'Pathways to Work' programme (Váradi, 2016). Following

a transitional period in 2011, when short-term four-hour employment of 1-4 month duration was dominant, the system moved towards longer employment of minimum six hours over a maximum period of 12 months in 2012, with short-term employment eliminated in 2013 . The 'Start Work' model programmes began in 2011, offering significant resource expansion for disadvantaged settlements and support for the acquisition of machinery and equipment and the implementation of investments, along with 100% funding of employment costs. Based on assessments the 'Pathways to Work' programme favoured larger settlements in possession of more own resources and institutions, therefore it was unable to reduce regional inequalities existing in the distribution of funds. The uniform public employment system brought changes in these terms due to the fact that it could reduce the former inequalities of fund distribution, ensuring significant resource expansion for the disadvantaged settlements. In these regions public employment became a major operation and development tool for local governments in recent years, in many cases providing the only opportunity for residents to enter the official labour market via participation in the local 'Start Work' initiatives.

1 KSH (2013): Labour market processes, 2012

2 Mónika Márta Váradi (2016): Land utilisation and value creating public employment – local viewpoints In: Katalin Kovács (ed.): Living off the land: Polarisation in the Hungarian countryside

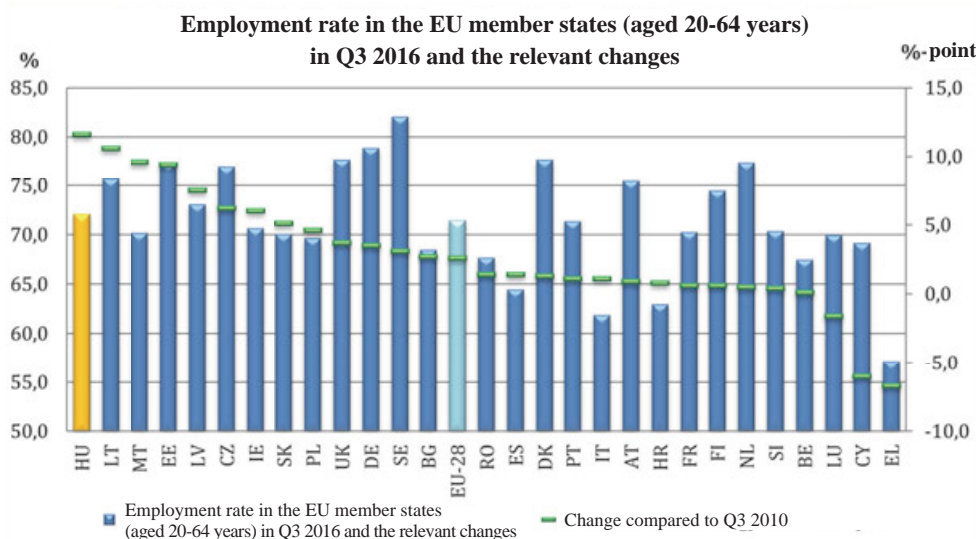
3 As of 1 January 2015 public employment programmes may be extended once, by a period of 6 months.

Analysis of main public employment data between

II.1. Labour market processes

In 2010 the employment rate of individuals aged 20-64 years was 60.5% in Hungary, representing the lowest value in the EU. Simultaneously with the domestic economic improvement the employment situation also began to improve. By Q3 2016 the level of employment among the population aged 20-64 years exceeded the EU average (HU: 72.1%, EU-28: 71.5%), and it increased beyond the 75% target value among the male population (79.3%). This +11.6 percentage point change means the highest growth in the EU member states. The improving employment situation also brought a significant decrease in terms of unemployment: the 11.3% unemployment rate of 2010 (among the population aged 15-64 years) decreased to 5.1% by 2016.

increasing by 619,300 over the past 6 years. Within this category the number of individuals engaged in public employment increased by 145,900, while the number of those working abroad with Hungarian residence increased by 66,800 during this period. In total, the number of individuals engaged in the domestic primary labour market without considering public employees and those working abroad increased by 406,600 over this six year period. The expansion represents 65.7% of the total growth, i.e. between 2010 and 2016 the increase in primary labour market jobs essentially contributed to two-thirds of the employment growth.

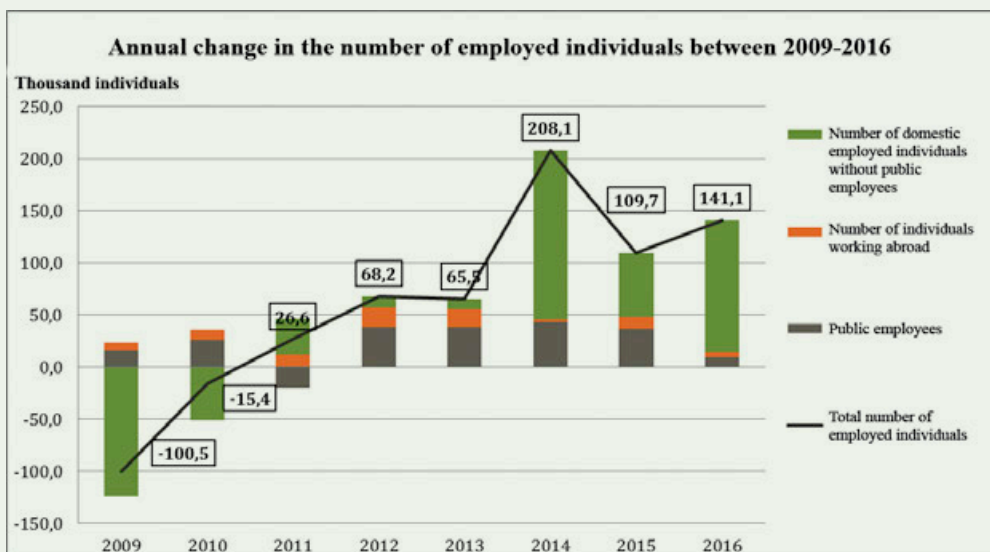


Naturally, public employment also contributed to the labour market improvements, although its role decreased year by year. According to the data of the Labour Force Survey carried out by the KSH (Hungarian Central Statistical Office), in 2016 the number of employed individuals in Hungary was 4,351,600,

While in 2012 and 2013 more than half of the annual employment growth could be explained by an increase in public employment, and it had an important role particularly in balancing the seasonal changes of the labour market, in 2016 public employment played a minor role in employment expansion. In 2016 the number of employed individuals increased by 141,100 within a year, including only 9,300 individuals engaged in public employment, while the number of Hungarian employed individuals without considering public employees

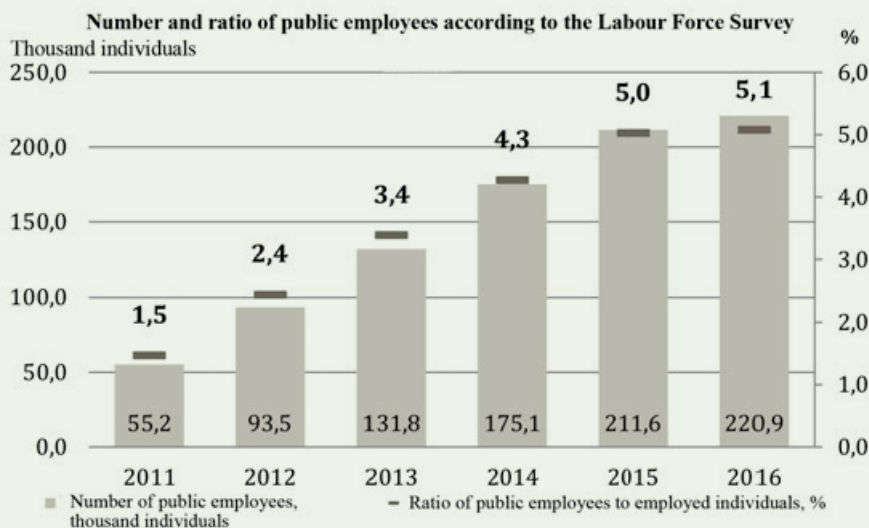
4 At the time of preparing the analysis annual figures for 2016 were unavailable for international comparison therefore the data of Q3 2016 represent the latest available figures.

II. Annual change in the number of employed individuals between 2009-2016



increased by 126,600. Moreover, the annual figures obscure the change in trend occurred in 2016, namely that from Q3 2016 the number of public employees began to decrease year on year, i.e. the individuals engaged in public employment represent decreasing annual figures,

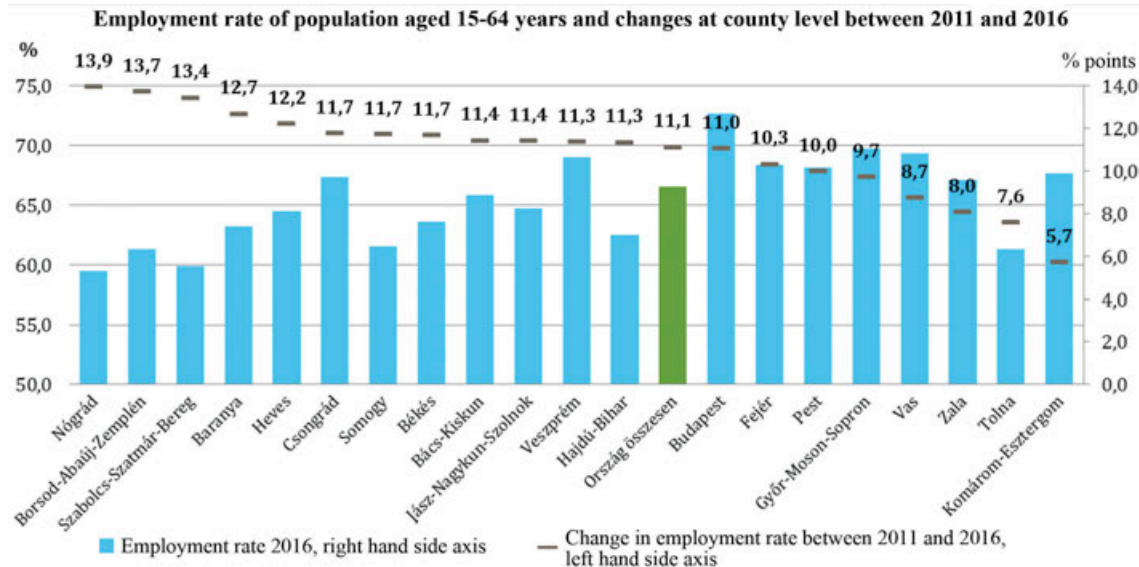
therefore the role of public employment in employment growth ceased to exist. The number of public employees increased significantly between 2011 and 2016, with an increasing share among all employed individuals. During the period between 2011 and 2015 the ratio of public



employees to all employed individuals increased by approx. 1 percentage point annually, while in 2016 the ratio began to stagnate, representing 5% in 2015 and 5.1% in 2016. However, public employment has a rather varied role in the domestic labour market significantly differentiated in regional terms. In 2016 the ratio of public employees to all employed individuals varied between 0.6-17.9% at county level. The ratio was below 1% in Budapest, Győr-Moson Sopron county and Pest county, where the labour market situation has been more favourable. In addition, the role of public employment was below the national average in the following counties: Bács-Kiskun, Csongrád, Fejér, Komárom-Esztergom, Tolna, Vas, Veszprém, Zala, with ratios remaining below 5%. In the more dominant counties – Szabolcs-Szatmár-Bereg, Borsod-Abaúj-Zemplén, Baranya, Békés and Hajdú-Bihar – more than one-tenth of the working population was engaged in public employment, with the highest ratio represented

In 2011 the lowest employment rate was characteristic in Nógrád and Szabolcs-Szatmár-Bereg counties, where among the population aged 15-64 years 46-46.5% were employed. By 2016 the employment rate of these two counties increased by over 13%, thus reaching, or almost reaching 60% employment level. It is still significantly lower than the values measured in the western and central regions (with an employment rate of approx. 70%), but the difference between the two extremes decreased noticeably over the past 5 years.

Public employment has a differentiated role in the labour market not only in regional terms, but also in terms of influencing the employment opportunities of groups with different levels of education. 53-55% of public employees completed no more than 8 years of primary education, therefore public employment mostly contributed to the activation and improvement of these less educated groups.



in Szabolcs-Szatmár-Bereg county (17.9%). The counties Heves, Nógrád, Somogy, Jász-Nagykun-Szolnok represent ratios above the national average, but below 10% in terms of public employment.

Due to regional targeting the public employment funds could provide larger contribution to increasing the level of activity and employment in the most critical regions.

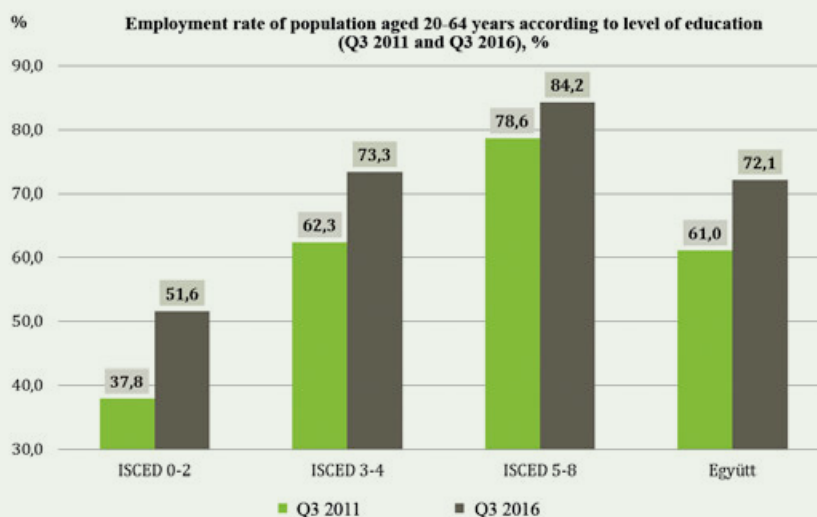
During the period between 2011 and Q3 2016 the employment level of individuals with no more than primary educational attainment increased by over 14 percentage points, representing larger growth than any other educational groups. The employment level of individuals with primary educational attainment crossed the 50% threshold, reaching 51.6% in Q3 2016. It is still low, particularly compared to individuals with tertiary education, while the difference in employment based

II. Annual change in the number of employed individuals between 2009-2016

on level of education is still considered significant by international standards. However, before the appearance of large-scale public employment these lower educated groups had been unable to contribute to employment growth, therefore such an increase is considered unprecedented compared to former years. According to a study evaluating two decades of employment policy (between 1990-2010), even in the years of economic development the traditionally active tools could only secure jobs for those who would have succeeded anyway, while they were unable to activate the most disadvantaged groups (Fazekas-Scharle ed. 2012).

Regarding the employment situation of the lower educated groups it should be briefly mentioned that the Roma population with multiple disadvantages in labour market terms also had a chance to join public

employment on a significant scale: according to the estimates of the labour force survey 70% of the Roma workforce have a low level of education, and more than 40% of the working Roma population are engaged in public employment (Source: KSH Labour Force Survey, 2016 quarterly figures).



ISCED1: less than 8 years of primary education; ISCED2: 8 years of primary education; ISCED3-4: secondary vocational training school, grammar school, technical school, training school; ISCED5-6: university, college

5 At the time of preparing the analysis figures according to level of education were available for Q3 2016, therefore in terms of employment rates the changes occurred in the data between Q3 2011 and Q3 2016 have been analysed.

6 Károly Fazekas – Ágota Scharle ed. (2012): Two decades of the Hungarian employment policy

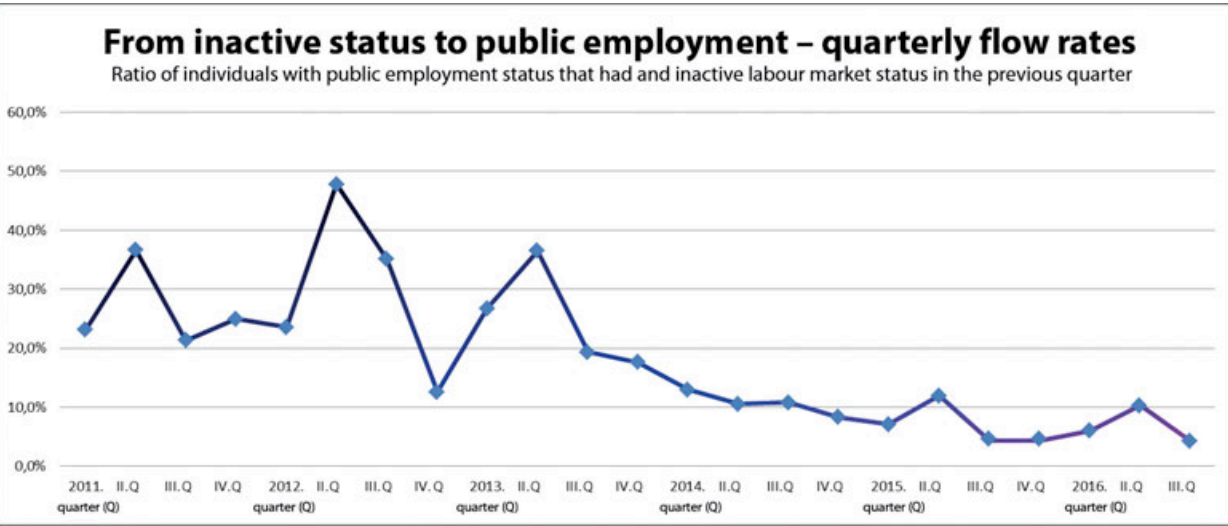
Overall, the level of activity among the domestic working age population increased significantly over the past six years; in 2016 the activity rate of the 16-64 year old population increased to over 70%, unprecedented since the economic recession following the regime change.

Particularly in its early years, public employment successfully activated not only the formerly long-term unemployed, but also the inactive population not actively seeking employment and therefore unavailable (although public employment involves the so called registered jobseekers registered by the labour authorities, some of the registered individuals are considered inactive in the KSH Labour Force Survey based on international statistical standards).

The following chart demonstrates the activating role of public employment based on the quarterly flow data

of the KSH Labour Force Survey: it shows on a quarterly basis the ratio of individuals with public employment considered in the survey that had an inactive labour market status in the previous quarter.

Based on the figures the involvement of formerly inactive individuals was particularly typical in certain quarters of 2012 and 2013 – mostly in Q2 constituting the inclusion period of the public employment programmes. This phenomenon became less significant in 2015-2016, thanks to the consolidated public employment system and the reduced-scale involvement of additional inactive individuals excluded from the labour market as a characteristic of the programmes. Simultaneously, the re-involvement of individuals with a public employment status in the previous quarter intensified. ■



SOURCE: KSH, Labour Force Survey, using calculations of the National Bank of Hungary

Using calculations of the National Bank of Hungary

II. 2. Types of public employment programmes

A The public employment system standardised in 2011 is specifically aimed at disadvantaged jobseekers. Taking into account various aspects, the public employment programmes target individuals with poor employment opportunities. Public employment is specifically targeted at the settlements and regions facing several decades of employment crisis. In these regions public employment offers the first lawful employment for many participants during their entire labour market career. Leaving behind their passive way of life, public employment enhances the skills and self-esteem of these people in order to facilitate subsequent labour market inclusion. However, the integration of long-term inactive individuals into the open labour market is a result of a lengthy and complex development process.

In determining public employment support priority is given to the disadvantaged settlements and regions. In this respect special attention is paid to the integration of these regions in terms of infrastructure, economy and labour market. The aim is to create self-sustaining settlements, with support primarily provided for value creating useful programmes based on local characteristics facilitating self-sustenance. A number of model programmes have been implemented with significant contribution to the above goals. Therefore, it is important to emphasize that public employment in Hungary is not just an employment policy tool, but it has social, regional and rural development functions as well. The social policy role of public employment is particularly valuable in the regions exclusively or mostly populated by people living in extreme poverty. According to the 2012-2014 TÁRKI Monitor report the growth and spread of poverty decreased, respectively halted. In the survey this favourable change is attributed to the large-scale public policy interventions including the extended public employment system. The survey report established that half of the income resulting from public employment (49%) was earned by the

poorest quintile, with 37% earned by the second poorest quintile. (Szívós-Tóth ed., 2015.)

Public employment support involves longer term public employment, as well as national programmes and special value creating model programmes with long-term results.

II.2.1.

Longer term public employment typically organised by local governments

Pursuant to Act CVI of 2011 on public employment and on the amendment of public employment related and other legislation, the eligible public employers may request this kind of support via application **for the implementation of mandatory or voluntary tasks affecting the specific population or settlement, or for the performance of public benefit activities.**

In those counties where only a few or no model programmes are initiated, or where the settlements had been excluded from district 'Start Work' model programmes, employment tensions may be addressed by supporting longer term, **typically 8-hour** public employment.

For the metropolitan/county government offices the **necessary allocation** for supporting longer term public employment is determined at the beginning of every year **based on the principles of decentralisation.**

In applying the principles of decentralisation, the factors taken into account include the labour market

7 Péter Szívós-István János Tóth ed. 2015. The situation of households after the crisis. TáRKI Monitor reports 2014.

characteristics of the specific region, the fund utilisation data relevant for the previous year, the tax capacity indicators of the settlements and the number of individuals receiving employment substitution support. This way it can be ensured that the majority of funds are given to the deprived regions, providing public employment for the highest possible number of disadvantaged jobseekers, mostly eligible to employment substitution support or those not receiving care.

The majority of the individuals involved in longer term public employment programmes financed from the decentralised budget of the National Employment Fund “Start Work” programme’ appropriation perform work for the **local governments and their background institutions**, as well as civil and church organisations in jobs requiring low qualification. The advantage of this form of support is that it can be managed at local level in a relatively flexible manner, largely contributing to the performance of local tasks.

II.2.2.

District (former micro-regional) ‘Start Work’ model programmes

The model programmes are complex programmes launched in the settlements of beneficiary districts and in settlements declared to be beneficiaries by the law. In the framework of district ‘Start Work’ model programmes the Ministry of Interior provides support for settlements which

- a) belong to the **109 beneficiary districts** determined in Annex 3 of Government Decree No. 290/2014. (XI. 26.) on classification of beneficiary districts effective since 1 January 2015, or to the **beneficiary regions afflicted by natural or civilizational disaster** as set out in Annex 6 thereof (1,961 settlements)
- b) belong to the **former Pécs micro-region, based on individual decision by the Minister of Interior** (39 settlements)
- c) are listed in section 1 of Government Resolution No. 1225/2011. (IV. 29.) determining the priority status of **certain settlements of the Gyöngyös**

micro-region in terms of public employment, social inclusion and social land programmes (5 settlements)

- d) are listed in Annex 2 of Government Decree No. 105/2015. (IV. 23.) on classification of **beneficiary settlements** and the relevant conditions (1,230 settlements)

The district (former micro-regional) ‘Start Work’ model programmes constitute various types of longer term public employment programmes declared to be model programmes, but with **special tasks related to the development of the specific settlements**. The programme is essentially operated along **7 programme elements**.

The tasks (programme elements) can be divided into two main groups:

1. Value creating programmes:

- **agricultural programmes,**
- **winter and other value creating programmes** (until 31 December 2014),
- **programmes built on local characteristics** (from 1 January 2015).

The value creating programmes mainly include agricultural programmes including crop cultivation, livestock farming and preserving activities carried out by the settlements.

The other two programme elements provide work for those involved in public employment, taking into account the local potentials and characteristics of the particular settlements. In this framework generally production activities are carried out (e.g. production of wire guards, tool handles, paving slabs, outdoor furniture, etc.).

The activities of the value creating programmes are aimed at self-sustenance whereby the produced goods can be used in public catering, and the support and development of production activities facilitate the establishment of social cooperatives, potentially offering a solution for local residents to enter the open labour market.

2. Social programme elements:

- **drainage of inland excess water inundations,**
- **maintenance of agricultural roads,**
- **maintenance of municipal road networks,**
- **elimination of illegal waste deposit sites,**
- **utilisation of bioenergy and renewable energy.**

The social programme elements constitute quasi 'social employment' aimed at value creation not in the classical sense but at creating more livable settlements, including maintenance and preservation activities which can be performed without special qualifications or skills, whose specific costs are relatively lower than those of the model programmes. In the long term the aim is to eliminate support for these programmes in the model programme framework. However, these activities will be eligible for support in the future as well, although to a lesser degree, in the framework of supporting longer term public employment.

II.2.3.

National public employment

It is a form of public employment launched according to the all-time labour market situation in order to manage potential 'force majeure' situations in various sectors (e.g. protection from flood and inland excess water inundation, and activities related to public roads, railways, forests or renewable energy resources). These activities generally require skilled workforce (particularly in terms of digitisation and cultural public employment projects).

In 2011, the year considered as a transitional period, public employment mainly involved programmes of short duration. The significance of these short-term programmes considerably decreased already in 2012, with the so called value creating programmes running out in order to be continued as Start model programmes beginning from that year. The support provided for

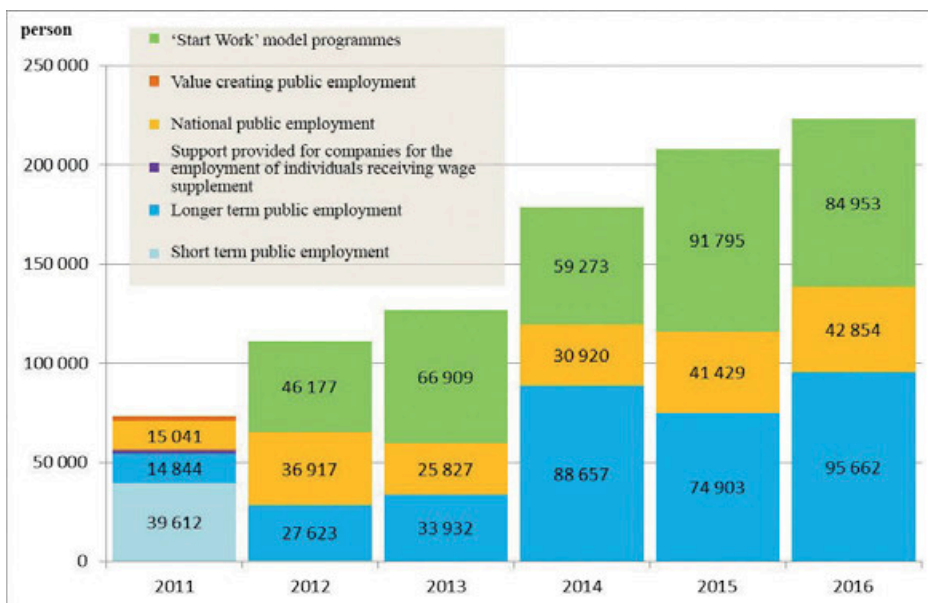
companies for the employment of individuals receiving wage supplement also ceased to operate following 2011, and the expansion of public employment materialised in the above presented three main programme types.

While in 2011 the average number of public employees on annual level was 73,600, by 2016 this number increased to 223,500. Considering the three main types of public employment it can be stated that in 2012, 2013 and 2015 the relative majority of participants were involved in micro-regional/district 'Start Work' model programmes. In 2014 the dominance of longer term programmes can be explained by the fact that the winter public employment scheme providing training for 100,000 individuals was implemented in the winter of 2013/2014, lasting until the end of April 2014. After that, except for the agricultural programmes, the Start model programmes were launched according to schedule during that year. Due to the winter programme public employment became less seasonal, providing permanent all-year employment for a growing number of individuals.

In 2016 the further expansion of public employment mostly materialised in longer term public employment, with the number of model programme participants decreasing slightly compared to 2015, and the number of national programme participants remaining stable year on year. In 2016, considering an annual average, 42.8% of public employees were engaged in longer term programmes, 38.0% participated in 'Start Work' model programmes, and 19.2% were involved in national public employment schemes.

8 The average number of public employment participants means the arithmetic average of the daily number of public employees in a specific month. In the support framework the number of days covered by employment contract are considered, i.e. if an individual worked only 10 days in a given month, he/she will have 1/3 weight in the monthly average figure. From statistical point of view, in order to be considered for a specific period the date of registry in the system should be taken into account. The observed monthly period lasts from the 21st day of the previous month until the 20th day of the specific month.

AVERAGE NUMBER OF PUBLIC EMPLOYMENT PARTICIPANTS ACCORDING TO PROGRAMME TYPES (2011-2016)



SOURCE: NISZ repository

II.3. Main objectives of public employment

With the increasing number of public employment participants the programme objectives became simultaneously extended too. Public employment could be considered as an active labour market tool, whose objective is to offer labour market rehabilitation for individuals. It could be considered as a form of social benefit as well, in which case the aim is to improve the income situation and the basic living conditions of the individuals involved. At individual level – as a tool available for local governments and other organisations – it also contributes to regional and municipal development. In that case the aim is to perform non-mandatory local government tasks along with the maintenance of local institutions. Public employment also involves tasks partially, but not exclusively related to public cleanliness. In the case of activities such as elimination of illegal waste deposit sites and the maintenance of public areas within and outside the municipality boundaries it goes far beyond the

implementation of general public cleaning tasks. In the current public employment system the maintenance and operating of public institutions also became essential. In addition to the cost-effective energy saving boiler scheme, the results of several public employment programmes ensure or contribute to the cost-effective heating of public institutions, administrative or school buildings and social institutions.

The value creating public employment and agricultural programmes also serve dual goals. The introduction of crop cultivation and livestock farming activities in settlements with the involvement of unemployed individuals contributes to the maintenance and operating of institutions. In supplying additional public services. By selling produce to public kitchens and the cooking establishments of various social and educational institutions public employment directly contributes to the daily care of a large number of

individuals. The 'Start Work' model programmes are primarily based on local characteristics, therefore they provide exclusive local development opportunities for many small settlements. The most innovative local practices involve not only employment and development elements, but they also seek to offer social work and community development tools. The relevant survey results show that the longest surviving local government programmes are the ones with mar-

ket achievements and connections to market networks, simultaneously characterised by long-term cooperation among public, civil and market players and decentralised decision making. (Bálint Koós, 2016). ■

9 Bálint Koós (2016): Land utilisation aimed at reducing poverty in global and Hungarian terms. In: Katalin Kovács (ed.): Living off the land: Polarisation in the Hungarian countryside

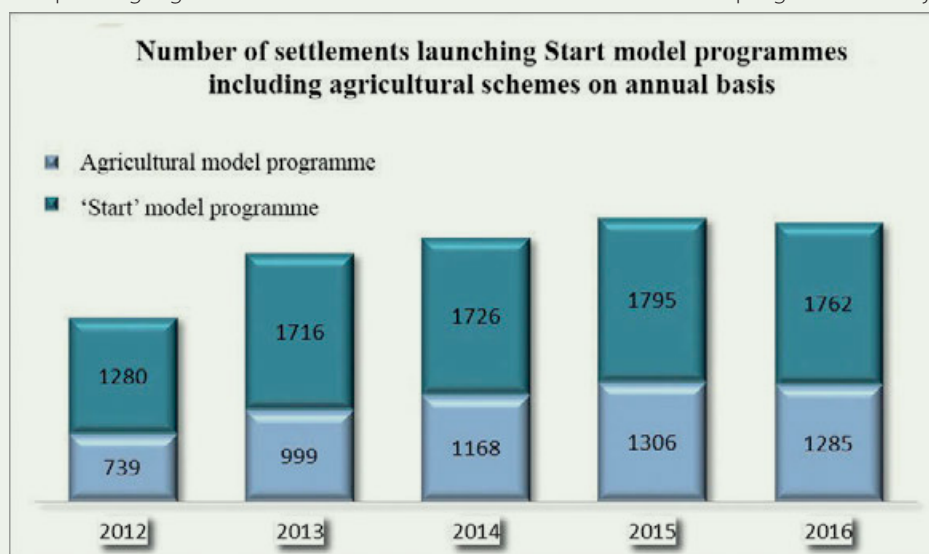
II.4. Settlements involved in public employment

The number of settlements joining the Start model programmes exceeded 1,700 already in the 3rd year of the standardised public employment programme, followed by a minor increase, than a slight decrease in 2016. The number of settlements with agricultural programmes increased permanently until 2015, in which year more than 1,300 settlements operated such programmes.

The minor decrease observed in 2016 in the number of settlements operating agricultural and 'Start Work'

model programmes is attributable to the fact that certain settlements carried on the formerly launched 'Start Work' activities in the framework of longer term programmes. 2016 a total of 1,762 settlements operated Start model programmes.

The Ministry of Interior provided support for the largest number of participants involved in the programmes of the following settlements, considering every element of the Start model programmes: Hajdúböszörmény



(1,239 participants), Ózd (1,153 participants) and Pécs (638 participants) . Additionally, Bátorfyerénye and Salgótarján were given support for Start programmes involving more than 500 participants in the same year. In 2016 agricultural programmes received support for the largest number of participants involved in the following settlements: Ózd (362 participants), Nyírlugos (309 participants), Hajdúböszörmény (259 participants),

Kunmadaras (250 participants) and Hajdúnánás (200 participants).

In 2016 longer term public employment programmes were operated in 2,928 settlements, therefore the total number of Hungarian settlements without any public employment programme would be less than 50. ■

10 The figures show the number of supported participants, i.e. the funds provided for the indicated number of participants of each settlement. The average number of participants actually involved would be different.

II.5. Analysis of individuals involved in public employment

The number of individuals participating in public employment in each year, i.e. the number of those who worked as a public employee for minimum one day is significantly higher than the average number of individuals involved in public employment. Some of the individuals involved in the programmes do not work for a full year, and accordingly the 12-month average number of participants would be lower (it holds particularly true for 2011, when short-term public employment was dominant). Furthermore, it is important to understand that the cyclicity of the public employment programmes is essentially different to the calendar cycles due to the fact that the major programmes typically start in March. Programmes may be launched later than March as well, especially in case of longer term public employment,

because this form of support can be adjusted to local needs in a flexible manner. It is also possible to schedule the specific model programmes or national programmes individually, and it is typical for training related public employment programmes as well, generally starting during the end-of-autumn or winter months. Fluctuation and filling vacancies are also typical features of the programmes therefore the number of actually involved individuals significantly differs from the annual average number of participants.

The number of individuals involved in public employment was essentially the same, approx. 235,000 in 2011 and 2012, with a significant increase taking place in 2013. The winter public employment scheme launched that year activated

NUMBER OF PARTICIPATING INDIVIDUALS AND THE AVERAGE DURATION OF PUBLIC EMPLOYMENT (PERSONS/MONTH)*

| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016* |
|--|---------|---------|---------|---------|---------|---------|
| Number of participating individuals (net) | 235 920 | 234 093 | 314 646 | 366 375 | 340 998 | 335 555 |
| Average number of months spent in public employment per person | 3,9 | 5,9 | 5,2 | 6,3 | 7,2 | 7,8 |

* based on 09.1017 weekly data. Basis for calculation: number of days recorded in the attendance register, irrespective of the number of public employment schemes in which a specific individual participated during the year.

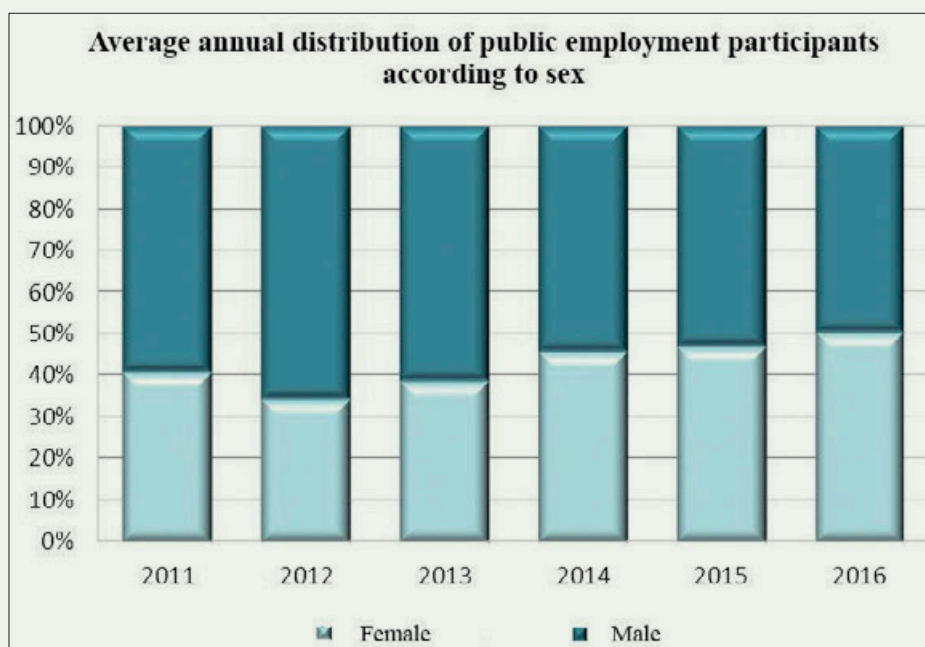
II. Annual change in the number of employed individuals between 2009-2016

a large number of individuals formerly not participating in the programmes therefore the number of people involved was more than 80,000 higher than in 2012. The number of participants increased further in 2014, but to a lesser degree compared to the previous year, growing by more than 50,000 year on year. However, the number of individuals participating in public employment began to decline after 2014, with a decreasing number of participants each year. In 2016 335,500 individuals became involved in public employment. At the same time the average number of months spent in public employment indicates a growing trend. While in 2013 the average duration of public employment was 5.2 months per person, in 2016 it was 7.8 months per person.

The territorial distribution of public employment is unequal, focusing on the disadvantaged regions based on economic and employment aspects. In 2016, considering an annual average, the average number of participants was the highest in Borsod-Abaúj-Zemplén (38,000 participants),

Szabolcs-Szatmár-Bereg (37,100 participants) and Hajdú-Bihar county (21,700 participants). 43.3% of the individuals involved in public employment lived in these counties. The annual average number of public employees was high, more than 10,000 in further five counties. These counties in decreasing order include Békés, Baranya, Jász-Nagykun-Szolnok, Somogy and Bács-Kiskun. The number of participants was the lowest, only about 2,000 in Vas and Győr-Moson-Sopron counties situated along the western border of Hungary.

The number of individuals participating in Start model programmes was even higher in the counties with unfavourable labour market conditions due to the fact that the Start programmes are offered for disadvantaged settlements. Participants from Szabolcs-Szatmár-Bereg and Borsod-Abaúj-Zemplén counties represented a ratio of 20% each, with an additional 12% living in Hajdú-Bihar county. It means that the above three counties provided more than half of the participants of

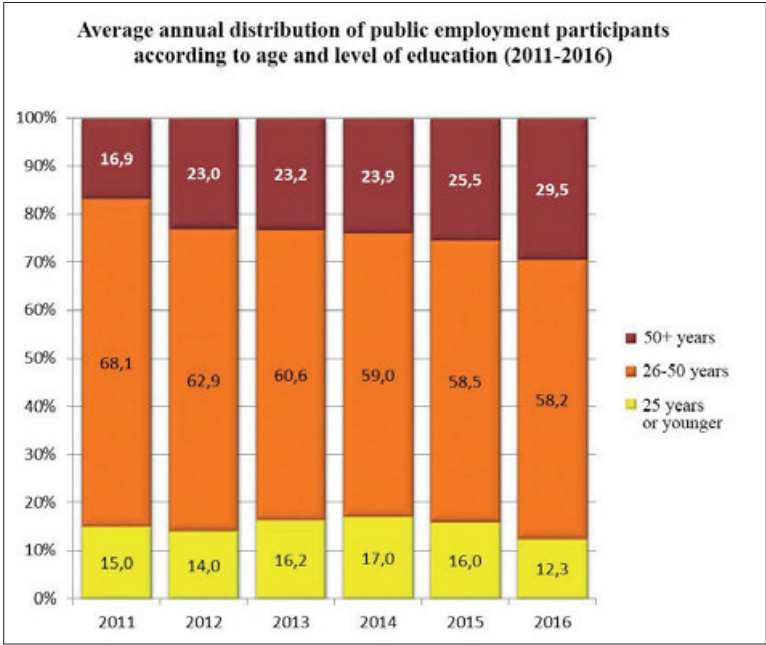


these programmes. Regarding the other two programme types, particularly the national programmes, distribution among the counties was more balanced. The distribution of public employment participants according to sex changed slightly since 2011. While in the first three years the participants were dominantly male (representing 59-65% in each year), in 2014 and 2015 the ratio of male participants was only moderately higher than the ratio of female participants. The shift in favour of women, considering an annual average, resulted in almost equal male-female ratios in 2016.

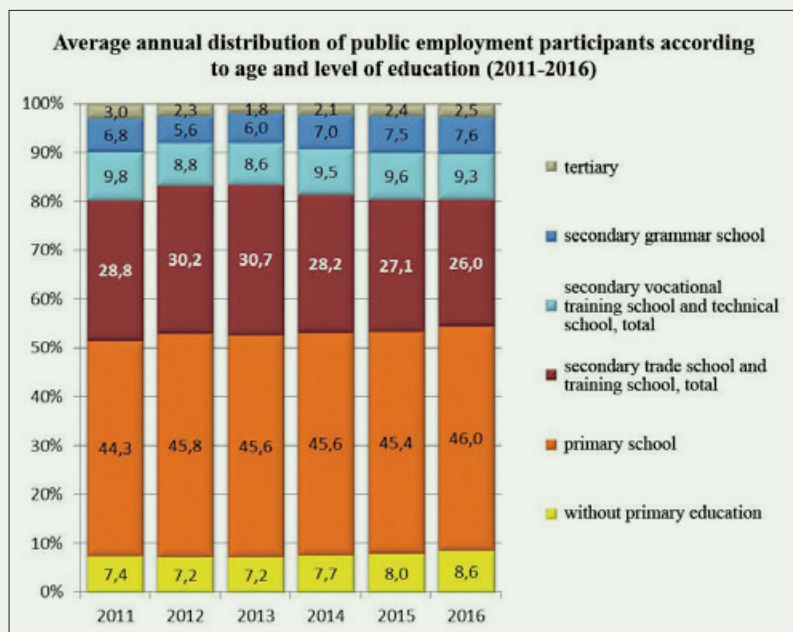
During the period 2011-2016 a more significant shift could be observed in distribution according to age: the ratio of older participants increased continuously. While in 2011 17% of the participants belonged to the 50+ age group, in 2016 their ratio was almost 30%. The growing ratio of older participants in public employment can be explained by the changing labour market situation of these individuals. This age group was severely affected by restrictive measures on the supply side (continuously increasing retirement age, restrictions concerning early retirement, review

of disability pensions). Consequently, this age group became increasingly concerned with both unemployment and public employment since 2011. In each year the majority of participants (68-58%) were aged between 25-50 years, while participants aged less than 25 years represented approx. 15% annually. The ratio of young participants decreased noticeably in 2016. More than half of the individuals engaged in public employment were jobseekers with primary level of education. This ratio increased slightly since 2011 (from 51.7% in 2011 to 54.6% in 2016). In certain years 7-9% of the participants had less than 8 years of primary education. 26-31% of public employees completed education at secondary training school or trade school, and further 14-17% completed education at secondary vocational training school or grammar school (including technical school). Additional 2-3% completed tertiary level of education.

The ratios according to level of education had not changed significantly since 2011. However, the distribution of participants among the specific programmes based on educational attainment varied



II. Annual change in the number of employed individuals between 2009-2016



widely according to programme characteristics. Examining the data of 2016 it can be observed that those with maximum 8 years of primary education were more highly represented in longer term programmes and Start model programmes (58-58%) than in national programmes (40.6%). Within this framework participants with primary educational attainment were highest represented in the longer term Local Government 'Útőr' (road maintenance) programmes: 2/3 of the participants completed maximum 8 years of primary education. In the national programmes the

ratio of participants graduated from secondary school (26.5%) or tertiary education (6.5%) was higher. The cultural public employment programme belonging to this category had the highest concentration of more educated participants: 70% of the participants graduated from secondary school and 1/4 completed tertiary education.

The ratio of participants in Start model programmes with tertiary level of education was very low (below 1%), and those graduated from secondary school were also moderately represented. ■

II.6. Number of registered jobseekers, activation

The annual average number of registered jobseekers decreased simultaneously with the annually increasing number of public employees. In 2011 on average 582,900 jobseekers were registered at the end of each

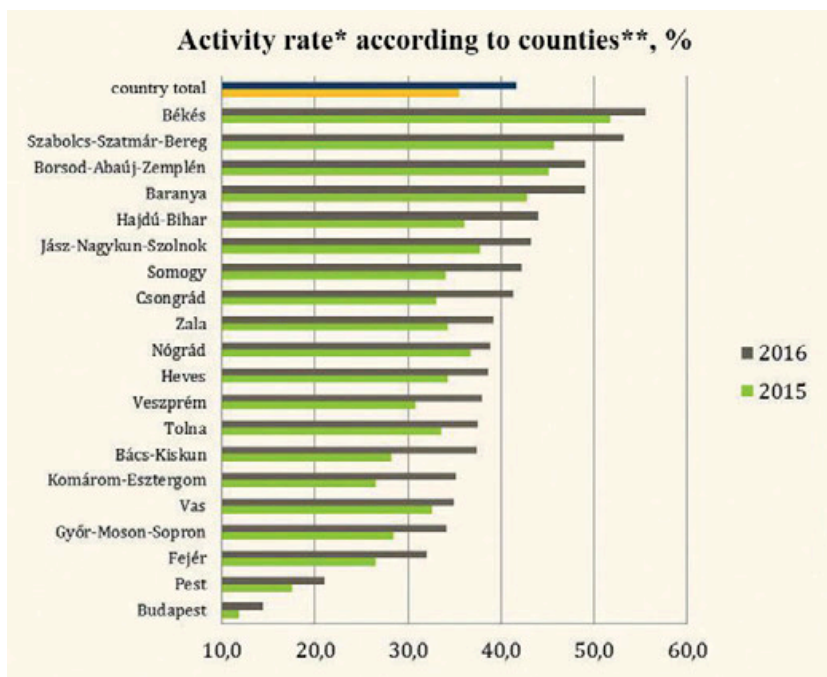
month, which was reduced to 313,800 individuals by 2016. It means that over six years the number of registered jobseekers decreased by 269,100 individuals, i.e. 46.2%.

The distribution of jobseekers based on educational attainment did not change significantly over the 6-year period, with a slight increase observed in the ratio of individuals with low level of education. While in 2011 40.3% of jobseekers had maximum 8 years of primary education, in 2016 their ratio was 42.2%. In 2016 27.0% of jobseekers completed education at secondary training school or trade school, with slightly decreasing ratios over 6 years. 10.1% of jobseekers graduated from secondary grammar school, 14.9% graduated from secondary vocational training school, and only 5.8% completed tertiary level of education. The latter ratios had not changed significantly since 2011.

Permanent jobseekers represent almost 30% of all registered jobseekers. In recent years the number and ratio of permanent jobseekers decreased continuously due to public employment, although in 2016 a moderate increase could be observed year on year. According to the reports of the county government offices

the inclusion of permanent jobseekers into public employment reached its limits by 2016: some of the permanently registered individuals were less suitable for regular work due to health reasons, and the public employers were usually unable to provide permanent employment based on mental, health, social, family or behaviour grounds and work socialisation problems. Some of them typically earned ad-hoc income from simplified employed. For these reasons it is increasingly difficult to involve such groups into public employment. They require complex individual assistance which could only bring results in case of longer term development.

With the expansion of public employment the inclusion of jobseekers intensified gradually year on year. The activity rate was 16.6% in 2012, 19.4% in 2013, 29.7% in 2014 and 35.5% in 2015. In 2016 more than 40% of jobseekers were successfully activated as a result of public employment. The activity rate varied significantly according to region: in 2016 the lowest activity rate was



* Activity rate: the average number of public employment participants compared to the total number of registered jobseekers and public employees

** Territorial classification based on residence of individuals

II. Annual change in the number of employed individuals between 2009-2016

observed in Budapest, with 14% of jobseekers activated as a result of public employment. The highest, over 50% activity rate was observed in Békés and Szabolcs-Szatmár-Bereg counties, and further 5 counties had ratios

above the national average: Baranya, Borsod-Abaúj-Zemplén, Hajdú-Bihar, Jász-Nagykun-Szolnok and Somogy counties. ■

II.7. Targets of public employment

The primary target groups of public employment include individuals living in disadvantaged settlements, as well as lowly educated unskilled jobseekers. Considering the ratio of individuals living in disadvantaged and non-disadvantaged settlements within the total number of public employees based on highest level of education it can be seen that only one-tenth (12%) completed secondary level of education, living in settlements with more favourable conditions. It also means that nine-tenth (88%) lived in disadvantaged settlements in economic and employment terms, or had very low level of education. Almost half of the individuals involved in public employment (44.6%) were characterised by both conditions considered to be problematic in terms of employment. Based on 2016 data altogether almost four-fifth (77.7%) of public employees lived in disadvantaged settlements, but the ratio was close to 3/4 in the previous years as well. In the periphery regions the employment capacity of the labour market was non-

existent or limited, and the labour market integration of public employees mostly with low level of education, social disadvantages and typically complex personal limitations was only possible through individual mental, social and health services accompanying the specific labour market interventions. While in the first years of public employment the emphasis was put on the labour market activation of excluded groups, with the stabilisation of the programmes over the years and the increasing number of public employees finding themselves 'stuck' in the system the emphasis shifted, and the legal environment, in harmony with the EU recommendations, targeted the promotion of exiting

11 Settlements are considered disadvantaged based on Government Decree No. 290/2014. (XI. 26.) on classification of beneficiary districts and Government Decree No. 105/2015. (IV. 23.) on classification of beneficiary settlements and the relevant conditions, if qualified with non-temporary beneficiary status (according to effective state of legislation as of 01.01.2017).

PUBLIC EMPLOYEES ACCORDING TO LEVEL OF EDUCATION AND RESIDENCE, 2016 (AVERAGE)

| | Living in disadvantaged settlements | | Living in non-disadvantaged settlements | | Total | |
|--|-------------------------------------|--------------|---|--------------|----------------|---------------|
| | person | % | person | % | person | % |
| without primary education | 16 752 | 7,5% | 2 450 | 1,1% | 19 201 | 8,6% |
| primary education | 86 496 | 38,7% | 16 321 | 7,3% | 102 817 | 46,0% |
| secondary training school, trade school | 47 249 | 21,1% | 10 788 | 4,8% | 58 037 | 26,0% |
| secondary vocational training school, grammar school | 26 858 | 12,0% | 10 977 | 4,9% | 37 835 | 16,9% |
| tertiary education | 2 697 | 1,2% | 2 883 | 1,3% | 5 580 | 2,5% |
| Total | 180 051 | 80,6% | 43 418 | 19,4% | 223 470 | 100,0% |

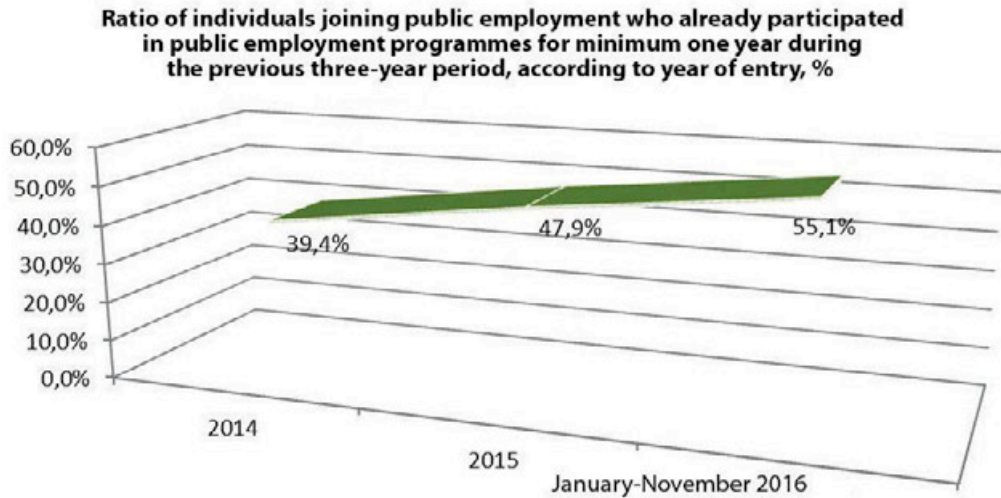
SOURCE: NISZ repository

into the primary labour market. The scale of the situation is well demonstrated by the so called 'lock-in' indicator. The indicator measures the ratio of individuals joining public employment who already participated in public employment programmes for minimum one year during the previous three-year period with or without interruption. The ratio of participants involved in public employment for over one year increased steadily year on year: in 2014 the ratio was 39%, in 2015 48%, and in the first eleven months of 2016 55%.

12 At the time of preparing the analysis the indicator values were only available for January-November 2016.

The reason for the gradually increasing 'lock-in' status is that the primary labour market fails to offer a real alternative to permanently exiting public employment. The low level of wages, the higher expectations, the shorter/indefinite employment periods, limited mobility and the cost of travelling to work are in many cases

disproportionate to the additional benefits represented by the difference between public employment wage and the available labour market wages. The lack of qualification and the existence of multiple personal (health, social, family-related, regional) limitations demonstrated by public employees contribute to the situation, but the lack of real motivation is another important factor. In certain life situations the latter is linked to the benefit of local work performance. In addition, there is little demand for workforce from disadvantaged regions registered by the National Employment Service.



SOURCE: MIS repository

II.8. Regulation changes in the interest of fine-tuning the public employment system

In order to promote entry to the labour market and to improve targeting the following major regulation changes were introduced in recent years :

— Beneficial working hours available to public employees for job-seeking purposes: relief from availability / work obligations for the duration of job interviews with applicable wages (effective since 1 January 2015).

— Open labour market offers provided by public employment authorities in case of adequate demand, similarly to jobseekers. If the offered job considered appropriate by the regulation is rejected by a jobseeker, he/she would be excluded from public employment for a period of three months (effective since 1 January 2015).

— Since 13 July 2015 it has been considered an additional disqualifying reason if a job offered in the framework of simplified employment is rejected, or any other employment relationship outside public employment ceased to exist due to employee's termination or termination notice of employer with immediate effect.

— The harmonisation of the demands of public employment and simplified employment is served by the measure according to which a potential employer wishing to offer simplified employment may submit the relevant workforce claim to the mayor of the settlement where work performance is planned during the period 1 May – 31 October (effective since 13 July 2015).

— Public employers are required to provide unpaid leave for employment purposes whose period increased from 90 days to 120 days (as of 15 July 2015), and in order to apply for such leave a written declaration instead of an employment contract should be accepted whose submission deadline decreased from 5 days to 2 days (prior to start date of unpaid leave).

— Since 13 July 2015 the scope of public employment relationships has been extended with participation in labour market services organised under public employment for the duration of which public employment wages should be paid. The applicable period increased to 15 days (from the former 3 days) per calendar year, starting from 1 January 2017.

— As an additional opportunity offered by the new legislation public employers may use the income resulting from a public employment model programme or a related public employment programme to facilitate the operation of a social cooperative established based on the specific programme, or to provide further employment for some of the involved participants beyond the applicable funding period (as of 30 December 2015).

— In the event of finding a job on the open labour market a special bonus is paid to public employees (as of 1 February 2016)

— In the framework of job protection measures social contribution tax allowance is additionally available for public employees qualified as permanent jobseekers due to the fact that the period required for gaining permanent jobseeker status also considers the duration

13 The list does not include all public employment related regulation changes; the focus was on major regulation changes introduced in the interest of better targeting and promoting exit from the system.

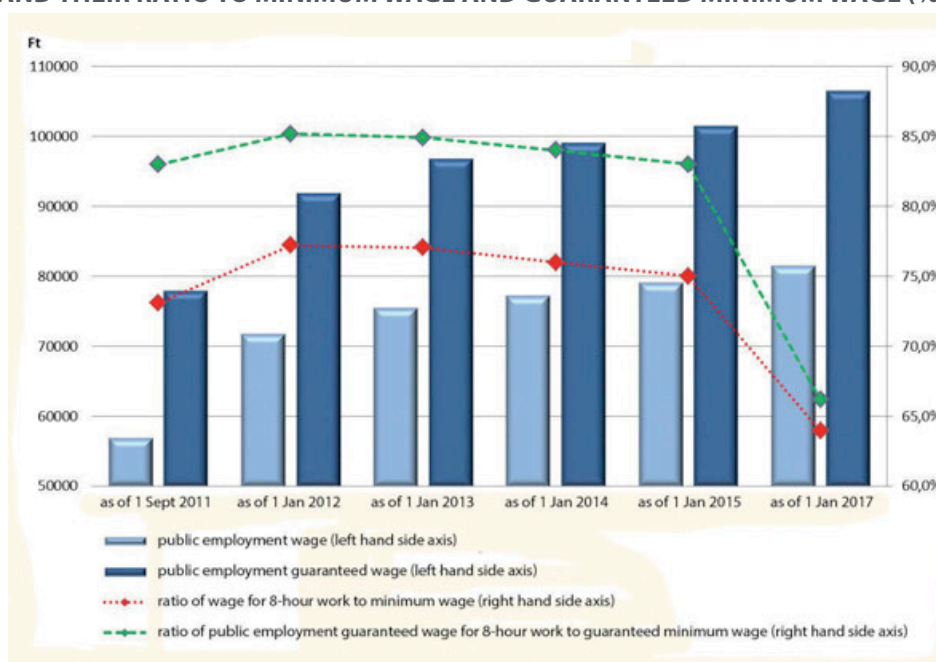
14 See Government Decree No. 328/2015. (XI. 10.) on employment allowance for public employees, effective since 1 January 2016

of public employment. This way the quasi disadvantage of public employees compared to non-public employee jobseekers had been eliminated (as of 16 July 2016).

— The difference between the available open labour market wages and public employment wages is an important incentive for public employment participants. In establishing public employment wages the principle is to provide an income higher than social care but lower than the minimum wage, thus encouraging employment on the open labour mar-

ket. The gap between public employment wages and the minimum wage respectively the guaranteed minimum wage decreased only to a lesser degree between 2011 and 2015. In 2016 there was no wage increase in public employment, and the latest wage hike became effective on 1 January 2017. Since the minimum wage and the guaranteed minimum wage increased by 15% respectively 25% this year, the gap has grown significantly. ■

GROSS PUBLIC EMPLOYMENT WAGE AND GUARANTEED WAGE FOR 8-HOUR WORK (HUF) AND THEIR RATIO TO MINIMUM WAGE AND GUARANTEED MINIMUM WAGE (%)



SOURCE: MIA own calculations

II.9. Public employment funds

The budget allocation for public employment increased significantly since 2011. In 2011 the total allocation available for public employment was HUF 72.5 billion, which increased to HUF 270 billion by 2015. In 2016, following interim regrouping, the available funds were just below HUF 280 billion out of the HUF 340 billion appropriation. Utilisation between 2012 and 2015 was approx. 94-98%, and in 2016 the utilisation rate after regrouping was 99%.

Beginning from 2011 until the end of 2016 approximately 652,200 individuals participated at least once in public employment, meaning the actual number of participants during the entire period. The total amount of wages allocated between 2011 and 2016 was HUF 937 987 890 thousand (including related contributions). Each programme type has a different cost structure: the model programmes are characterised by significant investment

II. Annual change in the number of employed individuals between 2009-2016

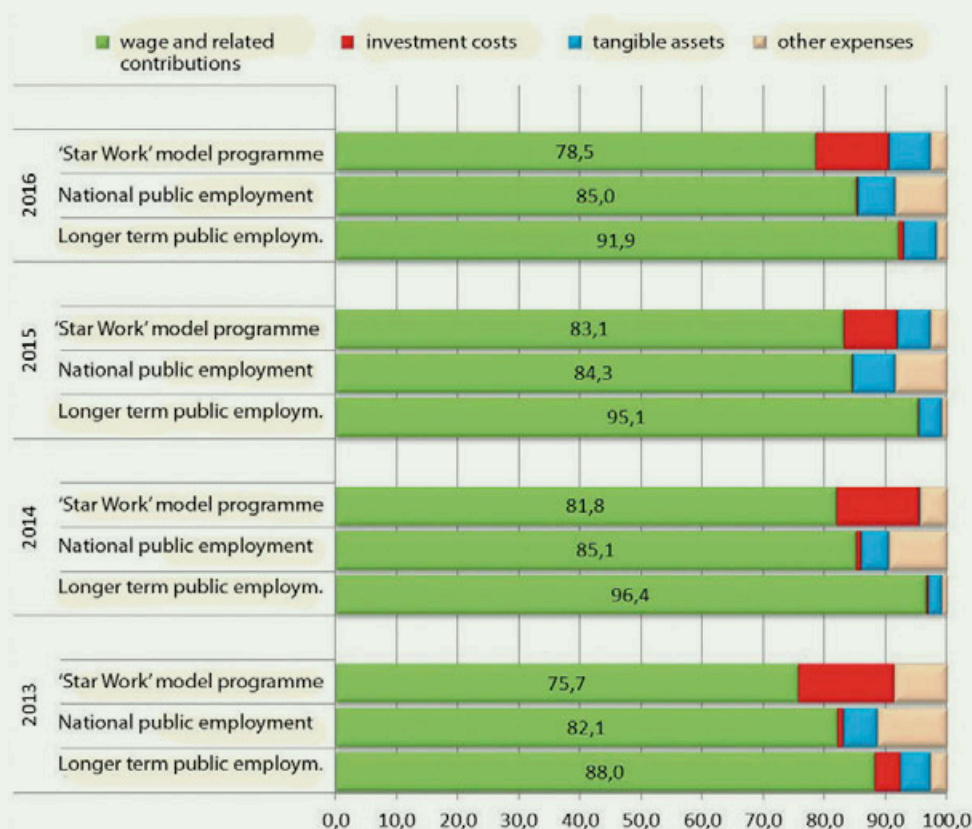
| Budgetary year | 'Start Work' programme appropriations (HUF million) |
|----------------|---|
| 2011* | 8 492,6 |
| 2012 | 137 730,1 |
| 2013 | 179 897,8 |
| 2014 | 231 105,3 |
| 2015 | 270 000,0 |
| 2016** | 340 000,0 |

*In addition to 'Start Work' appropriation, in 2011 the Ministry of National Economy had HUF 64 billion available for public employment

**From the appropriation interim regrouping took place in accordance with the following: for the National Employment Fund Focus programme supporting social cooperatives HUF 12 billion; for the Ministry of National Economy to cover other operational expenses HUF 48 761.7 million

costs, while wage type costs represent the lowest share in this category. Under the national programmes the share of other costs (e.g. organisational costs) is higher than in any other programme type. In the longer term programmes wage costs represented more than 90%, except in 2013.

COST TYPES OF PUBLIC EMPLOYMENT PROGRAMMES (ON THE BASIS OF PAID EXPENSES, BROKEN DOWN ACCORDING TO YEAR OF FINANCIAL SETTLEMENT



II.10. Typical jobs in public employment

The majority of the public employment programmes offer low skilled or unskilled jobs based on the capabilities and skills of the participants, with significant differences observed according to programme type. Comparing the jobs available in the three main programme types it can be seen that 'other simple service and transport' jobs top the list in all three categories. In the national programmes the ratio of administrative jobs is higher, taking the second place on the list. The other top jobs reflect the activities carried out by the main national public employment companies: simple industrial, construction

industry, agricultural and cleaning jobs, as well as forestry, library, archive registry, tarmac laying and road construction jobs. The district model programmes mainly offer simple/unskilled agricultural jobs, crop cultivation as well as work and production organisation jobs. In the longer term public employment programmes jobs are dominantly related to the operating of settlements such as cleaning, maintenance, garbage collection, kitchen help and other handling jobs. ■

TOP LISTS OF JOBS PERFORMED IN EACH TYPE OF PUBLIC EMPLOYMENT
(2016, BASED ON ANNUAL AVERAGE PARTICIPANT NUMBERS)

| Longer term public employment | | National public employment | | District 'Start Work' | |
|--|----------------|--|----------------|--|----------------|
| Occupation (HCSO) | No. of persons | Occupation (HCSO) | No. of persons | Occupation (HCSO) | No. of persons |
| Other simple service and transport occupation not elsewhere classified | 55 337 | Other simple service and transport occupation not elsewhere classified | 7 995 | Other simple service and transport occupation not elsewhere classified | 45 504 |
| Other cleaner and helper | 9 322 | General office attendant | 6 696 | Simple agricultural occupation | 9 665 |
| Institutional cleaner and helper | 3 498 | Simple forestry, hunting and fishery labourer | 5 176 | Agricultural labourer | 5 813 |
| General office attendant | 2 512 | Construction labourer | 4 217 | Other simple construction industry occupation | 4 827 |
| Public area cleaner | 2 285 | Other industry and construction industry occupation not elsewhere classified | 2 556 | Work and production organiser | 1 844 |
| Other office and handling jobs not elsewhere classified | 2 254 | Forestry labourer | 1 689 | Simple industrial occupation | 1 708 |
| General maintenance occupation | 1 334 | Other simple construction industry occupation | 1 608 | Construction labourer | 1 284 |
| Simple agricultural occupation | 1 320 | Simple agricultural occupation | 1 390 | General office attendant | 1 166 |
| Garbage collector, street sweeper | 1 294 | Institutional cleaner and helper | 1 111 | Construction industry labourer | 1 150 |

II. Annual change in the number of employed individuals between 2009-2016

| Longer term public employment | | National public employment | | District 'Start Work' | |
|---|----------------|---|----------------|--|----------------|
| Occupation (HCSO) | No. of persons | Occupation (HCSO) | No. of persons | Occupation (HCSO) | No. of persons |
| Other simple construction industry occupation | 1 022 | Other cleaner and helper | 888 | Other cleaner and helper | 884 |
| Work and production organiser | 1 016 | Library, archives registry manager | 744 | Other industry and construction industry occupation not elsewhere classified | 650 |
| Simple industrial occupation | 928 | Other office and handling jobs not elsewhere classified | 695 | Stonemason | 572 |
| Public cleaner | 848 | Tarmac layer and road construction worker | 606 | Other crop cultivation occupation | 518 |
| Kitchen helper | 774 | Simple industrial occupation | 601 | Other service occupation not elsewhere classified | 452 |
| Other handling occupation | 735 | Work and production organiser | 484 | Work organiser | 405 |
| ... | ... | ... | ... | ... | ... |
| Total | 95 662 | Total | 42 854 | Total | 76 442 |

HCSO=Hungarian Standard Classification of Occupations

A Public employment related training programmes

Public employment continues to be a tool, not a target, in facilitating return to the primary labour market, which may help individuals through training by offering various directions, opportunities and means. Public employment related training may be focused on integration, helping

individuals with basic competencies, education and skills, or assisting progress to vocational training or further training. ■

III.1. Training programmes related to public employment in 2012-2015

Based on the longer term assessment of the educational attainment of public employees it was found that more than 50% of public employment participants only completed primary education, therefore integration, preparation for vocational training and assistance with skills and qualifications proved to be in highest demand. In the period between 2012-2015, due to lack of adequate domestic funds, such activities were facilitated in the framework of SoROP (Social Renewal Operational Programme) projects promoting social inclusion, particularly the SoROP 2.1.6-12/1-2012-0001 'I'm learning again' priority project (hereinafter: SoROP project), closely related to the programme aimed at lifelong learning which is considered to be of key importance by the EU as well.

The SoROP project provided funds for the training of individuals with employment contracts, including public employment relationship. The majority of the training programmes were practice-oriented, implemented during the public employment period, and closely related to the performed activities. During the training period participants received public employment wages from funds provided by the Ministry of Interior. The majority of the training activities, following theoretical training, included practical work provided by public employers, performed on-site.

The implementation of the SoROP project was completed on 30 November 2015. The programme supported the competency development of 183,791 individuals, including 175,307 public employees (95.4%). Of the latter group 165,522 participants, i.e. 94.4% completed the programme successfully, with a minimal drop-out rate of 5.6%. The number of Roma participants with

multiple disadvantages engaged in public employment, specifically monitored by a special indicator was 38,567 (22%).

In determining the directions of the training programmes launched for public employees it was necessary to quickly answer the demands related to the 'Start Work' micro-regional programmes including agricultural programmes. The main objective was to ensure that the participants of the agricultural training programmes would be skilled to perform agricultural activity upon successful completion. Due to the acquired skills the produce resulting from the agricultural programmes would ensure long-term supply for local public catering, with occasional contribution to the food supply of family members, and the capacity to improve household finances by selling surplus resulting from household farming activities.

The agricultural, integrational and competency development training programmes were developed and implemented under professional guidance by the Türr István Training and Research Institute, taking into account the low educational attainment and missing competencies of public employees, as well as the needs of the Ministry of Interior.

After successfully launching the above training programmes, as a clearly outlined additional goal further training programmes were targeted to provide instantly usable skills for actual work, in accordance with the needs of public employers as well. Upon successful completion public employees could utilise the acquired skills in subsequent activities, providing opportunity to find employment on the open labour market as well

(e.g. with public or private forest management, water management, occupied as silviculturists, dike-reeves and canal keepers, power-saw operators, etc.).

In order to ensure the adequate results and achievements of public employment related training programmes continuous discussions were held with public employers and actors of the competitive sector to facilitate the subsequent employment of participants on the open labour market as widely as possible as a result of training. To achieve these goals it was necessary to launch training programmes with higher professional contents and training hours targeting qualifications listed in the National Training Register recognised by the state as well as competency development, taking into account the high ratio of low educated individuals living

in the most disadvantaged small settlements (e.g. health development worker, cheesemaker, shoe top maker, garden labourer, livestock farm hand/carer, textile assembly worker, cleaning technology worker).

The effectiveness of the training programmes was influenced by another important factor, i.e. the availability of mentoring service during training. The implementation of the training programmes provided for public employees under the SoROP project was assisted by 126 mentors on average, constantly adjusted to the actual number of participants. In total 20.4%, i.e. 35,824 participants took advantage of the offered mentoring service to ensure the successful completion of training. ■

III.2. Training programmes related to public employment in 2016

In accordance with the strategic objectives we still aim to provide EU funding for public employment training programmes. During the period 2016-2018 the implementation of training programmes will be supported by the Economic Development and Innovation Operational Programme (EDIOP).

In the framework of the EDIOP programmes the EDIOP 6.1.1-15-2015-00001 'Training of low skilled individuals and public employees' priority project (hereinafter: EDIOP project) provides support for public employment training, as well as for further progress and employment on the primary labour market.

The EDIOP project is implemented under professional guidance by the Ministry of National Economy, with the involvement of the National Office of Vocational Training

and Adult Training as consortium leader, as well as the Ministry of Interior and the government offices of 18 convergence regions (hereinafter: government offices) as consortium partners.

Under the programme the training of minimum 85,000 individuals is planned, supported by HUF 30 billion, of which 80,000 are low educated with primary or lower secondary level education (ISCED 1, ISCED 2), or engaged based on public employment or employment contracts. There is little opportunity to involve individuals with higher, i.e. minimum secondary level education (ISCED 3) (5.9%). The target indicator for individuals obtaining certificate is 68,000 (80% of involved participants).

The number of participants to be involved in the EDIOP project at county level was determined for the involved

government offices centrally, where among others the respective number of registered jobseekers, public employees and low educated individuals were also considered.

The primary aim of the training programmes launched under the EDIOP project is to carry on integration and competency development necessary for starting vocational training, as well as training adjusted to primary labour market needs. The new features introduced in the EDIOP project include the following:

- career orientation questionnaire filled in by target group members in order to establish future directions,
- individual training plan to facilitate personalised training,
- supplementing activity for adult training, integrated in the vocational training programme. 'Enhancement of training effectiveness' prior to vocational training in order to facilitate integration and attendance (16 hours), and 'Furthering employment' at the end of training to facilitate entry to the primary labour market (24 hours).

Based on the established strategic goals the government offices assessed the relevant training needs along with the local chambers, taking into account the labour market forecasts and expectations, as well as the experiences of daily company relations. During the planning process an essential professional requirement was to primarily target qualifications listed in the National Training Register recognised by the state which would provide better job opportunities for public employees on the open labour market. Accordingly, the training courses added to the register mostly targeted skills suitable to answer labour market needs and the shortage of professionals in the specific regions, as well as training opportunities suitable for individuals with lower level of education. Jobs with permanent vacancies in the industry and construction industry sector (e.g. milling machine operator, stonemason, tiler, carpenter, concrete carpenter) and in other sectors (e.g. chef, social worker/nurse, meat product specialist, gardener) were also added to the register.

The low budget of the EDIOP project offers limited opportunity for implementing more cost-demanding training programmes involving more material and higher number of hours. Moreover, taking into account the level of education and the motivation of the target groups, the additional challenges in terms of successful programme implementation are presented by participating in longer training programmes, keeping up motivation and meeting examination requirements.

The later than planned launch of the EDIOP project and the raised methodology and other professional issues caused delays in starting the training programmes. The necessary preparations, the involvement of the targeted group members and the assessment of personalised training needs presented huge responsibility and challenge for the concerned government office personnel.

The involvement ratios as of 31 December 2016 (Illustration No. 1) were significantly influenced by the labour market situation typical for the specific counties, the number of public employees, as well as other factors. The government offices had to cope with various problems since the launch of the EDIOP project:

- Arising liquidity problems resulted in delayed start of training. This fact caused uncertainty among the target groups and the employers, and the local governments formerly indicating demand reversed one by one.
- Due to the delay the concerned public employees became involved in value creating programmes (Start programme), hindering subsequent inclusion in training.
- The limited capacities of the training institutions restricted the ability to start multiple training activities.
- Several other simultaneously running EU programmes concerning ISCED1 and ISCED2 target groups put limitations on the number of participants to be involved, and the lack of motivation and willingness of these groups to participate in training proved to be a severe obstacle in terms of involvement.
- The 'draining' effect of summer seasonal work and simplified employment caused additional difficulties.

III. A Public employment related training programmes

- A number of significant professional issues required Managing Authority resolution (e.g. issues of further related training, unclarified legal and financial background). The procurement of occupational health aptitude examinations related to state-recognised training programmes also required resolution, therefore several announced courses had to be cancelled, thus failing to reach the planned participation numbers.

Thanks to several years of practice the government offices managed to adequately prepare the EDIOP project, and in February 2016, following the removal of obstacles, the training programmes started successfully in Fejér, Tolna, Baranya and Nógrád counties.

The training programmes launched with the involvement of over 1,000 participants by the end of 2016 included basic competency development and training courses to develop agricultural labourer, park maintenance, outdoor green area small equipment operator, construction and handling machine operator, fruit and vegetable processing, cleaning technology and kitchen help skills. The training programmes aimed at garden labourer, power-saw operator, family carer and herb collector skills could offer employment opportunities for low educated participants based on local labour needs.

According to the training register effective until 31 December 2016 in total 585 training options were planned by the government offices, the composition of which is shown in the diagram below (Illustration No. 2). The planned training options facilitated the launch of several training courses (groups).

Based on the number of involved individuals and the related public employment programmes it can be stated that the training programmes were mainly attended by public employees engaged in longer term public employment programmes, followed by those engaged in district and national public employment programmes (Illustration No. 3).

The above can be explained by the length and predictability of the public employment and training schemes.

Analysing the number of involved participants it can be stated that in accordance with the effectiveness indicators of the EDIOP project mostly the involvement of ISCED 1-2 target groups could be achieved. In 2016 women represented a higher ratio among training participants, which could be explained by motivation, as well as the need by men to participate in actual work activities (Illustration No. 4).

As regards disadvantaged individuals and public employees various problems may arise during the training period endangering successful completion such as health, family, relationship or integration problems, therefore personal assistance provided through mentoring is especially important in the interest of successfully completing the training. Mentoring is particularly important in keeping up and successfully completing training, and preventing dropping out of courses. While exploring and solving problems, mentors facilitate close relationship between the training institutions and the participants, and if necessary even the concerned employers or other social institutions may be involved.

The preparations for the 2016-2017 winter training sessions began in the autumn of 2016. The amended notice published in November clearly defined the term 're-involvement' and the method of consideration in the effectiveness indicator. Accordingly, the 'number of training participants' indicator should include individuals with multiple participation only once, regardless of how many time he/she got involved in training.

The preliminary assessment of training needs was once more performed with the involvement of government offices, with training options targeting skills with permanent vacancies. The 721 training options included in the register of programmes launched from 1 December 2016 are shown in the diagram below (Illustration No. 5).

In the 2nd phase, in the framework of the 2016-2017 winter training programmes additional 25,000 individuals were planned to be involved from December 2016.

As regards the 30,000 participants planned in the 1st phase, until the end of November 2016

- altogether 23,639 individuals had been involved (including 138 employed persons), of which 8,413 were Roma,
- the male and female participation ratios were 40% to 60%.

In the 2nd phase, out of the 25,000 individuals planned to be involved in the 2016-2017 winter training programmes the number of individuals involved until 31

December 2016 was 10,921 (including 147 individuals involved for the second time), indicating a ratio of 44% to the total planned 25,000 individuals.

Mentoring services are provided during the entire training period in all 18 counties. According to data available at the end of 2016 the successful completion of public employment training was assisted by 119 mentors. Based on 2016 closing data 90% of the EDIOP project participants, i.e. 31,012 individuals received mentoring service (23,879 individuals on group basis and 247 individuals on individual basis, while 6,886 individuals received both), of which only 1,098 individuals (3.5%) dropped out of training (Illustrations No. 6-7).

Annexes

INDICATORS SHOWING THE NUMBER OF INVOLVED PARTICIPANTS OF THE EDIOP 6.1.1-15-2015-00001 'TRAINING OF LOW SKILLED INDIVIDUALS AND PUBLIC EMPLOYEES' PRIORITY PROJECT ACCORDING TO COUNTIES (31 DECEMBER 2016)

| Name of county | Allocated number per county (persons) | Total number of involved participants (persons) (including those involved for second time) | Ratio of involved individuals compared to allocated number (%) |
|------------------------|---------------------------------------|--|--|
| Győr-Moson-Sopron | 444 | 153 | 34 |
| Veszprém | 1 182 | 450 | 38 |
| Vas | 651 | 282 | 43 |
| Borsod-Abaúj-Zemplén | 9 896 | 4 332 | 44 |
| Nógrád | 2 651 | 1 229 | 46 |
| Zala | 1 447 | 750 | 52 |
| Heves | 2 686 | 1 414 | 53 |
| Bács-Kiskun | 3 232 | 1 773 | 55 |
| Tolna | 1 575 | 921 | 58 |
| Jász-Nagykun-Szolnok | 3 449 | 2 048 | 59 |
| Hajdú-Bihar | 5 333 | 3 323 | 62 |
| Békés | 2 504 | 1 590 | 63 |
| Fejér | 1 674 | 1 194 | 71 |
| Komárom-Esztergom | 1 017 | 754 | 74 |
| Csongrád | 1 584 | 1 241 | 78 |
| Somogy | 3 392 | 2 707 | 80 |
| Baranya | 3 199 | 2 625 | 82 |
| Szabolcs-Szatmár-Bereg | 9 084 | 7 774 | 86 |
| Összesen: | 55 000 | 34 560 | 63 |

Illustration No. 1

SOURCE: MI-KKSCZ

III. A Public employment related training programmes

TRAINING PROGRAMMES AVAILABLE IN THE TRAINING REGISTER OF THE EDIOP 6.1.1-15-2015-00001 'TRAINING OF LOW SKILLED INDIVIDUALS AND PUBLIC EMPLOYEES' PRIORITY PROJECT EFFECTIVE UNTIL 31 DECEMBER 2016 ACCORDING TO TYPES OF TRAINING

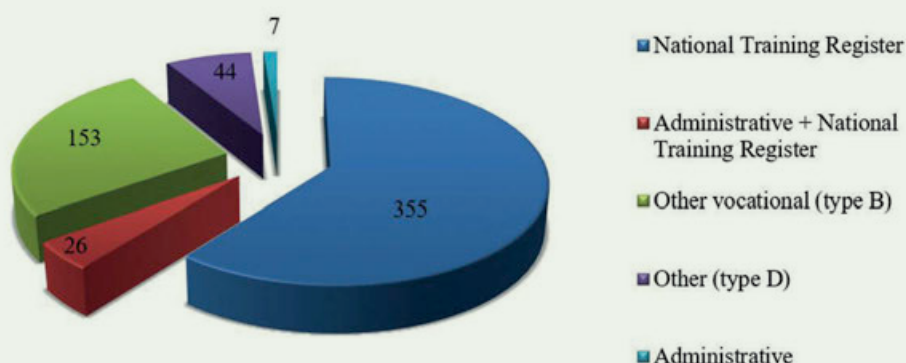


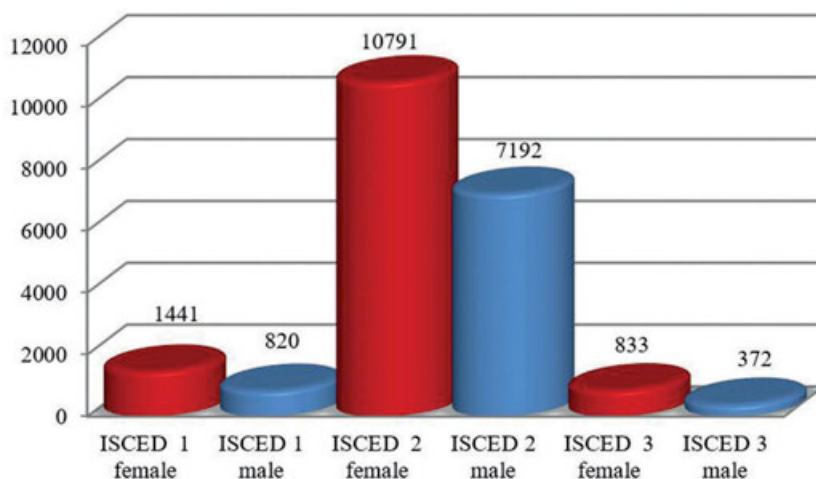
Illustration No. 2

CUMULATIVE NUMBER OF PARTICIPANTS OF THE IMPLEMENTED AND ONGOING TRAINING PROGRAMMES IN THE FRAMEWORK OF THE EDIOP 6.1.1-15-2015-00001 'TRAINING OF LOW SKILLED INDIVIDUALS AND PUBLIC EMPLOYEES' PRIORITY PROJECT (DECEMBER 2016 DATA)

| Type of public employment programme | Cumulative number of training participants (persons) | Cumulative number of participants successfully completing training (persons) | Cumulative number of Roma participants involved in training (persons) |
|--|--|--|---|
| Longer term programmes | 32 370 | 15 186 | 12 180 |
| National programmes | 974 | 439 | 169 |
| District model programmes | 1017 | 493 | 251 |
| National model programmes | 26 | 9 | 11 |
| Other model programmes | 35 | 31 | 3 |
| Training programmes for most disadvantaged regions | 0 | 0 | 0 |
| Total number of public employees | 34 422 | 16 158 | 12 614 |
| Total number of employed individuals | 138 | 103 | 3 |
| Training total (public employment + employment) | 34 560 | 16 261 | 12 617 |

Illustration No. 3

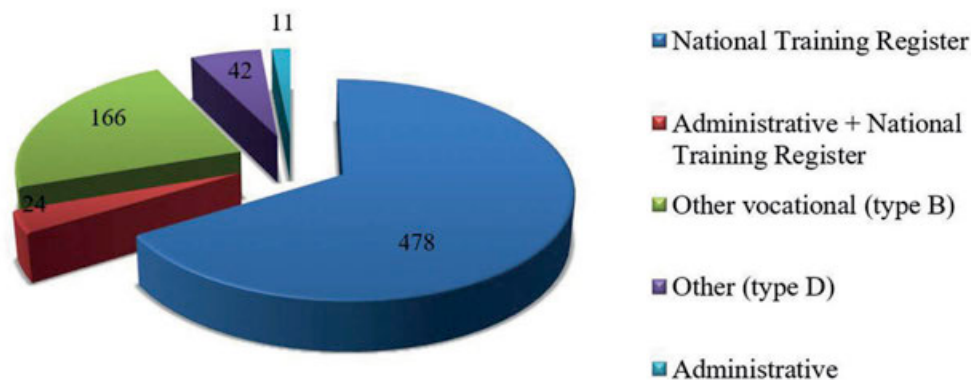
NUMBER OF PARTICIPANTS OF THE IMPLEMENTED AND ONGOING TRAINING PROGRAMMES IN THE FRAMEWORK OF THE EDIOP 6.1.1-15-2015-00001 'TRAINING OF LOW SKILLED INDIVIDUALS AND PUBLIC EMPLOYEES' PRIORITY PROJECT ACCORDING TO LEVEL OF EDUCATION (DATA AS OF 31.12.2016)



SOURCE: MI - IKSCF

Illustration No. 4

TRAINING PROGRAMMES AVAILABLE IN THE TRAINING REGISTER OF THE EDIOP 6.1.1-15-2015-00001 'TRAINING OF LOW SKILLED INDIVIDUALS AND PUBLIC EMPLOYEES' PRIORITY PROJECT LAUNCHED AS OF 1 DECEMBER 2016 ACCORDING TO TYPES OF TRAINING



SOURCE: MI - IKSCF

Illustration No. 5

NUMBER OF PARTICIPANTS USING MENTORING SERVICE AND NUMBER OF PARTICIPANTS DROPPED OUT OF TRAINING IN THE FRAMEWORK OF THE EDIOP 6.1.1-15-2015-00001 'TRAINING OF LOW SKILLED INDIVIDUALS AND PUBLIC EMPLOYEES' PRIORITY PROJECT UNTIL 31.12.2016 (PERSONS)

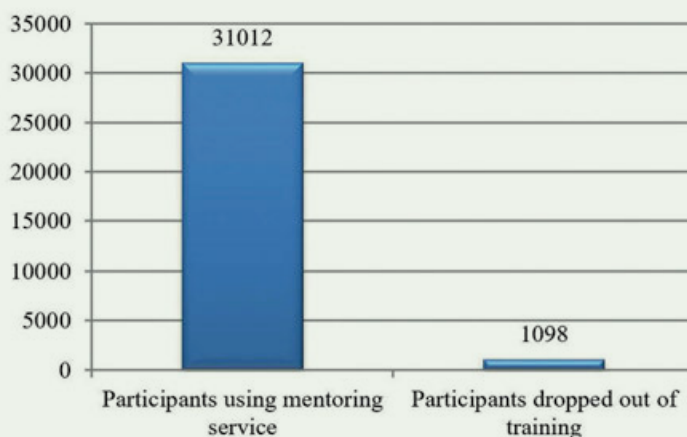


Illustration No. 6

NUMBER OF INDIVIDUAL AND/OR GROUP SESSIONS CONSIDERING THE NUMBER OF MENTORS INVOLVED IN THE EDIOP 6.1.1-15-2015-00001 'TRAINING OF LOW SKILLED INDIVIDUALS AND PUBLIC EMPLOYEES' PRIORITY PROJECT UNTIL 31.12.2016

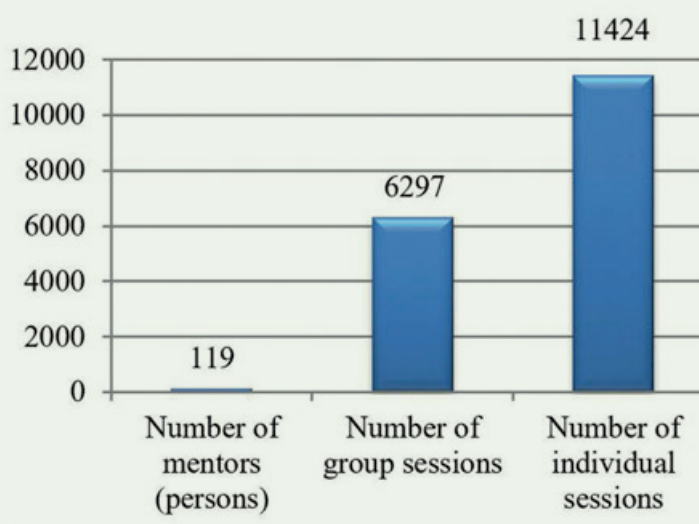


Illustration No. 7

IV.

Social cooperatives established
based on public employment

IV.1. Social cooperatives in a social economy

The Hungarian Work Plan approved by the Government provides the necessary funds for employment enhancement based on three pillars. One of the pillars involves support for social economy. The dominant players of social economy are the cooperatives appearing as a new form of enterprise, which could play an important role in local economy development and strengthening local cohesion, thus contributing to economic stability as well.

The aim is to ensure

- the long term functioning of social cooperatives based on local characteristics and self-organising in order to facilitate further progress for individuals involved in public employment programmes, i.e. finding employment on the primary labour market,
- the functioning of social cooperatives as real market players established on the basis of value

creating 'Start Work' model programmes, receiving and utilising the asset elements provided for the local governments responsible for public employment under the programmes based on loan-for-use agreements.

The social cooperatives are primarily business enterprises

- with objectives, business plans, financing sources, human and infrastructure resources, marketing activity and publicity,
 - based on the principle of optimising economic, social and environmental aspects,
 - combining innovation, enterprise and social goal, with financial sustainability due to self-generated income.
-

IV.2. Social cooperatives in the public employment system

As a next stage of development in the new type of public employment system, the Government of Hungary considers it a priority to facilitate the foundation and long term sustainable operation of social cooperatives established based on public employment, in accordance with the set employment targets and conditions.

Based on Resolution No. 2009/2012 of the Government of Hungary the Social Cooperative Programme Coordination Office (hereinafter: the Office) was set up in March 2013 under the Ministry of Interior to perform coordination tasks mainly among the ministries aimed at establishing and improving the operational and legal support framework of social cooperatives. The main responsibility of the Office was to facilitate the establishment of social cooperatives typically organised on the basis of 'Start Work' model programmes, as well

as to prepare the local governments providing public employment for the next stage of the process.

- The concept related to the establishment of social cooperatives based on public employment was adopted, along with the amendment of legislation considered necessary for the functioning of the social cooperative model, including the following:
- Act CVI of 2011 on public employment and on the amendment of public employment related and other legislation,
- Act V of 2013 on the Civil Code
- Volume 3 of Civil Code, Articles 3:1 – 3:48 The general rules pertaining to legal persons;
- Volume 3 of Civil Code, Articles 3:325 – 3:367 Cooperatives;
- Act X of 2006 on cooperatives.

- In 2014 a new type of employment relationship was introduced. Personal involvement in a social cooperative was extended with the so called 'sui generis' status based on member's activity, to be established and maintained by registered jobseekers and individuals with public employment relationship.
- On 7 August 2014 the National Employment Non-profit Limited Liability Company (Hungarian abbreviation: OFA) announced its funding programme for promoting employment relationship based on member's activity in the amount of HUF 237,500,000, preliminarily developed by the Office.
- In order to increase the number of social cooperatives organised based on public employment and to facilitate their economic stability
- The Coordination Department of Social Cooperatives was set up in the organisational framework of the Ministry of Interior on 16 January 2016, providing continuous professional support to the heads of social cooperatives,
- 48-hour social cooperative management training sessions were successfully implemented in January-February 2016 at 7 locations across the country, and
- The tender programme 'In Focus: Support of social cooperatives with local government membership' was announced in June 2016 with HUF 12 billion worth budget provided for the OFA from the National Employment Fund 'Start Work' model programme' appropriation. ■

IV.3. Activities performed by social cooperatives established based on public employment

The social cooperatives organised based on public employment in MI framework, taking into account voluntary data supply, are primarily built on 'Start Work' value creating projects involving agricultural, winter and other value creating activities established on local characteristics (typically agricultural activities, production of industrial merchandise, pickling, processing and briquette making activities, etc.)

These social cooperatives create jobs in the areas where the traditional 'investment' business structures would not be always viable. The initial operation of social cooperatives was largely based on the theoretical and practical knowledge obtained in the framework of public employment training activities. The training programmes related to public employment aim to provide work related skills to ensure essential safety and competence in work

performed in public employment, effectively contributing to the subsequent employability of the targeted groups in social cooperatives.

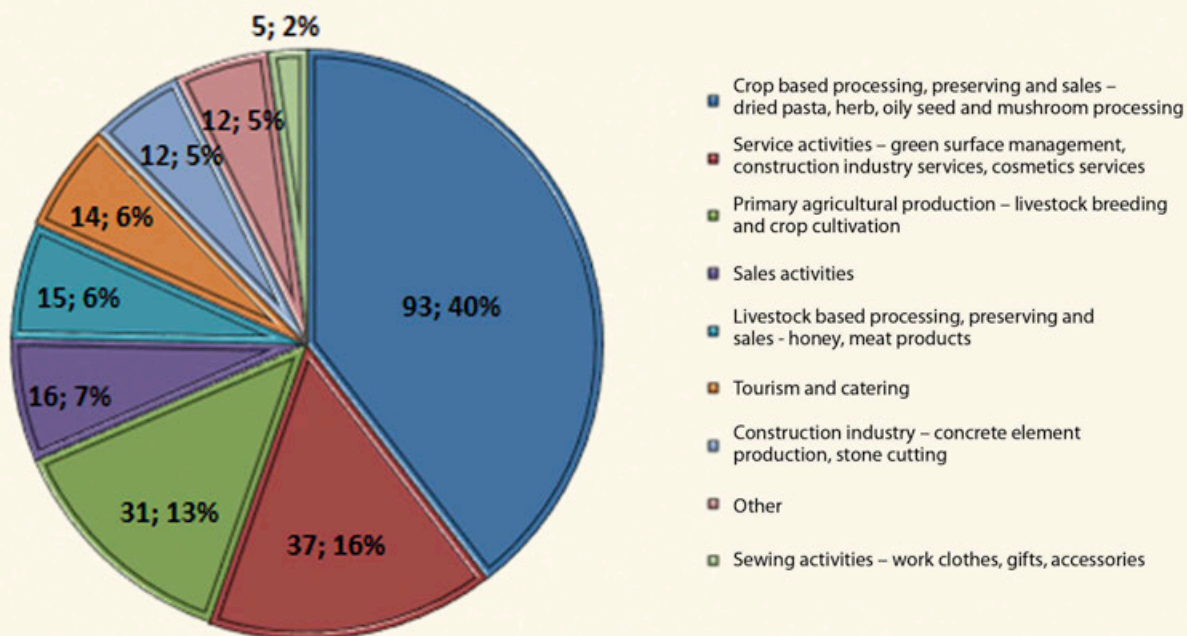
Accredited training programmes:

- small-scale crop cultivation and preservation – 1.5 years
- small-scale livestock breeding - 1 year
- small-scale crop cultivation and livestock breeding - 2 years

60% of the social cooperatives organised based on public employment are primarily engaged in agricultural (crop and livestock) production, food processing and sales. It has been an ongoing trend since 2014.

| Activities | Number of social cooperatives (= 235) |
|--|---------------------------------------|
| Crop based processing, preserving and sales – dried pasta, herb, oily seed and mushroom processing | 93 |
| Service activities – green surface management, construction industry services, cosmetics services | 37 |
| Primary agricultural production – livestock breeding and crop cultivation | 31 |
| Sales activities | 16 |
| Livestock based processing, preserving and sales - honey, meat products | 15 |
| Tourism and catering | 14 |
| Construction industry – concrete element production, stone cutting | 12 |
| Other | 12 |
| Sewing activities – work clothes, gifts, accessories | 5 |

DISTRIBUTION OF ACTIVITIES



IV.4. Asset transfer, appointment of state representatives to social cooperatives

In the framework of supporting value creating 'Start Work' model programmes through investment and material cost funding the local governments providing public employment could purchase large-value machinery, equipment and asset elements facilitating active employment, remaining in their possession even after completing the specific programmes. The fundamental aim is to ensure that the future social cooperatives become real market players utilising the assets (infrastructure) obtained in the framework of public employment, while providing employment for disadvantaged individuals and/or former public employees as widely as possible.

Article 4/A of Act CVI of 2011 on public employment and on the amendment of public employment related and other legislation provides for the possibilities available for setting up social cooperatives based on public employment. Accordingly, individuals engaged in public employment over a certain period of time who undertake to work together for minimum two years

upon establishing a social cooperative are given the opportunity to acquire any movable tangible assets and livestock used in the course of public employment for a definite period free of charge, based on a loan-for-use agreement, with the resulting benefits to be utilised by the cooperative.

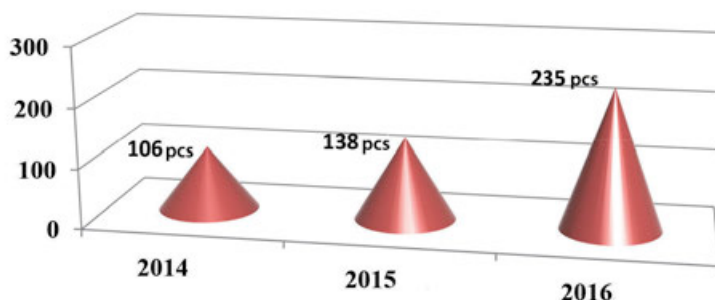
- The above facilitated the 'capitalisation' of social cooperatives undertaking open labour market employment, creating material background for guarantee coverage. The utilisation of the assets provided for the social cooperatives organised based on public employment in accordance with the business plans and the intended purposes is regularly monitored by the appointed state representatives. At national level 71 loan-for-use agreements had been concluded until 31 December 2016, the total value of the transferred assets was HUF 1.128 billion. ■

IV.5. Increasing number of social cooperatives organised based on public employment

In 2014 a total of 106 social cooperatives were organised based on district 'Start Work' model programmes with the involvement of local governments and public employees, essentially on the grounds of public employment demonstrating economically measurable productivity.

The number of social cooperatives organised based on public employment with local government involvement has been growing steadily, with 138 such social cooperatives registered until the end of 2015, and additional 235 established in 2016 at national level.

NUMBER OF SOCIAL COOPERATIVES ORGANISED BASED ON PUBLIC EMPLOYMENT



The potentials for establishing and successfully operating social cooperatives vary significantly according to counties. Based on the experiences gathered so far the western regions seemed less likely to offer such potentials, while the north, south and south-east regions

seemed more suitable for organising and operating social cooperatives. Most of the established social cooperatives are in Baranya, Békés, Hajdú-Bihar, Borsod-Abaúj-Zemplén and Szabolcs-Szatmár-Bereg counties.



IV.6. Financing opportunities, funding provided from EU and domestic sources

IV.6.1.

Funding provided from EU sources

In order to improve the operating conditions of social cooperatives the Ministry of Interior has been actively involved in introducing EU sources. Under the SoROP 2.4.3.D tender construction 'Social economy development in the convergence regions' 33 social cooperatives organised based on public employment received EU funds in the total amount of approx. HUF 1.3 billion.

IV.6.2.

Additional funds for local governments providing public employment

The Ministry of Interior provided additional funds for disadvantaged settlements with long-term self-supporting and functioning ability to facilitate the future operation of social cooperatives organised based on public employment. The assets acquired in this manner were transferred to the social cooperatives organised in accordance with the law on the basis of loan-for-use agreements set up with the respective local governments.

IV.6.3.

Support scheme from domestic funds

At the initiative of the Ministry of Interior a support scheme providing domestic funds for social cooperatives was launched with the involvement of the Ministry of National Economy and the OFA.

'Sui Generis' support scheme

The aim of the scheme is to promote 'sui generis' status based on member's activity among social cooperatives to create self-sustaining and self-supporting sustainable municipalities.

Under the 'Sui Generis' support programme announced by the OFA in two phases 25 social cooperatives organised based on public employment received support in the amount of HUF 165,035,646.

'In Focus: Social cooperatives with local government membership' support scheme

The support scheme 'In Focus: Social cooperatives with local government membership' (hereinafter: Focus) with

| 'Start Work' programme special appropriation | Amount of support | Number of supported public employers |
|---|--------------------------|---|
| Additional funds 2013 | HUF 319 999 070 | 37 település |
| Additional funds 2014 | HUF 240 095 000 | 19 település |
| Additional funds 2015 | HUF 328 997 670 | 32 település |
| Total: | HUF 889 091 740 | 88 municipalities |

a total budget of HUF 12 billion implemented over 3 years is primarily aimed at facilitating the development and self-supporting ability of social cooperatives organised based on public employment. The goal is to create new sustainable jobs, particularly in the disadvantaged regions, by improving the employment capacities and providing support for the activities and operation of social cooperatives.

The support scheme is planned to be implemented in two phases under constant monitoring in accordance with the following:

Phase 1: 21 June 2016 – 4 October 2016

Phase 2: 1 March 2017 – 31 August 2017

Under phase 1 of the Focus support scheme ending on 4 October 2016 51% of the available budget was contracted. 75% of the tenders submitted for decision complied with the applicable conditions. As a result, altogether 87 cooperatives received support in the total amount of HUF 4.6 billion.

The Focus scheme is a novel innovative programme compared to the previous tendering opportunities. The intersectoral cooperation demonstrated by the Ministry of Interior, the Ministry of National Economy and the OFA has been exemplary. ■

IV.7. Future role of social cooperatives organised based on public employment

Public employment, especially the ‘Start Work’ model programme is a form of temporary employment which provides individual support as well as the required conditions (infrastructure) of work activity, promoting appropriate skills and work culture for participants. As a result, public employment contributes to the formulation of economic (production) units, creating an initial basis towards self-support, self-employment and self-sustenance.

Most of the social cooperatives organised based on public employment operate in underdeveloped, disadvantaged regions therefore it is essential for them to develop the ability to recognise local needs and to achieve the set goals. By supporting value creating public employment, the Ministry of Interior created a ‘take-off’ opportunity as a starting point for newly established social cooperatives, providing help to launch and operate the enterprise along with other trade-specific assistance, thus reducing the relevant costs and initial risks, and facilitating viability and integration in the economic system in a fast and effective manner.

Successful social cooperative models

Egerág

The Municipality of Egerág began to develop its local economy in 2006. Assisted by public employment programmes, initially a meat processing facility and a butcher’s shop were established, primarily focusing on processing own-bred livestock. In August 2016 a cooperative called **‘Helyi termék Egerág Szociális Szövetkezet’** was established with the involvement of two public employees and later on the local government of the settlement. The aim of the social cooperative is to provide work for as many people as possible in addition to the currently involved four employees. They also find it important to process locally bred quality livestock in order to provide premium meat products for residents living locally and in nearby settlements, as well as for local schoolchildren and socially needy groups.

Hetvehely

The Municipality of Hetvehely gives special focus to public employment due to the fact that it is about the only opportunity available for local residents capable

and willing to work to secure a decent livelihood. As a result of the programmes a cooperative called **‘Hetvehelyi Építő és Szolgáltató Szociális Szövetkezet’** was established in 2015 with seven members including the local government as well. In 2016 the cooperative received support for the employment of eight people under the Focus programme. In this framework forestry activities are carried out based on annual contract with Mecsekerdő Zrt for forest maintenance, in addition to performing construction industry services, as well as skilled electrician, tiler and stonemason jobs.

The future plans include fish farming in a two acre pond, as well as machine acquisitions and the involvement of employees in NTR training courses.

Jászszentandrás

The **Jászszentandrás Social Cooperative** was established in December 2015 with four founding members including the local government. The cooperative is specialised in manufacturing sea buckthorne based products. The small manufacturing plant was opened on 28 April 2016, equipped with modern machinery required for juice production. The manufacturing activity was launched based on a nine acre sea buckthorne field owned by the local government. The manufacturing plant created six jobs for the settlement. Currently drinking juice production is performed, for which the additional raw fruits and vegetables are mainly purchased from the nearby municipalities on contract basis. The future plans include the production of jam, pulp and seed oil as well. The manufactured products contain sea buckthorne, which is extremely rich in vitamin C (1 g contains 4.5 mg). Accordingly, sea buckthorne is an ideal ‘winter medicine’ for preventing colds. It is even more valuable due to the fact that it contains beta-carotene and vitamins E and F as well.

Lengyeltóti

The social cooperative of Lengyeltóti called ‘Unikornis Szociális Szövetkezet’ was established on 5 January 2015 with the long-term goal of securing livelihood for public employees wishing to progress towards the open labour market. The cooperative received support for establishing

a dried pasta manufacturing plant in the framework of the ‘Sui Generis Support Scheme II’ announced by the OFA, which facilitated the employment of ten ‘sui generis’ members. The plant supplies pasta for the municipal kitchen with a capacity of 1,000 portions, but the residents of the nearby settlements are also keen to buy the manufactured home style products exclusively made with fresh eggs and flour. The establishment of the plant made it possible for the local government to support socially needy and aged individuals as well by supplying locally manufactured products. In 2014, in the framework of the ‘Start Work’ model programme the municipality also launched an artificial stone manufacturing plant owned by the prestigious Bonyhádi Architect Kft. One year later this activity also became integrated into the social cooperative. In addition to manufacturing traditional paving stones and concrete products they produce architectural sculpture, artificial stone and ornamental products as well, requiring a full-time architectural sculptor to manage the plant. For example, they performed the restoration of the protected statue of St John of Nepomuk and several crosses displayed in public areas, and they produce various gift items for celebratory events. The cooperative also undertakes the restoration and preparation of gravestones according to demand.

Magyarbóly

The cooperative called **‘Település Szerviz Szociális Szövetkezet’** was established in 2013 with 12 founding members including 7 public employees, 2 local governments, 1 association and 2 private individuals. The performed activities mostly include pig fattening on contract basis, construction industry work, as well as fruit and vegetable juice production. In 2016 the number of full-time employees was 9, with additional 11 individuals having membership status. The livestock farming activity involves 2,500 pigs annually, producing significant income for the cooperative. In the framework of construction industry activities over the past 2 years the cooperative had been involved in

the construction of 2 500kW solar power plants, indoor and outdoor renovation of residential buildings and the construction of a boarding house. As regards fruit and vegetable processing mainly the products of the local and nearby small-scale and primary producers are processed on contract basis, in addition to processing fruits and vegetables produced by the municipality in order to supply raw materials for the kitchen providing local public catering. The maintenance activities of the local government institutions are also performed by the cooperative.

Magyarszék

The cooperative called **'BO-LI-MA Szociális Szövetkezet'** was established in 2015 with membership including the local governments of Bodolyabér, Liget and Magyarszék, as well as 13 private individuals. The primary aim of the cooperative is to achieve self-sustenance and to increase the amount of locally processed food facilitated by a short supply chain. The cooperative seeks to provide employment not only for disadvantaged residents, but it wishes to offer an opportunity for local producers and family/sole enterprises to process, store and sell products and services. The motto of the cooperative: 'Produce healthy goods locally, buy fresh, bring your own product, share your opinion'. It also shows the aim of inviting people to take advantage of healthy country produce, local crafts and folk art products and services in the settlement and the nearby towns. The cooperative uses innovative methods in developing activities, with several production sites and a variety of activities for increased stability. The cooperative supplies meat, fruit and vegetable juices and other processed products for the local kitchen with a capacity of 350-400 portions daily.

Márok

The Municipality of Márok had been involved in public employment under the 'Start Work' model programme since 2011. The programmes mainly involved vegetable production. Since the immediate utilisation and sale of the produced items proved problematic, the local government established a social cooperative (**Márokért Szociális Szövetkezet**) in 2013 with the involvement of 10 individuals to ensure more efficient utilisation. The main activity of the cooperative involves the processing and pickling of local goods produced in the framework

of public employment activity. The pickling plant was set up from local government funds in the kitchen facility of the out-of-use nursery school. Initially the products were sold to the nearby institutions and local governments, in addition to supplying aid locally. In order to promote the activity of the cooperative on a wider scale a store called 'Village Market Place' was opened in the centre of Villány in 2016. The products sold in the store include locally produced pickled goods, fruits, vegetables and home produced items: pasta, honey, eggs, cheese and organic products. The variety is continuously extended with home produced goods procured from nearby primary producers and businesses. This year the introduction of further products and the development of a webstore are planned to promote wider accessibility.

Mucsony

The **'Mucsonyi Mezőgazdasági és Kézműves Szociális Szövetkezet'** was established in 2015. The aim was to create an economic establishment capable of satisfying current customer needs with a development capacity, operating under control of the authorities. The cooperative set up a pasta production plant with a capacity to supply the nearby public kitchens and catering/commercial facilities in a competitive manner using small scale mass production technology. As regards raw materials, the eggs used for pasta production are procured from the laying site operated by the cooperative, and flour will be shortly supplied by the local fields. In 2016 preparations began to set up a mill as well, with an output exceeding the capacity of the pasta production plant due to high demand for milled products based on market research. The cooperative will be able to produce refined and wholemeal flour as well to keep up with the demand for healthy diet. The cooperative seeks to explore potential activities according to the capacities and capabilities of the settlement, therefore its well-equipped sewing facility serves companies, small fashion stores and multinational corporations as well according to demand. The cooperative is closely involved in the dealings of the settlement, also supplying janitor services for 12 residential blocks among others.

Polgár

The **'Polgári CSEMETE Szociális Szövetkezet'** was established by the Municipality of Polgár in 2013

involving local residents with adequate professional expertise and connections to ensure operating stability and effectiveness. The cooperative is an ideal solution for people living in the Tisza region in terms of providing work, social status and community activity, and the importance of experiencing social responsibility. The founding members of the cooperative include individuals selected based on the public employment programme. Successful tendering (SoROP, 'Sui Generis') provided opportunities for job creation and asset procurement. The main activities of the cooperative include the implementation of the social fuel assistance programme and services such as residential area management and green area maintenance carried out for businesses. The programme provided by the social cooperative 'Helping hands for old people' assisting older residents in the settlement won second place in the competition announced for best local government practice by the Ministry of Interior and the National Association of Local Governments.

Rábaszentmihály

The Company Registry of Győr incorporated the **Rábaszentmihály Social Cooperative** in 2015. The cooperative was established with local government membership and 8 natural persons including 4 individuals in public employment at the time of foundation. The main activity includes dried pasta production, in addition to livestock farming as well as processing and selling the produced items. The cooperative introduced innovative activities including the production of coloured dried pasta. Currently 3 full-time employers are engaged, two of them involved in the foundation of the cooperative. In summer 2016 the operating of a butcher's shop was transferred to the cooperative by the local government, facilitating pig processing in order to supply quality meat products for people living in Rábaszentmihály and the nearby settlements.

Somoskőújfalu

In Somoskőújfalu joinery has been a traditional trade, undergoing serious decline in the past 15-20 years due to

mass produced foreign goods. Recently the Municipality of Somoskőújfalu made efforts in order to search for remaining professionals of the trade in the framework of public employment schemes. As a result, the **Somoskőújfalu Social Cooperative** was launched in 2016 assisted by public funds through public employment. In addition to joinery activities board cutting for furniture was also introduced according to the demands of the modern age. By continuously expanding the available machinery stock efforts are made to keep up with the competitive sector and to ensure that the required skills are transferred to local young people hoping to establish livelihood in their place of residence. The products are dominantly made from spruce, but the capacity to use a variety of materials for the individually developed products is considered important. Scots pine, redwood and various hardwood materials are equally available for manufacturing, but the cooperative is prepared to meet other requirements including individual sizing, carving, decorating, assembling, as well as maintenance activities.

Tállya

The Municipality of Tállya set up a site for manual and power stone cutting activities in the framework of a priority 'Start Work's model programme. The programme was launched with the involvement of 25 employees, initially undertaking training to acquire manual block making and power stone cutting skills over a period of 4 months. The Tállya Zemplén Social Cooperative was established in 2013 with 7 members, taking over the former public employment activities to carry on manual and power stone cutting. Using locally mined high-quality andesite stone the cooperative produces stone blocks of 10x10, 15x15 and 20x20 cm in size, in addition to paving slabs, fireplaces, benches and tables made from tufa stone delivered from Bodrogkeresztúr, as well as various hand-crafted ornaments. The aim is to provide high-quality unique products while meeting the continuously expanding customer demands. The distant goals of the cooperative include manufacturing

individualised stonework products, for which the future partners and customers are being explored constantly.

Tépe

The agricultural 'Start Work' model programme was launched in the municipality in March 2013 in the framework of public employment. As a key element of the programme a slaughter facility was established. The local government transferred the completed slaughter facility to the newly established social cooperative (***Tépei Termelő és Értékesítő Szociális Szövetkezet***) in the spring of 2014 based on a loan-for-use agreement. Since then the cooperative has been operating the slaughter facility on an ongoing basis, serving the local governments, primary producers and various businesses of the nearby settlements. Pig slaughtering was introduced in order to supply the local butcher's shop owned by the cooperative in the middle of 2015. The construction of the butcher's shop and a meat processing facility operating since 2015 was funded under the 'Social economy development in the convergence regions' SoROP 2.4.3.D.-2-13 tender construction. A mobile shop and a cooler truck also facilitate these activities. A jam production plant set up in the framework of a district 'Start Work' model programme launched in March 2016 based on local characteristics was also transferred to the cooperative. The production activity is based on traditional jam cooking methods. The social cooperative achieved the set goal, i.e. to provide employment and improved conditions for local residents. The future goal is to ensure the widest possible accessibility to the supplied products and services.

Tiszaörs

The social cooperative '***Tiszaörsi Barázda Szociális Szövetkezet***' was established in 2013 with 8 founding members, including 3 individuals engaged in the local public employment programmes run by the municipality. The local government established the cooperative to facilitate the sale of locally produced dried pasta from a facility launched in 2012 under the 'Start Work' programme via local markets and stores. The pasta plant introduced full-time employment for 5 persons beginning from March 2015. Flour is supplied by the nearby Matyó Mill, and chicken eggs are procured from the Municipality of Tiszaszentimre, as well as from the local stock of native chicken breed. They supply valuable, excellent quality additive-free healthy products for the market, with an increasing number of returning customers. Currently there is a steady demand for the local pasta products, with regular supplies delivered to the kitchens run by local governments as well as various businesses. They also attend fairs and markets on monthly basis. In addition to extending the available machinery stock the improvement of the electric network and the expansion of the current product range are also underway. The distant goal is to transfer all the activities carried out in the framework of public employment to the social cooperative in order to create actual jobs in the settlement to everybody's satisfaction.

v.

National public employers

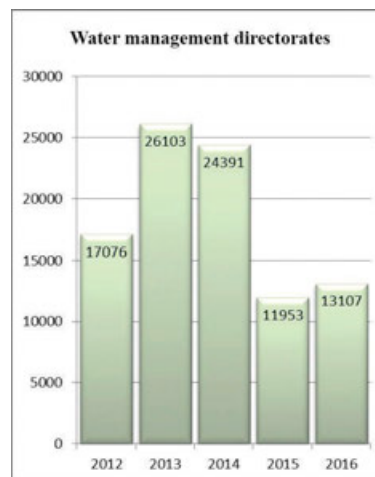
2011-2016

V.1. Water management directorates

The damages caused by water occur essentially in the form of internal inundation or flood. As a result of the increasingly extreme and unpredictable weather, due to sudden or permanent rain the danger of internal inundations and flood is becoming more and more frequent. For this very reason, it is inevitable that the system is cleaned up completely and completely, and the culverts and collection points are repaired as necessary. The objective of the public employment schemes of the **water management directorates** is to operate the state-owned water facilities, to ensure the development, maintenance and operation of public benefit, state-owned, municipal and private-purpose water facilities.

The tasks of the public workers include improving the draining ability of the internal inundation channels and floodplains, and removing obstacles of the water flow occurred in the water-course and on the aggradations. The latter activity improves the draining of internal inundations, reduces water damages and increases crop safety. Therefore,

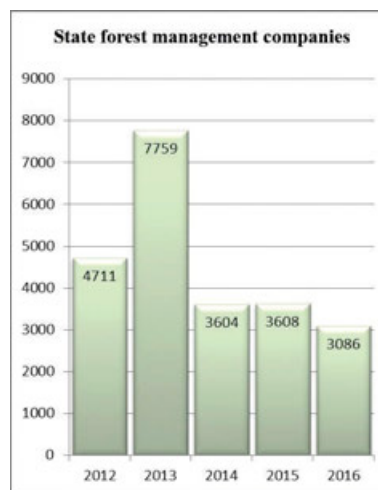
the work of public workers provides significant help, among others, owing to public workers, ordering water restrictions could be avoided in 2012 during the period without rainfall, because the irrigation water was supplied everywhere. ■



V.2. State-owned forest management companies

The purpose of state-owned forest management companies in public employment is the rehabilitation of forest areas, designating and maintaining forestry walking trails, nature trails, tourist trails, preparation of fire prevention tracts, completing fire prevention tasks, cleaning forest areas from communal contamination, as well as completing tasks carried out in order to realize the public benefit objectives of forests.

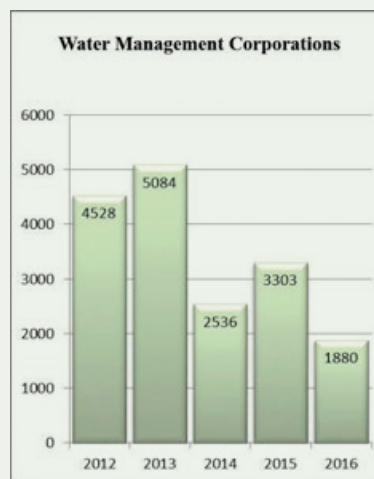
Their tasks also include soil preparation, planting, hoeing in rows, clearing ragweed and other allergenic weeds, cutting back buds, trunk cultivation, removal of wild vine, trench cleaning, collection and removal of communal waste, maintenance of nature trails, etc. ■



V.3. Water Management Corporations

Water management corporations carry out regional water arrangement, water damage averting and agricultural water utilisation tasks in corporation facilities, maintain, operate and develop the corporation facilities in accordance with the conditions specified in Act CXLIV of 2009. Water management corporations carry out public-benefit tasks in the framework of public employment as well, which tasks improve the environmental values and infrastructure network of the country, and also participated in the prevention against internal inundation and flood very effectively. Accordingly, water management corporations participated in draining internal inundation and water supplementing, agricultural water supply, water-course renovation, landscaping, clearing shrubbery and plants, slab draining.

The 2013 amendment of Act LVII of 1995 stipulated that state-owned channels which used to be operated by water management corporations shall become managed and operated by the water management administrative authorities. Based on this, before launching the programmes of any water management corporations, from 2014, reviews were carried out in all cases as to whether it was still

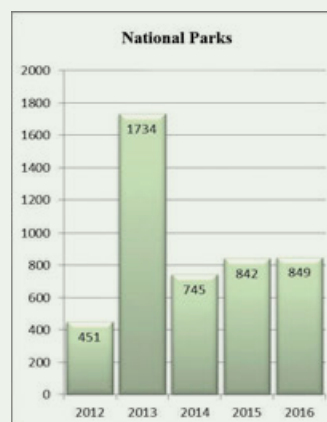


justified to provide public employment support for their activities, since their participation in carrying out state tasks is constantly decreasing. As a result of the review it can be established that the number of public workers has been constantly decreasing since 2014.



V.4. National park directorates

The objective of national park directorates in public employment is to complete the works related to the nature conservation management of protected and specially protected natural assets and values, Natura 2000 areas, as well as areas and values within the scope of international nature conservation conventions. Their tasks include nature conservation management works, eradication of alien species, reduction of allergenic plants, renovation of bird feeders and large game feeders, keeping playgrounds, nature trails and hiking trails clean and maintained, the supplementary tasks related to grazing lands and animal farming, as well as works helping to preserve the condition of the buildings managed by the national parks.



V.5. Law enforcement bodies, disaster management bodies and the Hungarian Defence Forces

In their field of operation, law enforcement bodies, disaster management bodies and the Hungarian Defence Forces shall maintain, preserve the condition of and clean the real estate owned or managed by them,

as well as carry out warehouse works. These organizations may use up to 10% of the subsidies provided to their wage costs for direct cost and material costs. ■

V.6. Road maintenance programmes

In recent years, in course of public employment, programmes aimed at road maintenance were realized in the framework of essentially 3 types of programmes, i.e. in the public road network maintenance programme element of the district 'Start Work' model programmes, in the national programmes of the Hungarian Public Road Pte Ltd Co. (hereinafter referred to as Hungarian Public Road Management Company), and in the so-called Municipality road guard programme.

V.6.1. *Public road network maintenance programme element of the district 'Start Work' model programmes*

The objective of the programme is the maintenance, repair of the municipal central area road network and tidying up the environment thereof, as well as the maintenance of the central and outlying area cycle roads under municipal management. From 2017 the programme was merged with the activities being carried out in the municipal road guard programme launched earlier. Through the programme, dangers of accident have decreased, and the maintenance of the pavements and central and outlying area cycle routes under municipal management is realized, as well as the laying of the locally manufactured paving and pavement blocks.

V.6.2. *Municipal road guard programme*

Starting from the year 2014, the Ministry of Interior launched four Municipal road guard programmes in total. The objective of the 'Start Work' model programmes in case of all programmes was keeping the tidiness of the public areas on the roads and in the public areas managed by the municipalities, as well as ensuring the usability of the road network, with the maintenance of the cycle routes having priority. Dense vehicle and pedestrian traffic in is typical in central areas, therefore activities improving traffic safety had priority in this programme.

The tasks completed in the framework of the Municipal road guard programme:

- maintenance of central area public roads,
- maintenance of agricultural roads,
- restoring and keeping clean the road accessories (e.g. signs),
- controlling the vegetation interfering with visibility,
- draining the water on the road surfaces curbs,
- cleaning and maintenance of drainage systems, structures (bridges, culverts, covered ditches),
- vegetation control for road aesthetics purposes,
- roadside waste collection, cleaning,
- noticing and reporting road defects and repairing smaller road defects, as well as
- if the municipality has any cycle route to be found in the outlying area and connecting two settlements, then the maintenance of the surroundings thereof.

Working groups consisting of 5 members could participate in the programmes, and an each working group received subsidies for the purchase of one bicycle equipped with trailer. IN total, 1085 bicycles were purchase in the programme. In 8 settlements 90 people participated in the 2015 programme, while 4485 persons in 646 settlements worked in the 2016 programme.

V.6.3.

The programmes of the Hungarian Public Road Management Company

The Hungarian Public Road Management Company has been continuously participating in the national public employment programmes since 2012, and it is one of the public employers employing the largest number of workers. In the framework of its national programmes, in respect of national public roads the Hungarian Public Road Management Company carried out the public-benefit activity related to the development, maintenance and operation of roads, bridges and tunnels.

In 2012 the Hungarian Public Road Management Company initiated a model programme realized through the employment of 443 people. In the programmes, they undertook the planting and preparation (mowing, ploughing) of shelter belts against now and public road vegetation along the endangered road sections managed by the Hungarian Public Road Management Company and then still managed by Állami Autópálya Kezelő Zrt. (National Highway Management Plc.), as well as controlling the public road vegetation (ploughing, earthing, irrigation and treetop pruning) and the eradication of ragweed. Following the examination of the March 2013 extraordinary snowfall and emergency, the plantation of further shelter belts for protection purposes became necessary along the state-owned highways and motorways. The plantation of the shelter belts along the roads threatened by snowdrifts was realized by the Hungarian Public Road Management

Company in the framework of public employment model programme.

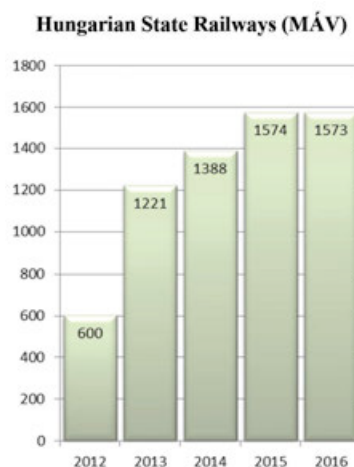
In 2014 the Hungarian Public Road Management Company initiated a model programme related to the construction of the LEGO factory in Nyíregyháza. Carrying out infrastructural developments in the surroundings of the investment became justified, and related thereto the construction of a cycle route parallel main road No. 36 around Nyíregyháza emerged as a task, which is intended to help the commuting of the staff working in the new factory. The programmes was classified as a high-priority investment by the Government, thus the construction of the cycle route was also a government objective.

In 2015 the Hungarian Public Road Management Company realized a national programme with 2,667 workers, then in 2017 a model programme with 1,1149 workers was launched, In March-April 2017, based on Government decision No. 1887/2016. (XII.28.) on the tasks related to the public employment programme for keeping the areas to be found between agricultural lands and public roads clean a programme was launched with the involvement of 2,035 people and in respect of keeping the areas to be found between agricultural lands and public roads clean.

According to the decision of the Government, the establishment and renovation of wildlife channelling fences will be realized in the framework of a new procedure, therefore the materials necessary for the works will be manufactured by law enforcement institutions, while the establishment and maintenance of the wildlife channelling fences shall be executed in the framework of public employment. Accordingly, in 2016 the Hungarian Public Road Management Company realized a PILOT model programme in the Gödöllő region, where the establishment of the new type of protective fence and the fence itself could be tested. Following the good results, the programme was extended nationally as of 1st March 2017, with the involvement of 224 people on average. ■

V.7. MÁV Hungarian State Railways Private Company Limited by Shares

In the framework of public employment, the **MÁV Hungarian State Railways Private Company Limited by Shares, as the operator of the railway network**, carried out activities related to keeping the railways and the surroundings thereof clean, controlling the vegetation of the related areas, and the preservation of the condition of the railway operating facilities.



VI.

Public employment
programmes realizing special
activity and promoting the
involvement of people with
multiple disadvantages

VI.1. Churches

Church organizations joined public employment in 2011. In a matter of a few years, the number of people involved in their public employment programmes increased dramatically, since they provided work for only 815 people during the launch year, while in 2016 they already had 5,685 public workers. In recent years the largest ecclesiastic employers were the **Hungarian Reformed Aid Foundation, the Blessed Ceforino Institute, Hungarian Maltese Aid, Baptist Aid, Saint Luke Greek Catholic Aid and the Hungarian Interchurch Aid.**

In the framework of the subsidies, the majority of the public workers employed were unskilled workers, mainly in the job functions of kitchen hand, institution housekeeper, maintenance worker, social worker aid, however, skilled workforce was also employed, mainly as administrators. Public workers typically carried out the cleaning tasks of the church surroundings and institutions, maintenance of cemeteries and buildings, smaller renovations, and simpler administration activities. The majority of workers asked would have been happy to choose the church as primary workplace, since the tolerant environment promoting moral development had a positive effect on the public workers.

The **Reformed Aid** has been one of the most significant public employers from the beginning. The aid tidies up derelict cemeteries, parks, and are active in elderly care, the cleaning of churches, social institutions, guarding of events, supervision of children's events, escorting children, In social institutions, the aid typically carries out laundry, turn-down, kitchen and catering hand activities. The aid involved almost 2,100 persons in its independent programmes launched in 2016, and thereby it became the largest ecclesiastical public employer.

Facilitating the social integration of homeless people had been declared a key objective by the Government. The homeless model program of the planned by **Baptist Aid Utcafront Menedék (Street Haven)** greatly contributed to the realization of this objective. The model programme - within the national model programme - constitutes two new elements of a social

service and employment centre. As a result of this, a facility providing laundry and bathing opportunities was opened in Budapest, while in Kiskörös, the participating homeless people can carry out agricultural activities.

The **Blessed Ceforino Institute** - which was founded by the Hungarian Catholic Episcopal Conference at the end of December 2014 - provides help based on Christian values to the Roma people and disadvantaged people. The backbone of the programmes is made up of those Roma social aids who are able to help Roma families and communities in a genuine manner in providing information, advice, and mental support. Among others, the programme included educational supplementary activity, as well as supporting household farming in order to promote the self-containment of disadvantaged families.

Currently, the **Saint Luke Greek Catholic Aid** is helping the household helping activity of the church with 135 public workers in 32 settlements. The effort to protect human dignity, as well as keeping the internal and the external environment clean and tidy have important roles in both the public employment and the improvement of the conditions of the beneficiaries.

The public employment programme realized in 2016 at the **Hungarian Interchurch Aid**, through the contribution of public workers, with its value-creating work contributed to achieving more efficient and better results in numerous areas. 36 persons were employed in course of the programme, half of whom (18 persons) are unskilled agricultural workers, whose work is coordinated in their institution named „Temporary Home of Kastélyosdombó Families”. In course of their work these workers could get insight to numerous crop and animal farming processes and were able to add to their already existing knowledge and farming knowledge with the help of experts, which knowledge they may use in their own households or in any other farming undertaking active in the private sector in the future. In addition to the employment mentioned above, public employment was also amended by other activities, such as cleaning in institutions, administrative tasks, delivery, kitchen hand tasks, building custodian activity, sewing. ■

VI.2. The national public employment programme of Segítő Kezek az Aktív Évekért Közhasznú Nonprofit Kft.[Helping hands for Active Years Public-benefit Non-profit Ltd.]

Segítő Kezek az Aktív Évekért Közhasznú Nonprofit Kft. (hereinafter referred to as Segítő Kezek Kft.) operated by the Municipality of Belváros-Lipótváros was established in 2013 expressly for the purpose of realizing value-creating public employment on a national level. The „Helping Hands for the Elderly” ‘Start Work’ model programme ran from 1st September 2013 until 31st May 2014. The purpose of the programme was to lessen the loneliness of elderly people above the age of 80, increase their security, and to contribute to the promotion of their health.

Building on the positive experience of the model programme, an Infocommunication Model Programme is running in three settlements (Budapest District V, Kisvárdá, Szombathely) with the participation of 45 elderly co-workers above the age of 75 and 15 public employees, regarding which a summary study was published in „Szociálpolitika Szemle” in 2016. The objective of the programmes is to integrate infocommunication devices - condition assessment and emergency wristband, mobile phone, computer, internet connection, and blood pressure measuring device attachable to the wrist - into

the process of social help, thereby increasing the quality of life of the elderly. The basis of the realization is the close cooperation working on two levels (social work professional and the co-workers of the dispatcher centre), in course of which in order to ease the workload of the qualified social workers and to lessen the loneliness of the elderly the dispatcher public employees (12 workers with qualification in humanities and 3 workers with IT qualification) maintain contact with the participants of the programme through the Skype programme. Experience so far show that these persons employed can make use of the social and IT knowledge obtainable in the framework of public employment on the open labour market as well, the rate of workers who find employment is 46 percent in the three settlements in total. The long-term strategic objective of Segítő Kezek Kft. is to continue operating value-creating public employment programmes in the future, which contribute to increasing the level of the standard of the services available, and promote the open labour market re-integration of the persons employed.



VI.3. Homeless people in public employment

It is the constitutional obligation of the state to ensure the protection of life and physical-mental health through different means. Based on this provision, solution to the social issue of homelessness shall be found on a community level as well. One of the most important element of the rehabilitation of homeless

people is providing job opportunities. Experience show so far show that the job opportunity provided by public employment means serious help so that homeless people can become useful members of the society again and can find employment successfully on the primary labour market.

VI.3.1.

The „Heated street” programme

In the 2011 framework of the public employment programmes **3 homeless shelters** were renovated for housing homeless people living on the street without shelter. As a continuation of the above programme, in 2012 a Budapest hospital designated for the care of homeless people was renovated using public employment subsidies.

VI.3.2.

Ferencvárosi Szociális Foglalkoztató és Ellátó Nonprofit Kft. [Ferencváros Social Employment and Care Non-Profit Ltd.]

According to the unemployment indicators, the majority of homeless people are concentrated in the capital. Ferencvárosi Szociális Foglalkoztató és Ellátó Nonprofit Kft.(FESZOFE) has been providing job opportunities primarily for them since 2013 in the framework of its public employment model programme named **„From the street to the world of work”**. In 2013, 100 persons were involved in the model programme, **while in 2014, already 200 persons were involved**. In the framework of the programme, homeless people carried out value-creating activities also beneficial for the public, such as production of ornamental plants and planting them in public parks, producing briquettes and fuel. Based on Phases I and II of the model programme aimed at the employment of homeless people, the Ministry of Interior launched a national public employment programme for

homeless people in 2015. During the programming period ending 29th February 2016, 23 public employers participated, as well as 606 homeless persons as public workers.

VI.3.3.

Hungarian Maltese Aid

The Hungarian Maltese Aid launched its first programme employing homeless people in March 2012. In the framework of the 2013-2014 winter interim public employment programmes the Hungarian Maltese Aid could employ **54 persons**. The association could ensure the public employment of homeless people in numerous of its Budapest institutions, such as in social homes providing care for the elderly, in homeless shelters, the daytime shelter, the laundry, the temporary home of families as well as on the playgrounds operated by the association. The key participants of the programmes were the social workers and coordinators helping the homeless, who supported the integration of the participants of the programme into work, their appearance suitable for work, they monitored their mental, psychological, social and health condition, as well as provided help if necessary. The quality of the care and the institutional services improved significantly as a result of the activity of the public employees. Hygiene improved significantly in the buildings and in the immediate vicinity thereof, which affected the approach of the residents of the neighbourhood, and they became more sensitive to the problems of the target group.



VI.4. Cultural public employment

The group of programmes known today as **cultural public employment** had been brought to life several years ago. Our documents constituting part of the national cultural wealth were seriously damaged, moreover, there was danger of complete destruction. At the same time, the strata of qualified, often graduate, disadvantaged job-seekers, who were also looking for sensible, value-creating job opportunities. The Ministry of Interior undertook key role in solving and realizing this dual task.

By the second half of 2012 it became clear that **public employment programmes** would be necessary **which offered value-creating job opportunities for qualified (usually graduate), but disadvantaged job-seekers**. Realizing this, on a trial basis the Ministry of Interior launched digitalization programmes aimed at establishing settlement cultural **value clusters in the framework of public employment**, as well as the collection and organization

of cultural and natural values, and the establishment of a public-benefit digital archive (MaNDA, MTVA). Job-seekers had grown to like this task very much, since values important and significant to the public were established through their work. Considering the great success, these programmes continued on a supporting basis. Although in respect of all public employment programmes the proportion of graduates is considerably low compared to all public employees, this is the strata of the people who are the most likely to find their way back to the primary labour market.

VI.4.1.

National Institute for Culture (Nemzeti Művelődési Intézet, NMI)

The **National Institute for Culture** operating under the supervision of the Ministry of Human Capacities contacted the Ministry of Interior with its **intention to launch a Cultural Public Employment Programme**, the objective of which would also be the employment of disadvantaged persons who have professional qualification, but are unable to find employment. The professional concept specified several areas and objectives to be developed. One of these is **combatting cultural poverty, decreasing the disadvantage in opportunities of** disadvantaged regions and social groups, and **the unemployed**, as well as supporting the cultural activity and culture of national and ethnic minorities, the **historical churches**.

The **National Institute for Culture** (Nemzeti Művelődési Intézet, NMI) - **supported by the Ministry of Interior** - was given the opportunity to realize a **national public employment cultural programme** to be realized with the public employment of 4,000 people **in 2013**. Prior to the launch of the programme, no public employment programme of such type and volume had ever been launched yet. The objective of the **programme of the NMI is the establishment of a cultural network, and** realizing **social development**

programmes in 1,263 settlements, involving 1,863 organizations.

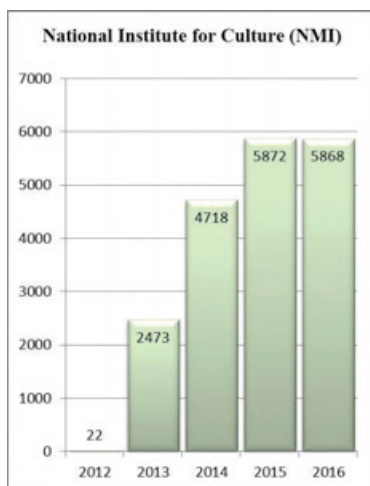
The primary objective of the programme is strengthening community cohesion in the settlements, and increasing the social activity of local people.

Within that, tasks related to equal opportunities had priority, in particular combatting cultural poverty, decreasing the disadvantage in opportunities of disadvantaged regions and social groups, and the unemployed, as well as supporting the cultural activity and culture of national and ethnic minorities, the historical churches.

In 2015, after multiple negotiations with the Ministry of Human Capacities, the programme was continued. The number of participating public employees **increased to 6,100 persons** on average, whole the programme is being realized in 1,990 settlements with the involvement of 3,500 partner organizations. **In 2016, the programme continued with the involvement of 8,333 persons** until 29th February 2017. 11% of the public employees participating in the model programme had been able to find employment during the programme, and after the conclusion thereof, another 11 found permanent work, thus in total 22% of the participants of the programmes returned to the primary labour market.

According to Subsection (1) Section 11 of Government Decree No. 378/2016 (XII.2.) on the Legal Succession of Central Offices and Background Ministerial Institutions Operating as Publicly Financed Entities and on the Transfer of Certain Public Tasks, the National Institute for Culture **had ceased without legal successor on 31st December 2016**. As of 1st January 2017 **the cultural public employment programme was continued by NMI Művelődési Intézet Nonprofit Korlátolt Felelősségű Társaság** (NMI Institute for Culture Non-Profit Private Limited-Liability Company) with the continuity of the public employment relationship of the public workers.

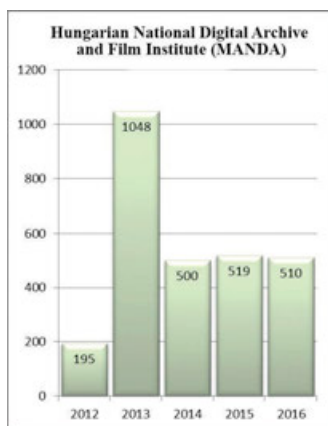




VI.4.2.

Hungarian National Digital Archive and Film Institute (Magyar Nemzeti Digitális Archívum és Filmintézet, MaNDA)

The **Hungarian National Digital Archive and Film Institute** realized a national public employment programme involving **500 persons**, which continued until 29th February 2016 with the support of the Ministry of Interior. The task was the **digitalization and processing of audiovisual contents** at 24 locations. In the framework of the programme, the archiving work was carried out jointly with municipalities and cultural institutions, thereby facilitating the employment of persons employed living in the settlement concerned, and finding employment in the primary labour market

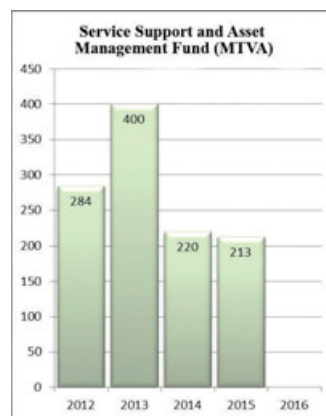


successfully. The digitalization work requires elementary level cultural and user-level IT and computer training. Accordingly, the so-called „archivers” were given an internal, tutorial-type training in the framework of the programme, for which independent electronic syllabus had been developed. This e-learning system-type training programme is suitable for the digitalization training and further training of the persons employed.

VI.4.3.

Media Service Support and Asset Management Fund (Médiaszolgáltatás-Támogató és Vagyongkezelő Alap, MTVA)

The digitalization „follow-up” programme of the **Media Service Support and Asset Management Fund** was aimed at the **digitalization and processing of audiovisual contents** at three Budapest locations (*production base in Kunigunda Street, in the building of the Radio in Bródy Sándor Street, and in the building of the MTI Hungarian News Agency*). All this was and is necessary because due to the changes in technology and the deteriorating condition of the original raw materials these contents would have become finally unavailable to the future generations within a short time. Until 28th February 2015, **220 persons** participated in this work. In addition to digitalization, this work includes all processes which transform any simple picture, text or audio recording into media assets and thereby create a usable cultural product. In consideration of the above, the Ministry of Interior allowed and supported the



extension of the digitalization public employment model programme - realized with the public employment of 200 persons - until 31st August 2015.

VI.5.

Ragweed control in public employment

From the wide range of activities of public employees, the eradication of ragweed and other allergenic weeds is of key importance. According to estimates, in Hungary, every fifth person is allergic to ragweed or suffers from asthmatic illness. In order to provide a permanent solution for the situation, the Government declared the drastic containment of ragweed as long-term objective. In 2012, the national public employment programme of the prevention against ragweed - based on the 2011 map on ragweed exposure - was started in 66 moderately or strongly ragweed-contaminated micro-regions. As of May 2013, the Ministry of Interior also launched a **ragweed controlling programme** with the involvement of 5,000 persons, while as of 2014, the Ministry of Interior has been carrying out the ragweed controlling tasks according to Gov. decision No. 1230/2012. (VII.6.) on the Short-term and Medium-term Action Plan of Hungary for the Prevention Against Ragweed.

Upon the professional recommendation of the Ministry of Agriculture, mowing four times annually had been realized in the months of May, June, July and August. The public employees completed these tasks within the agricultural, central area public road network maintenance, tidying of agricultural roads and termination of illegal waste landfills programme elements of the district 'Start Work' model programmes realized in municipal areas. With the capacities available to them, the municipalities and the national public employers used their best efforts to prevent the spread of ragweed. Eradication was carried out using manual and machine-aided methods. In the areas involved

in agricultural production, as well as parks, prevention against the weed was also carried out by ploughing and weeding. Hand-scythes, lawn mowers, engine-powered grass cutters were also used, according to local characteristics. In larger areas, public employers also worked with machine-powered disking, row cropper and stem shredders as well, depending on the machines available.

On state-owned lands, the ragweed controlling activity was carried out in the framework of national public employment programmes. State-owned forest management companies, national park directorates, the MÁV Co., law enforcement bodies, water management directorates, as well as the Magyar Közút Nonprofit Zrt. participated as national public employers in the eradication of the plant. Approximately 70 thousand public employees participated in these works per mowing phase.

VII.

Main public employment programmes per counties

2011-2016

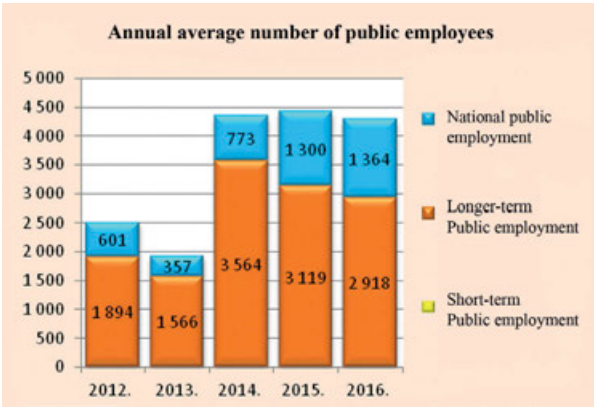
This chapter will show the most important labour market indicators of the years 2012 to 2016 in the capital and in all counties. Such indicators are among others the numbers of persons employed, job-seekers, public employees, the employment rate, as well as the average annual number of public employees. The most important programmes realized during the last 5 years in the capital and in the counties will also be shown, specifically, with the changes of the number of settlements operating the projects of the 'Start Work' model programmes, as well as the number of public employees participating in public employment during the

periods indicated in the capital and in the counties. Based on the uniform indicators describing the capital and the counties the region in which the number of public person employed is significant may be determined, where it would be necessary to carry out, launch further programmes in the future, as well as where it is necessary to decrease the number of public employees due to the strengthening of market-based employment. Public employment is organized by the capital/county government offices and the employment departments of the district offices, with the coordination of the Ministry of Interior. ■

Budapest

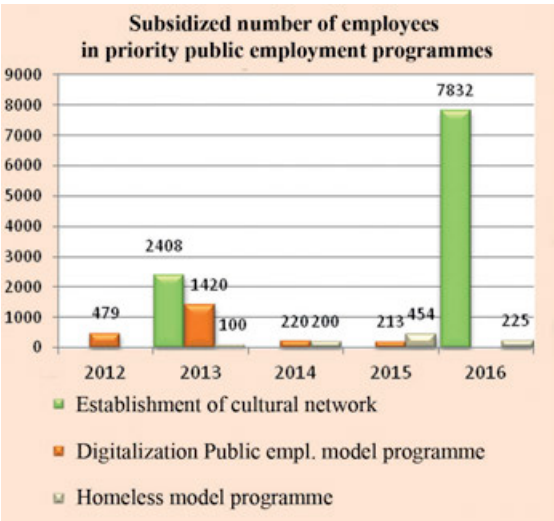
Persons employed and job-seekers in Budapest

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ¹⁵ | 745,0 | 748,0 | 781,8 | 803,9 | 840,3 |
| job-seeker ¹⁶ | 45,8 | 47,1 | 36,3 | 33,4 | 25,8 |
| public person employed ¹⁷ | 2,5 | 1,9 | 4,3 | 4,4 | 4,3 |
| employment rate (%) ⁵ | 56,2 | 56,3 | 58,7 | 60,2 | 63,2 |



Significant public employment programmes:

- The national public employment programmes aimed at the establishment and operation of cultural networks were launched and managed in the capital, considering that the registered seat of the employer is also located there. However, the persons employed lived and worked mainly not in the capital but in the several hundred smaller and larger settlements of the country.
- Digitalization programmes aimed at the preservation of cultural memories were operated by MANDA and MTVA between 2012 and 2016, with the participation of 200 to 1,500 persons annually.



15 Data of the workforce survey pertaining to the population aged 15 to 74.
 16 annual average of the number of employees on the monthly closing dates, according to the residence of the individual
 17 annual average of the monthly average number of employees, according to the residence of the individual

VII. Main public employment programmes per counties

- Public employment model programmes improving the living conditions of homeless people have been carried out in the capital since 2013.
- Between 2012 and 2016, the number of persons employed of the capital increased by 12.8 percent, from 745 thousand to 840 thousand, while the number of job-seekers decreased from 45.8 thousand to 25.8 thousand. The several thousands of public employers and the increase of 2.6 to 4.4

thousand had hardly any role in the expansion of the local employment.

- The employment rate of the capital increased strongly at the beginning of the period, from 56.2 percent to 63.2 percent shown among 15 to 74-year-olds. In Budapest, according to the 2016 data originating from the workforce survey, 0.7% of the persons employed worked as public employees. ■

Baranya County

Persons employed and job-seekers in Baranya County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ¹⁸ | 130,4 | 140,1 | 145,3 | 150,9 | 154,3 |
| job-seeker ¹⁹ | 28,5 | 25,1 | 20,3 | 18,5 | 15,7 |
| public person employed ²⁰ | 7,0 | 9,0 | 11,1 | 13,8 | 15,1 |
| employment rate (%) ¹ | 44,6 | 48,4 | 50,7 | 53,3 | 55,0 |

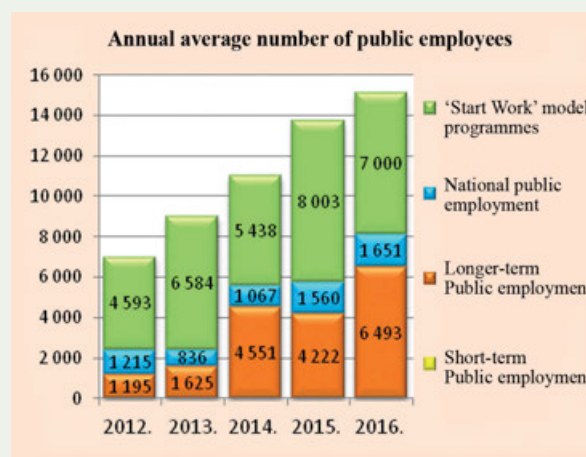
- In 2016, in total 239 settlements participated in 'Start Work' model programmes. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 165 settlements. Significant number of settlements launched programmes aimed at draining internal inundation (83), the maintenance of central area public roads (74) and programmes aimed at activities of local particularities (71).

Significant public employment programmes in the county

- Between 2012 and 2015, public employment programmes were launched in Baranya County in

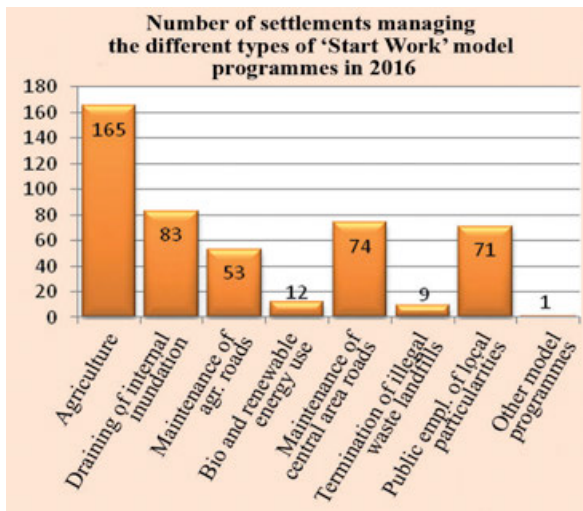
¹⁸ Data of the workforce survey pertaining to the population aged 15 to 74.
¹⁹ annual average of the number of employees on the monthly closing dates, according to the residence of the individual

²⁰ annual average of the monthly average number of employees, according to the residence of the individual



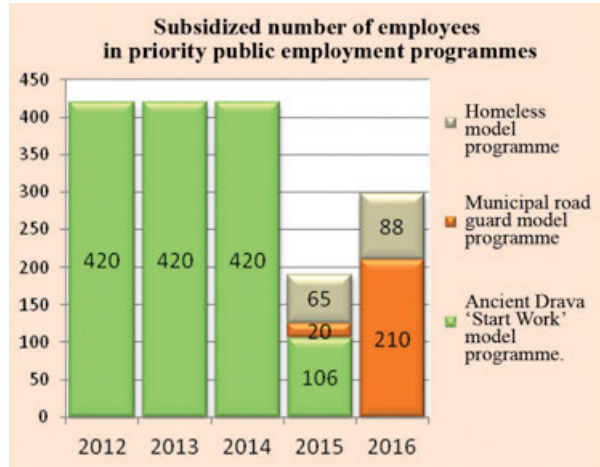
order to preserve and restore the natural condition of the banks of the Drava River and the living water.

- In the county capital, model programmes have been launched since 2015 in the framework of which living conditions and employment opportunities of homeless people living in the city were improved.
- The teams of municipal road guards worked on the repair of the public roads of 2 settlements in 2015, and as many as 34 settlements in 2016.
- Between 2012 and 2016, the number of persons employed of the county increased by 18 percent, from 130.4 thousand to 154 thousand, while the



number of job-seekers decreased from 28.5 thousand to 15.7 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 7.3 thousand to 14.4 thousand.

- The employment rate in the county increased strongly among 15 to 74-year-olds, from 44.6 percent shown at the beginning of the period to 55 percent. According to the 2016 data originating from the



workforce survey, 11.8% of the persons employed worked as public employees in Baranya County.

- Among public employees, annually 4.6 to 8.0 thousand persons worked in 'Start Work' model programmes, their rate decreased below 50 percent until 2016 due to the significant increase of other public employment programmes. The number of county residents participating in national public employment programmes increased from 836 to 1,651 persons between 2013 and 2016. ■

Bács-Kiskun

Persons employed and job-seekers in Bács-Kiskun County

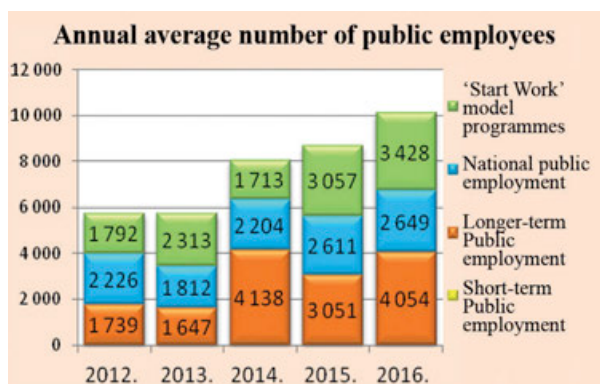
| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ²¹ | 200,4 | 201,3 | 206,5 | 215,2 | 224,4 |
| job-seeker ²² | 31,6 | 30,3 | 24,5 | 22,2 | 17,0 |
| public person employed ²³ | 5,8 | 5,8 | 8,1 | 8,7 | 10,1 |
| employment rate (%) ⁵⁰ | 49,8 | 50,3 | 52,0 | 54,6 | 57,3 |

- In 2016, in total 85 settlements participated in 'Start Work' model programmes in Bács-Kiskun County and 3.4

21 Data of the workforce survey pertaining to the population aged 15 to 74.

22 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

23 annual average of the monthly average number of employees, according to the residence of the individual



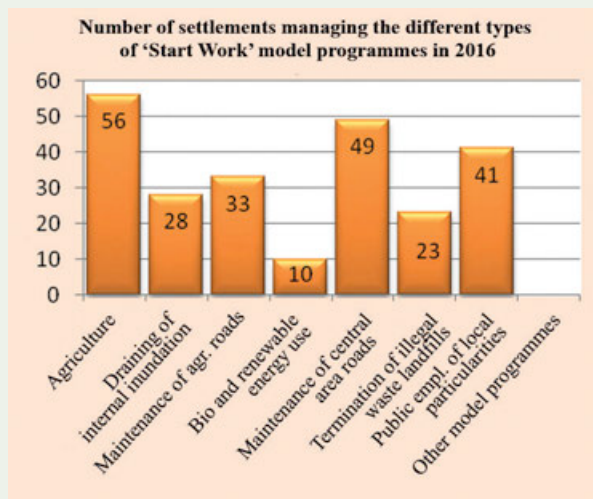
thousand persons worked in such programmes. One settlement could managed programmes in several pillars.

VII. Main public employment programmes per counties

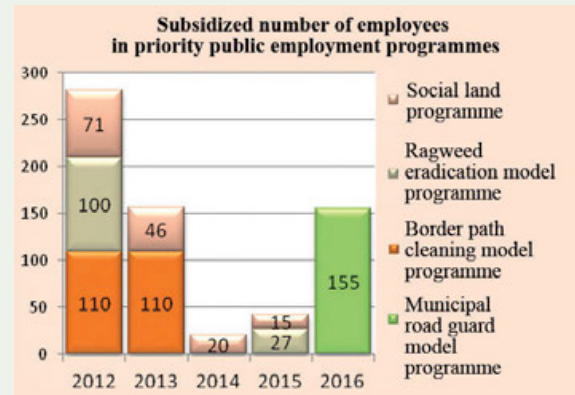
- Agricultural programmes were launched in 56 settlements. Significant number of settlements launched programmes aimed the maintenance of central area public roads (49). In the county, 28 settlements launched programmes aimed at draining of internal inundation, 41 settlements for activities of local particularities, while 33 settlements launched programmes aimed at the maintenance of agricultural roads.

Significant public employment programmes in the county

- The teams of municipal road guards worked on the repair of the public roads of 27 settlements in 2016, involving 155 persons in total.
- Social land programmes combined with public employment were launched in 2012 in the county, in order to develop the farming abilities of the participants.



- Model programmes for the eradication of rampant ragweed in the outlying and central areas of the settlements were launched in 2012 with 100 persons, and in 2015 with 27 persons.



- In 2012 and 2013 national model programmes were launched in order to carry out border path cleaning works.
- Between 2012 and 2016, the number of persons employed of the county increased by 12 percent, from 200.4 thousand to 224.4 thousand, while the number of job-seekers decreased from 31.6 thousand to 17 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 5.8 thousand to 10.1 thousand.
- The employment rate in the county increased at the beginning of the period, from 49.8 percent shown among 15 to 74-year-olds to 57.3 percent. According to the 2016 data originating from the workforce survey, 4.8% of the persons employed worked as public employees in the county.
- During the entire period, the number and rate (42-57%) of persons working in district or micro-regional model programmes among public employees were high. In 2014 and 2016, the majority of workers worked in longer-term programmes, in the other years, the model programmes provided the majority of the public employees in the county. The rate of participants in national public employment programmes varied between 28 and 38 percent.

Békés County

Persons employed and job-seekers in Békés County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ²⁴ | 131,3 | 132,8 | 133,7 | 139,3 | 144,7 |
| job-seeker ²⁵ | 25,5 | 22,7 | 17,5 | 14,3 | 12,4 |
| public person employed ²⁶ | 7,9 | 9,4 | 12,5 | 15,4 | 15,5 |
| employment rate (%) ²³ | 47,4 | 48,4 | 49,3 | 52,1 | 54,8 |



- In 2016, in total 63 settlements participated in 'Start Work' model programmes in Békés County and 7.5 thousand persons worked in such programmes. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 58 settlements. Significant number of settlements launched programmes aimed the maintenance of central area public roads (51) and activities of local particularities (51). In the county, 31 settlements launched programmes aimed at draining of internal inundation, while 25 settlements launched programmes aimed at the maintenance of agricultural roads.

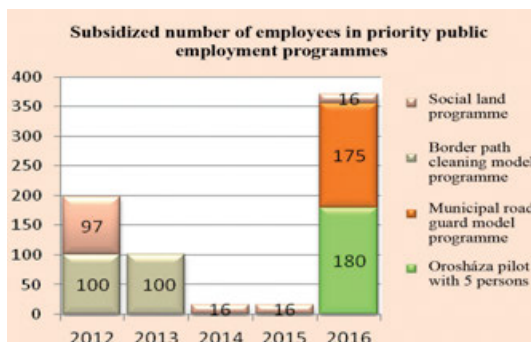
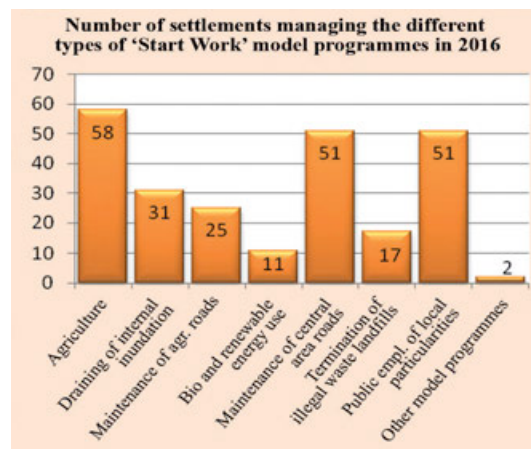
Significant public employment programmes in the county

- In Békés County, the teams of municipal road guards worked on the repair of the public roads of 25 settlements in 2016, involving 175 persons in total.
- Social land programmes combined with public employment were launched in 2012 in the county,

25 Data of the workforce survey pertaining to the population aged 15 to 74.
 26 annual average of the number of employees on the monthly closing dates, according to the residence of the individual
 27 annual average of the monthly average number of employees, according to the residence of the individual

in order to develop the farming abilities of the participants.

- In 2015, agricultural programmes were launched in several settlements of the county in the Orosháza - pilot programme.
- In 2012 and 2013 national model programmes were launched in order to carry out border path cleaning works.
- Between 2012 and 2016, the number of persons employed of the county increased by 10.2 percent, from 131.3 thousand to 144.7 thousand, while the number of job-seekers decreased from 25.5 thousand to 12.4 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 7.9 thousand to 15.5 thousand.



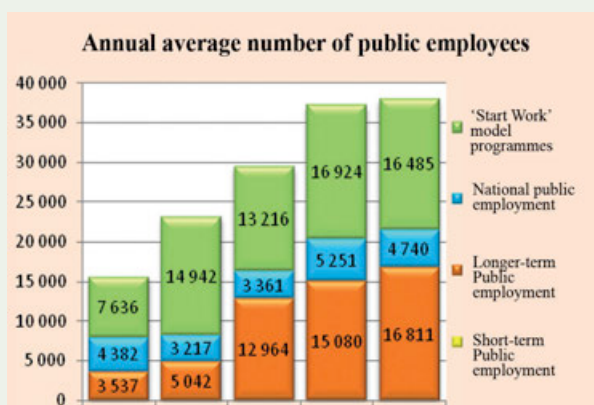
- The employment rate in the county increased at the beginning of the period, from 47.7 percent to 54.8 percent (among 15 to 74-year-olds).
- According to the 2016 data originating from the workforce survey, 11% of the persons employed worked as public employees in the county.
- During the entire period, the number and rate of persons working in district or micro-regional model programmes among public employees

were high. In 2015, the number of such workers was close to 10 thousand, their rate among all public employees was 60%. The rate of workers employed in longer-term programmes varied between 14 and 41 percent (it was the highest in 2014). The number of participants in national public employment programmes scattered between 1.8 thousand (2013) and 3 thousand (2016) persons. ■

Borsod-Abaúj-Zemplén County

Persons employed and job-seekers in Borsod-Abaúj-Zemplén County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ²⁷ | 220,8 | 232,2 | 243,5 | 257,0 | 265,7 |
| job-seeker ²⁸ | 67,4 | 59,2 | 51,3 | 45,4 | 39,5 |
| public person employed ²⁹ | 15,7 | 23,2 | 29,5 | 37,3 | 38,0 |
| employment rate (%) ³² | 42,5 | 45,1 | 47,8 | 51,1 | 53,4 |

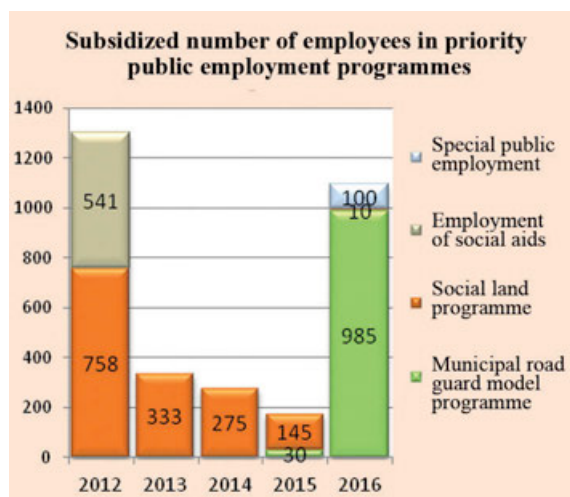
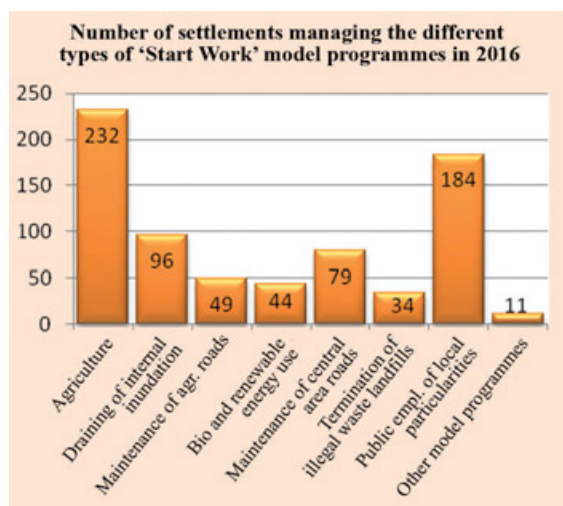


28 Data of the workforce survey pertaining to the population aged 15 to 74.
 23 annual average of the number of employees on the monthly closing dates, according to the residence of the individual
 30 annual average of the monthly average number of employees, according to the residence of the individual

- In 2016, in total 290 settlements participated in 'Start Work' model programmes in Borsod-Abaúj-Zemplén County and 16.5 thousand persons worked in such programmes. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 232 settlements. Significant number of settlements launched programmes aimed activities of local particularities (184). In the county, 96 settlements launched programmes aimed at draining of internal inundation, while 49 settlements launched programmes aimed at the maintenance of agricultural roads, and 79 for the maintenance of central area public roads.

Significant public employment programmes in the county

- In Borsod-Abaúj-Zemplén County, the teams of municipal road guards worked on the repair of the public roads of 2 settlements in 2015, and as many as 126 settlements in 2016, involving 985 persons in total.
- Social land programmes combined with public employment were launched in 2012 in the county, in order to develop the farming abilities of the participants.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012.



- In 2016, with 100 workers in total, social programmes were launched in order to improve the situation of job-seekers who are difficult to involve even in public employment and who suffer from mental, health and social issues.
- Between 2012 and 2016, the number of persons employed of the county increased by 20.3 percent, from 220.8 thousand to 265.7 thousand, while the number of job-seekers decreased from 67.4 thousand to 39.5 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 15.7 thousand to 38 thousand.
- The employment rate in the county increased among 15 to 74-year-old population, from 42.5 percent

shown at the beginning of the period to 53.4 percent. According to the 2016 data originating from the workforce survey, 31% of the persons employed worked as public employees in the county.

- Among the public employees, until 2015, the number and rate (45-64%) of persons working in district or micro-regional model programmes were the highest. In 2016, the number of workers working in longer-term programmes slightly exceeded the rate of model programmes (43-44%). The rate of participants in national public employment programmes decreased between 2012 and 2016, from 27.8% to 12.5%.

Csongrád County

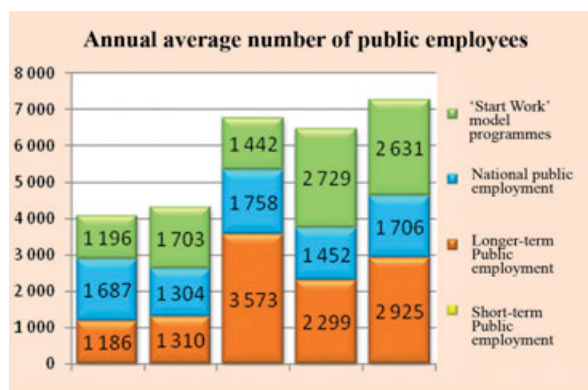
Persons employed and job-seekers in Csongrád County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ³⁰ | 153,1 | 154,3 | 169,8 | 170,7 | 180,4 |
| job-seeker ³¹ | 21,2 | 20,0 | 14,9 | 13,2 | 10,3 |
| public person employed ³² | 4,1 | 4,3 | 6,8 | 6,5 | 7,3 |
| employment rate (%) ⁵⁶ | 48,4 | 49,0 | 54,3 | 54,9 | 58,3 |

30 Data of the workforce survey pertaining to the population aged 15 to 74.

31 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

32 annual average of the monthly average number of employees, according to the residence of the individual



VII. Main public employment programmes per counties

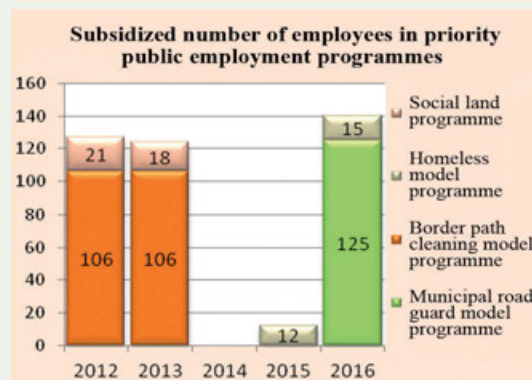
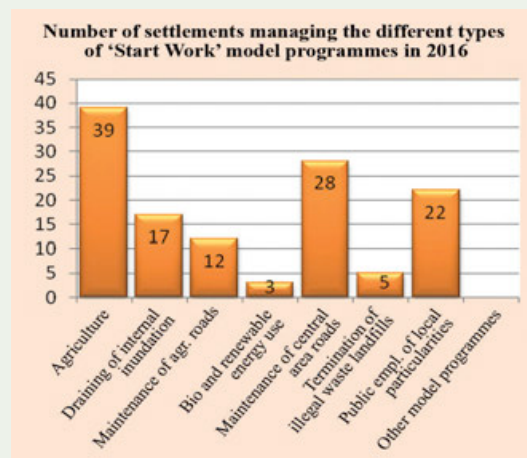
- In 2016, in total 47 settlements participated in 'Start Work' model programmes in Csongrád County and 16.5 thousand persons worked in such programmes on average annually. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 39 settlements. Significant number of settlements launched programmes aimed at the maintenance of central area public roads (28), as well as the number of settlements launching programmes aimed activities of local particularities (22). In the county, 17 settlements launched programmes for draining internal inundation, while an additional 12 settlements launched programmes aimed at the maintenance of agricultural roads.

Significant public employment programmes in the county

- In Csongrád County, the teams of municipal road guards worked on the repair of the public roads of 20 settlements in 2016, involving 125 persons in total
- Social land programmes combined with public employment were launched in 2012 in the county, in order to develop the farming abilities of the participants. Model programmes have been launched since 2015 in which the living conditions and employment opportunities of local homeless people were improved. - In 2012 and 2013 national model programmes were launched in order to carry out border path cleaning works.
- Between 2012 and 2016, the number of persons employed of the county increased by 17.8 percent, from 153.1 thousand to 180.4 thousand, while the number of job-seekers decreased from 21.2 thousand to 10.3 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 4.1 thousand to 7.3 thousand.
- The employment rate in the county increased from 48.4 percent shown at the beginning of the period to 58.3 percent (among 15 to 74-year-olds). According to the 2016 data originating from the workforce survey,

3.4% of the persons employed worked as public employees in the county.

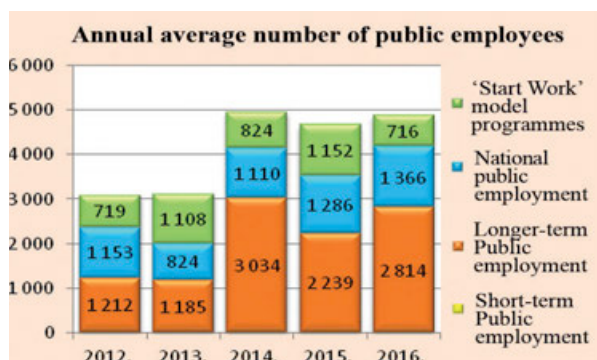
- During the entire period, among public employees the number and rate of persons working in district or micro-regional model programmes among public employees were high (22-42%). In 2015, the number of such workers was close to 10 thousand, their rate among all public employees was 60%. In 2014 and 2016, the majority of workers worked in longer-term programmes. During the other years the model programmes provided the majority of the public employers in the county. The rate of participants in national public employment programmes fluctuated between 22 and 41 percent. ■



Fejér County

Foglalkoztatottak, álláskeresők Fejér megyében

| ezer fő | 2012 | 2013 | 2014 | 2015 | 2016 |
|--|-------|-------|-------|-------|-------|
| foglalkoztatott ³³ | 172,0 | 174,6 | 183,9 | 195,6 | 194,1 |
| álláskereső ³⁴ | 21,1 | 19,6 | 14,6 | 13,0 | 10,4 |
| közfoglalkoztatott ³⁵ | 3,1 | 3,1 | 5,0 | 4,7 | 4,9 |
| foglalkoztatási ráta (%) ¹¹ | 52,2 | 53,2 | 56,3 | 60,4 | 59,9 |



- In 2016, in total 47 settlements participated in 'Start Work' model programmes in Fejér County. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 16 settlements, while during the same year settlements launched programmes aimed at draining internal inundation (8), maintenance of central area public roads (5) and activities of local particularities (6).

Significant public employment programmes in the county

- In Fejér County, in 2012, model programmes for the eradication of rampant ragweed in the outlying and central areas of the settlements were launched in 3 settlements, involving 68 persons in total.
- In Fejér County, mudbrick-making public employment programmes were launched in 3 settlements

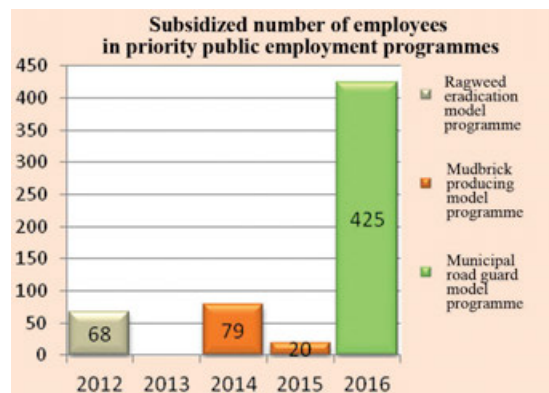
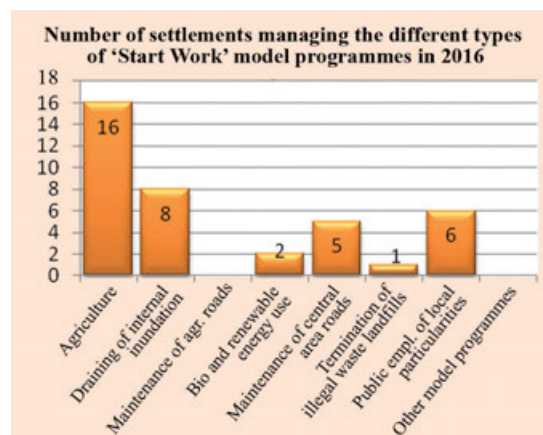
33 Data of the workforce survey pertaining to the population aged 15 to 74.

34 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

35 annual average of the monthly average number of employees, according to the residence of the individual

in 2014 and on two locations in 2015, involving 79 and 20 persons in total, respectively.

- The teams of municipal road guards have worked on the repair of the public roads of 51 settlements since 2016.
- Between 2012 and 2016, the number of persons employed of the county increased by 15.1 per cent, from 172 thousand to 194.1 thousand, while the number of job-seekers decreased from 21.1 thousand to 10.4 thousand. The 3 to 5 thousand public employees, and the increase of public employees by 1.8 thousand between 2013 and 2016 had hardly any role in the expansion of the local employment.
- The employment rate in the county increased from 52.2 percent shown at the beginning of the period to 59.9 percent among the 15 to



VII. Main public employment programmes per counties

74-year-old population. According to the 2016 data originating from the workforce survey, 2.5% of the persons employed worked as public employees in Fejér County.

- The majority of public employees - after 2013, 48 to 61 percent - worked in longer-term programmes. During

the period examined, the rate of the three types of programmes changed only slightly. The average number of county residents participating in national public employment programmes varied between 719 and 1,152 persons between 2012 and 2016. ■

Győr-Moson-Sopron County

Persons employed and job-seekers in Győr-Moson-Sopron County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ³⁶ | 189,5 | 195,2 | 207,0 | 210,4 | 214,8 |
| job-seeker ³⁷ | 10,1 | 9,6 | 5,9 | 5,2 | 4,3 |
| public person employed ³⁸ | 1,6 | 1,3 | 2,1 | 2,1 | 2,2 |
| employment rate (%) ²⁰ | 54,6 | 56,0 | 59,3 | 60,0 | 61,0 |

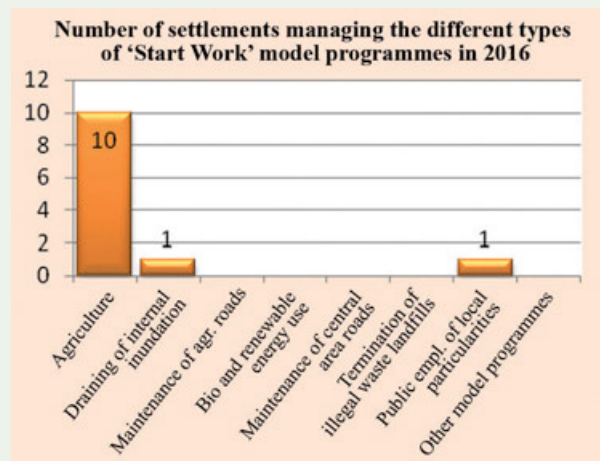


- In 2016, in total 11 settlements participated in 'Start Work' model programmes in Győr-Moson-Sopron County. One settlement could launch programmes in several pillars.

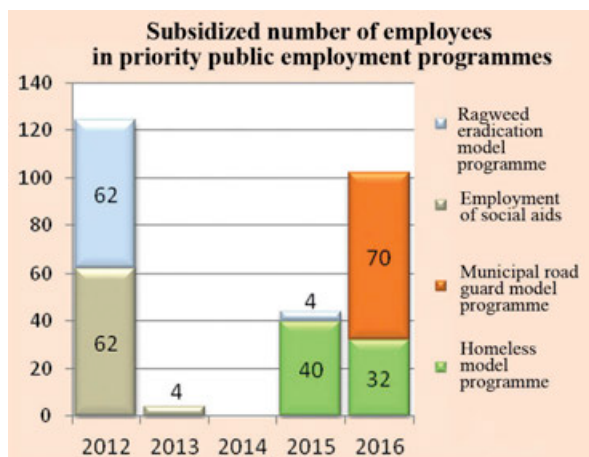
36 Data of the workforce survey pertaining to the population aged 15 to 74.
 37 annual average of the number of employees on the monthly closing dates, according to the residence of the individual
 38 annual average of the monthly average number of employees, according to the residence of the individual

Significant public employment programmes in the county

- Agricultural programmes were launched in 10 settlements. During the same year, there was one settlement in the county which launched 'Start Work' model programme for draining internal inundation and one which launched a programme for activities of local particularities.



- The teams of municipal road guards have worked on the repair of the public roads of 14 settlements since 2016, involving 70 persons in total
- Public employment model programmes improving the living conditions of local homeless people have been launched since 2015.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012 and 2013
- Between 2012 and 2016, the number of persons employed of the county increased by 13.4 percent, from 189.5 thousand to 214.8 thousand, while the number of job-seekers decreased from 10.1 thousand to 4.3 thousand. The 1.3 to 2.2 thousand public employees, and the increase of public employees by 600 between 2012 and 2016 had hardly any role in the growth of the local employment.
- The employment rate in the county increased from 54.6 percent shown at the beginning of the period to 61 percent. According to the 2016 data originating from the workforce survey, 0.6% of the persons employed worked as public employees in Győr-Moson-Sopron County.



- The majority of public employees - 38 to 59 percent during the period - worked in longer-term programmes, the highest number in 2014. Afterwards, the rate of persons employed in the other types increased. The average number of county residents participating in national public employment programmes varied between 670 and 922 persons between 2012 and 2016. ■

Hajdú-Bihar County

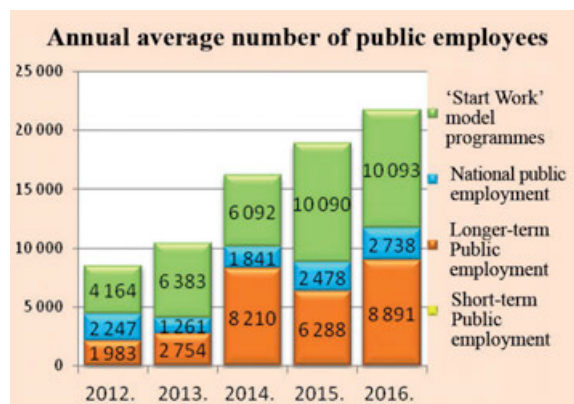
Persons employed and job-seekers in Hajdú-Bihar County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ³⁹ | 190,8 | 196,4 | 207,0 | 213,0 | 224,2 |
| job-seeker ⁴⁰ | 46,8 | 44,4 | 36,9 | 33,5 | 27,7 |
| public person employed ⁴¹ | 8,5 | 10,4 | 16,1 | 18,9 | 21,7 |
| employment rate (%) ⁴¹ | 46,0 | 47,5 | 50,3 | 52,1 | 55,1 |

- In 2016, in total 78 settlements participated in 'Start Work' model programmes in Hajdú-Bihar County, while 10 thousand persons worked in the programmes. One settlement could manage programmes in several pillars.

39 Data of the workforce survey pertaining to the population aged 15 to 74.
40 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

41 annual average of the monthly average number of employees, according to the residence of the individual



- Agricultural programmes were launched in 74 settlements. The number of settlements launching programmes aimed at activities of local particularities was significant (62) as well. In the county, 55 settlements launched programmes

VII. Main public employment programmes per counties

aimed at the maintenance of central area public roads, 44 settlements for the draining of internal inundations, and 35 settlement for the maintenance of agricultural roads.

Significant public employment programmes in the county

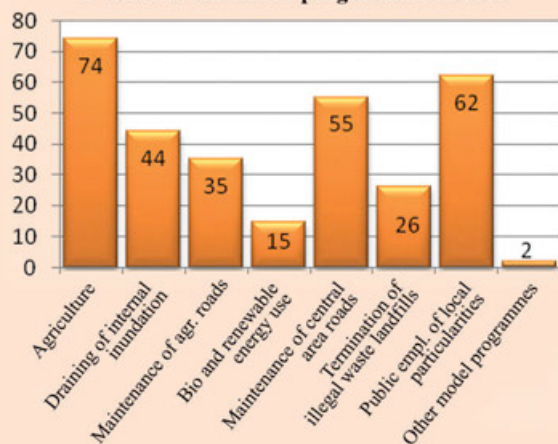
- In Hajdú-Bihar County, the teams of municipal road guards have worked on the repair of the public roads of 26 settlements since 2016, involving 165 persons in total.
- Social land programmes combined with public employment were launched in 2012 in the county, in order to develop the farming abilities of the participants.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012 with 226 workers.
- Between 2012 and 2016, the number of persons employed of the county increased by 17.5 percent, from 190.8 thousand to 224.2 thousand, while the number of job-seekers decreased from 46.8 thousand to 27.7 thousand. The increase in persons employed is owed partially to the increase

of the number of public employees from 8.5 thousand to 21.7 thousand.

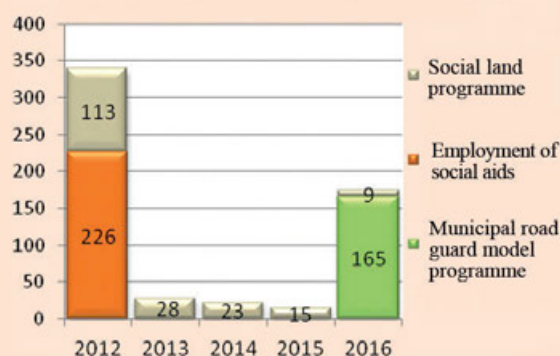
- In the county, the employment rate of 15-74-year-olds increased from 46 percent shown at the beginning of the period to 55.1 percent. According to the 2016 data originating from the workforce survey, 10.4% of the persons employed worked as public employees in the county.
- Save for 2014, among public employees, the workers working in district or micro-regional model programmes represented the highest rate (46-61%). Through a significant increase, in 2014, the number of workers working in long-term programmes reached 8.2 thousand people (50.9%), then it remained high during the next years as well (6.3 - 8.9 thousand persons). The number of workers participating in national public employment programmes between 2012 and 2016 - after fluctuations - increased from 2.2 thousand to 2.7 thousand persons, while their rate was decreasing due to the increase in number of workers of the other types.



Number of settlements managing the different types of 'Start Work' model programmes in 2016



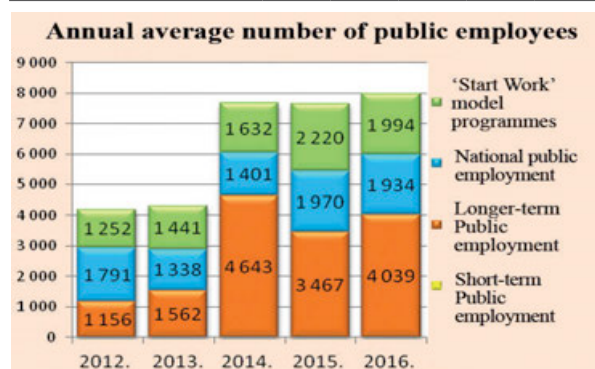
Annual average number of public employees



Heves County

Persons employed and job-seekers in Heves County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁴² | 172,0 | 174,6 | 183,9 | 195,6 | 194,1 |
| job-seeker ⁴³ | 21,1 | 19,6 | 14,6 | 13,0 | 10,4 |
| public person employed ⁴⁴ | 3,1 | 3,1 | 5,0 | 4,7 | 4,9 |
| employment rate (%) ³⁵ | 52,2 | 53,2 | 56,3 | 60,4 | 59,9 |



- In 2016, in total 60 settlements participated in 'Start Work' model programmes in Heves County, while 2 thousand persons worked in the programmes. One settlement could manage programmes in several pillars.
- Agricultural programmes were launched in 46 settlements. The number of settlements launching programmes aimed at activities of local particularities was significant (29) as well. In the county, 14 settlements launched programmes aimed at the draining of internal inundations, 12 settlements for the maintenance of agricultural roads, and an additional 19 settlements for the maintenance of central area public roads.

Significant public employment programmes in the county

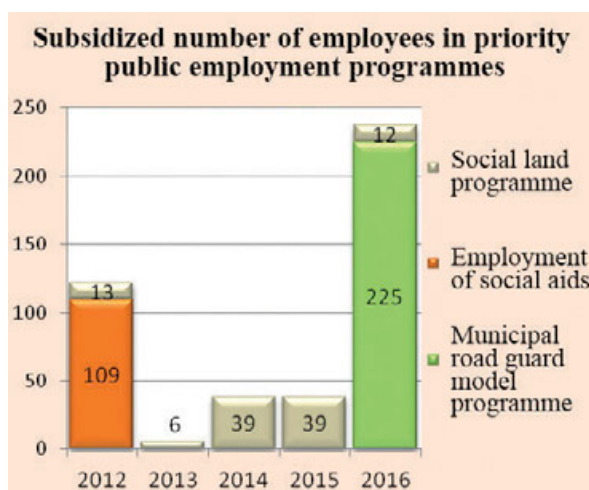
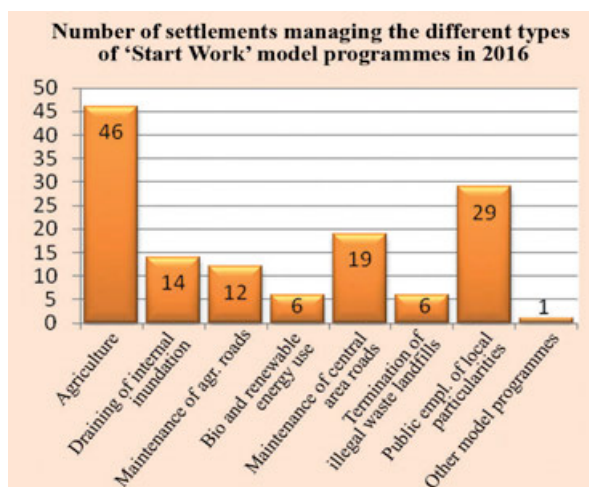
- In Heves County, the teams of municipal road guards have worked on the repair of the public

⁴² Data of the workforce survey pertaining to the population aged 15 to 74.
⁴³ annual average of the number of employees on the monthly closing dates, according to the residence of the individual

⁴⁴ annual average of the monthly average number of employees, according to the residence of the individual

roads of 29 settlements since 2016, involving 225 persons in total.

- Social land programmes combined with public employment were launched in 2012 in the county, in order to develop the farming abilities of the participants. - Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012 with 109 workers.
- Between 2012 and 2016, the number of persons employed of the county increased by 16.1 percent, from 107.9 thousand to 125.2 thousand, while the



VII. Main public employment programmes per counties

number of job-seekers decreased from 20.8 thousand to 12.7 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 4.2 thousand to 8 thousand.

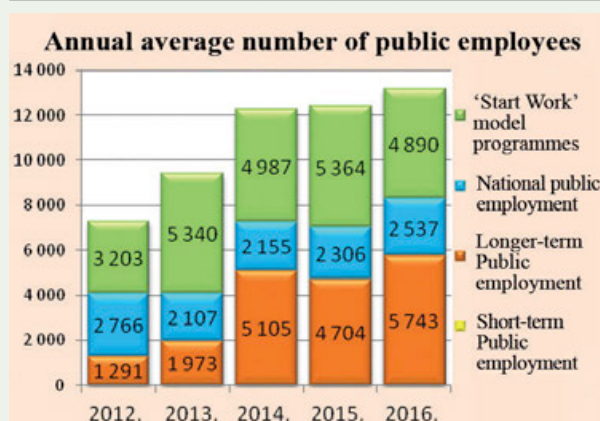
- In the county, the employment rate increased, from 46 percent shown at the beginning of the period to 55.4 percent (among the 15-74-year-old population). According to the 2016 data originating from the workforce survey, 5.5% of the persons employed worked as public employees in the county.

- Among public workers, the rate of workers working in longer-term programmes was the highest (36-60%) from 2013. The number of workers working in district or micro-regional model programmes increased from 1.2 thousand to 2 thousand. The rate participants in national public employment programmes decreased between 2012 and 2016, however, their number increased from 1.8 thousand to 1.9 thousand. ■

Jász-Nagykun-Szolnok County

Persons employed and job-seekers in Jász-Nagykun-Szolnok County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁴⁵ | 143,2 | 143,9 | 157,9 | 156,6 | 159,7 |
| job-seeker ⁴⁶ | 28,6 | 26,4 | 21,6 | 20,4 | 17,3 |
| public person employed ⁴⁷ | 7,3 | 9,4 | 12,2 | 12,4 | 13,2 |
| employment rate (%) ⁴⁴ | 48,3 | 48,9 | 54,2 | 54,5 | 56,2 |



45 Data of the workforce survey pertaining to the population aged 15 to 74.

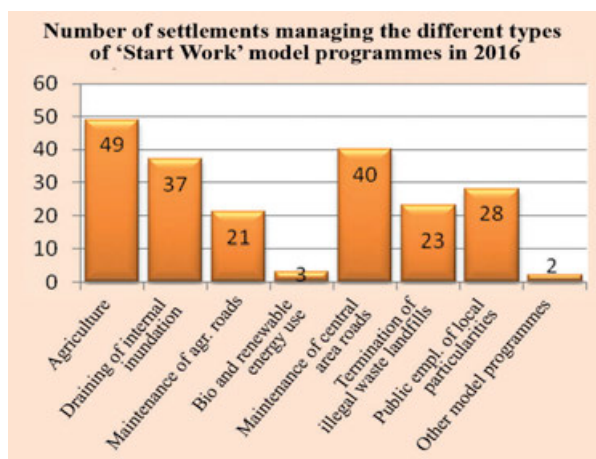
46 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

47 annual average of the monthly average number of employees, according to the residence of the individual

- In 2016, in total 58 settlements participated in 'Start Work' model programmes in Jász-Nagykun-Szolnok County, while 4.9 thousand persons worked in the programmes. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 49 settlements. The number of settlements launching programmes aimed at maintenance of central area public roads was significant (40) as well. In the county, 37 settlements launched programmes aimed at the draining of internal inundations, 28 settlements for activities of local particularities, and an additional 23 settlements for the termination of illegal waste landfills.

Significant public employment programmes in the county:

- In Jász-Nagykun-Szolnok County, the teams of municipal road guards have worked on the repair of the public roads of 2 settlements in 2015, and as many as 30 settlements in 2016, involving 225 persons in total. Water management model programmes were launched starting from 2012, in order to construct water reservoirs.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012 with 225 workers.



- Between 2012 and 2016, the number of persons employed of the county increased by 11.5 percent, from 143.2 thousand to 159.7 thousand, while the number of job-seekers decreased from 28.6 thousand to 17.3 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 7.3 thousand to 13.2 thousand.
- The employment rate increased in the county, from 48.3 percent shown at the beginning of the period among the 15-74-year-old population to 56.2 percent. According to the 2016 data originating from

the workforce survey, 9% of the persons employed worked as public employees in the county.

- During the entire period, the number and rate of persons working in district or micro-regional model programmes among public employees were high. In 2014 and 2016, the majority of workers worked in longer-term programmes, while during the other years the model programmes provided the majority of the public employers in the county. The rate of participants in national public employment programmes varied between 18 and 38 percent. ■

Komárom-Esztergom County

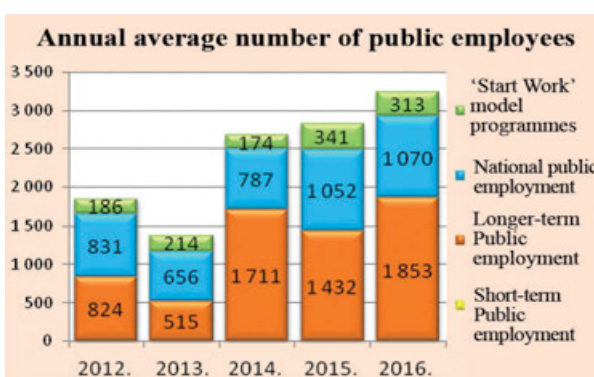
Persons employed and job-seekers in Komárom-Esztergom County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁴⁸ | 128,1 | 127,1 | 132,3 | 136,1 | 135,6 |
| job-seeker ⁴⁹ | 13,1 | 12,7 | 9,0 | 7,9 | 6,0 |
| public person employed ⁵⁰ | 1,8 | 1,4 | 2,7 | 2,8 | 3,2 |
| employment rate (%) ⁵⁹ | 54,0 | 53,9 | 56,6 | 58,8 | 58,9 |

- In 2016, in total 17 settlements participated in 'Start Work' model programmes in Komárom-Esztergom

48 Data of the workforce survey pertaining to the population aged 15 to 74.
49 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

50 annual average of the monthly average number of employees, according to the residence of the individual



County, and 300 persons on annual average worked in the programmes. One settlement could launch programmes in several pillars.

VII. Main public employment programmes per counties

- Agricultural programmes were launched in 4 settlements. Programmes for the maintenance of central area public roads were launched in 6 settlements, and for the draining of internal inundations in 5 settlements.
- Programmes aimed at activities of local particularities were initiated by 5 settlements in 2016.

Significant public employment programmes in the county

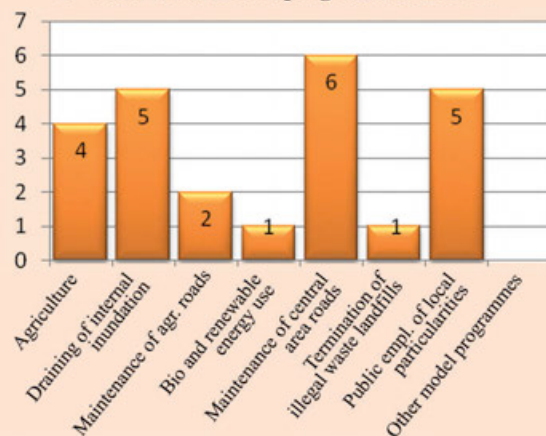
- In Komárom-Esztergom County, the teams of municipal road guards worked on the repair of the public roads of 18 settlements in 2016, involving 110 persons in total.
- Model programmes which improve the living conditions and employment opportunities of local homeless people have been launched in the county since 2015.
- In 2013, a model programme was launched in order to rehabilitate a residential area in Tatabánya.
- Between 2012 and 2016, the number of persons employed of the county increased by 5.9 per cent, from 128.1 thousand to 135.6 thousand, while the number of job-seekers decreased from

13.1 thousand to 6 thousand. The increase in the number of public employees - from 1.8 thousand to 3.2 thousand - constitutes a small part of the increase in the persons employed.

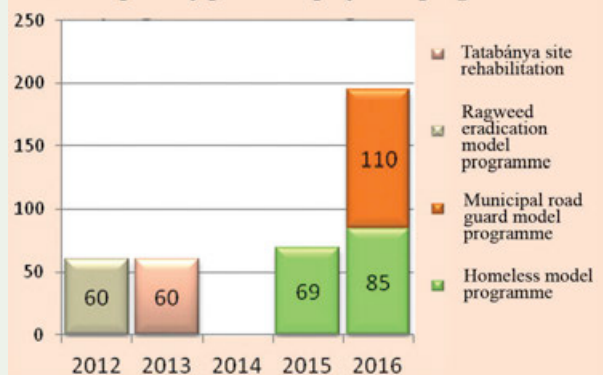
- The employment rate increased in the county, from 54 percent shown at the beginning of the period to 58.9 percent (among 15-74-year-olds). According to the 2016 data originating from the workforce survey, 3.1% of the persons employed worked as public employees in the county.
- Nearly half of the public employees worked in longer-term programmes, their rate decreased until 2016 from 64 percent to 57 percent due to the increase in the number of workers of other public employment programmes. The number of county residents participating in national public employment programmes varied between 650 and 100 persons between 2012 and 2016.



Number of settlements managing the different types of 'Start Work' model programmes in 2016



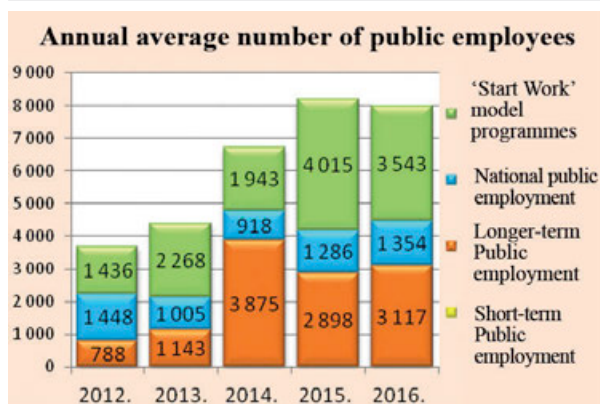
Subsidized number of employees in priority public employment programmes



Nógrád County

Persons employed and job-seekers in Nógrád County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|------|------|------|------|------|
| person employed ⁵¹ | 65,6 | 66,2 | 74,7 | 76,1 | 75,7 |
| job-seeker ⁵² | 19,7 | 17,9 | 14,8 | 14,2 | 12,6 |
| public person employed ⁵³ | 3,7 | 4,4 | 6,7 | 8,2 | 8,0 |
| employment rate (%) ³⁸ | 42,1 | 42,9 | 49,1 | 50,7 | 51,0 |



- In 2016, in total 104 settlements participated in 'Start Work' model programmes in Nógrád County, and 3.5 thousand persons worked in the programmes. One settlement could operate programmes in several pillars.
- Agricultural programmes were launched in 63 settlements. The number of settlements launching programmes aimed at activities of local particularities was significant (56) as well. In the county, 46 settlements launched programmes aimed at the draining of internal inundations, 14 settlements for maintenance of agricultural roads, and an additional 45 for maintenance of central area public roads

Significant public employment programmes in the county

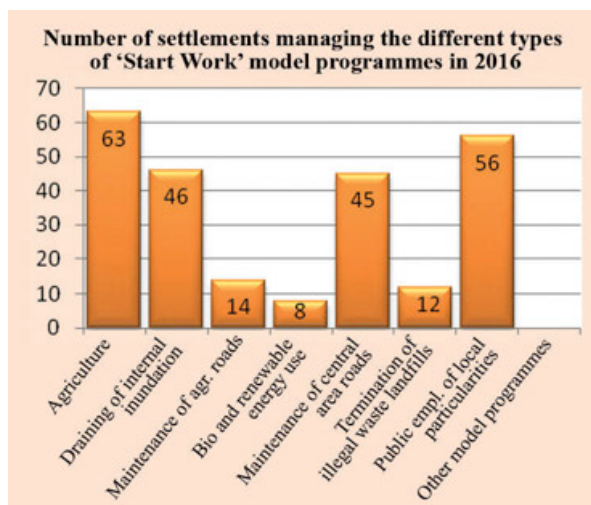
- In Nógrád County, the teams of municipal road guards worked on the repair of the public roads

52 Data of the workforce survey pertaining to the population aged 15 to 74.
53 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

54 annual average of the monthly average number of employees, according to the residence of the individual

of 25 settlements in 2016, involving 155 persons in total.

- Social land programmes were launched in 2012 in the county, in order to develop the farming abilities of the participants.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012 with 197 workers.
- Between 2012 and 2016, the number of persons employed of the county increased by 15.4 percent, from 65.6 thousand to 75.7 thousand, while the number of job-seekers decreased from 19.7 thousand



to 12.6 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 3.7 thousand to 8 thousand.

- The employment rate increased in the county, from 42.1 percent shown among 15-74-year-olds at the beginning of the period to 51 percent. According to the 2016 data originating from the workforce survey, 9.5% of the persons employed worked as public employees in the county.
- Save for 2014, among public employees, the workers working in district or micro-regional model programmes represented the highest

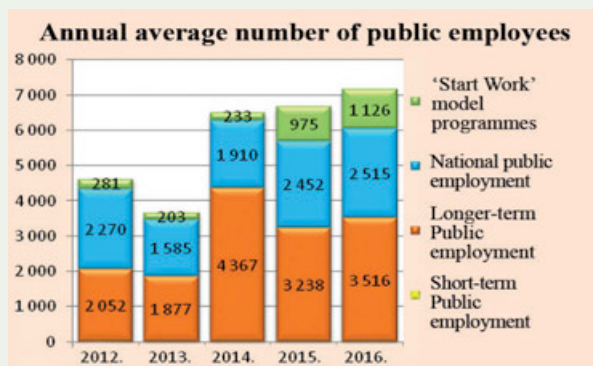
rate (39-51%). Through a significant increase, in 2014, the number of workers working in long-term programmes reached 3.9 thousand people (57.5%), then it remained high during the next years as well (2.9 - 3.1 thousand persons). The number of workers participating in national public employment programmes dropped below 1000 persons by 2014, and then until 2016 it returned to the 2012 level of 1.4 thousand persons. The rate thereof was decreasing due to the increase in the number of workers of the other types.



Pest County

Persons employed and job-seekers in Pest County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁵⁴ | 491,1 | 503,2 | 528,5 | 539,1 | 565,6 |
| job-seeker ⁵⁵ | 40,7 | 40,8 | 34,4 | 31,3 | 26,9 |
| public person employed ⁵⁶ | 4,6 | 3,7 | 6,5 | 6,7 | 7,2 |
| employment rate (%) ⁸ | 52,5 | 53,7 | 56,3 | 57,3 | 59,7 |

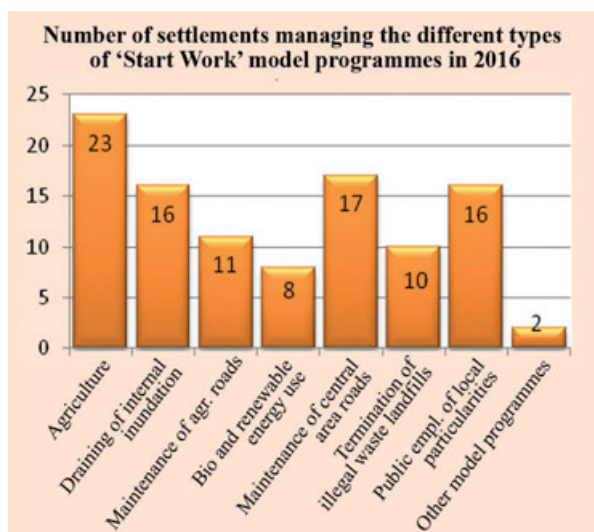


54 Data of the workforce survey pertaining to the population aged 15 to 74.
 55 annual average of the number of employees on the monthly closing dates, according to the residence of the individual
 56 annual average of the monthly average number of employees, according to the residence of the individual

- In 2016, in total 41 settlements participated in 'Start Work' model programmes in Pest County. One settlement could launch programmes in several pillars.
- Agricultural programmes were operated in 23 settlements. The number of settlements launching programmes aimed at draining of internal inundation (16), the maintenance of central area public roads (17), and activities of local particularities (16) was significant as well in the same year.

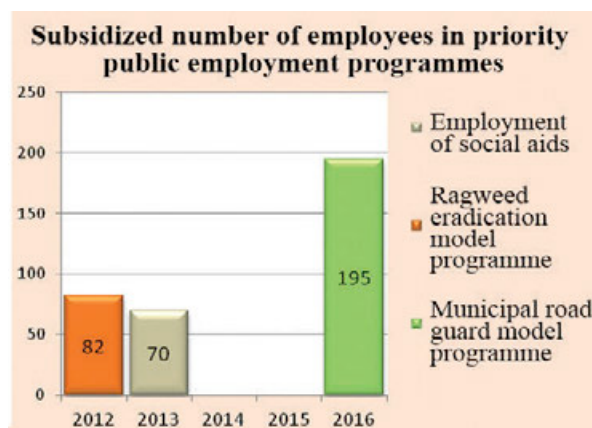
Significant public employment programmes in the county

- In Pest County, model programmes for the eradication of rampant ragweed in the outlying and central areas of the settlements were launched in 2012 on 8 locations.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2013 with the employment of 70 workers in total, in order to improve the living conditions of the people living there.
- The teams of municipal road guards worked on the repair of the public roads of 25 settlements in 2016.
- Between 2012 and 2016, the number of persons employed of the county increased by 15.2 per-



cent, from 491 thousand to 565.6 thousand, while the number of job-seekers decreased from 40.7 thousand to 26.9 thousand. The 4 to 7 thousand public employees, and the increase of public employees by 3.5 thousand between 2013 and 2016 had hardly any role in the growth of the local employment.

- The employment rate increased in the county, from 52.5 percent measured among 15-74-year-olds and shown at the beginning of the period to 59.7 percent. According to the 2016 data



originating from the workforce survey, 0.5% of the persons employed worked as public employees in Pest County.

- Nearly half of the public employees worked in longer-term programmes, their rate dropped below 50 percent until 2016 from 67 percent to due to the increase in the number of workers of other public employment programmes. The number of county residents participating in national public employment programmes varied between 1.6 thousand and 2.5 thousand persons between 2012 and 2016. ■

Somogy County

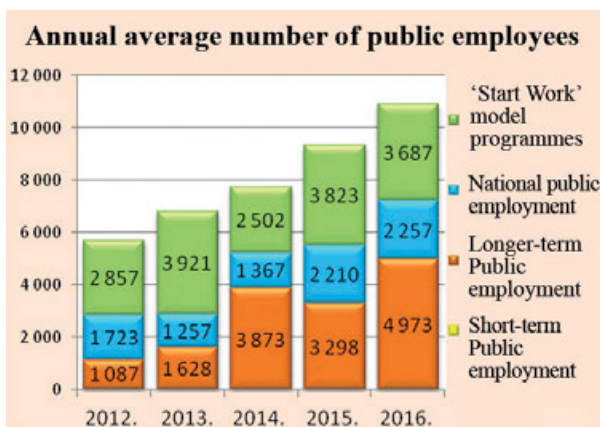
Persons employed and job-seekers in Somogy County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁵⁷ | 111,8 | 111,8 | 119,2 | 118,0 | 125,2 |
| job-seeker ⁵⁸ | 25,0 | 23,2 | 20,1 | 18,1 | 15,0 |
| public person employed ⁵⁹ | 5,7 | 6,8 | 7,7 | 9,3 | 10,9 |
| employment rate (%) ²⁶ | 45,7 | 45,8 | 49,3 | 49,6 | 53,0 |

⁵⁷ Data of the workforce survey pertaining to the population aged 15 to 74.

⁵⁸ annual average of the number of employees on the monthly closing dates, according to the residence of the individual

⁵⁹ annual average of the monthly average number of employees, according to the residence of the individual



VII. Main public employment programmes per counties

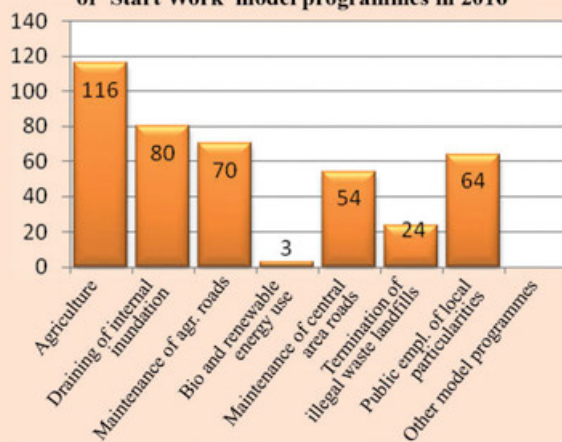
- In 2016, in total 181 settlements participated in 'Start Work' model programmes in Somogy County. One settlement could launch programmes in several pillars.
- Agricultural programmes were operated in 116 settlements. The number of settlements launching programmes aimed at draining of internal inundation (80), the maintenance of agricultural roads (70), the improvement of central area public roads (54), and activities of local particularities (64) was significant as well.

Significant public employment programmes in the county

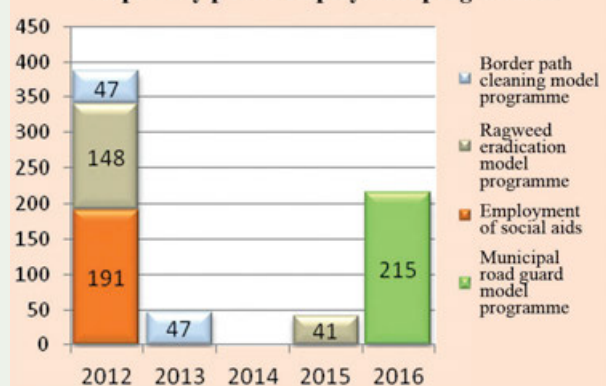
- In Somogy County, the teams of municipal road guards worked on the repair of the public roads of 38 settlements in 2016, involving 215 persons in total.
- - Model programmes for the eradication of rampant ragweed in the outlying and central areas of the settlements were launched in 2012 with 148 persons, and in 2015 with 41 persons.
- In 2012 and 2013 national model programmes were launched in order to carry out border path cleaning works involving 47 workers.

- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012.
- Between 2012 and 2016, the number of persons employed of the county increased by 12 percent, from 111.8 thousand to 125.2 thousand, while the number of job-seekers decreased from 25 thousand to 15 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 5.7 thousand to 10.9 thousand.
- The employment rate increased in the county, from 45.7 percent shown at the beginning of the period among 15-74-year-olds to 53 percent. According to the 2016 data originating from the workforce survey, 8.9% of the persons employed worked as public employees in Somogy County.
- During the entire period, the number and rate of persons working in district or micro-regional model programmes among public employees were high. In 2014 and 2016, the majority of workers worked in longer-term programmes, while during the other years the model programmes provided the majority of the public employers in the county. The rate of participants in national public employment programmes varied between 18 and 30 percent. ■

Number of settlements managing the different types of 'Start Work' model programmes in 2016



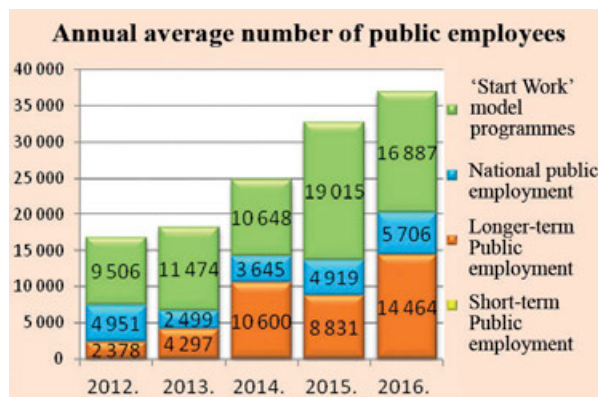
Subsidized number of employees in priority public employment programmes



Szabolcs-Szatmár-Bereg County

Persons employed and job-seekers in Szabolcs-Szatmár-Bereg County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁶⁰ | 194,0 | 199,2 | 212,0 | 219,4 | 230,0 |
| job-seeker ⁶¹ | 60,0 | 55,7 | 45,7 | 39,1 | 32,6 |
| public person employed ⁶² | 16,9 | 18,3 | 24,9 | 32,8 | 37,1 |
| employment rate (%) ⁷⁴ | 45,3 | 46,5 | 49,6 | 51,1 | 53,3 |

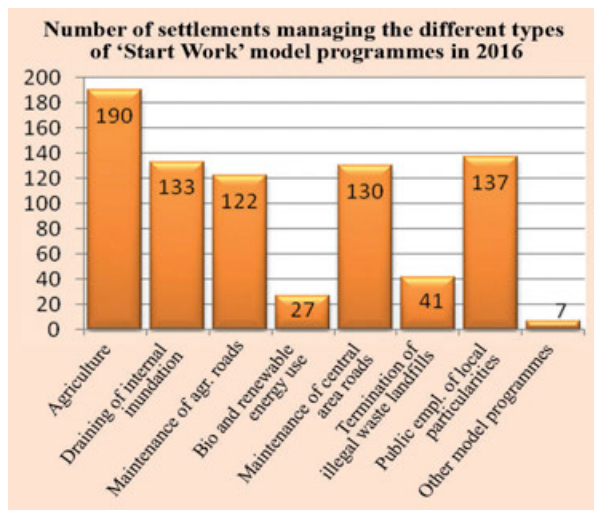


- In 2016, in total 219 settlements participated in 'Start Work' model programmes in Szabolcs-Szatmár-Bereg County, and 16.9 thousand persons worked in the programmes. One settlement could operate programmes in several pillars.
- Agricultural programmes were operated in 190 settlements. The number of settlements launching programmes aimed at the maintenance of central area public roads (130) was significant as well. In the county, 133 settlements launched programmes for the draining of internal inundation, 137 settlements for activities of local particularities, and an additional 122 settlements launched programmes for the maintenance of agricultural roads.

60 Data of the workforce survey pertaining to the population aged 15 to 74.
 61 annual average of the number of employees on the monthly closing dates, according to the residence of the individual
 62 annual average of the monthly average number of employees, according to the residence of the individual

Significant public employment programmes in the county

- In Szabolcs-Szatmár-Bereg County, the teams of municipal road guards worked on the repair of the public roads of 57 settlements in 2016, involving 395 persons in total.
- Social land programmes combined with public employment were launched in 2012 in the county, in order to develop the farming abilities of the participants.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012.



VII. Main public employment programmes per counties

- In 2016, with 100 workers in total, special programmes were launched in order to improve the situation of job-seekers who are difficult to involve even in public employment and who suffer from mental, health and social issues.
- Between 2012 and 2016, the number of persons employed of the county increased by 18.6 percent, from 194 thousand to 230 thousand, while the number of job-seekers decreased from 60 thousand to 32.6 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 16.9 thousand to 37.1 thousand.
- The employment rate increased in the county, from 45.3 percent shown at the beginning of the

period among 15-74-year-olds to 53.3 percent. According to the 2016 data originating from the workforce survey, 18% of the persons employed worked as public employees in the county.

- During the entire period, the number and rate of persons working in district or micro-regional model programmes among public employees were high. In 2015, their average number was close to 20 thousand, their rate among all public employees was 58%. The rate of persons employed in longer-term programmes was scattered between 14 and 42%. The number of participants in national public employment programmes varied between 2.5 thousand (2013) and 5.7 thousand (2016). ■

Tolna County

Persons employed and job-seekers in Tolna County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|------|------|------|------|------|
| person employed ⁶³ | 84,9 | 89,7 | 94,8 | 93,7 | 91,2 |
| job-seeker ⁶⁴ | 14,3 | 13,2 | 10,4 | 9,3 | 7,8 |
| public person employed ⁶⁵ | 2,8 | 3,0 | 4,2 | 4,7 | 4,7 |
| employment rate (%) ¹⁹ | 47,3 | 50,4 | 53,8 | 53,9 | 53,1 |



63 Data of the workforce survey pertaining to the population aged 15 to 74.

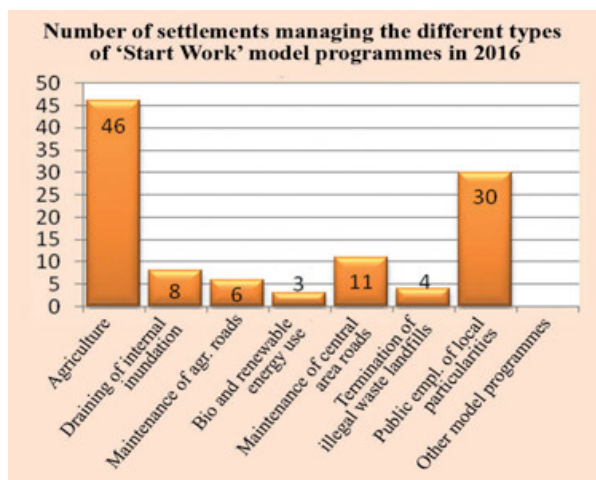
64 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

65 annual average of the monthly average number of employees, according to the residence of the individual

- In 2016, in total 48 settlements participated in 'Start Work' model programmes in Tolna County. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 46 settlements. The number of settlements launching programmes aimed at activities of local particularities (30) was significant as well. In the county, 8 settlements launched programmes for the draining of internal inundation, and an additional 11 settlements launched programmes for the maintenance of central area public roads.

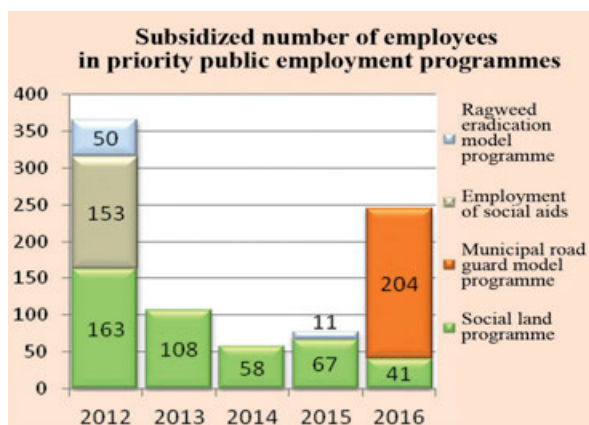
Significant public employment programmes in the county

- In Tolna County, the teams of municipal road guards worked on the repair of the public roads of 29 settlements in 2016, involving 204 persons in total.
- Model programmes for the eradication of rampant ragweed in the outlying and central areas of the settlements were launched in 2012 with 50 persons, and in 2015 with 11 persons.
- Social land programmes combined with public employment were launched in 2012 in the county,



in order to develop the farming abilities of the participants.

- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012.
- Between 2012 and 2016, the number of persons employed of the county increased by 7.4 percent, from 84.9 thousand to 91.2 thousand, while the number of job-seekers decreased from 14.3 thousand to 7.8 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 2.8 thousand to 4.7 thousand.
- The employment rate increased in the county, from 47.3 percent shown at the beginning of the



period among 15-74-year-olds to 53.1 percent. According to the 2016 data originating from the workforce survey, 2.5% of the persons employed worked as public employees in Tolna County.

- At the beginning of the period, the number and rate of persons working in district or micro-regional model programmes among were the highest among public employees. From 2014, the majority of workers - approximately 2 thousand persons on average per year - worked in longer-term programmes. The rate of participants in national public employment programmes varied between 20 and 30 percent between 2012 and 2016.

Vas County

Persons employed and job-seekers in Vas County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁶⁶ | 110,7 | 108,9 | 116,9 | 120,4 | 119,3 |
| job-seeker ⁶⁷ | 8,0 | 8,4 | 6,0 | 5,2 | 4,4 |
| public person employed ⁶⁸ | 1,6 | 1,4 | 2,2 | 2,5 | 2,4 |
| employment rate (%) ¹⁷ | 55,1 | 54,4 | 58,6 | 60,6 | 60,2 |

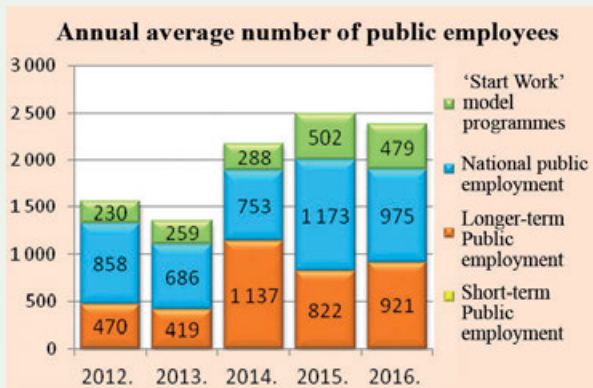
⁶⁶ Data of the workforce survey pertaining to the population aged 15 to 74.

⁶⁷ annual average of the number of employees on the monthly closing dates, according to the residence of the individual

⁶⁸ annual average of the monthly average number of employees, according to the residence of the individual

- In 2016, in total 51 settlements participated in 'Start Work' model programmes in Vas County. One settlement could launch programmes in several pillars.
- Agricultural programmes were operated only by 8 settlements in 2016. In the county, the majority of the settlements launched programmes aimed at activities of local particularities (24) and the maintenance of agricultural roads (21). The number of settlements launching programmes aimed at the draining of internal inundation was significant as well.

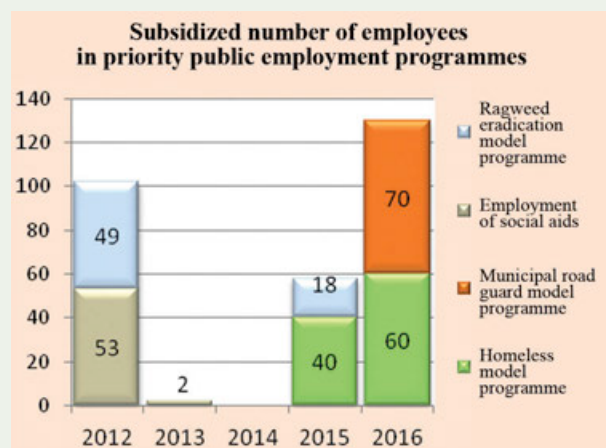
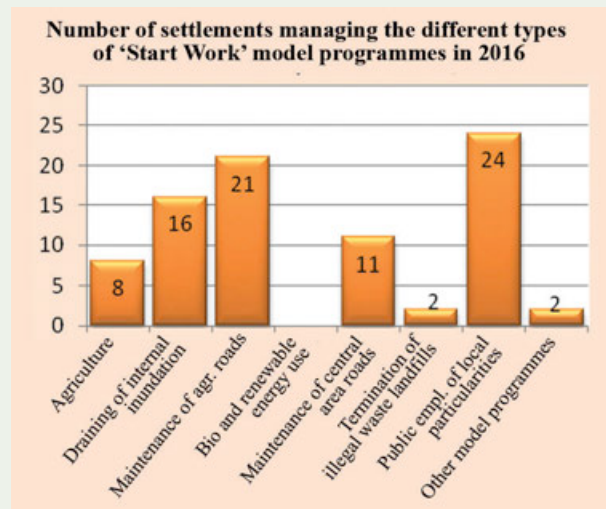
VII. Main public employment programmes per counties



Significant public employment programmes in the county

- In Vas County, model programmes for the eradication of rampant ragweed in the outlying and central areas of the settlements were launched in 2012 on 2 locations, and in 2015 on 8 locations.
- The teams of municipal road guards worked on the repair of the public roads of 13 settlements in 2016, involving 70 persons in total.
- Public employment model programmes aimed at improving the living conditions of local homeless people have been launched since 2015.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2012.
- Between 2012 and 2016, the number of persons employed in Vas County increased by 7.8 percent, from 110,7 thousand to 119.3 thousand, while the number of job-seekers decreased from 8 thousand to 4.4 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 1.6 thousand to 2.4 thousand.
- The employment rate increased in the county, from 55.1 percent shown at the beginning of the period (among 15-74-year-old population) to 60.2 percent. According to the 2016 data originating from the workforce survey, 1.5% of the persons employed worked as public employees in Vas County. The rate

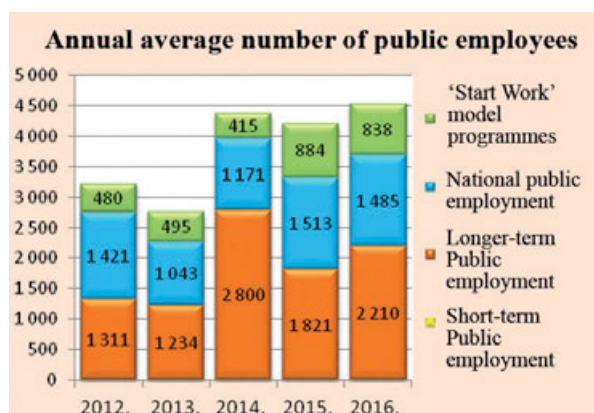
of persons employed in longer-term programmes exceeded 50 percent in 2014, but failed to reach this rate during the other years, their number increased from the 520 to 580 number characteristic for the beginning of the period to the 800 to 1,100 number starting from 2014. During the period, the rate of persons working in micro-regional or district model programmes increased from the level below 15 percent to above 20 percent. ■



Veszprém County

Persons employed and job-seekers in Veszprém County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁶⁹ | 141,2 | 144,1 | 151,6 | 156,4 | 158,2 |
| job-seeker ⁷⁰ | 15,8 | 15,3 | 10,9 | 9,5 | 7,4 |
| public person employed ⁷¹ | 3,2 | 2,8 | 4,4 | 4,2 | 4,5 |
| employment rate (%) ¹⁴ | 54,0 | 53,9 | 56,6 | 58,8 | 58,9 |



- In 2016, in total 61 settlements participated in 'Start Work' model programmes in Veszprém County. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 32 settlements. The number of settlements launching programmes aimed at the draining of internal inundation (18), the maintenance of agricultural roads (19), the maintenance of central area public roads (16) was significant as well in the same year.

Significant public employment programmes in the county

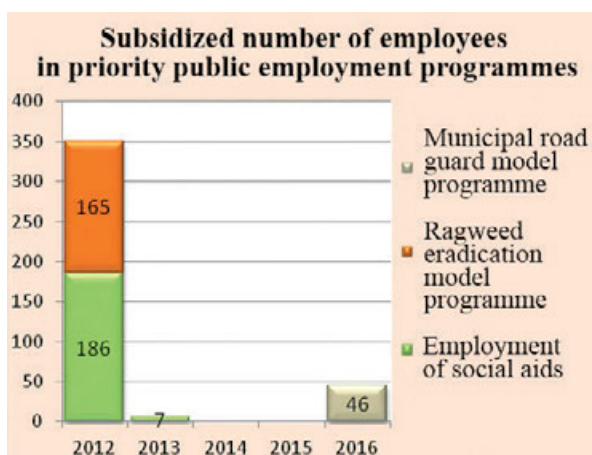
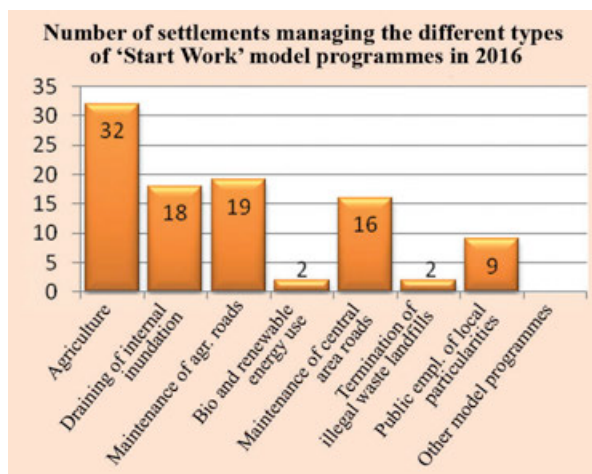
- In Veszprém County, model programmes for the eradication of rampant ragweed in the outlying and central areas of the settlements were launched in 2012 on 6 locations, involving 165 persons in total.

69 Data of the workforce survey pertaining to the population aged 15 to 74.

70 annual average of the number of employees on the monthly closing dates, according to the residence of the individual

71 annual average of the monthly average number of employees, according to the residence of the individual

- The teams of municipal road guards worked on the repair of the public roads of 8 settlements from 2016, involving 46 persons in total.
- Model programmes aimed at the support of local elderly and disadvantaged persons were launched in 2013, with the employment of 7 persons.
- Between 2012 and 2016, the number of persons employed in the county increased by 12 percent, from 141.2 thousand to 158.2 thousand, while the number of job-seekers decreased from 15.8 thousand to 7.4 thousand. The 2.8 - 4.5 thousand public employees, and the increase of public employees by 1.3 thousand



VII. Main public employment programmes per counties

between 2012 and 2016 had hardly any role in the growth of the local employment.

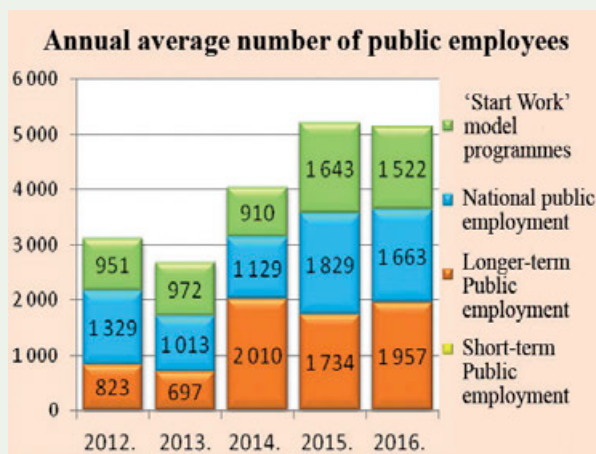
- The employment rate increased in the county, from 54 percent shown at the beginning of the period and measured among 15-74-year-olds to 58.9 percent. According to the 2016 data originating from the workforce survey, 2.4% of the persons employed worked as public employees in Veszprém County.

- The majority of public employees - 40 to 64 percent during the period - worked in longer-term programmes, the highest number in 2014. Afterwards, the rate of persons employed in the other types increased. The average number of county residents participating in national public employment programmes varied between 1.0 and 1.5 thousand persons between 2012 and 2016. .

Zala County

Persons employed and job-seekers in Zala County

| thousand persons | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------------------|-------|-------|-------|-------|-------|
| person employed ⁷² | 115,3 | 113,9 | 118,8 | 119,3 | 122,8 |
| job-seeker ⁷³ | 15,1 | 16,2 | 12,2 | 10,0 | 8,0 |
| public person employed ⁷⁴ | 3,1 | 2,7 | 4,0 | 5,2 | 5,1 |
| employment rate (%) ²³ | 51,9 | 51,7 | 54,4 | 55,3 | 57,5 |



⁷² Data of the workforce survey pertaining to the population aged 15 to 74.

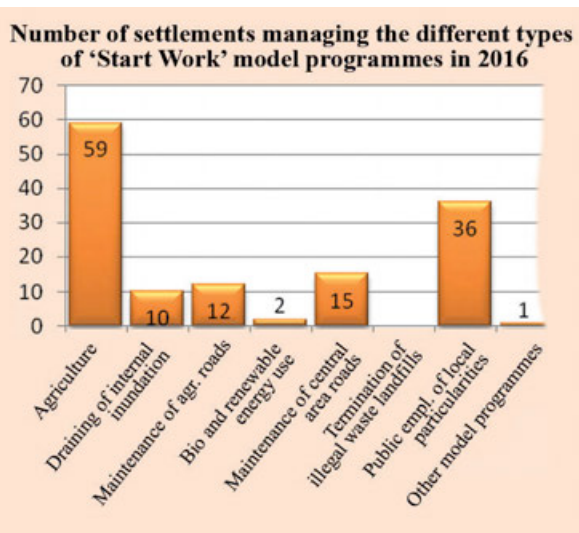
⁷³ annual average of the number of employees on the monthly closing dates, according to the residence of the individual

⁷⁴ annual average of the monthly average number of employees, according to the residence of the individual

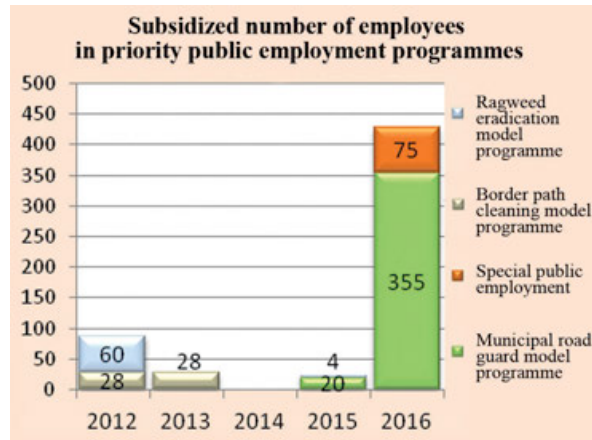
- In 2016, in total 90 settlements participated in 'Start Work' model programmes in Zala County. One settlement could launch programmes in several pillars.
- Agricultural programmes were launched in 59 settlements in 2016. The number of settlements launching 'Start Work' model programmes based on activities of local particularities was high as well (36). In the county, 10 settlements launched programmes for the draining of internal inundation, 12 settlements for the maintenance of agricultural roads, while an additional 15 settlements launched programmes for the maintenance of central area public roads.

Significant public employment programmes in the county

- In Zala County, the teams of municipal road guards worked on the repair of the public roads of 2 settlements in 2015, and as many as 52 settlements in 2016, involving 375 persons in total.
- Model programmes for the eradication of rampant ragweed in the outlying and central areas of the settlements were launched in 2012 on 3 locations. In 2012 and 2013 national model programmes were launched in order to carry out border path cleaning works.



- In 2016, with 75 workers in total, a special programme was launched in order to improve the situation of job-seekers who are difficult to involve even in public employment and who suffer from mental, health and social issues.
- Between 2012 and 2016, the number of persons employed in the county increased by 6.5 percent, from 115.3 thousand to 122.8 thousand, while the number of job-seekers decreased from 15.1 thousand to 8 thousand. The increase in persons employed is owed partially to the increase of the number of public employees from 3.1 thousand to 5.1 thousand.
- The employment rate increased in the county, from 51.9 percent shown at the beginning of the



period to 57.5 percent (among 15-74-year-olds). According to the 2016 data originating from the workforce survey, 3.4% of the persons employed worked as public employees in Zala County.

- Almost similar rates of public employees worked in longer-term and national public employment programmes. In 2014 and 2016, the majority of public employees worked in longer-term programmes, in the other years, the national public programmes provided the majority of the public employees in the county.
- Nearly third of the public employees worked in district and micro-regional model programmes (22-36%).

VIII.

Maintaining contact with
the associations of the
municipalities

The Deputy State Secretariat for Water Management of the Ministry of Interior had established a close relationship with the associations of the municipal local governments. Such associations are among others the Települési Önkormányzatok Országos Szövetsége (National Association of Municipal Governments, TÖOSZ), the Hungarian Association of Local Governments (Magyar Önkormányzatok Szövetsége, MÖOSZ), the Megyei Önkormányzatok Országos Szövetsége (Hungarian Association of County Governments, MÖOSZ), the Községek, Kistelepülések és Kistérségek Országos Önkormányzati Szövetsége (National Local Government Association of Villages, Small Settlements and Micro-Regions, KÖSZ), and the Magyar Faluszövetség (Hungarian Village Association).

At the conferences organized by the associations, in addition to the topics of urban development, rural development and social integration, the leaders and notaries of the settlements have been notified for 5 years already of the current state of public employment and the main objectives of public employment as well. The expansion of employment, and within that the continuous development of the system of public employment, the establishment of new value-creating public employment programmes are priority tasks for the municipal local governments. The Ministry of Interior was also invited to hold lectures at every forum, in course of which there was opportunity for consultation as well.

a) Best Municipal Practices

Every year since 2012, the Települési Önkormányzatok Országos Szövetsége (National Association of Municipal Governments, TÖOSZ) has published invitations to tenders regarding the „Best Municipal Practices” realized in the field of public employment, which serve as examples to be followed by other settlements as well. In the field of public employment, the content of the tender was constantly changing. In the beginning, we supported the spread of the mainly

agricultural, individual model programmes of the municipal governments. Meanwhile, in 2015, in addition to production, we also appreciate the production and sale of products with higher added value, which include processing and sales as well. The expert co-worker of the Deputy State Secretariat for Water Management of the Ministry of Interior participates in the evaluation of the TÖOSZ tenders as well.

WINNERS OF THE „BEST MUNICIPAL PRACTICES” TENDER CALLED BY THE TÖOSZ

| Ser. No. | Year | County | Settlement | Amount of award (million HUF) |
|----------|-------------|----------------------|-------------------|-------------------------------|
| 1. | 2012 | Jász-Nagykun-Szolnok | Tiszatenyő | 10 |
| 2. | | Borsod-Abaúj-Zemplén | Szemere | 8 |
| 3. | | Borsod-Abaúj-Zemplén | Ináncs | 1 |
| 4. | | Borsod-Abaúj-Zemplén | Hernádszentandrás | 1 |
| 5. | | Nógrád | Karancslapujtő | 7 |
| 6. | | Veszprém | Berhida | 1 |
| 7. | | Békés | Szarvas | 1 |

VII. Maintaining contact with the associations of the municipalities

| Ser. No. | Year | County | Settlement | Amount of award (million HUF) |
|----------|------|--|-----------------|-------------------------------|
| 8. | 2013 | Szabolcs-Szatmár-Bereg | Ajak | 2 |
| 9. | | Szabolcs-Szatmár-Bereg | Döge | 2 |
| 10. | | Borsod-Abaúj-Zemplén | Garadna | 2 |
| 11. | | Borsod-Abaúj-Zemplén | Halmaj | 2 |
| 12. | | Borsod-Abaúj-Zemplén | Hidvégyardó | 2 |
| 13. | | Borsod-Abaúj-Zemplén | Parasznya | 2 |
| 14. | | Hajdú-Bihar | Hajdúdorog | 2 |
| 15. | | Hajdú-Bihar | Hajdúnánás | 2 |
| 16. | | Tolna | Udvari | 2 |
| 17. | | Zala | Zalaszentmárton | 2 |
| | 2014 | No tenders were called; there was only an international conference | | |
| 18. | 2015 | Hajdú-Bihar | Tetétlen | 3 |
| 19. | | Jász-Nagykun-Szolnok | Jánoshida | 2 |
| 20. | | Hajdú-Bihar | Hajdúdorog | 1 |
| 21. | | Nógrád | Karancslapujtő | 1 |
| 22. | | Fejér | Szabadhídvég | 1 |
| 23. | 2016 | Szabolcs-Szatmár-Bereg | Tiszagyulaháza | 4 |
| 24. | | Hajdú-Bihar | Polgár | 3 |
| 25. | | Baranya | Komló | 2 |
| 26. | | Hajdú-Bihar | Hajdúsámson | 2 |
| 27. | | Borsod-Abaúj-Zemplén | Trizs | 2 |
| Total: | | | | 70 |

b) Recipients of the „START Plusz” Award

Since 2012, the Ministry of Interior has been giving the „Start Plusz” award to the public employers who have an outstanding role in the execution of public employment programmes, thereby appreciating the exceptional professional work carried out by the municipality.

Those public employers are eligible for the award, who have an outstanding role in the execution of public employment programmes, therefore through their appreciation, such public employers may serve as a examples and have a motivating effect on all municipalities.

The condition of the subsidy is that the public employment programmes organized in the settlement shall be in compliance with the objectives of public employment, the supported activities shall align with the capabilities of the settlement and shall help realizing

the long-term objectives thereof, as well as that well-designed, complex activities shall be realized in the interest of the self-sustainment of the settlement.

In addition to the moral appreciation, the recipients of the award are given financial support as well, which the settlements may use for the development of their public employment programmes.

Between 2012 and 2016, the following number of public employers were given the award:

- 2012: 22 recipients
- 2013: 53 recipients
- 2014: 50 recipients
- 2015: 52 recipients
- 2016: 52 recipients

IX.

Public employment fairs

The public employment fair provides excellent opportunity to present the value-creating activity of the public employment. At the fairs, the public may get familiar with the tangible results of the public employment programmes, may get first-hand information on the goods exhibited, may participate in the making of the products, while getting a taste of the

gastronomic offer and cultural life as well of the small settlements. The events provide opportunity to the informal exchange of opinions of the key actors of public employment, to get informed about the innovation achievement of the public employment programmes, to share experience and good practices, and to share those with other public employers. ■

IX.1. County employment fairs

The county public employment fair as event has a multiple-year tradition. The first county public employment fair was held in 2013 in Békés County, with the participation of 54 exhibiting settlements. Following the success of the county fair in Békés County, other government offices joined the list of organizers of county fairs: public employment fairs were organized in the counties of Baranya, Borsod-Abaúj-Zemplén, Csongrád, Hajdú-Bihar, Jász-Nagykun-Szolnok, Komárom-Esztergom, Nógrád and Tolna as well, with the participation of 402 public employers in total in 2014, and 326 public employers in 2015.

Based on the popularity of the county public employment fairs organized in recent years, the Ministry of Interior held that the central support of costs incurred related to the organizing of the events was justified, based on which, in 2016 the government offices could use cost funding for their organizing costs. The subsidy

so received facilitated the realization of events rich in even more professional, versatile programmes.

In 2016, the 3rd Public Employment Exhibition and Fair organized by the Borsod-Abaúj-Zemplén County Government Office opened the row of public employment fairs on 2nd September 2016. Then, the results of public employment were presented in the framework of fairs on 6th September in Komárom-Esztergom County, on 7th September in Jász-Nagykun-Szolnok County, on 8th September in Békés County, on 15th September in Tolna County - and for the first time - in Szabolcs-Szatmár-Bereg County. Following the events on 16th September in Hajdú-Bihar County and then on 17th September in Nógrád County, the row of 2016 local fairs was concluded on 23rd November by the Csongrád County 3rd Public Employment Advent Exhibition and Fair. ■

IX.2. National employment fairs

Based on the popularity of the public employment fairs organized on the county level, the Ministry of Interior held that it was reasonable to establish financial framework and opportunity to the complex presentation of the public employment of Hungary. In this framework, the 1st National Public Employment Fair was organized by the Ministry of Interior for 2nd and 3rd October 2015, the venue of which event was the Vajdahunyad Castle.

In the framework of the fair, 121 municipalities could present the results of their public employment programmes, their products and crops produced, the products processed from those, as well as the municipalities provided insight into the work phases of the production of certain products in an interactive way. In addition to the introduction of the public employers, professional forums and cultural programmes added to the versatility of the event.

Considering the great success of the 1st National Public Employment Fair, the Ministry of Interior organized the National Public Employment Fair for the second time as well, with the title „The countryside introduces itself in the Capital“. The event was held on 22nd and 23rd September 2016, and the Vajdahunyad Castle was again chosen as the venue.

At the Fair, 128 exhibitors showed that that public employment is no longer constitutes of only the fulfilment of sanitation tasks but it extends to rural development, cooperation, community building and preservation of tradition as well.

Contrary to the previous year, there were no professional events in the programme, instead - catering to the needs of the exhibitors and the visitors - those interested could experience a family-friendly, fair-like event. The main backbone of this was made up of the entre-day cultural programmes, with more than thirty performing groups, who made the exhibition even more unique with their professional performances. Several of the

exhibitors gave a taste of the gastronomic specialties of their regions in the framework of interactive cooking and tasting. In addition to the tasting, as well as the folk music and other cultural programmes, open-air film screening, playing corner and craftsmen shows added to the range of programmes of the fair.

Regarding the public employment fair, overall it can be established that the series of events may be considered as a unique event not only in Hungary but in the European Union as well, which provides opportunity to present the results of the value-creating public employment and to share the good practices. The fairs gained great success among both the visitors and the exhibitors, the events garnered significant interest by the press. In 2017 the Ministry of Interior wishes to continue the county fairs, and will organize the 3rd National Public Employment Fair, which will be made more versatile by an international conference.

X.

Public employment information
available on the internet

X.1. Public employment website

On 22nd March 2015, the Ministry of Interior launched its thematic website (kozfoglalkoztataskormany.hu), which provides a wide range of information regarding the system of public employment to public employees and public employers, labour market experts, researchers, as well as to all interested parties. The Ministry of Interior created the website in order to be able to ensure information about the current issues of public employment to a public as broad as possible.

As part of the kormany.hu website family, the Public Employment website collects the news, events and research results related to public employment, as well as information pertaining to the trainings and services. Visitors may become familiar with the basic concepts of the system of public employment, may find notifications on the work safety regulations of public employment, or where they may turn to for legal assistance in case of discrimination.

The website displays the monthly and yearly public employment data of the Deputy State Secretariat for Water Management of the Ministry of Interior, and retroactively to 2013, the monthly time series of the main statistics data of public employment are also updated continuously. The key headcount data of public employment, according to detailed territorial breakdown (according to counties, districts, settlements) are also available with map display as well as in alphabetic order on the sub-site of the website (<http://kozfoglalkoztataskormany.hu>). In addition, the sub-site contains the list of public employers participating in public employment as well.

On the Public Employment website visitors may - among others - read notifications and descriptions on the public employment programmes and job functions, the realization of public employment, the cultural programmes, the homeless model programmes, as well as about the requirements for establishing a viable social cooperative. The interested parties are also aided by glossary and a collection of legislation. The website presents the road of the previous 20 years and the phases through which we arrived to the renewed system

of public employment in 2011. In the „Research, reports” menu items, 30 reviews and summaries in total may be read about researches concerning public employment.

Building on local particularities, public employment programmes are carried out by several exemplary settlements in outstanding quality. Through their examples, the municipalities which realize the good practices of public employment on a high level of standard may encourage the municipalities which have not participated in the implementation of similar programmes yet, and may give ideas to other public employers as well. Since the operation of the website the Ministry of Interior has uploaded 148 news articles and 324 good practices to the website. In addition to the „good practices” collected by the website, the publications available for download on the website also provide excellent examples to public employers for organizing and arranging their programmes. In addition to all of the above, public employers may also find sample documents and useful aids and information on the site about the most important deadlines and tenders concerning them.

The visitors of the website also have the opportunity to contact the departments concerned of the Ministry of Interior through the website. Since the two-year existence of the website, the co-workers of the Ministry of Interior have received more than one hundred requests. In addition to the very rare complaints, in the incoming e-mails the interested parties request information on a wide range of topics, among others about the public employment wage, employment opportunities in seasonal work, public employment programmes and trainings, the opportunities to become a public employee, the rules of vacation, employment relationships which may be maintained simultaneously with public employment, purchases, and about the operation of the website.

There were more than five hundred thousand website views during the first two years of existence of the website. During recent years, more than 70 thousand users (new and returning users) started more than 120

thousand work processes. The number of visitors was exceptional on the day the website was announced. In terms of visitor traffic, the majority of interested parties visit the Public Employment website usually on the first four days of the week (Monday - Thursday).

In 2016, the Ministry of Interior re-thematised the website along focus points which considered the information gained from previous visitor data as well. After the modifications had been executed, the visitors could experience a more current, updated interface. After this, the visitor numbers started to increase clearly, which - in addition to the above changes - was owed

also to that the website is known and used more and more in professional circles - by the municipalities of settlements concerned by public employment, public employees, researchers, employment professionals -

According to the intentions of the Ministry of Interior, the website shall continue to serve as a primary communication channel in the field of news and the communication of notifications concerning public employment.

The website is available here: <http://kozfoglalkoztataskormany.hu/>



X.2. Virtual Public Employment Market

Upon the introduction of the new public employment system, the Ministry of Interior specified priorities regarding the products produced, which priorities included the expectation concerning the sale of excess products. In order to support this sales task, the Ministry of Interior - in cooperation with the Central Office of Administrative and Electronic Public Services - introduced a new application on 16th September 2015, under the name Virtual Public Employment Market.

On the surface of the Virtual Public Employment Market public employers may record their product and crop surplus produced, may browse the products recorded by other public employers, and the application also provides opportunity for direct contact among public employers. No commercial activity is carried out on the surface, the purpose of the creation of thereof is providing information on the products offered and helping the parties to get into contact. The application

may be used only identified public employers who had signed up on the surface.

It can be established that following its introduction the application has become increasingly popular, until today nearly 90% of the public employers concerned by production activity have registered on the surface, and 57.8% of them have recorded products. According to data of 31st December 2016, the application contains 872 different product types, with surplus being available from 305 products.

Based on the experience of the application and user feedbacks, the Virtual Public Employment Market is expected to be developed further in 2017, as a result of which new functions will help the product sale and exchange among public employers. The website is available here: vkep.munka.hu

Portrayal of public employment in the media

Since its 2011 renewal, public employment has been surrounded with enhanced public and press interest. This particular attention is inevitable in case of complex system which fulfils social and employment policy, as well as settlement development functions simultaneously. Since 2011, several thousand of news, analyses, interviews and reports have been published related to public employment.

In their news programmes, the national **television** broadcasters regularly publish news and reports related to public employment (RTL Klub, TV2, RTL II, M1, Hír TV, Echo TV, ATV, Duna TV). The 2016 cooperation in course of which ECHO TV - assigned by the Ministry of Interior - produced a vivid documentary about the public employment fairs of five settlements (Budapest, Békéscsaba, Szolnok, Nyíregyháza és Miskolc); this cooperation had contributed to the informing a broader audience about the good practices.

The following shall be highlighted from among the **radio broadcasters**, which reported about news concerning public employment: MR1 Kossuth Rádió, InfoRádió, Petőfi Rádió, Klubrádió, Lánchíd Rádió, etc. Radio MR1 Kossuth published detailed reports on the public employment programmes and good practices of and the activities carried out in certain settlements regularly.

National daily and weekly publications also published news related to public employment regularly (Magyar Nemzet, Népszabadság, Magyar idők, Népszava, Napi Gazdaság, Világgazdaság, Vasárnapi Hírek, etc.) All of the **county and regional daily publications** are affected by the press displays related to public

employment, however, their reports rather focus on the more detailed presentation of a certain settlement programme. The **online publications, news sites** also published news and contents related to public employment: Index, Origo, hir24.hu, hirado.hu, atv.hu, VS.hu, MNO, NOL, HVG.hu, Portfolio, 168 Óra, Abcug.hu, 444, mandiner.hu, figyelo.hu, etc.

The topics are usually well-defined, while the attitudes of the articles show a wide range. The most common topics are the following:

- the number of a public employees and their effect on the labour market
- Public employment wage
- exclusion from public employment
- re-employment
- workers below the age of 18 in public employment
- seasonal work
- trainings
- migration crisis.

The amount of the state budget designated for public employment is surrounded by constant attention, the current country reports of the European Union are popular, as well as the winter trainings, the details of cultural public employment, and the amendments of legislation. Based on the press appearances, the opinion of each medium changes gradually, step by step over the years. By the end of 2016 it is noticeable that one may read about the necessity of public employment in more and more publications, in most cases only the extent of public employment is criticized.

XII.

Public employment publications 2012-2016

1. General crop production

Year of publication: 2012

Textbook for public employees participating in the agricultural 'Start Work' model programme, written in the order to allow easier acquisition of the special skills related to household crop production.

2. General animal farming

Year of publication: 2012

Textbook which helps public employees participating in the agricultural 'Start Work' model programme to acquire the special skills related to household animal farming easier.

3. Food preservation

Year of publication: 2012

Textbook written for public employees participating in the agricultural 'Start Work' model programme, which presents the special skills related to preservation, and with the help of which the participants can learn the materials easier.

4. Energy production from biomass 2013

Year of publication: 2013

In recent years, the need to utilize the renewable energy sources has occurred increasingly pronounced in the European Union - and therefore in Hungary as well -, which required that new ways are explored in agricultural production, rural development and in the energy sector as well. Energy may be gained from the renewable energy sources if such sources are constantly available or if those reproduce within a few years at most without considerable human action. In Hungary, renewable energy sources mainly biomass and geothermic energy production could be relevant on the long-term. The publication presents the renewable energy sources, the role of biomass in energy production, as well as details the production and opportunities of use of both liquid and solid energy carriers.

5. Good practices in the public employment 2013

Year of publication: 2013

The publication presents those public employment good practices which had proved to be the most efficient and useful over the previous period. The publication brings the system of public employment closer to the reader,

who may also find answers to their questions in the publication.

6. Good practices in the public employment 2013

Year of publication: 2013

English version of the publication "Good practices in the public employment 2013", which was prepared for an international conference.

7. Public employment in Hungary 2012-2013

Year of publication: 2014

This summary publication was prepared so that through their examples, the municipalities which realize the good practices of public employment on a high level of standard may encourage the municipalities which have not participated in the implementation of similar programmes yet. In addition, this publication had a significant role in the widespread introduction and spread of public employment. The publication well-illustrated by photos and graphs created opportunity for the interested parties to get to know the system of public employment and get answers to their questions which may have occurred.

8. Collection and production of herbs

Year of publication: 2014

Training aid for the herb collection and production professional training for unskilled workers. The purpose of the publication is to provide useful knowledge for the professional herb collection, production and primary processing carried out in these programmes. Learning and using these skills allows that the herbal drugs so produced can be further used or sold on the market in the appropriate quantity and quality.

9. Energy production from biomass 2014

Year of publication: 2014

The updated, extended version of the publication "Energy production from biomass 2013", which details the gas – biogas – raw materials and the production thereof, in addition to the presentation of liquid and solid energy carrier raw materials.

10. Public employment fairs 2014

Year of publication: 2014/2015?

The primary objective of the fairs was to allow the population to acquire widespread information at the

event about the innovative work carried out in the framework of the public employment programmes, as well as the tangible results of the renewed public employment. The products presented by the different exhibitors showed what the settlements achieved in the public employment programmes. The aim of the series of events, i.e. to provide public employment with positive propaganda, and that employers broaden their knowledge, were achieved. The publication is intended to present this positive example to the general public.

11. Public employment in construction 2013-2015

Year of publication: 2015

The publication presents the achievements of the “mud brick making” public employment programme in the counties of Baranya, Fejér, Hajdú-Bihar, Jász-Nagykun-Szolnok and Somogy. The publication demonstrated the work processes and the finished houses illustrated by pictures.

12. Public employment in Hungary 2014-2015

Year of publication: 2015

On the one hand, the purpose of the publication is to provide opportunity for the exemplary municipalities to present their programmes implemented on a high level of standard, and on the other hand, to - through the example of such municipalities - encourage municipalities classified as disadvantaged, which have not participated in the implementation of similar programmes yet, as well as to motivate those public employers as well, who intend to continue their development programmes started previously, on a follow-up basis.

13. Good practices in the public employment 2014-2015

Year of publication: 2015

English version of the publication “Public employment in Hungary 2014-2015”.

14. Public employment fairs 2015

Year of publication: 2016

The primary objective of the publication is to present the achievement achieved and presented by the participating settlements at the 1st National Public Employment Fair and at the seven county fairs to the reader, thereby bringing the system of public employment closer to the interested parties, while also informing them about the value creation and versatility of the renewed public employment. At the national and county fairs, the events were made more diversified by cultural programmes, which the readers may gain illustrated insight to with the help of the publication.

15. Public employment fairs 2016

Year of publication: 2017

The publication summarized the experience of the national and county public employment fairs of 2016. It presents the system of public employment, the successes and good practices thereof, and the achievements of the programmes realized. In 2016, public employers could introduce themselves at nine countryside locations and at the 2nd National Public Employment Fair in Budapest. Through their stands, the public employers could demonstrate to the visitors the values of public employment, the traditions of the countryside, and the beauty of Hungarian culture.

XIII.

The controlling of the regular use
of public employment subsidies

As the professional leader of public employment, the Ministry of Interior pays special attention to controlling the regular use of public employment subsidies, and to auditing and monitoring the progress of the programmes. In addition, the Ministry of Interior provides professional supervision of the administrative controlling tasks of the government offices and district/capital district offices (former employment centres and offices), controls the fulfilment of the conditions applicable to the public employment relationship, as well as the fulfilment of the provisions of the administrative agreements and public employment contracts.

The controlling authorization is ensured by Act XLIII of 2010 on Central Administrative Authorities and the Legal Status of the Members of the Government and State Secretaries, Government Decree No. 320/2014 (XII.13.) (former No. 323/2011. (XII.28.)) on the Designation of Public Employment Services and Labour Authorities and on the Exercise of Their Official Authority and the Performance of Their Other Duties, as well as Ministry of Interior order No. 15/2014 (former No. 7/2010)).

The uniformity of professional execution was ensured until 2014 by "Protocol for the monitoring of public employment programmes" approved by the deputy state secretary responsible public employment. During 2014 – due to the continuous increase of the number of persons involved in the programmes, and due to the change of the modified authorization due to the government office transformation – new rules of procedure were developed, separating the administrative controlling and the on-site monitoring of the programmes, both of which activities continue to ensure the controlling of the programmes.

During the preceding years, the appointed co-workers of the Deputy State Secretariat for Water Management who were given assignment letters carried out audits in respect of the public employment programmes, while the change in the legislation ensured administrative controlling authorization for the organizational unit proceeding at the first instance of the employment agency (the district/capital district office), and also for the Ministry of Interior. As a result of the statutory authorization, in 2014 the scope of entities carrying out audits also expanded.

Simultaneously with the increase of the number of persons involves in public employment, the number of programmes affected by audits also increased, While in 2012, slightly more than 1,400 public employment programmes were examined, in 2013 and 2014 audits concerned nearly 3,200 programmes. The continuous increase of the National Employment Fund 'Start Work' appropriation and the increase in the number of job-seekers caused further increase in the field of audits as well. As of January 2015, in addition to the government offices, the district/capital district offices and also the Ministry of Interior had commenced the administrative audit of the programmes, this in 2015 and 2016, the number of programmes subject to audit was nearly ten thousand.

| Year | 2012 | 2013 | 2014 | 2015 | 2016 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Audits and monitoring examinations | 1406 | 3120 | 3156 | 4562 | 4607 |
| Administrative audits | – | – | – | 5294 | 4814 |
| Controlled programmes in total | 1406 | 3120 | 3156 | 9856 | 9421 |

The purpose of the audits is the conformity and efficiency evaluation of the use of the subsidies granted upon applications for public employment subsidies, as well as the assessment of the level of conformity of the practice used with the legislative provisions and quality requirements, as well as with the proportion of the invested values and the realization values compared to each other and directing towards effectiveness. The audits shall in all cases extend to the assessment whether the programmes achieved or are expected to achieve their objectives set.

Between 2012 and 2014, the audits concentrated primarily on the micro-regional 'Start Work' model programmes, and especially on the assessment whether the programmes – mainly the agricultural ones – become self-sufficient. In addition to the above, the main areas of audit in the model programmes were the level of organization of the activities carried out in the framework of public employment, the level of

XIII. The controlling of the regular use of public employment subsidies

documentation thereof, attendance and daily performance recording, and the provision and return of tools. In addition, the audit of the programmes of the national public employers – including national parks, Magyar Közút Zrt., the state forest management companies and the water management directorates – constituted continuous controlling tasks as well.

The Ministry of Interior reviewed especially the job descriptions of the participants of the public employment, considering - on the one hand - the amendment regarding the ragweed eradication obligation, and - on the other hand – in case of employees with guaranteed public employment wage, the obtainment of the education and specific qualification stipulated by law and the compliance of those with the job function fulfilled.

In course of the audits, great emphasis was put on the availability and use of the working clothes and protective gear, the purchase and use of the machines and devices necessary for the programmes, as well as the allocation of the resting time during the extremely hot summer and the cold winter, the provision of warm rooms and protective drinks.

The typical inadequacies revealed by the audits are the following:

- administrative inadequacies regarding the documentation of work and attendance (missing or incomplete work log, attendance sheet),

- problems with maintaining the work logs; the work and the daily performance are not documented or incomplete,
- problems with maintaining the work logs; the work and the daily performance are not documented or incomplete,
- in agricultural programmes: the delay or failure of trainings,
- inadequacies in purchasing and issuing protective gear and working clothes.

In case of less important - primarily administrative – inadequacies, the parties conducting the audit called the representative of the public employer present to correct the inadequacies on-site. In the majority of the cases this was already complied with during the audit.

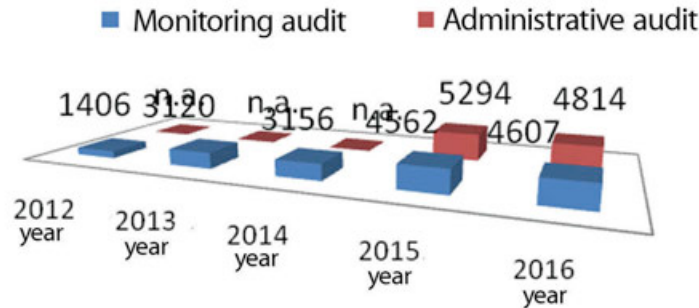
At the same time, despite the intensified controlling, part of the public employers do not want to or are unable to comply with the legislative provisions which regulated the implementation of the programmes, this the a small portion of the administrative audits conclude with the partial or complete demand for returning the programmes and/or criminal complaints.

During the last two years, an amount of nearly 410 million HUF was reclaimed due to the breach of the administrative agreements on which the subsidy is based on.

Distribution of the amount reclaimed in 2015 and 2016 due to breach of contract



Figures of public employment programmes affected by monitoring or administrative audits



Part of these cases classified as such serious breach of contract, that criminal complaints were filed in addition to reclaiming the subsidy.

Criminal complaints – including the procedures initiated against public employers and public employees – have been filed in 149 cases in total since 2012, 84 cases are still in progress. 49 of the criminal complaints were filed against public employers. The majority of the cases were initiated due to fraud, falsification of documents, mismanagement and budget fraud, however, there were also cases of flyer distribution, having the public employees work on the public employer's own property, as well as misuse of invoices. The reasons behind the procedures initiated against public employees were mainly theft, vandalism and public nuisance.

Considering the number of audits carried out, as well as the committed amounts controlled by audits, the above cases cannot be considered as a negative generally characteristic for public employment.

Based on the experience of the audits we can declare that essentially, public employment is operating according to the approved programme objectives. Typically, municipal public employers realize objectives which

serve the interests of primarily the local community, thus the “value-creating public employment” becomes prominent.

In addition to the above, another experience of the programmes launched by the national public employers us that in general, the organization and documentation of the employment, the determination of the tasks represent high level of standard, the conformity of the implementation is outstanding, which are based onto the steady central management and organization.

Problems emerge primarily in case of large-scale public employment, as well as in the small settlements where the municipalities do not have their own staff. Attendance and the documentation thereof generally conform to the requirements, where possible, the necessary corrections are carried out during the on-site audit. Programmes are successfully realized primarily in those settlements, where the leaders of the settlements have the necessary affinity and specific knowledge, and where sufficient time and energy is spent on proper preparation, and the further development opportunity of the programme is assessed simultaneously.

XIV.

Afterword

2011-2016

Upon the 2010 change in government, complete employment to be realized until the end of 2018 was set as one of the most important objectives by the Government, which objective is to be realized partly by directing the recipients of employment-substituting allowances to the primary and secondary labour markets. Considering all of the above, it became evident in 2011 that the former allowance system has to be replaced by a form of temporary employment which serves the government principle of “Work instead of allowance”. Accordingly, the main objective became the labour market integration and reintegration of benefit recipients of active age without (work)remuneration who are socially disadvantaged, thereby replacing the previous, allowance-based care system.

The Government continues to consider public employment as temporary employment, which provides work and income to job-seekers in the most disadvantaged regions of the country. The by now multiple-year experience shows that where the number of market undertakings is extremely low, and the labour market demand stagnates, public employment provides the first – and in some cases the only – legal form of employment to the majority of the participants.

Public employment also means expansion of employment, creation of workplaces by the state, rural development, as well as settlement development. As in addition to helping the welfare of the individual, the basic objective of the public employment projects is the creation of value, strengthening the self-sustaining ability of the settlement, and the ability thereof to retain the rural population.

In the field of public employment, the creation of any product, the achievement of community objectives, as well as the development of human resources may be considered as value creation. Different training and courses constitute an important basis of the satisfaction of the demands emerging through the labour market, and of increasing the labour market chances of public employees.

As the coordinator of the new type of public employment, in 2011 the Ministry of Interior launched the micro-regional ‘Start Work’ model programmes, putting increased emphasis on the agricultural programmes within such

programmes. Starting from 2014, programmes built on the local community needs and particularities could be launched as well, which broadened the scope of public employment activities. From among the public employment programmes, through the draining of internal inundation, the protection of the settlements and the valuable assets of the residents had been realized, decreasing the applications for different force majeure subsidies. The surplus goods produced in the agricultural programmes operated by the municipal governments are processed in public institutions, thereby also contributing to self-sufficiency significantly.

Since its establishment in 2011, the new type of public employment has undergone numerous changes. The continuous fine-tuning of the system was carried out as directed by the economy and within that the labour market. In 2016, the goal was to continue the programme types already operated in course of public employment. The Ministry of Interior supported the continuation of the social programme elements of the district ‘Start Work’/ follow-up model programmes.

Value-creating public employment programmes were launched in those follow-up programmes and the model programmes, which had been realized in course of the projects built on agriculture and local particularities.

Those national public employment programmes were continued which constitute possibly the most versatile area of public employment, while classic mass employment is realized here.

We introduced new types of programmes and extendible programmes in 2016.

The extension of the municipal road guard programme, as well as the maintenance and preservation of the condition of the real estate owned by Hungarian National Asset Management Inc. enabled the involvement of a significant number of public employees. Programmes aimed at the satisfaction of local, community needs could be realized, such as the renovation of municipal rental properties, the demolition of derelict, ruinous houses, and the recycling of the demolition materials. Social public baths were established for socially disadvantaged persons/youth. The homeless programme became national. In order to develop rural tourism and tourism, manorial buildings, mansions,

smaller castles and fortresses under municipal/state management were renovated or altered. The establishment, maintenance and renovation of animal shelters became possible, as well as the removal of graffiti from the public buildings and public areas of cities with county authority. We plan to continue the public employment programmes further, with the even closer involvement of the charitable organizations and historic churches.

Social cooperatives

From among the district start model programmes of the public employment, the programmes serving local community needs enabled the formation of new types of business associations and social cooperatives. These social cooperatives may create jobs in settlements, where there is no other opportunity to create primary labour market jobs. In the future, the support of the operability of social cooperatives, and the expansion of their already existing activities will become prominent.

Trainings and labour market services

From 2016, the GINOP (Gazdaságfejlesztési és Innovációs Operatív Program; Economic Development and Innovation Operational Programme) and the EFOP (Emberi Erőforrás fejlesztési Operatív Program, Human Resource Development Operational Programme) programme provide opportunity to involve the target groups of public employment in trainings. In addition to trainings, labour market services also emerged, putting increasingly great emphasis on services promoting return to the labour market as well. Overall, it can be established that public employment has created countless value in course of its operation so far, since the tidiness of settlements improved, the residential and natural environment became nicer and cleaner, public security is better in the settlements, the touristic appeal of the settlements has increased, the quality of institutional catering has improved, and the sense of community has been strengthened. Public employees are proud of the achievements of their work, work ethic has improved,

family horticulture has begun, in case of elementary school ages children, uncertified absences from school have ceased. Through the organization of the communities, the opportunities to form alliances have also emerged.

Public employment is now – as it always has been – is an instrument of employment policy which is one of the pillars of the realization of a completely new approach. Naturally, this requires the continuous review of this system, bearing in mind the needs expressed by the labour market. The numerous legislative amendments which have occurred in the history of public employment so far all served/serve this purpose.

Among others, the strategic objectives of public employment includes increasing the employment rate of people between the ages of 20 and 64 to 75% through the Europe 2020 Strategy, and **achieving total employment** with the help of public employment, the budgetary support necessary for which is ensured by the Government every year. An additional key aspect is that **everybody who wants and is able to work, but to whom the primary labour market is unable to provide any employment opportunity, shall in the framework of public employment have opportunity to perform value-creating work that is useful for the community as well.** Promoting entry into the primary labour market by strengthening the activating elements of public employment further is an important, fundamental strategic objective within public employment.

We hope we were able to demonstrate all the values and achievements in this publication, which would not have been realized or would have been realized only partially in the field of employment without public employment. Recipients of the award for the „Best Municipal Practices” realized in the field of public employment, based on the tender called by the Települési Önkormányzatok Országos Szövetsége (National Association of Municipal Governments, TÖÖSZ)

Budapest, 2017

1. sz. tábló

**A TELEPÜLÉSI ÖNKORMÁNYZATOK ORSZÁGOS SZÖVETSÉGE (TÖÖSZ) ÁLTAL
PÁLYÁZATI KIÍRÁS ALAPJÁN A KÖZFOGLALKOZTATÁS TERÜLETÉN MEGVALÓSÍTOTT
„LEGJOBB ÖNKORMÁNYZATI GYAKORLATOK” DÍJAZOTTJAI**

2012. ÉV DÍJAZOTTJAI

Baranya Megye



Nagydobsza,
Kovács János



Dencsháza,
Kobra Ottó

Heves Megye

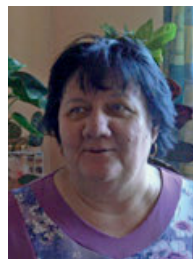


Erk,
Pető László György



Boda,
Kovács Győző

Jász-Nagykun-Szolnok Megye



Tiszaörs,
Bodorné Gyöngy Erika



Tiszaigar,
Szilágyi László

Heves Megye



Ivád,
Valyon László



Egercsehi,
Kovács András



Tiszaszentimre,
Koczúrné Tóth Ibolya



Szelevény,
Pánczél Ferenc

Jász-Nagykun-Szolnok Megye



Csépa,
Fialka György Péter



Tizzasas,
Gyói Gábor



Örményes,
Török Tamás



Tiszatenyő,
Kazinczi István

Nógrád Megye



Bátorfőnyék,
Nagy-Majdon József



Karancslapujtő,
Baksa Sándor



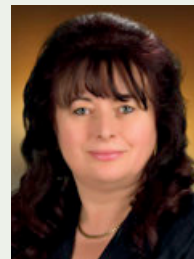
Sósábrány,
Tóth Gabriella

Pest Megye



Bernecebarát,
Gyenes Zoltán

Somogy Megye



Böhönye,
Zsoldos Márta Piroška

Tolna Megye



Újirég,
Pethes József

Veszprém Megye



Somlószőlős,
Kiss János Norbert



Kerta,
Nagyné Varga Anikó

2013. ÉV DÍJAZOTTJAI

Bács-Kiskun Megye



Dunapataj,
Dusnoki Csaba



Jánoshalma,
Czeller Zoltán



Tompa,
Véh László



Biharugra,
Makra Tibor



Kétegyháza,
Kalcsó Istvánné
Gyuricska Mária



Dévaványa,
Valánszki Miklós Róbert

Baranya Megye



Komló Város Önkormányzat
Városgondnokság,
Polics József



Beremend,
Theisz Ferenc



Mozsgó,
Kovács Zsolt Vilmos

Borsod -Abaúj -Zemplén Megye



Berzék,
Farkas László



Kisgyőr,
Kékedi László Vilmos



Méra,
Tímár Herbert



Rudolftelep,
Rozlozsnik Jánosné

Borsod -Abaúj -Zemplén Megye



Múcsony,
Vízslai Viktor



Cigánd,
Oláh Krisztián



Kovácsvágás,
Sándor Endre

Csongrád Megye



Kistelek,
Nagy Sándor



Nagyér,
Lőrincz Tibor



Maroslele,
Dr. Martonosi György

Fejér Megye



Szabadhidvég,
Pap László

Győr-Moson-Sopron Megye

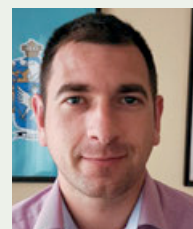


Rábaszentmihály,
Horváth Gábor

Hajdú-Bihar Megye



Bakonszeg,
Gara Péter



Mezősas,
Somi László



Esztár,
Szécsi Tamás



Nyíracád,
Dr. Nagy János

Hajdú-Bihar Megye



Hajdúböszörmény,
Kiss Attila

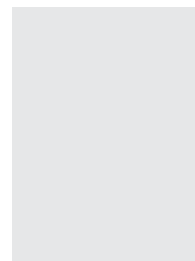


Hajdúhadház,
Csáfordi Dénes

Jász-Nagykun-Szolnok Megye



Berekfürdő,
Molnár János



Tomajmonostora,
Fazekas Szabolcs

Heves Megye



Átány,
Gőnczi Mihály Miklós



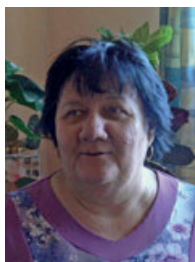
Balaton,
Udzeliné Murányi Enikő

Komárom-Esztergom Megye

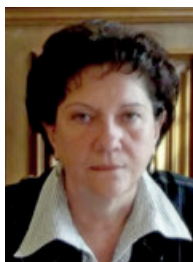


Ete,
Rohonczi László

Jász-Nagykun-Szolnok Megye



Tiszaörs,
Bodorné Gyöngy Erika



Tiszaszentimre,
Koczúrné Tóth Ibolya

Nógrád Megye



Nagybárcány,
Dombovári Edina



Ványarc,
Hrnicsjár Mihályné



Varsány,
Pintérné Kanyó Judit



Nógrádszakál,
Radvánszky Judit

Nógrád Megye



Szuha,
Tóth Zoltán István

Pest Megye



Bernecebaráti,
Gyenes Zoltán

Szabolcs-Szatmár-Bereg Megye



Tiszaszentmárton,
Szűcs Dezső

Somogy Megye



Somogysárd,
Fentős Zoltán



Fiad,
Gyurik Attila

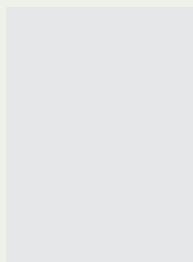
Tolna Megye



Nagyszokoly,
Bors Bálint



Gyulaj,
Selmeczi László



Zics,
Nagy Jenő Józsefné

Vas Megye



Telekes,
Orbán László József

Veszprém Megye



Bazsi,
Szentés László

Szabolcs-Szatmár-Bereg Megye



Rozsály,
Sztolyka Zoltán



Paszab,
Tajthy Péter Ferenc

Veszprém Megye



Ukk,
Komendánt Irén

Zala Megye



Zalacsány,
Nagy Lászlóné

2014. ÉV DÍJAZOTTJAI

Bács-Kiskun Megye



Tabdi,
Fábíán Sándor



Tiszakécske,
Tóth János



Almáskamarás,
Mazán Attila



Csabacsűd,
Molnár József

Baranya Megye



Nagypall,
Grátz Erika



Old,
Baski László



Pusztaföldvár,
Dr. Baranyi István



Tarhos,
Kürti Sándor

Borsod-Abaúj-Zemplén Megye



Bicsérd,
Vér József



Királyegyháza,
Grím Ferenc



Vatta,
Korán István Attila



Szegilong,
Talárovics László



Tiszatarján,
Bögre Lajosné



Putnok,
Tamás Barnabás

Borsod-Abaúj-Zemplén Megye



Bodrogolaszi,
Kovács József



Szemere,
Farkas Ferenc

Csongrád Megye



Derekegyház,
Szabó István



Baks,
Búza Zsolt

Fejér Megye



Lajoskomárom,
Pirtyák Zsolt

Főváros



Ferencvárosi
Szociális Foglalkoztató és Ellátó Nonprofit Kft.,
Sebők Endre

Győr-Moson-Sopron Megye



Csikvánd,
Kozma Tibor

Hajdú-Bihar Megye



Hajdúnánás,
Szólláth Tibor Zoltán



Balmazújváros,
Dr. Veres Margit

Hajdú-Bihar Megye



Pocsaj,
Kecskés Gyula

Jász-Nagykun-Szolnok Megye



Tiszaszőlős,
Kerekes András

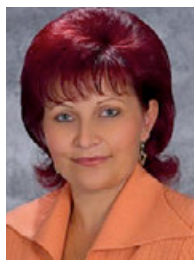


Hunyadfalva,
Vékonyné Házi Eszter

Heves Megye

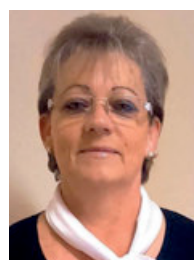


Kerecsend,
Sári László



Mezőtárkány,
Tóthné Szabó Anita

Komárom-Esztergom Megye



Tárkány,
Mészáros Tamásné

Jász-Nagykun-Szolnok Megye



Madarasi
Településselátó, Beruházó
és Szolgáltató Szervezet,
Makai Tamás

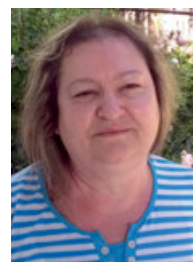


Cibakháza,
Hegyes Zoltán

Nógrád Megye



Ságújfalu,
Szentes Attila



Mátramindszent,
Horváth János



Karancslapujtő,
Baksa Sándor

Pest Megye



Szob,
Ferencz Gyöngyi

Szabolcs-Szatmár-Bereg Megye



Tunyogmatolcs,
Soltész Bertalan

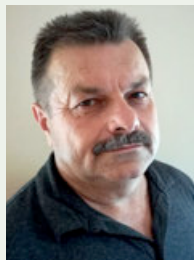


Nyírbéltek,
Bagdi Sándor

Somogy Megye



Bárdudvarnok,
Mester Balázs



Mosdós,
Keresztes József



Tiszabercel,
Szántó Zsolt



Tiszadob,
Bán György

Tolna Megye



Nyim,
Pistár Péter



Buzsák,
Kara Lajos



Magyarkeszi,
Kovács Erzsébet



Szakcs,
Récsei Gábor

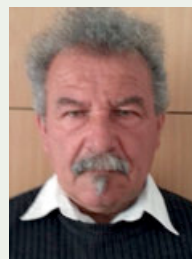
Szabolcs-Szatmár-Bereg Megye



Vásárosnamény,
Filep Sándor



Cégénydányád,
Kelemen Róbert



Keléd,
Feiler Ferenc Miklós

Veszprém Megye



Lovászpátona,
Pintér Imre

Zala Megye



Szentpéterúr,
Pálfi József

2015. ÉV DÍJAZOTTJAI

Baranya Megye



Dunaszekcső,
Faller János



Bogdása,
Nagy Árpád



Boldogasszonyfa,
Neiczerné Jaksa Szilvia



Cserdi,
Bogdán László



Ócsárd,
Keserü Zoltán

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Kunadacs,
Farkas Ildikó



Csávolgy,
Hamháber Norbert

Békés Megye



Csorvás,
Baráth Lajos



Gyomaendrőd,
Toldi Balázs

Békés Megye



Kevermes,
Lantos Zoltán



Vésztő,
Molnár Sándor

Csongrád Megye



Székkutas,
Szék István



Balástya,
Ujvári László

Borsod-Abaúj-Zemplén Megye



Arló,
Vámos Istvánné dr.



Hidasnémeti,
Borsos László

Fejér Megye



Sárkeresztúr,
Csutiné Turi Ibolya

Győr-Moson-Sopron Megye



Izsófalva,
Simon Ottó



Szegi,
Gabura Csaba



Tét,
Bánfi Lajos

Hajdú-Bihar Megye



Trizs,
Mácsi Istvánné



Viss,
Tamás János

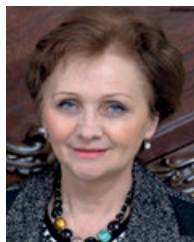


Hajdúsámson,
Antal Szabolcs

Hajdú-Bihar Megye



Egyek,
Dr. Miluczky Attila



Nyíradony,
Kondásné Erdei Mária

Komárom-Esztergom Megye



Vértesskethely,
Tóth János

Heves Megye



Csány,
Medve István



Recsk,
Nagy Sándor

Nógrád Megye



Bátonyterenye,
Nagy-Majdon József



Diósjenő,
Tóth János

Jász-Nagykun-Szolnok Megye



Tiszapüspöki,
Bander József



Tiszaderzs,
Fótosné Ceglédi Zsuzsanna

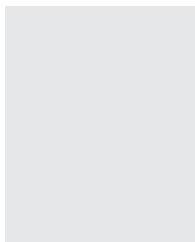


Karancskeszi,
Királyhegyi Gyula



Jászkarajenő,
Palya István Kálmán

Pest Megye



Nagyiván,
Lajtos István



Mezőtúr,
Herczeg Zsolt

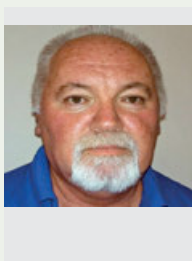


Somogyudvarhely,
Kiss Kornél

Somogy Megye



Somogyvár,
Gyurákovics László



Simonfa,
Bodrog Gábor



Karád,
Schádl Szilárd

Szabolcs-Szatmár-Bereg Megye



Paszab,
Tajthy Péter



Kállósemjén,
Belicza László

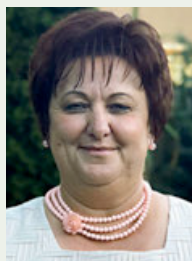


Tiszadada,
Mizser Zsolt



Nyírcsaholy,
Magyar Csabáné

Szabolcs-Szatmár-Bereg Megye



Zsurk,
Pócsikné Vakula Ágnes



Nyírbogát,
Dr. Simonné Dr. Rizsák Ildikó

Tolna Megye



Felsőnyék,
Debella László



Tamási,
Porga Ferenc

Vas Megye



Kemenesmagasi,
Sebestyén Zoltán

Veszprém Megye



Bakonykoppány,
Tekán István

Zala Megye



Tilaj,
Senkó József

Országos közfoglalkoztató



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Lovas Lajos



Oroszlány
Város Önkormányzata
Önkormányzati
Szociális Szolgálat,
Baráth Domonkos

2016. ÉV DÍJAZOTTJAI

Baranya Megye



Hetvehely,
Wágner Antal



Kistapolca,
Ambrus Lajosné

Bács-Kiskun Megye



Harkakötöny,
Brassó Imre Albert



Mélykút,
Kovács Tamás

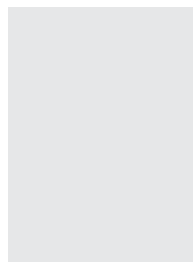
Békés Megye



Lánycsók,
Hadra József



Vásárosdombó,
Szabó László



Kamut,
Balog Imréné



Magyardombegyház,
Dús Ildikó

Békés Megye



Sarkad,
Dr. Mokán István



Szarvas,
Babák Mihály

Csongrád Megye



Csongrád,
Bedő Tamás



Kövegy,
Galgócziné Krobák Mária

Borsod-Abaúj-Zemplén Megye



Erdőbénye,
Kántor Dezső



Gelej,
Demeterné Nyeste Erzsébet

Fejér Megye



Sárbogárd,
Dr. Sükösd Tamás



Gömörszőlős,
É. Kovács Judit



Homrogd,
Juhász Gábor

Főváros



Budapest Esély Nonprofit Kft.,
Pirisi Károly

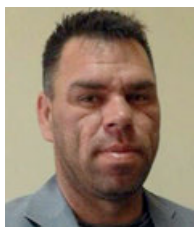


Kesznyéten,
Kecső Imre



Makkoshotyka,
Kántor Ferenc

Győr-Moson-Sopron Megye



Gyarmat,
Szabados Péter

Jász-Nagykun-Szolnok Megye



Nagyrev,
Burka István



Örményes,
Török Tamás

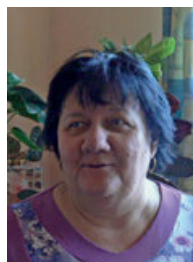
Hajdú-Bihar Megye



Folyás,
Magyar Sándor



Komádi,
Tóth Ferenc



Tiszaörs,
Bodonné Gyöngy Erika



Tiszaszentimre,
Koczúrné Tóth Ibolya

Komárom-Esztergom Megye



Császár,
Beke Gyöngyi



Kőröszegapáti,
Tarsoly Attila

Heves Megye



Besenyőtelek,
Bozsik Csaba



Tiszanána,
Dr. Tóth József

Nógrád Megye



Buják,
Borbély Gábor



Rimóc,
Beszkid János

Nógrád Megye



Somoskőújfalu,
Tóth László

Pest Megye



Újszilvás,
Dr. Petrányi Csaba

Somogy Megye



Homokszentgyörgy,
Czinke János



Öreglak,
Maczuczsa Miklós



Szena,
Salamon Gyula



Szentgáloskér,
Szabó Péter

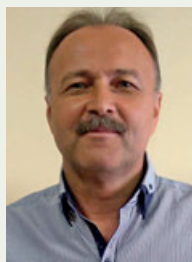
Szabolcs-Szatmár-Bereg Megye



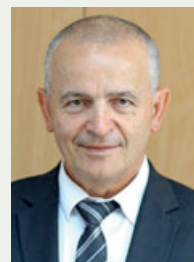
Ilk,
Balogh Istvánné



Kék,
Poór Sándor



Penyige,
Juhász Gyula



Szamosszeg,
Gergely Lajos

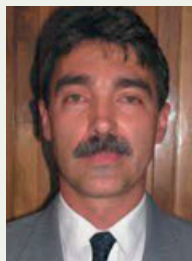


Tiszaszentmárton,
Szűcs Dezső



Ura,
Karácsony Sándor Zoltán

Tolna Megye



Kurd,
Müller János



Nagykónyi,
Pusztai László

Vas Megye



Torony,
Kovács György

Veszprém Megye



Nyárád,
Paják Károly

Zala Megye



Resznek,
Kercsmár István

Országos közfoglalkoztató



Baptista Szeretetszolgálat,
Hári Tibor



Református Szeretetszolgálat,
Lutár Balázs

